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RESEARCH
PROJECT

WOMEN IN THE RESERVE COMPONENTS: WHAT ARE THE REAL LIMITS?

By



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USAWC MILITARY RESEARCH PROGRAM PAPER

WOMEN IN THE RESERVE COMPONENTS: WHAT ARE THE REAL LIMITS?

A GROUP RESEARCH PROJECT

by

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19 June 1975



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Personnel. Because the Reserve components will no longer be afforded the luxury of time to prepare for combat after mobilization and because of the ever increasing number of women being recruited to meet the manpower needs of the Reserve components, the following recommendations are made relative to the use of women in the Reserve components: More positive controls be initiated to insure that marital and dependency waivers are granted only in truly exceptional cases; that all MOSs be reviewed and realistic physical requirements be stated and if an enlisted person met those qualifications that they be allowed to perform in that MOS regardless of sex; that the length of the WAC basic training be extended to comply with the requirements of Title 10, section 671 of the US Code.

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CHAPTER I

INTRODUCTION

GENERAL

Section 305 of Title 10, U.S.C.A. was amended in 1958 to provide for women to be eligible for federal recognition as commissioned officers of the Reserve components. This federal recognition was limited to nurses or medical specialists. On November 8, 1967, this law was again amended by PL 90-130. P.L. 90-130 eliminated the "to serve as nurses or medical specialists" restriction. By 30 September 1971, the United States Army Reserve (USAR) and the National Guard of the United States (NGUS) had authorized enlistment of prior service women in approved Headquarters, Headquarters Detachment Units. In March 1973, authority was granted to enlist nonprior service women and to assign women to all Category II and III units.

Reevaluation of female assignment criteria has provided additional job and assignment opportunities. The current assignment restrictions for enlisted women are: (1) Enlisted women will not be assigned to Category I units except in authorized augmentation positions, and (2) Enlisted women will not be assigned to positions requiring ranger or special forces qualifications. Enlisted women can volunteer for airborne training and assignment to non-category I MTOE airborne duty positions in any MOS

currently authorized for enlisted women, and approximately 95 percent of all MOS's are currently authorized.

Today, women are being graduated from state and federal officer candidate schools in non-combat arms branches, and the pressure is increasing to open the combat arms schools and the service academies to women. Although the United States Supreme Court recently upheld a decision to bar women from the service academies, ratification of the pending "Equal Rights Amendment" to the U.S. Constitution and/or passage of pending legislation could make the decision moot.

The Civilian Acquired Skills Program (CASP) allows eligible women to enlist in the reserve program as private first class (E-3); attend two weeks of basic training at an active duty installation; return to their units; receive 32 hours of additional training. After meeting these requirements, the women may be promoted to E-4 or E-5.

STATEMENT OF THE PROBLEM

The Reserve components have been assigned a vital role in the defense of the nation. No longer will they have the luxury of time to prepare for combat after mobilization. They must reach a satisfactory level of combat readiness and remain at that level. Today, the USAR and NGUS are conducting extensive recruiting campaigns aimed at recruiting women. Future recruiting goals for the USAR and the NGUS by the end of FY79 is 20,000 each. What

impact will the enlistment of women have upon the Reserve components' ability to be operationally ready to perform their combat mission? No one seems to know. This question is not so critical today with the relatively few women involved in the program, but if future recruiting goals are reached, the question could become extremely important and therefore needs an answer now.

HYPOTHESIS

There are legal, physiological, psychological, and sociological limits presently inherent in the enlistment of women in the Reserve components that would seriously impair the operational readiness of these components.

METHODOLOGY

An impact study will be conducted to examine the present situation from a historical, legal, physiological, and a sociological perspective. The sole criteria to be used is: Operational readiness is the primary mission of the Reserve components.

The research techniques to be employed will be a combination of a random mail survey of enlisted women, and field studies within selected reserve units. The mail survey will consist of a questionnaire which will be designed and pretested to measure enlisted women's perceptions of the Reserve component, reason for enlisting, confidence in recruiting promises, women's

role in combat, and peer attitudes. The sample will be a random sample taken from the master roster of each Reserve component and will consist of approximately 10 percent of the universe. The reliability will be assessed through related questions to determine consistency with our general expectations. Statistical inference will be used as feasible to ensure maximum validity of the study. Field studies will be conducted in three States with general officer commands to capitalize on their experiences. These field studies will assist in the preparation of the mail questionnaire by isolating some of the problems peculiar to the subject of women in the Reserve components.

LIMITATIONS

The most serious limitation to conducting the research project as proposed were money, time, and personnel. The initial proposal envisioned extensive field surveys that would allow in-depth interviews with enlisted women, enlisted men and officers. The unexpected economic recession and concurrent rapid inflation forced the Department of the Army to curtail funds available for per diem and travel available to the Military Research Program by approximately 60 percent. The Research Group conducting the research consists of three persons. The range and depth of the study and the size of the research group imposed serious time and personnel constraints.

SIGNIFICANT LITERATURE

There is surprisingly little literature available relevant to the impact of women in the Army, and significant literature relevant to women in the Reserve components of the Army is virtually nonexistent. Fortunately, there are great similarities of policy and practice between the Reserve components and the Active Army; however, there are also some major differences. The greatest difference lies in the legal constraints placed upon Reserve component men and women by military administrative law. A look at relevant portions of military administrative law will also make it evident that there are also gross differences in the way the two Reserve components may be employed; therefore, Army Pamphlet No. 27-21 is significant. LTC William L. Houser's America's Army in Crisis, and Charles C. Moskos, Jr., Minority Groups in Military Organizations are good contemporary books relevant to the subject. The Great Books and the World Books Encyclopedia provides a wealth of historical material for a backdrop to the subject of women in the military. The most relevant material comes from contemporary periodical and newspapers. The Army and Air Force Times as well as other service periodicals have provided a wealth of material. Major General Jeanne Holms, USAF; Brigadier General Mildred C. Bailey, USA; Ms. Nancy Goldman, and many others have shed light on the subject. The significant sources of relevant material are: (1) encyclopedias, (2) military

administrative law, (3) books, (4) periodicals, (5) newspapers, (6) related research papers, (7) interviews, and (8) a random sample by mail questionnaire.

CHAPTER II

WOMEN: HISTORICAL VIEWS/OPINIONS

GENERAL

Any discussion of women in the Reserve components immediately, and rightly so, involves the subject of equal rights and all of the rhetoric associated with this emotional subject. Women's rights, the degree of freedom to compete as an equal for equal opportunity, and equal pay, is a dynamic that could become a reality in the 20th Century. The military institutions have played a significant role in women's search for equal opportunity, but the military has not been the sole prime-mover of their cause. Great changes have been taking place in both the civilian and the military sectors of society. Each sector has acted as a catalyst for the other, therefore it would be to our advantage to take a look at how each have contributed to women's emancipation. There is a paradox; in both sectors the contributions have been more fortuitous than planned. What are the forces of change that promise to topple man's last citadel-combat.

CIVIL RIGHTS

In 1920, the XIX Amendment to the Constitution of the United States gave women the right to vote. Fifty-five years later we find women occupying elective and appointive positions in the executive, legislative, and judicial branches of government at

the local, state and national levels. The only positions that have been denied to women are the Presidency, some major cabinet positions, and high court positions.

June Bundy Csida, writing for the 1973 Annual Supplement to World Book Encyclopedia makes the following relevant points:

The announced goals of the women's movement are: (1) equal pay for equal work, (2) equal employment opportunities, (3) equal education, (4) equal political representation, (5) equal treatment under the law, and (5) child care centers for working mothers.¹

In the United States (1970) women make up more than 40 percent of the labor force and forty percent of all college graduates are women. Despite this, more than a third of all working women hold clerical jobs, and receive about 60 percent of the pay men receive for the same job. Less than seven percent of the working men hold clerical jobs.²

In 1972, Congress and the Executive submitted a proposed Women's Equal Rights Amendment to the Constitution of the United States to the States for ratification. If this amendment is ratified by 38 of the States the amendment will become effective two years subsequent. Presently, the Amendment has been ratified by 34 States and faces an uphill battle; particularly in the Southern States.³ The Amendment must become law by 1979 or it becomes moot.

Significant developments in the law occurred in the 1960s and early 1970s. Congress, in 1964, passed the Civil Rights

Act. Section 703(a) of Title VII of the Act states: "It shall be an unlawful employment practice for an employer -- (1) to fail, or refuse to hire . . . discharge . . . discriminate . . . with respect to his compensation, terms, conditions, or privileges of employment, because of . . . race, color, religion, sex, or national origin."⁴ The Supreme Court, in 1971, ruled that unequal treatment based only on sex violates the 14th Amendment to the U.S. Constitution. It was this fateful ruling that introduces the first paradox.

During the debate on the Civil Rights Bill of 1964, Howard W. Smith (D., Va.), a Southern congressman introduced the word "sex" into Title VII of the Act in the hope that it would dissuade some of his colleagues from voting for the Act. The bill had been primarily a ban on racial discrimination. Eight years later, President Richard Nixon signed another bill into law giving the Equal Employment Opportunity Commission (EEOC) the authority to sue employers in federal court for not complying with the "sex" provision of Title VII. Consequently, women today are making significant progress toward equal rights by demanding the enforcement of existing laws but the Equal Rights Amendment is their goal.⁵

WOMEN AND THE MILITARY

History reveals little as to women's role as combatants, in western societies. One notable exception was Joan of Arc who

led the French Army to victory at the siege of Orleans in 1429 after King Charles IV had given her command over all of the French Armies.⁶

Ancient Greek mythology gave women a more militant standing. Phil Stevens expressed it well: "According to Greek mythology, when Zues was told that any children born of his marriage to Metis might be stronger than he, Zues swallowed Metis whole. But Prometheus loused things up by splitting Zues' head with a hatchet, allowing the warrior goddess Athena to be born fully armed."⁷ Although the Greeks had a warrior goddess, they did not let their women fight as combatants.

Carol Woster's, The Women's Army Corp: The Past is Their Prologue, is an excellent history of women and the Army from 1917 to the present. Women, during WWI were auxiliaries, and were used primarily in clerical, communication, and medical roles, but were regarded as civilians. During WWII the United States mobilized women extensively. On May 14, 1942, the Women's Army Auxiliary Corp was born. Its first director was Colonel Oveta Culp Hobby, who was later to become the first woman Secretary of Health, Education, and Welfare.⁸ In the United States during WWII, 265,006 women served in the armed forces and about 18 million worked in war plants. In 1945, the War Labor Board established the principle of equal pay for equal work and many industries sponsored child care centers to free women to do work.

On June 12, 1948, Congress passed the WAC Integration Act making the WAC a permanent branch of the Army. By 1950 the number of women on active duty in the services had fallen from 265,006 in 1945 to 22,069 in 1950. The percentage of female to total personnel decreased from 1.51 percent in 1950 to a low of 1.08 percent in 1968. Since 1968, the ratio has increased to 1.35 percent in 1970 and 1.58 in 1971.⁹ As of January 1975, the enlisted strength of the active duty WAC exceeded 33,309; 7,633 were serving outside CONUS. In the Reserve components, as of December 31, 1974, the USAR WAC strength was 11,425 and the ARNG WAC strength was 4,051.¹⁰ What phenomena caused this sudden dramatic shift of policy that made it possible to project a more than four fold increase in active WAC strength by 1979, and to increase the formerly WAC free Army Reserve components to the same proportion of women as that reflected in the active forces.

A NEW ARMY POLICY

Behavior is caused; behavior is motivated; and behavior is goal oriented. The basic model of behavior indicates that behavior is the result of a need.¹¹ Nancy Goldman points out that the military is a male-dominated institution that manages violence. She suggests that there are three reasons for the Army's policy shift toward women enlistees: (1) External social changes stimulated a conscious effort of the military to incorporate such changes, (2) Because of the relatively low status of the profession, the traditional anti-military attitudes of society,

and the negative impact generated by the American involvement in Southeast Asia, societal pressures forced the Army to an all-volunteer force. An all-volunteer force required the military to intensify its search for manpower, and (3) The changing character of the military establishment with its great emphasis on administration, logistics and deterrence altered the organizational requirements and these new organizational requirements are more favorable to women.

She also does not believe that the proportion of women in the military and the range of their employment and responsibility will increase rapidly and dramatically.¹²

LTC William L. Hauser, author of America's Army in a Crisis, believes that the Army today is in a crisis trying to reestablish equilibrium and balance, and to regain their balance the Army should contain expanded numbers of women.¹³ The big question is whether or not the decision to increase the Army's womenpower degraded operational readiness. Regardless, the elements were present in 1972 to bring about a new era for women in the military. These elements were: (1) an anticipated shortfall of volunteers for the all-volunteer Army, and its Reserve components, (2) an Army which had anticipated its manpower demands and was ahead of Congress in granting equal opportunity to women, and (3) the fortuitous inclusion of the word "sex" in the Civil Rights Act of 1964 and the subsequent grant of power to the EEOC to bring suits in federal courts for violations of the sex

provisions of the act. What occurred in 1972 was a fortuitous meeting of a cause, and a need. The resultant behavior is a matter of record, but the question still remains: What was the goal? Strength?, or readiness?

