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A REPORT ON THE MILITARY FAMILY RESEARCH CONFERENCE. CURRENT TR--ETC(U)
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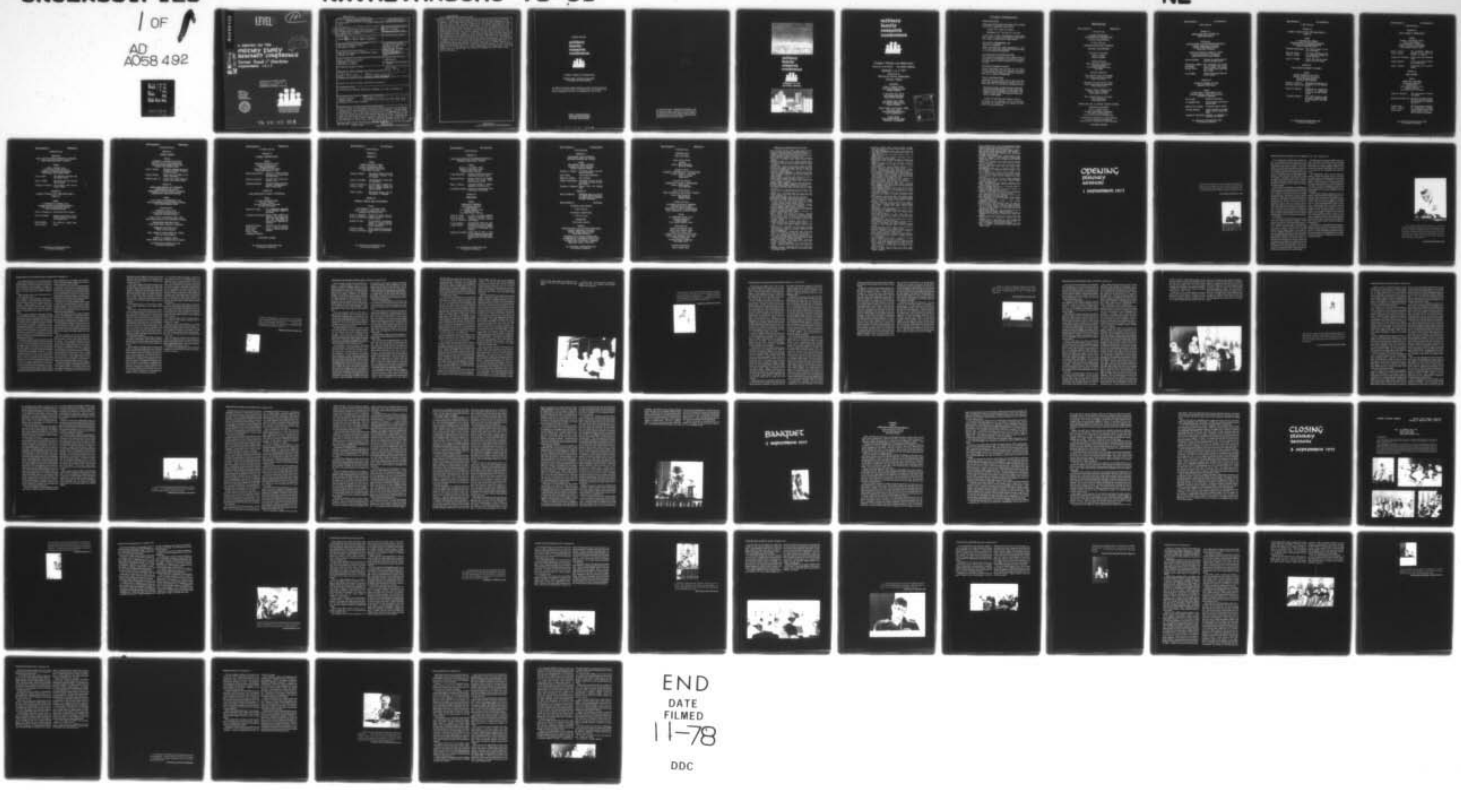

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A REPORT ON THE MILITARY FAMILY RESEARCH CONFERENCE

Current Trends & Directions

SEPTEMBER 1977

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Edited by:
Edna J. Hunter
Lucile Cheng
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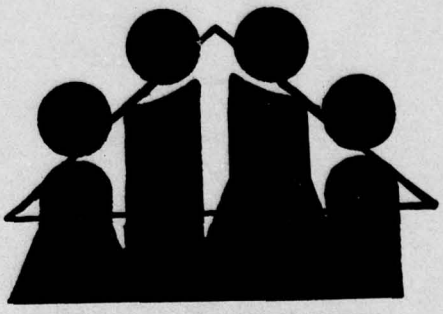

FAMILY STUDIES BRANCH
Naval Health Research Center
San Diego, California 92152

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REPORT DOCUMENTATION PAGE	READ INSTRUCTIONS BEFORE COMPLETING FORM
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Military Family Research Conference, September 1-3, 1977, San Deigo, CA

19. KEY WORDS (Continue on reverse side if necessary and identify by block number)

military families
family research
conference on military families

14 NAVHLTHRSCHC-78-31

20. ABSTRACT (Continue on reverse side if necessary and identify by block number)

This is a report on the Opening and Closing Plenary Sessions and the banquet presentation at the Conference on Military Family Research: Current Trends and Directions, held in San Diego, California from 1-3 September 1977. Major points and issues extracted from these proceedings included: (a)The more we study and learn about the military family, the better we will understand how the successful military family manages to coalesce the goals of the family with the goals of the military; (b) Even though the military family, as a

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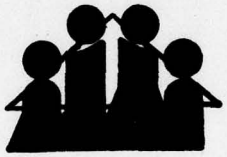
class, is unique, and even though millions of American families are military families, very little formal research in this area has been conducted in the past, and much of what has been conducted has not reached the people who could put that research into practical application; (c) Parent responsibility, the values of the family and the parents of this society, including the military, have shifted drastically, and social and behavioral sciences can offer us an understanding of these very drastic changes; (d) The Army, Navy and Air Force are spending millions of dollars in the areas of drug abuse, alcohol abuse, and equal opportunity, but perhaps we need to redistribute the money and emphasize the whole area of the family within the military; (e) There is a large number of people in uniform paid to do nothing but support other people, and they have a responsibility to try to draw upon research; (f) The problems that occur in the military family and families in general when there is father absence, are often associated with the father coming back into the family, not just when the father is out of the family; (g) Family togetherness has always been a critical factor, but it is much harder for the Navy to compete with the family today than in the past.

A REPORT ON THE

military family research conference



Current Trends and Directions

Edited by Edna J. Hunter and Lucile Cheng
Photographs by Virginia Siegfried

The opinions and assertions contained herein are the private ones of the writers, and are not to be construed as official, or as reflecting the views of the Department of the Navy, the Department of the Army, or the Department of the Air Force.

FAMILY STUDIES BRANCH
Naval Health Research Center
San Diego, California 92152

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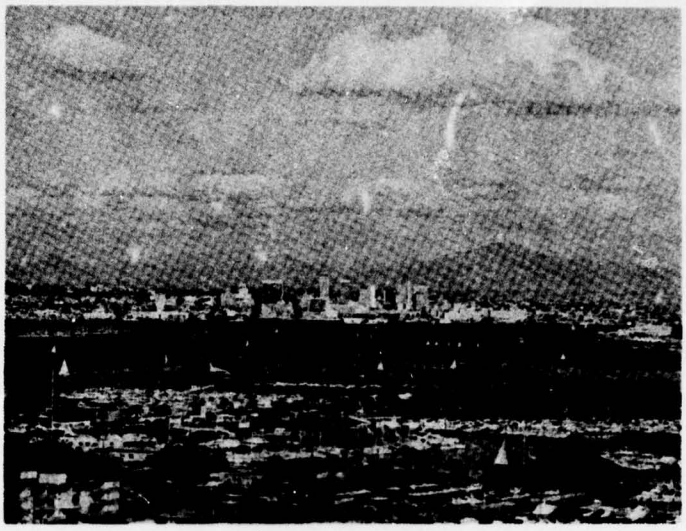
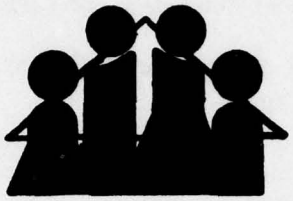
The MILITARY FAMILY RESEARCH CONFERENCE, which took place in San Diego 1-3 September 1977, was sponsored by the Organizational Effectiveness Research Program, Office of Naval Research (Code 452), under Research Project RR042-08-01 and Program Element 61153N, NR 170-048.



military family research conference

September 1-3, 1977
San Diego, California

military family research conference



CURRENT TRENDS AND DIRECTIONS

Royal Inn at the Wharf San Diego, California

September 1, 2, 3, 1977

Sponsored by

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Arlington, Virginia

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General Information

REGISTRATION

Registration will take place in the foyer of the PACIFIC BALLROOM. Registration hours will be:

August 31st, 2 p.m. to 10 p.m.

September 1st, 7:30 a.m. to 1:30 p.m.

Arrivals after 1:30 p.m. on September 1st may register and/or pick up badges in the Conference Headquarters Suite (inquire at hotel desk for suite number).

MILITARY PERSONNEL ON TRAVEL ORDERS

Military personnel may make arrangements to have travel orders endorsed at Conference Registration Desk, or at the Conference Headquarters.

CONFERENCE HEADQUARTERS

The Conference Headquarters will be staffed during all of the hours of the Conference. Any questions or special assistance requests should be directed to the Headquarters staff.

BANQUET RESERVATIONS

Advance reservations must be made for the Friday evening banquet. The cost is $7.50 per person, and guests are welcome. Please inquire at Conference Registration Desk, or at Conference Headquarters.

TOUR INFORMATION

Information on tours, special events in and around San Diego, and sightseeing trips will be available both in the hotel lobby, and in the Conference Headquarters Suite.

THE ROYAL INN AT THE WHARF PROVIDES FREE TRANSPORTATION TO AND FROM THE AIRPORT FOR ITS GUESTS. AT AIRPORT, USE DIRECT PHONE LINE LOCATED IN THE BAGGAGE CLAIM AREA.

NOTE TO PROGRAM PARTICIPANTS

All sessions of the Conference will be professionally audiotaped. The cassettes will be available for $5.00 each to all interested persons.

PROGRAM

SEPTEMBER 1 — MORNING

7:30-8:30 a.m.

COMPLIMENTARY
CONTINENTAL BREAKFAST
PACIFIC BALLROOM

9:00-11:30 a.m.

OPENING PLENARY SESSION

PACIFIC BALLROOM

Introductory Remarks

Edna J. Hunter
General Chairman

Official Welcome

Rear Admiral D. Earl Brown
Commanding Officer
Naval Regional Medical Center
San Diego

Keynote Addresses

Vice Admiral James D. Watkins
Chief, Bureau of Naval Personnel
United States Navy

Brigadier General John H. Johns
Chief, Human Resources Directorate
United States Army

Brigadier General Richard Carr
Deputy Chief of Chaplains
United States Air Force

Rear Admiral John J. O'Connor
Chief of Chaplains
United States Navy

THERE WILL BE A FIFTEEN MINUTE RECESS

PRINCIPAL SPEAKERS

Henry B. Biller, Ph.D.
Professor, Department of Psychology
University of Rhode Island
Father Absence and the Military Child

Admiral Elmo Zumwalt, Jr., USN, Retired
Former Chief of Naval Operations
Extending Family Togetherness During Separation

LUNCHEON RECESS

SEPTEMBER 1 AFTERNOON

1:30-2:20 p.m.

SESSION A

RESEARCH ON WOMEN IN THE MILITARY

CO-CHAIRS

CONSTANTINA SAFILIOS-ROTHSCHILD
Professor, Department of Sociology
Director, Family Research Center
Wayne State University

CAPTAIN RONALD WELLS, USCG
Chairman, Department of Humanities
United States Coast Guard Academy

Annette Baisden	Overview of research related to women in Naval Aviation
Constantina Safilios-Rothschild Ronald Wells	The integration of women into the United States Coast Guard Academy: the attitudes and reactions with which they have to cope
Lois Defleur	*Women at the United States Air Force Academy*

SESSION B

FAMILY STRESS IN THE ARMED SERVICES

CHAIR

HAMILTON I. McCUBBIN, Ph.D.
Associate Professor, School of Social Work
University of Minnesota

Gary Lester	Coping with separation
D. Stephen Nice	The androgynous wife and the military child
Edwin Van Vranken	Community support systems
Dorothy Benson	Family responses to available support systems during separation
Hamilton I. McCubbin	Predictors of adjustment to separation and reunion

See PROGRAM PARTICPANTS LIST for presenters' affiliations.

SEPTEMBER 1 — AFTERNOON

2:30-3:20 p.m.

SESSION A

FAMILY IMPACT ON THE MILITARY — PART I

CHAIR

C. BROOKLYN DERR
Associate Professor of Organizational Behavior
Department of Administrative Sciences
Naval Postgraduate School

Benjamin Schlesinger	The military family in Canada: some issues
Mary B. Steiner Gloria L. Grace	Navy wives attitudes as a factor influencing retention of enlisted personnel
John C. Woelfel	Family life and job performance in the U.S. Army

SESSION B

THE SINGLE-PARENT FAMILY

CHAIR

ROSE SOMERVILLE, Ph.D.
Professor, Department of Sociology
School of Family Studies
San Diego State University

Dennis K. Orthner Richard J. Brown, III	Single-parent fatherhood: implications for the military family
Gerald M. Epstein	Evaluating the bereavement process as it is affected by variation in the time of intervention
J. Bradley Hamlin	Crisis without closure: wife's personality, coping and family environment in the MIA family

See PROGRAM PARTICPANTS LIST for presenters' affiliations.

SEPTEMBER 1 — AFTERNOON

3:30-4:20 p.m.

SESSION A

POW FAMILY RESEARCH

CHAIR

EDNA J. HUNTER, Ph.D.
Head, Family Studies
Assistant Director, Administration
Center for Prisoner of War Studies
Naval Health Research Center

Edna J. Hunter John A. Plag	The longitudinal studies of prisoners of war and their families: an overview
Charles W. Hutchins	Military men under prolonged stress
Milton Richlin	Positive and negative residuals of prolonged stress
Edna J. Hunter	The prisoner of war and his family

SESSION B

SEX ROLES

CHAIR

DOROTHY BENSON
Social Services Specialist
Family Studies
Naval Health Research Center
Executive Director
Navy Relief Society - Miramar

Janice G. Rienerth	The measurement of female-centeredness
Richard J. Brown, III	The effects of couple communication training on traditional sex stereotypes of husbands and wives
Pauline Boss Edna J. Hunter Gary Lester	Wife's androgyny, psychological husband/father presence and functioning in one-parent military family system: a report of research in progress

See PROGRAM PARTICPANTS LIST for presenters' affiliations.

SEPTEMBER 2 — MORNING

9:00-9:50 a.m.

SESSION A

THE CHILD'S DEVELOPMENTAL PHASES AND THE MILITARY FAMILY

CHAIR

JON A. SHAW, M.D.
Chief, Child and Adolescent Service
Department of Psychiatry and Neurology
Walter Reed Army Medical Center

Jon A. Shaw	The adolescent experience and the military family
John C. Duffy	The latency age child and the military family
Charles R. Privitera	The preschool child and the military family

SESSION B

FAMILY IMPACT ON THE MILITARY — PART II

CHAIR

C. BROOKLYN DERR, Ph.D.
Associate Professor of Organizational Behavior
Department of Administrative Sciences
Naval Postgraduate School

John W. Williams, Jr.	Dual-military-career families
Susan S. Stumpf	Military family attitudes toward housing, benefits, and the quality of military life
Robert Hayles Wade Nobles	The effectively coping black family

See PROGRAM PARTICPANTS LIST for presenters' affiliations.

SEPTEMBER 2 — MORNING

10:00-10:50 a.m.

