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14. ABSTRACT The objective of this proposal is to examine the influence of stressors and benefits related to work and family on dual-military marriage wellbeing. The central hypothesis of the proposed research is that individuals in dual-military marriages are exposed to unique stressors and benefits in the work and family domain. Those individuals in dual-military marriages who receive little or no support from either domain will experience both negative health and lower subjective feelings of wellbeing. Data collections began July 2013. Surveys and interviews (focus groups) have been successfully administered at six different military bases (Fort Bragg, Fort Campbell, Fort Bliss, Fort Shafter, Fort Huachuca, Fort Irwin). Results revealed four themes related to dual-military challenges: (a) programs and policies; (b) deployment; (c) supervisor and chain of command; and (d) permanent change of station. Additionally findings suggested that gender differences exist in types of support, which indirectly affects career intentions. Future research needs to assess gender issues, exchange processes, and also need to extend beyond Army, and to dual-military couples (i.e., examine dual-career couples).						
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INTRODUCTION

Approximately 8.9% of the U.S. Army is made up of dual-military members. Individuals who are in dual-military marriages not only have many demanding roles, but the roles are more likely to spillover between their work and their family. Research on the work-family interface has repeatedly shown that work-family spillover can lead to both negative and positive outcomes. There has been much research that has examined work and family experiences in the military. However there have been very few studies that have examined the health and wellbeing of individuals in dual-military marital relationships. The objective of this proposal is to examine the influence of stressors and benefits related to work and family on dual-military marriage wellbeing. The central hypothesis of the proposed research is that individuals in dual-military marriages are exposed to unique stressors and benefits in the work and family domain. Those individuals in dual-military marriages who receive little or no support from either domain will experience both negative health and lower subjective feelings of wellbeing.

BODY

Listed below are the Aims of the research protocol and associated findings from the study.

Aim 1. Determine what work and family events affect dual-military marriage individuals' work and personal health and wellbeing

Both qualitative and quantitative data were collected to understand what work and family events affect dual-military marriage individuals' work and personal health and wellbeing. For example, a qualitative analysis was conducted with a focus on *challenges* of dual-military personnel. An iterative process in which the data and abstract concepts interact throughout (Charmaz, 2006) Data were organized into thematic categories and subcategories for interpretation using NVivo. After coding, frequency of "nodes" were analyzed and those with the highest frequency were further explored. The qualitative analyses revealed several themes related to challenges associated with being in a dual-military marriage. The themes include: (a) programs and policies; (b) deployment; (c) supervisor and chain of command; (d) permanent change of station; (e) finances; (f) lack of control; (g) day-to-day family functioning; (h) physical distance; and (i) long term family planning. The first four themes seem to be the most germane issues affecting dual-military couples. In terms of programs and policies, according to the focus group participants programs or policies do not always support dual-military. Sample quotes from respondents included: *"I came in the army thinking that [being with my spouse] was a guarantee [due to MACP] and actually when you look the pamphlet, it's basically, 'you know we will try our hardest but it's not guaranteed.' For me, the Army has failed, failed us, and that's why I'm getting out, so I can follow him and have that freedom as a civilian to follow him where ever he goes next."* (Irene, married 5 ½ mo., no children, co-stationed). Another respondent stated: *"I do not have a very high or positive opinion about the Married Army Couple's Program, out of 7 years of marriage I've had to reenlist so that we could be at the same duty station"*. (Julian, married 7 yrs., 14 yr. old child, not co-stationed).

Deployment issues were also mentioned by many focus group respondents, with a reoccurring

theme emerging that dual-military personnel struggle with deployment. Sample quotes from respondents included: *“Nobody paid me extra money, you know, to be away from my pregnant wife, you know, she didn’t have anybody. It was her first kid, our first kid, and nobody paid me to have to watch my son being born over skype, you know 2,000 miles away, it wasn’t the best thing, but we gotta make the best of it and we did.”* (Howard, married 2 yrs., 13 mo. old child, co-stationed). Another respondent stated: *“I think that it affects your emotional well-being as well during these 5 years, there was talk of divorce, you know, while I was deployed or while he was deployed, and that breaks you down, especially if someone is deployed and you only have maybe 5 minutes to talk to them. Something like that comes up, well you might not talk to them for another month, and then, you have that on your mind, the entire time. Emotionally it can be draining, and for me that’s what it was.”* (Irene, married 5 ½ mo., no children, co-stationed)

Respondents also mentioned the issues associated with supervisors and the chain of command. In some cases they would state that supervisors are unsupportive toward dual-military. Sample quotes from respondent included: *“I really hate to say this but, I have a horrible chain of command, horrible, like they have not helped me at all.”* (Evelyn, married 1 yr., no children, not co-stationed). Another respondent stated: *“They haven’t helped me with anything since I’ve got married; they didn’t help me when I got married, when I got married they’re like, ‘I don’t know what to tell you figure it out on your own.’ I did research myself on the computer and just tried to figure out what packets I needed to submit [and] they’re just like, okay whatever [...] they didn’t help me at all with anything.”* (Emily, married 8 yrs., no children, co-stationed)