Charles Moskos in 1971 pointed out that the position of women in military organizations is almost completely unresearched.¹⁴ In 1975, the same comment is true--there still has not been an impact study completed to analyze the effects of an expanding women's role upon the Army's operational readiness.

THE ISSUE

In an address to the National Secretaries Association at Colorado Springs, Colorado, February 10, 1973, Brigadier General (now Major General) Jeanne M. Holm, USAF, got down to the "gut" issues of women in the military services. The aim of the military is to maintain an effective fighting force. To do this an individual must be able to do all of the job and be able to go where they are needed and when they are needed. Failure to meet this criteria, if we miscalculate, could jeopardize the operational mission and national survival could be involved.¹⁵

There is a great amount of controversy concerning women's possible role in the military academies. The basic question at this time is women's admission. Service spokesmen base their defense of an all male enrollment on the premise that the academies exist to train combat leaders, and public attitudes would prevent women from serving in combat roles.

It is Congress who in the end must make the final decision. As Phil Stevens pointed out, first, the nature of combat and woman's place in it must be defined; second, the public's attitude of the use of women must be determined; and third, they must determine whether the claim that academies exist only to train combat leaders is valid.¹⁶ It is interesting to note the emotion that enters into the arguments for and against these three questions.

MG Sidney Berry, Superintendent of the USMA exemplifies the Army's stand. Berry says that the possibility of dual standards must be considered. "I suspect we would have to develop a second track for women cadets, is that equality?" he told the Army Times. The superintendent also expressed concern about women participating in physical contact sports and the intimacy of field training.¹⁷ There are differences of opinion.

Representative Samuel Stratton (D, NY) claims that the academies have a sophomoric attitude and their resistance is "Mickey Mouse." Representative Stratton "tacked" an amendment on the FY76 Military Authorization Bill that would have allowed women to attend the academies and would have removed all barriers to their assignment and training, but the House Armed Services Committee tabled the Stratton proposal.¹⁸

LTC Grace King, USAR, who commands the 80th Division's first WAC training brigade in Alexandria, VA, said "last year was a

banner year for sex discrimination in the Army," LTC King also represents the National Organization of Women's Committee on Women in the Military. She said "when the only rationale for limiting the role of women boils down to toilet facilities, it is time to question the rationale behind the rationale. The specter of rape by the enemy should be examined against the national statistic of one rape every 10 minutes. Who, gentlemen are the enemy?" Mrs. King said that the Committee for Women in the Service "asks only for equality of opportunity. If she (a women) can not do the job she washes out, just like a man. But don't wash her out before she has had a chance to fail."¹⁹

As the debate rages on, MG Jeanne Holm, USAF, predicts that women will attend the service academies, fly Air Force planes, serve aboard ships of the line, and serve in the combat arms. The question is merely a matter of ground rules.²⁰

LTC Orwin C. Talbot, TRADOC Deputy Commander says women ROTC cadets should receive the same ROTC camp training as men but not lose their identity as women while doing it. General Talbot recognizes the separation and privacy requirements and that some tasks are beyond the capabilities of the average women. He said "the entire Army structure has as its purpose the support of its combat units. The more every soldier, and particularly every commissioned leader, knows about tactics, techniques, equipment, and problems of the front line infantryman, the better he or she will be a part of the team." He also pointed out that "women

officers have the same responsibility for their unit that male officers have.²¹

EQUALITY

The Idea

A symposium was published by Encyclopedia Britannica, Inc., in the Great Ideas Today 1968.²² This symposium has proven to be an invaluable source in helping to clarify the word "equality" as used in this study.

Equality is a derivative idea, an idea that is primarily mathematical. In the modern world, the idea has become the center of controversy. Equality may be possessed in different ways, e.g., height, weight, and strength. Inequality also may be possessed in different ways, e.g., all citizens may be equal as citizens but may not be equal in political power. There is a difference of degree and a difference of type. Rosseau once said, slavery constitutes "the last degree of inequality." St. Paul declared, "There is neither Jew nor Greek, there is neither slave nor free, there is neither male nor female; for you are all in Christ Jesus." The Stoics and the Christians asserted the natural equality of men without condemning legal or conventional inequality. According to Hobbes, ". . . though there be found one man sometimes manifestly stronger in body or of quicker mind, yet when all is reckoned together, the difference is not so considerable . . . that any man can claim for himself any benefit to

which another may not pretend as well . . . as to the strength of the body, the weakest has strength enough to kill the strongest . . . and as to the faculties of the mind . . . I find yet a greater inequality amongst men than that of strength." Engles claimed that "equality must not be merely apparent, must not apply merely to the sphere of the state, but must also be real, must be extended to the social, and economic sphere . . . the real content of the proletarian demand for equality is the demand for the abolition of classes."²³

The word equality has a wide range of uses. One of the main uses of the word equality is in mathematics. L. H. Tawney said, "it is an arithmetical metaphor for a relation between human beings." Between things such as a name, a hard surface, a loud noise, there is mere diversity, there is no question of equality or inequality. In order for two things to be equal they cannot be the same in all respects or identical. Complete identity eliminates the question of equality therefore things that are equal or unequal must be both the same and different. Stanley Benn said, "differences are rarely called inequalities unless that in the first place they effect the things that men value, for which they compete like power wealth or esteem." He distinguished three types of equality which he called descriptive, evaluative, and distributive. Descriptive judgment supposes an ordering of objects according to some common natural property or attribute that can be possessed in varying degree. An evaluative

judgment involving equality is one that is made according to some standard of value or merit. The third kind of equality called distributive equality is that entitlement or desert to which a man is entitled for his work.²⁴

The Difference

When chauvinism enters into policymaking or the mere discussion concerning the role of women in society, the subject generally turns to "sex." There is no such biological entity, there are only sexes. Men and women differ in practically every aspect--size, weight, height, skin texture, hairgrowth, bone structure, blood content, physiological functioning, moral valuation, and spiritual manifestations. But many of these differences are either uncertain, interchangeable, overlapping, cultural, or nonessential. No one will deny the comparative strength of men versus women when they are given identical physical training regimes; world athletic records attest to this.²⁵

An interesting thought introduced by Elisabeth Mann Borgese is, "Modern civilization is becoming industrial, that is, feminine in character. For the industries originally belonged to women, and they are apt to equalize men and women."²⁶

Ms. Anna Rosenberg Hoffman, the first woman to serve as Assistant Secretary of Defense (1950-1953) says that women create an aura of uneasiness and suspicion among men in the military. These feelings are overcome and the prejudices dissipated once

the women is accepted as an equal; however when men accept women completely, they accept the particular women and not women in general. She points out that prejudices are usually sweeping general statements such as "women are different," "women lack the physical and mental ability to do certain types of work," "women are more emotional," "women want special privileges," and "women are the weaker sex and need men to protect them" Ms Hoffman says it is fine for men to protect their own family but that "protection" cannot be an excuse for barring women who have not sought or asked for that protection. Women are forced to work harder, endure longer, be more adaptable and is usually more understanding. Women should never try to act like men. Women is our greatest underdeveloped resource.²⁷

John Stuart Mill, in 1869 wrote, "difference between the two sexes . . . (for there is hardly any subject which, in proportion to its importance, has been so little studied); no one is thus far entitled to any positive opinion on the subject . . . nobody knows, not even themselves, because most of them have never been called out."²⁸ This profound statement is still true 106 years later.

CHAPTER II

FOOTNOTES

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CHAPTER III

MILITARY ADMINISTRATIVE LAW

DEFINED

Military Administrative Law is the body of statutes, regulations, and judicial decisions which govern the establishment, functioning, and command of military organizations.

AUTHORITY--RULE MAKING POWER

The United States Constitution grants fundamental military authority to the Congress and to the President.¹ For many years Congress exercised its constitutional power "to make rules for the government and regulation of the land and naval forces."² Congress required the President to transmit with his approval all such regulations for express congressional sanction. But, since 1875 Congress has authorized the President to issue regulations for the government of the Army without referring them to Congress.³

Presently, army regulations are issued "by order of the Secretary of the Army" over the signature block of the Chief of Staff of the Army and authenticated by the Adjutant General. Therefore, we see that the President has expressly delegated many of his functions to the Secretary of the Army by Executive Order or other writing.

There are some limitations on Congress' power to delegate. Since the Constitution expressly gives Congress rule making power over the entire field of military administration, but does not define the rule making powers of the President as Commander in Chief. The Executive Branch is limited by any congressional action that has been taken to the extent that Congress has "occupied the field." To the extent Congress has not occupied the field, the President's powers are by necessity called into action.

We should be reminded that the President's powers are not coextensive with those of Congress; since Congress has a constitutional field of operation peculiar to itself. In case of a regulation that is legislative in character, even though it is not in conflict with a statute, unless the rule making power has been specifically granted to the Executive for that purpose, difficulty may be encountered.

Conferring of Rule Making Power

Congress may not delegate its power to make a law, but it may make a law permitting the determination of some fact or state of things upon which action under the law may depend. Providing it has set a sufficiently definite standard, Congress can confer rule making power upon the President or other administrative officers.

Doctrine

It is important to note that this is not a delegation of power but a conferring of power to fill in the detail of broad legislative standard.

Many Presidential functions may be performed by the Secretary of the Army without express delegation either on the theory of "implied delegation of authority," or under the "alter ego" doctrine.⁴

The United States Supreme Court recognized the impossibility of a President acting personally in each of the multifarious duties of his office, and under the "alter ego" doctrine, the head of an executive department is presumed, in law, to be acting in behalf of the President.⁵

Examination of all pertinent cases since *Accardi vs. Shaughnessy*, 47 U.S. 260 (1964), leads to the conclusion that the main concern of the courts is not whether or not a regulation is an implementation of a statute but whether it provides some substantial safeguard of benefit to the individual plaintiff. Care must be taken to follow the prescribed procedures, even though they differ substantially from those of the civilian community. However, the procedures must also "meet the minimum standards of fundamental fairness."⁶ These two requirements are often referred to as procedural or as administrative "due process." Administrative "due process" is not the same as the "due process" that is not guaranteed by the Constitution.

MILITARY PERSONNEL LAW

Components and Branches

The Army is composed of components and branches. There are five components of the Army: (1) Regular Army (RA), (2) The United States Army Reserve (USAR), (3) The Army National Guard of the United States (ARNGUS), (4) The Army National Guard while in the service of the United States (ARNG), and (5) all persons appointed or enlisted in the Army without component. Commonly referred to as the Army of the United States (AUS).

There are twelve basic branches of the Army: (1) Infantry, (2) Armor, (3) Field Artillery, (4) Air Defense Artillery, (5) Corp of Engineers, (6) Signal Corp, (7) Adjutant General Corp, (8) Quartermaster Corp, (9) Finance Corp, (10) Ordnance Corp, (11) Chemical Corp, (12) Transportation Corp, (13) Military Police Corp, and (14) Military Intelligence.

There are eight special branches which are the Professional Corps. The Judge Advocate General Corp and the Chaplains Corp, and six branches that make up the Army Medical Department. The Women's Army Corp (WAC) is not designated as either a basic or special branch but is often treated as a special branch.

The branches are further categorized as being "arms" or "services," based on their normal functions within the Army. The Infantry, Armor, Field Artillery, and Air Defense Artillery are the "combat arms." The Corp of Engineers, Signal Corp,

Military Police Corp, and Military Intelligence are "combat support" arms. The other branches are all designated as "services."⁹

The Reserve Components

The United States Army Reserve (USAR) includes all reserves of the Army who are not members of the Army National Guard of the United States (ARNGUS).¹⁰ The mission of the USAR is to meet the Department of the Army (DA) mobilization requirements by providing units in strength, state of training, and equipment readiness, sufficient to be deployed with a minimum of post mobilization training.¹¹

The Army National Guard of the United States (ARNGUS) is a Reserve component comprising all members of the reserves of the Army who are also members of the Army National Guard of a State or Territory (ARNG).¹² The ARNGUS also comprises all units of the ARNG which are federally recognized.¹³ When not on active duty, members of the ARNGUS are administered, equipped, and trained in their status as members of the ARNG.¹⁴

The ARNGUS was established in 1933 to enable the Federal Government to order trained National Guard personnel into the Active Army for purposes other than the three for which the National Guard can be called into Federal Service under the Constitution.¹⁵ The authority to order National Guard personnel into active service is the federal recognition of units and

individuals, thus making them members of the reserves of the Army as well as members of the ARNG of a State or Territory.