SESSION A

CHILD ABUSE

CHAIR

ROBERT D. McCULLAH, Ph.D.
Specialty Advisor in Clinical Psychology
to the Chief of the Medical Service Corps
National Naval Medical Center

John F. Butler	Self-report schedules for use in assessing the marital adjustment of abusive parents
Sandra Schnall	Child abuse and neglect in the military community
Daniel Lanier, Jr.	A new look at child abuse and neglect in the military family

SESSION B

OPEN DISCUSSION OF CURRENT RESEARCH FOCI WITH REPRESENTATIVES FROM VARIOUS RESEARCH ORGANIZATIONS

CHAIR

E. K. ERIC GUNDERSON, Ph.D.
Head, Environmental and Social Medicine Division
Naval Health Research Center

PARTICIPANTS

JOSEPH WARD, Ph.D.
U.S. Army Research Institute for the
Behavioral and Social Sciences

CAPT. PAUL D. NELSON, MSC, USN
Naval Medical Research and Development Command

PROFESSOR REUBEN HILL
Family Study Center, University of Minnesota

ROBERT HAYLES, Ph.D.
Office of Naval Research

COL. JOHN W. WILLIAMS, JR., USAF
U.S. Air Force Academy

MARY C. RAINEY, Ph.D.
Family Studies Center, Oklahoma State University

See PROGRAM PARTICPANTS LIST for presenters' affiliations.

SEPTEMBER 2 — MORNING

11:00-11:50 a.m.

SESSION A

FAMILY SEPARATION

CHAIR

MILTON RICHLIN, Ph.D.
Clinical Psychophysiologist
Medical Specialities
Center for Prisoner of War Studies
Naval Health Research Center

Helen Bryant Barry	Effects of military-induced separation on marital stress and functioning
Alice Ivey Snyder	Mid-life crisis among submariners' wives
Kathleen Boynton	Personal transitions and interpersonal communication: a study of Navy wives

SESSION B

THE MILITARY FAMILY OVERSEAS

CHAIR

C. RAY FOWLER, Ph.D.
Executive Director
American Association of Marriage
and Family Counselors

Edward K. Jeffer	The schizophrenic dependent in the European Theatre of Operations
Theodore P. Furukawa	Mental health problems of American servicemen, their wives, and their children in Iran: some implications for screening and preparing our emissaries
Gerald R. Garrett Betty Parker Suzan Day Wayne Cosby Jacquelyn Vanmeter	Drinking and the military wife: a study of married women in overseas base communities

LUNCHEON RECESS

See PROGRAM PARTICPANTS LIST for presenters' affiliations.

SEPTEMBER 2 — AFTERNOON

1:30-2:30 p.m.

SESSION A

THERAPY

CHAIR

JOHN SHALETT, MSW
Director of Professional Affairs
American Association of Marriage
and Family Counselors

Thomas Gordon	The military family and Parent Effectiveness Training: a call for research
James A. Granger	Approaching the troubled family with SOAP
John H. Newby, Jr. Gloria A. Setti	An assessment of problem behaviors, problem effects and foci of problem resolution in military families
Gael E. Pierce	The absent parent and the Rohrschach "T" Response

SESSION B

PARENT CHILD RELATIONSHIPS

CHAIR

LTC JERRY L. McKAIN, DSW
Chief, Community Mental Health Activity
Madigan Army Medical Center

Walter G. McIntire Robert J. Drummond	Familial and social role perceptions of children raised in military families
Stephen R. Bair	An investigation of personality changes in parents following training in principles of behavior modification
Daniel F. Hobbs Linda B. Townsend	Adolescent-parent relations, adolescent coital and contraceptive usage

See PROGRAM PARTICPANTS LIST for presenters' affiliations.

SEPTEMBER 2 AFTERNOON

2:30-3:20 p.m.

SESSION A

SOCIALIZATION OF INTERNATIONALLY MOBILE MILITARY YOUTH

CHAIR

MARY C. RAINEY, Ph.D.
Director, Family Study Center
Oklahoma State University

Frank Krajewski	Academic adjustments of overseas experienced American youth
Richard Downie	Re-entry behavior and identity formation of overseas experienced American youth
Mary C. Rainey	Language learnings of overseas experienced American youth
Ann Baker Cottrell	Children of mixed parents: some observations and questions

SESSION B

SERVICES

CHAIR

DOROTHY BENSON
Social Services Specialist
Family Studies
Naval Health Research Center
Executive Director
Navy Relief Society—Miramar

Nikki H. Archer Anne K. Chew Amy M. Okamura	A survey of military families' "Request of Services" from Pacific/Asian community agencies in San Diego
Amelia Wallace Jeanne Dycus	Demonstration project for coordinated delivery of social services to children residing on a military base, and in surrounding rural counties
Kathryn B. Decker	Coping with sea duty: a study of the problems encountered and resources utilized by Navy wives during periods of family separation

See PROGRAM PARTICPANTS LIST for presenters' affiliations.

SEPTEMBER 2 — AFTERNOON

3:30-4:20 p.m.

SESSION A

MILITARY EDUCATIONAL OPPORTUNITIES OF WIVES

CHAIR

BEATRICE ABEL COSSEY
Consultant to Dean of Instruction
Canada Community College

Beatrice A. Cossey	The military family and community care-givers
Glen Toney	Cross-cultural adaptations
Elaine R. Luksus	Life transitions
Barbara Wheatland	Community services, the military family and child development centers
Kathryn J. Summers	Women, wives, and changing roles

SESSION B

Stanley Schuman	Monitoring stress as a part of an ongoing model family practice: three years of experience at MUSC, Charleston

SEPTEMBER 2 — EVENING

PACIFIC BALLROOM

6:30-7:30 p.m.

NO HOST COCKTAILS

7:30-10:30 p.m.

BANQUET

(Reservations required)

Speaker

CONSTANTINA SAFILIOS-ROTHSCHILD
Professor, Department of Sociology
Director, Family Research Center
Wayne State University

WOMEN ON A MALE FRONTIER: IS THE REAL QUESTION WHAT CAN WOMEN DO, OR WHAT OTHERS BELIEVE THEY CAN DO?

See PROGRAM PARTICPANTS LIST for presenters' affiliations.

SEPTEMBER 3 — MORNING

9:00-9:50 a.m.

COFFEE RAP
Open Discussions

WEST COAST ROOM
ABUSE
Leaders: Robert McCullah
Berton K. Frasher

GARDEN COURT
FAMILY ASSESSMENT TECHNIQUES
Leaders: Hamilton I. McCubbin
James A. Granger
Pauline Boss

LAGOON BAY ROOM
ETHICS IN FAMILY RESEARCH
Leaders: Robert Hayles
Les Leanne Hoyt

EAST COAST ROOM
THE CHANGING MILITARY FAMILY
Leaders: Rose Somerville
Richard Brown
Rosalind Guidry

10:00-11:30 a.m.

CLOSING PLENARY SESSION
PACIFIC BALLROOM
MILITARY FAMILY RESEARCH
PAST, PRESENT, AND FUTURE

CHAIR
D. STEPHEN NICE, Ph.D.
Research Psychologist
Family Studies
Naval Health Research Center

PARTICIPANTS
Colonel Paul Darnauer, USA
Colonel John Williams, USAF
Captain Paul Nelson, USN
Chaplain Major Richard Brown, USAFR
Captain Leon Darkowski, CHC, USN
Professor Reuben Hill
Professor Benjamin Schlesinger
John Nagay, Ph.D.

CLOSING COMMENTS
Edna J. Hunter, Ph.D.

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OPENING
PLENARY
SESSION

1 SEPTEMBER 1977

"THE MORE WE STUDY AND LEARN ABOUT THE MILITARY FAMILY, THE BETTER WE WILL UNDERSTAND HOW THE SUCCESSFUL MILITARY FAMILY MANAGES TO COALESCE THE GOALS OF THE FAMILY WITH THE GOALS OF THE MILITARY."

Rear Admiral D. Earl Brown, Jr., USN

PRESENTATION OF REAR ADMIRAL D. EARL BROWN, JR., M.C., USN, 1 September 1977

I have a long and deep seated interest in the military family. As a psychiatrist, practicing in the military, I have been made very much aware of the conflicts and pressures confronting the family within the military. As part of the military, I have also learned a great deal about the methods of coping with stresses that are unique to the military. The more we study and learn about the military family, the better we will understand how the successful military family manages to coalesce the goals of the family with the goals of the military. The military member's ability to function to capacity, to be happy in his role at work and to grow in the military environment is dependent upon how well he or she and his or her family are able to integrate the family's goals with the military.

Family research in any institution is very challenging--so much so that there is relatively little in literature wherein the relationship between the family adjustment and occupation is examined. The dynamic factors are very difficult to evaluate because of the complexity of the inter-relationship between family, employee and employing institution. Relatively few researchers have attempted to embark upon this uncharted sea. However, I'm sure that any large industrial firm would be made more successful, more profitable if the company had a means to understand what actions it might take to help the families of employees become more stable and more supportive of the employees. Such a company would quickly recognize that family stability equates with employee stability. Thus, less absenteeism, less employee turnover, less accidents, less alcoholism, etc., ad infinitum.

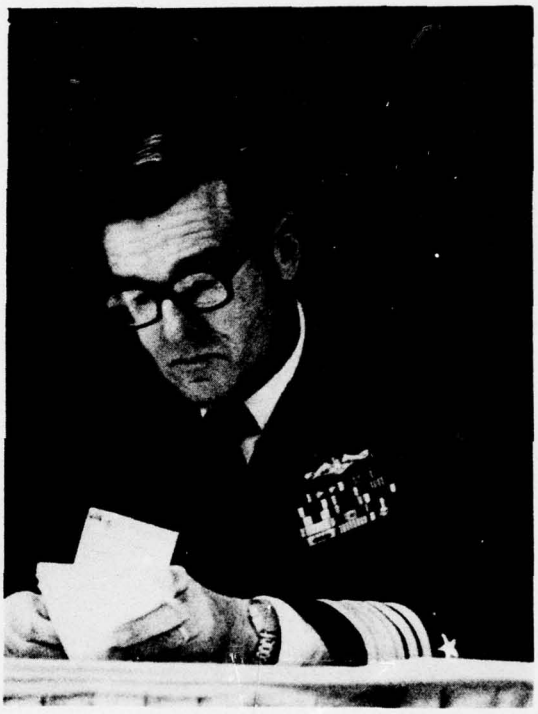
I am very proud that in the military services the importance of the family has long been recognized. We have come a long way since the 1930s when the attitude was "if the Navy wanted you to have a wife, we'd have issued you one." Since the 1940s, the military services have taken many steps to attempt to solve some of the practical problems faced by military families. Many on-base services were established specifically for that purpose--medical care for dependents, base public schools, commissaries, post exchanges, recreational facilities and various counseling services--to name just a few. We, in the military, are well aware of the importance of the family. We know that our effectiveness as a military force is dependent upon the stability of the military members' families. We know, too, that retention of our trained personnel in whom we have invested so much time and money, is dependent upon the contentment and satisfaction of the member's family.

The military services are indeed far-sighted in the exploration of the family of the military member. After all, the factors that used to make us unique, namely prolonged family absence and frequent geographic mobility, are also becoming more apparent in the civilian sector. Thus, many of our studies have wide applicability in the civilian community.

The far-sightedness to which I refer was well demonstrated by Admiral Elmo Zumwalt in 1972. At that time, the military services were planning carefully for the repatriation and rehabilitation of the prisoners of war and their families. A plan was presented to Admiral Zumwalt, then the Chief of Naval Operations, for a Center for Prisoner of War Studies. This Center was designed to collect information and provide follow-up in the rehabilitation and continuing medical care of the returned prisoners of war and their families.

Admiral Zumwalt officially established the Center for Prisoner of War Studies and encouraged the Center to expand their studies and assistance for the families of the repatriated prisoners of war and the families of the missing in action. Thus, the Center was established as a section of what is now the Naval Health Research Center, on Point Loma. A Family Studies Branch was created to advise the families of the prisoners of war and MIA as to resources available, if needed. Although the problems of acute readjustment are over, long-term assessments of the health and welfare of these families are on-going. The Center for Prisoner of War Studies has been a very productive, practical research organization, and the Family Studies Branch has engaged in many studies of direct value to the military services. Today's Conference is just one product of that splendid organization.

This Conference is a well-planned seminar bringing together all of the armed services' many academic institutions and various research organizations. The purpose of the Conference is to examine past military research efforts and determine what ought to be accomplished in future research. This program should shed considerable light in areas where now there is darkness.



". . . EVEN THOUGH THE MILITARY FAMILY, AS A CLASS, IS UNIQUE, AND EVEN THOUGH MILLIONS OF AMERICAN FAMILIES ARE MILITARY FAMILIES' VERY LITTLE FORMAL RESEARCH IN THIS AREA HAS BEEN CONDUCTED IN THE PAST, AND MUCH OF WHAT HAS BEEN CONDUCTED HAS NOT REACHED THE PEOPLE WHO COULD PUT THAT RESEARCH INTO PRACTICAL APPLICATION."

Vice Admiral James D Watkins, USN

PRESENTATION OF VICE ADMIRAL JAMES D. WATKINS, USN, 1 September 1977

It is a distinct pleasure for me to have this opportunity to address the opening session of an important and--I hope--fruitful conference. Important, because of the range of interest and experience of the participants. Important, because of the scope of topics to be discussed. Important, because of the basic subject matter itself--the military family.

Military families present many characteristics which set them apart from society.

The profession of arms is dangerous, whether in wartime or peacetime. The military member of the family is subject to instant change of duty, whether permanent or temporary. Military families are likely to spend many years living in communities composed entirely, or largely, of other military families, and in an area where they are likely to be supported entirely, or largely, by military facilities.

But while military families have many things in common, they also present great diversity. The problems of family separation and parental role-changing which confront, say, the submarine community with patrol cycles of 60 days at sea, 60 days at home, are different from those of families which may rarely be separated. The dynamics of a one-year separation on isolated duty are different from those of a three-month training course. But in what ways are they different? What are the effects on the families and what can be done to modify them? We need answers to a whole range of questions and we are just beginning to learn what questions we should have been asking and what answers we should have been resolving.

We already know that families are important; we know that 77% of the enlisted career Navy and 70% of the officer corps is married, that families need support facilities, that families must be considered in career planning, and that family attitudes have a great impact on the attitudes of Navy personnel. In years past, we have devised programs to provide advice and assistance to families: we have encouraged the activities of wives clubs, we have sponsored day care centers for the young, and teen centers for the restless. And we are concerned not only with the physical environment, but with the moral and spiritual environment as well. We want our people--and their families--to be proud of their affiliation with the Navy, to view the Navy not as job, but as an attractive and meaningful way of life.

But when budget time rolls around each year, the planners, analysts, and civilian and military leaders are for the most part--quite properly--focusing on hardware-oriented military capabilities and the readiness of the services to carry out their combat missions. Budget items not directly coupled to readiness are often vulnerable.

To be honest, we have not been very sophisticated about measuring the value or impact of our family support efforts. The lack of solid data has not only made it difficult to defend resulting programs--in competition with programs more obviously related to readiness. For example, of the total research and development budget for the Department of Defense, for every dollar allocated to hardware programs only one half of one cent goes to personnel research.

Furthermore, even though the military family as a class is unique, and even though millions of American families are military families, very little formal research in this area has been conducted in the past and much of what has been conducted has not reached the people who could put that research into practical application.

In the past twenty-five years, the number of published studies on the military family has averaged about four per year and very few of those have ever been reviewed by people in my line of work--people who can influence policies which directly affect military families in hundreds of ways.

But that situation is changing. The fact that we are gathered here this week is evidence of positive change, and I am advised that almost as many research papers were submitted for this one three-day conference as have been published on the subject of the military family since World War II.

And here in attendance are not only the people who produce the research, but also many of the people who deal with causes or effects of the problems reflected in that research. This is particularly important, because in our past efforts, we have perhaps too often tried to deal in isolation with something which cannot truly be isolated. For example, the disciplinary problems of a teenage son could well have been caused by--or at least aggravated by--a well-intended command effort directed at increased readiness which kept the father hard at work at a critical time for the family. In this example, the son's activities could well have such a strong negative impact on the father's morale and upon his ability to do his job that, on balance, reduced command readiness was the net result.