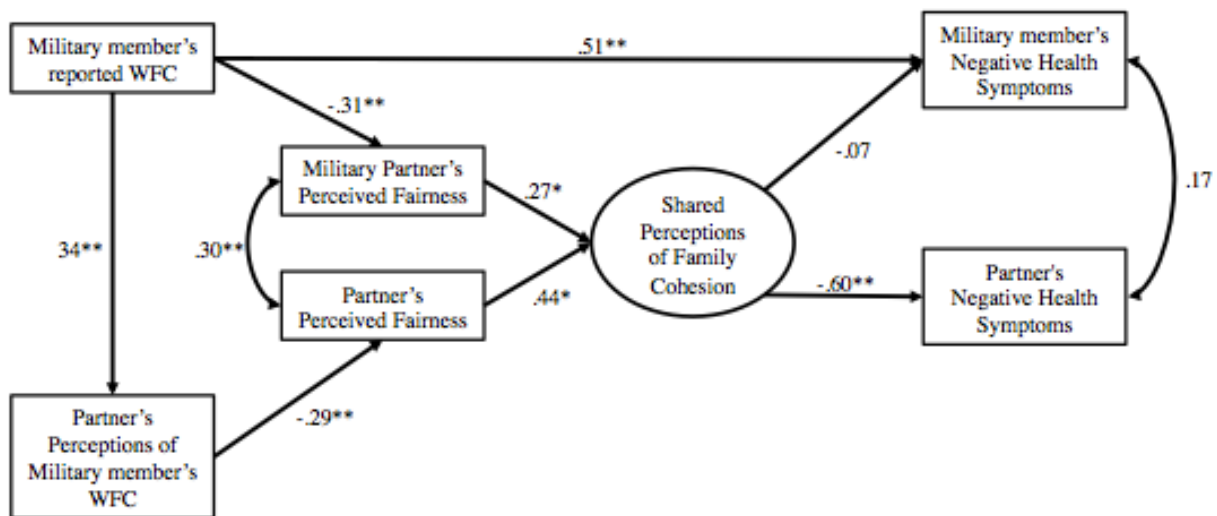
Finally, respondents touted the challenges associated with dealing with permanent change of station (PCS). One issue that emerged was that dual-military had to fight to be stationed together. Sample quotes from respondent included: *“I’m considering getting out as soon as my commitment is up because, right now they’re telling me they’re not going station us together, [...] its not worth the fight every time we get stationed somewhere.”* (Emily, married 8 yrs., no children, co-stationed). Another respondent stated: *“Getting duty locations- its always a fight, every time a PCS move comes up. [...] It’s never guaranteed, even with their Married Army’s Couple Program. It doesn’t really work, so it can be a good thing but there’s also a lot of stress behind it.”* (Hal, married 3 yrs., no children, co-stationed).

It should be noted that these themes were based on perceived *challenges*, and therefore much of the content focused on the adversity of being in a dual-military marriage. The initial findings were presented at the American Psychological Association (VanPuyvelde, Stover, Dunbar, Phillips, & Huffman, 2015; see supplemental material).

Quantitative data also provided insight into what work and family events affect dual-career marriage (when military personnel were married to either another military member or a working civilian) individuals’ work and personal health and wellbeing. Results showed that work-family conflict can, not only affect the military member, but can affect their spouse as well. For example, we used structural equation modeling (AMOS 21; Arbuckle, 2012) to assess the indirect affect of work-family conflict on wellbeing. The proposed model demonstrated acceptable fit [$\chi^2(16) = 23.954, p = .091, CFI = .939, RMSEA = .08$]. The model (see Figure 1) showed that family-specific factors (e.g., perceptions of fairness and cohesion) mediated the relationship between work-family conflict and psychological distress. Work-family conflict

directly affected the wellbeing of the military member, and indirectly affected the wellbeing of the spouse. The initial findings have been submitted to the Journal of Occupational Health Psychology (Huffman, Matthews, & Irving; see supplemental material).

Figure 1. Crossover effects of WFC to Psychological Distress.



