DMDC Report No. 97-002
April 1997

Background and Characteristics of Military Families:

Results from the 1992 DoD Surveys of Officers and Enlisted Personnel and Military Spouses

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19970505 109

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REPORT DOCUMENTATION PAGE

Form Approved
OMB No. 0704-0188

Public reporting burden for this collection of information is estimated to average 1 hour per response, including the time for reviewing instructions searching existing data sources, gathering and maintaining the data needed, and completing and reviewing the collection of information. Send comments regarding this burden estimate or any other aspect of this collection of information, including suggestions for reducing this burden, to Washington Headquarters, Services, Directorate for Information Operations and Reports, 1215 Jefferson Davis Highway, Suite 1204, Arlington, VA 22202-4302, and to the Office of Management and Budget, Paperwork Reduction Project (0704-0188), Washington, DC 20503.

1. AGENCY USE ONLY (*Leave Blank*)	2. REPORT DATE	3. REPORT TYPE AND DATES COVERED
	April 1997	Final Report -- January 1996 to April 1997

4. TITLE AND SUBTITLE

Background and Characteristics of Military Families: Results from the *1992 DoD Surveys of Officers & Enlisted Personnel & Military Spouses*

5. FUNDING NUMBERS

DA-SW01-94-H-0003

6. AUTHOR(S)

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8. PERFORMING ORGANIZATION REPORT NUMBER

9. SPONSORING/MONITORING AGENCY NAME(S) AND ADDRESS(ES)

Defense Manpower Data Center
1600 Wilson Boulevard, Suite 400
Arlington, Virginia 22209

10. SPONSORING/MONITORING AGENCY REPORT NUMBER

97-002

11. SUPPLEMENTARY NOTES

12a. DISTRIBUTION/AVAILABILITY STATEMENT

Approved for public release; distribution in unlimited.

12b. DISTRIBUTION CODE

13. ABSTRACT *(Maximum 200 words)*

To better understand and plan for the needs of a changing military force, the Defense Manpower Data Center (DMDC) conducted the *1992 Surveys of Officers and Enlisted Personnel and Their Spouses.* The surveys were designed to provide information on issues that affect military personnel, particularly military families, and guide the development of future personnel policies. Information collected in the surveys included demographics, military background, deployments, retention and career intentions, dependents and child care issues, military compensation, benefits and programs, and family resources. This report provides a demographic profile of the members of the various Services by sex, age, minority status, education, and pay grade. Members were analyzed by their family type (dual military, married with civilian spouse, single with children, etc.) and the perceived impact that their Service had on marital and family status. This report provides a profile of active-duty members, and presents findings that can be used to improve family policies for today's military force.

14. SUBJECT TERMS

military families, personnel, child care, family programs, spouses

15. NUMBER OF PAGES

89

16. PRICE CODE

17. SECURITY CLASSIFICATON OF REPORT	18. SECURITY CLASSIFICATION OF THE PAGE	19. SECURITY CLASSIFICATION OF ABSTRACT	20. LIMITATION OF ABSTRACT
Unclassified	Unclassified	Unclassified	Unlimited

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BACKGROUND AND CHARACTERISTICS OF MILITARY FAMILIES:

RESULTS FROM THE 1992 DOD SURVEYS OF OFFICERS AND ENLISTED PERSONNEL AND MILITARY SPOUSES

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Executive Summary

Introduction

To maintain efficiency and effectiveness, the Department of Defense (DoD) must be a responsive employer. As the military becomes more gender-integrated and more family-oriented, DoD must understand and plan for the needs of the changing Service force. To provide input for policies that relate to military families, the Defense Manpower Data Center (DMDC) conducted the *1992 Department of Defense Surveys of Officers and Enlisted Personnel.* The surveys were designed to provide an analysis of issues such as the impact of changing family structures, to guide updates of current policies to accommodate changing needs, and to assist in the development of new policies.

The 1992 surveys included active-duty personnel in all four military Services. They were based on stratified samples of 40,812 officers and 56,015 enlisted personnel, for a total of 96,827 Service members. Responses were received from 59,930 Service members (27,684 officers and 32,246 enlisted personnel). Response rates, based on the number of completed survey returns and the number of eligible members, were 71.6 percent for officers, 62.3 percent for enlisted personnel, and 66.3 percent overall. The stratified samples were drawn from four different sources:

- A longitudinal database consisting of a subsample from the 1985 survey sample,
- A sample of recruiters,
- A sample of active-duty members, and
- A sample of Active Guard/Reserve or Training and Administration of the Reserve (AGR/TAR) members.

The survey questionnaire gathered information on demographics, military background and lifestyles, deployments, retention and career intentions, dependents and child care issues, military compensation, benefits and programs, and family resources.

Since the draft gave way to the All-Volunteer Force in the early 1970s, the demographic composition of the military has changed. Recent studies by Binkin (1993), Judge and Watanabe (1993), Segal and Harris (1993), and others have provided some insight into the racial/ethnic composition of the military, job commitment, life satisfaction, the influence of marriage upon success in the military, and other issues. However, examples of central questions that have not been answered by previous studies include the following: how individual, military, and family demographic characteristics are interrelated; whether certain groups of Service members move more frequently than others, or are more likely than others to be separated from their families; and whether some Service members are more likely than others to blame military service for contributing to divorces and other family and marriage problems.

This report provides a demographic profile of the Service branches, based on responses to the 1992 surveys, and presents findings that can be used in policies to reduce marriage and family problems for a changing Service force.

Analysis Methodology

A systematic approach was used for the analysis of the 1992 survey results: devising hypotheses, producing descriptive cross-tabulations to build demographic profiles, developing descriptive statistics to test interrelationships among the survey variables, and constructing a series of multivariate models based on relationships identified by the descriptive tests. The primary focus of this study was to describe the composition of today's force, particularly, military families. After a demographic profile was constructed, two hypotheses were tested that allowed a more detailed look at the factors underlying the composition:

- Some Service members are more likely than others to move or to be separated from their families during active duty.

- Some Service members are more likely to divorce, and of those who divorce, some believe more strongly than others that military service contributed to the failure of their marriages.

Explanatory variables (developed from survey responses) included the following:

- Individual, military, and family demographics

- Attitudinal variables, such as agreement over a spouse's career plans and a member's satisfaction with marriage counseling services.

Simple descriptive tests (e.g., frequency tables and Chi-square tests) were used to explore the relationships among the explanatory variables themselves and between explanatory variables and dependent measures. A series of more complex multivariate models (i.e., regressions) were used to examine directional interrelationships between the explanatory and dependent variables. The objectives were to provide a demographic snapshot that would provide a background for other analyses, and to delve more deeply into the factors that influence family relocation patterns and perceptions about the role of military service as related to marital problems.

Findings

The following are highlights of the findings:

- Males made up the large majority of both enlisted personnel and officers (88.9 percent and 88.4 percent, respectively). The highest concentration of males among the Service branches was in the Marine Corps (95.2 percent of enlisted personnel and 96.4 percent of officers).

- Among enlisted personnel, about half (51.7 percent) were between 26 and 44 years old. In contrast, most officers (approximately 80 percent) were in the 26 to 44 age group.

- The representation of minorities, particularly Blacks, among enlisted personnel (22.7 percent) was about double their representation in the civilian population. Representation of minorities in the officer corps was significantly lower than in the enlisted ranks (7.1 percent).

- Almost half (43.0 percent) of enlisted personnel had only a high school diploma or GED. The Air Force had the highest average level of education (73.5 percent had at least some college). Among officers, 92.3 percent had at least a 4-year college degree.

- A majority of both enlisted personnel and officers were in the lower pay grades. This effect was most pronounced in the Marine Corps (65.2 percent in the E1 to E4 pay grades for enlisted personnel and 71.1 percent in the O1 to O3 grades for officers).

- Approximately 70 percent of enlisted personnel were serving within the continental United States (CONUS). Marine Corps and Air Force personnel were more likely to reside in CONUS than were their Navy and Army counterparts. Among officers, a slightly higher but not statistically different proportion (79.0 percent) were serving in CONUS.

- A regression model that explored relocation patterns more fully revealed that, for both enlisted personnel and officers, males moved more frequently than females due to a permanent change of station. Also, White enlisted personnel and officers reported more moves than those in other racial/ethnic groups. Finally, more highly educated enlisted personnel reported more frequent moves, whereas more highly educated officers reported less frequent moves.

- Nearly two-thirds (61.2 percent) of enlisted personnel were married. The Air Force had the highest proportion of married individuals among the Service branches (67.0 percent). More than three-quarters (77.6 percent) of officers were married, and the Army had the highest proportion of married officers (80.1 percent) among the Service branches.

- A majority of enlisted Service members lived with spouses (85.9 percent). By Service branch, the highest proportion living with spouses was in the Air Force (92.7 percent). The percentages were similar for officers (85.7 percent overall and 88.0 percent in the Air Force).

- The most common family type for both enlisted personnel and officers was civilian spouse with dependents. By Service branch, the only exception to this rule was among enlisted personnel in the Marine Corps, where 42.1 percent were single with no dependents.

- Of those enlisted Service members who were divorced, 27.6 percent indicated that military service contributed "to a great extent" to their divorce(s). Among the Service branches, Marine Corps enlisted personnel had the highest proportion in the "great extent" category (35.3 percent). Results were similar for officers.

- A regression model that explored these perceptions in more detail revealed that male officers were more likely to blame the military for divorce than were female officers. In contrast, there was no significant difference for enlisted personnel. Black enlisted personnel and officers were *less* likely to blame military service for contributing to divorce than were other racial/ethnic groups. The most important factor for explaining the perception of military service as being responsible for their divorce is the length of time separated from family.

Contents

List of Tables

List of Tables (Continued)

Page

Introduction

Background

To maintain efficiency and effectiveness, the Department of Defense (DoD) must be a responsive employer. Toward this end, DoD periodically assesses the characteristics, behaviors, attitudes, values, expectations, career intentions, and satisfaction of military Service members and their families and identifies potential areas for improvements in personnel policy. As the military work force becomes more gender-integrated and more family-oriented, DoD must understand and plan for the needs of the changing force. Yesteryear's troops were predominantly single men; in contrast, today's volunteers consist of married men and women, mothers and fathers, dual-military couples, and single parents, as well as single men and women.

Because the military is no longer primarily single individuals, personnel policies, services, and programs must be offered to enable the changing military personnel to manage the burdens of both family life and the bearing of arms. Such policies and programs can contribute to recruitment, morale, readiness, performance, and personnel retention.

A variety of research studies have provided input for structuring DoD policies and programs. Many of those studies, however, have focused on the combat readiness of military units rather than individual readiness. Also, issues such as the influence of outside factors (e.g., the family) on the ability of Service members to respond quickly to recalls or alerts have not been adequately addressed.

To provide further input on family policies (e.g., child care), the Defense Manpower Data Center (DMDC) conducted the *1992 Department of Defense Surveys of Officers and Enlisted Personnel*, which focused extensively on military families. Development of the surveys was coordinated through the Office of the Under Secretary of Defense for Personnel and Readiness (Personnel Support, Families & Education, Office of Family Policy, Support & Services). The surveys were administered to active-duty personnel in all four military Services. They included items on demographics, military background and lifestyle, deployments, retention and career intentions, dependents, military compensation, benefits and programs, civilian labor force experience, and family resources.

To aid in the dissemination and utilization of findings from the 1992 surveys, DMDC has published five topical reports. This report presents a snapshot of the changing U.S. military force by providing a demographic profile of the Service branches based on responses to the 1992 surveys, and presents findings that can be used in formulating policy changes to reduce marriage and family problems. Its findings will serve as a backdrop for the other reports in this series. The four subsequent reports address the following topics: individual and family readiness for separation and deployment (Report 2); Operations Desert Shield and Desert Storm (Report 3); child care (Report 4); and the military as a career (Report 5). The remaining sections of this introduction are a literature review, which describes earlier studies related to individual and military family demographics, and a survey methodology section, which describes the development of the 1992 surveys.

Literature Review

The characteristics of military personnel are a topic of continuing interest and concern. One characteristic that has received considerable attention since the draft gave way to the All-Volunteer Force

(AVF) in the early 1970s is the racial/ethnic composition of the military. In particular, the representation of Blacks in the active-duty military has been scrutinized with regard to the benefits and burdens to be derived from military service. It is well documented that Blacks are disproportionately represented in the enlisted ranks relative to the civilian population (Binkin, 1993; Binkin & Eitelberg, 1982; Department of Defense, 1994; Schexnider & Dorn, 1989).

Other studies have shown that the AVF has led to an increased reliance on careerists or persons serving beyond an initial enlistment term. Furthermore, as a result of general social forces, as well as the need for recruited (rather than conscripted) personnel, a greater number of women are joining the military (Dunivan, 1993). Both of these trends have had profound implications for military families.

Not surprisingly, as the number of careerists in the military has risen relative to the number of first-term personnel, the age distribution of active-duty Service members has shifted accordingly. With an increasing number of active-duty personnel in older age groups, there is an increased likelihood that they will be married and have children. This trend contrasts with the historical pattern; before the advent of the AVF, most Service personnel were unmarried men with no dependents. The old adage, "if the military wanted you to have a family, they would have issued you one," has been replaced with policies and programs that recognize the importance of family to military personnel and their missions. The notable increase in the number of women serving in the military has also contributed to the increased importance of military families. Moreover, as the number of women in the Armed Services has grown, dual-military marriages have increased.

The military and the family often place conflicting demands on, and compete for, the time and commitment of the Service member (Segal, 1986). There is evidence that marital status, along with job and career satisfaction, is an important factor in individual levels of life satisfaction (Judge & Watanabe, 1993). An extensive review of family status in the military (Department of Defense, 1993) has shown that marriage and family may contribute positively to a successful military career. Married military personnel tend to have fewer disciplinary and behavioral problems and seem to be more stable and mature. In addition, spouses appear to have a significant influence on decisions by enlisted personnel not to leave the military prematurely; in other words, married personnel have higher retention rates than do single personnel.

Inasmuch as intact families encourage retention and individual readiness, divorce among military personnel is a concern. Despite the demanding nature of the military, divorce rates among first-term personnel have been found to be slightly lower than those in the civilian population. However, the stress of divorce may adversely affect an individual's military career; delays in promotion have been found to occur for those who are divorced during their careers (Department of Defense, 1993). Successful management of both marriage and a military career may be more difficult for women than for men. Military women are less likely than men to be married or have children, and enlisted men are less likely to divorce than enlisted women in their first term (Department of Defense, 1993; Segal, 1986).

Concern over marital issues and the dependents of military members is far from new. Throughout the military's history, policies have discouraged, if not prohibited, married men (and women) from enlisting. Although policies have been relaxed to allow married persons to join the military, present policies remain more restrictive for applicants with responsibilities for dependents that are minors (Department of Defense, 1993). In 1993, the importance of marriage and family issues to the military was demonstrated when the Marine Corps contemplated discouraging marriage among first-termers and barring the enlistment of married applicants.

Like other factors, dual-military marriages have both positive and negative personnel implications. Individuals in dual-military marriages are typically more committed to service, perhaps because both partners are likely to understand the stress, pressure, and demands entailed in military service. The partners in such couples can provide support and encouragement to each other, and they are likely to have a better grasp of each other's work-related (i.e., military) problems.

Although it may be difficult in some cases to coordinate assignments for a married pair, the Services make an effort to assign them to the same geographic area. Nevertheless, dual-military couples are likely to be in different locations because of different assignments and/or deployment, and this situation is compounded when the parties are in different Service branches. On the other hand, stationing dual-military couples in the same area is often easier than coordinating a civilian job for a non-military spouse in the location where a Service member is stationed (Department of Defense, 1993). The transient military lifestyle makes it difficult to coordinate the jobs of civilian spouses when there is a move, and it has been reported that the wives of men in the military are more likely to be unemployed than are the wives of civilians (Segal, 1986).

Changing parental roles in the AVF can also cause stress as a result of confusion over responsibilities. For example, a single or married parent may have custody of a child, but another parent may have financial responsibility. The situation may be further complicated when the child lives with a third party (e.g., a grandparent). The different situations of dependents have different implications in terms of readiness, family adaptation, and support. In 1993, there were approximately 1.6 million dependent children of active-duty members (Segal & Harris, 1993). Family structure and parental roles are important considerations for DoD personnel policy, particularly with regard to the assessment and improvement of readiness for deployment (the subject of Report 2 in this series) and child care (the subject of Report 4).

Because of the increase in the number of dual-military marriages and families, the DoD must plan for subsidies (for example, for housing and medical care) and services to assist family members as they confront stresses associated with military life. For example, stresses over a large number of moves or over career choices (for the Service member or his/her spouse) can affect satisfaction with military life, and ultimately retention rates. Thus, for a multitude of reasons, military families are of policy interest to DoD. The findings described in the following sections provide an empirical base that can assist in policy formulation.

Survey Sample

The 1992 surveys were based on a probability sample of military personnel on active duty as of December 1991. The sample included 40,812 officers and 56,015 enlisted personnel (a total of 96,827 members) and was stratified by Service, status (officer or enlisted), and gender. Responses were received from 27,684 officers and 32,246 enlisted personnel (59,930 total), which represented a 66 percent overall response rate (respondents as a percentage of eligible members). Surveys similar to the 1992 surveys were also conducted in 1978 and 1985.

The survey sample included four separate samples: (1) longitudinal, (2) recruiters, (3) members, and (4) Active Guard/Reserve or Training and Administration of the Reserve (AGR/TAR) members.

The stratification scheme, sample sizes, and sample selection approach for each of the four samples were similar. All four samples were selected using probability methods; that is, each eligible individual

had a non-zero, known probability of selection. Probability sampling allowed for the projection of the survey results to the target population (Service members), using weights developed to reflect variable probabilities of selection and nonresponse bias. The database used in the analyses for this report included all four samples combined, and all analyses were conducted with the weighted data (see Appendix A for more detail on sampling, databases, and weighting).

The sampling frames, sample sizes, and stratification corresponding to each of the four samples selected for the 1992 surveys were as follows:

- The longitudinal sample consisted of a subsample of 11,999 from the personnel selected for the *1985 Department of Defense Survey of Officer and Enlisted Personnel* who were still in the military as of December 1991. The sample maintained the stratification of the 1985 survey (i.e., Service, officer/enlisted status, and gender).

- The recruiter sample consisted of 3,999 recruiters, approximately 1,000 per Service.

- The member sample consisted of members on active duty as of December 1991 who had been in the Service for 4 months or more and were neither recruiters nor included in the 1985 survey. The sample of 75,345 active military personnel was derived by selecting approximately 5,000 members from each of the 16 cells defined by Service, officer/enlisted status, and gender.

- The AGR/TAR sample included approximately 500 AGR/TAR from each of the 14 cells defined by seven levels of Reserve Component and officer/enlisted status. Some cells had fewer than 500 members. A total of 5,484 full-time, support AGR/TAR members were selected.

Background and Characteristics of Military Families

Background

In recent years, much attention has been paid to the demographic characteristics of military Service members. For example, each year the DoD submits a report to Congress describing the representation of various groups, such as women and minorities. In addition to serving as an indicator of the diversity within the Services, such reports describe the composition of a changing military force and help to identify disadvantaged groups. This report provides topical information from the 1992 surveys that can be used in DoD policy formulation.

The remainder of this report presents demographic profiles of the four Service branches. The results are separated into two segments: (1) individual and military demographics, and (2) family demographics, including marital status and living arrangements. The demographic profiles consist of descriptive cross-tabulations and comparisons of subgroups to population totals (e.g., the proportion of Army personnel who are males, as compared with the proportion of males in the entire force). Within each of the two results segments, a brief description of the analysis methodology is followed by separate presentations of results for enlisted personnel and officers.

In addition, both sections contain the results of regression models that are used to explore particularly important issues more thoroughly. For the analysis of individual and military demographics, a model was used to explore the following question:

- Are some Service members more likely than others to undergo a relatively high number of family moves during active duty?

For the analysis of family demographics, a model was used to explore the following question:

- Are some Service members who have experienced divorce(s) more likely than others to believe that military life contributed significantly to their divorce(s)?

Important findings from the demographic profiles and the regressions models are highlighted in a Summary and Conclusions section that follows the presentation of results. Finally, three appendixes are included: a description of the study design, a detailed presentation of the analysis methodology, and a copy of the 1992 survey form.

Table 1 lists the variables that were used to construct the demographic profiles and the questionnaire items corresponding to the variables, as well as additional variables that were recoded, derived, or combined for use in the two regression models.

Table 1. Items Included in the Analyses

Short Name	Questionnaire/Record Data Item	Scale	Definition of Explanatory Variable
1) Individual Demographics:			
Gender	Are you male or female?	—	Dichotomous numerical variable
Race/Ethnicity	Are you: American Indian/Alaskan Native Black/Negro/African-American Oriental/Asian/Chinese/Japanese/Korean/Filipino/Pacific Islander White/Caucasian Other (specify)?	—	Dichotomous variables for Black, White, Hispanic, and other (all other race/ethnicity categories). For example, when a respondent was Black, the variable BLACK was set to 1; otherwise, BLACK was set to 0.
Years of Education	AS OF TODAY, what is the *highest* school grade or academic degree that you have?	10 to 21 years of schooling:	Continuous numerical variable corresponding to years of schooling
	Less than 12 years of school (no diploma)	10 years	
	GED or other high school equivalency certificate	11 years	
	High school diploma	12 years	
	Some college, but did not graduate	13 years	
	2-year college degree	14 years	
	4-year college degree (BA/BS)	16 years	
	Some graduate school	17 years	
	Masters degree (MA/MS)	18 years	
	Doctoral degree (PhD/MD/LLB)	21 years	
	Other degree not listed	17 years	
2) Military Demographics:			
Pay Grade	What is your pay grade? Enlisted personnel: E1 to E9 Officers: O1 to O7 and W1 to W5	—	Dichotomous variable for E1 to E4, E5 to E6, and E7 to E9 (for enlisted personnel), O1 to O3. W1 to W3 and O4 to O7, W4 to W5 (for officers)
Military Branch	In what Service are you? Army Navy Marine Corps Air Force	—	Dichotomous variables for each Service
Time Separated from Family	In your total military career, how many months were you completely separated from your family?	0 to 60 months:	Continuous numerical variable (SEPSERVE = proportion of time separated from family) constructed from number of months separated from family divided by the total number of months on active duty
	None	0 months	
	Less than 3 months	2 months	
	3 to 4 months	3.5 months	
	5 to 6 months	5.5 months	
	More than 6 to less than 12 months	9 months	
	1 to 2 years	18 months	
	3 to 4 years	42 months	
	More than 4 years	60 months	
Member Moves	In all the time you have been on active duty, how many times did you move to a new location because of your permanent change of station (PCS)?	—	Discrete numerical variable indicating the number of moves

Table 1. Items Included in the Analyses (Continued)

Short Name	Questionnaire/Record Data Item	Scale	Definition of Explanatory Variable
3) Other Variables:			
Spouse's Career	How well do you and your current spouse agree upon his/her career plans?	4-point scale, reverse coded (1 = not well at all . . . 4 = very well)	Numerical ordinal variable
Member's Career	How well do you and your current spouse agree on your career plans?	4-point scale, reverse coded (1 = not well at all . . . 4 = very well)	Numerical ordinal variable
Satisfaction with Marriage Counseling	Indicate your level of satisfaction with the marriage and family counseling provided by Family Services.	5-point scale, reverse coded (1 = very dissatisfied . . . 5 = very satisfied)	Numerical ordinal variable

Individual and Military Demographics

Analysis Methodology

Several steps were taken in preparation for the analyses described in this section. First, variables were created that were appropriate for inclusion in tabulations and multivariate models. Second, tabulations were run to characterize demographic groups. Third, simple descriptive tests were run to assess relationships between variables and to provide a basis for the development of reliable (statistically sound) multivariate models to test hypotheses about family moves and divorce.