Treating the disciplinary problem, through traditional means alone--the chaplain, the psychiatrist, the social worker, the family counselor, or the probation officer, important though such help is--may not change the root cause of the problem. Attempting to deal with the father's poor

performance through traditional means--such as extra duty, restriction, fines and reduction in rate--certainly won't raise his morale and will probably have a cumulative negative effect on the son.

All the while, readiness suffers further while the Commanding Officer, the Executive Officer, the Division Officer and the Leading Chief Petty Officer have to divert their attention to dealing with personal problems rather than training and maintenance--and with possible negative impact on the health and welfare, each, of their own families. This is a classic "vicious circle," a problem very much in need of solution. I believe that valid research can help us to find, if not a full solution, at least an approach toward resolution.

This conference comes at a time when the nature of the military family--perhaps of the military itself--is changing.

For example: 20,000 enlisted women serve in the Navy today, four times as many as we had five years ago. We expect to add another 10,000 in the next few years. How does this impact on Navy family life? In several fairly obvious ways. One is the concern of Navy wives over the prospect of women serving at sea, with the possibilities of family disruption which could ensue. This is an important and sensitive area, and one that we need to study very carefully as we move along. Another obvious impact on the Navy is that many of our women are themselves, Navy wives--or Army wives--more than 3,000 Navy women are married to servicemen. Many of these couples are career-oriented, as couples, which brings special problems of career progression and assignment.

But what about the not-so-obvious impact on both men and women, of such things as women serving in traditional male jobs, and more and more senior women serving in positions of authority. We need to follow these changes very closely.

Another change in the military family is in the growing number of single parent families--more than 17,000 in the Navy, two-thirds of whom, incidentally, are men. The single parent family has the same concerns as any family, but some of those concerns--such as child care--can more quickly become critical, if the parent must leave home for temporary duty, or training, or the deployment of a unit. Also, for the parent who is assigned to rotating shift work, such as watches in a communications or operations center, child care is not "day care" but must be available on a 24-hour basis. Is this much of a problem right now? It is for some of those 17,000 Navy men and women, but we do not have sufficient information to support changing any assignment policies or developing new facilities.

As I mentioned earlier, the research we need all too often seems to end up in a dusty filing cabinet, to be remembered only as a footnote citation in some future effort. One reason perhaps has been that too often the studies have been framed to serve academic pursuits when our needs are pragmatic. While theory is certainly important in the development of a study, hard data must support the application of the results. While opinions are necessary in forming conclusions, the budget analysts and the congress want to see measurable pay-off. The choice of hardware systems clearly affects combat capability of a ship. The trade-offs, one system against the next, dollar for dollar, are usually specific, and the decision factors are easily reviewed.

However, in such areas as family support, personnel selection and assignment procedures, special pay and benefits--these are more difficult to quantify and assess. But, in my opinion, good, solid, well-constructed and properly coordinated research in these areas will give us the data we need to defend our programs against the most detailed and objective scrutiny.

As I began my remarks, I noted my hope that this conference would be more than just "important"--that it would also be fruitful.

During the course of this conference, you will hear many speakers presenting the results of many studies. You will hear of problems common to all the Armed Services, and of problems faced only by one or another. You will hear solid facts and general theories and personal opinions, and you will from time to time offer observations of your own.

When this conference is finished, you will take away with you an expanded awareness of a range of subjects--an awareness which will help you to carry out your own continuing responsibilities whether to the cause of research or to the military families whom you serve.

To the best of my knowledge, this is the first time that a conference such as this has been convened. I hope that it will not be the last.

"PARENT RESPONSIBILITY, THE VALUES OF THE FAMILY AND THE PARENTS OF THIS SOCIETY, INCLUDING THE MILITARY, HAVE SHIFTED DRASTICALLY . . . . SOCIAL AND BEHAVIORAL SCIENCES CAN OFFER US AN UNDERSTANDING OF THESE VERY DRASTIC CHANGES . . . ."

Brigadier General John H. Johns, USA

PRESENTATION OF BRIGADIER GENERAL JOHN H. JOHNS, USA, 1 September 1977

I could very easily come here from three different perspectives. I recently completed a two-year tour as an assistant commander of an Infantry Division, and I have only been in the job of the Chief of the Army's Human Resources Directorate for five weeks. The first perspective might be that of a guy who spends all of his duty hours worrying about training, maintenance and operational readiness. If I did that and had no broader perspective, my remarks might seem very simple to this group. I would say, "What in the hell are we having this for? You've brought me away from my duties, and I really don't see that this is any of our business." In other words, I would take the attitude that was mentioned before, that "if the Army wanted you to have a wife and family, it would have issued you one, so don't bug me," and I would sit down.

The second perspective would be a little more enlightened, and I would say, "Look, I want you to focus on those aspects of the family where you can show me a very close and direct relationship between what we have to do with the family and operational readiness, e.g., recruitment, retention, etc. That is, if you've got some very good humanitarian concerns, I hope you help the family, but don't use our resources and money to do that."

The third perspective would be one in which I would start from the premise that Admiral Watkins mentioned and one which the Army has been pushing for the last two years. That is, the Army is an institution--a total institution. It is not merely a job, it is not merely a work place; and all members of the solider's family are members of the Army. I would start out by saying that not only do we have a moral and ethical responsibility for the entire family, but that this is one of our pragmatic concerns.

Now, obviously, you know I am going to speak from the third perspective. We genuinely feel that way. We believe that we have to talk in terms of the military family--and remember that it includes retirees as well as the reserve components. Let's not forget those two elements; they are quite large. I'd like to make my remarks in the context of several sociological or psychological phenomena that are occurring in the world today. There are many more military people married than there were not long ago. Thirty-eight percent of our E-3s in the Army are now married. Fifty-three percent of E-4s are married, and it is going up very rapidly. The women's movement has changed the value system quite decidedly, and it has a tremendous impace that we have not really understood or appreciated yet. Alternate styles of marriage are closely linked with the women's movement, and that makes the families and the wives' commitment to the Army quite a bit different than it was in the past. Parent responsibility, the values of the family and the parents of this society, including in the military, have shifted drastically. We have specialization now. Many parents expect the schools to teach the values, to give the children breakfast and lunch and other things, and the parents have slacked off in discharging their responsibility.

Now these kinds of changes that are taking place have far reaching impact. How do we handle these problems in the military? We handle them the same way we've always handled people problems in the Army--with just good common sense and good leadership.

I've been a behavioral scientist in the Army 18 years now, and I have been frustrated for 18 years. When I talk to line commanders and resource managers about behavioral science research, they say that's just good common sense.

Now good common sense has led us to do things, ignoring research findings just as Admiral Watkins has mentioned. Even when you get some good research, often it goes into a file, and no one looks at it. Can you imagine what would happen if we'd never had any psychological research, and some guy came up before the decision-makers and the resource allocaters and gave a briefing and said "I'm doing some research with some dogs, and I can make these dogs salivate by just ringing a bell." What do you think would be the reaction of people if Pavlov did that today? They would laugh him out of the room and say, "That's useless."

That little research evidence has had more influence on human beings and understanding human behavior than anything in history.

Let's take the increase in married personnel. As I said, 38% of the E-3s are now married; two years ago, that was 25%. Also, two years ago, there were only 43% of the E-4s married, and now there are 53%. My directorate is pushing a program and has been for three years, to get junior enlisted entitlements for the E-1s, E-2s, E-3s, and E-4s. Then we can give them on-post housing; we can ship their household goods and we can ship their automobiles to places like Europe. What do you think will happen to the marriage rate if we do that? When that question came up four weeks ago, I asked, "Did you first figure out what kind of floor structure you wanted before you started your concern about the privates who don't have enough to live? Or were you just looking at the immediate problem of alleviating that condition?

We've got 60,000 people with families in Europe now, and only 40,000 sets of quarters. The other 20,000 are living on the economy in a bare existence. What will happen if we ship their automobiles and household goods to Europe? Have we researched it? No, we've made no

systematic effort to see what will be the impact of this. We just handle those problems as we come to them, using good common sense. To illustrate, if we extrapolate the marriage trend, what are we going to do with all the bartacks that we've built for bacehlor soldiers to live in? We could probably convert them to apartment houses. We're spending hundreds of millions of dollars for barracks designed for three people per room, when in the near future we may have one per room because the remainder will be married and living in a trailer.

We like the sort of commitment you get when people have a sense of community. How can you get that if the vast bulk of your people are living in the civilian community? You don't get the same sort of identification with the Unit. The soldier comes to work in the morning, he does his job, he leaves at 4:30 and goes home. He doesn't have the esprit de corps or sense of identification that he had in the past. What about the good old days? What has happened? Well, the soldier is not like he used to be. We haven't even thought about it systematically, not even using common sense, much less the literature available which could help us understand the sociological impact of what's happening in society in general. We have very few people who appreciate that the social and behavioral sciences can offer us an understanding of these very drastic changes happening in our society. We must address the question of how we get this sense of community and sense of identification if, in fact, we are going to have every private and PFC living off-post in a trailer court.

There are several more areas that I would like to mention, such as child abuse, and the rearing of children. The problem of child abuse is now of crisis proportion, and yet we've only looked at the tip of the iceberg.

There is another issue that needs research: women in the Army. Most of the research that we've done on how to integrate women into the service has been from the standpoint of physiological limitations on what the women can do. Many of the reactions we have are purely emotional. We recently completed studies on what we call the MAX-WAC test in the Army to see what the maximum number of women was that could be put in certain units without degrading the performance. We invested a 'large' amount of money for this kind of research–$400,000. Really, that's peanuts. We found that up to 35% of the unit could be women without any degradation of performance. Now that disappointed a lot of people, and they claimed the research design wasn't very tight, that women haven't really been tested in combat.

We now have over 50,000 women in the Army; OSD suggests we go to 80,000 next year, or by the end of the next two years. We're hard put to say why we shouldn't. We've already heard that women have less lost time, that they're brighter, that they cause us fewer disciplinary problems. But what we really should be looking at in research is the cultural aspect, the wide cultural differences between women and men, e.g., the stereotypes that men have of women, women have of men, and women have of themselves. These are the areas that we really need to know about; we have done almost nothing in this area.

There are several other areas of research that we should examine. What kind of support system do we need to establish to handle this married Army person versus the single Army person? Generally, when we've talked about marriage and the family and wife, we've talked about the officer's wife. That's where most of the literature is. However, the officers' wives can pretty much take care of themselves. We can't seem to get the privates' wives to use the Commissary and PX, and one wonders why? Why will they go down to the 7-11 store and pay 30% more to 50% more? I suspect that if you talked to them, you'd find that this 15 or 16 year-old wife is really frightened by the PX and the Commissary. The bigness overwhelms them; but we haven't looked systematically to see if this is so. Perhaps it's because she doesn't have a way to get there. We really haven't looked at any of this in a systematic way. Why not? When you get to the decision-makers who allocate resources they want a cost benefit analysis. Unless you can show a direct payoff in terms of operational readiness there are no resources available, and they ask "What has behavioral science research ever contributed to good decision-making?" I have been in this business for several years, and my reply would be, "How much have you put into behavioral science research?" It has never amounted to more than .5 of one percent of the DOD research and development budget.

Unless you can give them a real solid thing like the nuclear warhead, they're not going to give you any more resources. How much money do you think went into basic research before we had the nuclear warhead and nuclear ships? Even when your boss is very strong on behavioral sciences, Congress micro-manages and looks for little line items in the budget such as $1.6 million for research on organizational development and they cut it out. But that's the battle you're fighting. Even if you come up with research findings they will go in a file basket because there are few who know how to use it. I'm director of human resources development, and yet there is no one at present in my office responsible for looking at the Army family. I never really thought about it until I got an invitation to come to this Conference. I knew I had many headaches as an Assistant Commander of a Divi-

sion, but I never really thought about whether there was anyone up there who was concerned with the Army family.

I wish you well. You've done some consciousness raising on my part, and I guarantee we'll use those findings when we get them.

"THE ARMY, NAVY AND AIR FORCE ARE SPENDING MILLIONS OF DOLLARS IN THE AREAS OF DRUG ABUSE, ALCOHOL ABUSE, AND EQUAL OPPORTUNITY . . . . PERHAPS WE NEED TO REDISTRIBUTE THE MONEY AND EMPHASIZE THE WHOLE AREA OF THE FAMILY WITHIN THE MILITARY."

Brigadier General Richard Carr, USAF

PRESENTATION OF BRIGADIER GENERAL RICHARD CARR, USAF, 1 September 1977

Following the other speakers today, I feel very much like the two Indians who 20 years ago were up at Yucca Flats when the Army and the AEC detonated a nuclear device. They had 2,500 soldiers out there doing some research on what happened, and the two Indians were doing their thing with their smoke signals. Shortly after the explosion went off, the one fellow turned to the other one and said, "Gee, I wish I'd said that!"

I want to preface my remarks with two observations. First, I want to tell you why I'm here, and it's for a very personal reason. A number of years ago my wife and I sat down and looked at our own marriage and our family, and we discovered that although the marriage was in pretty good shape, there was a much greater potential to be had in learning to relate and communicate, first, between ourselves as husband and wife, and second, in improving the communication and the relational atmosphere between ourselves and our children. Thus, we began a very exciting adventure. We decided to move immediately into the area of improving family life and marriage within the military. With all deference to Admiral Watkins regarding the budget I am more and more convinced that if the awareness of the people in our society is raised to the point where they believe they can affect the decision-making process of this country, then they can. And I think that's where we are today.

I have been a military chaplain for almost 23 years, and I've found the military is a very conservative institution, but it is changing, although painfully. It is very obvious that we are still in a dark closet as far as understanding family life in the military. We are just beginning to agonize out of that closet. I think one of the priorities of this Conference is to raise awareness of the plurality of models of family life in the military.

In the Air Force, we have a somewhat different family environment than in other military services. Within the first four to ten months of training, our young air persons are in technical training. By the end of training, 35% of the graduates of those technical training units come out as joint spouse assignees. Today, in the lower four grades of the Air Force, over 40% of all of our air persons are married. For enlisted women in the lower grades those who are married are averaging somewhere around 55% and that percentage is going up rapidly. Among our women officers in the lower three grades, over 50% are married. This is a phenomenon that is only going to increase. Happily, in the last year, for both officer and enlisted, we were able to obtain about an 86% success rate for joint spouse assignments; that is, we were able to assign couples to a base where they could function together both as a family and in their vocations.

Another area that we are extremely concerned about are the special concerns of single parents, both male and female, and these are childcare, the split shift work for both single and joint-spouse parents, the shift worker problem for single parents, and probably one of the most pressing problems and an extremely important one on which there has been absolutely no research is: what happens to single parents overseas where they are in operational units?

By illustration, one year ago, at one time we had about 8,500 Air Force personnel stationed in Korea, of whom approximately 350 were women. In some cases, they had "unauthorized" children with them. When the emergency was declared, these people were on mobilization. One very real problem that was reported to me was the case of a young female mechanic who was supposed to go down and work on an airplane that was to orbit over near the 38th parallel, but she first had to find someone to take care of her child. In exercises in the USAF and the United Kingdom within the last six to nine months absolutely nothing had been included in the war plan for the evacuation, not only of dependents, but of children of single-parent families, and of joint-spouse families within the operational planning directorates. We must consider what happens to the children and the families of those who are in a different family mode than the ordinary male serviceperson who is married to a woman who is taking care of the children at home and is included in an evacuation program. Thus, in this Conference, we should also examine the impact of family stress in the operational readiness environment.

In the years following Vietnam we have been told by Congress and by the Department of Defense that we're going to have to do more with less people. We're going to have to create an environment in which our people live and work on a wartime footing during a peacetime situation. We are trying to emphasize to our people, male and female, military and civilian, and to family members that the man (or woman) is working 12 to 15 hours a day--six to seven days a week. He is on call on a moment's notice. If he is in the continental United States, within 24 hours he can be picked up, and rotated into an overseas area, either for an actual combat situation, or a simulated combat situation. If you compound the effects of this on a day-to-day, week-to-week, month-to month, year-to-year basis, the result is an environment of family stress on which we have absolutely no data whatsoever. Being a pragmatist, this is the point at which we need to speak to Congress. If we convince ourselves that there is direct correlation between what happens to a family in a stressful environment such as this, and the actual performance or productivity of the military member, I have a gut feeling that we can turn funding around and get it distributed into areas where we desperately need it, that is, into human behavioral research and programs to meet the needs of our families. When I can convince a commander and a congressman that if they don't do something about the stress environment of the military

member, the actual deterrent and defense posture of this nation is affected, then I'm going to get the money to do the research.