My research team is also examining military personnel who have removed themselves from the dual-military status by either leaving the marriage or by their spouse leaving the military. Using the qualitative data, higher-order coding categories were developed based on a version of the Hom-Griffeth model (1991) adapted to fit specific work-family circumstances. In it, work-family conflict, mitigated by evidence of work-family facilitation and work support (Maertz, Griffeth, Campbell, & Allen, 2007), lead to dual-military withdrawal cognition. Results showed that the final outcome was almost evenly split between separation/divorce (52%) and spouse turnover (i.e. the spouse leaving the military; 48%). We also examined lower-order categories (specific manifestations of the more conceptual higher-order categories) which were constructed based on evidence within the data. The most prominent example of work-family conflict was scheduling and time constraints (100%); the most oft cited reason for one spouse leaving the military was to start or take care of family (100%). In much dual-military turnover research the focus is on the turnover intentions of the dual-military member or the turnover rate of the group as a whole. There is very little research that examines dual-military members who remove themselves from the dual-military status. A unique aspect of this specific topic is that we conceptualize turnover as “turnover from dual-military status,” and investigate the experiences of military members who have chosen to leave this status. We hope to present these findings at APA 2016 (division of military psychology).

Aim 2. Identify groups within dual-military marriages that are uniquely affected by being in a dual-military marriage and assess why these differences are present

The preliminary analysis found that men experienced higher levels of wellbeing than women. Additionally, men reported that their supervisors provided more supportive behavior for three of the four types of FSSB (emotional, role model, instrumental). Additionally, these FSSB factors mediated the relationship between gender and wellbeing. Based on these findings, we analyzed

the full data set and further examined the role that sex has in dual-military marriages, with a focus on career intentions. I predicted that not only is gender related to career intentions, but that there is a sequential process of variables that leads to proposed turnover intentions. That is, gender is related to perceptions of FSSB, which sequentially related to job control. Job control is then related to psychological distress, and psychological distress is ultimately related to turnover intentions. Finally, this progression is an explanatory process such that these key variables (i.e., FSSB, job control, psychological distress) mediate the relationship between gender and turnover intentions. The initial findings are being submitted to the American Psychological Association, and have been submitted to the *Work & Stress* journal (Huffman & Olson; see supplemental material).

Rank differences were also examined in the context of dual-military personnel. There were some notable rank differences within the enlisted ranks (E1-E4 vs. E5-E8). Key variables were examined for dual-military members in the two groups and results showed that there were some differences. Key variables examined were: resilience, organizational commitment, work overload, job control, job satisfaction, predictability, job performance, health behaviors, wellbeing, family satisfaction, family cohesion, family conflict, work-family conflict, family-work conflict, work-family facilitation, family supportive supervisor behavior, contributions at home, perceptions of spouse work-family conflict. Table 1 provides a list of the variables that were different between the two groups. Not surprisingly, senior enlisted fared better across all variables. All other variables were similar between the two groups.

Table 1

Significant Differences Between Jr. Enlisted and Sr. Enlisted Personnel

	Jr. Enlisted		Sr. Enlisted		<i>t</i>	95% CI	<i>d</i>
	<i>M</i>	<i>SD</i>	<i>M</i>	<i>SD</i>			
Resilience	3.71	0.74	3.91	0.66	-2.32*	[-.37, -.03]	0.29
Commitment	3.24	1.01	3.63	0.82	-3.38**	[-.61, -.16]	0.42
Job Control	3.61	0.86	3.84	0.87	-2.15*	[-.44, -.02]	0.27
Job Performance	4.19	0.71	4.38	0.51	-2.39*	[-.33, -.03]	0.30
Citizenship Perform	3.85	0.85	4.05	0.73	-2.11*	[-.40, -.01]	0.26
Family Satisfaction	4.17	0.74	4.35	0.64	-2.09*	[-.35, -.01]	0.26
Family Cohesion	3.95	0.80	4.23	0.73	-2.90**	[-.46, -.09]	0.36
FWC-Strain	2.11	0.86	1.85	0.79	2.57*	[.06, .47]	0.32

Note. FamSat = Family Satisfaction; FWCS = Strain-based family interference with work; CI = Confidence Interval. * $p < .05$, ** $p < .01$, *** $p < .001$

Aim 3. Examine how the Army can buffer the negative consequences of stress and how the Army can help individuals deal with stress that comes with being in a dual-military marriage.

Two organizational focused strategies emerged from the qualitative and quantitative data related to dealing with dual-military stressors. On the organizational level, the Married Army Couples Program (MACP), and on the individual level, Family Supportive Supervisor Behavior. Below I

will discuss some initial findings concerning each topic.

Married Army Couples Program

The focus group protocol focused on the unique challenges and benefits of being in a dual-military marriage in relation to work and family roles and performance, and also on the use and quality of programs and resources provided by the military that are targeted for dual-military personnel. The Married Army Couples Program (MACP) came up quite a bit in the focus groups. MACP was developed to assist dual-military personnel with one dominant stressor associated with being in their unique marital status, that is, ensuring that the service members are stationed within close proximity to each other. A qualitative analysis was conducted that focused on the MACP. One of the topics that consistently emerged was implementing strategies to improve the MACP.

