



The REGISTER

Selective Service System

THE REGISTER

July - August 2008

Selective Service Supports Student Workforce

Even though the Selective Service System is a very small federal agency, it does its part to support the summer workforce at a time when the job market is tight. The Office of Personnel Management stated on their USAJOBS Web site that the current and future employment needs of the federal public service are “highly competitive” with “talented” employees. Like the private sector, federal agencies are streamlining and restructuring to become more efficient and less costly to operate. For students, this means that there are fewer jobs; however, Selective Service National Headquarters was lucky enough to have three talented college students assigned: Ryan Adams, Mellisa Ford, and Coriandra Johnson.

Majoring in aviation management at Florida Institute of Technology, Melbourne, FL, Adams is working in the Financial Management Division, Support Services Directorate. He has created electronic forms to gather financial data on reimbursable agreements; entered accounting data for military training accounts; and researched various topics, such as core competencies for financial management employees, the apportionment process, the prompt pay act, and the federal budget process. In addition, he is currently preparing a presentation on the federal budget system and assisting with updating sections of the financial management manual.

Adams grew up in Waldorf, MD, and graduated from Thomas Stone High School in 2006. He graduated with a 3.6 GPA and earned eight varsity letters in soccer, tennis, and football.

Adams has completed two years of college. He is the fraternity rush chair of the Omicron Nu Chapter of Tau Kappa Epsilon. “As of now, my plans are to get back to school and try to find my niche with some upcoming aviation classes.”

A native of Silver Spring, MD, Mellisa Ford is a graduate of Montgomery Blair High School. She is attending Strayer University, in Takoma Park, MD, majoring in business administration. Her hobbies are reading, shopping, and spending time with her family.



SUMMER STUDENT SUPPORT — Director William Chatfield with students (from left to right) Mellisa Ford, of the Human Resources Division; Ryan Adams, of the Financial Management Division; and Coriandra Johnson, of the Logistics Division.

Ford has worked in the Human Resources Division, Support Services Directorate, as a student hire over the last year. She has become the “go-to” person for many Selective Service personnel on time-and-attendance processing and provides the day-to-day support for the division and the associate director of Support Services. She is the first student to serve on the agency’s Combined Federal Campaign as a key worker.

Continued on page 3

When the Draft Calls Ended.. P. 2

Junior Officer of the Year..... P. 3

State Director Honored..... P. 6

When the Draft Calls Ended

John T. Correll, Contributing Editor

The all-volunteer force was a return to—not a departure from—the nation's tradition of military service.

Editor's Note: The article below is reprinted in its entirety from the April 2008 issue of the Air Force Magazine. This is the first part of two.

At 6:35 a.m. on March 24, 1958, Elvis Presley reported to his draft board in Memphis, Tenn., and was inducted into the Army. He was at the peak of his singing and movie career, but that made no difference. Like many young American men of that day, he had a military obligation to meet.

Elvis took pride in his military service. By all accounts, he was an excellent soldier. After basic training, he served in tank battalions at Ft. Hood, Tex., and in Germany. He was discharged at Ft. Dix, N.J., in 1960 and received a mustering-out check for \$109.54.

Draft induction numbers in the late 1950s were down considerably from the level they had reached in the Korean War in the early years of that decade. Nevertheless, a hitch in the armed forces, either as a draftee or a recruit, was still regarded by many as a rite of passage. Young men went when called and served with a generally positive attitude. The day of hard-core draft resistance had not yet arrived.

The generation that came of age in the 1950s and 1960s had never known a time when there was no draft. However, the draft that lasted from World War II through the Vietnam War was not in the basic American tradition of military service.

The United States certainly had used the draft at various times in its history; large numbers of soldiers were drafted in the Civil War and in World War I. Still, conscription had always ended when the war did. The draft that began with World War II was different. It lasted for close to 33 years.

Today, conditions could not be more different. The nation has not drafted a single airman, soldier, sailor, or marine in 35 years. Nor is it likely to do so any time soon, for reasons having to do with that last experience with conscription.

In 1936, an obscure Army major, Lewis B. Hershey, was appointed the executive officer of the Joint Army-Navy Selective Service Committee, set up to prepare for possible mobilization. The panel consisted of two officers and two

clerks. Hershey was a former schoolteacher who joined the National Guard in 1911 and transferred to the regular Army after World War I. Nobody, least of all Hershey, dreamed the job would last for decades.