I think that we need to have immediate research in the areas alluded to by General Johns: the male-female reaction roles and lifestyles of women in combat, women in command, etc. We must reach those in supervisory positions, raise their awareness and educate them to the fact that their reactions, both management and personnel, towards the young people we have in the military today are based upon myths. For example, every two months I go down to Maxwell Air Force Base and lecture to the senior NCO Academy which is composed of the top senior noncommissioned officers of the Air Force. About a year ago, I did a little private research. I picked up the phone and called about 50 chaplains and asked them, without violating their confidentiality, if they would give me some information concerning marriages of young military personnel on their bases. I wanted to know two things: (a) in pre-marital counseling, how many of the people, military or civilian that they had married had been living together prior to the marriage, and (b) how many marriages between two military members had been living together prior to marriage? The data were surprising. The results were that during a one-year period, about six out of ten couples had lived together for both the military and civilian couples. I've used these data for the last eight months in front of a group of senior noncommissioned officers who are really the backbone of the military management system, in a plenary session, and in small group sessions. After presenting the data, I'd say, "Hey, I'd like you to deal with this." In the first instance I thought I was not going to get out alive. The men who are the supervisors of these young people for the most part, are hostile, unaccepting, and find it difficult to prevent the bias of their own feelings to affect the management of their people if they know that the young airpersons working for them have slept together, were perhaps still sleeping together, or had been sleeping together for a year or so before they had gotten married. These dynamics of management impact directly upon the wider spectrum of how we deal with and research families in the military.

I mentioned the budget a few minutes ago. I have been involved in the social action program in the military for about nine years. The Army, Navy and the Air Force are spending millions of dollars in the areas of drug abuse, alcohol abuse, and equal opportunity. I think it is also high time that we try to re-prioritize and raise the attention of the decision-makers. Money is being spent in areas that we might refer to as purely symptomatic. Perhaps we need to redistribute the money and emphasize the whole area of the family within the military. Again, at the risk of being simplistic, we must find funds, but we must also look at research outside the military environment. We can perhaps find resources where research may have already been done, and we could build on that research. We should also utilize other agencies, both governmental and in the private sector. Their involvement would most assuredly impact upon this priority concern that we have for families.

". . . THERE IS A LARGE NUMBER OF PEOPLE IN UNIFORM PAID TO DO NOTHING BUT SUPPORT OTHER PEOPLE, AND THEY HAVE A RESPONSIBILITY TO TRY TO DRAW UPON RESEARCH . . . ."

Rear Admiral John J. O'Connor, USN

PRESENTATION OF REAR ADMIRAL JOHN J. O'CONNOR, 1 September 1977

I do want to express some surprise at some things that have been said here. I am very much surprised what our Army General colleague here had to say, e.g., that if someone named Pavlov took his dog in and demonstrated the response to the bell-ringing that they would bid him goodbye and pay him no attention. Admiral Watkins could assure you that they would never do that in the Navy. We would immediately get rid of Dr. Pavlov, but we'd make the dog a Rear Admiral, at least.

I would like to acknowledge the presence of some 30 Navy chaplains here; they represent chaplains throughout the world. I fought for an increase in chaplains, and it's obvious to me that running through Admiral Watkins' mind now is, "If 30 chaplains can be sitting here listening to me, obviously, we don't need any more, and we can reduce the numbers."

Others today have made the point that senior decision-makers have failed to recognize the need for research or to allocate the required money. I think this is true only to a degree and I think we would be remiss if we failed to recognize that there is another side to this coin. First, there are a large number of people in uniform paid to do nothing but support other people, and they have a responsibility to try to draw upon research which has been done. However, we often fail in this responsibility. For example, Admiral Watkins and others have justifiably talked about the fact that shelves are packed with coefficients of correlations and statistical tables that virtually no one looks at. Nonetheless, he just gave an extremely important address citing a lot of very intelligible material, and 99% of us in uniform will never read it.

However, I fault many of you who are professionals. You do find work–careful, meticulous research. You send off your article to the Journal of Experimental Psychology (and this is important–I'm familiar with the 'publish or perish' concept). But what effort do you make to translate it into meaningful, applicable, helpful materials for those of us who have to use it? Do you have the right to withdraw into highly exotic language? Do you have the right to seem to function in a vacuum? This Navy or Army or Air Force or Marine Corps belongs to you–to us. So we can't assume all these responsibilities. I have the training to read some of what you write, but I don't have the time to read it in that form, and do the thinking necessary to translate. And certainly the senior decision-maker doesn't have time either, so help us! Don't be so bashful; Don't be so academic; don't be so respectable. Get down to the nitty-gritty with us. We deal with people, and you have a lot to offer.

Those of us in uniform, however, must do our homework, instead of just hand-wringing. We have to be prepared to address those who have to make the decisions. I'm afraid that at times the clergy has too often been dazzled by the work that people like you do in psychology and sociology, valid and helpful though it is. Often, we tend to throw up our hands and become discouraged.

When Admiral Zumwalt left his job as Chief of Naval Operations, he did something very characteristic. One of the very last things that he did was to exercise his authority over the United States Navy Band and said, "I want you to play one thing that my wife likes above all else." And as they walked off, the band struck up "To Dream the Impossible Dream." He began dreaming that dream years ago when he was a Commander and I was a JG, and it was almost as unlikely that he would become CNO as I would become Chief of Chaplains. He was fighting to get some of these "people" ideas across, and a meeting like this is largely a culmination of what he dreamed then.

Last Fourth of July I came out here at the request of the people of San Diego who had spent two years in restoring the Star of India. They put in a tremendous amount of work, and it brought about a kind of congealing of this community. I was asked to offer a prayer, and I asked everyone to stop and think for just a moment. We paused, and I offered a prayer in which I compared a concept of the Star of India to the Star of Bethlehem, the Star of David,–people following their hearts, following a dream to something above and beyond themselves: something not concrete, something not immediately tangible, something that we call "spiritual."

I'd like to relate an experience on one of the bitterest, blackest mornings that I have ever experienced in the Washington area this past December, the worst winter in many years. Close to midnight I drove from my quarters in the Navy Yard up to Dover Air Force Base in Delaware, there to join Four-Star Admiral Kidd, Commander-in-Chief, Atlantic Fleet, and some of his assistants, just a handful who had flown up from Norfolk. We arrived almost simultaneously at about 1:30 in the morning. We were out on the flight line shivering despite our greatcoats because it was horribly cold and desolate. We went out to the flight line as we were expecting the final plane load of the bodies of sailors and marines who died in a boating accident off Barcelona in Spain. What caught my eye as we trooped out there and took our places waiting for the plane to land was a small cadre of enlisted Air Force men, helmets gleaming, belt buckles sparkling, dressed elegantly, standing there fighting not to shiver. I learned they were a volunteer honor guard. Finally the plane arrived, taxied out, the doors opened. We looked into the lighted compartment where eight caskets were draped with the national colors. The honor guard marched up the ramp into the airplane, lifted up one of the caskets, carried it reverently, deferentially, as though they were on national television in Arlington Cemetery. There were no news media there. Finally, each casket had been carried away to the waiting ambulances. All of us rendered honors, and finally, after about an hour, the task was completed. It was close to three in the morning. I went over to the senior man among the Air Force men, and very deliberately, and almost skeptically, asked him, "Why did you fellows come out here? You didn't have to." And he looked at me and said, "It's

the least we could do. It's the least they deserve." He was Air Force; and they were Navy men, and Marines; he had never seen them. In this life he never would see them. But they were honoring a spirit. They were honoring something beyond themselves, something above themselves, something deep, something very profound, something which makes us what we are.

I think most of us are aware that without some sense of intrinsic worth, the human person flounders. We often talk about the need for intimacy. Are these just terms? Is there any particular reason why I should love any of you? Is there any reason why you should love me? You know a lot of people are not lovable in their behavior. People who one day stood before an altar, or a justice of the Peace, or wherever, and they said, "I love you, and I will love you till the day I die," can in a handful of weeks, or months, or years, be at each other's throats, hating each other, despising one another. So we talk about intrinsic worth, where does it come from? Does it come out of the air? Is it merely because we have handsome bodies, or because we're skilled, we're talented, we're rich, we're articulate, we're educated? This is all status. But all of you psychologists know that better than I. You're a great bunch.

"THE PROBLEMS THAT OCCUR IN THE MILITARY FAMILY AND FAMILIES IN GENERAL WHEN THERE IS FATHER ABSENCE, ARE OFTEN ASSOCIATED WITH THE FATHER COMING BACK INTO THE FAMILY, NOT JUST WHEN THE FATHER IS OUT OF THE FAMILY."

Dr. Henry B. Biller, University of Rhode Island

PRESENTATION OF DR. HENRY B. BILLER, 1 September 1977

I shall try to make some general statements that will, hopefully, provoke more research on the effects of paternal separation, paternal deprivation and father-absence, both in military families and in our society in general. It's very interesting to note that some of the earliest research on father absence and fatherhood actually stemmed from experiences during World War II, particularly from studies of father-separation. Some of the principal investigators who contributed to our beginning knowledge on the role of the father and the family included the Sears, Lois Stolz, Reuben Hill, and George Bach.

For many years, we traveled in a somewhat narrow direction looking only at the father's role in the family. There was perhaps too much emphasis on assuming that we could discover the function of the father merely by looking at what happens to a family when the father was absent. Although it certainly is important to understand what goes on in one-parent families and what kind of events transpire when a father leaves permanently or temporarily, there is much more going on in a family that should be looked at in terms of what a father is doing in a family, what his presence means in the family, and what functions he has in the family. We must compare carefully the whole range of father-absent families with the whole range of father-present families. There are many types of paternal deprivation in addition to mere father absence.

There are families where father is present which are nonetheless very dysfunctional--where children have a lot more problems, where mothers feel a lot less adequate in their roles than in certain father-absent families. Because a father is present in the family does not necessarily mean the children are at an advantage. In fact, we know from a number of research studies that there are many very competent one-parent mother-led families. We are also beginning to find out that there are many families in which fathers are the sole parent, and the families function very well.

We must rid ourselves of our stereotypical attitudes that there is something necessarily wrong or dysfunctional about one-parent families or that there are necessarily going to be difficulties for children growing up in one-parent families. In other words, if we are to have an adequate frame of reference when we talk about the effects of father absence, we must look at different types of father-absent families that exist, as well as at the variety of different types of father-present families.

In our research efforts we cannot just lump together children who happen to be father-absent and children who happen to be father-present. For example, in many research studies, it has been found that it makes a great deal of difference if one compares father-absence children with children who have very involved fathers. Research results differ where the father is highly involved, where there is a strong bond between the father and the mother, where the father is highly involved in decision-making, and where the father is a very nurturant figure within the family. One cannot assume that every child who happens to have a father should be placed in the father-present group. Paternal deprivation can exist even though a father spends a great deal of time at home if he is uninvolved emotionally with the family. In fact, we have found that situations in which fathers are home a great deal of time, but during that time they have very little actual contact with the children, can be particularly detrimental to children.

When a father does not really become attached to his child, in some ways that kind of person is probably in some way inadequate in his personality and has difficulties in relating to others generally. Thus, the more that this father is present, the more of a negative model he may be for the child. On the other hand, there are research findings that indicate that fathers who are very nurturant and very involved when present, but are around very little, and thus unpredictable as to when they interact with their children, and this also may have detrimental effects on the children.

We must look at the quality of interaction when the father is with the child, but obviously we can't merely look at the father in isolation from other members of the family. One of the most important factors in child development is the type of relationship that the parents have with one another, e.g., the amount of mutual respect, cooperation, etc. The manner in which the parents communicate with each other is also very, very important. Now, obviously, if a father is absent, the way the mother feels about the absent father is particularly significant. We know, for example, that father-absence due to divorce may have a much more negative impact on children than where the father is absent due to employment, with parents in agreement as to the father's reason for being away from home. Father absence due to death, at least after a period of time, may not be as negatively received by the family than where the father deserts the family, or is absent because of a divorce. Obviously, there is a very big difference between temporary, intermittent father absence and permanent father absence.

One of the major findings from research is that father absence early in the child's life may, at least in respect to some variables, be more detrimental than father absence at later periods in the child's life. This has not been researched in depth. There have been a number of research studies which have suggested that father-absence in the first two, three, or four years of life is particularly detrimental to the young child's self-concept, sex-role development, and cognitive functioning. However, not all the findings are consistent. Other variables such as social class and the sex of the child must also be considered in examining the effects of father absence.

There is increasing literature on the importance of the father-infant relationship. We have had certain cultural stereotypes that fathers, if they are important, are only important after the child is five or six years of age, that

the responsibility goes naturally to the mother only in the early years of development. We are finding, however, that in many families, young infants, even in the first years of life, are as attached to their fathers, or even more attached to their fathers than to their mothers. Contrary to being unnatural, there is evidence that children who have strong attachments to both fathers and mothers in the first few years of life do seem to be able to relate better to other people. There is some evidence that their cognitive development may be stimulated by the attachment to both parents in the early years of life.

I do think these kinds of findings have direct implications both in terms of future research with the military family and in terms of practical applications. It is different when a child or children in the family have to face a father being separated from them when they are older and can understand circumstances surrounding the father's absence than when they're very young.

The problems that occur in the military family and families in general when there is father absence are often associated with the father coming back into the family, not just when the father is out of the family. If there is no attachment established before the father left, then it is even more difficult to reintegrate a person who is a stranger to the children. Generally speaking, if there has been a good relationship with the father during the first couple of years of the child's life, the child is more likely to have a firm image of the father, and this makes both the reintegration of the father into the family easier, and also the feeling that there is a psychological presence during the time the father is away. Where children have a strong attachment to their father, even though that father is absent, through fantasies and cognitive abilities, the child need not necessarily feel that there is a lack of that significant person in their lives. Through letters and photographs, family movies, and telephone calls, reliving and remembering family events, that father can be very much alive in the children's minds. This kind of psychological presence, even when there is physical absence of the father, can be very, very important in trying to keep up the continuity of the father's influence in the family. If children know that the father has an impact on the day-to-day decisions in the family, even if not there, they get a sense of parental cooperation. Children do have a need to talk about, to remember, to look forward to the future in terms of being with their fathers.

Some of the problems in many professions, including many aspects of military employment, make father's hours very long and sometimes unpredictable. Perhaps we need to make the children's hours more flexible. Some fathers, for example, may not get home until late at night and he's not going to do the children very much good if they're always sleeping when he gets home. They go off to school in the morning, and the father has little contact wtih them. We can rearrange schedules to involve children more with their fathers.

There are also many ways in which parents, who are in the military or are away for long periods of time during the day can give children a greater understanding of what their parents are doing during their absence by allowing the children to visit them on the job. Non-military families have the same kind of problems, of course. It is very important for children to understand what their parents are doing in terms of their livelihood or profession.

In terms of the impact of father-absence and father separation, we must also look carefully at individual differences in mothering. Some mothers, by dint of their personality and resources, cope better when their spouses are absent than other mothers do. We need to give much more emphasis to individual personality factors. We must also examine the effects of the presence of siblings in the family. An only child or a younger child, for example, compared to the oldest child in the family or a child with many brothers and sisters, may react very differently to a separation from their father. The resources within the family are very, very important. We have to look a lot more into the fact of surrogate fathers, or other males who can play a role in the family when the father is absent. In instances of children who are permanently father-absent, but who have contact with an active, involved male figure, may do better than children who have fathers who are home every day but not very involved. In some cases an older brother, for example, may be a much more positive influence than a father.

Other important factors in looking at the father-absent situation are the economic and social resources of the family. It may be very different for an enlisted man's family as compared to an officer's family in terms of the kinds of support there is when the father is outside the home. In trying to understand fully the impact of father-absence, we're dealing with a very, very complex, but extremely important area for both military families and non-military families.

