

the type of womanhood you want?"²

The final recommendations of Directors Hobby and Boyce were not so specific, being merely lists of unfinished business or other staff studies. It was noteworthy, however, that on several points there was general agreement between the views of both Directors, several major commands, and frequently General Paul or medical authorities. Points on which there was some agreement among several experts included the fields of Army opinion, women's jobs and housing, the caste system, the recruiting organization, and the proper employment of WAC advisers at all levels.

Army Attitude

On the question of Army attitude, both Colonel Hobby and Colonel Boyce agreed with General Paul in ascribing it a place of primary importance in the course of any future Corps. Colonel Boyce noted that "though improvement has come . . . this attitude is still not wholly corrected." She therefore recommended, for the future:

In any future organization for women, the War Department, through the Chief of Staff, should *at the outset* set forth to the Army the desire that the women shall be considered as full members of the Army and be accorded every courtesy and protection by all male members, commissioned and enlisted; and that all commanders be held responsible to prevent scurrilous comment and a negative attitude on the part of male military personnel toward the women within their commands.³

Women's Jobs

The Corps' entire history demonstrated that one factor above all others influenced

women's morale, happiness, or discipline. This was, simply, correct job assignment and full-time work. Director Hobby had stated unequivocally at the end of the WAAC's first year: "That is the biggest single morale factor. If they feel that they have actually replaced a man, they feel that they are doing their job."⁴

An Army Service Forces survey in the last days of the war noted that job satisfaction would be essential "for the future utilization of women in emergencies," and that:

Satisfaction with her job is probably the single most important factor in an enlisted woman's evaluation of her role as a member of the Women's Army Corps, and, consequently, her general morale and adjustment in Army life.

Unlike men in the Army, who can display endurance and courage through hardships and combat, the women have only the work they do on their jobs to offer as evidence of their contribution to the war effort.⁵

From the viewpoint of mental health, General Menninger agreed that in the future more instead of less choice of jobs should be allowed a recruit: "We should attempt to mold and modify the program to . . . allow for specificity in assignment and an opportunity for expression of feminine . . . ability."⁶

Social Association

Subordinate in importance only to job assignment, both Colonels Hobby and Boyce listed the Army caste system as ap-

² All from Speech of Gen Paul at Comd and Gen Stf Sch, 3 Apr 46, p. II-8. WDWAC 350.001.

³ Summary of Recommendations, Col Boyce, Dir WAC, 27 Nov 45. WDWAC 314.7.

⁴ Speech, Dir Hobby. Stf Dirs Conf, Chicago, 15-17 Jun 43. SPWA 337 (6-1-43).

⁵ Hq ASF, I&E Div Rpt C130, 7 Aug 45. OCMH.

⁶ Menninger, *Psychiatry in a Troubled World*, p. 115.