The variables constructed for this analysis included simple categorical groupings (e.g., male/female), ordinal responses that represented ranges of values (e.g., level of education), and continuous variables (e.g., the proportion of time spent separated from family). Categorical variables were first imputed (filled in with appropriate codes where missing) and then converted to numeric, dichotomous variables that were appropriate for tabulations. For example, a variable HISPANIC was created that had the value 1 when the respondent was of Hispanic descent and 0 when the respondent was not. Ordinal responses, representing ranges of values, were converted to continuous variables. For example, a pay scale response of 2, which represented total annual pay value between $20,000 and $30,000, was converted to the number $25,000.

Once the appropriate variables had been developed, a series of tabulations were constructed to show the weighted numbers of survey respondents and the percentage in each demographic category. The results are presented separately below for enlisted personnel and officers. The reason for tabulating enlisted personnel and officers separately is that they were expected to be demographically distinct groups (for example, most officers were expected to be college-educated); therefore, the patterns they exhibited in statistical tests or models were expected to be different.

After the tabulations had been run, simple descriptive tests were performed to determine relationships between variables (e.g., gender and race/ethnicity) and, in preparation for models, between explanatory variables and dependent measures (e.g., Service branch and number of moves). The most frequently

employed simple descriptive test was the Chi-square test of independence, which determines the degree of association between two categorical variables.

Results of the simple descriptive tests were useful to test interrelationships among variables. Chi-square analysis indicated that certain sets of demographic variables were related statistically and therefore could be grouped together for analysis purposes. The Chi-square analysis was important in that it identified patterns that could be explored in more detail later. For example, Black females might be concentrated in different pay grades than White males. In addition, demographic subgroups, such as Black females, might exhibit different patterns than the larger groups (e.g., all females). While Chi-square analysis can show, for example, that Black females are significantly different from a "total" group (females, in this case) with respect to another demographic characteristic (such as pay grade), it cannot control for other factors that may also be influencing pay grade (such as age).

In general, multiple regression is used to examine the relationship of a set of independent (explanatory) variables to a dependent variable (the variable to be explained), holding all other variables constant. Therefore, regression models were employed to build upon the Chi-square analysis for further exploration of issues of interest, such as relocation patterns for Service members who had undergone a permanent change of station (PCS), or Service members' perceptions about the impact of military life on their divorces. A description of the model that was used to test the hypothesis about PCS relocation patterns (the MOVES model) is presented below. A description of the model that was used to test the hypothesis about perceptions of the influence of military life on divorce (the DIVORCE model) is included in the family demographics section (see page 19).

The objective of the MOVES model was to test the hypothesis that certain groups are more likely than others to undergo a PCS move, or to be separated from their families, during active duty. Several model iterations were used to isolate the most appropriate dependent measure from four candidates from the questionnaire (Service member moves, spouse/dependent moves, months of separation from family during the past year, and total separations from family during a member's career), and to find the set of explanatory demographic characteristics that best explained the dependent variable of choice.

Independent variables were entered into the model in a stepwise fashion; that is, they were entered in related sets, and only significant ones were kept.[1] In addition to main effects (for example, the relationship between being female and the number of member moves), interactions were also tested. For example, if, as a result of the Chi-square tests, race/ethnicity and gender subgroups appeared to be related (e.g., if the marriage-related characteristics for Black females differed from those for all females), then a variable that measured the combined effect of being Black and female was also included in the model.

At first, explanatory variables were entered in two related sets: (1) gender, Service branch, and pay grade and (2) race/ethnicity and education level. This procedure was used to keep the permutations of the interactions to a manageable number and to minimize bias introduced when independent variables that are correlated with each other are included together in a model.

The model using the dependent variable MBMOVES was chosen because it was the best for examining member relocation patterns. Presumably, the number of moves for the member *per se* (as

[1]A 0.05 probability (95 percent confidence) level was used to determine significance.

opposed to the member's spouse or family) would have the most direct effect on satisfaction with military life and, therefore, would be a more appropriate dependent measure than proxies such as the number of spouse or dependent moves. MBMOVES was derived from the following survey question (see Appendix C for a copy of the questionnaire):

> *How many times did you move to a new location because of your permanent change of station (PCS)?*

Since MBMOVES behaves like a continuous variable, results can be expressed in terms of the change in the number of moves that is associated with being in a certain demographic group. For example, a Beta coefficient of -0.09 for the independent variable NAVY would indicate that Navy personnel move 0.09 fewer times, on average, than do those in other Service branches (holding all other variables constant).

In the tables of results that follow, numbers and percentages are based on weighted data. As such, the numbers in the tables represent the numbers in the entire population of Service members. A significance level of .05 ($P < .05$) was used to determine which Beta coefficients should be included in the final models and tables.

Results

Enlisted Personnel

A profile of enlisted Service members by Service branch is provided in Table 2. In the paragraphs that follow, results are described for individual and military family demographic groupings.

Gender. As has been the case historically, women remain underrepresented in all Services relative to their proportion of the total population. However, at an estimated 11.1 percent of the enlisted active-duty force, the presence of women is far from negligible. The Air Force had the greatest concentration of women (14.5 percent), followed by the Army (11.5 percent) and the Navy (9.9 percent). The Marine Corps had the lowest female representation at only 4.8 percent of its enlisted personnel.

Age. The military's reliance on young enlisted personnel is highlighted in the age distributions shown in Table 2. More than 80 percent of active-duty enlisted personnel were younger than 35 years, and nearly 47 percent were 25 years old or younger. Less than 2 percent were 45 years of age or older. The prevalence of young personnel is particularly noticeable in the Marine Corps: 64.1 percent of Marines were 25 years old or younger, and 90.1 percent were younger than 35 years. Fewer than 1 percent of Marines were age 45 years or older. Air Force enlisted personnel were somewhat older on average than the members of other Services. Almost 80 percent of Air Force enlisted members were under 35 years old. Around 37 percent of Air Force enlisted personnel were under 25 years old. Compared with the other Services, the Army had the highest proportion (2.6 percent) of personnel in the 45 years and older range.

Table 3 shows a breakdown of age and gender for enlisted personnel in all the Service groups. Although enlisted women tended to be somewhat younger than men on average, the age distributions were similar for males and females. Approximately 86 percent of the women were younger than 35 years, as compared with 81 percent of men. Significantly fewer women (14.4 percent) than men (18.7 percent) were more than 35 years old, and only 0.8 percent of women were over 45 years old (as compared with 1.9 percent of males).

Table 2. Demographic Characteristics of Enlisted Personnel by Military Service Branch

Demographic Characteristic	Weighted Total	Service Branch			
		Army	Navy	Marine Corps	Air Force
		Number			
Total Enlisted Personnel	**1,655,214**	**596,596**	**491,336**	**166,065**	**401,217**
		Percent of Column Total			
Pay Grade					
E1 to E4	50.4	50.8	45.9	65.2	49.0
E5 to E6	37.4	34.8	43.0	26.0	38.9
E7 to E9	12.3	14.4	11.1	8.8	12.1
Age Group					
21 Years or Younger	21.0	20.9	22.2	32.8	14.7
22-25 Years	25.6	24.8	27.0	31.3	22.8
26-34 Years	35.2	34.4	34.3	26.0	41.3
35-44 Years	16.5	17.2	15.2	9.4	19.9
45-54 Years	1.7	2.5	1.3	0.6	1.2
55 Years or Older	0.1	0.1	0.1	0.1	0.1
Gender					
Male	88.9	88.6	90.1	95.2	85.6
Female	11.1	11.5	9.9	4.8	14.5
Education					
No High School Diploma or GED	0.4	0.2	0.7	0.7	0.1
High School Diploma or GED	43.0	40.1	53.9	61.0	26.6
Some College	42.0	44.1	33.5	32.3	53.4
Two-Year College Degree	9.8	10.4	7.5	4.0	14.2
Four-Year College Degree/ Some Graduate School	4.4	4.8	4.2	1.8	5.3
Postgraduate Degree	0.4	0.4	0.3	0.3	0.6
Race/Ethnicity					
White	67.4	58.7	70.4	69.9	75.8
Black	22.7	31.4	18.7	18.8	16.2
Hispanic	6.1	6.6	5.8	8.0	4.7
Asian/Pacific Islander	0.9	1.0	0.8	1.0	0.6
American Indian/Alaskan Native	1.8	1.3	3.0	1.1	1.3
Other	1.1	0.9	1.2	1.1	1.4
Location of Assignment					
CONUS	70.4	68.9	68.1	73.4	74.5
OCONUS	29.6	31.1	31.9	26.6	25.5

Notes: Weighted percentages were computed as the proportion of the estimated totals shown in the first data row. Totals may differ slightly across tables because of missing data and rounding.

Table 3. Enlisted Personnel by Age Group and Gender

Demographic Characteristic	Weighted Total	Gender	
		Male	Female
		Number	
Total Enlisted Personnel	**1,655,391**	**1,472,316**	**183,075**
		Percent of Column Total	
Age Group			
21 Years or Younger	21.0	21.2	19.3
22-25 Years	25.6	25.4	28.0
26-34 Years	35.2	34.8	38.5
35-44 Years	16.5	16.8	13.6
45-54 Years	1.7	1.8	0.7
55 Years or Older	0.1	0.1	0.1

Notes: Weighted percentages were computed as the proportion of the estimated totals shown in the first data row. Totals may differ slightly across tables because of missing data and rounding.

Education. Level of education is a primary indicator of the quality of enlisted personnel. The myriad of high-technology jobs in today's military require more highly educated personnel. In addition, because personnel who do not have high school diplomas are more likely to leave military service prematurely than are those with high school (or more) education, the Services limit their enlistment (Laurence, 1993). In the 1992 surveys, fewer than 1 percent of enlisted personnel did not have a high school diploma or a GED; 43 percent held only a high school diploma or GED; nearly 57 percent had completed some college course work; and more than 4 percent had a 4-year college degree, with some members of the latter group also earning graduate-level credits or degrees.

Across the Service branches, Air Force enlisted personnel, on average, had the highest level of education: 53.4 percent had attended some college, 14.2 percent had graduated from a 2-year college, and 5.3 percent had graduated from a 4-year college or attended some graduate school. Only 26.6 percent of Air Force enlisted personnel had only a high school diploma or GED. In contrast, Marine Corps enlisted personnel had the lowest average educational level: 32.3 percent had attended some college, 4.0 percent had graduated from a 2-year college, and 1.8 percent had graduated from a 4-year college. Some 61 percent of Marine Corps enlisted personnel reported earning only a high school diploma or GED.

Pay grade. Table 2 shows that most enlisted personnel are concentrated in the lower pay grades. Even though the AVF has increasingly relied on individuals who make the military their career, the distribution of pay grades for enlisted personnel remains skewed toward the lower end. More than 50 percent of enlisted personnel were in pay grades E1 through E4. Compared with the other Services, the Marine Corps had significantly more personnel in pay grades E1 through E4 (65.2 percent) and significantly fewer in the E7 to E9 grades (8.8 percent). The Navy had proportionally fewer enlisted personnel in the lowest pay grades (45.9 percent) than did other branches of the military. Of the four Services, the Army had the highest proportion (14.4 percent) in the E7 through E9 pay grades.

Race/ethnicity. The high percentage of Blacks (22.7 percent) among enlisted personnel is consistent with a wealth of documentation on the over-representation of Blacks in the military, as compared with

national population proportions. The Army showed the greatest diversity (i.e., non-White population) and the Air Force had the least diversity among enlisted personnel. Particularly notable was the fact that Blacks constituted 31.4 percent of Army enlisted personnel but only 16.2 percent of Air Force enlisted personnel, which was a statistically significant difference.

Hispanics were the second-largest minority group among all enlisted personnel (6.1 percent). There were notably more Hispanics in the Marine Corps (8.0 percent) than in other Service branches. The percentages of other minority groups (Asian/Pacific Islanders and American Indian/Alaskan Natives) were small. The Navy's representation of these two groups combined was 3.9 percent, the highest level for any Service.

Race/ethnicity and gender. A great deal of attention has been focused on the racial/ethnic composition of the enlisted force. Although the over-representation of Blacks in the military is a familiar trend, the representation of Black *women* has not been as well documented. Table 4 shows enlisted personnel by race/ethnicity and gender. Blacks made up almost one-fourth (22.7 percent) of all enlistees, but they accounted for more than one-third (33.9 percent) of all female enlisted personnel and only about one-fifth (21.3 percent) of the males. In contrast, Whites, who accounted for more than two-thirds (67.4 percent) of all enlisted personnel, accounted for only a little more than half (56.9 percent) of the females and more than two-thirds (68.7 percent) of the males. Proportions of Hispanics and other minorities were similar (i.e., not significantly different) among males and females.

Table 4. Enlisted Personnel by Race/Ethnicity and Gender

Demographic Characteristic	Weighted Total	Gender	
		Male	Female
		Number	
Total Enlisted Personnel	**1,655,391**	**1,472,316**	**183,075**
		Percent of Column Total	
Race/Ethnicity			
White	67.4	68.7	56.9
Black	22.7	21.3	33.9
Hispanic	6.1	6.1	5.7
Asian/Pacific Islander	0.9	0.9	0.9
American Indian/Alaskan Native	1.8	1.9	1.2
Other	1.1	1.1	1.4

Notes: Weighted percentages were computed as the proportion of the estimated totals shown in the first data row. Totals may differ slightly across tables because of missing data and rounding.

Race/ethnicity and pay grade. Although Blacks were over-represented at the enlisted level in all Services relative to their proportion in the U.S. population, they made up a smaller proportion of the enlisted personnel in the highest pay grades, E7 to E9 (19.4 percent), than of those in the lower grades, E1 to E4 (22.7 percent) and E5 to E6 (23.8 percent). Similar decreasing representation patterns were found in the pay grade data for Hispanics and Asians/Pacific Islanders (Table 5). In contrast, Whites and American Indians/Alaskan Natives made up higher proportions of the enlistees in the highest (E7 to E9) pay grades than in the other two pay groupings. Whites accounted for more than 70 percent of all enlisted personnel in the E7 to E9 pay grades, compared with 66.4 percent of those in grades E5 and

E6 and 67.6 percent of those in grades E1 to E4. American Indians/Alaskan Natives made up 2.9 percent of the enlisted personnel in the E7 to E9 pay grades, 1.9 percent of those in grades E5 and E6, and only 1.5 percent of those in grades E1 to E4.

Table 5. Enlisted Personnel by Race/Ethnicity and Pay Grade

Demographic Characteristic	Weighted Total	Pay Grade		
		E1 to E4	E5 to E6	E7 to E9
		Number		
Total Enlisted Personnel	**1,655,214**	**833,326**	**618,348**	**203,541**
		Percent of Column Total		
Race/Ethnicity				
White	67.4	67.6	66.4	70.3
Black	22.7	22.7	23.8	19.4
Hispanic	6.1	6.2	6.0	5.6
Asian/Pacific Islander	0.9	1.1	0.6	0.8
American Indian/Alaskan Native	1.8	1.5	1.9	2.9
Other	1.1	1.1	1.3	1.0

Notes: Weighted percentages were computed as the proportion of the estimated totals shown in the first data row. Totals may differ slightly across tables because of missing data and rounding.

Location of assignment. At the time of the 1992 surveys, more than 70 percent of all enlisted personnel were serving within the Continental United States (CONUS), and the remainder were located outside the Continental United States (OCONUS) (see Table 2 on page 10). Marine Corps and Air Force enlisted personnel were more likely to reside in CONUS than were those in the Army and Navy. The Army and Navy had similar (i.e., not significantly different) proportions of enlisted personnel serving in CONUS (68.9 percent and 68.1 percent, respectively, compared with 73.4 percent and 74.5 percent for Marine Corps and Air Force enlisted personnel).

The MOVES model. As described above (see "Analysis Methodology," page 7), regression models were used to test the hypothesis that some Service members are more likely than others to undergo a relatively high number of family moves during active duty. As described earlier, the model using the dependent variable MBMOVES was chosen because it was the best for examining member relocation patterns. Since MBMOVES behaves like a continuous variable, results can be expressed in terms of the change in the number of moves that is associated with being in a certain demographic group. For example, a Beta coefficient of -0.09 for the independent variable NAVY would indicate that Navy personnel move 0.09 fewer times, on average, than do those in other Service branches (holding all other variables constant).

For enlisted personnel, the MOVES model explained a large proportion of the variance in number of family moves ($R^2 = 0.39$), considering the small number of independent variables.[2] Male enlisted personnel moved as a result of permanent change of station (PCS) more frequently than did females (Table 6). By race/ethnicity group, Whites tended to move more frequently than other race/ethnicity

[2]A discussion of regression statistics and their interpretation is included in Appendix B.

groups. (Less well-represented racial and ethnic groups, such as Asian/Pacific Islander, were collapsed into a category designated as "Other" to provide a large enough sample for stable estimates.) In general, higher levels of education were associated with more moves, as were higher pay grades. Years of education was positively related to number of moves, perhaps because the skills of more highly educated enlisted personnel were in demand in more locations. Similarly, personnel in pay grades E5 to E6 and E7 to E9 moved significantly more frequently than did those in grades E1 to E4 (2.34 and 4.32 more moves, respectively). Finally, Marine Corps enlisted personnel reported more moves than did their counterparts in the Army, Navy, or Air Force.

Table 6. Relative Effects of Independent Variables on Number of PCS Moves Experienced by Enlisted Personnel

Significant Variables	Beta Coefficient
Gender (Female)	
Male	0.24
Race/Ethnicity (White)	
Black	-0.11
Hispanic	-0.20
Other	-0.30
Years of Education	0.11
Pay Grade (E1 to E4)	
E5 to E6	2.34
E7 to E9	4.32
Service Branch (Army)	
Marine Corps	0.23

Note: Reference groups for dichotomous and categorical variables are shown in parentheses. Groups that were not significantly different from the reference group are not shown in the table; thus, the categories included for each variable may be different in different tables.

Officers

The same analyses that were performed on the survey results for enlisted personnel were also conducted for officers,[3] using the same variables for descriptive tabulations and the same logistic regression model. Table 7 shows the weighted number of officers in each demographic category and the percentage in each subcategory (for example, the percentage of officers who were Black).

Of late, the demographic characteristics of officers have been subject to increasing review. Although the officer corps is small as compared with the number of enlisted personnel, their characteristics add an important dimension to the diversity of the military. As for enlisted personnel, dimensions such as officers' gender, age, and length of service are not only important in their own right but are also related to emerging family patterns, such as the increase in single-parent households.

[3]"Officers" are defined here to include warrant officers.

Table 7. Demographic Characteristics of Officers by Military Service Branch

Demographic Characteristic	Weighted Total	Service Branch			
		Army	Navy	Marine Corps	Air Force
		Number			
Total Officer Personnel	**297,402**	**109,464**	**71,976**	**19,585**	**96,377**
		Percent of Column Total			
Pay Grade					
O1 to O3, W1 to W3	62.9	62.7	61.4	71.1	62.5
O4 to O7, W4 to W5	37.2	37.4	38.6	28.9	37.5
Age Group					
21 Years or Younger	0.1	0.1	0.0	0.0	0.1
22-25 Years	9.8	8.9	12.0	11.3	8.9
26-34 Years	41.1	39.5	39.7	48.6	42.6
35-44 Years	38.5	39.5	38.0	33.7	38.6
45-54 Years	9.9	11.2	9.7	6.2	9.4
55 Years or Older	0.6	0.8	0.6	0.2	0.4
Gender					
Male	88.4	88.4	88.8	96.4	86.4
Female	11.6	11.6	11.2	3.6	13.6
Education					
No High School Diploma or GED	<0.1	<0.1	<0.1	<0.1	<0.1
High School Diploma or GED	0.9	0.6	2.2	2.3	<0.1
Some College	3.8	5.8	4.4	8.6	0.1
Two-Year College Degree	3.0	5.8	2.9	2.1	0.1
Four-Year College Degree/ Some Graduate School	51.7	51.4	56.8	68.9	44.8
Postgraduate Degree	40.6	36.5	33.8	18.2	55.0
Race/Ethnicity					
White	87.2	83.3	90.2	90.5	88.8
Black	7.1	10.6	4.3	4.9	5.7
Hispanic	2.9	3.3	2.6	2.6	2.6
Asian/Pacific Islander	0.4	0.4	0.3	0.5	0.3
American Indian/Alaskan Native	1.6	1.6	1.7	0.7	1.7
Other	0.8	0.8	0.9	0.7	0.9
Location of Assignment					
CONUS	79.0	74.8	75.6	79.2	86.3
OCONUS	21.0	25.2	24.5	20.8	13.7

Notes: Weighted percentages were computed as the proportion of the estimated totals shown in the first data row. Totals may differ slightly across tables because of missing data and rounding.

Gender. Women constituted almost 12 percent of military officers across all Services. The Air Force had the highest percentage of female officers (13.6 percent) and the Marine Corps the lowest (3.6 percent) (Table 7).

Age. Approximately 4 out of 5 officers were between 26 and 44 years old (Table 7). In general, female officers tended to be younger than their male counterparts: 59.6 percent of female officers were 34 years old or younger, compared with 49.9 percent of male officers, and only 4.8 percent of female officers were older than 44 years, compared with 11.3 percent of male officers (Table 8).

Table 8. Officers by Age Group and Gender

Demographic Characteristic	Weighted Total	Gender	
		Male	Female
		Number	
Total Officer Personnel	**297,402**	**262,803**	**34,599**
		Percent of Column Total	
Age Group			
21 Years or Younger	0.1	0.1	0.1
22-25 Years	9.8	9.4	12.9
26-34 Years	41.1	40.4	46.6
35-44 Years	38.5	38.9	35.7
45-54 Years	9.9	10.6	4.6
55 Years or Older	0.6	0.7	0.2

Notes: Weighted percentages were computed as the proportion of the estimated totals shown in the first data row. Totals may differ slightly across tables because of missing data and rounding.

Education. Although there are exceptions,[4] commissioning requirements include a 4-year college degree. Consistent with that policy, the 1992 survey results showed that 92.3 percent of officers held a 4-year college degree or a postgraduate degree. The Air Force and the Navy had the highest proportions of college-educated officers (99.8 percent and 90.6 percent, respectively). Slightly more than 40 percent of all military officers reported having earned postgraduate degrees as of 1992. Again, the Air Force was the leader, with 55 percent of its officers having earned Masters or Doctoral degrees.

Pay grade. Table 7 shows that most officers (62.9 percent) are concentrated in the lower pay grades (O1 to O3). Compared with the other Services, the Marine Corps had significantly more officers in the lower pay grades (71.1 percent) and significantly fewer in the higher pay grades (28.9 percent). The Navy had proportionately fewer officers in the lower pay grades (61.4 percent) and more in the higher pay grades (38.6 percent) than did the other Service branches.