The Chief, National Guard Bureau, acting for the Secretary of the Army, extends "federal recognition" to an organization when it has been determined by federal inspection that the prescribed requirements have been met. If it is subsequently determined that the organization does not meet the prescribed standards, federal recognition may be withdrawn.

The Army National Guard in Federal Service

The Army National Guard as such is not a component of the Army but is considered to be a component of the Army when called into Federal Service.¹⁶

The Constitution empowers Congress to provide for calling forth the militia to execute the laws of the Union, suppress insurrections, and to repel invasions. Although any part of the ARNG entering federal service pursuant to the President's call becomes a component of the Army neither units or individual members are merged into the Army; they retain their ARNG status.¹⁷ Members of the ARNG in federal service may not be permanently assigned to a unit other than one from the ARNG of their own state, nor may they be employed for a purpose other than that specified in the call.¹⁸

Another limitation on the President's power to utilize troops outside the United States is that ". . . members of the armed

forces must have four months of basic training or its equivalent before being assigned to active duty on land outside the United States and its Territories and possessions."¹⁹

ENLISTED PERSONNEL MANAGEMENT

A research of the sections of Title 10 U.S. Code relative to Army personnel will reveal relatively few statutes that pertain to enlisted personnel compared with the number covering officers. The bulk of enlisted personnel management is carried on under the Secretary's regulatory power.²⁰

The term enlisted personnel is defined as all personnel serving in enlisted grades. They are further divided into noncommissioned officers and privates. Enlisted personnel can generally be thought of as employees of the United States and do not occupy a public office as do commissioned and warrant officers.

The term "enlistment" is generally defined as a voluntary contract for military service between an individual and the United States which results in changing the status of the individual from that of a civilian to that of a soldier. The peculiar nature of the contract is best described in the leading case of *U.S. vs. Grimley*, 137 U.S. 147 (1890). The court compared the enlistment contract to a marriage contract of mutual faithfulness and a breach of the obligation does not dissolve or change the status of that obligation of the parties as husband and wife. The enlistment contract creates a status of the individual and a

breach of the contract does not destroy that contract or remove a soldier's obligations.

Voluntary Discharges

Any circumstance, or hardship or dependency sufficient to warrant a discharge must have arisen after the soldier has entered active duty and must be such that their entry on active duty aggravated the situation claimed. Any hardship or dependence claimed must be permanent to qualify as a basis for discharge. Before a service person can request a discharge they must have exhausted all other reasonable means of alleviating the claimed hardship or dependency situation.²¹

Civilian Acquired Skills Enlisted Program for Reserve Components

The Civilian Acquired Skills Program (CASP)²² has been developed to provide a system for comparing civilian skills of potential enlistees with the advanced MOS skill requirements of personnel in reserve component units, and to permit participants to enlist with an advanced grade up to E-5. This program applies to both male and female personnel based on the availability of approved position vacancies. The objectives are the enlistment of qualified personnel with civilian acquired skills. Applicants must meet basic eligibility criteria for enlistment and skill criteria established by the Department of the Army.

Non Prior Service Applicants (NPSA) are enlisted in pay grade E-3 and may be awarded the appropriate MOS after successful completion of BCT (male) or BT (female). Male applicants will be

awarded an accelerated appointment to the grade commensurate with the civilian acquired skill upon completing 8 weeks of BCT and 8 weeks of applicatory training (AIT). Female applicants will be awarded an accelerated appointment to the grade commensurate with the civilian acquired skill level upon successful completion of BT. A 2-week BT for women is available as an option to the normal 12-week basic training at an active army installation. When the 2-week option is exercised, the women completes the non-resident portion of basic training in the State.

There are 178 MOSs available under this program and the program applies both to the ARNG and the USAR.

CHAPTER III

FOOTNOTES

1. U.S., Constitution, art. I, sec. 8.
2. Ibid.
3. US Laws, Statutes, etc., United States Code, 1970, Vol. 2, Title 10, sec. 1361, (hereafter referred to as "U.S.C.").
4. Dunmar v. Ailes, 348 F. 2d. 51 (1965).
5. Wilcox v. Jackson, 38 U.S. Pet. 498 (1839).
6. U.S.C., 1970, Vol. 2, Title 10, sec. 3012g.
7. Meador, "Some Thoughts on Federal Courts and Army Regulations, 11 Mil L Rev. 187 (1961).
8. U.S.C., 1970, Vol. 2, Title 10, sec. 3076.
9. US Department of the Army, Army Regulations 10-1, par. 1-46.
10. U.S.C., 1970, Vol. 2, Title 10, sec. 3076.
11. US Department of the Army, Army Regulations 140-1, ch. 2.
12. U.S.C., 1970, Vol. 2, Title 10, secs. 101 and 3077.
13. U.S.C., 1970, Vol. 2, Title 10, sec. 3077.
14. U.S.C., 1970, Vol. 2, Title 10, sec. 3079.
15. U.S. Constitution, art. I, sec. 8.
16. U.S.C., 1970, Vol. 2, Title 10, sec. 3062c.
17. US Department of the Army, Army Regulations 135-300, par. 3-1.
18. Ibid, par. 3-1.
19. U.S.C., 1970, Vol. 2, Title 10, sec. 671.

20. U.S.C., 1970, Vol. 2, Title 10, sec. 3012g.
21. US Department of the Army, Army Regulations 635-200, ch. 6.
22. US Department of the Army, National Guard Pamphlet 600-220, pp. 1-3.

CHAPTER IV

SURVEY AND FIELD STUDIES

SURVEY METHODOLOGY

It was originally planned to sample ten percent of the population of the enlisted women in the USAR and the ARNG. Mailing lists were requested from the National Guard Bureau (NGB) and Commander, US Army Reserve Component Personnel and Administration Center (RCPAC).

The NGB provided a print-out by state of its enlisted women as of 30 November 1974. The print-out did not provide a home address; therefore, a random sample was taken of 10 percent of the names from each state except those outside the continental limits of the United States (OCONUS). Forty-eight state military departments were called to provide home addresses. Thirty-seven of forty-eight responded; therefore, 303 questionnaires were mailed.

The RCPAC provided a random print-out of 400 names and addresses of its enlisted women, but the print-out was not received until 19 May 1975--too late to be included in this study. These 400 questionnaires to USAR enlisted women were mailed and the results of the survey will be used in a comparative analysis of USAR vs. ARNG.

Three-hundred and three (303) questionnaires were mailed to the ARNG and one-hundred and one (101) were returned. The

questionnaire, with statistical data, is attached at Annex A to this study. As of 23 May 1975, thirty (30) additional questionnaires have been received and will be included in the comparative study.

The questionnaire was designed to gather demographic data, and to determine enlisted women's perceptions of their roles and interactions; not only military but civilian.

Summary

Age

The average age of all enlisted women respondents was 26.5 years; however, 12 percent of the total sample were over 36 years of age and 41.6 percent of that 12 percent had no prior service. This relatively high percentage of women over 36, many of whom have had no prior military service, would appear to be suspect as a long-term mobilization asset.

Marital Status

Thirty-two of the respondents (31.7 percent) are married and of these 17 (53.1 percent) are married to reservists. As noted previously in this study, married women are excluded from enlistment in the ARNG except in exceptional cases, in which case the State adjutant general may waive the marital status requirement. It is extremely difficult to believe that such a high percentage of bona fide "exceptional cases" have been encountered, although it is acknowledged that a review of the qualifications of each of

these women would be required to establish the facts.

Dependent Children

Forty-two of the respondents (42 percent) have dependent children. In every case the children are under 15 years of age. In correlating the dependency information with the marital status presented above, it is discovered that of the 17 women married to reservists, 11 (or 10.9 percent of the total sample) have dependent children. Although every woman with a dependent child is required to execute a waiver, before enlistment, stating that she has made arrangements for child care in the case of mobilization, 16.7 percent of the respondents with children acknowledge that there would be no one available on short notice to care for their dependents. Two factors may cause this situation:

(1) There apparently is no provision requiring personnel to periodically update their waivers.

(2) Some of the women do not take the waiver requirements seriously.

Again as in the case of marital status, it appears that waivers to dependency restriction have been grossly misused.

Race

There were no particular surprises in this area of the questionnaire and the results indicate that the various

minority groups are represented equitably within the Reserve components. The one exception, the failure of any Oriental to respond to the questionnaire is undoubtedly due to sample size.

Service Status

Thirty-four and seven-tenths percent of the respondents had prior active service, and averaged 27.6 months of such service. The average reserve time completed for the respondents is 15.3 months.

Civilian Acquired Skills Program (CASP)

Of the total sample, 31.7 percent had enlisted under the CASP. The demographic data varied slightly for this group in comparison to the sample as a whole. Specifically, 46.8 percent of the CASP enlistees have dependent children and their average age is 28 years.

Full-Time Reserve Employees

Only 7.9 percent of the respondents were full-time Reserve component employees at the time of their enlistment; however, 24 percent are currently performing full-time duties. This fact would tend to support the thesis that the opportunity to compete for excepted GS positions is a strong motivating factor for enlistment, and, indeed, 5.9 percent of the respondents acknowledged this as the strongest factor influencing their decision to enlist.

Annual Training

Of the total sample, 45.4 percent had not attended Annual Training and of those that did attend, only 43.6 percent had gone to the field. Of those responding to the question dealing with field exercises, only 47.1 percent of those that went to the field indicated that they had directly participated in the exercises.

Perceptions

Civilian Associates

Respondents indicated that their parents, employers, husbands, and civilian friends tended to support their Reserve membership. (Husbands were the least supportive of that group.)

Military Associates

Respondents indicated that their military supervisors favor the enlistment of women, that male members in general did not resent the enlistment of women, and that they (the women) were accepted as equals.

Current Roles

Respondents indicated that their skills were being effectively utilized, and that the quantity and quality of the work they performed was on a par with that of their male peers.

Future Roles

Although the average and median coefficient obtained on the question dealing with women in combat positions would tend to indicate that the respondents were ambivalent on this issue, nothing could be further from the truth. They were highly polarized with 21.7 percent strongly for and 26.7 percent strongly against. The same general situation was observed in their response that some jobs were too physically demanding for women. They tended to support the utilization of women in hazardous non-combat positions.

Mobilization of Women with Dependents

The respondents tended to support the theses that women with dependent children would and should be required to go on active duty if their units were mobilized; however, they did not as strongly agree that they would as they did that they should. This is construed as an acknowledgement by some that women with dependent children may not be required to mobilize. It could further be construed as a perceived over-protectiveness on the part of the establishment.

Recruiting Promises

In general, the respondents were unfavorably impressed by the Reserve components failure to live up to recruiting promises. Although no provision was made for them to itemize their complaints, this is certainly an area which would warrant further study.

Reenlistment

The respondents overwhelmingly indicated that they now plan to reenlist at the end of their current enlistment. Only nine percent said that they have decided against reenlistment.

FIELD STUDY

Methodology

Field studies were conducted in Oklahoma, Texas, and Colorado. In each state, the State Adjutant General was contacted and his staff members interviewed.

Subjects discussed during these interviews were:

- (1) Special problems encountered by the introduction of women into their units.
- (2) Methods of assignment, training, billeting, and transporting during annual training and inactive duty training bivouacs.
- (3) Past experiences with mobilization and dependency/hardship discharges.
- (4) Their satisfaction with the CAS program.

Summary

Information gained during interviews is paraphrased as follows: We are using women in all authorized positions but because of the relatively small number and special requirements imposed, such as separate facilities, they become a separate

class. The objection is not women, but the additional personal attention required. Women should be limited to Army service units that do not leave the CONUS.

During prior Reserve component mobilizations for WWII and Korea, high-school students and men with three (3) or more dependents were released on hardship discharges. The consensus was that women with dependents would not be mobilized; the primary incentive for joining the Reserve components is to supplement their income and in some cases to compete for excepted Civil Service positions.

Many of the women are convinced that they will not be mobilized. Women should fulfill the total requirements of her MOS and her additional duties should not be passed on to male members.

GS 3-5 positions, in Reserve component technician areas, are as a general rule competitive. GS positions over GS-5 are excepted with the requirement that the incumbent be a Reserve component member. The ARNG requires a waiver where minor children are involved and women make a three-year commitment just like a man. Almost all of the women require waivers.

In all three states, the adjutants general and those interviewed were very candid and cooperative. They all had affirmative programs to recruit women personnel.

FACTS

Operational readiness is the primary goal of individuals and units in the Reserve components.

The objectives of Reserve component units recruiting and training is the attainment of a readiness condition of C-1 for companies and C-2 for battalions.

Women are accepted into all Reserve component positions with the exception of Category I units, airborne units, special force units, and forty-eight Military Occupational Specialties (MOS) associated with combat, close combat support, unusual hazards or strenuous physical demands.