Five themes emerged from the data concerning limitations within the MACP program: fulfilling only minimum requirements, uncaring environment, external factors, lack of quality information and breakdown in leadership support. The soldiers had suggestions for what the military could do to improve the MACP. For example, to remediate the information gap, many participants suggested the military should have well-informed representatives for MACP available for consultation, especially in regards to problems related to PCS, assignments, and deployment. Some specific suggestions included: *“I think we need to have a liaison, somebody that when we have dual military issues, that we could call, that can reach out and gather the information that we need instead of ten different people to try to get stuff.(FG1M1)”* and *“...if you could just coordinate that better. Right now it’s just if we get together, I hope it works. If we had someone to call about all of our issues. I think moving being the biggest one, or assignments being the biggest one. (fg1w1)”*

In addition, participants desired a MACP representative that could work with the chain of command and/or act as a liaison between branch managers or other supervisors of the spouses in order to better negotiate arrangements that would result in a more timely and less stressful establishment of joint assignments. For example one soldier stated, *“I think that having support at the branch level will help a lot, for those who want to move together. Of course, support at the chain of command level for those that might have problems now. (fg14w2).”* Other suggestions included, *“PCSing, getting our orders, is damn near impossible. I think they should have an actual, branch for dual military. Because if I want to go to somewhere, I have to talk to my branch, she has to talk to his branch. Why not just have it under one umbrella? Make it easier for everybody. (fg23M1).”* Finally, a soldier stated, *“Well, like a representative from the Married Army Couples Program that has some say. My engineer branch manager, she had a talk with my husband’s branch military manager, who was military intelligence. You’re kinda relying on them to talk, but you don’t really know how much they’re talking. For this assignment, the rationale was you can leave nine hours, that’s not bad, that was her reasoning. But what if there was someone up there who said, “That’s a little ridiculous.” I’m suggesting if they want to actually implement this Married Army Couples Program, have a representative up there and give dual-military couples a peace of mind that perhaps someone else could be the filter for assignments. (fg14w2)”*

Table 2 provides a summary of some key issues related to MACP and some suggested solutions.

Our paper provides a comprehensive discussion of the problems and solutions. These initial findings were presented to the American Psychological Association (Broom, Bosch, Dunbar, Parrot, Miley, & Huffman 2015; see supplemental material). The full paper is currently being prepared for submission to *Military Psychology*.

Table 1.
Summary of Perceived Problems and Proposed Solutions

Perceived Problems	Proposed Solutions
Lack of Quality Information	Dual Military Unit Liaison Exchange Inducing Programs Communicate with Personnel when Marital Status Changes OneSource
Ambiguous Program Administration	Dual Military Standardized Checklist Dual Military Unit Liaison OneSource
Breakdown in Leadership Support	Yearly Dual Military Update Dual Military Standardized Checklist, Dual Military Unit Liaison
Poor Program Functioning	Revised Algorithms for Assignments Assignment Extension, Change Policy for Joint Domicile Dual-Military Couples Assignment System College Break Program Evaluation
Negative Perceptions of MACP and Army	Dual Military Standardized Checklist Dual Military Unit Liaison Exchange Inducing Programs Communicate with Personnel when Marital Status Changes OneSource Assignment Extension Change Policy for Joint Domicile Dual-Military Couples Assignment System College Break

Family-Supportive Supervisor Behaviors

Family-supportive supervisor behaviors (FSSB) compose a type of supervisor support that is displayed through emotional support, instrumental support, role modeling, and creative work-family management (Hammer, et al., 2007) and have been linked to employee outcomes such as turnover intentions (e.g., Hammer et al., 2009). I propose that FSSBs are related to turnover intentions due to the positive influence that work-family facilitation has on the employee's commitment to the organization. A multiple-groups path model was estimated to test the

proposed process mechanism. The model fit the data well [$\chi^2(6)=12.27, p=.06, CFI=.99, RMSEA=.04$]. Two of the six paths (Family-to-Work Facilitation-Affective Commitment and Work-to-Family Facilitation-Affective Commitment) varied in strength as a function of family work status based on a series of χ^2 -difference tests. Maximum likelihood bootstrapping with AMOS 21 was used to estimate standard errors and confidence intervals (95%) to examine the indirect effect of FSSB on turnover intentions. For work-linked couples the indirect effect was -.09 (95% C.I. = [-.17, -.02]; S.E. = .04, $p < .01$), for non-work-linked couples the indirect effect was -.13 (95% C.I. = [-.20, -.07]; S.E. = .03, $p < .001$). Overall, the model suggests that FSSBs are related to turnover intentions, and both work-family facilitation and affective commitment mediate this relationship. Results provide support for my contention that different family work types have different boundary conditions (Ashforth et al., 2000) and therefore experience the FSSB-turnover process differently. Findings suggest that the military needs to take into consideration contextual factors such as family work status when trying to understand the influences that workplace support has on important organizational outcomes. The initial findings were presented at the American Psychological Association (Huffman, Matthews, & Irving, 2015; see supplemental material).