". . . FAMILY TOGETHERNESS HAS [ALWAYS] BEEN A CRITICAL FACTOR . . . . IT IS MUCH HARDER FOR THE NAVY TO COMPETE WITH THE FAMILY [TODAY] THAN IN THE PAST."

Admiral Elmo R. Zumwalt, Jr., USN, Retired

PRESENTATION OF ADMIRAL ELMO ZUMWALT, JR., 1 September 1977

My policy has been to stay as far away from the Navy as possible in order not to be a dead hand on the tiller, but this Conference seemed to me to be too important to miss. My topic is that of extending family togetherness during separation. First, I must say just a little bit about research and its place in dealing with such a question. There are an awful lot of views about the validity of research. I remember some time ago listening to a speech explaining what systems analysis was. In the front row of the audience was a famous British scientist who, when the speaker finished, stood up and said, "You know, I was fascinated with your description of systems analysis, but the more you spoke, the more I found myself wondering if it wasn't a substitute for what we call thinking."

Then there's the other point of view reflected by an admiral who told about the research analyst who got hold of a brilliant trained flea. He put a match in front of the flea and ordered him to jump over it; the flea did. He then pulled off one leg, and then another, ordering the flea to jump over the match each time; the flea succeeded. Whereupon, he pulled off another leg and ordered the flea to jump again. The flea couln't make it, and the research conclusion was that the flea's ear is in the third leg.

Obviously, the balance is somewhere in between those two views. In the absence of the kind of research that you met here today to talk about and to improve, the average line officer in the past has had to be his own research analyst as he went along. Most of us use research, in one form or another, in our efforts to understand the problems of our people. Indeed, I think the line officer who pulls ahead of the average is one whose wife makes him better able to understand the problems of separation which his associates are going through, by virtue of her own efforts, and makes sure that her husband understands the problems that she has. The success that any line officer has is very largely correlated with the willingness of that wife to cope with those problems. Certainly, any of us who have succeeded owe a great debt to our wives for that willingness and for the teaching part of that process. I would hope that out of this conference will come a better relationship between the needs and the capabilities of the line officer and some very good research data, and that synergism between what each one of us learns as we go along and what you perfect for us will take place. Then it will be a very worthwhile effort at the practical level of the Navy.

But since each of us has had to do some of that as he goes along, I would like to deal with my subject today by acting as a resource, and I must qualify what I say by emphasizing that I talk about my own experiences. However, there are thousands and thousands of Navy people who have done similar things and made similar observations, but I shall report on mine because those are the ones with which I am familiar.

The first time that I had the opportunity to feel the need for research data and to use it to some extent, was when I was an executive officer of two destroyers back in the immediate post-World War II period. All through the war as a Division Officer, I had been impressed by the fact, that almost without exception, the officers and men with whom I worked were quite willing to put up with the family separation because they understood that it was a very special separation where literally the nation's very survival was at stake. The problem of family togetherness was not an issue which received a lot of attention; rather, how wonderful it would be when the war was over and when one could get back to the family.

Then, in the aftermath of the war, there was a mad scramble for people to get out. There were others who were considering whether or not to stay, and the need for family togetherness became acute. Reenlistment rates began rapidly to drop. In that immediate post-war aftermath, there was a tendency to underman and overdeploy, and there was little interest on the part of people in Washington to deal with the problem.

In my own experience on two destroyers, one was going through a decommissioning process, and the other was going through the process of trying to maintain the operational capability of a ship that was undermanned. Two rather courageous commanding officers were willing to accept the recommendation to keep one-sixth of our people on leave through the period which made it possible for us to send our sailors off for 60 days' leave, and we began to use up the tremendous backlog they had built up during World War II. And the fascinating thing to me was to see how rapidly that began to concert itself into higher reenlistment rates.

There were others in the force who had similarly high reenlistment rates at that time, and as one talks to them, it was clear that they were doing similar kinds of things that put across to the men in their ships that there was a special interest in doing something meaningful for them.

The other interesting thing to observe was that in our ship and others who were doing similar kinds of things, those who remained behind and those who stayed on board literally redoubled their efforts in order to make sure that their skippers didn't suffer by virtue of the sacrifice they were making for their men--interest that had a great morale benefit.

In the early 1950s, as commanding officer of a destroyer escort, and as head of a department of a battleship, I had a chance to observe again the difference with regard to family togetherness, at the height of the Korean war. During that Korean War build-up, again one heard very little about the concern about family separation while the war was going on, but from those old timers who had straddled the years of World War II into the Korean War, a great deal of bitterness was expressed by many who had not been permitted to have what they considered a reasonable amount of family togetherness during those peacetime years. It was separation during peacetime that they resented, and not the separation that occurred during war.

The next opportunity to engage in some 'poor man's

research' came when I went to the Bureau of Naval Personnel for my first tour of duty from 1953 to 1955, and entered what was then called the Complements and Allowances Division--a division with such a dead title that I was sure my career had come to an end. It turned out, however, that it was a billet in which actual requirements of the Navy were generated. When I went into that job, I was a man who had, by then, been married eight years, had been away for five of those eight years, and who, with my family, had moved some fifteen times. There were thousands of other sailors and many officers who had experienced even worse. Thus, I was highly motivated to put forth the effort to find out what it was that could be done about the problem of family separation.

One of the first things I encountered was that when one examined the ratio of sea to shore rotation for one particular rating, it was apparent that radarmen were spending 13.6 years at sea to get one year of shore duty--literally a whole career at sea without ever getting a shore duty. Machinist mates spent 18 years at sea to get a two-year tour of shore duty. It was literally unbelievable that the Navy could retain any qualified personnel during that era in those very critical sea-going ratings.

Complements and Allowances were just becoming computerized, so we were able to determine quickly that there were nearly 9,000 billets of types that could be assigned to any rating. Thus, we designated those to "G" billets, and over time reduced the amount of sea duty for other critical ratings.

It was then that I learned from the then Chief of Naval Personnel the way to capitalize on a good thing. He published that this change was going to happen, and one could see the impact of reenlistment rates even before the shore-duty curve began to improve, by mere virtue of the fact that sailors were being promised that the change would occur.

In the later 1950s, the period of my second destroyer command, I again found the situation that I described for enlisted, but I also had the opportunity to learn much more about the situation with regard to officers. Working with my wife in an effort to see what we could do to improve the retention rate of the officers in the wardroom, it became quite clear that all the talk that I used to give her about the importance of stressing to the junior wives the fun and zest that was available for the Navy and the exciting opportunities and adventure that were available in the Navy were effective only up to a certain level. Then, as deployment began to near, and as the deployment went on and got longer and longer, it was clear that, overriding any of the good things, was that tremendous problem of family separation.

Although we retained five of the six reserve officers who had to make a career decision during that two-year command, it was clear that they were retained because in each case we were able to work with the Bureau of Naval Personnel to get them the specific shore assignment they wanted at the time, that was critical for them in terms of family needs. Thus, I had a vivid demonstration of the importance of family togetherness during the early careers of our officers.

In the still later fifties, upon returning to the Bureau of Naval Personnel for my second tour, with the knowledge I had learned in that second command, I decided to make an effort to understand, on a broader data base, the problems of retention for the hundreds and hundreds of very fine lieutenants who were getting out. I adopted the practice of ordering to Washington the top 70% of those who turned in their applications to leave, for an interview with me. In questioning the first group interviewed (the top 10%) about 80% gave as their reason for getting out, insufficient pay, insufficient responsibility or future responsibility, and only about 20% listed problems of family separation. In the second group interviewed, comprising the next 20%, the percentages ran closer to 60% who believed responsibility and pay were the primary reasons, and 30% felt that family separation was a significant reason for getting out. Among the next 40%, it ran almost the reverse, with the men reporting that the problems of family separation were number one, and only about 30% indicated they wanted more responsibility and more pay. Unfortunately I didn't have the tools or a good enough personnel researcher available to find out whether there were only a small number mentioning family separation within that top 10% because they had a happier family situation, because they had wives who were more willing to support the separation, or whether they were the kind of men who were more ego-oriented and much more willing to disregard and discount the family factors. Perhaps we still haven't gotten too much further along than that, so there certainly is a fruitful field of research there.

In the early sixties, in my third command, I was given the very top quality officers and enlisted men. The only people who came to that command were among the top ten percent in both the officer and the enlisted category. The interesting thing to me is that as I got acquainted with these very high caliber people, I found that there were a very high percentage of them, much higher than in my previous experience who had excellent family support. My impression was that at least 70% of the marriages among those officers and sailors were the kinds of marriages in which there was strong support for the sacrifices that had to be made. My impression in earlier commands had been that only 40% of the marriages were of that category. Perhaps this was because it was a different period in time, but I think it was more likely that the good performers were people who were able to be good performers because they had the necessary kind of family support.

In the years from 1963 to 1965, as Executive Assistant to the Secretary of the Navy, I was able to assist in the initiation of our famous personnel retention study which quantified many of the reasons for people leaving the service. It was interesting to discover that again, family to-

getherness was a very significant factor. Many of the implications of the study were much of what later came to pass as many of us who worked on that particular board moved on into positions of higher responsibility.

In the middle 1960s, as the Flotilla Commander of 25 or 30 ships, I had another excellent opportunity to observe the relationship between leadership styles and retention. One of the fascinating things to me was to discover there was a range of capabilities among the commanding officers and variations in reenlistment rates, and there was a high correlation between those commanding officers whom I would have marked good leaders and the reenlistment rates they were able to achieve. And yet, from ship to ship among the younger officers and men, there was a very high degree of negativism because of this continual family separation problem. But the good skippers, in essence, were able–by the good things they were doing–to override that drag. One of the points that I wish that could be put across to those two demagogues, Proxmire and Aspen, two very intelligent men who are indescribably irresponsible, is the impact that they have on families who are just at the point of having enough good things going for them to override that family separation negativism, but then they hear what they are proposing to do to service benefits, and the good things are negated.

In the latter 1960s, as Commander of the Naval forces in Vietnam, I had a still different opportunity for observation. Recall that all of the Naval personnel there were DOUBLE volunteers–that is, they had volunteered initially to join the Navy, and they had volunteered again to go and fight an unpopular war. During the period I was there, I estimate that I rapped with some 20,000 of those officers and young men. One of the things that fascinated me was when I would ask them reasons for volunteering, the reason, beyond basic patriotism, was that a six to eight month deployment is nearly a year anyway, and they then would have the opportunity to pick their next duty, and they intended it to be shore duty. So, in essence, they were looking at volunteering for combat as an opportunity to control their destiny for a few years as a result of a sacrifice not too much longer than the one they would have to make in ships of the fleet.

Still more fascinating to me in visiting the hundreds of wounded in hospitals there, the general reaction, unless the man was badly hurt with something that would be permanent, was "Boy, this is my bonus, I'm gong to get home early, and I'm getting the payoff for having volunteered to come to Vietnam and I don't have to serve the whole year." Again, the critical importance that young people attach to being with their families was emphasized.

As Chief of Naval Operations, I had the opportunity to visit with many of our finest quality of officers and young men, and what impressed me as I listened to them was that a larger fraction of the top ten percent were now stressing the family separation problem than was the case in the earlier years. And that began to worry me. As I talked to a more representative sample through the various rap sessions in the Fleet, and as I listened to the data coming in from our Navy ombudsmen, the Assistant Chief of Naval Personnel, or from our Master Chief Petty Officer of the Navy,–again, a whole set of 'poor man's research tools'–brought home to me the fact that even among the broad stratum of the Navy, this family togetherness was even more critical than it had been in the earlier years.

One of the things that began to come across as an important subset of that data, was the fact that many more wives than in the earlier years were not going to put up with the continual moving around because they wanted to stay where they continued to hold on to their job, in part, for economic reasons. These women, increasingly, believed in careers for themselves, a much more prominent factor than in the earlier years of my Naval career. A conclusion I made by the end of my four years as CNO was that wives, in general, were now less willing to make the sacrifices than they were in the earlier years, that they were more interested, partly for financial reasons, and partly for career reasons, in holding their jobs, and that those who were willing to make the sacrifice and move around, were finding themselves increasingly less enchanted with military careers for their husbands. The wives' attitudes were being reflected in the husbands' wanting more shore duty and their repetitively wanting to come back to the same locale in order that their families wouldn't have to make that move.

Based upon this poor man's research, what do we already know? I think we know that throughout my thirty-odd years of Naval service, family togetherness has been a critical factor. I think that we know that it has become a greater problem and more difficult to deal with in generalities now that women have become more liberated and more interested in being individuals with careers. Therefore, we know it is much harder for the Navy to compete with the family than in the past. What we don't know, it is much harder to say. But it is clear that we don't know enough about the nature of the problem as it changes over time. We haven't done research well enough to know, and I would hope this kind of research can be repetitive, so that we can measure the impact of the changing environment on the impact of the Navy family. It's clear that we cannot say whether the solutions of the 1970s are going to be applicable to the 1980s with regard to specific programs. We need to know. In order to do that, I think a great deal of research is necessary.

With regard to the changes that were made during the years from 1970 to 1974, we reduced the length of family separations with some success. We were successful to an extent in shortening separations for those in critical sea duty ratings. A new system was created to try to find more shore jobs for the critical shore ratings. We have tried to interrupt the long separations by the charter

flights for dependents to go overseas, and by the home-porting arrangements overseas. We lost in Greece, partly for political reasons. Even such things as exchange billets with foreign navies have given us the opportunity to put people overseas in areas which are exciting and challenging to a certain subset to our naval personnel. Indeed, the major efforts that were made to improve the lot of women and to give true equal opportunity to women was more than just something that was right; it was a thing that was calculated to do well by our men.

When we had the honor for the first time in Naval history to promote a woman to the rank of Admiral, my picture appeared in the newspapers around the land, and I was seen kissing her as she was being awarded the two stars of her admiral's rank. I received a letter soon thereafter, from an old friend, saying, "Dear Bud, I never thought I would see the day when the Chief of Naval Operations was kissing an admiral." I sat right down and wrote back, "Old friend, you need to be made aware that nobody ever became the Chief of Naval Operations without having kissed a lot of admirals."

The assignment of women to sea as an experiment in a hospital ship, which, as you know, had to come to an end because the ship was decommissioned, is now reflected in the efforts of the Navy to get new legislation to authorize it as a way of getting more shore duty for men, and for decreasing the amount of shore duty that women take from men. Thus, men will have a better opportunity to come ashore. The assignment of women to sea is going to have a certain effect on wives, if my own wife is an indication. I came home the day the Z-gram went out announcing the assignment of women to the hospital ship Sanctuary, and I said to her, "What do you think about the new change?" Her answer was, "Well, I understand the theory, and I supported the principle, but I'm certainly glad it didn't happen while you were going to sea." When I replied that she didn't seem to have confidence in women, she said, "Oh, yes I do, I just don't have confidence in you." But I think that over time it has become clear to most of the Navy wives with whom I chat that when it comes to pass, it will be a good thing because of the increased opportunity that they will have to have their husbands ashore.

With regard to all these programs, the basic question that will have to be asked is, "Are these kinds of approaches satisfactory for the future? I think that research is quite likely to show that for an increasing percentage of our Naval personnel, they are not going to be doing the job. I think that research will show that the reason is the one I have given–that women are demanding, as they should, to be people, rather than wives, and this means that certain changes in the whole approach of the military to the assignment of the husband are going to have to be made.

I haven't yet touched on some things I was delighted to hear brought up by other speakers, such as the problem and the need for research with regard to the problem of spouses of women in the military services. And the reason that I'm not a good source for that is that most of my research has come from the shipboard experience, where you just didn't have women. But clearly, it is a very important field that needs to be researched.