The Basic Training (BT) for non-prior service women entering the Reserve components is an eight week course. For those women entering under the CASP, the BT requirement is reduced to two weeks.

Personnel with less than four months BT cannot be assigned outside the continental United States or its Territories.

Army National Guard (ARNG) units in federal service retain their ARNG status, and members of these units may not be permanently assigned to a unit other than one from the ARNG of their own state, nor can they be employed for a purpose other than that specified in their call to active duty.

In the case of the ARNG, non-prior service women may not be enlisted if they are married or if they have dependents;

prior service women may be married but must not have dependents under 18 years of age. Both marital and dependent status restrictions may be waived by the State Adjutant General for exceptional cases.

With regard to the Army Reserve, a non-prior service married woman may be enlisted provided she has no more than two dependents. The dependents age is not a factor, however, a husband and wife "team" may not be enlisted if they have one or more dependents under age 18. Non-prior service women applicants without a spouse and with one or more dependents under age 18 are not eligible for enlistment; except that a divorced woman may be enlisted when the child/children have been placed in the custody of the other parent by court order and the applicant is not required to provide child support (no waiver required), or if she is required to provide child support a dependency waiver may be processed to Commander, RCPAC. Dependency restrictions applicable to prior service women are basically the same as outlined above, except that those eligible for enlistment in pay grades E-1 through E-3 may have no more than three dependents, and those eligible for E-4 or higher may be enlisted without regard to the number of dependents.

GOALS/OBJECTIVES

The original hypotheses was that there are legal, physiological, psychological, and sociological limits presently inherent

in the enlistment of women in the Reserve components that would seriously impair the operational readiness of these components. The sole criteria to be used is the operational readiness of the Reserve components to accomplish their primary mission. This hypotheses and criteria poses the question: Are women in the Reserve components a mobilization asset?

Current issues that will assist in answering the basic question are:

- (1) Is there a legitimate government interest in limiting the number of women in the Reserve components?
- (2) Are dependency waivers for enlisted women a problem in the Reserve components?
- (3) Are women's skills being effectively utilized?
- (4) Are women in the Reserve components being discriminated against?
- (5) Does the Civilian Acquired Skills Program serve the best interests of the Reserve components?
- (6) Is membership in the Reserve components psychosocially rewarding to women?

ANALYSIS

Is there a legitimate government interest in limiting the number of women in the Reserve components?

In the broadest sense, this question could be answered simply yes or no, but that would shed little light as to why. Numerical

limits, as well as percentage of total strength, do not really address the problem of mobilization readiness. If we assume that women are fully capable of performing their individual and unit mission; if we assume that there are no legal or social impediments, then we can answer the question with a resounding NO! There should be no limits. If there are legal or social impediments, should they be removed?

It is difficult to separate legal and social because the law only reflects society's values, and unfortunately usually lags present societal norms. It is also difficult to get an accurate reading of current norms. Temporarily setting societal pressures aside, let us consider the legal impediments.

Women cannot serve in a combat role, yet over 16 percent of the positions in a separate infantry brigade may be occupied by women. If we will visualize this unlikely extreme, we see that under current legal constraints a brigade classified as C-1 (ready) upon mobilization would become C-3 (marginally ready). Title 10 USCA 671 requires 16 weeks of basic training prior to overseas deployment, and all non-prior service women in the RC are non-deployable. (Recall non-prior women have 12 weeks basic training or 2 weeks CASP BT.)

Historically, the Reserve components have had time upon mobilization to release the "dead-wood" and take on, and train, "fillers." The present legal constraint does not presently take

on a vital nature because projected women strength for FY 79 is approximately four percent of total strength and if Ms. Nancy Goldman, and others, are correct, numbers of women of the magnitude that would affect operational readiness will be a long time coming. Therefore, a secondary question: Why does the present legislative agenda proposed by DOD propose a modification of Title 10 USC Sec. 671?

Deputy Assistant Secretary of Defense for Reserve Affairs, Will Hill Tankersley, stressed "the present law allows Reservists who have finished basic training to be filling billets in units though they are not available to leave with their unit if it is called to overseas duty." Briefers also pointed out that the Tankersley team does not envision sending anyone who has not finished basic training--that is, anyone with less than three months' service."¹ Presently, the only Reservists not available for OCONUS is non-prior service women. There is still another factor to be considered: What is Basic Training?

Basic Training for a WAC Reservist may be two weeks under the CASP or 12 weeks.

Title 10 Sec. 671 was to ensure that every soldier, enlistee or conscript, received Basic Combat Training (8 weeks) and Advanced Individual Training (8 weeks). BCT's purpose was to teach the basic combat skills necessary to have a reasonable probability of surviving on the battlefield.

Are dependency waivers for enlisted women a problem in the Reserve components?

All applicants for enlistment in the Reserve components are required to include a statement of marital status and the number and ages of dependents under 18 years. In addition, applicants submit and sign a dependency statement: "I understand . . . I will be expected to participate in inactive duty training; to be available for mobilization, if required; . . . regardless of marital status and/or responsibility for dependents."² The regulation is quite explicit. The survey indicates 42 percent of the women surveyed have minor children; 21.8 percent are married to a Reservist; 10.9 percent have minor children and are married to a Reservist and 20.8 percent are single with minor children. The percentage of women married to a Reservist and with minor children and the percentage of single women with children are mutually independent, therefore, the effective percentage that fail to meet the enlistment criteria without waiver is 30.7 percent of the total sample populations. In addition, 16.7 percent of the sample population indicated that they had minor children and that there would not be anyone available on short notice to take care of their dependents if called to active duty.

Does the CAS Program serve the best interests of the Reserve component?

's with the question of limiting the number of women in the Reserve components, the answer to this question cannot be an

unqualified yes or no. The interviews conducted during the field study portion of this project led the researchers to conclude that the CAS Program was providing the Reserve components with exceptionally well-qualified people in many "hard skill" areas. Additionally, these personnel are acquired at an absolute minimum dollar cost to the government. There are, however, some limiting factors when the female portion of this program is considered in isolation. First, the consensus of those interviewed was that the required two weeks of Basic Training which female CAS enlistees are required to attend provides the individual with little in the way of military skills. Second, in analysing the results of the questionnaire administered, it is found that a higher percentage of those women enlisting under the CAS Program have dependent children (46.8 percent vice 42 percent for the sample as a whole). Dependency waivers notwithstanding, this factor alone would create some doubt as to the value of this group as a mobilization asset. Third, as in the case with all non-prior service females, this group does not meet the minimum training requirements for deployment to OCONUS locations; however, the severely limited BT they receive accentuates this negative factor.

Is membership in the Reserve components psychosocially rewarding to women?

Interviews conducted with enlisted women disclosed nothing but favorable comments in this area. Without exception, those

contacted were proud of their involvement in the Reserve component and felt that their social position had been enhanced by that involvement. The results of the questionnaire administered further confirms this impression. Questionnaire analysis shows that parents, husbands, employers, and civilian friends tend to be highly supportive of the female reservist's military involvement.

Are women's skills being effectively utilized in the Reserve components?

The best indicator in this area of concern is the perception of the individual women concerned. Again in this area, no women were interviewed who felt that their skills were not being effectively utilized. Analysis of the survey results tends to reinforce this position. Only 18 percent of those women to whom the interview was administered had any complaint in this area. This is not to say that the opinions of those 18 percent should not be cause for some concern, but it certainly would appear that skill utilization is a major cause of concern among female reservists.

Are women in the Reserve components being discriminated against?

The initial interviews conducted during the field study portion of the project led the researchers to believe that some degree of sex discrimination might be noted within the Reserve

components. As noted earlier in this paper, several of the senior personnel contacted had expressed some concern about the difficulties encountered in providing separate facilities, transportation, and requirement to establish, at least to some degree, dual standards of performance. Although these early comments were viewed as a possible indicator of discrimination, in retrospect it is now believed that they were simple examples of lingering male chauvinist rhetoric. Subsequent interviews with enlisted female personnel failed to disclose any significant areas of sex discrimination, and analysis of the questionnaire results confirms that the respondents do not perceive that a discriminatory environment exists. The respondents tend to believe that men accept the enlistment of women but even more importantly indicate that they are accepted as individuals, based on their individual performance.

CONCLUSION

We find that the major impact of women on operational readiness of the Reserve components is due to legal and sociological causes. Whether or not society will allow an evaluative judgment that men and women may be integrated and perform equally on the future battlefield is something that no one knows. We can predict with reasonable accuracy that society's attitudes will be biased to the degree that their vital interests are affected. We tend to agree with Ms. Goldman that there will be no dramatic increase in the proportions of women in the military

If the present regulation concerning dependency waivers were followed and exceptional cases were truly exceptional, there would be no need to place an arbitrary ceiling on strength to ensure operational readiness.

We conclude that non-prior service women's lack of four months BT could be disastrous if women were present in a unit in large numbers. Here, again, the limiting of women only treats a symptom. The cure is to extend BT for all enlisted personnel. If women are to be deployed in a theater of operations whether it is in the communication zone, field Army area, or combat zone, she should have been taught the basic survival skills of a soldier. Today this is not being done.

The CAS Program as presently conceived dramatically increases the efficiency of the Reserve components in the applicable MOSs. Recruiting to prevent strength shortfalls is enhanced, and hard skills are gained by the Reserve components at a lesser monetary cost, but efficiency is not effectiveness. Organizational effectiveness is organizational efficiency plus operational readiness, and this the CAS Program does not provide unless the product of the program is a mobilization asset.

All indications are that Reserve component women's skills are being effectively utilized and that they are not being discriminated against. This conclusion is based on the perceptions of women surveyed. The survey also indicated that women membership in the Reserve components is psychosocially rewarding.

One of the best indicators of psychosocial effectiveness is retention. The survey indicates a mean average of 1.39; this was the most positive response of the entire survey of perceptions.

Women in the Reserve components are not presently a mobilization asset for the following reasons:

(1) 64.4 percent do not meet 10 USC Sec. 671 for OCONUS deployment.

(2) 42 percent have dependent children; waivers notwithstanding, it is doubtful that they would be mobilized. This conclusion is particularly true for the ARNG which has the bulk of general purpose combat missions and limited reassignment possibilities.

It appears that the recruitment of women into the Reserve components was brought about by the shortage of qualified male enlistees but was justified primarily on the basis of civil rights; and furthermore that there was little or no apparent thought given to the true value of women as mobilization assets and their relationship to operational readiness.

RECOMMENDATIONS

(1) Initiate more positive control of marital and dependency waivers by requiring justification of "exceptions."

(2) Increase WAC BT to 16 weeks to insure basic survival skills are taught and all soldiers meet requirement of 10 USC Sec. 671.

(3) Insure that operational readiness is truly the primary goal of all individuals and all units in the Reserve components by:

(a) Establishing realistic minimum physical and mental requirements for all MOSs, and,

(b) Filling those MOSs with qualified personnel without regard to their sex.

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APPENDIX A

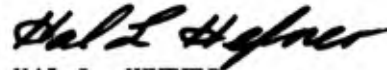
QUESTIONNAIRE

WOMEN IN THE RESERVE COMPONENTS

We are asking your help in a study which seeks to determine some historical data on, and the attitudes and opinions of, women in the reserve components. We need your honest personal opinions. We plan to gather data through your answers to these questions and through later interviews with some of you. The results of this study will be provided to all levels of Army leadership, including the highest, and may become the basis for improved utilization of women in the reserve components. The answers you give in this study will be entirely confidential and your signature or identification is not required or desired. Your cooperation and frank answers will be a major contribution in identifying problems which women face in the reserves, and should provide the basis for solutions to those problems.

As soon as you have completed this questionnaire, please place it in the self-addressed, stamped envelope provided, seal it, and drop it in a mailbox.

THANKS!



HAL L. HEFNER
Colonel, Infantry
Research Group Chairman
US Army War College

PART I--GENERAL INFORMATION. Answer only those questions which pertain to your situation.

1. What was your age on your last birthday?
 - a. 18-20 years
 - b. 21-22 years
 - c. 23-25 years
 - d. 26-30 years
 - f. 31-35 years
 - g. 36-40 years
 - h. Over 40 years

2. Are you married?
 - a. Yes
 - b. No

3. Do you have any dependent children?
 - a. Yes
 - b. No

4. If your answer to question 3 was yes, what is the age of your youngest child?
 - a. 5 years or under
 - b. 6-10 years
 - c. 11-15 years
 - d. 16-20 years
 - e. Over 20 years

5. Which of the following do you consider yourself?

- a. American Indian
- b. Caucasian (white)
- c. Negro (black)
- d. Mexican American
- e. Oriental
- f. Other

6. What is your civilian occupation?

- a. Clerk typist
- b. Stenographer
- c. Sales person
- d. Nurse
- e. Medical technician
- f. Student
- g. Housewife
- h. Unemployed
- i. Other (specify) _____

7. If you are married, is your husband a Reservist or National Guardsman?

- a. Yes
- b. No
- c. Not applicable

8. What is your approximate income from your primary employment?

(If married, give total of yours and husband's income.)

