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ADMINISTRATION OF THE SELECTIVE SERVICE LAW

by

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ADMINISTRATION OF THE SELECTIVE SERVICE LAW

I shall discuss Selective Service under the following headings: Purpose, Principles, How we Expect it to Work, The Plan of Organization, The Peace-time Training Program, and finally The Relationship of Selective Service Operation to Industrial Mobilization.

The purpose of Selective Service is to secure men for the land and naval forces of the United States.

Its operation should be based on certain fundamental principles. Of these, let us list first the obligation of every able-bodied man to serve in the armed forces of his nation in a war, should the necessity arise. This is not a new principle. It has been recognized in this nation ever since the Declaration of Independence, it was recognized in the colonies for one hundred and sixty-nine years before the Declaration of Independence. Able-bodiedness was not defined by law until 1792 when it was set at 18 to 45. Since that time, able-bodiedness by law has been our male population between 18 and 45.

Following the principle that the nation has a right to demand the service in the armed forces if necessary in an emergency all of its able-bodied citizens, by the same token that Government has a right to place that individual where he can perform the greatest service for his country in its emergency. In other words, the power to put him in the armed forces carries with it the power to leave him out if it is determined that from the standpoint of the Government the duty in which he is engaged is more important than what he would contribute were he in the armed forces, or if it places upon the Government the responsibility for dependents. It may be to the convenience of the Government not to place him in the armed forces

That will mean that we will have our able-bodied man power classified into certain categories, and in that category which is set up for immediate service we take as a principle that by lottery we shall decide which individual should be mobilized first. So we shall have a lottery which will set up order of priority for those who are classified for immediate service.

Finally, on the assumption that the Army, the Navy and the Marine Corps will have enough trouble in the next war fighting the enemy, upon them should not be placed the responsibility of securing from the civilian population their recruits. That responsibility should be a part of the civilian contribution to the war. We believe that in the administration of selective service the people who operate it should be in the great majority of cases civilian, and the procedure should be civilian in character. In other words, we think that the neighbors of a man know what he is worth to his community, know whether or not he can be replaced, and should be the persons to decide whether he or some other man who is acceptable to the armed forces should be sent. So we take almost as a slogan that a man is chosen for service by his neighbors.

There is another good reason why we should have a civilian type of administration. The Civil War is an excellent example of what occurs when you attempt through military means to force people into the Army. The casualties among officers engaged in conscription work during the Civil War was high

Let us consider for a moment chronologically how we think this thing is going to work. As you know, we do not have an adequate selective service law now. That must be procured after the emergency or when we know the emergency is coming. We anticipate that the President will recommend to Congress the passage of a Selective Service Act. When this law has been enacted he will call upon the governors of the states for the loan of their election machinery to take the registration. We anticipate that the initial age will be from twenty-one to thirty, inclusive, some ten or twelve million individuals. Before the registration there will be an intensive campaign of education to insure that every man who should, registers. The registration should be complete and it should be accurate. At the same time recommendations will be made by the governors of the states to the President of the United States for the appointment of the local officers of the Selective Service Administration. They are appointed by the President but they are recommended by the governors. Even if it is only a week or ten days between the passage of the act and the registration we expect that the local boards in some 6,000 communities of the United States will be organized before the registration is taken. On registration night the registration officers in the thousands of election precincts over this country will bundle up the cards and take them back to the county clerk or other official who normally receives election returns. Here they will be sorted and sent to the appropriate local board.

The first task of the local board is to take some 3,500 or 4,000 cards, mix them up indiscriminately and give each a serial number. When they have completed this task they will report to the governor of their state that the job is done and notify him of the highest number on any card. When the state is completed the governor will notify the national headquarters in Washington, giving the highest number that he has in any one local board area. The purpose of this is to permit the national headquarters to have a national lottery in which sufficient numbers are placed to establish a priority for each serial number. These will be drawn at a ceremony and with publicity. This list will be the number list to decide the order of service. You can see that a great many small local board areas will not have all these numbers, but all they need to do is to cross out the numbers which they do not have, and they have remaining then, in order of priority, the people that are on their list. When you have classified the people, the people in the classification for immediate service will go as they occur on this order number list providing they pass the physical examination.