Finally in a review article, my colleagues and I developed the exchange-based dual-military marriage model. The exchange-based dual-military marriage model (see figure 2) emphasizes the exchange between partners regarding career and family decisions, as well as the exchange relationship between the couple and the military organization. In our paper we discuss resources that are or should be, provided by the military organization. For example we discuss the Married Army Couple program, childcare services, the role of supportive supervisors, and the use of support groups to assist dual military. This paper will be submitted to Military Psychology before December 2015.

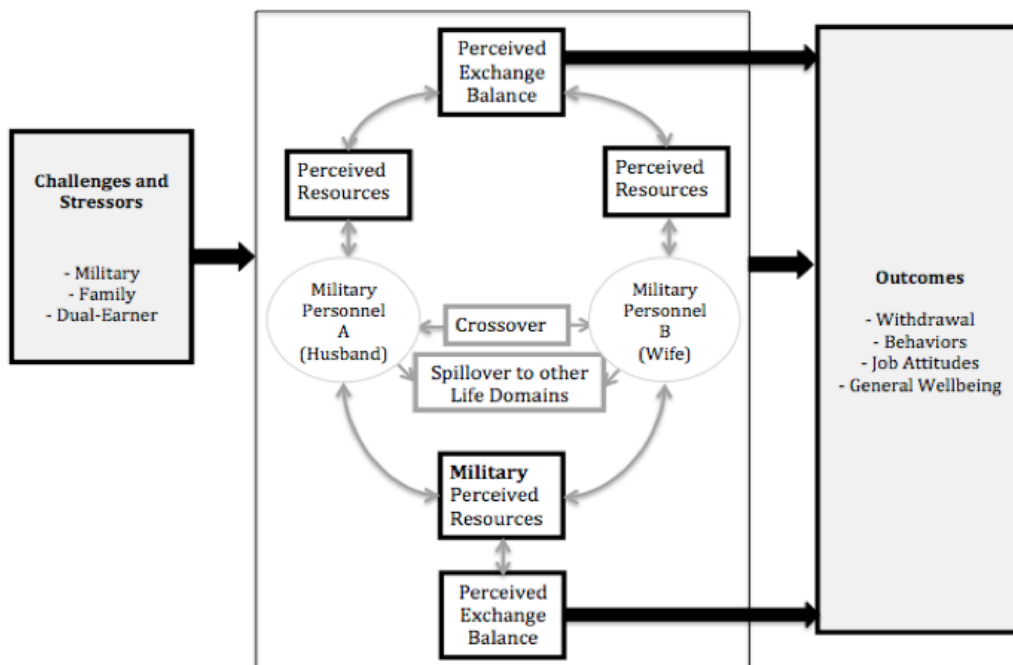


Figure 2
Exchange-based Dual-military Marriage Model

Aim 4. Assess how Army personnel can deal with work and family stressors so they can be

healthy Army enlisted personnel and officers.

In the qualitative analysis that was conducted on the MACP soldiers indicated that in order to get the program to work they needed to take control of the situation, question the information or instructions they had been given, and push for what they thought should be allocated to them. For example, a soldier stated, *“I put in my drill packet in December. It got approved in February then it got disapproved in the same week. I went up to the division here at [name of installation] and they told me, “Because you guys are dual military, the Army doesn’t have any money, so we’re not going to move both of you guys to drill.” Now had this been any other kind of unit I would just have accepted that, and I would have just gave up. No, I got on the phone with branch and I told branch what [name of installation] told me and they said it was a crock a mess, whatever they tellin’ you down there is bogus. This is branch and [name of installation] which should be working together, and they’re not. What branch told me was, “Continue on what you’re doing. You guys will get a date soon as soon as we get one.” We got one, but had I been just anybody, I would have accepted that. And I wouldn’t went to drill. There’s a break in communication somewhere (FG15M2).* In a similar vein, a soldier stated, *“We’re in separate brigades so we are on opposite deployment cycles and even though there are programs set up to make dual military more feasible it doesn’t always work because of your branch. For me and my husband, he’s infantry, I’m aviation. We most likely are going to be able to get stationed together, but due to needs of the Army that doesn’t always happen. That’s more on us to make it happen. It’s how we got here to [name of installation]. (FG1W1)”* Another soldier stated, *“...for me it’s more duty stations. It seems like since we’re dual military and they have to place both of us, when we get to the duty station, they forget about us. If we don’t fight to move then we’re not moving. (FG1M1)”*. The Broom, Bosch, Dunbar, Parrot, Miley, and Huffman (2015) and Huffman, Dunbar, Broom and Castro, (in progress); papers provide more insight into these issues.