- a. \$5,000 yearly or less.
- b. Between \$5,000 and \$10,000 yearly
- c. Between \$10,000 and \$15,000 yearly
- d. Between \$15,000 and \$20,000 yearly
- e. Between \$20,000 and \$25,000 yearly
- f. Over \$25,000 yearly

9. What is/was your father's occupation?

- a. Professional/technician
- b. Manager/proprietor
- c. Clerical worker
- d. Sales worker
- e. Skilled worker
- f. Semi-skilled worker
- g. Unskilled worker
- h. Farmer
- i. Other (specify) _____

10. What was the approximate income of the family you grew up in?

- a. \$5,000 yearly or less
- b. Between \$5,000 and \$10,000 yearly
- c. Between \$10,000 and \$15,000 yearly
- d. Between \$15,000 and \$20,000 yearly
- e. Between \$20,000 and \$25,000 yearly
- f. Over \$25,000 yearly

11. Which reserve component are you a member of?

- a. Army Reserve
- b. Army National Guard
- c. Air National Guard

12. What type of reserve unit are you assigned to? (Transportation, Infantry, Military Police, Tactical Fighter Squadron, etc.)

13. Where is your reserve unit located?

- a. New England--Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island, Vermont.
- b. Middle Atlantic--New Jersey, New York, Pennsylvania
- c. South Atlantic--Delaware, Florida, Georgia, Maryland, North Carolina, South Carolina, Virginia, West Virginia, District of Columbia
- d. South--Alabama, Kentucky, Mississippi, Tennessee
- e. South Western--Arkansas, Louisiana, Oklahoma, Texas
- f. Great Lakes--Illinois, Indiana, Michigan, Ohio, Wisconsin
- g. Great Plains--Iowa, Kansas, Minnesota, Missouri, Nebraska, North Dakota, South Dakota
- h. Mountain--Arizona, Colorado, Idaho, Montana, Nevada, New Mexico, Utah, Wyoming
- i. Pacific Coast--California, Oregon, Washington, Alaska, Hawaii

14. Did you have any active military service prior to your enlistment in the reserves?

- a. Yes
- b. No

15. If the answer to question 14 is yes, how much active duty time did you have?

_____ years
and _____ months

16. How long have you been in the Army Reserve or National Guard?

_____ years
and _____ months

17. Did you enter the Army Reserve or National Guard under the Civilian Acquired Skills program?

- a. Yes
- b. No

18. Were you a civilian employee of the US Army Reserve or National Guard at the time you enlisted?

- a. Yes
- b. No

19. If you answered question 18 yes, what was your GS or WG rating at the time of enlistment:

GS _____ or WG _____

20. Are you now a full-time employee of the US Army Reserve or National Guard?

- a. Yes
- b. No

21. If your answer to question 20 was yes, what is your current GS or WG rating?

GS _____ or WG _____

22. If your answer to question 20 was yes, what do you believe is a realistic estimate of the GS/WG rating you can achieve within the next 10 years?

GS _____ or WG _____

23. What is your primary MOS or AFSC? _____

24. What is your duty MOS or AFSC? _____

25. How did you first become aware that you could join the Army Reserve/National Guard?

- a. Discussion with friends or relatives
- b. Recruiting advertisement
- c. Contacted by Reserve/National Guard recruiter
- d. Through news reports
- e. Other (specify) _____

26. What was the most important factor influencing your decision to enlist in a reserve component?

- a. Additional income
- b. Challenge of new experience
- c. Public service
- d. Military way of life
- e. Acquire new skill
- f. To learn what military is all about
- g. To share interests with husband
- h. Opportunity to compete for excepted GS/WG positions
- i. Other (specify) _____

27. If you have dependents, please answer. Would anyone be available on short notice to take care of your dependents if you were called to active duty?

- a. Yes
- b. No

PART II--TRAINING (Answer only those questions which pertain to your situation)

28. If you are not a prior active duty member, how long was your Basic Training program?

- a. Two weeks
- b. Eight weeks
- c. Other (specify) _____

29. Have you attended Annual Training?

- a. Yes
- b. No

If your answer to question 29 is no, then go to question 35.

30. If you attended Annual Training, how did you travel?

- a. Military convoy
- b. Separate military vehicle
- c. Commercial transportation
- d. Private automobile
- e. Other (specify) _____

31. If you attended Annual Training, did you go to the field?

- a. Yes
- b. No

32. If you attended Annual Training and went to the field, did you remain in the field overnight?

- a. Yes
- b. No

33. If you attended Annual Training and went to the field, did you directly participate in field exercises?

- a. Yes
- b. No

34. If you participated in field exercises, were they day and/or night exercises?

- a. Day only
- b. Night only
- c. Day and night
- d. Not applicable

PART III--In this section, please circle the number on the scale beside each statement which most nearly expresses your attitude concerning the statement.

S A	No	S D
T G	O	T I
R R	P	R S
O E	I	O A
N E	N	N G
G	I	G R
L	O	L E
Y	N	Y E

35. My husband is in favor of my Reserve membership.

1 2 3 4 5 6 7 8 9

36. My parents are in favor of my Reserve membership.

1 2 3 4 5 6 7 8 9

37. My civilian friends support my membership in the reserves.

1 2 3 4 5 6 7 8 9

38. My civilian employer supports my membership in the reserves.

1 2 3 4 5 6 7 8 9

39. My military supervisors favor the enlistment of women in the reserve components.

1 2 3 4 5 6 7 8 9

S A	No	S D
T G	O	T I
R R	P	R S
O E	I	O A
N E	N	N G
G	I	G R
L	O	L E
Y	N	Y E

40. My duty MOS/AFSC
effectively utilizes my skills.

1 2 3 4 5 6 7 8 9

41. Women in the reserves
do better work than men.

1 2 3 4 5 6 7 8 9

42. Women in the reserves
do more work than men.

1 2 3 4 5 6 7 8 9

43. My military supervisor
expects more from me than from men.

1 2 3 4 5 6 7 8 9

44. My military supervisor
expects less from me than from men.

1 2 3 4 5 6 7 8 9

45. The male members of my
unit are overly protective of me.

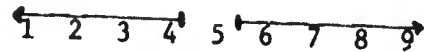
1 2 3 4 5 6 7 8 9

46. Male members of the
reserves accept me as an equal.

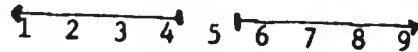
1 2 3 4 5 6 7 8 9

S	A	No	S	D
T	G	O	T	I
R	R	P	R	S
O	E	I	O	A
N	E	N	N	G
G		I	G	R
L		O	L	E
Y		N	Y	E

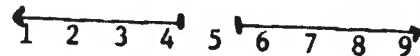
47. Male members of the reserves
resent the enlistment of women.



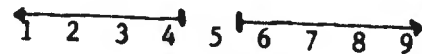
48. Recruiting promises can
be relied upon.



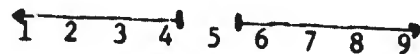
49. I was satisfied with the
Basic Training I received.



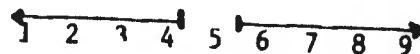
50. Women should be allowed
to occupy combat positions.



51. Women should be allowed
to occupy hazardous non-combat
positions.



52. Some jobs are too
physically demanding for women.



53. Women with dependent children will be required to go on active duty if their unit is mobilized.

S	A	No	S	D
T	G	O	T	I
R	R	P	R	S
O	E	I	O	A
N	E	N	N	G
G		I	G	R
L		O	L	E
Y		N	Y	E

← 1 2 3 4 | 5 | 6 7 8 9 →

54. Women with dependent children should be required to go on active duty if their unit is mobilized.

← 1 2 3 4 | 5 | 6 7 8 9 →

55. I presently plan to re-enlist at the end of my current enlistment.

← 1 2 3 4 | 5 | 6 7 8 9 →

PART I--GENERAL INFORMATION. Answer only those questions which pertain to your situation.

1. What was your age on your last birthday? (101)

a. 18-20 years (20) 19.8%

b. 21-22 years (11) 10.9%

c. 23-25 years (23) 22.8%

d. 26-30 years (22) 21.8%

f. 31-35 years (13) 12.9%

g. 36-40 years (10) 9.9%

h. Over 40 years (2) 2.0%

AVERAGE AGE 26.47
=====

2. Are you married? (101)

a. Yes (32) 31.7%

b. No (69) 68.3%

3. Do you have any dependent children? (100)

a. Yes (42) 42%

b. No (58) 58%

4. If your answer to question 3 was yes, what is the age of your youngest child? (32)

a. 5 years or under (25) 59.5% of those with dependent child

b. 6-10 years (9) 21.4% " " " " "

c. 11-15 years (8) 19.00% " " " " "

d. 16-20 years (0)

e. Over 20 years (0)

5. Which of the following do you consider yourself? (101)

- a. American Indian (1) 1.0%
- b. Caucasian (white) (78) 77.2%
- c. Negro (black) (14) 13.9%
- d. Mexican American (6) 5.9%
- e. Oriental (0)
- f. Other (2) 2.0%

6. What is your civilian occupation? (100)

- a. Clerk typist (21) 21.0%
- b. Stenographer (6) 6.0%
- c. Sales person (2) 2.0%
- d. Nurse (4) 4.0%
- e. Medical technician (2) 2.0%
- f. Student (7) 7.0%
- g. Housewife (9) 9.0%
- h. Unemployed (11) 11.0%
- i. Other (specify) (38) 38.0%

7. If you are married, is your husband a Reservist or National Guardsman? (78)

- a. Yes (17) 21.8% of those responding to this question, but 53.1% of those who are married.
- b. No (18) 25.1% of those responding to this question.
- c. Not applicable (43) 55.1%

8. What is your approximate income from your primary employment?

(If married, give total of yours and husband's income.) (98)

- a. \$5,000 yearly or less. (24) 24.5%
- b. Between \$5,000 and \$10,000 yearly (43) 43.9%
- c. Between \$10,000 and \$15,000 yearly (16) 16.3%
- d. Between \$15,000 and \$20,000 yearly (11) 11.2%
- e. Between \$20,000 and \$25,000 yearly (4) 4.1%
- f. Over \$25,000 yearly (0)

9. What is/was your father's occupation? (101)

- a. Professional/technician (9) 8.9%
- b. Manager/proprietor (12) 11.9%
- c. Clerical worker (0)
- d. Sales worker (1) 1.0%
- e. Skilled worker (32) 31.7%
- f. Semi-skilled worker (12) 11.9%
- g. Unskilled worker (4) 4.0%
- h. Farmer (6) 5.9%
- i. Other (specify) (25) 24.8% _____

10. What was the approximate income of the family you grew up in? (97)

- a. \$5,000 yearly or less (18) 18.6%
- b. Between \$5,000 and \$10,000 yearly (42) 43.3%
- c. Between \$10,000 and \$15,000 yearly (23) 23.7%
- d. Between \$15,000 and \$20,000 yearly (8) 8.2%
- e. Between \$20,000 and \$25,000 yearly (3) 3.1%
- f. Over \$25,000 yearly (3) 3.1%

11. Which reserve component are you a member of? (101)

- a. Army Reserve (13) 12.9%
- b. Army National Guard (88) 87.1%
- c. Air National Guard

12. What type of reserve unit are you assigned to? (Transportation, Infantry, Military Police, Tactical Fighter Squadron, etc.) (100)

13. Where is your reserve unit located?

- a. New England--Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island, Vermont. (9) 8.9%
- b. Middle Atlantic--New Jersey, New York, Pennsylvania (14) 13.9%
- c. South Atlantic--Delaware, Florida, Georgia, Maryland, North Carolina, South Carolina, Virginia, West Virginia, District of Columbia (7) 6.9%
- d. South--Alabama, Kentucky, Mississippi, Tennessee (1) 1.0%
- e. South Western--Arkansas, Louisiana, Oklahoma, Texas (8) 7.9%
- f. Great Lakes--Illinois, Indiana, Michigan, Ohio, Wisconsin (13) 12.9%
- g. Great Plains--Iowa, Kansas, Minnesota, Missouri, Nebraska, North Dakota, South Dakota (13) 12.9%
- h. Mountain--Arizona, Colorado, Idaho, Montana, Nevada, New Mexico, Utah, Wyoming (17) 16.8%
- i. Pacific Coast--California, Oregon, Washington, Alaska, Hawaii (19) 18.8%

14. Did you have any active military service prior to your enlistment in the reserves? (101)

a. Yes (35) 34.7%

b. No (65) 64.4%

15. If the answer to question 14 is yes, how much active duty time did you have? AVERAGE NUMBER OF MONTHS 27.51

_____ years
and _____ months

16. How long have you been in the Army Reserve or National Guard?

_____ years AVERAGE NUMBER OF MONTHS 15.27
and _____ months

17. Did you enter the Army Reserve or National Guard under the Civilian Acquired Skills program? (101)

a. Yes (32) 31.7%

b. No (69) 68.3%

18. Were you a civilian employee of the US Army Reserve or National Guard at the time you enlisted? (101)

a. Yes (8) 7.9%

b. No (93) 92.1%

19. If you answered question 18 yes, what was your GS or WG rating at the time of enlistment:

GS _____ or WG _____

20. Are you now a full-time employee of the US Army Reserve or National Guard? (100)

a. Yes (24) 24.0%

b. No (76) 76.0%

21. If your answer to question 20 was yes, what is your current GS or WG rating?

GS _____ or WG _____

22. If your answer to question 20 was yes, what do you believe is a realistic estimate of the GS/WG rating you can achieve within the next 10 years?