No Volunteering Allowed

When Germany in 1940 invaded the Low Countries and France, Congress authorized the first peacetime draft in American history. Inductions began in November 1940. The following year, Hershey was promoted to brigadier general and named director of the Selective Service.

A total of 10.1 million men were drafted during World War II. At the beginning of the war, men rushed to enlist, but, from Hershey's perspective, that ruined orderly conscription. He persuaded President Roosevelt in December 1942 to end voluntary enlistments except for men under 18 and over 38.

The draft authority expired in 1947, but, even though the Army's manpower requirements that year were low, recruiters could not meet them. Thus the draft was reinstated in 1948. Draft calls surged at the onset of the Korean War in mid-1950.

The postwar draft restored the option to enlist. Men who could meet the qualification standards could join the service of their choice and get a shot at better training and preferred duty assignments. Draftees had a service obligation of two years, but volunteers served longer tours—four years in the case of the Air Force. Another alternative was to join the National Guard or the Reserve, go to basic training, and then serve out one's military obligation on training weekends and short active duty tours.

Even in times of conscription, the US military was predominantly a volunteer force. All of the draftees were in that segment of the force with two years' service or less, and some of the troops in the under-two segment were recruits instead of draftees.


"Historically, inductions accounted for only 30 percent of enlisted manpower," said Janice H. Laurence in a study for RAND. "The remaining enlisted men were split evenly

Junior Officer of the Year Named

First Lieutenant Ann Marie Tschanz, U.S. Air Force Reserve, a Reserve Force Officer for a Selective Service detachment in Florida, was presented the 2007 Region II Junior Officer of the Year. The award was presented by the Florida detachment commander, Lieutenant Colonel Zach Wheeler, U.S. Army Reserve, at an initial board member training session held April 26, 2008, in Tallahassee, FL.

1st Lt. Tschanz was awarded for being a “top-notch, motivated officer.” In addition, she was commended for excelling in all of her assignments on top of completing her doctorate degree in physical therapy.

1st Lt. Tschanz has been assigned to Florida Detachment 2-4 since 2005.

Selective Service and Region II are very proud to have a young officer of this caliber representing the agency. 



JUNIOR OFFICER OF THE YEAR — Region II Reserve Force Officer 1st Lt. Ann Marie Tschanz (left) and Florida Detachment Commander Lt. Col. Zach Wheeler following presentation of award.

Student Workforce (Cont. from pg. 1)

Ford said, “Working for Selective Service has opened doors for me in a positive way. I was able to learn more about human resources as well as working in the government.” She added that her goals after leaving Selective Service are to continue her education and ultimately start her own consulting staffing and recruiting company, assisting college graduates in their job search.


Coriandra Johnson, a native of the Washington Metropolitan Area, graduated from Maurice J. McDonough Senior High School, in Pomfret, MD. Johnson was an active member of the McDonough community, participating as a member of the Junior ROTC drill team and the junior varsity and varsity cheerleading squads.

Johnson is pursuing a degree in business administration, with a focus on government contracts, at the College of Southern Maryland, La Plata, MD. One of Johnson’s hobbies is photography, which she hopes to pursue on a freelance basis.

Johnson is currently working in the Logistics Division, Support Services Directorate. She serves as the agency’s receptionist, receiving calls, visitors, and deliveries. She also provides assistance with procurement. She assists with contract pre-award, award, and administration to include weekly contract closeout as directed by the National

Business Center. She is assisting in the finalization of the General Services Administration Smartcard policy and Selective Service’s procurement policy. She processes time cards and ID cards and serves as a back-up to other staff members. Johnson is very excited and interested in the functions of the Logistics Division and hopes to continue to learn and grow in this field at Selective Service.

These students were hired under the Student Educational Employment Program, which provides Federal employment opportunities to students who are enrolled or accepted for enrollment as degree-seeking students. This program has two components: the Student Temporary Employment Program (STEP) and the Student Career Experience Program (SCEP). The STEP provides maximum flexibility for both the students and the employer because the work does not have to be related to the student’s academic or career goals. The SCEP, on the other hand, provides work experience that is directly related to the student’s academic program and career goals.