My review paper (in progress to be submitted to Military Psychology; Huffman, Culbertson, Craddock, & Klinefelter, 2015) also discussed a key component to a successful dual-military marriage is navigating some key life events such as whose career takes precedence, when/if the couple should have children, and whether individual career advancement or co-location is the priority. Since dual-earner couples typically make decisions jointly, they have been found to develop strategies to negotiate the demands of work and family. Strategies often take into account available options, cultural norms, and the effect of options on the support network. In our paper we discuss four couple level strategies to include trading off, proactive decision-making, time management, and use of formal programs. [This paper will be submitted to Military Psychology before December 2015 (Huffman, Culbertson, Craddock, & Klinefelter).]

Status of Tasks

Breakdown of quarters under current schedule with grant beginning Feb 15:

Q1.1: Feb 2012 – Apr 2012	Q2.1: Feb 2013 – Apr 2013	Q3.1: Feb 2014 – Apr 2014
Q1.2: May 2012 – Jul 2012	Q2.2: May 2013 – July 2013	Q3.2: May 2014 - Jul 2014
Q1.3: Aug 2012 – Oct 2012	Q2.3: Aug 2013 – Oct 2013	Q3.3: Aug 2014 – Oct 2014
Q1.4: Nov 2012 – Jan 2013	Q2.4: Nov 2013 – Jan 2014	

Table 3 provides an update on the 31 tasks listed within the statement of work

Table 3. Projected Timeline of Study

Task #	Task	Time – Quarters	Update (Nov 2015)
Task 1	Obtain HRPS approval	Q1.1, Q1.2	<i>Completed: HRPS was approved. When needed– amendments are submitted. Most of the amendments have been letters of support from commanders</i>
Task 2	Hire Research Coordinator	Q1.1	<i>Completed: Research coordinator was hired</i>
Task 3	Updated Literature Review	Q1.1	<i>Completed: Always being updated</i>
Task 4	Site Visit (USAMRMC)	Q1.2	<i>Completed: Attended the IPR – August 2012</i>
Task 5	Interview Protocol	Q1.2	<i>Completed: Interview protocol was completed, and revised as necessary</i>
Task 6	Initiate Communications with organizations	Q1.2	<i>Completed: Communications were initiated, and are ongoing</i>
Task 7	Survey Instrument Development	Q1.2	<i>Completed: Survey instrument was developed</i>
Task 8	Qualitative Software Training	Q1.2	<i>Completed: Training has been completed.</i>
Task 9	Interview Training	Q1.2	<i>Completed: Training has been completed</i>
Task 10	Interview Phase Scheduling	Q1.2 ¹	<i>Complete: Interviews have been scheduled, and most are complete</i>
Task 11	Qualitative Software Training	Q1.2	<i>Complete: Training has been completed.</i>
Task 12	Data Collection Scheduling	Q1.2, 1.3	<i>Completed: Data collections have all been scheduled.</i>
Task 13	Pilot Interview Questions	Q1.3	<i>Completed: Interview Questions – piloted</i>
Task 14	Pilot Survey Questions	Q1.3	<i>Completed: Survey Questions – piloted</i>
Task 15	Data Collection - Interview Personnel	Q1.4, 2.1, 2.2	<i>Completed</i>
Task 16	Data Collection – Quantitative	Q1.4, 2.1, 2.2	<i>Completed</i>
Task 17	DoD Program Review – year 1	Q1.4	<i>Completed report (June 2013)</i>
Task 18	Submit yearly local IRB continuation	Q1.4	<i>Completed: IRB submitted</i>
Task 19	Qualitative Transcription	Q2.1, 2.2	<i>Completed</i>
Task 20	Report Update of Research	Q2.1	<i>Quarterly reports submitted every quarter</i>
Task 21	Qualitative Analysis	Q2.2, 2.3	<i>Completed (continuation)</i>

Task 22	Site Visit (USAMRMC)	Q2.2	<i>IPR October 2013; IPR March 2015</i>
Task 23	Quantitative Analysis	Q2.2, 2.3	<i>Completed (continuation)</i>
Task 24	Enter, clean, and merge quantitative data	Q2.3, 2.4	<i>Completed</i>
Task 25	Present initial findings at APA 2013	Q2.3	<i>Data were not ready for conference submission</i>
Task 26	Submit yearly local IRB continuation	Q2.4	<i>Completed</i>
Task 27	Attend MHRF/other DCMRP sponsored meeting	Q2.4 ²	<i>Have not attended meeting</i>
Task 28	DoD Program Review – year 2	Q2.4	<i>Completed</i>
Task 29	Write-up	Q2.4, 3.1	<i>Completed (continuation)</i>
Task 29	Submit findings to peer reviewed journal	Q3.2	<i>Completed (continuation)</i>
Task 30	Final Report	Q3.2	<i>Completed</i>
Task 31	Present findings at APA 2014	Q3.3	<i>Completed</i>

Demographic Data for Enrolled Subjects

Table 4 provides a breakdown of the data we have collected thus far:

Table 4. Demographic data

	Married: Dual-Military	Married: Not Dual Military
N	276	673
Sex	Male: 52% Female: 48%	Male: 92% Female: 8%
Rank	E1 – E4: 43% E5 – E9: 45% O1 – O6: 11% W1-W5: 1%	E1 – E4: 40% E5 – E9: 52% O1 – O6: 6% W1-W5: 2%
Race	White: 53% Black/African American: 22% Hispanic: 22% Asian: 5% Pacific Islander: 1% Native American: 5% Other: 2%	White: 60% Black/African American: 22% Hispanic: 16% Asian: 4% Pacific Islander: 1% Native American: 3% Other: 1%
Children Status	Has Children: 45%	Has Children: 35%

Qualitative Data. We have conducted 37 focus groups and have completed the transcription of

the interviews.