GS _____ or WG _____

23. What is your primary MOS or AFSC? _____

24. What is your duty MOS or AFSC? _____

25. How did you first become aware that you could join the Army Reserve/National Guard? (101)

a. Discussion with friends or relatives (43) 42.6%

b. Recruiting advertisement (17) 16.8%

c. Contacted by Reserve/National Guard recruiter (10) 9.9%

d. Through news reports (9) 8.9%

e. Other (specify) (22) 21.8%

26. What was the most important factor influencing your decision to enlist in a reserve component? (101)

- a. Additional income (33) 32.7%
- b. Challenge of new experience (28) 27.7%
- c. Public service (2) 2.0%
- d. Military way of life (9) 8.9%
- e. Acquire new skill (8) 7.9%
- f. To learn what military is all about (3) 3.0%
- g. To share interests with husband (3) 3.0%
- h. Opportunity to compete for excepted GS/WG positions (6) 5.9%
- i. Other (specify) (9) 8.9% _____

27. If you have dependents, please answer. Would anyone be available on short notice to take care of your dependents if you were called to active duty? (42)

- a. Yes (35) 83.3%
- b. No (7) 16.7%

PART II--TRAINING (Answer only those questions which pertain to your situation)

28. If you are not a prior active duty member, how long was your Basic Training program? (67)

- a. Two weeks (23) 34.3%
- b. Eight weeks (40) 59.7%
- c. Other (specify) (4) 6.9%

29. Have you attended Annual Training? (97)

- a. Yes (53) 54.6%
- b. No (44) 45.4%

If your answer to question 29 is no, then go to question 35.

30. If you attended Annual Training, how did you travel? (55)

- a. Military convoy (12) 21.8%
- b. Separate military vehicle (4) 7.3%
- c. Commercial transportation (8) 14.5%
- d. Private automobile (27) 49.1%
- e. Other (specify) (4) 7.3%

31. If you attended Annual Training, did you go to the field? (55)

- a. Yes (24) 43.6%
- b. No (31) 56.4%

32. If you attended Annual Training and went to the field, did you remain in the field overnight? (34)

a. Yes (17) 50.0%

b. No (17) 50.0%

33. If you attended Annual Training and went to the field, did you directly participate in field exercises? (34)

a. Yes (16) 47.1%

b. No (18) 52.9%

34. If you participated in field exercises, were they day and/or night exercises? (29)

a. Day only (4) 13.8%

b. Night only (0)

c. Day and night (12) 41.4%

d. Not applicable (13) 44.8%

PART III--In this section, please circle the number on the scale beside each statement which most nearly expresses your attitude concerning the statement.

S	A	No	S	D
T	G	O	T	I
R	R	P	R	S
O	E	I	O	A
N	E	N	N	G
G		I	G	R
L		O	L	E
Y		N	Y	E

35. My husband is in favor of my Reserve membership.

20	3	2	3	17	1	3	0	2		
←	1	2	3	4	5	6	7	8	9	→
Average 3.41										
Median Coef. 3.67										
Std Dev 2.34										

36. My parents are in favor of my Reserve membership.

43	14	9	6	18	2	0	1	4		
←	1	2	3	4	5	6	7	8	9	→
Average 2.76										
Median Coef. 1.89										
Std Dev 2.15										

37. My civilian friends support my membership in the reserves.

29	12	21	7	20	5	3	0	4		
←	1	2	3	4	5	6	7	8	9	→
Average 3.28										
Median Coef. 2.95										
Std Dev 2.11										

38. My civilian employer supports my membership in the reserves.

38	10	11	5	12	0	2	3	6		
←	1	2	3	4	5	6	7	8	9	→
Average 3.02										
Median Coef. 2.05										
Std Dev 2.50										

39. My military supervisors favor the enlistment of women in the reserve components.

39	14	13	15	13	1	3	0	3		
←	1	2	3	4	5	6	7	8	9	→
Average 2.82										
Median Coef. 2.32										
Std Dev 2.00										

S	A	No	S	D
T	G	O	T	I
R	R	P	R	S
O	E	I	O	A
N	E	N	N	G
G		I	G	R
L		O	L	E
Y		N	Y	E

40. My duty MOS/AFSC effectively utilizes my skills.

39 14 9 11 9 4 2 2 10
 1 2 3 4 5 6 7 8 9
 Average 3.27
 Median Coef. 2.29
 Std Dev 2.64

41. Women in the reserves do better work than men.

4 5 7 10 5 9 7 3 4
 1 2 3 4 5 6 7 8 9
 Average 4.93
 Median Coef. 4.97
 Std Dev 1.67

42. Women in the reserves do more work than men.

5 3 8 6 4 14 10 3 11
 1 2 3 4 5 6 7 8 9
 Average 5.36
 Median Coef 5.20
 Std Dev 1.97

43. My military supervisor expects more from me than from men.

8 5 4 7 23 14 10 4 26
 1 2 3 4 5 6 7 8 9
 Average 5.87
 Median Coef. 5.75
 Std Dev 2.50

44. My military supervisor expects less from me than from men.

3 3 2 6 25 10 7 10 34
 1 2 3 4 5 6 7 8 9
 Average 6.59
 Median Coef. 6.64
 Std Dev 2.27

45. The male members of my unit are overly protective of me.

7 5 13 13 19 13 5 10 16
 1 2 3 4 5 6 7 8 9
 Average 5.35
 Median Coef. 5.16
 Std Dev 2.43

46. Male members of the reserves accept me as an equal.

23 10 13 13 16 10 7 1 8
 1 2 3 4 5 6 7 8 9
 Average 3.99
 Median Coef. 3.85
 Std Dev 2.44

S A	No	S D
T G	O	T I
R R	P	R S
O E	I	O A
N E	N	N G
G	I	G R
L	O	L E
Y	N	Y E

47. Male members of the reserves resent the enlistment of women.

5	3	4	20	27	7	12	3	14
1	2	3	4	5	6	7	8	9

Average 5.59
Median Coef. 5.17
Std Dev 2.23

48. Recruiting promises can be relied upon.

10	11	7	8	25	9	3	6	21
1	2	3	4	5	6	7	8	9

Average 5.22
Median Coef. 5.06
Std Dev 2.66

49. I was satisfied with the Basic Training I received.

4	1	5	6	10	14	4	1	4	5
1	2	3	4	5	6	7	8	9	

Average 3.19
Median Coef. 2.30
Std Dev 2.52

50. Women should be allowed to occupy combat positions.

22	6	7	10	14	7	4	4	27
1	2	3	4	5	6	7	8	9

Average 5.05
Median Coef. 4.89
Std Dev 3.06

51. Women should be allowed to occupy hazardous non-combat positions.

35	8	11	8	14	5	5	3	12
1	2	3	4	5	6	7	8	9

Average 3.79
Median Coef. 3.18
Std Dev 2.79

52. Some jobs are too physically demanding for women.

29	10	10	6	9	5	5	5	22
1	2	3	4	5	6	7	8	9

Average 4.47
Median Coef. 3.75
Std Dev 3.15

53. Women with dependent children will be required to go on active duty if their unit is mobilized.

S	A	No	S	D
T	G	O	T	I
R	R	P	R	S
O	E	I	O	A
N	E	N	N	G
G		I	G	R
L		O	L	E
Y		N	Y	E

33	10	9	5	15	4	4	4	17
1	2	3	4	5	6	7	8	9

Average 4.08
 Median Coef. 3.33
 Std Dev 3.00

54. Women with dependent children should be required to go on active duty if their unit is mobilized.

44	11	7	5	10	5	2	5	12
1	2	3	4	5	6	7	8	9

Average 3.46
 Median Coef. 2.09
 Std Dev 2.91

55. I presently plan to re-enlist at the end of my current enlistment.

57	6	5	9	15	2	1	0	6
1	2	3	4	5	6	7	8	9

Average 2.65
 Median Coef. 1.39
 Std Dev 2.33



****SUMMARY REPORT****
 *** LTC BROWN

QUESTION NUMBER 1

```
*****
* RESPONSE          FREQUENCY  %    *
* 1****            20         19.8 *
* 2***             11         10.9 *
* 3*****          23         22.8 *
* 4*****          22         21.8 *
* 5***             13         12.9 *
* 6**              10         9.9  *
* 7*                2         2.0  *
* 8*                0         0.   *
* 9*                0         0.   *
```

```
*****
* TOTAL = 101 *
* AVERAGE = 3.35 *
* MEDIAN COEFFICIENT = 3.35 *
* STANDARD DEVIATION = 1.66 *
```

QUESTION NUMBER 2

```
*****
* RESPONSE          FREQUENCY  %    *
* 1*****          32         31.7 *
* 2*****          69         68.3 *
* 3*                0         0.   *
* 4*                0         0.   *
* 5*                0         0.   *
* 6*                0         0.   *
* 7*                0         0.   *
* 8*                0         0.   *
* 9*                0         0.   *
```

```
*****
* TOTAL = 101 *
* AVERAGE = 1.68 *
* MEDIAN COEFFICIENT = 1.77 *
* STANDARD DEVIATION = 0.47 *
```

QUESTION NUMBER 3

```
*****
* RESPONSE          FREQUENCY  %    *
* 1*****          42         42.0 *
* 2*****          58         58.0 *
* 3*                0         0.   *
* 4*                0         0.   *
* 5*                0         0.   *
* 6*                0         0.   *
* 7*                0         0.   *
* 8*                0         0.   *
* 9*                0         0.   *
```

```
*****
* TOTAL = 100 *
* AVERAGE = 1.58 *
* MEDIAN COEFFICIENT = 1.64 *
```

* STANDARD DEVIATION = 0.50 *

QUESTION NUMBER 4

RESPONSE	FREQUENCY	%
1*****	25	59.5
2*****	9	21.4
3****	8	19.0
4*	0	0.
5*	0	0.
6*	0	0.
7*	0	0.
8*	0	0.
9*	0	0.

* TOTAL = 42 *

* AVERAGE = 1.60 *

* MEDIAN COEFFICIENT = 1.34 *

* STANDARD DEVIATION = 0.80 *

QUESTION NUMBER 5

RESPONSE	FREQUENCY	%
1*	1	1.0
2*****	78	77.2
3***	14	13.9
4**	6	5.9
5*	0	0.
6*	2	2.0
7*	0	0.
8*	0	0.
9*	0	0.

* TOTAL = 101 *

* AVERAGE = 2.33 *

* MEDIAN COEFFICIENT = 2.13 *

* STANDARD DEVIATION = 0.77 *

QUESTION NUMBER 6

RESPONSE	FREQUENCY	%
1*****	21	21.0
2**	6	6.0
3*	2	2.0
4*	4	4.0
5*	2	2.0
6**	7	7.0
7**	9	9.0
8***	11	11.0
9*****	38	38.0

* TOTAL = 100 *

* AVERAGE = 6.00 *

* MEDIAN COEFFICIENT = 7.39 *

* STANDARD DEVIATION = 3.26 *

QUESTION NUMBER 7

RESPONSE	FREQUENCY	%
1*****	17	21.8
2*****	18	23.1
3*****	43	55.1
4*	0	0.
5*	0	0.
6*	0	0.
7*	0	0.
8*	0	0.
9*	0	0.

 * TOTAL = 78 *
 * AVERAGE = 2.33 *
 * MEDIAN COEFFICIENT = 3.59 *
 * STANDARD DEVIATION = 0.82 *

QUESTION NUMBER 8

RESPONSE	FREQUENCY	%
1*****	24	24.5
2*****	43	43.9
3****	16	16.3
4***	11	11.2
5*	4	4.1
6*	0	0.
7*	0	0.
8*	0	0.
9*	0	0.