In conclusion, what I would like to deal with is just a point or two about how I think the family can be made to function more effectively in support of the military organization. I think it's almost trite to say, but it can be done by treating the Navy family both as individuals, and as a team, and I believe that to generalize, the Navy has been much more conscious in recent years of the team element, that is, the family, than it has about the need to worry about the wife as an individual, the child as an individual, and their individual problems, as opposed to the team problem. Therefore, I was delighted to hear Jim Watkins talk about his tongue-in-cheek advice to "boiler tenders to marry boiler tenders." I know that being aware of that problem, he's doing everything he can to insure that in this highly computerized age, when we can put together so many inputs, that where those boiler tenders marry yeomen, we can work out the system in such a way that the very best combination of orders are given. Indeed, we have a very fruitful area for research in what has been mentioned today about the military husband and wife team, both of whom are in the service. I believe that in that instance, you have a combination of people where both sides have made the decision to remain in the military service, and I believe that with the very small number that are currently involved, one can get a great deal of research data on satisfactory environments and changes that reinforce the whole family's commitment to stay in the service. I would hope that this would also be done cross-service, that is, where the spouses are in different services. I believe from that situation there is much knowledge to generalize the situation where the spouse who is not in the service and her or his spouse who is in the service is rotated. I also believe that there is much that can be done to improve the family situation by special efforts to find employment within the skill areas of the non-military spouse such as with regard to special rules for civil service. We can then improve the overall happiness of that family, but clearly research needs to be done on it.

Similarly, with regard to children in the military services of the future: I think as we get more and more able to deal with the vast amount of input, we need to pay attention to the special problems of children and the special requirements of children, but it clearly is going to take a lot more research than we have available today.

There is one final item that I think needs researching, and that is the impact of focusing on a particular mission. I had a very special opportunity during my four years because I was hired and given an overriding charge to change the Navy's personnel system so that more people were retained, which made it easy for me to focus on that particu-

lar mission. Other Chiefs of Navy are hired for different reasons, and they have to put primary emphasis on those reasons. And when they do so, they have the same kind of effect Navy-wide as there is on that ship which has a skipper who is very people-oriented, and is then followed by someone who, because of his charge, must be readiness-oriented, or mission-oriented. We need to understand whether or not there are things that can be done about that. To de-fang the impact of that change so that it will not have the kind of spiking effect on personnel retention that we have sometimes seen in the past as one looks back over the years, one tends to correlate those special periods when the Navy was able to concentrate on personnel-readiness and see a drop during those periods when the Navy could not concentrate on personnel-readiness.

I wish you all the best in your efforts, and I congratulate the founders of this Conference for their vision. It is an exciting new field.

BANQUET

2 SEPTEMBER 1977

BANQUET

Speaker:

CONSTANTINA SAFILIOS-ROTHSCHILD

Professor, Department of Sociology
Director, Family Research Center
Wayne State University

When I was invited, three weeks ago, to go and spend a few days on board the Eagle, the Coast Guard Academy training ship, I received a letter which asked that I "bring a coat and tie." I didn't know whether that meant that we no longer have sex differences, or whether it meant integration was still in the beginning stages, and there were yet some transitional problems.

Throughout this Conference, participants have been talking about the integration of women into the military, and I can't help asking: What does this mean? Why are we talking only about women's integration into the military? Why don't we talk about the fact that men also have to become integrated with women? It may sound like a play of words, but it is really much more. We tend to look only at how women are behaving, rather than at the entire interactional process, including how men behave in different situations.

Since I am supposed to be talking about the meaning of sex differences, if they really exist, in whose minds, and what they mean, I will draw upon some of my observations aboard the Eagle. From that experience, I learned a lot about sex differences—more than I had learned from all the reading I had done in the past. Throughout the many years when we talked about sex differences, we really polarized the groups saying: Here are all the men; and here are all the women. Now how do they differ as a whole group? This really means little, because there is much more variation among women and among men with respect to ANY variable than there is BETWEEN the two groups. Yet we still continue to think this way.

Captain Ronald Wells presented a good example, in his presentation here at the Conference, that illustrates the point. When the women in the Coast Guard Academy were admitted last year for the first time, there were concerns about their capabilities. For example, would they be able to climb up the masts of the Eagle (which are twice as high as the ones outside here on the Star of India)? Since sex role stereotypes portray women as weak, a rope test was devised that women had to pass. But for the sake of objectivity, it was decided also to give the same test to men. The results were interesting. Twelve percent of the men did not pass the test; 12% of the women failed on the first trial. Not a very great difference!

While on the Eagle, I spent time observing the physical characteristics of people, since I knew these characteristics were a great concern. Many persons are asking: How will small women do the tasks required? Actually, I found there were many male cadets serving on the Eagle, that were as small as, if not smaller than, some of the women. One might ask, then, how will these small men do certain of the things that require one to be taller? Nobody seemed to be concerned about the men's physical abilities. If we give the same tests to men that we do to women, we may find that it is not a question of sex differences, but a question of individual differences, after all.

Certainly, anyone will admit that there are very basic physical differences between men and women—the menstrual cycle, for example. In the past there has been much concern about the effects of menstruation and about the changes in moods and the inferred "irrationality" the week prior to menstruation. Recently there has been considerable research which involved testing the performance of women during the week before and during menstruation. Some of this research, undertaken at the Naval Aviation research labs, was reported on at this Conference, in fact. It

should be noted, however, that in the last seven or eight years, data have been accumulated that support the finding that men also have very definite hormonal cycles of 20 to 22 days, with accompanying mood fluctuations, increased irritability, and higher accident rates three to four days before each cycle. Thus, when you notice that a man is very nervous or irritable, you can now tell him that he is in his "difficult" week!

In the name of fairness and objectivity, then, we should also be testing whether a man's performance, rationality and decision-making are in any way affected by hormonal cycles. Does his performance show a decrement three or four days before a cycle? Interestingly enough, there is indeed evidence that men's reaction times are altered quite decidedly in those three or four days. The Japanese, in fact, have applied this knowledge of biological cycles to taxi drivers and truck drivers in Tokyo. The researchers rotated the duty of male drivers according to their individual hormonal cycles to prevent them from driving during the three or four days before the end of a hormonal cycle. The results were that accident rates were reduced by one-third. Within our military, then, I would strongly recommend that some good research be done on the effects of hormonal cycles among male servicepersonnel, as well as among females.

Also, perhaps there has been too much concern about pregnancy of female servicepersons. Even if there is a six-month disability due to pregnancy, we also find men who have illnesses that last six months.

Let me give you an example which may answer the question about the ability to perform tasks, based upon my observations aboard the Eagle. On a sailing ship there is a continual pulling of ropes. It gets almost monotonous after a while, because it goes on from morning to night. It was very interesting to watch the behaviors of men and women on the same line. Sometimes I saw much more evidence of physical stress in the men who were pulling the ropes. Their faces were red, they were sweating profusely, and they made terrible grimaces. I didn't see any of the women losing their cool while pulling hard, even when the woman was the first in line, stuck with the worse of the pulling.

Some of the important issues related to concerns about women's physical ability revealed some underlying fears which get in the way of women's integration. Two men cadets and one woman cadet had climbed up the highest mast, and were hanging out, trying to complete their task, when one of the men 'froze' and could no longer move. The woman and the other man spent half an hour talking to him until he was able to control his fear and come down. This incident brought out a very important issue. As long as women were not physically present in such situations, men could keep up the facade of strength, courage and power. They could pretend that they were not afraid and they could maintain the masculine bravado intact. The price for this, of course, was high: they could never admit that they were afraid, or that they ever had any ambivalence or second thoughts. In other words, one of the effects of the presence of women is that it brings out into the open the fact that men are human beings with weaknesses and fears and shortcomings. Thus, a big hole is made in the masculine front. Actually, some of men's resistance to the integration of women may be explained in terms of this fear to appear afraid or weak in front of women.

I would like to share another observation: whenever a cadet couldn't quite pull his own weight, everybody else helped, and this could be in the case of either a male or a female cadet. Everybody worked as a team. In all kinds of activities, the trend is increasingly toward team effort. I think somehow we have passed the era of great 'individual' deeds; this is only in history. Besides, I question whether it really matters if somebody can lift 60 or 75 pounds. Is it really that crucial for being a really good military person in our time? Maybe it would have been crucial in the 19th century. There is no question that there are differences between masculine strength and feminine strength. Of course we don't know what will happen now, when under Title IX, from a very early age, women will have the same chance of participating in all kinds of competitive sports and athletics as men. It is possible that some physical differences between men and women will disappear, while others will persist.

I think that one main problem is that we still tend to conceptualize men and women as being at two opposite poles. The same type of dichotomous conceptualization is true in other areas. We

tend to think that all women are feminists, and all men the villains, the oppressors, the enemies. Increasingly, however, I am becoming convinced that there are probably as many men as there are women who have become aware of their own sex role constraints and stereotypes, reflecting their own upbringing. These men are also struggling to understand, and to change. Right here, at this Conference, there are some marvelous examples of such men. At this table are two such men, Admiral Watkins and Brigadier General Johns, who, I think, are much more advanced in non-stereotypical thinking than a lot of women I know. We must move away from polarized thinking which infers that all women think this, and all men think that, and all women do this, and all men do that.

Perhaps I can clarify that by saying that there are no inherent psycho-social sex differences. It does not mean that right now, if you take men and women, they can all do the same things. This is not correct, and as a matter of fact, it is very dangerous to believe. We cannot expect men who were brought up to be tough and cool and brave and not to be vulnerable, not to show weakness, not to express emotion, to suddenly overnight become people with great empathy, tenderness and sensitivity. They have to LEARN how to be all these things.

In the same way, despite the fact that women may be able to do many things that many men are doing, they also need a lot of special training and help to compensate for many of the things *incongruent with their upbringing. We cannot say that there are no sex role differences, and expect* that men and women will be able to choose what they want to do and do it. I think that special training and discussions have to take place, and a variety of skills have to be learned by both men and women before they can be free of sex role constraints.

It is extremely important to remember that when we are trying to have both men and women in the military, many of the women do need to learn special skills. If, for 17 years, one has learned that the way to be a woman is to be nurturant, warm and sensitive, and to be nice to little cats and dogs, you can't expect that woman—if ever the decision is made to send her into combat— to have the right impulses in combat situations. She needs to be trained and resocialized in ways diametrically opposed to her 'feminine' socialization.

In the same way, I don't think that many men really feel very comfortable with the entry of women into the military, and I don't think many of these men will feel comfortable, just by magic. They need some kind of special sensitivity sessions, training workshops, or whatever you wish to call them, to reach a point at which they feel comfortable in their relationships with women in different military roles.

Probably one of the most negative effects of sex role stereotypes and social inequality has been the fact that men and women have not learned how to be good friends. They have not learned how to be colleagues, how to work together in any kind of setting without seeing each other in a sexual sense, because the only way they ever learned to relate to each other was sexually. Beyond sexual relationships, they have had great problems handling other relationships. In this area, young men and women in the military are on a new frontier in that they are trying to learn how to be friends and how to be colleagues. The one thing I found very striking on the Eagle was that same-class men and women cadets were able to become good friends. I watched them during what was probably the only free time that they had—watching movies at night. The interaction between them was easy and very comfortable, and there was absolutely no indication that they saw each other in any other way but as friends. Whenever there was any kind of roughhousing--or teasing, it was completely without any kind of sexual overtone.

Upper classmen, on the other hand, who came from all male classes, did not share the fourth-classmen's ease in interacting with women cadets. They were still caught in masculine hangups. It was as if they felt they were the last stronghold of a 'pure' all-male class, and they exhibited this with great pride. This attitude interfered with their ability to relax and learn something from the presence of women. *This is the group that will have problems with the presence of women.* And this group will need much more help in reaching the point of feeling at ease.

The same was true for enlisted men. They could only relate to women as women, or, in fact,

as sex objects. Some of the enlisted men told me that they would like to learn how to be friends with the women, but they did not know how. They wanted to learn how to take orders from women, and they felt they could do this if they could be sure the women knew what they were talking about.

Officers had a much more sophisticated way of coping with women, since they could intellectualize their ambivalences, fears, and defenses. Therefore, they will need much help, because it is a more difficult breakthrough to reach people who can intellectualize all their problems.

A very crucial issue involved in women's "integration" into the military, has to do with their numbers, and the effects of these numbers. When women are first admitted, in small numbers, into masculine fields such as engineering, physics, or the military, there is a tendency to admit only the exceptionally high-achieving ones. Their small number, and their exceptional achievement characteristics allow men to "write them off" as exceptional. Another noteworthy result of the small number of women as cadets, or as officers, is that they stand out, and thus attract attention. They are under the microscope! Consequently, whatever idiosyncratic characteristics these women have, tend to be generalized to all women. If it happens then, that only two or three have unpleasant personalities, it reflects on all other women as a class. There is no opportunity for the characteristics of women to become normalized when they are in a small number, in the same way that men's characteristics are; that is, some men are brilliant, some men have marvelous personalities, some men are competent, and some men are lousy. In the case of the women, they are either superwomen and supercompetent—or they cannot do anything and are totally incompetent.

There is something very important about the ratio of men to women in any kind of interaction. We know, for example, from small group research, that the style of interaction, how one behaves and how one feels, changes from setting to setting, according to the prevailing sex ratio composition of the group. If the ratio of men to women in the academies, as well as in other military settings, should change from 10:1 to 3:1, the changes in men-women interactions would be considerable. In fact, with a 3:1 ratio, I would not be up here talking about women's integration into the military, and you would not be listening. Nobody would be thinking about it because it would not be a problem. People would stop examining in minute detail what women do, a process that can only subject them to considerable psychological stress. In effect, women's integration in the military cannot succeed until there are proportionately many more women than there are now. Aboard the Eagle, there were 10 women cadets, and 120 men cadets. Some training groups had no women, and in some groups there was one woman cadet to seven men cadets. This ratio made her marginal, and created a number of problems. Upper classmen focused their attention on her, and she was often handicapped in terms of the training she received.

Many sex differences can be made to disappear with training. Perhaps the only exception is the sex difference in terms of greater physical strength and male musculature which cannot be altered through special training. This basic physical difference poses a challenge for the military. It forces the decision-makers to rethink existing requirements and policies, weighing their usefulness. Are these really necessary? In most institutions, we know there is a tendency to keep many laws and policies long after they have served their purpose. All policies and requirements should be reviewed periodically to determine if they are really basic to operations. Is this requirement truly basic to defense, or is it really something that is merely a tradition which has become institutionalized?

I would feel more confident in terms of what we know about men-women interactions in the military if we focused LESS on women during the integration process, and MORE on the men. I would like to see a much greater effort made in helping men adjust to this new situation. We must find ways of dealing with the changes that have to take place for them to be able to cope with the fears and anxieties that the presence of women arouses. The problems, then, should be expressed in terms, not of integrating women into the military, but of integrating men into a new kind of military situation.

CLOSING
PLENARY
SESSION

3 SEPTEMBER 1977

CLOSING PLENARY SESSION

Military Family Research Conference
Saturday, 3 September 1977, 10:00 a.m.

Chair: **D. STEPHEN NICE, Ph.D.**
Research Psychologist
Family Studies Branch
Naval Health Research Center

INTRODUCTION:

We will conclude with comments from some of our distinguished participants, on their perceptions of the major achievements of the Conference, as well as their assessment of the future of military family research.

The original goal of the Conference was to assess the current focus of family research in both the military and civilian communities. A second purpose was to open channels which may facilitate the flow of information between research and service delivery personnel. A third purpose of the Conference was to establish a more direct dialogue between researchers and policymakers, in order that we, as researchers, can become more aware of the needs of those in operations. Thus, perhaps, we can better use our talents to achieve more direct benefits for the services through systematic and responsible programs of family research.

"TO THE EXTENT THAT WE DEMONSTRATE COST EFFECTIVENESS, IN TERMS OF INCREASED RETENTION . . . IN TERMS OF LOWERED SICK RATES, IN TERMS OF LOWERED DAYS IN THE HOSPITAL . . . WE WILL HAVE A MORE PERSUASIVE ARGUMENT FOR FUNDING OTHER RESEARCH ACTIVITIES."

Colonel Paul Darnauer, USA

COLONEL PAUL DARNAUER, USA, 3 September 1977

The Conference has given us an opportunity to know a number of people, both researchers and practitioners, who are concerned with similar kinds of things. The real success of this Conference is going to depend on what we do when we go back to where we came from.

In the past, our military family research has been spotty or nonexistent, done on an ad hoc basis by people who were looking around for dissertations to write. At the present there is more being done, although it is still poorly coordinated and supported with resources. As for the future, although I would like to be optimistic, we, within the military, are fighting a resources battle. However, I have lots of hope for military family research, but in order to achieve that hope, we have to do a couple of things.