Recommended Future Work

At the March 2014 MOMRP meeting, Dr. Koehlmoos' expressed the need to extend this research to Marine Corps personnel. Although there is very little research on Marine Corps personnel, it appears that dual-military Marine Corps personnel do experience unique challenges and related negative consequences. Currently 7.9% of married Marine Corps personnel are in dual military marriages (Office of the Deputy Assistant Secretary of Defense, 2012). Additionally, 61.6% of married female Marine Corps members are in dual military marriages, the highest percentage of all service branches (Office of the Deputy Assistant Secretary of Defense, 2012). Arnenstein (2011) reported that the divorce rate was higher for Marine Corps officers who were in dual military marriages when compared to Marine Corps officers who were not in dual military marriages. With this in mind, I submitted a grant focused on *Marine Corps personnel*. In this grant I focused on two key issues that emerged from this current project. *Gender differences* in dual military couples, and stressors associated with the more general marital group, *dual-career couples* in which the working spouse is a civilian.

Other themes emerged from both the qualitative and quantitative data that provide needed avenues for future research: gender differences, flexibility between work and family, the Married Army Couples program, crossover of stress, and managing the exchange relationship. All of these topics are further discussed in the conclusion section of this report.

KEY RESEARCH ACCOMPLISHMENTS

- Women perceive that they are not provided with similar support mechanisms that are afforded to men.
- Differences in perceived support of men and women military personnel indirectly affect turnover intentions on men and women.
- Work-family boundaries are more flexible for dual-military couples than for dual-career couples, allowing for more work-family management.
- Five themes emerged from the data concerning limitations within the Married Army Couples Program; fulfilling only minimum requirements, uncaring environment, external factors, lack of quality information and breakdown in leadership support.
- Although both dual-career and dual-military couples experience role conflict, the effects on job performance (but not family satisfaction) were most detrimental for dual-career couples.
- Four main themes emerged as challenges associated with being in a dual-military marriage: (a) programs and policies; (b) deployment; (c) supervisor and chain of command; and (d) permanent change of station.
- The negative effects of work-family conflict of one spouse crossed over and also affected the wellbeing of the spouses.

REPORTABLE OUTCOMES

Submitted Manuscripts:

Huffman, A. H., & Olson, K. J. Gender Differences in Perceptions of Resources and Turnover intentions of Work-Linked Couples in Masculine Occupations. Under review at the *Work & Stress*.

Huffman, A. H., Matthews, R. A., & Irving, L. H. Family Fairness and Cohesion in Marital Dyads: Mediating Processes between Work-Family Conflict and Couple Well-being. Under review at the *Journal of Occupational Health Psychology*.

Manuscripts in Preparation for Submission (before Dec 31 2015)

Huffman, A. H., Craddock, E. B., Culbertson, S. S., & Klinefelter, Z. Decision-Making and Exchange Processes of Dual-Military Couples: A Review and Suggested Strategies for Navigating Multiple Roles. Preparing for *Journal of Military Psychology*.

Huffman, A. H., Dunbar, N., Broom, T., & Castro, C. Soldiers' Perspectives of the Married Army Couples Program: A Review of Perceived Problems and Proposed Solutions. Preparing for the *Journal of Military Psychology*.

Conference Papers

Huffman, A. H., Matthews, R., Irving, L., Vermeer, S., & Jountti, C. (2016, April). *Work-Family Conflict, Fairness, Family Cohesion, and Wellbeing: A Dyadic Approach*. Poster submitted to the 28th annual meeting of the Society for Industrial and Organizational Psychology, Anaheim, CA.

Huffman, A. H., Matthews, R., & Irving, L. (2015). *Who Benefits most from Family Supportive Supervision: Work-Linked vs. Non-Work-Linked Employees*. Paper presented the 123rd American Psychological Association Conference, Toronto, Canada.

Broom, T. W., Bosch Y Gutierrez, M., Dunbar, Nora, D., Parrot, A., Miley, B., & Huffman, A. H. (August, 2015). *Married Army Couples Program: Does it Work?* Perspectives from Personnel in Dual-Military Marriages. Poster presented at the 123rd American Psychological Association Convention, Toronto, Canada.