For more information about the Student Educational Employment Program, visit OPM’s Web site: <http://www.opm.gov/employ/students/index.htm>. 

When the Draft Calls Ended (Cont. from pg. 2)

between true volunteers and those who were motivated to enlist because of the presence of the draft.”

Most draftees went into the Army. A Presidential panel studying the military manpower issue reported in 1970, “The Navy and Marine Corps have occasionally issued draft calls to meet temporary shortfalls, but the Air Force has never used the draft.”

This was sometimes a cause for complaint. In 1951, Sen. Lyndon B. Johnson (D-Tex.) accused the Air Force of attempting to “skim the cream” off the population of potential recruits. “Men of high intelligence who might have made invaluable officers for the Army are now consigned to the ranks of the Air Force as privates,” Johnson charged.

For its part, the Army came to regard military manpower as a cheap source of labor and wasted it freely on menial tasks such as cutting the grass and painting buildings.

Draft authority was renewed by Congress in 1955, 1959, and 1963 with virtually no debate or opposition. Meanwhile, Hershey and the Selective Service had a new problem on their hands: too many potential draftees. The Army could not possibly use all of them.

Between 1954 and 1964, the number of men eligible for the draft increased by 50 percent while draft inductions dropped from 250,000 to 112,000, respectively, in those years. “We deferred practically everybody,” Hershey said. “If they had a reason, we preferred it, but if they didn’t, we made them hunt one.”

From 1955 on, Hershey and the Selective Service were active in “channeling” men, via deferments, into vocations of national interest. These included science, engineering, medical professions, and teaching. Hershey described channeling as a new major task for the Selective Service.

In 1956, Hershey was promoted to lieutenant general as a result of Congressional pressure and against the wishes of the Army. Although he was officially an Army officer, he had not been responsive to Army control for years. Nor did he defer very much to officials of the various Presidential Administrations. Congressional support gave him an independence similar to that enjoyed by longtime FBI director J. Edgar Hoover or Navy Adm. Hyman G. Rickover.

An Inherently Unfair System

The worst single problem with the draft was that it was inherently unfair. In 1960, the US armed forces’ total strength, counting both draftees and volunteers, was only 7.9 percent of the US male population between the ages of 18 and 45. No matter what, only a fraction of the eligibles were drafted. Furthermore, there was great variation among local draft boards in how they applied the deferment and exemption rules. There was nothing equitable about the system for the minority of the manpower pool who did not escape the draft.

Washington in the mid-1960s made several attempts to establish a draft lottery to spread the risk of induction equally among those eligible for selection. Hershey was staunchly opposed, arguing that decisions by local boards were preferable to “blind chance” with a lottery. Johnson (by then President) and Congress agreed, and the lottery initiatives failed. Also rejected was the idea of setting national standards for local draft boards to follow.

The draft was far from ideal as a source of military manpower. Because draftees served only for two years, it was not worthwhile putting them through long training programs. The technical specialties had to be filled with volunteers.

The Armed Forces Qualification Test (AFQT) ranked scores into five categories, with Category IV—scores in percentiles 10 through 30—being the lowest acceptable for military service. Cat IVs had difficulty absorbing instruction or performing complex tasks, but the draft brought many of them into service.

The number of Cat IVs increased between 1966 and 1971 as a result of Project 100,000, a program introduced by Secretary of Defense Robert S. McNamara. His aim was to open military service to 100,000 men a year who were otherwise unqualified. By 1969, Cat IVs accounted for 23 percent of inductions.

The draft also brought in a larger number of high school dropouts who, compared to graduates, were only half as likely to complete enlistments. In 1969, dropouts accounted for 27 percent of the enlisted force, ranging from a high of 42 percent in the Marine Corps and a low of eight percent in the Air Force.

When the Draft Calls Ended (Cont. from pg. 4)

More than anything else, it was the Vietnam War that ended the draft. Inductions had fallen to 82,060 in 1962, but then soared to 382,010 in 1966. As draft calls increased, so did the probability that draftees would be sent to combat. Anti-draft sentiment grew, both among military age men and in the public at large. Performances by folksinger Joan Baez featured a banner that read, "Girls Say Yes to Boys Who Say No."