In the meantime, the national headquarters will set up quotas for the several states, based on the number of people desired by the Army, the Navy, and the Marine Corps during any particular period. The states will break down these quotas into local board areas. The local board, by the way, corresponds with the counties except in metropolitan centers, and there it coincides with 30,000 population generally. These quotas are the bank accounts against which the national headquarters, through the states, draws by calls. When the local board has taken its cards, has received its order number list, it will start with the first man it has on this order number list and will mail out to some twenty-five people each day an eight-page questionnaire, upon which the registrant will put all the facts that he believes he should show in order to assist the local board in its classification. If he has any reason why he thinks he should be deferred, necessarily here is where he puts it down.

These classification cards or questionnaires are returned, and the individuals are placed in four classes. Class One is those individuals that are ready for immediate service. Class Two is the people who are deferred from immediate service by the fact that they are engaged in vital industries or necessary agriculture, or that they hold some job with the Government and cannot at the time be replaced. Class Three is those people who have dependents, and Class Four includes everyone else, the aliens, the physically unfit, and the officeholders who are deferred by law.

Having classified these individuals in one of those four classes, you can see it is the job of the local board to have enough people in Class One to meet any call that comes down from state headquarters. After they receive the call they physically examine a sufficient number to insure that individuals are available to fill this call and these selected individuals are sent wherever the armed forces want them.

Now I have gone over this process in brief, and I will ask you to remember three words, these are the three fundamental processes: the registration, the selection, and the induction.

You probably feel that this system is somewhat complicated. A system to be successful should be brief, should be definite, and to show you what can be accomplished, with apologies to those who were here last year, I will give you a very brief but very efficient selective service act from Abyssinia. It starts out:

"Everyone will now be mobilized and all boys old enough to carry a spear will be sent to Addis Ababa."

You notice that they use a different system of defining able-bodiedness than we do. The next really has nothing to do with selective service, but it is,

"Married men will take their wives to carry food and cook. Those without wives will take any women without husbands."

Now we come to the deferments:

"Women with small babies need not go. The blind, those who cannot walk or for any reason cannot carry a spear are exempt."

That is very definite as to who is deferred. Now we come to the last sentence, that most important thing which sets up the penalties for the deserters:

"Anyone found at home after receipt of this order will be hanged."

Of course we can shoot at the stars but we can hardly hope to get up that high.

I have tried to talk a little about what we hope to do. Now let us consider briefly what sort of an organization we expect to have to accomplish these purposes. Necessarily, we must have a national headquarters. Everyone else organizing anything always has. The purpose of the national headquarters is to lay down policies, furnish information that will secure the passage of proper laws, contact the armed forces so that proper quotas can be set up, make the calls to the places to which they want the people sent, and furnish finances to carry on this work in the several states, handle the appeals that are going to come up from individuals, sometimes to the President himself, and provide general supervision. That is about the task that the national headquarters has on hand. We have an organization at the present time that sets up seven sections to carry this out.

Going down from the national headquarters we use the state channel. In forty-eight states we will have state headquarters, headed up by a director or an executive for selective service in the state, and having sufficient subsections to operate it. There is a very definite difference in the functions of the two headquarters. One is concerned with broad matters of policy. The state headquarters must find the local people to carry on this job, know enough about their work to see that they do carry it on, recommend their relief when they do not carry it on, and take care of a thousand and one details of finance and supply that will arise.

In the county or in the 30,000 area in the city we will have three people. These individuals are the front line officials of our organization. They are the ones that must pick from people that they perhaps have known all their lives the individuals who must go and the individuals who will stay. They must be able to justify their actions because, after all, we are all going to be tried before the bar of public opinion. Their task is most important. To each of these boards will be assigned a medical examiner.