Race/ethnicity. With regard to race/ethnicity, there was less diversity in the officer corps than was found among enlisted personnel. The 1992 surveys indicated that 87.2 percent of all officers were White, followed by Blacks (7.1 percent), and Hispanics (2.9 percent). The percentage of White officers

[4]The exceptions include provisions for former enlisted personnel to be commissioned prior to completing a baccalaureate degree, and less stringent educational requirements for warrant officers. Also, more senior officers may have received battlefield commissions or been commissioned before this requirement was enacted.

was highest in the Marine Corps and the Navy (90.5 and 90.2 percent, respectively) and lowest in the Army (83.3 percent). Black and Hispanic officers had the highest proportional representations in the Army (10.6 percent and 3.3 percent, respectively) and lowest in the Navy (4.3 percent and 2.6 percent, respectively). Minorities represented a relatively low proportion of all officers, only 12.8 percent (Table 7); however, 13.5 percent of all female officers were Black, whereas only 6.3 percent of all male officers were Black (Table 9). Minorities made up 14.6 percent of all junior-grade officers (pay grades O1 to O3) but only 9.6 percent of all senior-grade officers (Table 10).

Table 9. Officers by Race/Ethnicity and Gender

Demographic Characteristic	Weighted Total	Gender	
		Male	Female
		Number	
Total Officer Personnel	**297,402**	**262,803**	**34,599**
		Percent of Column Total	
Race/Ethnicity			
White	87.2	88.1	80.4
Black	7.1	6.3	13.5
Hispanic	2.9	2.8	3.1
Asian/Pacific Islander	0.4	0.4	0.4
American Indian/Alaskan Native	1.6	1.6	1.8
Other	0.8	0.8	0.8

Notes: Weighted percentages were computed as the proportion of the estimated totals shown in the first data row. Totals may differ slightly across tables because of missing data and rounding.

Table 10. Officers by Race/Ethnicity and Pay Grade

Demographic Characteristic	Weighted Total	Pay Grade	
		O1 to O3	O4 to O7
		Number	
Total Officer Personnel	**297,402**	**186,930**	**110,472**
		Percent of Column Total	
Race/Ethnicity			
White	87.2	85.4	90.4
Black	7.1	8.2	5.2
Hispanic	2.9	3.4	2.0
Asian/Pacific Islander	0.4	0.3	0.5
American Indian/Alaskan Native	1.6	1.9	1.0
Other	0.8	0.8	0.9

Notes: Weighted percentages were computed as the proportion of the estimated totals shown in the first data row. Totals may differ slightly across tables because of missing data and rounding.

Location of assignment. As was the case for enlisted personnel, the majority of officers (79 percent) were stationed in CONUS. Officers were somewhat less likely than enlisted personnel to have OCONUS locations, and a much smaller proportion of Air Force officers (13.7 percent) were stationed overseas than the proportions of officers in the other Service branches (25.2, 24.5, and 20.8 percent for officers in the Army, Navy, and Marine Corps, respectively).

The MOVES model. As with enlisted personnel, male officers moved more frequently than females (Table 11). Also, White officers were more likely to move than were those in other racial groups. In contrast to the results for enlisted personnel, however, more highly educated officers reported fewer PCS moves. A possible explanation for this difference may be that more highly educated officers are performing more specialized functions in their military organizations, and therefore they tend to be tied to their locations. Interestingly, higher pay grades for officers were associated with *more* moves. This does not imply, however, that more highly educated officers are also lower paid, since the variable for years of education was held constant when pay grade was tested in the MOVES model, and vice versa. Finally, officers in the Marine Corps, like enlisted personnel, reported more moves than those in the Army, Navy, or Air Force.

Table 11. Relative Effects of Independent Variables on Number of PCS Moves Experienced by Officers

Significant Variables	Beta Coefficient
Gender (Female)	
Male	1.11
Race/Ethnicity (White)	
Black	-0.27
Hispanic	-0.25
Other	-0.32
Years of Education	-0.21
Pay Grade (O1 to O3, W1 to W3)	
O4 to O7, W4 to W5	3.69
Service Branch (Army)	
Navy	-0.17
Air Force	-0.54
Marine Corps	0.41

Note: Reference groups for dichotomous and categorical variables are shown in parentheses. Groups that were not significantly different from the reference group are not shown in the table; thus, the categories included for each variable may be different in different tables.

Family Demographics

Family demographics and their relationship to individual and military characteristics have become increasingly important to personnel policymakers and program providers (Segal, 1986). Marital and family status have come to be recognized as characteristics that influence readiness, performance, satisfaction, commitment, and retention (Department of Defense, 1993). This section focuses on the marital and family characteristics and status of enlisted personnel and officers.

Most of the family demographics discussed in this section, such as marital status, number of times and years married, and number and ages of dependents, are directly correlated both with the age of the Service member and with time. Older or higher ranking military personnel are more likely than younger personnel to have changed marital status more than once, and to have more and older dependents, regardless of any service-related factors.

Analysis Methodology

The methods used for the analysis of family demographics were the same as those employed for individual and military demographics, except that different variables were used in cross-tabulations and Chi-square tests. Among the family characteristics analyzed in this section are marital status, number of times married, number of dependents, and living arrangements. The variables were "crossed" with individual and military characteristics (e.g., gender and Service branch) to gain a better understanding of distributions and interrelations. Finally, in order to explore the issue of divorce more comprehensively, a regression model was developed.

The DIVORCE model was used to analyze perceptions about the impact of military service on members' divorces. Specifically, the model tested the hypothesis that some Service members who have experienced divorce(s) are more likely than others to believe that military life contributed significantly to their divorce(s).

The following question from the 1992 *Surveys of Officers and Enlisted Personnel* (see Appendix C for a copy of the questionnaire) was used to develop the dependent variable, DIVORCE:

To what extent do you feel that your service in the military contributed to any divorce?

Very great extent
Great extent
Moderate extent
Slight extent
Not at all.

The responses were reverse-coded; in other words, a value of 1 corresponded to *Very great extent*, 2 corresponded to *Great extent*, 3 corresponded to *Moderate extent*, 4 to *Slight extent*, and 5 to *Not at all.* Consequently, a value of 3 was average, *above* 3 indicated a *below average* perceived contribution to divorce, and *below* 3 indicated an *above average* perceived contribution. Also, negative Beta-coefficient estimates were associated with a stronger perceived contribution.

The dependent measure DIVORCE was tested against a host of individual and military demographic variables, including service, sex, pay grade, education, and other variables concerning the number of

moves and separations, agreement on career plans, and satisfaction levels associated with marriage counseling services (see Table 1 on page 6 for a description of how the variables were created). Independent (explanatory) variables were entered into the model in a stepwise fashion, as described above for the MOVES model (see page 8). The full list of explanatory variables, before elimination of those found to be insignificant, included the following:

- Service branch
- Years of education
- Race/ethnicity
- Gender
- Pay grade
- SPCAREER ("How well do you and your current spouse agree upon his/her career plans?")
- MBCAREER ("How well do you and your current spouse agree on your career plans?")
- MCOUNSEL (level of satisfaction with marriage and family counseling provided by Family Services)
- SEPSERV (time separated from family divided by total time in service)
- MBMOVES ("How many times did you move to a new location because of your permanent change of station?").

Results

Enlisted Personnel

Marital status. Table 12 provides a snapshot of the marital status of enlisted military personnel. Overall, across Services, approximately 53 percent of the women and 62 percent of the men were married. At 67.0 percent, the Air Force had the highest proportion of married members; the Marine Corps, at 50.9 percent, had the lowest. This finding appears to correlate with the age differences among Services. As shown in Table 2 on page 10, enlisted personnel in the Air Force were generally older, and those in the Marine Corps generally younger (and less likely to have married), than the average for all the Service branches. Across Service branches, female enlisted personnel were less likely than their male counterparts to be married.

Table 12. Marital Status of Enlisted Personnel by Gender and Military Service Branch

Marital Status by Gender	Weighted Total	Service Branch			
		Army	Navy	Marine Corps	Air Force
Total Enlisted Personnel (Number)	**1,655,391**	**596,596**	**491,513**	**166,065**	**401,217**
Married (Percent)	61.2	63.9	56.7	50.9	67.0
Not Married (Percent)	38.8	36.1	43.3	49.1	33.0
Male (Number)	**1,472,316**	**528,300**	**442,721**	**158,036**	**343,259**
Married (Percent)	62.3	65.6	57.5	50.9	68.8
Not Married (Percent)	37.7	34.4	42.5	49.1	31.2
Female (Number)	**183,075**	**68,296**	**48,792**	**8,029**	**57,958**
Married (Percent)	52.6	51.5	49.6	49.4	56.7
Not Married (Percent)	47.4	48.5	50.4	50.6	43.3

Notes: Weighted percentages were computed as the proportion of the estimated totals shown in the first data row of each grouping. Totals may differ slightly across tables because of missing data and rounding.

Other marriage-related characteristics. Table 13 presents various other marriage-related characteristics for enlisted personnel. Among the subset of married enlisted personnel, the majority (76.4 percent) were in first-time marriages. Fewer than 20 percent were remarried, and even fewer (5.1 percent) were separated. Of those who were not married, the overwhelming majority (82.9 percent) had never been married. The Marine Corps had the highest percentage of members who had never been married (90.0 percent), and the Air Force had the lowest (74.0 percent).

Table 13. Marriage-Related Characteristics of Enlisted Personnel by Military Service Branch

Marriage-Related Characteristics	Weighted Total	Service Branch			
		Army	Navy	Marine Corps	Air Force
Total Married (Number)	**988,735**	**367,265**	**275,191**	**82,574**	**263,705**
First Time (Percent)	76.4	75.5	76.4	79.7	76.9
Remarried (Percent)	18.5	18.5	18.3	14.6	19.9
Separated (Percent)	5.1	6.0	5.3	5.7	3.2
Total Not Married (Number)	**615,651**	**204,227**	**207,987**	**76,320**	**127,116**
Never Married (Percent)	82.9	82.5	86.1	90.0	74.0
Divorced (Percent)	16.7	17.0	13.6	9.8	25.5
Widowed (Percent)	0.4	0.5	0.3	0.3	0.5
Total Ever Married (Number)	**1,090,917**	**402,552**	**303,151**	**90,183**	**295,031**
One Time (Percent)	80.6	80.2	81.2	84.3	79.5
Two Times (Percent)	16.2	16.1	16.1	13.5	17.3
Three or More Times (Percent)	3.2	3.7	2.7	2.2	3.3
Total Married (Number): Years Married[a]	**973,540**	**360,718**	**270,706**	**81,385**	**260,731**
1 Year or Less (Percent)	18.7	17.6	20.6	26.4	15.9
2 to 5 Years (Percent)	35.3	34.6	36.3	39.5	33.9
6 to 10 Years (Percent)	23.8	24.4	23.5	19.1	24.8
11 to 25 Years (Percent)	21.8	22.7	19.4	14.9	25.1
26 Years or More (Percent)	0.5	0.8	0.3	0.2	0.3

Notes: Weighted percentages were computed as the proportion of the estimated totals shown in the first data row of each grouping. Totals may differ slightly across tables because of missing data and rounding.
[a]Some respondents in the married group did not answer the question for "years married."

Among those who were not married at the time of the 1992 surveys, the proportion of divorced members was highest among Air Force enlisted personnel (25.5 percent) and lowest among Marines (9.8 percent). Again, these statistics are consistent with the difference in age distribution among the Service branches. Overall, divorced personnel accounted for 16.7 percent of those who were not currently married (as of the date of the surveys).

Of the enlisted personnel who had ever been married (approximately 68 percent of the total), just under 20 percent had been married more than once. Slightly more than half (54 percent) of the married enlisted personnel had been married for less than 6 years, which again is consistent with the fact that the age distribution of enlisted personnel is concentrated at the lower end. The highest percentage of marriages less than 6 years old, about 66 percent, was in the Marine Corps. (Some respondents in the married group did not answer the question for "years married.")

As shown in Table 14, there was a relationship between number of times married and pay grade: enlisted personnel in the upper pay grades were more likely to have been married more than once. For example, 7.9 percent of those in pay grades E1 through E4 had been married more than once, compared with 22.5 percent for grades E5 and E6 and 33.4 percent for grades E7 through E9. As both number of times married and pay grade are functions of age and time, this result is not surprising. For the not married group, there was a dramatic drop in the percentage that had never been married as pay grade increased: from 93 percent for grades E1 through E4, to approximately 60 percent for grades E5 and E6, to only about 28 percent for grades E7 through E9. Divorce rates were also related to pay grade. Of the enlisted personnel who were not married at the time of the surveys, 7.1 percent in grades E1 through E4 were divorced, compared with 38.8 percent in grades E5 and E6 and 71 percent in grades E7 through E9.

Table 14. Marriage-Related Characteristics of Enlisted Personnel by Pay Grade

Marriage-Related Characteristics	Weighted Total	Pay Grade		
		E1 to E4	E5 to E6	E7 to E9
Total Married (Number)	**988,735**	**345,527**	**466,051**	**177,157**
First Time (Percent)	76.4	86.6	73.3	64.9
Remarried (Percent)	18.5	7.0	21.8	32.1
Separated (Percent)	5.1	6.4	4.9	3.0
Total Not Married (Number)	**615,651**	**452,894**	**139,402**	**23,355**
Never Married (Percent)	82.9	92.7	60.4	27.6
Divorced (Percent)	16.7	7.1	38.8	71.0
Widowed (Percent)	0.4	0.2	0.8	1.4
Total Ever Married (Number)	**1,090,917**	**378,262**	**519,443**	**193,211**
One Time (Percent)	80.6	92.1	77.5	66.6
Two Times (Percent)	16.2	7.0	18.7	27.4
Three or More Times (Percent)	3.2	0.9	3.8	6.0

Notes: Weighted percentages were computed as the proportion of the estimated totals shown in the first data row of each grouping. Totals may differ slightly across tables because of missing data and rounding.

More interesting is the relationship between marital status and gender (Table 15). Although female enlisted personnel were less likely to be married, they were *more* likely to be separated, divorced, or remarried. Approximately 78 percent of the male enlisted personnel who were married were in their first marriages, compared with only 65 percent of married females. Married women were twice as likely as married men to be separated from their spouses (9.2 percent versus 4.6 percent), and unmarried women were twice as likely as unmarried men to be divorced: almost 30 percent of unmarried enlisted women were divorced, compared with 15 percent of unmarried men.

By Service branch, the results were mixed. For men, the highest proportion of enlisted personnel who had never married was in the Marine Corps (approximately 91 percent); for women, the highest was in the Navy (approximately 79 percent). The highest divorce and remarriage rates, for both men and women, were in the Air Force.

Table 15. Marriage-Related Characteristics of Enlisted Personnel by Gender and Military Service Branch

Marriage-Related Characteristics	Weighted Total	Service Branch			
		Army	Navy	Marine Corps	Air Force
Males					
Total Married (Number)	**895,275**	**333,636**	**251,369**	**78,668**	**231,602**
First Time (Percent)	77.6	76.8	77.4	80.2	78.3
Remarried (Percent)	17.7	17.8	17.6	14.3	18.9
Separated (Percent)	4.6	5.5	5.0	5.5	2.8
Total Not Married (Number)	**530,751**	**172,159**	**183,713**	**72,400**	**102,479**
Never Married (Percent)	84.7	85.0	87.1	90.8	75.8
Divorced (Percent)	14.9	14.6	12.7	8.9	23.7
Widowed (Percent)	0.4	0.5	0.2	0.3	0.5
Females					
Total Married (Number)	**93,460**	**33,628**	**23,822**	**3,906**	**32,103**
First Time (Percent)	65.0	62.5	65.8	68.6	66.5
Remarried (Percent)	25.9	25.7	25.2	20.9	27.1
Separated (Percent)	9.2	11.8	9.0	10.5	6.4
Total Not Married (Number)	**84,900**	**32,068**	**24,275**	**3,921**	**24,636**
Never Married (Percent)	71.2	69.1	78.5	74.1	66.4
Divorced (Percent)	28.1	30.3	20.6	25.2	33.1
Widowed (Percent)	0.7	0.7	0.9	0.7	0.5

Notes: Weighted percentages were computed as the proportion of the estimated totals shown in the first data row of each grouping. Totals may differ slightly across tables because of missing data and rounding.

Family type. As noted earlier, there are many types of military families. According to the 1992 survey results, a majority of enlisted personnel (61.2 percent) were married, and more than half (approximately 54 percent) of all the families included dependents of some type (Table 16). There were also a sizeable number of dual-military families. The most common family type was married with a civilian spouse and dependents (43.0 percent).

The finding that only a small proportion (6.3 percent) of enlisted personnel were single with dependents is understandable, given an organizational climate and mission that generally are not conducive to being a single parent. It should be kept in mind, however, that although the percentage of single parents is relatively small, the weighted estimate represents roughly 100,000 people.

There was some variation in family type and dependent status across Service branches. For example, approximately 42 percent of Marine Corps enlisted personnel were single with no dependents, compared with only about 26 percent of Air Force enlisted personnel; the Air Force had almost twice as many dual-military families with dependents as the Navy and the Marine Corps; and Air Force and Army personnel were less likely to have dependents than were Navy and Marine Corps personnel.

Table 16. Family Demographics of Enlisted Personnel by Military Service Branch

Family Characteristic	Weighted Total	Service Branch			
		Army	Navy	Marine Corps	Air Force
		Number			
Total Enlisted Personnel	**1,558,089**	**551,946**	**470,678**	**152,694**	**382,769**
		Percent of Column Total			
Family Type					
Single, No Dependents	31.5	28.4	36.4	42.1	25.8
Single with Dependents	6.3	6.8	6.3	4.9	6.4
Dual-Military, No Dependents	3.0	2.7	2.8	1.7	4.2
Dual-Military with Dependents	5.0	5.3	3.8	3.1	6.7
Civilian Spouse, No Dependents	11.1	10.8	11.4	12.2	10.9
Civilian Spouse with Dependents	43.0	46.0	39.3	36.1	46.0
Dependent Status					
No Dependents	44.0	40.3	48.8	53.8	39.6
Child(ren) Only	49.4	52.1	45.2	40.1	54.3
Parent(s)/Other Only	1.3	1.1	1.7	1.6	1.1
Child(ren) and Parent(s)	5.3	6.5	4.3	4.5	5.0

Notes: Weighted percentages were computed as the proportion of the estimated totals shown in the first data row. Totals may differ slightly across tables because of missing data and rounding.

Dual-military couples accounted for 8 percent of enlisted members. Although the percentage of dual-military couples with children was relatively small (5.0 percent), it is noteworthy that 72.6 percent of them had children younger than 6 years old (Table 17). Practically all (94.8 percent) of their dependents were younger than age 14.

As expected, enlisted personnel in higher pay grades were more likely to be married and have children, and were more likely to be responsible for children and/or elderly dependents, than were those in lower pay grades (Table 18). More than half of those in grades E5 and E6 and almost three-fourths of those in grades E7 through E9 had civilian spouses with dependents.

Policymakers have become increasingly aware that the military must provide for the needs of spouses, particularly when the marriage partners do not live together. As noted earlier (see literature review on page 1), the military attempts to coordinate the assignments of married couples, but the demands of dual-military households sometimes make it difficult or impossible to assign a married couple to the same geographic location. As shown in Table 12 on page 20, the majority of enlisted personnel are married. Among dual-military couples, however, 14.1 percent were not living with their spouses at the time the 1992 surveys were conducted (Table 19). Since only 5.1 percent of enlisted personnel (overall) reported being legally separated, the higher proportion of dual-military couples living apart may be attributed to job demands (i.e., assignments in different areas). Marines in dual-military marriages were more likely than those in other Service branches to be living apart from their spouses (23.3 percent), and those in the Air Force were least likely to be living separately (7.3 percent).

Table 17. Ages of Youngest Dependents of Enlisted Personnel in Dual-Military Couples by Military Service Branch

Family Characteristic	Weighted Total	Service Branch			
		Army	Navy	Marine Corps	Air Force
		Number			
Total in Dual-Military Marriages with Dependents	**57,705**	**18,870**	**13,387**	**3,502**	**21,946**
		Percent of Column Total			
Age of Youngest Dependent					
Less Than 1 Year	23.9	22.4	26.9	28.0	22.8
1 to 2 Years	18.4	15.4	23.9	21.6	17.0
2 to 5 Years	30.3	32.2	30.0	30.0	28.9
6 to 13 Years	22.2	24.4	14.8	19.4	25.2
14 to 22 Years	4.7	5.2	4.3	1.1	5.1
23 to 64 Years	0.5	0.2	0.2	0.0	1.0
65 Years or Older	0.1	0.1	0.0	0.0	0.1

Notes: Weighted percentages were computed as the proportion of the estimated totals shown in the first data row. Totals may differ slightly across tables because of missing data and rounding.

Table 18. Family Demographics of Enlisted Personnel by Pay Grade

Family Characteristic	Weighted Total	Pay Grade		
		E1 to E4	E5 to E6	E7 to E9
		Number		
Total Enlisted Personnel	**1,558,089**	**768,402**	**592,854**	**196,833**
		Percent of Column Total		
Family Type				
Single, No Dependents	31.5	50.4	15.7	5.2
Single with Dependents	6.3	5.6	7.2	6.4
Dual-Military, No Dependents	3.0	4.0	2.4	1.3
Dual-Military with Dependents	5.0	3.0	7.5	5.2
Civilian Spouse, No Dependents	11.1	12.1	10.8	8.2
Civilian Spouse with Dependents	43.0	24.8	56.4	73.7
		Number		
Total Enlisted Personnel	**1,555,626**	**763,355**	**593,861**	**198,410**
		Percent of Column Total		
Dependent Status				
No Dependents	44.0	65.0	27.3	13.3
Child(ren) Only	49.4	31.3	63.8	75.8
Parent(s)/Other Only	1.3	1.1	1.5	1.6
Child(ren) and Parent(s)	5.3	2.6	7.4	9.2

Notes: Weighted percentages were computed as the proportion of the estimated totals shown in the first data row of each grouping. Totals may differ slightly across tables because of missing data and rounding.

Table 19. Living Arrangements of Enlisted Personnel in Dual-Military Couples by Military Service Branch

Living Arrangements with Active-Duty Spouses	Weighted Total	Service Branch			
		Army	Navy	Marine Corps	Air Force
		Number			
Total Married to Active-Duty Spouses	**108,674**	**35,991**	**27,535**	**6,095**	**39,153**
		Percent of Column Total			
Living Arrangement					
Living with Spouse	85.9	82.1	83.3	76.7	92.7
Not Living with Spouse	14.1	17.9	16.7	23.3	7.3

Notes: Weighted percentages were computed as the proportion of the estimated totals shown in the first data row. Totals may differ slightly across tables because of missing data and rounding.

Family type and gender. Although roughly equivalent proportions of enlisted men and women were single with no dependents, women enlistees were much more likely to be single with dependents, and they were also more likely to be partners in dual-military marriages (Table 20). Specifically, enlisted women were three times more likely than enlisted men to be single parents (15.1 percent and 5.2 percent, respectively) and six times more likely to have a military spouse (30.1 percent and 5.2 percent, respectively). The largest difference between male and female enlisted personnel in terms of family type was found in the number of Service members with civilian spouses and dependents, where 46.5 percent of males but only 15.1 percent of females had that family type.