 * TOTAL = 98 *
 * AVERAGE = 2.27 *
 * MEDIAN COEFFICIENT = 2.08 *
 * STANDARD DEVIATION = 1.08 *

QUESTION NUMBER 9

RESPONSE	FREQUENCY	%
1**	9	8.9
2***	12	11.9
3*	0	0.
4*	1	1.0
5*****	32	31.7
6***	12	11.9
7*	4	4.0
8**	6	5.9
9*****	25	24.8

 * TOTAL = 101 *
 * AVERAGE = 5.64 *
 * MEDIAN COEFFICIENT = 5.39 *

* STANDARD DEVIATION = 2.53 *

QUESTION NUMBER 10 *****

RESPONSE	FREQUENCY	%
1***	18	18.6
2*****	42	43.3
3*****	23	23.7
4**	8	8.2
5*	3	3.1
6*	3	3.1
7*	0	0.
8*	0	0.
9*	0	0.

 * TOTAL = 97 *
 * AVERAGE = 3.43 *
 * MEDIAN COEFFICIENT = 2.23 *
 * STANDARD DEVIATION = 1.16 *

QUESTION NUMBER 11 *****

RESPONSE	FREQUENCY	%
1**	12	11.9
2*****	88	87.1
3*	1	1.0
4*	0	0.
5*	0	0.
6*	0	0.
7*	0	0.
8*	0	0.
9*	0	0.

 * TOTAL = 101 *
 * AVERAGE = 1.89 *
 * MEDIAN COEFFICIENT = 1.94 *
 * STANDARD DEVIATION = 0.34 *

QUESTION NUMBER 12 *****

RESPONSE	FREQUENCY	%
1**	6	6.0
2*	3	3.0
3*	3	3.0
4***	13	13.0
5**	9	9.0
6*	4	4.0
7*	0	0.
8*	3	3.0
9**	6	6.0
10*	1	1.0
11***	12	12.0
12*	3	3.0
13*	1	1.0
14*	0	0.
15*	0	0.

* 16**	7	7.0	*
* 17*	0	0.	*
* 18*	0	0.	*
* 19*	1	1.0	*
* 20*****	22	22.0	*
* 21*	2	2.0	*
* 22*	4	4.0	*
* 23*	0	0.	*
* 24*	0	0.	*
* 25*	0	0.	*
* 26*	0	0.	*
* 27*	0	0.	*
* 28*	0	0.	*
* 29*	0	0.	*
* 30*	0	0.	*
* 31*	0	0.	*
* 32*	0	0.	*
* 33*	0	0.	*
* 34*	0	0.	*
* 35*	0	0.	*
* 36*	0	0.	*
* 37*	0	0.	*
* 38*	0	0.	*
* 39*	0	0.	*
* 40*	0	0.	*
* 41*	0	0.	*
* 42*	0	0.	*
* 43*	0	0.	*
* 44*	0	0.	*
* 45*	0	0.	*
* 46*	0	0.	*
* 47*	0	0.	*
* 48*	0	0.	*
* 49*	0	0.	*
* 50*	0	0.	*

 * TOTAL = 100 *
 * AVERAGE = 11.12 *
 * MEDIAN COEFFICIENT = 10.67 *
 * STANDARD DEVIATION = 7.01 *

QUESTION NUMBER 13

* RESPONSE	FREQUENCY	%	*
* 1**	9	8.9	*
* 2***	14	13.9	*
* 3**	7	6.9	*
* 4*	1	1.0	*
* 5**	8	7.9	*
* 6***	13	12.9	*
* 7***	13	12.9	*
* 8****	17	16.8	*
* 9****	19	18.8	*

 * TOTAL = 101 *
 * AVERAGE = 5.72 *
 * MEDIAN COEFFICIENT = 6.38 *

* STANDARD DEVIATION = 2.77 *

QUESTION NUMBER 14

* RESPONSE	FREQUENCY	%	*
* 1*****	35	34.7	*
* 2*****	65	64.4	*
* 3*	0	0.	*
* 4*	0	0.	*
* 5*	0	0.	*
* 6*	0	0.	*
* 7*	0	0.	*
* 8*	0	0.	*
* 9*	1	1.0	*

 * TOTAL = 101 *
 * AVERAGE = 1.72 *
 * MEDIAN COEFFICIENT = 1.74 *
 * STANDARD DEVIATION = 0.87 *

QUESTION NUMBER 15

* RESPONSE	FREQUENCY	%	*
* 1*	0	0.	*
* 2*	0	0.	*
* 3*	0	0.	*
* 4*	0	0.	*
* 5*	0	0.	*
* 6*	1	2.7	*
* 7*	0	0.	*
* 8*	0	0.	*
* 9*	0	0.	*
* 10*	0	0.	*
* 11*	0	0.	*
* 12*	1	2.7	*
* 13**	2	5.4	*
* 14**	2	5.4	*
* 15**	2	5.4	*
* 16*	0	0.	*
* 17*	0	0.	*
* 18*	0	0.	*
* 19*	1	2.7	*
* 20**	2	5.4	*
* 21*	0	0.	*
* 22*	0	0.	*
* 23*	1	2.7	*
* 24****	7	18.9	*
* 25*	1	2.7	*
* 26*	0	0.	*
* 27*	0	0.	*
* 28*	1	2.7	*
* 29*	0	0.	*
* 30*	1	2.7	*
* 31*	1	2.7	*
* 32*	1	2.7	*
* 33*	0	0.	*
* 34*	0	0.	*

* 35*	0	0.	*
* 36***	7	18.9	*
* 37*	0	0.	*
* 38*	1	2.7	*
* 39*	0	0.	*
* 40**	2	5.4	*
* 41*	0	0.	*
* 42*	0	0.	*
* 43*	0	0.	*
* 44*	0	0.	*
* 45*	0	0.	*
* 46*	0	0.	*
* 47*	0	0.	*
* 48*	0	0.	*
* 49*	0	0.	*
* 50**	3	8.1	*

 * TOTAL = 37 *
 * AVERAGE = 27.51 *
 * MEDIAN COEFFICIENT = 24.43 *
 * STANDARD DEVIATION = 11.28 *

QUESTION NUMBER 16

* RESPONSE:	FREQUENCY	%	*
* 1*	0	0.	*
* 2*	0	0.	*
* 3*	0	0.	*
* 4*	0	0.	*
* 5*	0	0.	*
* 6**	7	6.9	*
* 7**	7	6.9	*
* 8*	3	3.0	*
* 9*	4	4.0	*
* 10*	4	4.0	*
* 11**	9	8.9	*
* 12***	11	10.9	*
* 13*	5	5.0	*
* 14**	7	6.9	*
* 15*	2	2.0	*
* 16*	4	4.0	*
* 17*	5	5.0	*
* 18**	7	6.9	*
* 19*	1	1.0	*
* 20*	2	2.0	*
* 21*	3	3.0	*
* 22*	3	3.0	*
* 23*	2	2.0	*
* 24**	7	6.9	*
* 25*	2	2.0	*
* 26*	3	3.0	*
* 27*	0	0.	*
* 28*	0	0.	*
* 29*	0	0.	*
* 30*	0	0.	*
* 31*	1	1.0	*
* 32*	0	0.	*
* 34*	0	0.	*

34*	0	0.	*
35*	0	0.	*
36*	0	0.	*
37*	0	0.	*
38*	0	0.	*
39*	0	0.	*
40*	0	0.	*
41*	0	0.	*
42*	1	1.0	*
43*	0	0.	*
44*	0	0.	*
45*	0	0.	*
46*	0	0.	*
47*	0	0.	*
48*	0	0.	*
49*	1	1.0	*
50*	0	0.	*

 * TOTAL = 101 *
 * AVERAGE = 15.27 *
 * MEDIAN COEFFICIENT = 13.57 *
 * STANDAPD DEVIATION = 7.40 *

QUESTION NUMBER 17

RESPONSE	FREQUENCY	%	*
1*****	32	31.7	*
2*****	69	68.3	*
3*	0	0.	*
4*	0	0.	*
5*	0	0.	*
6*	0	0.	*
7*	0	0.	*
8*	0	0.	*
9*	0	0.	*

 * TOTAL = 101 *
 * AVERAGE = 1.68 *
 * MEDIAN COEFFICIENT = 1.77 *
 * STANDAPD DEVIATION = 0.47 *

QUESTION NUMBER 18

RESPONSE	FREQUENCY	%	*
1**	8	7.9	*
2*****	93	92.1	*
3*	0	0.	*
4*	0	0.	*
5*	0	0.	*
6*	0	0.	*
7*	0	0.	*
8*	0	0.	*
9*	0	0.	*

 * TOTAL = 101 *

* AVERAGE = 1.92 *
 * MEDIAN COEFFICIENT = 1.96 *
 * STANDARD DEVIATION = 0.27 *

QUESTION NUMBER 19

* RESPONSE	FREQUENCY	X	*
* 1*	0	0.	*
* 2*	0	0.	*
* 3*	0	0.	*
* 4**	1	14.5	*
* 5*	0	0.	*
* 6*	0	0.	*
* 7*	0	0.	*
* 8*	0	0.	*
* 9*	0	0.	*
* 10*	0	0.	*
* 11*	0	0.	*
* 12*	0	0.	*
* 13*	0	0.	*
* 14*	0	0.	*
* 15*	0	0.	*
* 16*	0	0.	*
* 17*	0	0.	*
* 18*	0	0.	*
* 19*	0	0.	*
* 20*	0	0.	*
* 21*	0	0.	*
* 22*	0	0.	*
* 23*	0	0.	*
* 24*	0	0.	*
* 25*	0	0.	*
* 26*	0	0.	*
* 27*	0	0.	*
* 28*	0	0.	*
* 29*	0	0.	*
* 30***	1	14.3	*
* 31*	0	0.	*
* 32*	0	0.	*
* 33*	0	0.	*
* 34*	0	0.	*
* 35*	0	0.	*
* 36*	0	0.	*
* 37*	0	0.	*
* 38*	0	0.	*
* 39*	0	0.	*
* 40*****	3	42.9	*
* 41*	0	0.	*
* 42*	0	0.	*
* 43*	0	0.	*
* 44*	0	0.	*
* 45*	0	0.	*
* 46*	0	0.	*
* 47*	0	0.	*
* 48*	0	0.	*
* 49*	0	0.	*
* 50*****	2	28.6	*

* TOTAL = 7 *
 * AVERAGE = 38.29 *
 * MEDIAN COEFFICIENT = 40.00 *
 * STANDARD DEVIATION = 15.81 *

QUESTION NUMBER 20

* RESPONSE	FREQUENCY	X	*
* 1*****	24	24.0	*
* 2*****	76	76.0	*
* 3*	0	0.	*
* 4*	0	0.	*
* 5*	0	0.	*
* 6*	0	0.	*
* 7*	0	0.	*
* 8*	0	0.	*
* 9*	0	0.	*

* TOTAL = 100 *
 * AVERAGE = 1.76 *
 * MEDIAN COEFFICIENT = 1.84 *
 * STANDARD DEVIATION = 0.43 *

QUESTION NUMBER 25

* RESPONSE	FREQUENCY	X	*
* 1*****	43	42.6	*
* 2****	17	16.8	*
* 3**	19	9.9	*
* 4**	9	8.9	*
* 5*****	22	21.8	*
* 6*	0	0.	*
* 7*	0	0.	*
* 8*	0	0.	*
* 9*	0	0.	*

* TOTAL = 101 *
 * AVERAGE = 2.50 *
 * MEDIAN COEFFICIENT = 1.94 *
 * STANDARD DEVIATION = 1.62 *

QUESTION NUMBER 26

* RESPONSE	FREQUENCY	X	*
* 1*****	33	32.7	*
* 2*****	28	27.7	*
* 3*	2	2.0	*
* 4**	9	8.9	*
* 5**	8	7.9	*
* 6*	3	3.0	*
* 7*	3	3.0	*
* 8**	6	6.9	*
* 9**	9	8.9	*

* TOTAL = 101 *
 * AVERAGE = 3.36 *
 * MEDIAN COEFFICIENT = 2.13 *
 * STANDARD DEVIATION = 2.72 *

QUESTION NUMBER 27

RESPONSE	FREQUENCY	%
1*****	35	83.3
2****	7	16.7
3*	0	0.
4*	0	0.
5*	0	0.
6*	0	0.
7*	0	0.
8*	0	0.
9*	0	0.

* TOTAL = 42 *
 * AVERAGE = 1.17 *
 * MEDIAN COEFFICIENT = 1.10 *
 * STANDARD DEVIATION = 0.39 *

QUESTION NUMBER 28

RESPONSE	FREQUENCY	%
1*****	23	34.3
2*****	40	59.7
3**	4	6.0
4*	0	0.
5*	0	0.
6*	0	0.
7*	0	0.
8*	0	0.
9*	0	0.