Between the local boards and the national headquarters is a judicial board known as the Appeal Board. There will be one for about every 600,000 people, except in the smaller states where there will be one per state. It is the purpose of these people to review appeals, either to send on or to turn back to the local board.

In addition, we have registrant advisory boards, which are merely individuals set up for the purpose of assisting

the registrant in making out this eight-page questionnaire. Fortunately, in the last six or seven years individuals as a whole have gained a great deal of experience in making out forms of one kind or another, which should help us in the next war. We have attached to each local board a Government appeal agent whose business it is to see that justice is done to both sides. Of course he is particularly for the purpose of appealing cases when he thinks the local board may be rendering decisions unfair to the Government's interests.

For the purpose of advising on the medical situation we have medical advisory boards that are established ordinarily at places where medical facilities are available.

That, in a nutshell, is our organization, and again I have set out three things, the national headquarters, the state headquarters, and the local boards, as the key words in this organization.

Now what are we doing at the present time about all this? As Major Dahlquist has told you, there has been in existence since 1926 a Joint Army and Navy Selective Service Committee. This committee was appointed by the joint action of the Secretary of War and the Secretary of the Navy for the original purpose of planning the organization and the operation of the selective service administration. Their first task was the preparation of a proposed law. Since 1926 this has been frequently revised, and the last approved revision was in January 1938. To put this law in effect, when and if passed, regulations have been drafted. As a matter of fact, we have about five volumes of them. It early became evident to those who were planning selective service that no matter how much we had in the way of plans, unless we had a reasonably large body of people that knew something about it we were going to be handicapped in any emergency by attempting to turn over to people who knew nothing about it a system to bring into being and operate. By the way, it will take about 200,000 people to operate this although half of those are on the registrant advisory boards and they will simply help individuals, set down the facts on these questionnaires.

In 1926 the Secretary of War and the Secretary of the Navy detailed to the Joint Army and Navy Selective Service Committee ninety-five reserve officers, eighty-five from the Army, eight from the Navy, and two from the Marine Corps. These people were to be trained to the end that in an emergency they would be able to form the nucleus of a national

headquarters Along in the early 30's they began to turn their efforts to carrying the planning down into the states, and between 1930 and 1936 plans were prepared in all of the states of the union for the operation of selective service in those states. They vary some among themselves, but in general they do divide the states into local board areas and set up advisory board areas, appeal board areas, and make provisions as to how the state headquarters will be brought into being and how these individuals will be procured in an emergency.

In the fall of 1936 for the first time we began the training of individuals in the state to the end that a nuclei of individuals would be present in each state in the union to bring these organizations into being At the present time we have some two hundred and fifty state staff officers of the National Guard who are partially trained by our committee That number will probably double in the next seven or eight months because within the last few weeks the War Department has asked from the state adjutant generals the names of individuals to be trained in this particular thing and has recommended that at least half the state staff be put on this work. If that should occur we will get somewhere between eight and twelve people on an average It will be less, of course, in smaller states, some states will have only about four. To train these people we have conferences at four different places throughout the United States. We bring to these conferences the reserve officers from the Navy, the Marine Corps and the Army, and the state staff officers living in that particular area. We are trying to get more and more participation from corps area and naval commandants in the districts near where we hold these conferences. These last for two weeks. We use the two-week training period of the reserve officer and the fifteen-day field training period for the state staff officer for this purpose, although some twenty or more states have sent representatives to these conferences at the expense of the state in order to permit the officer to attend his field training period. In addition to the conferences, we have outlined a seven sub-course correspondence school. Three of them are in operation at the present time, and we have somewhere between 250 and 300 people enrolled. This enrollment is rising rather rapidly because more and more National Guard officers are being given this to do in lieu of attending drills For educational purposes we put out a bulletin each month with a circulation of around 500 There is considerable individual research work being done by our older members because our group must do all its own planning. There isn't anyone else. That, I think, will give you a little idea of what sort of an organization we hope to have ready and partially trained at least. In other words, between sixty and

a hundred who would be available for national headquarters, and five hundred in the states, which will make four or five available in the smaller states and twelve or more in the larger ones.