Table 20. Family Type for Enlisted Personnel by Gender

Family Characteristic	Weighted Total	Gender	
		Male	Female
		Number	
Total Enlisted Personnel	**1,558,089**	**1,383,787**	**174,302**
		Percent of Column Total	
Family Type			
Single, No Dependents	31.5	31.4	32.4
Single with Dependents	6.3	5.2	15.1
Dual-Military, No Dependents	3.0	1.8	12.3
Dual-Military with Dependents	5.0	3.4	17.8
Civilian Spouse, No Dependents	11.1	11.6	7.4
Civilian Spouse with Dependents	43.0	46.5	15.1

Notes: Weighted percentages were computed as the proportion of the estimated totals shown in the first data row. Totals may differ slightly across tables because of missing data and rounding.

Family type and race/ethnicity. Family patterns were also found to vary with race/ethnicity (Table 21). White enlistees were more likely than those of other racial/ethnic groups to be single with no dependents (33.6 percent) or to have a civilian spouse and no dependents (12.6 percent); they were less likely to be single with dependents (4.5 percent) or to have a civilian spouse with dependents (42.3 percent). Hispanic enlistees were more likely than others (49.2 percent) to have a civilian spouse with dependents. Black enlisted personnel were more likely than other race/ethnic groups to be single with

Table 21. Family Type for Enlisted Personnel by Gender and Race/Ethnicity

Family Type	Weighted Total	Race/Ethnicity			
		White	Black	Hispanic	Other
All Enlisted Personnel					
Total (Number)	**1,558,089**	**1,057,640**	**347,124**	**94,315**	**59,010**
Single, No Dependents (Percent)	31.5	33.6	25.5	29.9	32.4
Single with Dependents (Percent)	6.3	4.5	12.5	5.4	4.9
Dual-Military, No Dependents (Percent)	3.0	3.0	3.1	3.0	2.1
Dual-Military with Dependents (Percent)	5.0	4.0	8.0	5.1	3.7
Civilian Spouse, No Dependents (Percent)	11.1	12.6	8.0	7.4	9.8
Civilian Spouse with Dependents (Percent)	43.0	42.3	42.9	49.2	47.1
Males					
Total (Number)	**1,383,788**	**957,815**	**288,600**	**84,384**	**52,989**
Single, No Dependents (Percent)	31.4	33.6	24.5	29.7	32.2
Single with Dependents (Percent)	5.2	3.8	10.4	4.6	3.8
Dual-Military, No Dependents (Percent)	1.8	1.8	2.1	1.7	1.1
Dual-Military with Dependents (Percent)	3.4	2.6	6.1	3.5	2.2
Civilian Spouse, No Dependents (Percent)	11.6	13.1	8.4	7.6	9.9
Civilian Spouse with Dependents (Percent)	46.5	45.1	48.6	53.0	50.9
Females					
Total (Number)	**174,302**	**99,825**	**58,524**	**9,931**	**6,021**
Single, No Dependents (Percent)	32.4	33.5	30.4	31.7	33.8
Single with Dependents (Percent)	15.1	10.5	23.3	12.9	15.2
Dual-Military, No Dependents (Percent)	12.3	14.9	7.8	14.2	11.6
Dual-Military with Dependents (Percent)	17.8	17.9	17.7	18.0	17.0
Civilian Spouse, No Dependents (Percent)	7.4	8.1	6.2	6.0	8.7
Civilian Spouse with Dependents (Percent)	15.1	15.2	14.7	17.3	13.7

Notes: Weighted percentages were computed as the proportion of the estimated totals shown in the first data row of each grouping. Totals may differ slightly across tables because of missing data and rounding.

dependents (12.5 percent) or in dual-military marriages with dependents (8.0 percent); conversely, they were less likely to be single with no dependents (25.5 percent). Blacks accounted for 44.4 percent of the enlistees who reported being single with dependents, whereas they made up only 22.7 percent of the total enlisted personnel.

When gender was added to the race/ethnicity cross-tabulation, some interesting patterns emerged. For example, while Black men were more likely than White or Hispanic men to be single with dependents (10.4, 3.8, and 4.6 percent, respectively), the corresponding proportions for women were even higher and more divergent (23.3, 10.5, and 12.9 percent for Black, White, and Hispanic women, respectively).

Among the enlisted personnel who reported being single with dependents, many evidently did not have custody of their children. For example, although 6.3 percent of enlisted personnel reported that they were single with dependents, another survey item revealed that only 2.6 percent reported being single parents with custody of their dependents. Among Black enlisted personnel, 12.5 percent reported that they were single with dependents (Table 21), but only 5.1 percent were single custodial parents. On the other hand, the percentage of single custodial parents among Black *women* was relatively high (19.1 percent) and not much lower than the percentage of Black women who reported being single with dependents (23.3 percent).

Perceptions about divorce. Table 22 shows statistics on the extent to which divorced enlisted personnel perceived military service to have been a contributing factor in their divorce(s). About one-half of those who had been divorced contended that serving in the military contributed to a "great extent" or "very great extent" to the dissolution of their marriage(s). More than one-fourth indicated that military service contributed to a "very great extent." Approximately one-third of divorced enlistees reported that they thought military service contributed only to a slight extent, or not at all, to their divorce(s). By Service branch, Navy enlisted personnel were most likely to indicate a belief that serving in the military contributed to divorce to a great or very great extent, and Air Force enlisted personnel were the least likely to hold this view.

Table 22. Extent to Which Divorced Enlisted Personnel Believe That Military Life Contributed to Divorce, by Military Service Branch

Perceived Contribution of Military Life to Divorce	Weighted Total	Service Branch			
		Army	Navy	Marine Corps	Air Force
		Number			
Total Ever Divorced	**240,443**	**84,931**	**63,188**	**19,035**	**73,288**
		Percent of Column Total			
Perceived Contribution					
Very Great Extent	27.6	26.4	33.8	35.3	21.5
Great Extent	22.6	23.7	24.4	18.9	20.6
Moderate Extent	16.2	15.1	14.9	16.6	18.5
Slight Extent	10.2	9.1	9.0	9.8	12.7
Not at All	23.5	25.8	17.9	19.4	26.7

Notes: Weighted percentages were computed as the proportion of the estimated totals shown in the first data row. Totals may differ slightly across tables because of missing data and rounding.

Pay grade also appeared to be related to the extent to which divorced enlisted personnel believed that the military had contributed to their divorce(s). More than half (55.1 percent) of those in pay grades E1 to E4 expressed the belief that serving in the military had contributed to their divorces to a great or very great extent, compared with 49.5 percent and 47.7 percent of those in grades E5 to E7 and E7 to E9, respectively (Table 23).

Although a higher proportion of enlisted women than men were divorced, women were much less likely to report that military service had contributed to the breakup of their marriages (Table 24). Whereas more than half (52.9 percent) of the enlisted men who had ever been divorced believed that military service contributed to a great or very great extent to their divorces, only one-third (33.7 percent) of enlisted women felt similarly.

Table 23. Extent to Which Divorced Enlisted Personnel Believe That Military Life Contributed to Divorce, by Pay Grade

Perceived Contribution of Military Life to Divorce	Weighted Total	Pay Grade		
		E1 to E4	E5 to E6	E7 to E9
		Number		
Total Ever Divorced	**240,443**	**47,590**	**128,863**	**63,990**
		Percent of Column Total		
Perceived Contribution				
Very Great Extent	27.6	35.4	26.2	24.4
Great Extent	22.6	19.7	23.3	23.3
Moderate Extent	16.2	13.8	15.1	20.1
Slight Extent	10.2	11.0	9.7	10.6
Not at All	23.5	20.1	25.7	21.5

Notes: Weighted percentages were computed as the proportion of the estimated totals shown in the first data row. Totals may differ slightly across tables because of missing data and rounding.

Table 24. Extent to Which Divorced Enlisted Personnel Believe That Military Life Contributed to Divorce, by Gender

Perceived Contribution of Military Life to Divorce	Weighted Total	Gender	
		Male	Female
		Number	
Total Ever Divorced	**240,443**	**205,039**	**35,404**
		Percent of Column Total	
Perceived Contribution			
Very Great Extent	27.6	29.4	16.7
Great Extent	22.6	23.5	17.0
Moderate Extent	16.2	16.2	16.1
Slight Extent	10.2	9.8	12.5
Not at All	23.5	21.0	37.6

Notes: Weighted percentages were computed as the proportion of the estimated totals shown in the first data row. Totals may differ slightly across tables because of missing data and rounding.

The DIVORCE model. As described above (see "Analysis Methodology," page 19), a regression model was used to explore the issue of divorce more comprehensively. The DIVORCE model was used to analyze perceptions about the impact of military service on members' divorces. Specifically, the model tested the hypothesis that some Service members who have experienced divorce(s) are more likely than others to believe that military life contributed significantly to their divorce(s). For enlisted personnel, the model results indicate that race/ethnicity was significantly related to the perception that serving in the military contributed to divorce (Table 25).[5] In particular, the Beta coefficient estimated

[5]A full list of explanatory variables and their associated probability values is provided in Appendix B.

for Black enlisted personnel is both highly significant and larger than those for other race/ethnicity groups, suggesting that Black enlisted personnel, on average, tend to place less blame on military service as a contributing factor to any divorce than do those of other race/ethnic groups.

Table 25. Relative Effects of Independent Variables on Perceived Contribution of Military Life to Divorce for Enlisted Personnel

Significant Variables	Beta Coefficient
Race/Ethnicity (White)	
Black	0.70
Time Separated from Family (SEPSERV)	-1.44
Satisfaction with Marriage Counseling (MCOUNSEL)	0.24
Agreement on Member's Career Plans (MBCAREER)	0.32
Agreement on Spouse's Career Plans (SPCAREER)	-0.30

Note: Reference groups for dichotomous and categorical variables are shown in parentheses. Groups that were not significantly different from the reference group are not shown in the table; thus, the categories included for each variable may be different in different tables. See Table 1 on page 6 for definitions of explanatory variables.

The variable with the strongest influence was SEPSERV; an increase of only 1 percent in the proportion of time separated from family was associated with a significant increase in the strength of the perception that military service contributed to the member's divorce(s). Other variables found to be associated with DIVORCE were MCOUNSEL, MBCAREER, and SPCAREER. In order to use these variables as explanatory, an important assumption had to be made—that the Service members' attitudes about the factors influencing divorce remained relatively constant over time.

The Beta coefficient for MCOUNSEL indicates that more dissatisfaction with the marriage and family counseling provided by the military's Family Services providers was associated with a stronger perception that military service was to blame for past divorces. The results for the two attitudinal variables related to career, MBCAREER and SPCAREER, are interesting. Lack of agreement between a member and his/her current spouse on the *member's* career plans (MBCAREER) was associated with a *greater* likelihood of belief (on the part of the member) that military service contributed to divorce, whereas lack of agreement on the *spouse's* career plans (SPCAREER) was associated with a *smaller* likelihood of such a belief. It may be that disagreement over a spouse's career is a significant cause of divorce for which military service is typically not held responsible.

Officers

To examine the family demographics of officers, the same cross-tabulations that were performed for the survey responses of enlisted personnel were also done for officers' responses.

Marital status. Overall, across Services, more than three-fourths of officers were married (Table 26), higher than the proportion of married enlisted personnel. As for enlistees, the majority of both male and female officers were married; however, there was a greater difference between the proportion of married males and females among officers than among enlisted personnel (see Table 12 on page 20): 80.4 percent of male officers and 56.2 percent of female officers were married. The difference (roughly 24 percentage points) is more than twice the difference for male and female enlisted personnel (about

10 percentage points). By Service branch, Army officers were most likely to be married (80.1 percent), and Navy officers were least likely to be married (73.7 percent).

Table 26. Marital Status of Officers by Gender and Military Service Branch

Marital Status by Gender	Weighted Total	Service Branch			
		Army	Navy	Marine Corps	Air Force
Total Officers (Number)	**297,402**	**109,464**	**71,976**	**19,585**	**96,377**
Married (Percent)	77.6	80.1	73.7	78.4	77.5
Not Married (Percent)	22.4	19.9	26.3	21.6	22.5
Male (Number)	**262,802**	**96,744**	**63,912**	**18,882**	**83,265**
Married (Percent)	80.4	83.0	76.6	79.1	80.6
Not Married (Percent)	19.6	17.0	23.4	20.9	19.4
Female (Number)	**34,599**	**12,720**	**8,064**	**703**	**13,112**
Married (Percent)	56.2	57.9	51.3	58.4	57.5
Not Married (Percent)	43.8	42.1	48.7	41.6	42.5

Notes: Weighted percentages were computed as the proportion of the estimated totals shown in the first data row of each grouping. Totals may differ slightly across tables because of missing data and rounding.

Other marriage-related characteristics. Table 27 shows that most married officers (82.5 percent) were in their first marriages. About 16 percent of married officers were remarried, and fewer the 2 percent were separated. Of single officers, 79.2 percent had never been married and 19.9 percent were divorced. Among all active-duty officers, only 4.5 percent were divorced at the time of the survey—a lower proportion than for enlisted personnel. Only about 3 percent of officers had been married for 26 years or longer (which is understandable, given that only 20 percent were more than 44 years old). Fewer than one-third (31.3 percent) had been married for 5 years or less, and 45.6 percent had been married for more than 10 years.

The Army had the highest percentages of divorced and widowed officers (23.8 percent and 1.1 percent, respectively), as well as the highest rate of remarriage. Almost one-fifth (18.0 percent) of Army officers reported two or more marriages. Army marriages tended to have the greatest longevity, with more than 47 percent lasting for more than 10 years. These results are consistent with the older age distribution for Army officers than for those in the other Service branches (see Table 7 on page 15).

Of the officers who were not married at the time of the survey, the Navy had the highest proportion who had never been married (84.1 percent) (Table 27). For the entire officer population (297,402 across all Services), the percentage of officers who had never been married was approximately 19 percent, compared with approximately 23 percent for all Navy officers.

Air Force officers reported the highest proportion of first-time marriages (84.3 percent). On average, however, the most recent marriages were among Marine Corps officers—37 percent of married Marine Corps officers had been married for less than 5 years. Marines also had the lowest percentages of remarried (14.3 percent) and widowed (0.5 percent) officers of all the Services, whereas the Army had the highest percentages of both remarried (17.5 percent) and widowed (1.1 percent) officers. These results are in keeping with the generally younger age distribution of officers in the Marine Corps. As for enlisted personnel (see Table 13 on page 21), the Air Force had the lowest percentage of married officers who were separated from their spouses (1.1 percent).

Table 27. Marriage-Related Characteristics of Officers by Military Service Branch

Marriage-Related Characteristics	Weighted Total	Service Branch			
		Army	Navy	Marine Corps	Air Force
Total Married (Number)	**226,933**	**85,869**	**52,476**	**15,118**	**73,470**
First Time (Percent)	82.5	80.5	82.9	83.4	84.3
Remarried (Percent)	15.9	17.5	15.4	14.3	14.6
Separated (Percent)	1.6	2.0	1.7	2.3	1.1
Total Not Married (Number)	**65,207**	**21,264**	**18,587**	**4,101**	**21,254**
Never Married (Percent)	79.2	75.1	84.1	78.6	79.1
Divorced (Percent)	19.9	23.8	15.2	20.9	19.9
Widowed (Percent)	0.9	1.1	0.7	0.5	0.9
Total Ever Married (Number)	**240,208**	**90,999**	**55,403**	**15,973**	**77,833**
One Time (Percent)	83.5	82.0	84.2	85.0	84.6
Two Times (Percent)	14.1	15.3	13.4	12.8	13.5
Three or More Times (Percent)	2.4	2.7	2.4	2.3	2.0
Total Married (Number): Years Married[a]	**225,579**	**85,371**	**52,081**	**15,016**	**73,111**
1 Year or Less (Percent)	8.3	7.3	9.4	10.4	8.3
2 to 5 Years (Percent)	23.0	22.4	24.3	26.5	22.0
6 to 10 Years (Percent)	23.2	23.0	22.7	24.3	23.5
11 to 25 Years (Percent)	42.4	43.4	40.4	37.2	43.6
26 Years or More (Percent)	3.2	3.9	3.2	1.6	2.7

Notes: Weighted percentages were computed as the proportion of the estimated totals shown in the first data row of each grouping. Totals may differ slightly across tables because of missing data and rounding.
[a]Some respondents in the married group did not answer the question for "years married."

As described for enlisted personnel (see Table 14 on page 22), relationships between pay grade and marriage-related characteristics for officers appear to be functions of time and age (Table 28). For example, the proportion of married officers in pay grades O1 through O3 who were married for the first time (84.9 percent) was higher than for those in grades O4 and above (79.3 percent). Similarly, more of the officers in the higher pay grades were remarried (19.4 percent) than those in the lower grades (13.2 percent). Of the officers who were not married, 84.7 percent of the lower-paid officers had never been married, whereas only about half (49.7 percent) of the higher-paid officers had never been married. Correspondingly, officers in the pay grades O4 and above were more than three times as likely to be divorced as those in grades O1 to O3.

Again, the relationship between marital status and gender among officers parallels that for enlisted personnel (see Table 15 on page 23). Given that a smaller percentage of female officers (56.2 percent) were married than were male officers (80.4 percent), it is noteworthy that female officers were *more* likely to be separated, divorced, or remarried (Table 29). For females and males, regardless of Service branch, the respective rates of separated, divorced, and remarried officers were 3.1 versus 1.5 percent, 25.6 versus 18.3 percent, and 21.4 versus 15.4 percent. These findings reinforce the notion that the potential for conflict between military service and family life is greater for women than for men.

Table 28. Marriage-Related Characteristics of Officers by Pay Grade

Marriage-Related Characteristics	Weighted Total	Pay Grade	
		O1 to O3	O4 to O7
Total Married (Number)	**226,932**	**128,128**	**98,804**
First Time (Percent)	82.4	84.9	79.3
Remarried (Percent)	15.9	13.2	19.4
Separated (Percent)	1.7	1.9	1.3
Total Not Married (Number)	**65,207**	**55,005**	**10,202**
Never Married (Percent)	79.2	84.7	49.7
Divorced (Percent)	19.9	14.9	47.3
Widowed (Percent)	0.9	0.5	3.0
Total Ever Married (Number)	**240,208**	**136,400**	**103,808**
One Time (Percent)	83.5	86.3	80.0
Two Times (Percent)	14.1	11.5	17.4
Three or More Times (Percent)	2.4	2.2	2.6

Notes: Weighted percentages were computed as the proportion of the estimated totals shown in the first data row of each grouping. Totals may differ slightly across tables because of missing data and rounding.

Table 29. Marriage-Related Characteristics of Officers by Gender and Military Service Branch

Marriage-Related Characteristics	Weighted Total	Service Branch			
		Army	Navy	Marine Corps	Air Force
Males					
Total Married (Number)	**207,828**	**78,681**	**48,390**	**14,709**	**66,048**
First Time (Percent)	83.1	81.1	83.5	83.7	85.1
Remarried (Percent)	15.4	17.1	14.9	14.1	14.0
Separated (Percent)	1.5	1.8	1.6	2.2	0.9
Total Not Married (Number)	**50,368**	**16,072**	**14,723**	**3,813**	**15,761**
Never Married (Percent)	80.9	77.1	85.9	79.8	80.2
Divorced (Percent)	18.3	21.9	13.4	19.8	18.8
Widowed (Percent)	0.9	1.1	0.7	0.4	1.0
Females					
Total Married (Number)	**19,104**	**7,188**	**4,086**	**409**	**7,422**
First Time (Percent)	75.6	74.3	75.3	72.4	77.1
Remarried (Percent)	21.4	21.8	21.8	23.8	20.6
Separated (Percent)	3.1	3.9	2.9	3.8	2.3
Total Not Married (Number)	**14,839**	**5,192**	**3,864**	**289**	**5,494**
Never Married (Percent)	73.6	69.0	77.3	62.7	76.0
Divorced (Percent)	25.6	30.0	22.3	35.4	23.3
Widowed (Percent)	0.8	1.1	0.4	2.0	0.8

Notes: Weighted percentages were computed as the proportion of the estimated totals shown in the first data row of each grouping. Totals may differ slightly across tables because of missing data and rounding.

Family type. An overview of the family types reported by officers in the 1992 surveys is presented in Table 30. The majority of officers (77.8 percent) were married, and 60.9 percent of all officers' families included dependents of some type. The most common family type for officers, as for enlisted personnel, was married with a civilian spouse and dependents (54.2 percent). The percentage of officers in dual-military marriages (7.6 percent) was nearly the same as the percentage of enlisted personnel (8.0 percent). In contrast, the percentage of officers who were single with dependents (2.7 percent) was only about half the figure for enlisted personnel (6.3 percent).

Table 30. Family Demographics of Officers by Military Service Branch

Family Characteristic	Weighted Total	Service Branch			
		Army	Navy	Marine Corps	Air Force
		Number			
Total Officers	**287,626**	**105,339**	**69,922**	**18,821**	**93,545**
		Percent of Column Total			
Family Type					
Single, No Dependents	19.6	16.7	23.9	18.5	19.9
Single with Dependents	2.7	3.0	2.3	2.8	2.6
Dual-Military, No Dependents	3.6	3.9	2.6	2.1	4.2
Dual-Military with Dependents	4.0	4.7	3.5	2.4	3.8
Civilian Spouse, No Dependents	16.0	15.1	17.6	17.4	15.6
Civilian Spouse with Dependents	54.2	56.6	50.1	56.9	54.0
Dependent Status					
No Dependents	37.6	34.1	42.5	36.4	38.0
Child(ren) Only	54.2	56.8	49.9	55.4	54.2
Parent(s)/Other Only	1.9	1.8	1.9	2.0	1.9
Child(ren) and Parent(s)	6.4	7.3	5.7	6.2	6.0

Notes: Weighted percentages were computed as the proportion of the estimated totals shown in the first data row. Totals may differ slightly across tables because of missing data and rounding.

Slightly more than half of the officers in dual-military families had children, and their children were predominantly (approximately 73 percent) younger than 6 years old (Table 31). Nearly all (93.6 percent) of the children of dual-military couples were under the age of 14. This characterization suggests that officers (as well as enlisted personnel) in dual-military families may need special support, because both parents are subject to the combined pressures of caring for young children and, at the same time, maintaining their readiness for deployment.

As expected, junior officers (pay grades O1 to O3) were far more likely than senior officers (grades O4 to O7) to be single and have no dependents (27.5 percent and 6.3 percent, respectively). They were also slightly more likely than senior officers to be members of dual-military couples (8.0 percent and 6.6 percent). Also as expected, a higher proportion of senior officers (80.5 percent) had dependents than did junior officers (49.2 percent) (Table 32).

