

though they had to defy senior officers when quotas were not met.⁴⁸

Transfer of Responsibility to WAAC Headquarters

By the end of March, less than two months after the expansion program was put into effect and before the worst of the results were felt, Director Hobby became convinced that the Army Recruiting Service's methods and failure to uphold standards were wrecking the Corps' mission. At a staff meeting on 25 March she directed her Planning Service to "present factual and irrefutable evidence to higher authority that will accomplish the immediate transfer of responsibility for the WAAC Recruiting Program from the Office of The Adjutant General to Headquarters WAAC."⁴⁹ On 5 April the Director submitted to General Somervell a detailed WAAC recruiting plan to raise standards and a request for control of acceptances.⁵⁰

The Adjutant General countered by offering a radical concession. He stated that a separate specialist group was needed to recruit women and proposed entirely to separate the Army Recruiting Service and the WAAC Recruiting Service, having a "Service Command WAAC Recruiting Officer" directly responsible to the commanding general, and WAAC recruiters responsible only to her and with full control of the acceptance of Waacs.⁵¹ He listed what he considered the chief causes of the difficulties, as concurred in by the Director:

1. The uncertainty of the proposed legislation. [The public had apparently, until the WAC Bill received publicity, never before realized that the WAAC, unlike other women's services, had not been admitted to full military rights and benefits.]

2. The unsatisfactory setup at some of our service command headquarters and subordinate recruiting installations.

3. The disappointment and dissatisfaction of enrollees writing home and describing conditions.

4. The lack of proper outfitting at the time of enrollment.

5. Inadequate housing facilities to take care of more enrollees.

6. Lack of appreciation of the importance of the WAAC objective to the Army.

7. Competition with industry.

8. The fact that the recruiting service has been staffed largely with men who are not suited for and do not understand the psychology of recruiting women.⁵²

To remedy these conditions, General Ulio proposed extensive reforms: better locations for recruiting stations; only Waacs allowed to process applicants; solicitation of help from women's clubs; follow-up inspection by his office. He planned to increase recruiting personnel, make a Hollywood film, conduct a Special Services campaign to change Army men's opinions, and call on all Army chaplains to assist. He proposed also to relocate some recruiting stations, increase the advertising campaign, and ask all Waacs to urge at least two friends to join.

More important, he proposed to lower the age limit to 19, lower the physical standards, and eliminate the aptitude test for high school graduates.⁵³

⁴⁸ Maj Jean Melin, WAAC Stf Dir, AGF Repl and Sch Comd, formerly Rctg Off in New Jersey.

⁴⁹ Cited as authority in Memo, CofPlng Serv for Dir WAAC, 5 Apr 43, Tab A to Progress Rpt, 16 Mar-15 Apr 43. SPWA 600.14 (4-15-43).

⁵⁰ Memo cited n. 43 Also, for Director's list of deterrents, see Memo, Dir WAAC for CG ASF through CofAdm Serv, 31 Mar 43. SPWA 291.9 PS, under Planning Serv Notes, 1943 WAAC files.

⁵¹ Rough Draft by buck slip, Col Vance L. Sailor, R&I Sec AGO, to Capt Edlund, WAAC Hq, 13 Mar 43. SPWA 341.

⁵² Memo, TAG to CG SOS, 25 Mar 43. Vol. Gen Policy, WAAC Hist files.

⁵³ Memo cited n. 4.