* TOTAL = 67 *
 * AVERAGE = 1.72 *
 * MEDIAN COEFFICIENT = 1.75 *
 * STANDARD DEVIATION = 0.57 *

QUESTION NUMBER 29

RESPONSE	FREQUENCY	%
1*****	53	54.6
2*****	44	45.4
3*	0	0.
4*	0	0.
5*	0	0.
6*	0	0.
7*	0	0.
8*	0	0.
9*	0	0.

* TOTAL = 97 *
 * AVERAGE = 1.45 *
 * MEDIAN COEFFICIENT = 1.42 *
 * STANDARD DEVIATION = 0.50 *

QUESTION NUMBER 30

RESPONSE	FREQUENCY	%
1*****	12	21.8
2**	4	7.3
3**	8	14.5
4*****	27	49.1
5**	4	7.3
6*	0	0.
7*	0	0.
8*	0	0.
9*	0	0.

* TOTAL = 55 *
 * AVERAGE = 3.13 *
 * MEDIAN COEFFICIENT = 3.63 *
 * STANDARD DEVIATION = 1.32 *

QUESTION NUMBER 31

RESPONSE	FREQUENCY	%
1*****	24	43.6
2*****	31	56.4
3*	0	0.
4*	0	0.
5*	0	0.
6*	0	0.
7*	0	0.
8*	0	0.
9*	0	0.

* TOTAL = 55 *
 * AVERAGE = 1.56 *
 * MEDIAN COEFFICIENT = 1.61 *
 * STANDARD DEVIATION = 0.50 *

QUESTION NUMBER 32

RESPONSE	FREQUENCY	%
1*****	17	50.0
2*****	17	50.0
3*	0	0.
4*	0	0.
5*	0	0.
6*	0	0.
7*	0	0.
8*	0	0.
9*	0	0.

* TOTAL = 34 *
 * AVERAGE = 1.50 *
 * MEDIAN COEFFICIENT = 1.50 *
 * STANDARD DEVIATION = 0.51 *

QUESTION NUMBER 33

RESPONSE	FREQUENCY	%
1*****	16	47.1
2*****	18	52.9
3*	0	0.
4*	0	0.
5*	0	0.
6*	0	0.
7*	0	0.
8*	0	0.
9*	0	0.

 * TOTAL = 34 *
 * AVERAGE = 1.53 *
 * MEDIAN COEFFICIENT = 1.56 *
 * STANDARD DEVIATION = 0.51 *

QUESTION NUMBER 34

RESPONSE	FREQUENCY	%
1***	4	13.8
2*	0	0.
3*****	12	41.4
4*****	13	44.8
5*	0	0.
6*	0	0.
7*	0	0.
8*	0	0.
9*	0	0.

 * TOTAL = 29 *
 * AVERAGE = 3.17 *
 * MEDIAN COEFFICIENT = 3.38 *
 * STANDARD DEVIATION = 1.00 *

QUESTION NUMBER 35

RESPONSE	FREQUENCY	%
1*****	20	39.2
2**	3	5.9
3*	2	3.9
4**	3	5.9
5*****	17	33.3
6*	1	2.0
7**	3	5.9
8*	0	0.
9*	2	3.9

* TOTAL = 51 *
 * AVERAGE = 3.41 *
 * MEDIAN COEFFICIENT = 3.67 *
 * STANDARD DEVIATION = 2.34 *

QUESTION NUMBER 36

RESPONSE	FREQUENCY	X
1*****	43	44.3
2***	14	14.4
3**	9	9.3
4**	6	6.2
5***	13	13.5
6*	2	2.1
7*	0	0.
8*	1	1.0
9*	4	4.1

 * TOTAL = 97 *
 * AVERAGE = 3.76 *
 * MEDIAN COEFFICIENT = 1.89 *
 * STANDARD DEVIATION = 2.15 *

QUESTION NUMBER 37

RESPONSE	FREQUENCY	X
1*****	29	20.7
2***	12	11.9
3*****	21	20.8
4**	7	6.9
5****	20	19.8
6*	5	5.0
7*	3	3.0
8*	0	0.
9*	4	4.0

 * TOTAL = 101 *
 * AVERAGE = 3.28 *
 * MEDIAN COEFFICIENT = 2.95 *
 * STANDARD DEVIATION = 2.11 *

QUESTION NUMBER 38

RESPONSE	FREQUENCY	X
1*****	38	43.7
2***	10	11.5
3***	11	12.6
4**	5	5.7
5***	12	13.8
6*	0	0.
7*	2	2.3
8*	3	3.4
9**	6	6.9

* TOTAL = 87 *
 * AVERAGE = 3.02 *
 * MEDIAN COEFFICIENT = 2.05 *
 * STANDARD DEVIATION = 2.50 *

QUESTION NUMBER 39

* RESPONSE	FREQUENCY	X	*
* 1*****	39	38.6	*
* 2***	14	13.9	*
* 3***	13	12.9	*
* 4***	15	14.9	*
* 5***	13	12.9	*
* 6*	1	1.0	*
* 7*	3	3.0	*
* 8*	0	0.	*
* 9*	3	3.0	*

 * TOTAL = 101 *
 * AVERAGE = 2.82 *
 * MEDIAN COEFFICIENT = 2.32 *
 * STANDARD DEVIATION = 2.00 *

QUESTION NUMBER 40

* RESPONSE	FREQUENCY	X	*
* 1*****	39	39.0	*
* 2***	14	14.0	*
* 3**	9	9.0	*
* 4***	11	11.0	*
* 5**	9	9.0	*
* 6*	4	4.0	*
* 7*	2	2.0	*
* 8*	2	2.0	*
* 9***	10	10.0	*

 * TOTAL = 100 *
 * AVERAGE = 3.27 *
 * MEDIAN COEFFICIENT = 2.29 *
 * STANDARD DEVIATION = 2.64 *

QUESTION NUMBER 41

* RESPONSE	FREQUENCY	X	*
* 1*	4	4.0	*
* 2**	5	5.0	*
* 3**	7	7.0	*
* 4***	10	10.0	*
* 5*****	51	51.0	*
* 6**	9	9.0	*
* 7**	7	7.0	*
* 8*	3	3.0	*
* 9*	4	4.0	*

* TOTAL = 100 *
 * AVERAGE = 4.93 *
 * MEDIAN COEFFICIENT = 4.97 *
 * STANDARD DEVIATION = 1.67 *

QUESTION NUMBER 42

RESPONSE	FREQUENCY	%
1*	5	5.0
2*	3	3.0
3**	8	7.9
4**	3	3.9
5*****	41	40.6
6***	14	13.9
7**	10	9.9
8*	3	3.0
9***	11	10.9

* TOTAL = 100 *
 * AVERAGE = 5.36 *
 * MEDIAN COEFFICIENT = 5.20 *
 * STANDARD DEVIATION = 1.97 *

QUESTION NUMBER 43

RESPONSE	FREQUENCY	%
1**	8	7.9
2*	5	5.0
3*	4	4.0
4**	7	6.9
5*****	23	22.8
6***	14	13.9
7**	10	9.9
8*	4	4.0
9*****	26	25.7

* TOTAL = 101 *
 * AVERAGE = 5.87 *
 * MEDIAN COEFFICIENT = 5.75 *
 * STANDARD DEVIATION = 2.50 *

QUESTION NUMBER 44

RESPONSE	FREQUENCY	%
1*	3	3.0
2*	3	3.0
3*	2	2.0
4**	6	6.0
5*****	25	25.0
6***	10	10.0
7**	7	7.0
8***	10	10.0
9*****	34	34.0

* TOTAL = 100 *
 * AVERAGE = 6.59 *
 * MEDIAN COEFFICIENT = 6.64 *
 * STANDARD DEVIATION = 2.27 *

QUESTION NUMBER 45

RESPONSE	FREQUENCY	%
1**	7	6.9
2*	5	5.0
3***	13	12.9
4***	13	12.9
5****	19	18.8
6***	13	12.9
7*	5	5.0
8**	10	9.9
9****	15	15.8

* TOTAL = 101 *
 * AVERAGE = 5.35 *
 * MEDIAN COEFFICIENT = 5.16 *
 * STANDARD DEVIATION = 2.43 *

QUESTION NUMBER 46

RESPONSE	FREQUENCY	%
1****	23	22.8
2**	10	9.9
3***	13	12.9
4***	13	12.9
5****	16	15.8
6**	10	9.9
7**	7	6.9
8*	1	1.0
9**	8	7.9

* TOTAL = 101 *
 * AVERAGE = 3.99 *
 * MEDIAN COEFFICIENT = 3.85 *
 * STANDARD DEVIATION = 2.44 *

QUESTION NUMBER 47

RESPONSE	FREQUENCY	%
1**	5	5.0
2*	3	3.0
3*	4	4.0
4*****	20	20.0
5*****	27	27.0
6**	7	7.0
7***	12	12.0
8*	3	3.0
9****	19	19.0

* TOTAL = 100 *
 * AVERAGE = 5.59 *
 * MEDIAN COEFFICIENT = 5.17 *
 * STANDARD DEVIATION = 2.23 *

QUESTION NUMBER 48

RESPONSE	FREQUENCY	%
1***	10	10.0
2***	11	11.0
3**	7	7.0
4**	8	8.0
5*****	25	25.0
6**	9	9.0
7*	3	3.0
8**	6	6.0
9*****	21	21.0

* TOTAL = 100 *
 * AVERAGE = 5.22 *
 * MEDIAN COEFFICIENT = 5.06 *
 * STANDARD DEVIATION = 2.66 *

QUESTION NUMBER 49

RESPONSE	FREQUENCY	%
1*****	41	45.6
2**	5	5.6
3**	6	6.7
4***	10	11.1
5****	14	15.6
6*	4	4.4
7*	1	1.1
8*	4	4.4
9**	5	5.6

* TOTAL = 90 *
 * AVERAGE = 3.19 *
 * MEDIAN COEFFICIENT = 2.30 *
 * STANDARD DEVIATION = 2.52 *

QUESTION NUMBER 50

RESPONSE	FREQUENCY	%
1*****	22	21.8
2**	6	5.9
3**	7	6.9
4**	10	9.9
5***	14	13.9
6**	7	6.9
7*	4	4.0
8*	4	4.0
9*****	27	26.7

* TOTAL = 101 *
 * AVERAGE = 5.05 *
 * MEDIAN COEFFICIENT = 4.89 *
 * STANDARD DEVIATION = 3.06 *

QUESTION NUMBER 51

RESPONSE	FREQUENCY	%
1*****	35	34.7
2**	8	7.9
3**	11	10.9
4**	8	7.9
5**	14	13.9
6*	5	5.0
7*	5	5.0
8*	3	3.0
9***	12	11.9

* TOTAL = 101 *
 * AVERAGE = 3.79 *
 * MEDIAN COEFFICIENT = 3.18 *
 * STANDARD DEVIATION = 2.79 *

QUESTION NUMBER 52

RESPONSE	FREQUENCY	%
1*****	29	28.7
2**	10	9.9
3**	10	9.9
4**	6	5.9
5**	9	8.9
6*	5	5.0
7*	5	5.0
8*	5	5.0
9*****	22	21.8

* TOTAL = 101 *
 * AVERAGE = 4.67 *
 * MEDIAN COEFFICIENT = 3.75 *
 * STANDARD DEVIATION = 3.15 *

QUESTION NUMBER 53

RESPONSE	FREQUENCY	%
1*****	33	32.7
2**	10	9.9
3**	9	8.9
4*	5	5.0
5***	15	14.9
6*	4	4.0
7*	4	4.0
8*	4	4.0
9****	17	16.8

* TOTAL = 101 *
 * AVERAGE = 4.08 *
 * MEDIAN COEFFICIENT = 3.33 *
 * STANDARD DEVIATION = 3.00 *

QUESTION NUMBER 54

 * RESPONSE FREQUENCY % *
 * 1***** 44 43.6 *
 * 2** 11 10.9 *
 * 3* 7 6.9 *
 * 4* 5 5.0 *
 * 5** 10 9.9 *
 * 6* 5 5.0 *
 * 7* 2 2.0 *
 * 8* 5 5.0 *
 * 9*** 12 11.9 *

 * TOTAL = 101 *
 * AVERAGE = 3.46 *
 * MEDIAN COEFFICIENT = 2.09 *
 * STANDARD DEVIATION = 2.91 *

QUESTION NUMBER 55

 * RESPONSE FREQUENCY % *
 * 1***** 57 56.4 *
 * 2** 6 5.9 *
 * 3* 5 5.0 *
 * 4** 9 8.9 *
 * 5*** 15 14.9 *
 * 6* 2 2.0 *
 * 7* 1 1.0 *
 * 8* 0 0.0 *
 * 9** 6 5.9 *

 * TOTAL = 101 *
 * AVERAGE = 3.65 *
 * MEDIAN COEFFICIENT = 1.39 *
 * STANDARD DEVIATION = 2.33 *