Living arrangements for officers in dual-military marriages did not vary greatly across the Service branches (Table 33). Air Force officers were the most likely to be living with the active-duty spouse

Table 31. Ages of Youngest Dependents of Officers in Dual-Military Couples by Military Service Branch

Family Characteristic	Weighted Total	Service Branch			
		Army	Navy	Marine Corps	Air Force
		Number			
Total in Dual-Military Marriages with Dependents	**7,471**	**3,029**	**1,568**	**309**	**2,564**
		Percent of Column Total			
Age of Youngest Dependent					
Less Than 1 Year	23.6	22.1	24.2	21.7	25.1
1 to 2 Years	18.0	21.3	15.8	25.5	14.4
2 to 5 Years	31.0	32.4	30.0	18.9	31.3
6 to 13 Years	21.0	20.5	23.2	32.6	18.8
14 to 22 Years	6.0	3.3	5.4	1.4	10.2
23 to 64 Years	0.2	0.4	0.1	0.0	0.1
65 Years or Older	0.3	0.0	1.2	0.0	0.2

Notes: Weighted percentages were computed as the proportion of the estimated totals shown in the first data row. Totals may differ slightly across tables because of missing data and rounding.

Table 32. Family Demographics of Officers by Pay Grade

Family Characteristic	Weighted Total	Pay Grade	
		O1 to O3	O4 to O7
		Number	
Total Officers	**287,626**	**180,665**	**106,961**
		Percent of Column Total	
Family Type			
Single, No Dependents	19.6	27.5	6.3
Single with Dependents	2.7	2.5	3.0
Dual-Military, No Dependents	3.5	4.4	2.1
Dual-Military with Dependents	4.0	3.6	4.5
Civilian Spouse, No Dependents	16.0	18.9	11.1
Civilian Spouse with Dependents	54.2	43.1	73.0
		Number	
Total Officers	**289,638**	**181,635**	**108,003**
		Percent of Column Total	
Dependent Status			
No Dependents	37.6	49.2	18.0
Child(ren) Only	54.2	44.0	71.2
Parent(s)/Other Only	1.8	1.8	2.0
Child(ren) and Parent(s)	6.4	5.0	8.8

Notes: Weighted percentages were computed as the proportion of the estimated totals shown in the first data row of each grouping. Totals may differ slightly across tables because of missing data and rounding.

Table 33. Living Arrangements of Officers in Dual-Military Couples by Military Service Branch

Living Arrangements with Active-Duty Spouses	Weighted Total	Service Branch			
		Army	Navy	Marine Corps	Air Force
		Number			
Total Married to Active-Duty Spouses	**17,891**	**7,204**	**3,512**	**686**	**6,489**
		Percent of Column Total			
Living Arrangement					
Living with Spouse	85.7	84.4	84.0	85.3	88.0
Not Living with Spouse	14.3	15.6	16.0	14.7	12.0

Notes: Weighted percentages were computed as the proportion of the estimated totals shown in the first data row. Totals may differ slightly across tables because of missing data and rounding.

(88.0 percent), and Navy officers were the least likely (84.0 percent). In contrast, the distribution for enlisted personnel in dual-military marriages was more uneven (see Table 19 on page 26), with Air Force personnel the most likely to be living with the active-duty spouse (92.7 percent) and Marine Corps personnel the least likely (76.7 percent).

Family type and gender. As was evident among enlisted personnel, there were substantial differences between male and female officers in terms of family patterns (Table 34). More than twice as many female officers (37.4 percent) were single with no dependents than were male officers (17.3 percent). Across all family types, proportionally fewer female than male officers had dependents (35.9 percent and 64.1 percent, respectively). Female officers were more than six times more likely than male officers to have a military spouse. Whereas the most common family type for male officers was civilian spouse with dependents (59.2 percent), the most common family type for female officers was single with no dependents (37.4 percent). Interestingly, the percentage of female officers who were single with dependents was less than half that for female enlisted personnel (see Table 20 on page 26).

Table 34. Family Type for Officers by Gender

Family Characteristic	Weighted Total	Gender	
		Male	Female
		Number	
Total Officers	**287,627**	**254,172**	**33,455**
		Percent of Column Total	
Family Type			
Single, No Dependents	19.6	17.3	37.4
Single with Dependents	2.7	2.2	6.1
Dual-Military, No Dependents	3.6	1.9	16.0
Dual-Military with Dependents	4.0	2.7	13.8
Civilian Spouse, No Dependents	16.0	16.7	10.6
Civilian Spouse with Dependents	54.2	59.2	16.0

Notes: Weighted percentages were computed as the proportion of the estimated totals shown in the first data row. Totals may differ slightly across tables because of missing data and rounding.

Family type and race/ethnicity. There was also a relationship between race/ethnicity and family type among officers (Table 35). White officers were more likely than those of other racial/ethnic groups to have a civilian spouse and no dependents (16.5 percent) and less likely to be single with dependents (2.3 percent). When male officers were compared across racial/ethnic groups, White male officers again were more likely to have a civilian spouse and no dependents (17.1 percent) and less likely to be single with dependents (2.0 percent); they were also less likely than those in other racial/ethnic groups to be in a dual-military marriage with or without dependents (4.4 percent).

Table 35. Family Type for Officers by Gender and Race/Ethnicity

Family Type	Weighted Total	Race/Ethnicity			
		White	Black	Hispanic	Other
All Officers					
Total (Number)	**287,627**	**251,273**	**20,124**	**8,212**	**8,017**
Single, No Dependents (Percent)	19.6	19.3	21.2	18.5	26.1
Single with Dependents (Percent)	2.7	2.3	7.1	3.2	3.0
Dual-Military, No Dependents (Percent)	3.6	3.6	3.0	3.5	4.0
Dual-Military with Dependents (Percent)	4.0	3.7	7.1	5.5	3.8
Civilian Spouse, No Dependents (Percent)	16.0	16.5	11.6	13.3	15.5
Civilian Spouse with Dependents (Percent)	54.2	54.7	50.1	56.1	47.5
Males					
Total (Number)	**254,172**	**224,160**	**15,796**	**7,202**	**7,013**
Single, No Dependents (Percent)	17.3	17.1	16.4	16.4	24.7
Single with Dependents (Percent)	2.2	2.0	5.1	2.5	2.8
Dual-Military, No Dependents (Percent)	1.9	2.0	1.4	2.3	2.0
Dual-Military with Dependents (Percent)	2.7	2.4	5.7	3.9	3.1
Civilian Spouse, No Dependents (Percent)	16.7	17.1	12.9	13.7	15.9
Civilian Spouse with Dependents (Percent)	59.2	59.4	58.5	61.2	51.5
Females					
Total (Number)	**33,455**	**27,113**	**4,328**	**1,010**	**1,004**
Single, No Dependents (Percent)	37.4	37.4	38.7	33.0	36.2
Single with Dependents (Percent)	6.1	4.9	14.0	7.9	4.5
Dual-Military, No Dependents (Percent)	16.0	17.2	8.9	12.2	18.6
Dual-Military with Dependents (Percent)	13.8	14.1	12.5	17.1	8.8
Civilian Spouse, No Dependents (Percent)	10.6	11.2	6.7	10.4	12.6
Civilian Spouse with Dependents (Percent)	16.0	15.3	19.3	19.4	19.4

Notes: Weighted percentages were computed as the proportion of the estimated totals shown in the first data row of each grouping. Totals may differ slightly across tables because of missing data and rounding.

Some 7.1 percent of all Black officers were single with dependents, compared with only 2.3 percent of White officers and 3.2 percent of Hispanic officers. However, another survey item indicated that only 3.8 percent of Black officers were single parents with custody of their dependents. Overall, at the time of the 1992 surveys, only 7.1 percent of all military officers were Black, but 18.3 percent of the officers

who reported being single with dependents were Black. Among female officers, the difference was even greater: 14.0 percent of Black female officers were single with dependents, compared with 4.9 percent and 7.9 percent of White and Hispanic female officers, respectively. In contrast, although Black officers as a group were more likely than those of other racial/ethnic groups to be in dual-military marriages with dependents (7.1 percent, compared with 5.5 percent and 3.7 percent for Hispanic and White officers, respectively), Black *female* officers were *less* likely (12.5 percent) to be in dual-military marriages with dependents than were either Hispanic (17.1 percent) or White (14.1 percent) female officers.

Perceptions about divorce. Officers' perceptions of the contribution of military service to their divorces (Table 36) were similar to the patterns noted for enlisted personnel (see Table 22 on page 28). Just over one-half (50.9 percent) of divorced officers believed that military service contributed to a "great extent" or "very great extent" to their divorce(s), whereas 27.7 percent thought that military service contributed slightly or not at all. By Service branch, Navy and Marine Corps officers were most likely (74.4 percent and 76.8 percent, respectively) to indicate a belief that serving in the military contributed to divorce to a moderate or greater extent, and Air Force officers (70.8 percent) were the least likely to indicate such a belief. It is clear, therefore, that there is a pervasive feeling among divorced service personnel—both enlisted and officer—that the demands of military life contribute to marital difficulties; more than half of those who were divorced indicated a "great" or "very great" contribution.

Table 36. Extent to Which Divorced Officers Believe That Military Life Contributed to Divorce, by Military Service Branch

Perceived Contribution of Military Life to Divorce	Weighted Total	Service Branch			
		Army	Navy	Marine Corps	Air Force
		Number			
Total Ever Divorced	**38,313**	**14,658**	**8,974**	**2,729**	**11,952**
		Percent of Column Total			
Perceived Contribution					
Very Great Extent	26.0	26.2	30.1	31.5	21.4
Great Extent	24.9	26.5	25.4	23.7	22.9
Moderate Extent	21.5	18.9	18.9	21.6	26.5
Slight Extent	12.1	14.1	10.3	8.6	11.7
Not at All	15.6	14.4	15.3	14.6	17.6

Notes: Weighted percentages were computed as the proportion of the estimated totals shown in the first data row. Totals may differ slightly across tables because of missing data and rounding.

As shown in Table 37, senior officers (pay grades O4 to O7) were somewhat more likely than junior officers (grades O1 to O3) to express the belief that military service had contributed to their divorce(s) to a moderate or greater extent (73.7 percent and 70.9 percent, respectively). As shown in Table 38, female officers—like female enlisted personnel—were much less likely than their male counterparts to indicate that serving in the military greatly contributed to the breakup of their marriages (39.4 percent and 52.7 percent, respectively), despite the fact that a higher proportion of military women than men were divorced. Almost 30 percent of female officers indicated that military service had played no role in their divorces, as compared with only 13.6 percent of male officers.

Table 37. Extent to Which Divorced Officers Believe That Military Life Contributed to Divorce, by Pay Grade

Perceived Contribution of Military Life to Divorce	Weighted Total	Pay Grade	
		O1 to O3	O4 to O7
		Number	
Total Ever Divorced	**38,313**	**18,778**	**19,535**
		Percent of Column Total	
Perceived Contribution			
Very Great Extent	26.0	27.6	24.4
Great Extent	24.9	24.3	25.5
Moderate Extent	21.4	19.0	23.8
Slight Extent	12.1	12.8	11.3
Not at All	15.6	16.3	15.0

Notes: Weighted percentages were computed as the proportion of the estimated totals shown in the first data row. Totals may differ slightly across tables because of missing data and rounding.

Table 38. Extent to Which Divorced Officers Believe That Military Life Contributed to Divorce, by Gender

Perceived Contribution of Military Life to Divorce	Weighted Total	Gender	
		Male	Female
		Number	
Total Ever Divorced	**38,313**	**33,113**	**5,200**
		Percent of Column Total	
Perceived Contribution			
Very Great Extent	26.0	26.8	20.7
Great Extent	24.9	25.9	18.7
Moderate Extent	21.5	21.9	18.4
Slight Extent	12.1	11.8	13.9
Not at All	15.6	13.6	28.3

Notes: Weighted percentages were computed as the proportion of the estimated totals shown in the first data row. Totals may differ slightly across tables because of missing data and rounding.

The DIVORCE model. For officers, the explanatory variables gender, race/ethnicity, years of education, SEPSERV, and MCOUNSEL were significantly related to DIVORCE in the regression model (Table 39). Unlike the results for enlisted personnel, gender was an important factor for officers; males were more likely to blame the military for their divorces than were females. As in the model for enlisted personnel, race/ethnicity also played a significant role. Black officers tended to place considerably less blame on military service as a contributing factor to any divorce. Thus, Black officers, like Black enlisted personnel, may feel that factors other than military service are to blame for their divorces. In contrast to the results for enlisted personnel, education was significantly related to DIVORCE for officers; more highly educated officers were *more likely* to blame the military for their divorces than were officers with fewer years of education.

Table 39. Relative Effects of Independent Variables on Perceived Contribution of Military Life to Divorce for Officers

Significant Variables	Relative Strength of Perceived Contribution
Gender (Female)	
Male	-0.61
Race/Ethnicity (White)	
Black	1.00
Years of Education	-0.11
Time Separated from Family (SEPSERV)	-2.78
Satisfaction with Marriage Counseling (MCOUNSEL)	0.15

Note: Reference groups for dichotomous and categorical variables are shown in parentheses. Groups that were not significantly different from the reference group are not shown in the table; thus, the categories included for each variable may be different in different tables. See Table 1 on page 6 for definitions of explanatory variables.

For officers, as for enlisted personnel, the variable with the strongest influence on the dependent variable was SEPSERV. Officers who were separated from their families for a relatively large percentage of their time in military service felt more strongly that the military contributed to any divorce. As was the case for enlisted personnel, officers who reported higher levels of satisfaction with the marriage counseling services provided by the military were less likely to blame the military for their divorces.

Summary and Conclusions

The goal of the tabulations and analyses described in this report was to describe the background and characteristics of military families. Recent studies by Binkin (1993), Judge and Watanabe (1993), Segal and Harris (1993), and others have provided some insight into the racial/ethnic composition of the military, job commitment, and other issues. To complement those studies, this report provides a demographic snapshot of military personnel, based on the results of the *1992 Department of Defense Surveys of Officers and Enlisted Personnel.* The data presented here will also serve as a general introduction to four additional reports based on the 1992 survey results. In addition, several issues are analyzed in more detail in this report: (1) what groups tend to relocate frequently due to permanent change of station; and (2) what groups are likely to blame the military for divorce. This report (and others in this series) may thus provide useful information for policies that aim to reduce marriage and family problems for a changing Service force.

Individual and Military Demographics

Males made up the large majority of both enlisted personnel and officers in all military Service branches (88.9 percent and 88.4 percent, respectively). Females made up a slightly higher proportion of officers than of enlisted personnel. Among the individual Service branches, the Marine Corps had the highest proportion of males (95.2 percent of enlisted personnel and 96.4 percent of officers).

Among enlisted personnel, more than half (51.7 percent) were between 26 and 44 years old. In contrast, most officers (approximately 80 percent) were between 26 and 44 years old. Female enlisted personnel and officers tended to be younger on average than their male counterparts.

The representation of minorities, particularly Blacks, among enlisted personnel (22.7 percent) was about double their representation in the civilian population. Representation of minorities in the officer corps was significantly lower than in the enlisted ranks.

Almost half (43.0 percent) of enlisted personnel had only a high school diploma or GED. Air Force enlisted personnel had the highest average level of education (73.5 percent had at least some college). Across Service branches, 92.3 percent of officers had at least a 4-year college degree.

A majority of both enlisted personnel and officers were in the lower pay grades. This effect was most pronounced in the Marine Corps (65.2 percent in the E1 to E4 pay grades for enlisted personnel and 71.1 percent in the O1 to O3 grades for officers).

Approximately 70 percent of enlisted personnel were serving within the continental United States (CONUS). Marine Corps and Air Force personnel were more likely to reside in CONUS than were their Navy and Army counterparts. A slightly higher, but not statistically different, proportion of officers (79 percent) were serving in CONUS.

A multiple regression model was used to analyze the frequency of permanent change of station (PCS) moves. The MOVES model showed that, for both enlisted personnel and officers, males moved more frequently than females, and Whites moved more frequently than other racial/ethnic groups. The results for enlisted personnel and officers diverged, however, with respect to the relationship between frequency of PCS and years of education; more highly educated enlisted personnel reported more moves, whereas more highly educated officers reported fewer moves. Officers in the higher pay grades also

reported more moves. Marine Corps enlisted personnel and officers reported more moves than their counterparts in other Service branches.

Family Demographics

Nearly two-thirds (61.2 percent) of all enlisted personnel were married. The Air Force had the highest proportion of married enlisted personnel among the Service branches (67.0 percent). More than three-quarters (77.6 percent) of all officers were married, and the Army had the highest proportion of married officers (80.1 percent) among the Service branches. Because Air Force personnel tended to be older, they were more likely to be married. Interestingly, however, Army officers were the most likely to be divorced (and not remarried), and Marine Corps officers were the most likely to be separated.

The most common family type for both enlisted personnel and officers was civilian spouse with dependents. By Service branch, the only exception to this rule was among enlisted personnel in the Marine Corps, where 42.1 percent were single with no dependents. More than one-half of all male officers (59.2 percent) had a civilian spouse and dependents, compared with only 16.0 percent of female officers. Women Service members were much more likely than males to be partners in dual-military marriages. The military appears to have been successful in co-locating dual-military couples, with nearly 86 percent of all Service members with active-duty spouses living with their spouses.

Of those enlisted Service members who were divorced, 27.6 percent indicated that military service contributed "to a great extent" to their divorce(s). Among the Service branches, Marine Corps enlisted personnel had the highest proportion in the "great extent" category (35.3 percent). Results were similar for officers.

A second model was used to explore perceptions about the role of military life in divorce in greater detail. Results of the DIVORCE model indicated that, among officers, males were more likely than females to blame the military for divorce. There was no significant difference for enlisted personnel. Among different racial/ethnic groups, Black enlisted personnel and officers were *less* likely than others to blame the military for divorce. Among officers, those who were more highly educated were *more* likely to blame the military for divorce than were those with less education; the results were inconclusive for enlisted personnel. By far, the most important reason for Service members, both enlisted personnel and officers, to blame the military for divorce was a relatively high percentage of military service spent separated from their families. This is an important result because it suggests that long separations from family dramatically affect Service members' outlooks about military service, particularly if marriages are dissolved.

Conclusions

Since the intent of this report was to provide a backdrop for other reports, we will not suggest how the findings could be used to change military policy as we do in the other four reports. The tabulations and models used in this report identify factors that relate to combat readiness and retention rates. In general, military policies can be structured to pay special attention to disproportionately affected groups. Ultimately, the combat readiness of the military can be improved by accommodating the needs of individual Service members and their families.

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Appendix A. Study Design

The *1992 Department of Defense Surveys of Officer and Enlisted Personnel* comprised four separate samples: longitudinal, recruiters, members, and Active Guard/Reserve or Training and Administration of the Reserve (AGR/TAR) members. The sample design for this survey was a stratified sample selected from active duty personnel as of December 1991. The database used in the analysis for this report included all four samples combined.

Sample Design

The samples were selected by probability methods. That is, each eligible individual had a non-zero, known probability of selection. This procedure allowed for the projection of the survey results to the target population. Sampling design for the 1992 surveys proceeded as follows: identify sampling frames, devise stratification scheme, select sampling methodology, decide sampling sizes, select sample, and develop weights. These steps are described in the following sections.

Target population and sampling frames. The target population is the group being estimated by the sample. For example, the target population for the recruiter sample was all recruiters. A sampling frame is a database that represents the target population from which a sample is drawn.

Stratification. Stratification is a sample design feature that seeks to reduce the variance of sample estimates by defining homogeneous subgroups of sampling units and selecting the samples independently within each stratum. In addition, stratification may be used to control subgroup sample sizes. For the 1992 surveys, the stratification variables were identifiers present in the Active Duty Military Master and Loss (M&L) File and in the Reserve Component Common Personnel Data System (RCCPDS). The longitudinal sample was not stratified, but it reflected the stratification carried out in the selection of the 1985 sample. The definitions of the stratification cells for the other three samples are identified below.

The target populations, sampling frames, stratification schemes, and sample sizes corresponding to each of the four samples selected for the 1992 surveys were as follows:

- The longitudinal sample consisted of a subsample of 11,999 from the personnel selected for the *1985 Department of Defense Survey of Officers and Enlisted Personnel* who were still in the military as of December 1991. The sampling frame was based on the file of the 1985 sample and the 1992 M&L File.

- The recruiter sample consisted of 3,999 recruiters, approximately 1,000 per Service. The sampling frame was extracted from the 1992 M&L File.

- The member sample consisted of members on active duty as of December 1991 who were in the Service for 4 or more months and were neither recruiters nor included in the 1985 survey. The sample of 75,345 active military personnel was derived by selecting approximately 5,000 members from each of the 16 cells defined by Service, officer/enlisted status, and gender. The sampling frame was constructed from the M&L File.

- The AGR/TAR sample consisted of members included in the RCCPDS. The sample included approximately 500 AGR/TAR from each of the 14 cells defined by seven levels of Reserve

Component and officer/enlisted status (some cells had fewer than 500 members). A total of 5,484 full-time, support AGR/TAR members were selected.

Sample selection. The longitudinal sample was selected using simple random (equal probability) sampling of eligible Service personnel from the 1985 survey. The recruiter sample was selected with simple random sampling from within each of the four Services. The member sample was selected with simple random sampling within each of the 16 strata resulting from Service (Army, Navy, Marine Corps, and Air Force), status (officer and enlisted), and gender. If there were fewer than 5,000 Service members in a member-sample stratum, all members were included in the sample. The AGR/TAR sample was selected by simple random sampling from within each of 14 sampling strata defined by Reserve Component and enlisted/officer status.

Weighting. Weights were developed to reflect the variable probabilities of selection and nonresponse adjustments. Weighting in sample surveys has several objectives: (a) to reflect varying probabilities of selection; (b) to adjust for sample losses due to nonresponse; and (c) to adjust for deficiencies in the sampling frame that may introduce bias.

Each sample selected for the 1992 surveys consisted of only a subset of its respective target population. Therefore, to represent the entire population, it was necessary to derive base weights that projected the sample to the populations covered by the sampling frames. The base weight is the reciprocal of the probability of selection. For the longitudinal sample, which did not involve stratification, the base weight (*BWT*) was computed as:

$$BWT = (\text{number in population in 1992}) \,/\, (\text{sample size}) \quad .$$

For the other three samples that were stratified, the base weight was computed within stratum as:

$$BWT_S = (\text{number in the stratum}) \,/\, (\text{stratum sample size}) \quad .$$

To account for nonresponse, the base weight was adjusted by a nonresponse factor. Nonresponse adjustment through weighting implies that, within adjustment cells, nonrespondents are similar to respondents with respect to the characteristics being measured by the survey. To develop the nonresponse adjustment, respondents and nonrespondents were partitioned into adjustment cells based on Service, status, and gender. For each of the four samples, the nonresponse adjustment was developed as all eligible (respondents and nonrespondents) divided by all respondents. The nonresponse adjustment cells corresponded to the sampling strata. That is, for sampling stratum S, the nonresponse adjustment factor, F_S, is:

$$F_S = (\text{eligible})_S \,/\, (\text{respondents})_S$$

Multiplying the base weight by the corresponding nonresponse adjustment factor (i.e., $BWT_S \times F_S$) made the respondents represent not only the segment of the population they were sampled to represent but also nonrespondents in adjustment cell S.

The last phase of the weighting process involved raking to known population totals for various key characteristics. (Raking is a computational procedure that adjusts the final weight so that the weighted estimate from the sample corresponds to known totals for the groups defined by the raking variables.) Three levels of raking were performed. The first level of raking was indexed by Service, enlisted/officer status, and gender. Status was not used in raking the recruiters sample. The second level was indexed

by pay grade and race/ethnicity, and the third level by marital status. This process adjusted the weights so that the sum of the weights for respondents over the raking variables corresponded to the known counts of eligible respondents in the respective cells.