In closing I want to consider just a little our relationship with industrial mobilization. Class Two is the classification of the individuals who are deferred from active service because of industrial or agricultural reasons. The regulations, in brief, require that a man be in an essential agricultural enterprise or an industry that is engaged in necessary work contributing to the success of the war, second, it is required that the man himself be necessary to the operation of that agricultural enterprise or industrial organization. Very simple definitions, very difficult in application.

Now I want to bring to you a few figures of the World War. In the World War we had about 300,000 people who were deferred under what we now call Class Two, that is, deferred for agricultural and industrial reasons, but a thing that we lose sight of occasionally is that where only 300,000 were deferred for this reason we had 5,600,000 others who were agricultural and industrial workers deferred for reasons that placed them further away from the priority of service than industrial deferment would. In other words, you had seventeen or eighteen men deferred for dependency or some other reason who were in agriculture or industry for each individual who was deferred for that particular reason. The cause is obvious. There is no use classifying a man in Class Two when as soon as you call him he comes forward and is classified in Class Three. Therefore, the sensible thing to do is to classify him initially in Class Three if he has reason to be. If he has one leg off there is no use playing along with him, forget him until all the two-legged men are dead. It is the same way with a man who has four children, let us say. There is no use in putting him in Class Two because he happens to be farming or something of that kind. So whenever you are thinking of these agricultural and industrial deferments, recall that if experience of the past is worth anything, many, many more are deferred for other reasons.

On this chart I have up here I have not put down the number of women who could contribute to the winning of the war in some of our vital industrial, or agricultural, or some other way. That is probably controversial. I sometimes take a figure of 20,000,000. I think we have about 10,000,000 gainfully employed now, and probably there are a great many additional who could be used to some purpose in industry or

agriculture I have shown on the chart only males, between the ages of 16 and 64. There are a great many people over the age of 64 who probably can contribute, but we have eliminated them. In thinking about this problem I think we ought to try to find the critical ages. The Army has no interest above this line, 45, there are 13,000,000, and whatever they can do should be utilized for maintaining vital industry, essential agriculture, and the national life. Until they become 18 we have no idea of using these 2,000,000. They are not highly skilled but for whatever they can do they are available. Initially we do not intend to register this 13,000,000. There are several reasons for that. One is that whenever you increase the number of people you are going to register you go from a quarter of a billion to a half a billion forms, and just the handling of them complicates the problem. In this group only 18 percent of males are available for military service. Here are 26,000,000 that at least for some time, a year or two years, will be available to industry and agriculture. There will be some who will go as officers, but by and large those numbers will be so small that they will not affect this total very much. Between 18 and 21 we do not initially intend to ask for legislation to register them. The reason is that during the World War considerable discussion was gone into before the passage of the Selective Service Act because many people objected and many Congressmen objected to conscriptions, initially at least, of a man who could not vote, and to escape that criticism and to bypass, perhaps, women's organizations of the United States, this group is not initially set up for registration. Of course there will be many enlistments from that group, but it contains almost a million people who are not fit for service. So this 10,000,000 between 21 and 31 becomes the critical age group. I have kept in round millions here. This 6,000,000 (indicating on chart) belongs in that group of married men, aliens, and the physically unfit. Right away you can see that so far as the critical age group is concerned it falls down into 4,000,000 people, and if you add to that some 2,000,000 or a little more in the 18 to 21 age group you will find that initially we must get most of our people out of this very limited area. That is one of the reasons why there is some concern on the part of those who are engaged in personnel procurement on the question of whether we can find within those restricted ages all the people we want.

Now that is our problem. We are all on one team. If we can find out as much as possible in peace time on what our possible needs are we shall be better prepared to plan

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Discussion Following Lectures by
Major John E. Dahlquist, G.S.C. and
Major Lewis B. Hershey, G.S.C.