One, we need to look much more carefully at some of the things that are being done in the civilian sector. We tend to re-invent wheels. We have to focus on what's being done in the universities and decide what, of that, can be used in the military, instead of doing it all ourselves.

In addition, within the Deaprtment of Defense, we must do a much better job of coordinating our own efforts. We have a tendency to become very parochial, but I assure you that that's not unique to the Department of Defense. Not too long ago, I talked with someone at the University of Washington who was doing some research in the child abuse and neglect area. I asked that person if he knew about something else being done in another department at the University of Washington, and he didn't even know anyone there who was interested. So, universities have the same kinds of probiems.

I think that we're ready for, and I think that perhaps we can support a tri-service planning activity to look at what our needs are.

In my dissertation, I pointed out that the military family is conceptually an important sub-system of the military, in that it functions to maintain and sustain the military member. However, I left the checking of that conceptualization to somebody else and so far, I don't think it has been done. There has been no systematic research that would either support or refute that idea.

Our research efforts need to look at the effect of having married personnel, rather than look at the effect of having married rather than single personnel.

To the extent that we demonstrate cost effectiveness, in terms of increased retention, in terms of reduced incidence rates, in terms of lowered sick rates, in terms of lowered days in the hospital, etc., we will have a more persuasive argument for funding other research activities that we're more interested in. So I challenge us to really look at some of the hard questions: Is it worthwhile to have a married military? Is that cost effective for us? I think we can probably come up with data that will do the job for us. That's how they get the money in other fields--maybe we ought to look that way in ours.

"IT MAY SEEM FAR REMOVED FROM THOSE PRACTITIONERS WHO SEE FAMILIES ON A DAY-TO-DAY BASIS, BUT THERE'S [STILL] NOTHING SO PRACTICAL AS A GOOD THEORY."

Captain Paul D. Nelson, USN

CAPTAIN PAUL D. NELSON, USN, 3 September 1978

The first important issue is defining the problem. What are the problems? We've heard some very profound statements of major issues which are prevalent within our entire society, and about others which are more idiosyncratic to the military institution. We've heard our generals and admirals state these, and we've heard discussants state these. How many times we get into a band-wagon effect! We use terms such as "research," "family studies," "concern for women in the service," and we get band-wagon effects, some of which are followed by monies, but, more typically in our business, not.

But there is great enthusiasm, and, in fact, there may be some innovations in procedure. We get down the road a way, and one day someone stops and asks the question, "What was it all about in the first place?" And many, unfortunately, are not able to say. I wouldn't want us to get caught in this because I personally think that as a private citizen and an individual, as well as a naval officer, that the family institution as we've known it in the past, and whatever form it takes in the future, is a sacred institution.

When we do define problems relative to the family, I think we must address the issues of whether or not research is really warranted, and if research is, what type of research? What do we mean by research? Certainly, there is the basic advancement of theory and methodology, and that is critical. It may seem far removed from those practitioners who see families on a day-to-day basis, but as social psychologists, the grandfather of our field in this country, Kurt Lewin, once said, "There's nothing so practical as a good theory."

There are also the systematic tests of hypotheses derived from theories. A great deal of what I've heard is probably in the program accounting and program evaluation vein, which requires very sophisticated methodology, and a very acute awareness of many issues, including those of ethics.

There are many different levels of research, and we should not confuse them. They are all a necessary part of the total family studies.

More attention must be given to subcultures of our society--both military and civilian. This is a more important cut, in fact, than the male-female issue. This is not to deny differences in sex-role perceptions and stereotypes, but an equally profound set of variables are those which are, broadly, subcultural ethnicity, regions of origins, socio-economic, educational, and occupational backgrounds. The family, as an institution in society, is a principal transmitter of culture.

Another major area which needs attention is communication networks--the macro-descriptive level of who talks to whom about what. What are the sources of influence, formal or informal? Where does the money go? Into the formal agencies, and little attention is given to the informal networks.

We need to address the extended family concept. There is the service family as an Army family, and the Army as a total institution. We talk about the Navy looking after its own. There are the base and the non-base community families; there are the neighborhoods, the ghettos aboard ship. We should attend more to the macro-levels at this point, using better descriptive methods and appraisals of the situation before we get too wrapped up in some of the psychosocial innuendoes of personal identities. That may be defined at the theoretical level, but that's not going to be terribly helpful to the agencies at this point.

We need a communications vehicle for this group, and others not here today, possibly a family digest, a newsletter, or something of this nature, which would require sponsors and editors across the services, but would also include the university community. It could include information about who's doing what, where the major centers of activity are, what federal agencies are supporting, what the movement seems to be in Congress, and what legislation is relative to some of these issues. It might include book and research literature reviews appropriate for the people in this business. It might also include methods of research, ethics, problems, and legislation. Finally, there should be a periodic three to five year convention for this group. In between, the focus could be on workshops on particular topics, which none of you really had enough time to get into and work out at this Conference.

". . . A MORE IMPORTANT AREA OF RESEARCH NOW [THAN THE IMPACT OF THE FAMILY ON THE MILITARY] IS TO BEGIN TO LOOK EMPIRICALLY AT HOW THE FAMILY IS AFFECTED BY LESS THAN CAREFULLY THOUGHT OUT DECISIONS ON THE PART OF OUR DECISION-MAKERS."

Colonel John W. Williams, Jr., USAF

COLONEL JOHN W. WILLIAMS, JR., USAF, 3 September 1977

This is the first time that I can remember in my twenty years or so with the military that those of us who are interested in family studies have had an opportunity to sit down with our civilian colleagues and discuss issues which are common to both of us. I have appreciated this Conference so very much and hope that we can continue this type of thing in years to come.

One of the things that has come out of the Conference is my motivation and dedication now to find some way to get all of our military family research into a common program, or into a computer somewhere, so that when all of us need information about the military family, we can have someone run the computer and find out what has been done before. I promise to get word out to all of you in some way in about six months, as to what we will have done to make this a reality.

In our research so far, we have, as far as the military family is concerned, looked primarily at the impact of the family on the military. I think a more important area of research now, is to begin to look empirically at how the family is affected by less than carefully thought out decisions on the part of our decision-makers. We need to address the following questions in our future research: Does family separation due to military service lead to family dissolution? Is there a cause-effect relationship there? Are families in one branch of the service more satisfied and content with their life together than families in another branch of service? And, if so, how do we account for that? We must ask: Are the services aware of the newly emerging family lifestyles? Can we expect support for those alternative lifestyles?

We have heard in many of our papers here that single-parent families have increased greatly during the past few years. My own research definitely points out that dual-career families are on the increase. There are more than 3,000 of these dual-career families in the Navy, and almost 4,000 of them in the Air Force. Do we need to support this or discourage it? What does this mean for the military family? Those of us in the military must take the lead in convincing our military leaders of the importance and need for family studies, and I can assure you that I'm going to take the lead in the Air Force to convince our military leaders of the importance of research on the military family.

"I THOUGHT RESEARCH WAS RUNNING OVER TO THE LIBRARY AND CHECKING OUT BOOKS ON PHILOSOPHY. IT NEVER OCCURRED TO ME THAT RESEARCH WAS SOMETHING A LITTLE HARDER THAN THAT."

Major Richard J. Brown, III, USAFR

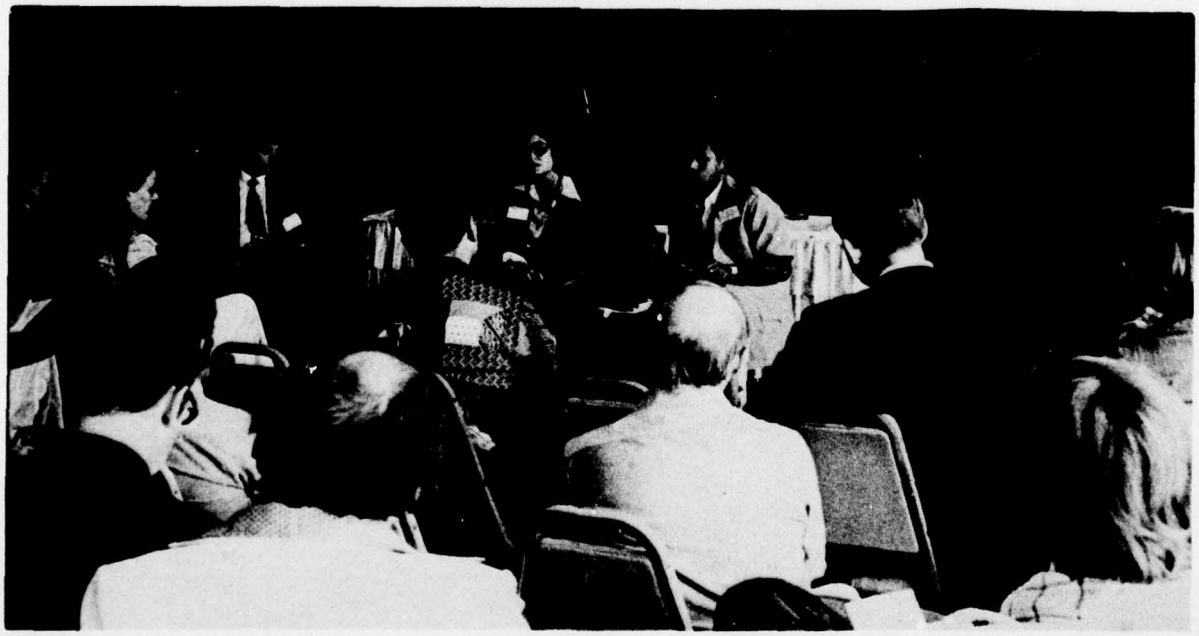
MAJOR RICHARD J. BROWN, III, USAFR, 3 September, 1978

The first thing that overwhelmed me during these meetings were the common characteristics between the nature of understanding the family, and the needs of the family, within the military and civilian communities. I think that strengthens our working together; it gives us a sense of personal and professional commonality.

The second thing that has come out of the Conference for me is that, as a chaplain, and once rather serious student of theology, I thought research was ruuning over to the library and checking out books on philosophy. It never occurred to me that research was something a little harder than that. Once having been exposed to that, it has become something of a mission of mine, personally, to enlighten my fellow chaplains about where the real stuff is.

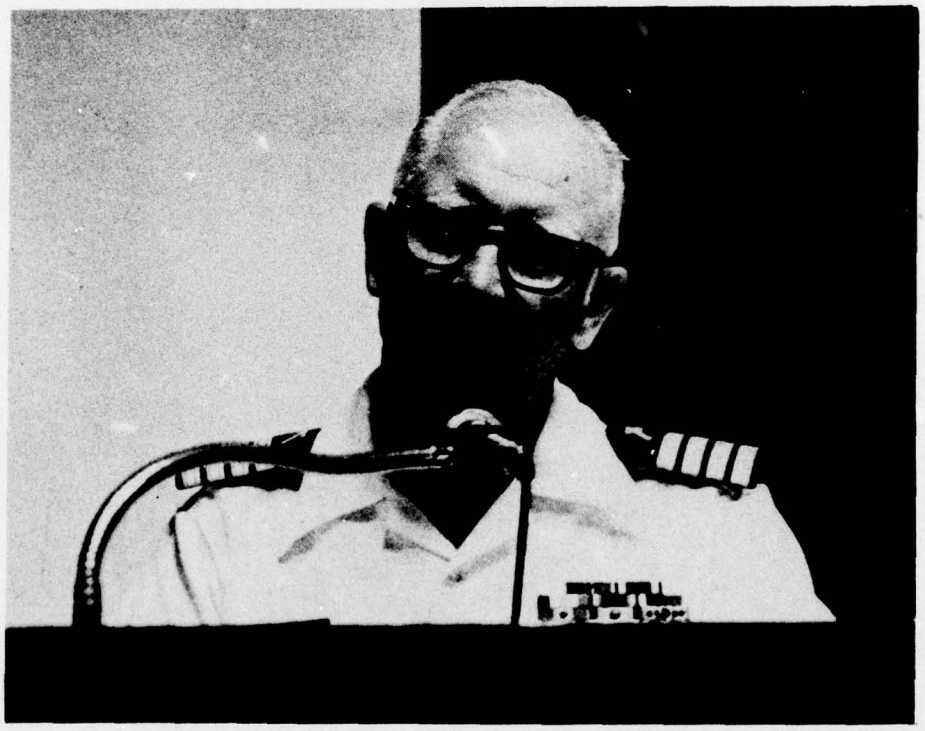
I am terribly excited about the fact that there are somewhere upwards of 50 or more military chaplains here. I know from informal comments made to me that they have not always understood everything that was being said, and I have tried to reassure them that I didn't either. We don't all come with the same skills, the same ability to communicate along common lines, but apparently we have some very deep and strong common motivations. I shall return home with a great deal of excitement and anticipation that both the dialogue has started, and that we're now united in our efforts. Through research, we can understand the problem, and more accurately design programs for effectively changing policy.

Speaking unofficially for the Chief of Chaplains Office of the Air Force, I want Colonel Williams to know that he is going to have to SHARE his lead in the Air Force for research in the military.



" . . . CHAPLAINS DON'T HAVE ALL THE ANSWERS, EVEN IF WE ARE THE FIRST POINT OF CONTACT. WHAT WE REALLY DO . . . IS . . . TO SERVE AS A REFERRAL SERVICE."

Captain Leon S. Darkowski, USN



CAPTAIN LEON S. DARKOWSKI, CHC, USN, 3 September 1978

I have no qualifications except just being a chaplain. I, too, am very happy to see so many chaplains and clergymen here participating in the Conference. I would be disappointed if it were otherwise. We are the practitioners, and often, the chaplains are the first point of contact for family problems. The chaplain and the church give people a sense of belonging, a place to come with their problems, and the assurance of confidentiality and privileged communication.

But chaplains don't have all the answers, even if we are the first point of contact. What we really do at this initial contact is usually to serve as a referral service to people like yourselves--psychologists, the medical profession. We guide them in a direction where they can get some solutions, because we are not the specialists in these fields.

Chaplains, however, are able to provide some basic programs in helping to resolve family problems. Our counseling cases often take part in our church programs, e.g., pre-marriage instruction, marriage encounter groups, adult discussion groups, religious education, special need programs. We also have programs to send chaplains to graduate schools. Here in San Diego we have many special programs to help people both on an individual basis and on a family basis. One of the most useful programs we have here is a dependents' assistance board sponsored by the Service Force, Pacific Fleet, at the 32nd Street Naval Station. We have chaplains on duty 24 hours a day to help families resolve problems, particularly the problems of separation.

These are the practical aspects, but we come to people like yourselves to give us different insights and some good direction and guidance to help resolve these problems. Here the bottom line is the marriage of the practitioner with you people, the researchers. Together, perhaps, we can come up with the answers.

"WITHOUT MORE QUID PRO QUO, *THE FAMILIES OF MARRIED PROFESSIONAL SERVICEMEN MAY DEFEAT THE MILITARY SYSTEM . . . . IT ISN'T ONLY THE MILITARY THAT HAS MISSIONS."*

Regents Professor Reuben Hill, University of Minnesota

REUBEN HILL, Ph.D., 3 September 1978

I shall try to couch my remarks in this closing session around some themes which are apparent here. The theme of the family and the military coexisting under conditions of antagonistic collaboration: Are families and military system rivals or partners? Rival claimants for the time, presence and loyalty of military personnel, or partners in a common task?

Admiral Watkins credits the Army with conceptualizing the entire family as members of the team, and he would like the Navy to make its careers more than jobs, make it more a family way of life. Admiral Zumwalt asks how the family can be better trained to service the military. The research highlighted in this Conference has illuminated the points of stress and strain between families in the military as separate systems. Colonel Darnauer was ingenious in suggesting that the family might be a subsystem of the military.

I think we have a sounder position. The family cannot be co-opted unless the family can co-opt the military. The military seeks ideally to make the family instrumental to its mission of developing and maintaining an effective combat-ready body of fighting men mobile enough to be deployed anywhere in the world when needed. From this perspective, wives and children of married personnel should be socialized to subordinate their individual needs and desires to the good of the service to minimize any family claims on the time and presence of the husband-father. The family should be a morale-builder for the military personnel, providing love and affection, and a minimum of problems to distract them from their simple task of serving the cause. It's clear that the military has little understanding of the stubborn resistance that families can build up to sabotage such unreal expectations. Without more quid pro quo, the families of married professional servicemen may defeat the military system. The families look puny as individual families, but collectively, they can defeat this great system. This is a hypothesis, hinted at in the present Conference, which should be pursued in future research.