Data Collection

Questionnaire development. Each of the 1992 survey instruments was constructed around a core set of questions comparable to those used in previous personnel surveys, particularly the *1985 Surveys of Officers and Enlisted Personnel.* The questionnaire content focused on information about personal and military background, family composition, economic status, preparedness, career plans, satisfaction with various aspects of military life, and assessment of military programs and services. In addition, the 1992 surveys included questions regarding Operations Desert Shield/Desert Storm. Separate instruments were administered to enlisted personnel and officers. The enlisted and officer questionnaires were nearly identical, except on questions relating to enlistment intentions and promotions.

Administration. The data collection for the 1992 surveys was conducted by the Defense Manpower Data Center (DMDC) from May to October 1992. First, the total sample was aggregated by unit. Any unit with more than one member selected for the survey was sent a pre-notification letter, advising the unit commander of the survey and requesting that a point-of-contact (POC) be appointed to receive and distribute the surveys. A total of 10,973 pre-notification letters were mailed to units in April 1992. Address correction was required for 667 (6 percent) of the units.

The first questionnaires were mailed to units for distribution to members beginning in late April and continuing through May 1992. If only one member from a unit was selected to participate in the survey, that member was sent the survey package directly (approximately 7 percent of the sample).

Although nonresponse is present in all voluntary surveys, the potential bias caused by nonresponse can be reduced by thorough nonresponse follow-up. In the 1992 study, nonresponse at the unit level was handled by sending three follow-up letters. The first letter notified the POCs of the units from which DMDC had not received the survey check lists; the second letter informed the POC that the roster of survey participants had not been received; and the third letter was a notification that the completed surveys had not been returned to DMDC. Follow-up questionnaires were mailed 1 to 2 months later to nonrespondents directly at their units.

Response rates. The initial 1992 sample consisted of 40,812 officers and 56,015 enlisted personnel, for a total of 96,827 members. According to POC-provided information, 6,557 individuals in the sample had separated from the military by the time the survey was administered. Ultimately, the number of eligible members was 90,270.

At the close of the data collection in October 1992, a total of 59,930 completed surveys (27,684 officers and 32,246 enlisted) had been received. The level of nonresponse varied by Service, pay grade, and gender. Response rates were calculated based on the number of completed returns and the number of eligible members. The adjusted response rates were 72 percent for officers, 62 percent for enlisted personnel, and 66 percent overall. Response rates by gender were 67 percent for males and 66 percent for females. Response rates for the Services were 72 percent for the Air Force, 71 percent for the Navy, 62 percent for the Marine Corps, and 59 percent for the Army.

Although the overall level of participation was quite high, response rates differed by subgroups (Table A1). In general, officers in the Navy and male officers in the Air Force had the highest response rates, while enlisted members in the Army had the lowest response rate.

Table A1. Questionnaire Completion and Response Rates by Status, Gender, and Service Branch

Status and Gender	Service Branch				
	Army	Navy	Marine Corps	Air Force	Total
Total Complete (Number)					
Officers	**7,349**	**8,160**	**4,189**	**7,986**	**27,684**
Male	4,178	4,343	3,910	4,420	16,851
Female	3,171	3,817	279	3,566	10,833
Enlisted Personnel	**7,237**	**8,517**	**6,995**	**9,497**	**32,246**
Male	4,236	4,899	4,254	5,257	18,646
Female	3,001	3,618	2,741	4,240	13,600
Total	**14,586**	**16,677**	**11,184**	**17,483**	**59,930**
Male	8,414	9,242	8,164	9,677	35,497
Female	6,172	7,435	3,020	7,806	24,433
Response Rate (Percent)					
Officers	**65.7**	**76.5**	**70.6**	**73.5**	**71.6**
Male	67.3	76.8	70.7	74.3	72.2
Female	63.6	76.3	68.6	72.5	70.7
Enlisted Personnel	**53.3**	**66.4**	**58.4**	**71.1**	**62.3**
Male	53.8	66.4	58.6	70.2	62.2
Female	52.6	66.4	58.1	72.2	62.6
Total	**58.9**	**71.0**	**62.4**	**72.2**	**66.3**
Male	59.8	70.9	63.8	72.0	66.6
Female	57.7	71.1	58.9	72.4	65.9

Appendix B. Analysis Methodology

Analysis Database

The initial database used for the series of reports on the *1992 Department of Defense Surveys of Officer and Enlisted Personnel* was prepared using Statistical Analysis System (SAS) software for DoD use and served as the basis for a public-use tape. In the preparation of this file, the survey data were thoroughly edited, and analysis was carried out for key variables such as gender and race/ethnicity. In addition, constructed variables were developed from survey answers (e.g., total number of dependents), and from RCCPDS extracted information (e.g., location of current assignment—CONUS/OCONUS). Additional recodings and composite variables created during the course of this analysis are discussed in the next two sections.

Extracting and recoding. The first step in the construction of the analysis database was to extract from the original DoD file a SAS file that included only the variables identified in the analysis plan. During this extraction step, all SAS character variables were converted to numeric variables so that they could be used in SAS procedures. Several variable types need to be defined in order to explain the conversion. A categorical variable (e.g., race/ethnicity) has character values (e.g., 1 = *White*, 2 = *Black*) that represent possible categories or items. These variables were converted to numeric dichotomous (1 = *Yes*, 0 = *No*) variables, one for each category. To use the race/ethnicity example, dichotomous variables were created for *White* (1 = *White*, 0 = *Non-white*), *Black* (1 = *Black*, 0 = *Non-black*), and so on. An ordinal variable contains characters (e.g., 1 = *Very Well*, 2 = *Well*) that represent levels on a scale. These variables were simply made numeric in the analysis data set; some were used as is and some were subject to further recoding. A continuous variable is a numeric variable that has significant digits to the right of the decimal point; in other words, a continuous variable can have non-whole-number values. In contrast to categorical variables, continuous variables in the analysis data set were appropriate for models without modification.

The extracted data set was split into data sets for enlisted personnel and officers. Since the analysis was to be performed separately for these two groups, these restricted data sets were more manageable and facilitated processing. In addition to the general character to numeric conversions described above, a series of recodes had to be performed to prepare variables for use in tabulations or models, and to facilitate interpretation of the results. The following types of recodes were done:

- Valid skips were originally coded as SAS "special" missing values (.S). Following this convention, all "not applicable" responses were also recoded to the same special missing code (.S). This conversion differentiates these types of respondents from respondents who did not answer the question. A regular missing value is coded ".".

- For multiple-response categories measured with an ordinal scale, codes were reverse-scored when the highest code indicated a negative response. For example, one question asked how well a spouse would take care of family finances in the member's absence. It was answered using a scale that varied from *Very Well* (1) to *Very Poorly* (5). After recoding, *Very Well* was scored a 5, *Very Poorly* was scored a 1, and intermediate values were adjusted accordingly. This recoding facilitated interpretation of the results by making responses uniform in their direction.

- Dichotomous variables were created for variables that had a *No* response and several options for the *Yes* response. For example, in the Operations Desert Shield/Desert Storm (ODS/S) deployment

question, the four *Yes* responses (i.e., fewer than 3 months, 3 but fewer than 6 months, 6 but fewer than 9 months, and 9 months or more) to the ODS/S deployment question were collapsed into a single *Yes* category.

- Response categories that had one-character codes representing ranges of values were assigned a numerical value corresponding to the midpoint of the range. This conversion captured the different widths of the ranges. For example, one pre-specified response option for "Total Value of Pay" ranged from $20,000 to $30,000. The original code of 2 was changed to a value of $25,000.

Constructed variables. New variables were developed using combinations of possible responses to a single question or of multiple questions (composite variables). One type of new variable consisted of combining categorical responses to several parts of a question. For example, respondents were asked how many dependents they had in each of several age groups (e.g., under 1 year, 1 to under 2 years). A continuous variable for youngest dependent was constructed by identifying the lowest non-missing answer (e.g., 2 dependents in the 1 to under 2 category) and entering the midpoint of the range (1.5 in this case) as the value of the new variable.

Statistical Procedures

The choice of statistical procedures used for the analyses conducted for this report was determined by the nature of the variables and the research questions. In general, the analysis began with descriptive tabs, proceeded to simple descriptive tests (i.e., Chi-square), and then concluded with a complex (multiple regression) model.

A *Chi-square test* of independence, which is a test for the degree of association between two categorical variables, was used as a first step in the analysis to identify statistically significant relationships between pairs of categorical variables.

Multiple regression was used to examine the relationship of a set of independent variables with the expected level of a dependent variable. This statistical procedure was applied when the dependent variable was continuous or ordinal. The value of the *t*-statistic was used to determine which variables should be kept in the model by examining the significance of the coefficients associated with the explanatory variables. The significance of the overall model was measured using the *F* statistic, which was based on the Wald Chi-square statistic, and an additional *F* test was used to assess the significance of the *increases* in the overall quality of the model when new sets of variables were entered. Variables were entered in related groups; that is, a systematic, hierarchical modeling approach was used. The final model was determined by eliminating variables with coefficients that were not statistically significant at the 5 percent level.

Computing Software

The SAS® software was used to extract data from the initial database provided by the DoD, construct variables, and run descriptive tabulations. When the analysis graduated to descriptive tests and models, however, SAS was not appropriate. The sample design and estimation procedure for the 1992 surveys had to be incorporated into the estimation of test statistics. Since survey data sets were based on a complex sample design and estimation approach, the SUrvey DAta ANalysis (SUDAAN) software was used to perform the modeling and compute test statistics used in the analyses

SUDAAN calculates model parameters, sampling errors, and test statistics for a variety of statistical procedures, including coefficients of linear regressions and loglinear models. The software uses Taylor series linearization to approximate functions of linear statistics (e.g., means and linear regression coefficients) estimated from the sample data. It also accommodates weights that reflect varying probabilities of selection and other adjustments.

Two SUDAAN procedures—CROSSTAB and REGRESS—were used in the analysis for this report. These procedures allow for specification of the levels of stratification and the incorporation of the final weight associated with each observation when doing estimation and variance calculations. CROSSTAB produces estimates of population totals and proportions, and a test of independence for each two-way table. The test statistic is based on the Wald statistic, which is distributed as Chi-square with $(R - 1)(C - 1)$ degrees of freedom, where R = row and C = column. The REGRESS procedure fits multiple regression models to survey data. The statistical approach consists of estimating the regression coefficients by first forming the Horvitz-Thomson estimators of the population sums of squares and cross product matrices, and then using the Taylor series method to estimate the variance-covariance matrix of the coefficients.

Statistical Backup

Tables B1 through B4 show the regression coefficients (estimated Betas) and associated P values for the test of the hypothesis that the Beta coefficient is zero for each of the two dependent variables presented in the report. The results for enlisted personnel and officers are presented separately.

Table B1. Multiple Regression Results for Relative Number of PCS Moves Experienced by Enlisted Personnel

Explanatory Variable	Beta Coefficient		Test for H:B = 0	
	Value	S.E.	T-Test	P-Value
Gender (Female)				
Male	0.24	0.03	8.03	<0.01
Race/Ethnicity (White)				
Black	-0.11	0.05	-2.44	0.01
Hispanic	-0.20	0.06	-3.05	<0.01
Other	-0.30	0.07	-4.01	<0.01
Years of Education	0.11	0.02	6.11	<0.01
Pay Grade (E1 to E4)				
E5 to E6	2.34	0.04	59.26	<0.01
E7 to E9	4.32	0.06	66.72	<0.01
Service Branch (Army)				
Navy	-0.09	0.05	-1.88	0.06
Air Force	0.06	0.05	1.32	0.19
Marines	0.23	0.05	4.58	<0.01

Note: Reference groups for dichotomous and categorical variables are shown in parentheses.

Table B2. Multiple Regression Results for Relative Number of PCS Moves Experienced by Officers

Explanatory Variable	Beta Coefficient		Test for H:B = 0	
	Value	S.E.	T-Test	P-Value
Gender (Female)				
Male	1.11	0.04	31.23	<0.01
Race/Ethnicity (White)				
Black	-0.27	0.08	-3.15	<0.01
Hispanic	-0.25	0.11	-2.35	0.02
Other	-0.32	0.12	-2.76	0.01
Years of Education	-0.21	0.01	-15.14	<0.01
Pay Grade (O1 to O3)				
O4 to O7	3.69	0.04	84.29	<0.01
Service Branch (Army)				
Navy	-0.17	0.05	-3.21	<0.01
Air Force	-0.54	0.05	-10.26	<0.01
Marines	0.41	0.06	6.96	<0.01

Note: Reference groups for dichotomous and categorical variables are shown in parentheses.

Table B3. Multiple Regression Results for Relative Strength of Perceived Contribution of Military Life to Divorce for Enlisted Personnel

Explanatory Variable	Beta Coefficient		Test for H:B = 0	
	Value	S.E.	T-Test	P-Value
Race/Ethnicity (White)				
Black	0.70	0.26	2.67	0.01
Hispanic	0.71	0.41	1.70	0.09
Other	0.34	0.31	1.10	0.27
Time Separated from Family	-1.44	0.58	-2.46	0.01
Satisfaction with Marriage Counseling	0.24	0.08	2.98	<0.01
Agreement with Member's Career Plans	0.32	0.14	2.31	0.02
Agreement with Spouse's Career Plans	-0.30	0.14	-2.13	0.03

Note: Reference groups for dichotomous and categorical variables are shown in parentheses.

Table B4. Multiple Regression Results for Relative Strength of Perceived Contribution of Military Life to Divorce for Officers

Explanatory Variable	Beta Coefficient		Test for H:B = 0	
	Value	S.E.	T-Test	P-Value
Gender (Female)				
Male	-0.61	0.16	-3.84	<0.01
Race/Ethnicity (White)				
Black	1.00	0.31	3.26	<0.01
Hispanic	0.34	0.53	0.64	0.52
Other	-0.50	0.31	-1.63	0.10
Years of Education	-0.11	0.04	-2.49	0.01
Time Separated from Family	-2.78	0.76	-3.67	<0.01
Satisfaction with Marriage Counseling	0.15	0.06	2.34	0.02

Note: Reference groups for dichotomous and categorical variables are shown in parentheses.

1992 Department of Defense
Survey of Enlisted Personnel

The Department of Defense is conducting a survey of military personnel from the Army, Navy, Marine Corps and Air Force. You have been selected to participate in this important survey. Please read the instructions before you begin the survey.

PRIVACY NOTICE

AUTHORITY: 10 U.S.C. 136

PRINCIPAL PURPOSE OR PURPOSES: Information collected in this survey is used to sample attitudes and/or discern perceptions of social problems observed by service members and to support additional manpower research activities. This information will assist in the formulation of policies which may be needed to improve the working environment.

ROUTINE USES: None

DISCLOSURE: Voluntary. Failure to respond will not result in any penalty to the respondent. However, maximum participation is encouraged so that the data will be complete and representative. Your survey instrument will be treated as confidential. All identifiable information will be used only by persons engaged in, and for the purposes of, the survey. Only group statistics will be reported.

OFFICE USE ONLY
- ○ PND
- ○ NR
- ○ R
- ○ NE

INSTRUCTIONS FOR COMPLETING THE SURVEY

- **Please use a No. 2 pencil.**

- **Make heavy black marks that fill the circle for your answer.**
- **Please do not make stray marks of any kind.**

INCORRECT MARKS ○ ⊗ ✓ ○ **CORRECT MARK** ○ ○ ● ○

- **Sometimes you will be asked to "Mark ALL that apply." When this instruction appears you may mark more than one answer.**

Example:

If you attended (or are now attending) college, what kind of school was/is it? Mark ALL that apply.

- ○ Does not apply, do/did not attend college
- ○ Vocational, trade, business, or other career training school
- ● Junior or community college (two-year)
- ● Four-year college or university
- ○ Graduate or professional school
- ○ Specialized Service Career School
- ○ Professional Military Education Institution
- ○ Other

If your answer is "junior or community college (two-year)" and "four-year college or university," then mark two circles clearly.

- **Sometimes you will be asked to "Mark One." When this instruction appears mark the answer that best applies.**

Example:

What is your pay grade? Mark One.

○ E1	○ E5	○ E9
○ E2	● E6	
○ E3	○ E7	
○ E4	○ E8	

- **If your answer is E6, then just mark one circle as shown above.**

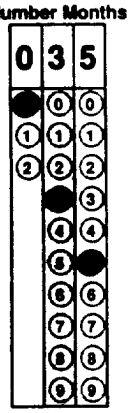
- **If you are asked to give numbers for your answer, please record as shown below.**

Example:

As of today, how many months have you been assigned to your present post, base, ship or duty station?

If your answer is 35 months . . .

- **Write the numbers in the boxes, making sure the last number is always placed in the right-hand box.**
- **Fill in the unused boxes with zeros.**
- **Then, mark the matching circle below each box.**



- **Answers to some of the questions will be on a SEVEN-POINT SCALE.**

Example:

How would you describe the morale of military personnel at your current location? Mark One.

MORALE IS VERY LOW — ① — ② — ③ — ④ — ⑤ — ⑥ — ⑦ — **MORALE IS VERY HIGH**

- **If your answer is "MORALE IS VERY LOW," you would mark the circle for number 1.**
- **If your answer is "MORALE IS VERY HIGH," you would mark the circle for number 7.**
- **If your opinion is somewhere inbetween, you would mark the circle for number 2 or 3 or 4 or 5 or 6.**

- **Sometimes you will be asked to mark one answer for each item.**

Example:

THE NEXT QUESTION IS ABOUT YOUR FEELINGS ABOUT THE PERMANENT LOCATION WHERE YOU LIVE. If you live on base, answer for that base. If you live off-base, answer for that community.

LOCATION CHARACTERISTICS

Mark each item as:	**Excellent**	**Good**	**Fair**	**Poor**	**Very Poor**	**Does Not Apply**	**Don't Know**
Climate	○	○	○	●	○	○	○
Distance to population centers	○	●	○	○	○	○	○
Family's ability to handle cost of living	○	○	●	○	○	○	○
Availability of military housing	○	○	○	○	●	○	○
Quality of military housing	○	○	○	○	○	○	●

USE NO. 2 PENCIL ONLY

I MILITARY INFORMATION

1. In what Service are you? Mark One.
- ○ Army
- ○ Navy
- ○ Marine Corps
- ○ Air Force

2. Are you currently assigned to a ship as your permanent duty station? Mark One.
- ○ Yes
- ○ No

3. What is your pay grade? Mark One.
- ○ E1
- ○ E2
- ○ E3
- ○ E4
- ○ E5
- ○ E6
- ○ E7
- ○ E8
- ○ E9

4. In which enlistment period are you serving? If you received an EXTENSION to your current enlistment period, do not count this as a new enlistment period. Mark One.
- ○ 1st
- ○ 2nd
- ○ 3rd
- ○ 4th
- ○ 5th or more

5. How soon will you complete your current enlistment INCLUDING ANY EXTENSIONS YOU HAVE NOW? Mark One.
- ○ Less than 3 months
- ○ 3 months but less than 6 months
- ○ 6 months but less than 9 months
- ○ 9 months but less than 12 months
- ○ 1 year but less than 2 years
- ○ 2 years but less than 3 years
- ○ At least 3 years or more

6. Were you deployed for Operation Desert Shield/Desert Storm? Mark One.
- ○ No
- ○ Yes, for less than 3 months
- ○ Yes, for 3 months or more but less than 6 months
- ○ Yes, for 6 months or more but less than 9 months
- ○ Yes, for 9 months or more

II PRESENT AND PAST LOCATIONS

7. As of today, how many months have you been assigned to your present permanent post, base, ship or duty station? Please include any extensions you may have had.

○ Less than one month

- **Record the number of months in the boxes.**
- **(For example, if your answer is 35 months, enter 035.)**
- **Mark the matching circle below each box.**

Number Months

0	0	0
1	1	1
2	2	2
3	3	3
4	4	4
5	5	5
6	6	6
7	7	7
8	8	8
9	9	9

8. How much longer do you expect to be at your present permanent post, base, ship or duty station?
- ○ Does not apply, I do not have a specified tour length.
- ○ Less than one month
- ○ Not sure

- **Record the number of months in the boxes.**
- **Mark the matching circle below *each* box.**

Number Months

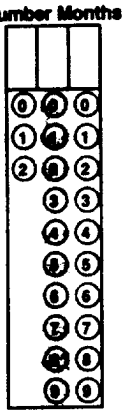
0	0
1	1
2	2
3	3
4	4
5	5
6	6
7	7
8	8
9	9

9. If you had the option of extending your tour at your present permanent post, base, ship or duty station, how much longer would you stay there? Mark One.
- ○ Does not apply, I do not have a specified tour length.
- ○ I would not extend my current tour
- ○ Stay 3 months beyond my tour
- ○ Stay 6 months beyond my tour
- ○ Stay 12 months beyond my tour
- ○ Stay 18 months beyond my tour
- ○ Stay 24 or more months beyond my tour

USE NO. 2 PENCIL ONLY

10. In all the time you have been on active duty, how many *months* have you spent *at an overseas location*? NAVY AND MARINE CORPS PERSONNEL: Please count total time assigned both ashore and to ships homeported at overseas locations, including extended TDYs and schools.

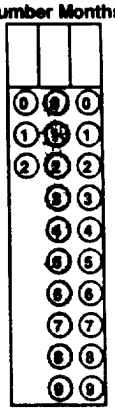
Number Months



○ No time at an overseas location

11. FOR NAVY AND MARINE CORPS PERSONNEL ONLY: In all the time you have been on active duty, how many *months* have you been on *sea duty*?

Number Months



○ No time on sea duty

12. THINK ABOUT YOUR PCS MOVE TO YOUR CURRENT *PERMANENT* POST, BASE, SHIP OR DUTY STATION. Answer even if this is your first assignment.

For each item below, mark if it was:	Serious Problem	Somewhat of a Problem	Slight Problem	Not a Problem	Does Not Apply	Don't Know
Adjusting to a higher cost of living	○	○	○	○	○	○
Temporary lodging expenses	○	○	○	○	○	○
Costs of setting up new residence, e.g., curtains, carpeting, paint	○	○	○	○	○	○
Costs of selling/moving from old residence	○	○	○	○	○	○
Transportation costs incurred during the move	○	○	○	○	○	○
Finding off-duty employment for yourself	○	○	○	○	○	○
Finding civilian employment for your spouse or dependents	○	○	○	○	○	○
Continuing your education	○	○	○	○	○	○
Continuing spouse/dependent education	○	○	○	○	○	○
Transferability of college credits	○	○	○	○	○	○
Finding permanent housing	○	○	○	○	○	○
Finding shopping areas, recreational facilities, etc.	○	○	○	○	○	○
Finding dependent dental care	○	○	○	○	○	○
Finding dependent medical care	○	○	○	○	○	○
Finding child care	○	○	○	○	○	○
Military treatment of dual-Service couples	○	○	○	○	○	○
Children adjusting to new environment	○	○	○	○	○	○
Spouse adjusting to new environment	○	○	○	○	○	○
Adjusting yourself to new environment	○	○	○	○	○	○

13. At your permanent post, base, ship or duty station, what type of housing do you live in?

- ○ Base/government housing (include BEQ, BOQ, MOQ, Transient Personnel Billeting, Barracks)
- ○ Leased by the military for Service families
- ○ Owned or being bought by you or someone in your household
- ○ Rented for cash
- ○ Owned by someone else and let without payment of cash rent
- ○ Live on-board a Navy ship
- ○ Navy lodge

14. If you are presently deployed/TDY, what kind of housing do you live in?

- ○ Does not apply, I am not deployed/TDY
- ○ Base/government housing (include BEQ, BOQ, MOQ, Transient Personnel Billeting, Barracks)
- ○ Leased by the military for Service families
- ○ Owned or being bought by you or someone in your household
- ○ Rented for cash
- ○ Owned by someone else and let without payment of cash rent
- ○ Live on-board a Navy ship
- ○ Navy lodge

USE NO. 2 PENCIL ONLY

15. THE NEXT QUESTION IS ABOUT YOUR FEELINGS ABOUT THE PERMANENT LOCATION WHERE YOU LIVE. If you live on base, answer for that base. If you live off-base, answer for that community.