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Q. It seems to me that this whole idea of voluntary enlistments is fundamentally unsound. I would like to get your on this. Maybe we are forced to do this, but why do we want to take the best men in the country and stick them out in front? Why can't we get this selective service act working on M-day and have a democratic way of securing our man power. It looks to me as though we are taking the flower of manhood first and they are shot, and then you gradually lower your standards as the war progresses. Possibly you might care to comment on that.

Major Dahlquist: As I get it, the question is, why don't we have selective service so it will start operating on M-day. First of all, we have no such law. When the war ended Congress abolished the law. It will take time to pass the law. Having passed the law it will take time to set up the machinery because we can't set up the machinery without some legal backing.

You didn't ask it, but you probably want to know why we don't press for that law. There have been attempts to pass a selective service law in peace time. As a matter of fact, it has been practically a platform of the American Legion for a number of years. You may not know it, but it is included in the Sheppard-May bill. In the industrial mobilization bill there is a sentence which provides for it. No bill goes into Congress as controversial as a preparation for war, a conscription law, and is passed in the form in which it is introduced.

If we introduced a conscription bill now or a selective service law now, the one we have written, God alone knows what would emerge at the other end if it did pass. If we got a bill so restrictive, so full of exemptions, so full of protections for the various minorities in this country - and I am not speaking of Jewish minorities, I am speaking of labor and industrial and religious minorities, and all those kinds of people - we would have a law hard to administer and probably not sufficient for our needs. Whereas, if we wait until the emergency comes -- remember the people that declare the war are the members of Congress, and when they have declared the war, have put the country into a war, they probably are going to be more amenable to suggestions for legislation which will work for our purposes much easier. That is one argument for not introducing the bill. As long as we don't have the bill in peace time we can't start selective service on M-day.

Another proposition is this. Selective service, as Major Hershey told you, will require some 200,000 people to operate, at least a hundred thousand of whom are actually operating. That is as many soldiers as we have in continental United States today. Supposing we don't need an army of over a half a million or 750,000? Are we going to set up a machinery of 200,000 to get it? All wars aren't necessarily big wars. History repeats itself, but not always chapter for chapter, word for word. That is another reason.

A third reason is one I heard from Colonel Cramer, whom many of you gentlemen know as the man who has done more for selective service than probably any other person since the war, and he was an executive in it

during the war. He advanced this argument for the volunteering. It isn't bad for this country to have a nucleus of volunteers. The volunteers we had in the last war, a million of them, are rather a good leaven for the other two and a half or three million draftees. If a lot of men can say, "Boy, I joined up early" it is going to be harder for the man who is conscripted to object.

I don't know if I have answered your question but there are three reasons why we can't start volunteering on M-day. The real reason is if we are going to have men we must use recruiting until we get the law. Second, we may not need selective service, and third, a lot of people - and I am one of them - believe that it is wise to have some volunteers.

Q. You stated that 750,000 volunteers were required in the first ninety days. You also said that they were setting up, probably in the corps area or in the regions, trade testing and processing units, particularly I have reference to the question of selecting skilled mechanics both for the armed forces and otherwise in the depots. What training are you giving now to reserve officers that they may be qualified to serve on these trade testing boards?

Major Dahlquist: The question of the classification of the men we get in is a very important question. Up to this time the training we have given reserve officers has been rather sketchy. The Adjutant General issues an extension course on classification. It is based on mobilization regulations, the old No. 1-3 and on the two volume report of the Committee on Personnel. That is not quite the title but it is a classification committee that operated during the World War. Actually we don't need to

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train a particularly large number of reserve officers. There exist in this country today 3,000 employment offices under the supervision of the Department of Labor. Every large center has employment offices. Among their jobs is the trade testing of the unemployed who come in. A man comes in to get a job and the first thing they have to find out is what he can do. The second thing is to make sure that he is listed under his proper job because with Social Security his pension when he becomes sixty-five depends upon what he has been getting. With 3,000 employment offices working we have thousands of people in this country who are engaged in trade testing today. In my opinion it would be foolish for us to try to train men sporadically and spasmodically, a few hours a year in trade testing, when there are thousands of people earning their living at that; they are getting their money from the same person - Uncle Sam. What we propose to do is use some of those people from the Labor Department or from the states as a manning crew. The officers we will need will be the ones who supervise.