In time, the burning of draft cards as a form of protest became so widespread that Congress made it a felony. Some draft evaders went to Canada, but the more common way to avoid service was through deferments, exemptions, and disqualifications. Minorities and the poor were the least successful at beating the system this way.

During the 1968 Presidential campaign, Richard M. Nixon proposed ending the draft, and, within days of taking office in January 1969, he took action to reduce the inequities. Secretary of Defense Melvin R. Laird told Nixon that the current requirement was to draft only about a quarter of the eligible men in the manpower pool, and that it would drop to one in seven when the services reverted to pre-Vietnam strength levels.

Laird proposed a lottery. Hershey was opposed but Nixon agreed with Laird and obtained the concurrence of Congress. The draft lottery was implemented in 1969. At the same time, Nixon appointed the Commission on an All-Volunteer Armed Force with a charter to develop a plan to eliminate conscription. He chose as head of the panel former Secretary of Defense Thomas S. Gates.

"We have lived with the draft [for] so long that too many of us accept it as normal and necessary," Nixon said.

	Total Active Duty Forces	Male Population, 18 through 45
1950	1.46 million	4.8%
1953	3.56 million	11.6%
1955	2.94 million	9.6%
1960	2.48 million	7.9%
1965	2.66 million	8.0%
1969	3.49 million	9.8%


Hershey, who was opposed to the all-volunteer force (AVF) as well as the other reforms, was clearly part of the problem. Nixon did not hesitate to move against him. He promoted Hershey to four-star general, made him a Presidential advisor, and replaced him as head of the Selective Service. Nixon paid no attention to the advice he then got from Hershey, who eventually was retired involuntarily in 1973 at age 79 and after 62 years of military service.

The Gates Commission made its report in February 1970 and offered three main recommendations as the nation moved toward a volunteer force:

1. A major increase in military pay.
2. "Comprehensive improvements" in conditions of military service and recruiting.
3. Establishment of a standby draft system.

To be Continued in the September - October Issue

PSA Broadcast Live

Lieutenant Colonel Lee Rebman (left), Reserve Force Officer in California, presented radio personality Tom Romano, KFBK, with a certificate of appreciation for airing Public and Intergovernmental Affairs public service announcements. 



State Director Robert Dastin Honored



State Director Robert Dastin was honored by the New Hampshire Catholic Charities with the 2008 Guardian Angel Award. The New Hampshire state director was presented the award at the organization's annual board of directors meeting, June 30.


The Guardian Angel Award is given to someone who has shown extraordinary support of the New Hampshire Catholic Charities or one of its

specific programs. According to Thomas Blonski, President and CEO of the New Hampshire Catholic Charities, "Bob has gone above and beyond in his 40 years of service to the New Hampshire communities and as personal ambassador for the New Hampshire Catholic Charities. ... Not only is he a tremendous supporter, a long-standing board member, committee member, and has done work on the corporate campaign, but he is an all around great guy."

Dastin has often been recognized by his peers and the media as one of New Hampshire's leading lawyers. He has repeatedly been named in Woodward White's Best Lawyers in America in the areas of corporate law, mergers and acquisitions, and securities law. Dastin's legal endeavors focus on professional practices and private companies, assisting with formation and general representation across a wide range of organizational and business issues. He counsels many small business entities from start-up through expansion. In addition, Dastin has a long-term practice for not-for-profit organizations.

Throughout his career, Dastin is noted for his devoted service and time to many organizations throughout Manchester and the State of New Hampshire. He continues to serve on numerous boards and works with many statewide groups.

Dastin is a retired Brigadier General from the U.S. Air National Guard. In 2007, he was presented with the Governor Wentworth Achievement Award and the National Guard Association of the United States Distinguished Service Medal.

Selective Service is honored to have such an honorable man of character representing patriotism and service to the United States as a state director. 



The Register is an unofficial publication of the Selective Service System, National Headquarters, Arlington, VA 22209. Viewpoints herein do not represent official policy.

Editor: Jennifer Burke, **Layout/Design:** Laurie Zaleski, Kimberly Galiuzzi, and Neal Dallmer.

The Register welcomes any news of interest to the Selective Service System employees. Send article submissions to Editor, *The Register*, Selective Service System, National Headquarters, Arlington, VA 22209-2425.