Please mark each item below as:

LOCATION CHARACTERISTICS	Excellent	Good	Fair	Poor	Very Poor	Does Not Apply	Don't Know
Climate	○	○	○	○	○	○	○
Distance to population centers	○	○	○	○	○	○	○
Family's ability to handle cost of living	○	○	○	○	○	○	○
Availability of military housing	○	○	○	○	○	○	○
Quality of military housing	○	○	○	○	○	○	○
Availability of civilian housing	○	○	○	○	○	○	○
Quality of civilian housing	○	○	○	○	○	○	○
Affordability of civilian housing	○	○	○	○	○	○	○
Attitudes of local residents toward military members and families	○	○	○	○	○	○	○
Availability of Federal employment for spouse or dependents	○	○	○	○	○	○	○
Availability of other civilian employment for self, spouse or dependents	○	○	○	○	○	○	○
Quality of schools for dependents	○	○	○	○	○	○	○
Availability of medical care for you	○	○	○	○	○	○	○
Quality of medical care for you	○	○	○	○	○	○	○
Availability of medical care for spouse or dependents	○	○	○	○	○	○	○
Quality of medical care for spouse or dependents	○	○	○	○	○	○	○
Availability of a good house of worship	○	○	○	○	○	○	○

16. HOW MUCH OF A PROBLEM IS EACH OF THE FOLLOWING AT THE LOCATION WHERE YOU PERMANENTLY LIVE? If you live on-base, answer for the base. If you live off-base, answer for that community. If you live onboard ship, answer for your ship. If you live in an on-station operational location, answer for that location.

For each item below, mark if it is:

	Serious Problem	Somewhat of a Problem	Slight Problem	Not a Problem	Don't Know
Drug use	○	○	○	○	○
Alcohol use	○	○	○	○	○
Crime	○	○	○	○	○
Racial tension	○	○	○	○	○
Child abuse	○	○	○	○	○
Spouse abuse	○	○	○	○	○
Other family violence	○	○	○	○	○
Juvenile delinquency	○	○	○	○	○
Rape	○	○	○	○	○
Gang activity	○	○	○	○	○
Pornography	○	○	○	○	○

17. In all the time you've been on active duty, how many times did *your spouse/dependents move* to a new location because of your permanent change of station (PCS)?

○ Does not apply, I don't have any spouse/dependents

○ 0
○ 1
○ 2
○ 3
○ 4
○ 5
○ 6
○ 7
○ 8
○ 9
○ 10 or more

18. In all the time you have been on active duty, how many times did *you move* to a new location because of your permanent change of station (PCS)? Do not count permanent change of assignment (PCA).

○ 0
○ 1
○ 2
○ 3
○ 4
○ 5
○ 6
○ 7
○ 8
○ 9
○ 10 or more

USE NO. 2 PENCIL ONLY

19. If your spouse is in the military, are you presently assigned to the same permanent base or geographic location as your spouse?

- ○ Does not apply, I do not have a spouse (GO TO Q21)
- ○ Does not apply, my spouse is not in the military (GO TO Q21)
- ○ Yes
- ○ No, but I expect my spouse will be assigned to this location soon
- ○ No, but I expect to be assigned to my spouse's location soon
- ○ No, we were unable to get assigned to the same location
- ○ No, for other reasons

20. If future assignments require long separations from your spouse, what will you do?

- ○ Does not apply, I already plan to leave the Service
- ○ Does not apply, my spouse already plans to leave the Service
- ○ I will accept them
- ○ I will leave the Service
- ○ My spouse will leave the Service

21. Listed below are some reasons why military members sometimes find it difficult to *respond very quickly* to a recall/alert or to a change in work schedule. Have you experienced any of these within the past 12 months? Mark ALL that apply.

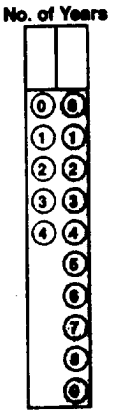
- ○ Does not apply, I have not had recall/alert or change in work schedule
- ○ Does not apply, have not had problems
- ○ Dependent care considerations
- ○ Personal health problems other than pregnancy
- ○ Pregnancy
- ○ Family health problem
- ○ Second job
- ○ Transportation arrangements
- ○ Difficult to reach by telephone during off-duty hours
- ○ Distance to duty station
- ○ Attending school during off-duty hours
- ○ Other reason

22. If you were deployed for Operation Desert Shield/Desert Storm, what kinds of problems did you have responding?

- ○ Does not apply, I was not deployed
- ○ Dependent care considerations
- ○ Personal health problems other than pregnancy
- ○ Pregnancy
- ○ Family health problem
- ○ Second job
- ○ Attending school during off-duty hours
- ○ Other problem
- ○ Does not apply, I had no problems

III REENLISTMENT/CAREER INTENT

23. When you finally leave the military, how many *total* years of service do you expect to have?



24. When you finally leave the military, what pay grade do you think you will have? Mark One.

Enlisted Grades		Warrant Grades	Officer Grades	
○ E1	○ E6	○ W1	○ O1	○ O5
○ E2	○ E7	○ W2	○ O2	○ O6
○ E3	○ E8	○ W3	○ O3	○ O7 or above
○ E4	○ E9	○ W4	○ O4	
○ E5		○ W5		

25. When you finally leave the military, do you plan to join a National Guard or Reserve unit? Mark One.

- ○ Does not apply, I am already a member
- ○ Definitely yes
- ○ Probably yes
- ○ Don't know/Not sure
- ○ Probably no
- ○ Definitely no
- ○ Does not apply, I am not eligible to join

26. If you had the freedom to select another career field or leave the Service next month, which of the following would you choose? Mark One.

- ○ Select a totally new military specialty/occupation
- ○ Leave the Service
- ○ Remain in Service in current career field
- ○ Return to a previous military specialty/occupation

27. How likely are you to reenlist at the end of your current term of service? Assume that all special pays which you currently receive are still available. Mark One.

- ○ Does not apply, I plan to retire
- ○ Does not apply, I plan to leave the Service

- ○ (0 in 10) No chance
- ○ (1 in 10) Very slight possibility
- ○ (2 in 10) Slight possibility
- ○ (3 in 10) Some possibility
- ○ (4 in 10) Fair possibility
- ○ (5 in 10) Fairly good possibility
- ○ (6 in 10) Good possibility
- ○ (7 in 10) Probable
- ○ (8 in 10) Very probable
- ○ (9 in 10) Almost sure
- ○ (10 in 10) Certain

- ○ Don't know

28. How much influence does your spouse have on your decision about reenlisting at the end of your current term of service?

- ○ Does not apply, I am not married (GO TO Q30)
- ○ A good deal of influence
- ○ A little influence
- ○ No influence

29. Has your spouse's support for your decision about reenlisting changed in the past year?

- ○ Yes, increased
- ○ Yes, decreased
- ○ No, has not changed

30. If you were *guaranteed a choice of location* for your next tour, how likely would you be to reenlist at the end of your current term? Assume that all special pays which you currently receive are still available. Mark One.

- ○ Does not apply, I plan to retire
- ○ Does not apply, I plan to leave the Service

- ○ (0 in 10) No chance
- ○ (1 in 10) Very slight possibility
- ○ (2 in 10) Slight possibility
- ○ (3 in 10) Some possibility
- ○ (4 in 10) Fair possibility
- ○ (5 in 10) Fairly good possibility
- ○ (6 in 10) Good possibility
- ○ (7 in 10) Probable
- ○ (8 in 10) Very probable
- ○ (9 in 10) Almost sure
- ○ (10 in 10) Certain

- ○ Don't know

31. If you were *guaranteed a promotion* to the next higher pay grade, how likely would you be to reenlist at the end of your current term? Assume that all special pays which you currently receive are still available. Mark One.

- ○ Does not apply, I plan to retire
- ○ Does not apply, I plan to leave the Service
- ○ Does not apply, I do not expect any more promotions

- ○ (0 in 10) No chance
- ○ (1 in 10) Very slight possibility
- ○ (2 in 10) Slight possibility
- ○ (3 in 10) Some possibility
- ○ (4 in 10) Fair possibility
- ○ (5 in 10) Fairly good possibility
- ○ (6 in 10) Good possibility
- ○ (7 in 10) Probable
- ○ (8 in 10) Very probable
- ○ (9 in 10) Almost sure
- ○ (10 in 10) Certain

- ○ Don't know

32. If you were *guaranteed retraining in a skill with better career opportunities than your current one*, how likely would you be to reenlist at the end of your current term? Assume that all special pays which you currently receive are still available. Mark One.

- ○ Does not apply, I do not wish to retrain into another skill
- ○ Does not apply, I plan to retire
- ○ Does not apply, I plan to leave the Service

- ○ (0 in 10) No chance
- ○ (1 in 10) Very slight possibility
- ○ (2 in 10) Slight possibility
- ○ (3 in 10) Some possibility
- ○ (4 in 10) Fair possibility
- ○ (5 in 10) Fairly good possibility
- ○ (6 in 10) Good possibility
- ○ (7 in 10) Probable
- ○ (8 in 10) Very probable
- ○ (9 in 10) Almost sure
- ○ (10 in 10) Certain

- ○ Don't know

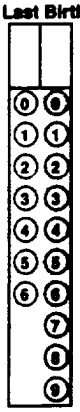
USE NO. 2 PENCIL ONLY

IV. INDIVIDUAL AND FAMILY CHARACTERISTICS

33. Are you male or female?
- ○ Male
- ○ Female

34. How old were you on your last birthday?

Age Last Birthday



35. Where were you born?
- ○ In the United States
- ○ Outside the United States to military parents
- ○ Outside the United States to non-military parents

36. Are you:
- ○ American Indian/Alaskan Native
- ○ Black/Negro/African-American
- ○ Oriental/Asian/Chinese/Japanese/Korean/Filipino/Pacific Islander
- ○ White/Caucasian
- ○ Other (specify):

_____

37. Are you of Spanish/Hispanic origin or descent?
- ○ No (not Spanish/Hispanic)
- ○ Yes, Mexican/Mexican-American/Chicano
- ○ Yes, Puerto Rican
- ○ Yes, Cuban
- ○ Yes, Central or South American
- ○ Yes, other Spanish/Hispanic

38. Are you currently pregnant?
- ○ Does not apply
- ○ Yes
- ○ No

39. When you FIRST ENTERED ACTIVE SERVICE, what was the *highest* school grade or academic degree that you had? DO NOT INCLUDE DEGREES FROM TECHNICAL/TRADE OR VOCATIONAL SCHOOLS. Mark One.
- ○ Less than 12 years of school (no diploma)
- ○ GED or other high school equivalency certificate
- ○ High school diploma
- ○ Some college, but did not graduate
- ○ 2-year college degree
- ○ 4-year college degree (BA/BS)
- ○ Some graduate school
- ○ Master's degree (MA/MS)
- ○ Doctoral degree (PhD/MD/LLB)
- ○ Other degree not listed above

40. AS OF TODAY, what is the *highest* school grade or academic degree that you have? DO NOT INCLUDE DEGREES FROM TECHNICAL/TRADE OR VOCATIONAL SCHOOLS. Mark One.
- ○ Less than 12 years of school (no diploma)
- ○ GED or other high school equivalency certificate
- ○ High school diploma
- ○ Some college, but did not graduate
- ○ 2-year college degree
- ○ 4-year college degree (BA/BS)
- ○ Some graduate school
- ○ Master's degree (MA/MS)
- ○ Doctoral degree (PhD/MD/LLB)
- ○ Other degree not listed above

41. If you attended (or are now attending) college, what kind of school was/is it? Mark ALL that apply.
- ○ Does not apply, I do/did not attend college
- ○ Vocational/trade/business, or other career training school
- ○ Junior or community college (2-year)
- ○ Four-year college or university
- ○ Graduate/professional school
- ○ Specialized Service Career School or Professional Military Education Institution
- ○ Other

42. During 1991, did you attend a civilian school?
- ○ No, was not interested in attending
- ○ No, could not get tuition assistance for the program I wanted
- ○ No, due to conflict with work schedule
- ○ No, for personal reasons
- ○ Yes, attended at own expense
- ○ Yes, attended at Service expense
- ○ Yes, attended partially at Service expense, partially at own expense

USE NO. 2 PENCIL ONLY

43. Which of the following Educational Assistance Programs are you eligible to receive benefits under? Mark ALL that apply.

- ○ The Montgomery GI Bill (MGIB)
- ○ The Veterans Educational Assistance Program (VEAP)
- ○ Vietnam Era GI Bill (converted to MGIB)
- ○ Educational Assistance Test Program (EATP)
- ○ I am not eligible under any of these programs
- ○ I don't know if I am eligible under any of these programs

44. What is the highest grade or year of regular school or college that your MOTHER (or FEMALE GUARDIAN) and FATHER (or MALE GUARDIAN) have completed and gotten credit for? Mark your best estimate.

	MOTHER	FATHER
ELEMENTARY GRADES		
1st	○	○
2nd	○	○
3rd	○	○
4th	○	○
5th	○	○
6th	○	○
7th	○	○
8th	○	○
HIGH SCHOOL GRADES		
9th	○	○
10th	○	○
11th	○	○
12th (include GED)	○	○
COLLEGE (YRS OF CREDIT)		
1	○	○
2	○	○
3	○	○
4	○	○
5	○	○
6	○	○
7	○	○
8 or more	○	○
Don't know/unsure	○	○

45. What is your *current* marital status? Mark only one answer.

- ○ Married for the first time
- ○ Remarried
- ○ Separated
- ○ Widowed (GO TO Q52)
- ○ Divorced (GO TO Q52)
- ○ Never Married (GO TO Q59)

46. Is your spouse currently serving on active duty in the Armed Forces or in the Reserve/Guard?

- ○ No
- ○ Yes, in a Reserve/Guard Component

Yes, on active duty in the:

- ○ Army
- ○ Navy
- ○ Marine Corps
- ○ Air Force

47. Is your spouse currently living with you at your present permanent post, base or duty station?

- ○ Yes
- ○ No

48. Is your spouse currently living on or near a military base?

- ○ Yes
- ○ No

49. When were you and your current spouse married?

Year

19 ⓪⓪ ①① ②② ③③ ④④ ⑤⑤ ⑥⑥ ⑦⑦ ⑧⑧ ⑨⑨

50. How well do you and your current spouse agree upon *his/her* career plans?

- ○ Very well
- ○ Well
- ○ Fairly well
- ○ Not well at all

51. How well do you and your current spouse agree on *your* career plans?

- ○ Very well
- ○ Well
- ○ Fairly well
- ○ Not well at all

52. How many times have you been married? (Include your present marriage).

- ○ One
- ○ Two
- ○ Three
- ○ Four
- ○ Five or more

53. Did any of these marriages end in divorce?

- ○ Yes
- ○ No (GO TO Q59)

54. Did any of these divorces occur while on active duty?

- ○ Yes
- ○ No (GO TO Q59)

55. How many times have you been divorced while on active duty?

- ○ One
- ○ Two
- ○ Three
- ○ Four
- ○ Five or more

56. Did the court consider your retirement pay to be part of any divorce settlement? Mark ALL that apply.

- ○ Yes, child support payments
- ○ Yes, alimony payments
- ○ Yes, community property payments
- ○ No, my spouse received other property to offset interest in retirement
- ○ No, it's all payable to me

57. To what extent has any divorce settlement influenced your decision to stay in the military until retirement?

- ○ Very great extent
- ○ Great extent
- ○ Moderate extent
- ○ Slight extent
- ○ Not at all

58. To what extent do you feel that your serving in the military contributed to any divorce?

- ○ Very great extent
- ○ Great extent
- ○ Moderate extent
- ○ Slight extent
- ○ Not at all

V. DEPENDENTS

59. How many dependents do you have in each age group? ***Do not*** **include yourself or your spouse.** For the purpose of this question, a dependent is anyone related to you by blood, marriage, or adoption, and who depends on you for over half their support.

○ Does not apply, I have no dependents (GO TO Q77)

	Number of Dependents					
Age of dependent	None	1	2	3	4	5 or more
Under 1 year	○	○	○	○	○	○
1 year to under 2 years	○	○	○	○	○	○
2-5 years	○	○	○	○	○	○
6-13 years	○	○	○	○	○	○
14-22 years	○	○	○	○	○	○
23-64 years	○	○	○	○	○	○
65 years or over	○	○	○	○	○	○

60. How many dependents in Question 59 do you have in each of the following age groups who ***currently live with you*** **at your permanent post, base or duty station?** Do not include yourself or your spouse.

	Number of Dependents					
Age of dependent	None	1	2	3	4	5 or more
Under 1 year	○	○	○	○	○	○
1 year to under 2 years	○	○	○	○	○	○
2-5 years	○	○	○	○	○	○
6-13 years	○	○	○	○	○	○
14-22 years	○	○	○	○	○	○
23-64 years	○	○	○	○	○	○
65 years or over	○	○	○	○	○	○

61. If you have dependent children in Question 59 who ***do not*** **currently live with you at your permanent post, base or duty station, with whom do these dependents live?** Mark ALL that apply.

○ Does not apply (GO TO Q63)

- ○ Spouse
- ○ Ex-spouse
- ○ Grandmother
- ○ Grandfather
- ○ Other relative
- ○ Friend
- ○ School
- ○ Other (specify): _____

62. Do you give child support to the person(s) your children live with?

- ○ Yes
- ○ No

63. How many of your dependent children have you adopted?

- ○ None
- ○ One
- ○ Two
- ○ Three
- ○ Four or more

64. If you are a single-parent or a military member married to a military member, do you have a military family care plan?

- ○ Does not apply
- ○ Yes
- ○ No

65. Are arrangements for your dependent children realistically workable for each of the following situations? Mark one category for each item.

○ Not applicable, my children do not live with me.

	Yes	Probably	No
Short-term emergency situation such as a mobility exercise	○	○	○
Long-term situation such as a unit deployment	○	○	○
Evacuation due to conflict or wartime situation	○	○	○

66. Who took care of your dependent children during your longest TDY/deployment in the past 12 months? Mark ALL that apply.

- ○ Does not apply, have not been on TDY or deployed (GO TO Q68)
- ○ Does not apply, my children did not live with me at the time (GO TO Q68)
- ○ Child took care of his/herself
- ○ Spouse or ex-spouse
- ○ Immediate family member (e.g. grandparent, brother or sister)
- ○ Other family member
- ○ Friend or neighbor
- ○ Public or private agency
- ○ Other person(s) (specify): _____

67. How satisfied are you with the care your child(ren) received in your absence?

- ○ Very satisfied
- ○ Satisfied
- ○ Neither satisfied nor dissatisfied
- ○ Dissatisfied
- ○ Very dissatisfied

IF YOU HAVE NO CHILDREN UNDER AGE 15 WHO USUALLY LIVE WITH YOU OR DO NOT USUALLY USE CHILD CARE SERVICES, GO TO Q73.

68. During the last month, who usually took care of your youngest or only child while you and/or your spouse worked, looked for work, or was in school? Mark the arrangement in which the child spent the most hours.

- ○ My spouse or I did
- ○ Child's brother/sister over age 15
- ○ Child's brother/sister under age 15
- ○ Child's grandparent
- ○ Other relative of child
- ○ Child cares for self
- ○ Nonrelative
- ○ Child was in school or day care

69. Where was your youngest or only child *usually* cared for under this arrangement? Mark One.

	On Base	Off Base
Child was in nursery or preschool	○	○
Child was in elementary or secondary school	○	○
Child Development Center/Day Care Center	○	○
Child's home	○	○
Licensed family day care home	○	○
Other private home (not licensed)	○	○
Other place	○	○

70. How many hours a week was your youngest or only child usually cared for under this arrangement?

Hours a Week

0	0	0
1	1	1
	2	2
	3	3
	4	4
	5	5
	6	6
	7	7
	8	8
	9	9

71. How much did you pay for child care during the last month for your youngest or only child?

Dollars per Month

$

0	0	0
1	1	1
2	2	2
3	3	3
4	4	4
5	5	5
6	6	6
7	7	7
8	8	8
9	9	9

72. What was the one most important reason for choosing the type of child care arrangement used?

- ○ Prefer family
- ○ Cost
- ○ Convenient hours
- ○ Convenient location
- ○ Quality
- ○ Availability
- ○ Trust in caregiver
- ○ Other (specify): _____

73. Do any of your children attend a Department of Defense school?

- ○ No (GO TO Q75)
- ○ Yes, attending an overseas school
- ○ Yes, attending a CONUS Section VI school
- ○ Don't know (GO TO Q75)

74. If yes, how satisfied are you with the quality of education your child(ren) receive in the DoD school?

- ○ Very satisfied
- ○ Satisfied
- ○ Neither satisfied nor dissatisfied
- ○ Dissatisfied
- ○ Very dissatisfied

75. Are any of your dependents physically, emotionally, or intellectually handicapped requiring specialized treatment or care?

- ○ No
- ○ Yes, temporarily
- ○ Yes, permanently

76. Are any of your dependents elderly (over 65 years old)?

- ○ No
- ○ Yes

77. Do you have elderly relatives for whom you have responsibility even if they are not your legal dependent(s)?

- ○ No
- ○ Yes

78. Are you currently in the process of adopting a child?

- ○ No
- ○ Yes

79. **Here is a list of feelings or worries some military members have about their family (spouse, children, parents) when they are away on assignment, TDY or deployment. How often did or would you worry about each of the following when you are away?**

○ Does not apply, I do not have any family (GO TO Q82)

	Very Seldom or Never	Seldom	Sometimes	Often	Very Often or Always	Does Not Apply
[redacted]						
Your family's ability to get car or household repairs done	○	○	○	○	○	○
[redacted]						
Your child(ren)'s health and well-being	○	○	○	○	○	○
Your family's safety in [redacted]						

80. **How well did or would your spouse take care of the following in your absence?**

○ Does not apply, I do not have a spouse

	Very Well	Well	Neither Well nor Poorly	Poorly	Very Poorly	Does Not Apply	Don't Know
[redacted]							
Family member's health	○	○	○	○	○	○	○
[redacted]							
Housing	○	○	○	○	○	○	○
[redacted]							
Evacuation of family members	○	○	○	○	○	○	○

81. ***In the past year,*** **how many months were you completely separated from your spouse or dependents because of your military assignment?** Include TDYs, remotes, deployments, schools, etc.