Q. You can get the Department of Labor trade testers, but what training will they have as to the proper assignments for the man as far as the military forces are concerned?

Major Dehliquist: Well, what is our job? I am talking now of the early days of the war. Our job is to find the man who has done a particular thing and then assign him to a similar job in the Army. So far as the trade tester is concerned, his job is to find the carpenters, find the mechanics, find the various others. The trade test we use in the Army is the same one they use. As a matter of fact, the trade tests they are using are known as the Army tests, they have been developed and amplified and improved.

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But all these psychologists who work on employment had their start in the Army.

Q. What is the potential value of the C.C.C. in any plan that we have for the procurement of personnel?

Major Dahlquist: The potential value is high. There is no question about it. I believe we now have several million boys who have now been through those camps. They have learned to live in barracks, they have learned Army organization because each company has its first sergeant, mess sergeant, etc., and they have learned some discipline because they have lived with 150 other boys. We have no plans for inducting them en masse in the recruiting period and obviously not in the selective service period. Insofar as we will get those boys they form a fine reservoir because they have already learned some of the things that it takes us several days to teach soldiers and because of the fact that they have been associated with the Army. In the main I think they have liked the Army and I think they are more apt to enlist than those boys who have not been near the C.C.C.

Colonel Miles: Is there anything in the contractual arrangement with the United States to prevent these boys from being turned over from the C.C.C.?

Major Dahlquist: Their contract in C.C.C. is revokable at any time. If a boy gets up and walks out it is revoked.

Colonel Miles: There are no deterrents?

Major Dahlquist: Some of the boys/^{those}under twenty-one have to have the parents' consent. Assume we got out an order and made every commanding officer a recruiting officer. We have a doctor in every camp and he is qualified to inspect them. The recruiting officers in the camps would

start immediately to work. There is nothing to prevent it at all, and I think it will probably be done. At the present time the relationship is such that there is no desire to think about it. There has been considerable discussion about giving C.O.C. boys guns. Up to the present time the policy has been not to consider that a military organization. However, the boys are a great potential source for recruiting, and one of the big reasons is that we have on the ground a reserve officer on active duty and a medical officer.

Q. What consideration has been given to the use of retired regular personnel of the armed forces in your recruiting organization?

A. We are planning to use some of them, and that, of course, is in the hands of the corps area commander; but insofar as possible they will undoubtedly be called and used. They will be used for a number of duties. We wouldn't want the superannuated retired officer, of course. Recruiting will require an energetic man. We probably are a little too prone in peace time to consider it a soft job; certainly in war time it is anything but that. It requires a man who has enough energy to get around to see people and take a lot of rebuffs and come back bounding.

Q. In procurement of man power is any utilization of the rather widespread organization of the American Legion considered?

A. Yes, one of the things is the civic and patriotic organizations, and for the next twenty years the main one will undoubtedly be the American Legion. In every town they can say, "Boys, we fought in the last war, it's your turn now." There are innumerable jobs that they can do. One is to induce people to enlist. The second is to assist us in this

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transportation job I was talking about. What better job can they possibly do than say, "Every day we will have a car to take the boys down to Podunk," because we are building a machine rapidly. There are going to be a lot of loose ends. Some days we may get boys faster than we can take care of them. It has happened in every war preceding this. We don't want to stop them. England tried it and was never able to start the machine again. We want to enlist them but our reception agencies may be filled to overflowing. A good way to take care of them is for the local recruiting officer who enlists them to have an arrangement made with the American Legion, for instance, to say, "Will you people organize these boys for three or four days, we will put up some bunks in your halls," etc. I think the American Legion would jump at the chance to help. We plan to use all other organizations. One thing we must be careful of is to tie it to any organization, no matter how strong, because in every town you have an American Legion, a Veterans of Foreign Wars, and maybe a couple of more. They don't want to be slighted. Similarly, when you talk to the Kiwanian you have to remember the Rotarian. It is a problem that we in the Army can't solve. It is the thing that we hold up to these who are making the state plans. Remember the universality of the problem and when you go to working on organizations, don't restrict yourselves to one type or one kind.