VanPuyvelde, V. C., Stover, M., Dunbar, N., Phillips, K., & Huffman, A. H. (2015). *Understanding challenges of work-linked couples in dual-military marriages*. Poster presented at the 123rd American Psychological Association Conference, Toronto, Canada.

Huffman, A. H., Barbour, J., Miley, & Klinefelter, Z. (2014). *Dual-Military Marriages: Which Gender Receives the Supervisor's Support?* Poster presented at the 122nd American Psychological Association Conference, Washington DC.

Huffman, A. H., Miley, Klinefelter, Z., Vargas, B. (2014). *Military and Family Boundaries: How Integration Buffers Dual Military Marriages*. Poster presented at the 122nd American Psychological Association Conference, Washington DC.

CONCLUSION

Based on my findings there are several implications that I would like to put forth.

Gender Differences. The findings gleaned several different gender differences related to dual-military couples. Initial results suggest that women are not provided with similar support mechanisms that are afforded to men. The results revealed that gender was related to FSSB such that women were less likely to report supportive behaviors compared to men. There are three potential reasons for these differences, two that have important implications related to the findings. First, FSSB could be higher for women because women are reported to have higher demands compared to men (Oui, 2013). These higher demands are usually attributed to family demands such as childcare and housework (Oui, 2014). If this is the case, then both women and men have to strategize to change this unequal division of labor. This is not an easy task since much of these behaviors are based on societal norms. These changes need to be made at personal level, with the goal of across the board changes in societal norms. It has been stressed that values need to change in order for these norms to be changed. We as a society have to continue to strive for changes in familial values. At the organizational level, the military could also take part in these changes by, for example, providing flexible schedules for both men and women, especially in times of low operations tempo.

Second, supervisors have different perceptions of male and female employees, and therefore treat them differently (Prime, Carter & Welbourne, 2009). Unfortunately this is a larger issue that needs to be dealt with at both the organizational and societal level. At the organizational level, employees, especially supervisors need to be exposed to training that provides the supervisors with insight on their own perceptions and related behavior. In many cases, people are not even aware that they hold these stereotypes or biased behavior. Training could be implemented that is geared towards both implicit and explicit beliefs.

Results also supported Hobfoll's (1989) contention that lack of resources can lead to a downward spiral which can affect the wellbeing and work attitudes of employees. In the case of the current study, when individuals reported fewer FSSBs and consequently less control, they reported high levels of psychological distress. Based on these findings, the military needs to take special notice of the importance of both family supportive supervisor behavior and job control. Hammer et al. (2009) has developed FSSB training that has been used and assessed in both civilian and veteran populations. Military leaders should consider having military supervisors undergo this training.

Flexibility between Work and Family. Work-family boundaries are more flexible for dual-military couples than for dual-career couples, allowing for more work-family management. Research has shown that there is a significant gap between civilian spouses of military personnel and civilian spouses of civilian employees, with civilian spouses of military personnel being 13% more likely of being unemployed (aged 18 to 24). There needs to be more research that examines military personnel who are in dual-career families.

Married Army Couples Program. Five themes emerged from the data concerning limitations within the Married Army Couples Program; fulfilling only minimum requirements, uncaring environment, external factors, lack of quality information and breakdown in leadership support. A key element that has emerged from the research is the need for education on the MACP for both the military member and leadership. There are many misconceptions that need to be clarified. Additionally, the military needs to examine whether the program is meeting the needs of the military personnel in dual-military marriages.

Crossover of Stress. In the current research the negative effects of work-family conflict of one spouse crossed over and also affected the wellbeing of the spouses. This idea of cross-over between spouses is rooted in systems theory which suggests that family experiences do not just affect the one family member, but affect the family. There are two key issues that come out of this research. First, the stress of a military member is a family issue, and needs to be examined and treated not only as an individual issue, but also a family issue. Second, and in a similar vein, the findings highlight the intersection of the military organization and the family organization, and how being in a dual-military family can be especially stressful due to the cross-over between spouses and the spill-over between work and family.

Managing the Exchange Relationship. A key component to a successful dual-military marriage is navigating key life events such as whose career takes precedence, when/if the couple should have children, and whether individual career advancement or co-location is the priority. Since dual-earner couples typically make decisions jointly, they have been found to develop strategies to negotiate the demands of work and family (Moen & Wethington, 1992). Strategies often take into account available options, cultural norms, and the effect of options on the support network (Sweet & Moen, 2004). Social exchange theory has been used to explain multiple aspects of behavior of dual-earner and dual-career couples such as migration for work (Abraham, Auspurg, & Hinz, 2010) and career orientation and perceived equity (Sexton & Perlman, 1989). Future studies need to use social exchange theory to try to understand decision-making strategies between two military spouses, as well as the relationship between the couple and the military organization.

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APPENDICES

Please find the following appendices:

Appendix A: curriculum vitae, p. 19

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Appendix A

Appendix B