○ Does not apply, I do not have a spouse or dependents

○ None
○ Less than 1 month
○ 1 month
○ 2 months
○ 3 months
○ 4 months
○ 5 months
○ 6 months
○ 7 months
○ 8 months
○ 9 months
○ 10 months
○ 11 months
○ 12 months

82. **In your *total military career*, how many months were you completely separated from your spouse or dependents because of your military assignments?** Include TDY, remotes, deployment, schools, etc.

○ Does not apply, no spouse or dependents during military career

○ None
○ Less than 3 months
○ 3-4 months
○ 5-6 months
○ More than 6 months but less than 1 year
○ 1-2 years
○ 3-4 years
○ Over 4 years

83. **Did the government pay for your spouse/dependents to accompany you to your present permanent post, base, or duty station?**

○ Does not apply, I have no spouse/dependents
○ Yes
○ No

USE NO. 2 PENCIL ONLY

VI MILITARY COMPENSATION, BENEFITS, AND PROGRAMS

EVERYONE SHOULD ANSWER THIS SECTION

84. Do you receive a MONTHLY Basic Allowance for Quarters (BAQ)? (BAQ is a payment for housing.)

- ○ Does not apply, I live in base/government housing
- ○ Yes, partial BAQ
- ○ Yes, full BAQ
- ○ No

85. Do you receive a Basic Allowance for Subsistence (BAS) or Separate Rations? (These are payments for food.)

- ○ Yes
- ○ No

86. What is the amount of the MONTHLY Federal Tax Advantage of your combined Quarters and Food Allowances (BAS or Separate Rations and BAQ)? If you are uncertain of the exact amount, please give your best estimate.

- ○ I do not receive BAS or Separate Rations and BAQ.
- ○ I never heard of the Federal Tax Advantage.
- ○ I don't know the amount of the Federal Tax Advantage.

MONTHLY FEDERAL TAX ADVANTAGE

$ ○○○

87. Which of the following special monthly pays or allowances do you *currently* receive? Mark ALL that apply.

- ○ I don't receive *ANY* special monthly pays.
- ○ Jump Pay
- ○ Sea Pay
- ○ Submarine Pay
- ○ Flight Pay
- ○ Foreign Duty Pay
- ○ Overseas Cost of Living Allowance
- ○ Variable Housing Allowance
- ○ Overseas Housing Allowance
- ○ Selective Reenlistment Bonus (SRB)
- ○ Overseas Tour Extension Incentive Pay
- ○ Deployment Related Allowances
- ○ Other Special Pays or Allowances

88. As an alternative to CHAMPUS (Civilian Health and Medical Program of the Uniformed Services) for your dependents would you join a prepaid local health maintenance organization (HMO)? Assume you would be required to pay a total monthly fee of $20.

- ○ Does not apply, I have no dependents
- ○ Yes
- ○ No
- ○ Don't know

89. Do you personally have any current health coverage from any civilian health insurance or health maintenance organization (HMO)? Mark ALL that apply.

- ○ No
- ○ Yes, through my current/former civilian employer
- ○ Yes, through my spouse's current/former civilian employer
- ○ Yes, purchased separately
- ○ Yes, through other (specify):

_____

90. In the past year, what portion of *your spouse's and/or dependent's* health care was received from each of the following sources? Include prescription drugs as well as visits to physicians and other health care professionals for check-ups/treatment.

○ Does not apply, I have no spouse or dependents.

	PERCENT					
	None	1-20	21-40	41-60	61-80	81-100
From military hospital medical facility/PRIMUS/NAVCARE	○	○	○	○	○	○
Through CHAMPUS (include CHAMPUS REFORM INITIATIVE PROGRAM)	○	○	○	○	○	○
Through civilian plan/HMO	○	○	○	○	○	○
Purchased directly	○	○	○	○	○	○
Through other (specify):	○	○	○	○	○	○

_____

USE NO. 2 PENCIL ONLY

91. In the past year, what portion of *your* health care was received from each of the following sources? Include prescription drugs as well as visits to physicians and other health care professionals for check-ups/treatment.

	PERCENT					
	None	1-20	21-40	41-60	61-80	81-100
From military hospital medical facility/PRIMUS/NAVCARE	○	○	○	○	○	○
Through CHAMPUS (include CHAMPUS REFORM INITIATIVE PROGRAM)	○	○	○	○	○	○
Through civilian plan/HMO	○	○	○	○	○	○
Purchased directly	○	○	○	○	○	○
Through other (specify): _____	○	○	○	○	○	○

92. How much did you spend on health care services and products (for you and your family) last year? Include CHAMPUS deductibles, civilian insurance premiums, drugs, etc. Do not include dental care.

- ○ Less than $100
- ○ $101 - $200
- ○ $201 - $300
- ○ $301 - $500
- ○ $501 - $800
- ○ $801 - $1,000
- ○ More than $1,000

93. Are you currently enrolled in the Delta Dental Program or some other dental benefits program? Mark ALL that apply.

- ○ No
- ○ Yes, the Delta Dental Program
- ○ Yes, my spouse's civilian dental program
- ○ Yes, other private dental insurance

94. How much did you spend for dental treatment (for you and your family) last year? (Include Delta Dental Program and civilian premiums as well as direct payments for treatment.)

- ○ Less than $100
- ○ $101 - $200
- ○ $201 - $300
- ○ $301 - $500
- ○ $501 - $800
- ○ $801 - $1,000
- ○ More than $1,000

95. Comparing your job level to a comparable civilian position, do you feel your health (including dental) benefits are:

- ○ Better than most
- ○ About the same
- ○ Worse than most
- ○ Don't know

96. Do you have Life Insurance?

- ○ No
- ○ Yes, SGLI
- ○ Yes, SGLI and other policy or policies
- ○ Yes, a policy or policies other than SGLI
- ○ Don't know

97. Do you have a current written will?

- ○ Yes
- ○ No
- ○ Don't know

98. Does *anyone* currently hold your power-of-attorney?

- ○ Yes, my spouse
- ○ Yes, someone other than my spouse
- ○ No
- ○ Don't know

99. Do you plan to elect the Survivor Benefit Plan upon retirement? Mark One.

- ○ Uncertain, am not aware of the plan at all
- ○ Uncertain, am aware of the plan but want to study it
- ○ Uncertain, do not understand the plan clearly
- ○ No, I plan to leave the Service before retirement
- ○ No, no survivors
- ○ No, can get better coverage elsewhere
- ○ No, too expensive
- ○ Yes, will only elect minimum coverage
- ○ Yes, will elect more than minimum coverage but less than full
- ○ Yes, will elect full coverage

100. How valuable is the current retirement system to you?

- ○ Very valuable
- ○ Moderately valuable
- ○ Of some value
- ○ Of no value

101. Comparing your job level to a comparable civilian position, do you feel the military retirement system is:

- ○ Better than most
- ○ About the same
- ○ Worse than most
- ○ Don't know

102. What is your estimate of the total annual value of your pay and allowances and benefits? (Pay, allowances, medical, exchange, commissary, retirement, etc.):

- ○ Less than $20,000
- ○ $20,001 - $30,000
- ○ $30,001 - $40,000
- ○ $40,001 - $50,000
- ○ $50,001 - $60,000
- ○ $60,001 - $70,000
- ○ More than $70,000
- ○ Don't know

USE NO. 2 PENCIL ONLY

105. For each family program or service listed below, please mark (a) whether you have ever used it at your present permanent duty location and (b) your level of satisfaction if you have used it.

	A) Used the Service/Program		B) Satisfaction				
	Yes	No	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dis-satisfied	Very Dis-satisfied
[illegible]							
Individual counseling/therapy							
[illegible]							
Services to individuals or families concerning military separation/deployment							
[illegible]							
Parent education							
[illegible]							
Child care services							
[illegible]							
Single-parent programs							
[illegible]							
Services for families with special needs (e.g. handicapped, gifted)							
[illegible]							
Spouse employment services							
[illegible]							
Alcohol treatment/drug abuse programs							
[illegible]							
Legal assistance							
[illegible]							
Information and referral services							
[illegible]							
Suicide prevention programs							
[illegible]							
Housing Office services							

USE NO. 2 PENCIL ONLY

103. For each program or service listed below, please mark (a) whether you have ever used it at your present permanent location and (b) how important its availability is to you.

	A) Used the Service/Program		B) Importance				
	Yes	No	Very Important	Important	Neither Important nor Unimportant	Un-important	Very Un-important
Bowling centers	○	○	○	○	○	○	○
Golf courses	○	○	○	○	○	○	○
Marinas	○	○	○	○	○	○	○
Stables	○	○	○	○	○	○	○
Fitness centers	○	○	○	○	○	○	○
Youth activities	○	○	○	○	○	○	○
Libraries	○	○	○	○	○	○	○
Arts and crafts center	○	○	○	○	○	○	○
Tours and tickets	○	○	○	○	○	○	○
Recreation gear issue	○	○	○	○	○	○	○
Main exchange	○	○	○	○	○	○	○
7-Day Store/Shoppette	○	○	○	○	○	○	○
Clubs	○	○	○	○	○	○	○
Temporary lodging facilities (e.g., Navy lodge, transient billeting)	○	○	○	○	○	○	○
Cabins, cottages and cabanas	○	○	○	○	○	○	○
Laundry/dry cleaning	○	○	○	○	○	○	○
Photo hobby shop	○	○	○	○	○	○	○
Auto repair centers	○	○	○	○	○	○	○
Auto hobby shop	○	○	○	○	○	○	○
Rentals/equipment	○	○	○	○	○	○	○
Animal care clinics	○	○	○	○	○	○	○
Auto/truck rental	○	○	○	○	○	○	○
Commissary	○	○	○	○	○	○	○

104. Did you vote in the last local election? In the last Presidential election?

Last local election

- ○ Yes, in person at the polls
- ○ Yes, by absentee ballot
- ○ No

Last Presidential election

- ○ Yes, in person at the polls
- ○ Yes, by absentee ballot
- ○ No

USE NO. 2 PENCIL ONLY

VII CIVILIAN LABOR FORCE EXPERIENCE

A. YOUR OWN EXPERIENCE

106. In the last month, how many hours did you perform volunteer work for an on- or off-base activity? Mark one in each column.

No. of Hours	On-base	Off-base
Did not perform volunteer work	○	○
Less than 5 hours	○	○
5 to 10 hours	○	○
More than 10 hours	○	○

107. What would increase your interest/ability to volunteer? Mark ALL that apply.

- ○ Parking privileges
- ○ Volunteering with a friend
- ○ More volunteer assignments of interest
- ○ Reimbursement of expenses
- ○ Child care
- ○ More recognition for volunteer assignments
- ○ Opportunity for useful training for the future
- ○ Better leadership of volunteers
- ○ Better organization of volunteers
- ○ Other (specify):

_____

- ○ Nothing would increase interest/ability

108. During 1991, how many hours a week did you spend *on the average* working at a civilian job or at your own business *during your off-duty hours*?

○ None (GO TO Q111).

AVERAGE NUMBER HOURS PER WEEK

0	0
1	1
2	2
3	3
4	4
5	5
6	6
7	7
8	8
9	9

109. Altogether in 1991, what was the total amount that you earned before taxes and other deductions, for *working during your off-duty hours*?

Amount

$

1991 OFF-DUTY EARNINGS

0	0	0	0	0
1	1	1	1	1
2	2	2	2	2
3	3	3	3	3
4	4	4	4	4
5	5	5	5	5
6	6	6	6	6
7	7	7	7	7
8	8	8	8	8
9	9	9	9	9

○ $100,000 or more

110. How much did each of the following contribute to your having a second job or your own business?

Mark each item as:	No Contribution	Minor Contribution	Moderate Contribution	Major Contribution
Needed additional income to meet basic expenses	○	○	○	○
Nice to have extra income to use now	○	○	○	○
Saving extra income for future needs	○	○	○	○
Independence	○	○	○	○
Self-esteem	○	○	○	○
Enjoyment of work itself	○	○	○	○
To gain experience for a non-military second career	○	○	○	○
Other (specify):	○	○	○	○

_____

111. **In the past 12 months, have you received any job offers for a civilian job which you could take if you leave the Service?**
- ○ Yes
- ○ No

112. **Have you actively looked for civilian employment within the past 12 months?**
- ○ Yes
- ○ No

113. **Do you expect to be involuntarily separated within the next 12 months during force reductions?**
- ○ Yes
- ○ No
- ○ Don't know

114. **If you were to leave the Service NOW and tried to find a civilian job, how likely would you be to find a *good civilian job*?** Mark One.
- ○ (0 to 10) No chance
- ○ (1 in 10) Very slight possibility
- ○ (2 in 10) Slight possibility
- ○ (3 in 10) Some possibility
- ○ (4 in 10) Fair possibility
- ○ (5 in 10) Fairly good possibility
- ○ (6 in 10) Good possibility
- ○ (7 in 10) Probable
- ○ (8 in 10) Very probable
- ○ (9 in 10) Almost sure
- ○ (10 in 10) Certain

- ○ Don't know

115. **How concerned are you about the following as a result of the current talk about force reductions in the military strength?**

	Very Greatly Concerned	Greatly Concerned	Moderately Concerned	Somewhat Concerned	Not At All Concerned
Your long-term opportunities in the military	○	○	○	○	○
The kind of work you plan to go into if you leave the military	○	○	○	○	○
Whether you will be able to get a civilian job quickly if needed	○	○	○	○	○
The financial burden on you and/or your family should you have to leave the military unexpectedly	○	○	○	○	○
Ability to adjust to civilian life	○	○	○	○	○

B. YOUR SPOUSE'S EXPERIENCE. IF NOT MARRIED, GO TO Q118

116. **Is your SPOUSE currently:** Mark ALL that apply.
- ○ Full-time in the Armed Forces
- ○ In Reserve or National Guard
- ○ Working full-time in Federal civilian job
- ○ Working full-time in other civilian job
- ○ Working part-time in Federal civilian job
- ○ Working part-time in other civilian job
- ○ Self-employed in his or her own business
- ○ With a job, but not at work because of TEMPORARY illness, vacation, strike, etc.
- ○ Unpaid worker (volunteer or in family business)
- ○ Unemployed, laid off, or looking for work
- ○ Not looking for work but would like to work
- ○ In school
- ○ Retired
- ○ A homemaker
- ○ Other

117. **To what extent does your spouse's job interfere with your military job?**
- ○ Does not apply, spouse not employed

- ○ Completely
- ○ A great deal
- ○ Somewhat
- ○ Very little
- ○ Not at all

USE NO. 2 PENCIL ONLY

VIII FAMILY RESOURCES

118. During 1991, did *you or your spouse* receive any income from the following sources? Mark 'YES' or 'NO' for each item.

RECEIVE Yes	RECEIVE No	INCOME SOURCE
○	○	Alimony, child support or other regular contributions from persons not living in your household
○	○	Supplemental Security Income
○	○	Public Welfare or Assistance
○	○	WIC (food program for women, infants, and children)
○	○	Government Food Stamps

119. During 1991, how much did you and/or your spouse receive from the income sources listed in Q118? Do not include earnings from wages or salaries in this question. Give your best estimate.

○ No income from sources in Q118.

Amount

$ _____

AMOUNT 0 0 0 0 0 / 1 1 1 1 1 / 2 2 2 2 2 / 3 3 3 3 3 / 4 4 4 4 4 / 5 5 5 5 5 / 6 6 6 6 6 / 7 7 7 7 7 / 8 8 8 8 8 / 9 9 9 9 9

○ $100,000 or more

120. During 1991, did you or your spouse receive any income from the following sources? Mark 'YES' or 'NO' for each item.

RECEIVE Yes	RECEIVE No	INCOME SOURCE
○	○	Interest and Dividends on Savings
○	○	Stocks, Bonds or Other Investments
○	○	Unemployment Compensation or Worker's Compensation
○	○	Pensions from Federal, State or Local Government
○	○	Pensions from Private Employer or Union
○	○	Social Security or Railroad Retirement
○	○	Anything else *not including earnings from wages or salaries*

121. During 1991, how much did you or your spouse receive from the income sources listed in Q120? Do not include earnings from wages or salaries in this question. Give your best estimate.

○ No income from sources in Q120.

Amount

$ _____

AMOUNT 0 0 0 0 0 / 1 1 1 1 1 / 2 2 2 2 2 / 3 3 3 3 3 / 4 4 4 4 4 / 5 5 5 5 5 / 6 6 6 6 6 / 7 7 7 7 7 / 8 8 8 8 8 / 9 9 9 9 9

○ $100,000 or more

122. As of today, what is your estimate of your mortgage debt? (Include all properties and any second mortgages or home equity loans).

○ Does not apply, I do not own any property.

Amount

$ _____

AMOUNT 0 0 0 0 0 0 / 1 1 1 1 1 1 / 2 2 2 2 2 2 / 3 3 3 3 3 3 / 4 4 4 4 4 4 / 5 5 5 5 5 5 / 6 6 6 6 6 6 / 7 7 7 7 7 7 / 8 8 8 8 8 8 / 9 9 9 9 9 9

○ $1,000,000 or more

123. As of today, what is your estimate of the value of your current properties?

○ Does not apply, I do not own any property.

Amount

$ _____

AMOUNT 0 0 0 0 0 0 / 1 1 1 1 1 1 / 2 2 2 2 2 2 / 3 3 3 3 3 3 / 4 4 4 4 4 4 / 5 5 5 5 5 5 / 6 6 6 6 6 6 / 7 7 7 7 7 7 / 8 8 8 8 8 8 / 9 9 9 9 9 9

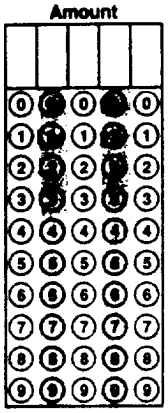
○ $1,000,000 or more

124. As of today, what is your estimate of the total amount of any other outstanding debts? *Exclude* any mortgages shown in Q122.

Amount

$

AMOUNT



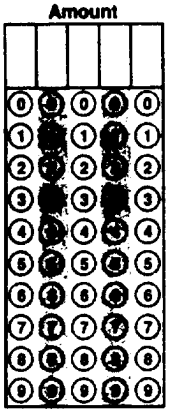
○ $100,000 or more

125. As of today, what is your estimate of the total amount of your assets? *Exclude* your current property counted in Q123.

Amount

$

AMOUNT



○ $100,000 or more

126. Overall how do you feel about your/your family income; that is all the money that comes to you and other members of your family living with you?

○ Very satisfied
○ Satisfied
○ Neither satisfied nor dissatisfied
○ Dissatisfied
○ Very dissatisfied

IX MILITARY LIFE

127. How would you describe the morale of military personnel at your current location? If you are currently assigned to a ship, indicate the morale of personnel on board ship. Mark One.

MORALE IS VERY LOW — ① — ② — ③ — ④ — ⑤ — ⑥ — ⑦ — MORALE IS VERY HIGH

128. In the event of combat, how would you describe your *confidence* in your unit members? Mark One.

○ Does not apply, not in combat or combat support unit (GO TO Q130)

VERY LOW — ① — ② — ③ — ④ — ⑤ — ⑥ — ⑦ — VERY HIGH

129. How would you describe your unit's readiness for combat? Mark One.

VERY LOW — ① — ② — ③ — ④ — ⑤ — ⑥ — ⑦ — VERY HIGH

USE NO. 2 PENCIL ONLY

130. How much do you agree or disagree with each of the following statements about military life?

Mark each item as:	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Does Not Apply
Life in the military is about what I expected it to be	○	○	○	○	○	○
My family could be better off if I took a civilian job	○	○	○	○	○	○
Members of my family were well prepared by my Service for the requirements and demands of my job	○	○	○	○	○	○
Military personnel in the future will not have as good retirement benefits as I have now	○	○	○	○	○	○
My military pay and benefits will not keep up with inflation	○	○	○	○	○	○
Skills attained in my job are helpful in securing a good civilian job	○	○	○	○	○	○
My current job assignment is important work	○	○	○	○	○	○
My current job assignment is challenging work	○	○	○	○	○	○
My promotion opportunity is better than it would have been without this assignment	○	○	○	○	○	○
I receive good support from my chain-of-command	○	○	○	○	○	○
I receive good support from my supervisors	○	○	○	○	○	○

131. On the average, what is the total number of hours per week you work at your military job?

- ○ 40 hours or less
- ○ 41 - 50 hours
- ○ 51 - 60 hours
- ○ 61 - 80 hours
- ○ More than 80 hours

132. What percent of your work hours are spent on duty-related tasks?

- ○ Less than 20 percent
- ○ 21 - 40 percent
- ○ 41 - 60 percent
- ○ 61 - 80 percent
- ○ 81 - 100 percent

133. During the past year have the demands of your military job prevented you from taking annual leave?

- ○ Yes
- ○ No

134. In general, how satisfied are you with your current job?

- ○ Very satisfied
- ○ Satisfied
- ○ Neither satisfied nor dissatisfied
- ○ Dissatisfied
- ○ Very dissatisfied

135. In the last year, how much stress has each of these factors caused you?

	A Great Deal	Fair Amount	Some	Little	None
Separation from family	○	○	○	○	○
PCS move	○	○	○	○	○
Job situation	○	○	○	○	○
Family situation	○	○	○	○	○
Personal safety	○	○	○	○	○
Health	○	○	○	○	○

136. What are the primary sources of any uncertainty you have right now about what you could expect from a military career? Mark ALL that apply.

- ○ My lack of experience in the military
- ○ My career goals are unclear
- ○ Unclear promotion and assignment criteria
- ○ Changes in military manpower needs
- ○ Possible Congressional actions (budget, RIFS, etc.)
- ○ Uncertainty about senior leadership
- ○ Personal safety
- ○ Other
- ○ Not applicable, I do not have any uncertainty

USE NO. 2 PENCIL ONLY

137. Below is a list of issues associated with the military way of life. Considering current policies, please indicate your level of satisfaction/dissatisfaction with each issue.

For each item, mark if you are:	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied
[redacted]					
Acquaintances/friendships	O	O	O	O	O
[redacted]					
Assignment stability	O	O	O	O	O
[redacted]					
Environment for families	O	O	O	O	O
[redacted]					
Retirement benefits	O	O	O	O	O
[redacted]					
Satisfaction with current job	O	O	O	O	O
[redacted]					
Job training/in-service education	O	O	O	O	O
[redacted]					
Working/environmental conditions	O	O	O	O	O

138. Now, taking all things together, how satisfied are you with the military way of life?

- O Very dissatisfied
- O Dissatisfied
- O Somewhat dissatisfied
- O Neither dissatisfied nor satisfied
- O Somewhat satisfied
- O Satisfied
- O Very satisfied

139. We're interested in any comments or recommendations you would like to make, whether or not the topic was covered in this survey. Do you have any comments?

- O Yes - Use the comment sheet on the next page
- O No

THANK YOU VERY MUCH FOR ANSWERING THIS SURVEY. PLEASE SEAL THE SURVEY IN THE ENVELOPE PROVIDED.

COMMENT SHEET FOR ENLISTED PERSONNEL

Please provide us with any comments you may have regarding military policies or military life in general in the space below. Before commenting, please fill in one bubble in each section.

Location:
○ CONUS ○ Overseas

Service:
○ Army ○ Air Force
○ Navy ○ Marines

Thank you for completing this survey!
Please seal the survey in the envelope provided.

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