Q. The physical requirements for G.C.C. boys are much less rigid than for the military service. Has any thought been given as to the approximate percentage of the number of ex-G.C.C. and also the present that might be able to pass the physical examination for military service?

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Major Dahlquist: So far as I know, we have no data on that. However, it will be about 70%. In other words, the percentage will run about the same as the general run. The number of enrollees is large enough so that the same factors affecting the entire population of their age will affect them.

Q. Is there any indication yet that the revived enlisted reserve corps is going to be a material factor in meeting our initial requirements?

Major Dahlquist: The bill went into effect July 1. It started off very slowly but it is gaining momentum very rapidly. I think the first month we only got 165. If the present rate holds on we will have some 12,000 this year. I feel more and more confident that we are going to reach in four years about 70,000. It will have a tremendous effect on this thing because it means 70,000 men who have served in the regular army. We can talk about occupational specialists, we can talk about the machinists, the carpenter, the toolmaker, but there is one specialist that this country has less of than any other country and that is the soldier. And you will never find a better trained soldier than the man who has served three years in the regular army. My personal opinion is that 75,000 of those on M-day are worth 150,000 on 10-M of anybody else, and I think we are going to get them. It started very slowly but it is picking up as the service is learning something about it. It is a problem for the company troop and squadron commander. Nothing that is done here in the War Department will enlist them. We are hoping that the present rate of increase will keep up and we have every reason to believe it will, providing the people in the field will keep pushing.

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Colonel Miles: Do you regard them as a potential source of non-commissioned officers?

Major Dahlquist: First of all, the contract under which they are enlisted restricts to men who have served in the regular army within the last three years. He enlists as a private; we can do anything with him we want to. He doesn't get his grade he had when he left; he has to prove himself again, but that shouldn't be very hard to do. He is available on a emergency declared by the President in contradistinction to the enlisted reserve corps, which can't be called except in an emergency declared by Congress. Therefore, at any time the President decides he wants to increase the regular army fast all he has to do is say, "The situation is such that under the provisions of such and such a law I call all regular army reservists," and within a week they should be in the units. It is a tremendously potential source of trained men who can be called prior to this emergency declared by Congress. Its chief value is that it makes it possible for us to reenforce our foreign possessions with trained soldiers without reference to somebody else. How we will use them depends upon the situation. In other words, if it is a proposition of simply reenforcing foreign possessions we will probably strip units in the United States of men, send them over, and call reservists in to fill these units. If we are organizing a lot of new units, such as we have to do under the P.M.P., these men will form fine cadres, which was one of our big difficulties. We know what they have been doing, we can assign a dozen men to an inactive unit and we immediately have a trained nucleus. There are a number of ways, and there is nothing in the law or regulation

which restricts the corps area commander.

Colonel Miles: I have often thought, particularly in our organizations where non-commissioned officers enlist one after another, that there are many fine young fellows who go through the organization in three years who don't become non-commissioned, and who have no chance to be trained as non-commissioned officers. It seems to me that some way ought to be found, first, for training them for non-commissioned officers, and second, for putting on their record the opinion of the commanding officer at the time they are discharged as to their non-commissioned officer caliber.

Major Dahlquist: I think you are entirely right. In our foreign possessions there is a tremendous turnover of the lower non-commissioned officers. That is fairly true throughout the service, and in some units you will find provisions made for giving them training.

Colonel Miles: It seems to me it is a rather important source of non-commissioned officer material and certainly the backbone of the Army, no matter what we think of ourselves.

Q. Someone said that the modern radio was probably the greatest factor that we had at our disposal in recruiting and handling of the draft. Would one of you care to comment on that?

Major Hershey: I don't think there is any doubt about that being true. There are 26,000,000 to 28,000,000 sets and, for instance, in the registration we contemplate having the Commander-in-Chief of the Army go on the radio to get^{fy} the people of the registration; there is no doubt but that we can reach a very large percentage of people. There is no doubt but that we can send a lot of instructions to our local boards by radio. Our publicity plans will include a very large use of the radio

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because it is a quick and immediate way. Also, a certain type of President can almost make each individual think that he is talking to him.

Q. I would like to ask about the Selective Service Act. When that goes into effect is it the plan that the voluntary recruiting will cease then, or will it carry on independently as it did in the last war?

Major Hershey: The plans are to cease the recruiting. However, we have made quite a bit of study. There are a number of people concerned with this planning who believe that it is not good policy to send a man who does not want to go, and who think that there are reasons perhaps for leaving a certain man behind if there is an individual in that community who wants to go. The plans have not been changed, but the trend, I believe I can safely say, is toward the place where we tell a community, "We want thirty men." If they can get thirty that want to go, they send thirty who are voluntarily inducted. However, we are going to handle them through the same machinery because the question of credits comes up. Anything that irritates a community is to send forty men off somewhere. The Adjutant General notifies the Selective Service Administration; it notifies the states; and the states eventually give that county the credit for those forty but in the meantime another five hundred people have been taken and they are "sore as boils", you might say. I think the tendency is to permit the recruiting but make it voluntary *

Q. I would like to ask Major Hershey what effect he foresees of the present international custom of war without a formal declaration on the delays incident to selective service enactment?

Major Hershey: Of course that is a guess, but it is in a way theoretically going to complicate it. On the other hand, if you have an

outrage without war that tends to stir up our people, I don't personally believe that it would be difficult to pass a selective service act even without a declaration of war because I don't think the people -- well, let us take an example; supposing someone should bomb one of our cities, - in fact, we could almost hire someone to do it if we wanted to get the law passed quickly.

Major Sadler: I would like to say just a word. As a member of the Joint Army and Navy Selective Service, representing The Assistant Secretary of War who participates only in questions involving industrial mobilization, I want to congratulate both these gentlemen, not only for the fine presentation which we recognize but also for the fairness toward the protection of skilled and key personnel required in industry. I want to say here that the regulations and the act are sufficient to protect the skilled labor supply in the country if they are administratively applied in a similar way by the Board. I believe this educational program that is now being carried out throughout four sections of the country will indoctrinate the local board very much as they were during 1918 when General Crowder recognized the necessity for protecting the skilled labor as well as for inducting personnel.

So much for selective service. I want to mention one thing in connection with the voluntary recruiting period. With the enormous organizational difficulties and the propoganda necessary to secure 750,000 men by voluntary enlistment in two months, it seems to be clear to everybody that there can be no contrary propoganda which would have the effect of deterring people from enlisting. Therefore, so far as I

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know, The Assistant Secretary of War and the Army-Navy Munitions Board have no intention of trying to institute any system that would prevent anybody from enlisting, and I want to suggest the remedy so far as the protection of the labor supply is concerned. Major Dahlquist brought out the fact that there are sixteen or twenty percent of the Army required to be skilled. The Navy requires about thirty percent of its personnel. So the question is the conservation of the skilled personnel who do enlist voluntarily. That can be taken care of through the regulations and the handling by the reception centers. The question of how we will protect the labor supply has been one that is asked very often, but we see no way except that, for example, the man who does enlist getting into a specialist job in the armed forces, and we believe that can be done.

Colonel Miles: I am sure we have enjoyed this session very much with the members of the General Staff, and I think the Army is to be congratulated that it has such able representatives in this work. On behalf of the College, I want to thank you two gentlemen for a very fine presentation.