Should we turn Admiral Zumwalt's question around, instead of "How can the family be trained?" to "How can the military be better organized to serve the families of the personnel to enable them to achieve their overriding family objectives?" It's a two-way street. Families in wartime have sacrificed, but in peacetime, they're restless. The Conference has sampled the points of strain between families in the military with descriptive accounts of the limitations and constraints imposed on the military wife. The relative normality of adolescents growing up in military settings, the mixed effects of overseas experiences on academic and social achievement of children and the unexpected discovery of the breakup of social networks as a consequence of residential location as more disruptive for the family than the prolonged absence of the father on military assignment. There are pluses as well as minuses in identity formation and personality growth from growing up in military settings, unstable and mobile though the military life might be. Children survive quite well so long as the parents' marriage appears congenial, and the mother defines periodic relocation as a necessary contribution of the family to the father's advancement.

My colleagues in academia will be gratified to know the number of researchers who have drawn on theory generated from research on civilians to explain and predict family behaviors in the specific setting of the military. I join with Captain Nelson in urging us to move toward the inventorying of alternative theories before organizing researches. This is an economical way to move. Then, we ask what the implications are of the findings for these particular theories. Because I think that theories will inform policy-makers and decision-makers more than our finite descriptive research findings.

For example, theories of anomie and alienation resulting from geographic and social mobility are examined in the military setting where frequent relocation is common. These theories are also useful in explaining the rootlessness which follows the major disengagements, meaningful networks from retirement in the middle years, and the frustrations experienced in beginning second careers.

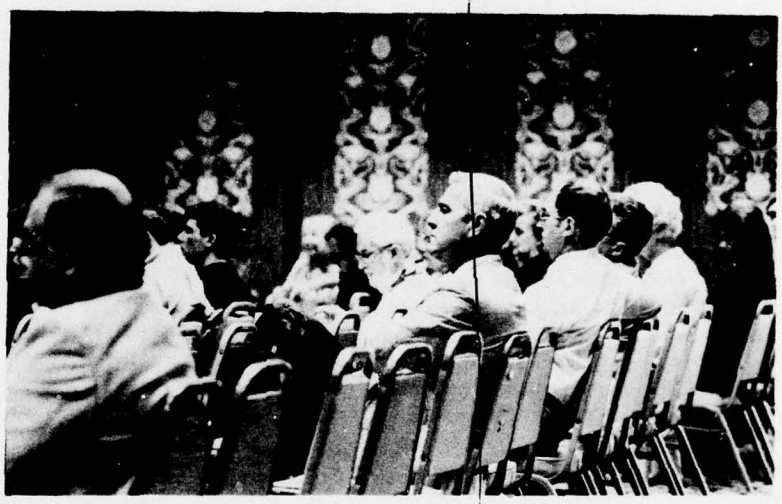
Socialization and modeling in theories in achieving gender identity, and mastering appropriate sex roles in father-absent families, are also examined for yield in the special case of military separations. Linkage theories might well be looked at as we examine the way the family links up, or liaisons with, the various military services. Social network analyses would follow much better from network theories than from the strictly descriptive base from which some of these researches are done.

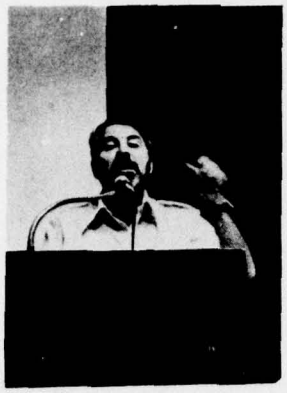
As for future issues for military family research, such as looking at the way young people meet and marry, that is, the mate selection system, there has been surprisingly little attention to the process of mate selection in the military. How does the process of marital selection assure that the spouse of career-oriented personnel fits into the system? What is the allocation of tasks and duties within the household in early marriage and after children come? How are the father's home assignments of house husbandry and child care, and his spousal responsibilities handled during his frequent absences? What outlets are there for meeting the companionship needs of the military wife? What styles of communication and problem-solving characterize husband/wife and father/child interaction in military families? Is the restricted, highly codified system of communication of the military carried over into the styles of communication in the interpersonal relationships within the family? How do children and adolescents cope with the anti-military climate among their peers in school settings if they're off base? Is there evidence of more intergenerational continuity than rejection of the military career by adolescents and young adults, as there appears to be of the parental career in civilian families? How does the satisfaction with marriage over the family life cycle

compare among military couples, as against civilian couples? Among civilian wives, particularly, satisfaction with her marriage starts high in the early years of marriage, declines over the burdened years of child-rearing, and rises during the post-parental period. How is satisfaction with the military career of spouse by civilian husband or by civilian wife related to their satisfaction with marriage and parenthood?

Following up the dual-careers--these 3,000 dual-career families in the Air Force or the Navy--reported by Colonel Williams, will be very interesting. How long will their military careers compete or support their careers as spouses? What are the family associations of women making careers in the military? How are they constrained in their selection of marriage partners, and in becoming mothers? Future research on some of these issues may help the designers of services and concessions to families and make military careers of men and women more compatible with the pressing mission of their families.

Note I say, "the pressing mission of their families." It isn't only the military that has missions. Perhaps the two institutions may yet learn to coexist at a level of collaboration better than that of the tragic state of tension of antagonistic cooperation.





"WE CAN LEARN MUCH MORE BY LOOKING AT THOSE FAMILIES THAT ARE SURVIVING QUITE WELL, AND USE THAT DATA TO HELP THOSE WHO ARE NOT."

Professor Benjamin Schlesinger, University of Toronto

BENJAMIN SCHLESINGER, Ph.D., 3 September 1977

This is the first time in my lifetime that I have had the opportunity to follow Reuben Hill, one of the pioneers of family sociology in North America.

I am an optimist about family; I believe it will survive. Let us look and see what allows thousands of military families to manage. What makes these families tick? Percentage-wise, there are more military families who manage, despite tremendous pressures, despite all the movements. We can learn much by looking at those families that are surviving quite well, and then use those data to help those who are not. So, I'm suggesting, as in one of the old songs, "accentuate the positive."

Another thing we have to consider is: is it possible that in the military, not all family forms can survive? It's entirely possible that a single-parent family cannot survive in the military system. There is nothing wrong with finding that out. Let's look at it.

Neither have we looked at the working wife of the military man. Looking informally at Canadian families, especially officers' wives, I have found they do not want to move from post to post, primarily because the wife has found a very satisfying job which she does not want to give up. Let's look at what happens when women find satisfaction in a job in a certain location, and do not want to move.

At this Conference I heard money, money, money. At one of the meetings, people were throwing around hundreds of thousands of dollars in talking of research; my budget for the past year has been $1.50. May I suggest to you, very humbly, that one can do research with little money. Non-military wives can do research; that was illustrated very well by the study on wives and drinking. Why does it always have to be professionals and corporations with large budgets and computers who do the research? I sometimes think the research experts are those who are living within the system. Why don't we use them more? In Canada, I find that many of them are willing to help out for the satisfaction. One doesn't always need ten copies of $100,000 worth of research.

An area that we have never looked at in the military, and very rarely in civilian family studies, is the use of grandparents as supports in families. It is fascinating that one of the side effects of the military family is always the exclusion of kinship as support patterns. Is it possible, for example, among some military single-parent families, to use a grandmother who is a widow, to move her into that family, and get that support, and move her from base to base, if necessary? We have almost dumped kinship and grandparents out somewhere, and forgotten that grandparents can be a tremendous support for the family.

I was amazed to find that you have three services in the military who, in research at least, compete rather than cooperate. Now, I appreciate that one does compete in the military (I have a bigger tank; you have a bigger ship); I can understand that. But family life is a little different.

Let me caution you that one has to be very careful about overdoing research on military families, and underdoing services for these families. We get enamored with research, and we forget that there are immediate needs. Maybe, rather than invest $400,000 in a research study to find out whether we have androgynous women, we should build a few day-care centers experimentally.

Let us never forget that families have tremendous strengths; let us build on them.

Last, I want to end up on a religious note, and paraphrase a statement of Saint Augustine: "If there is peace in the family, there is peace in the world."

" . . . THE DIALOGUE BETWEEN THE RESEARCHERS AND THE PRACTITIONERS . . . SHOULD LEAD TO ASSISTING EACH OTHER IN COORDINATING BETTER RESEARCH, AND, OF COURSE, BETTER PRACTICE."

Dr. Robert Hayles, Office of Naval Research

ROBERT HAYLES, Ph.D., 3 September 1977

Now you're probably wondering why the Office of Naval Research would be interested in sponsoring a Conference such as this. What do families have to do with organizations? Well, it's very clear to us that the family influences the individual very much. This individual is in an organization, and his performance and his behavior and interactions wtih people in the organization will be greatly influenced by that family. Therefore, we were very interested in this Conference.

A couple of things have been accomplished here at the Conference which are very good. First, we commented earlier about the diversity of papers, the number of them, and the inability of people to be able to condense 28 pages (or five years) of research into five or ten minutes. One positive thing has been accomplished by this in that we were made more fully aware of the full range of research, the full range of concerns in the family area. Secondly, we have all been stimulated to do more work in the area and, hopefully, this work will be more coordinated and more enlightened.

Being on the research funding side, I do have an appreciation of small budgets, and our dollars go much further if they are spread out in smaller chunks. Thus, we would appreciate small budgets of those of you who are doing research.

Since the papers have been presented in brief periods of time, I would urge that we all read the papers. Many of these will be published, and I think most of the presenters will try to make their papers available.

Following up along that same point, I would urge that we all follow up on the contacts established here at this Conference. I think it's essential that we do this, or it will be all for naught.

Another thing that I begin to sense happening at the Conference was the dialogue between the researchers and the practitioners. Much of this dialogue was argument, disagreement, difference of perspective. I would like to encourage this. I think this is a source of challenge, both to the researchers and to the practitioners, and I would hope that we would continue to debate, and challenge each other. This should lead to assisting each other in coordinating better research, and of course, better practice. I would hope we would begin to examine this link more closely between the functioning of the family and the effective functioning of the individual.

Another point was made about looking at men as well as at women. I would like to add to that, looking at children. Children are a source of both strength and motivation to parents and families. Let's not overlook this vital element as a integral part of the family. Let's also look at the family as a group. And I include the extended family concept that was mentioned earlier.

Another point has been mentioned throughout the Conference, and that is looking at the effectively coping side. We hear so much about those who are not effectively coping, both as individuals and as families. We should continue to look at those who are effective and successful, and *learn from them the kinds of things* that will enable us, as practitioners, to do the kind of practice that will improve family functioning and individual functioning. That same knowledge base will be useful for policymakers. We can thus approach the problem from both ends, from the upper policy level, and from the grass roots level of those working individually with families and family members.

". . . REPORTS AT THIS CONFERENCE SHOW THAT TIMES ARE CHANGING . . . . WE'VE LEARNED AT THESE MEETINGS THAT THOSE AT THE VERY TOP, AS WELL AS THOSE ON DOWN THROUGH THE SYSTEM, ARE BEGINNING TO REALIZE THAT THE FAMILY ALSO IMPACTS UPON THE MILITARY."

Dr. Edna J. Hunter, Naval Health Research Center

EDNA J. HUNTER, Ph.D., 3 September 1977

I planned this so that a woman would have the last word.

What is going to come out of the Conference in the way of publications? There will not be proceedings, per se; instead, each of you will receive a brief report highlighting what has come out of the Conference.

Secondly, *U. S. NAVY MEDICINE* has asked that a short article be written for them on the Conference. We will probably have reprints of that article; I will see that each of you receives one when they are available.

We will also have at least one, and possibly two edited volumes based primarily upon papers which have been presented at this Conference. I will be personally contacting any of you whose papers are to be included in these volumes. Of course, publishers have a way of having the final word there, so that will not be my decision. I do already have two publishers who are very much interested in both a volume on the military family research topic, and on the child within the military. Books take a long time; therefore, the volumes will not be available for over a year. When available, I will see that you receive an announcement of their release; contrary to what our situation was when we began planning this Conference, we now have a mailing list of people who are really interested in this area of family research.

This Conference grew out of the need to take a broader look at what has been done in the field of family research before we go further. Last fall, a conference on military family research was proposed by the Family Studies Branch of the Naval Health Research Center, to afford the opportunity to look broadly at military family research, examining what has been done in the past, what is being done at the present, and what perhaps ought to be done in the future. During the two and one-half days of this Conference, we have been doing exactly that. We have heard many of the military family problems and issues discussed. Certainly, the first step in finding the solution to any problem is defining the problem, as Colonel Darnauer suggested.

We discovered that there are many people in many, many different areas interested in the military family.

During this Conference we've heard about the need to balance care with research; the need to show that family research does have dollar pay-off, that family programs are really cost-effective. But we've also heard that perhaps the military has something to contribute to the family mission as well as the other way around.

Chaplain Darkowski emphasized the need to integrate the needs and skills of the practitioner with the knowledge and skills of the researcher.

We also heard how the structure of the military family is changing, about the value of 'poor man's research' from Professor Schlesinger, about the increasing number of dual-military career families and single-parent families, and how this creates additional problems for which research can find answers, such as the need for 24 hour/day child care if single-parent military personnel are to perform their jobs efficiently. But we really don't know how big the problem is. From Admiral Watkins, we heard that there are 17,000 single-parent families, and yet, he couldn't tell me how many of those families actually had custody of the children or whether those children were living with a former spouse. We need to know that.

We also heard that special problems arise when trying to integrate women, or maybe I should say, to integrate men into a system with incongruent policies toward women. And, of course, Professor Hill suggested that we also need to integrate the military with the family rather than vice versa. We've heard that special training may be necessary to undo the years of sex-role stereotyping ingrained in both men and women, and about the need to look further into other sub-cultures, not just this male-female dichotomy.

We've heard much about the problem of retaining capable married service personnel and how it becomes more difficult to do that if the family members are dissatisfied with military life. We've also heard some answers—most of which were tempered by statements about the need for further research in order to reach more definitive conclusions.

And we've heard a number of questions posed which still need answers. For instance, we need to know which family support systems best meet families' needs. What new social or financial supports are perhaps required? And are different supports needed at different points along the family's developmental lifecycle. When are interventions most effective? Do they vary with time? With life transitions? What theories already developed in the field of family research can perhaps be applied to military family research?

We've heard how the military family has many unique problems, and yet our colleagues from academia have shown us that perhaps it is not too different from civilian families in many ways. And, as stated by Chaplain Brown, although the military lifestyle certainly may involve somewhat unique stresses, they perhaps aren't too different from the civilian families. I think we've heard from several papers, that in some respect, the military family may even have an advantage over its civilian counterparts in its capacity to cope with family stresses.

One noteworthy realization coming out of this Conference is that information about military families is widely scattered. If we want to know about medical needs, we've had to go to the medical department. If we want to know about housing or commissaries, we have to go elsewhere. And when we want to find out about unmet needs, sometimes we don't even know where to go for information.

We certainly need to develop a better system for assessing reports written on military family research. As Admiral Watkins pointed out, sometimes family concerns just sort of drop through the cracks. On the very first day of the Conference, he mentioned that too many times, research reports end up on dusty shelves instead of in the hands of those who have the power to make the very changes which are demanded by the findings of the research. But I think that reports at this Conference show that times are changing. We've known for many years that the military organization does have profound effects upon the family, and encouragingly, we've learned at these meetings that those at the very top as well as those on down through the system are beginning to realize that the family also impacts upon the military. That, for instance, the dual-career military family is creating increasing problems for the military. We've learned that military planners are eager to know if programs they institute are really meeting needs, and, if they aren't, then perhaps the payoffs of some of the research being done will be able to eliminate some of the programs which aren't cost-effective, and institute ones that are.

From the medical departments we've heard that certain family practice clinics are now beginning to assess family functioning as a routine part of family care, indicating there are indeed relationships recognized among family crises, life events and actual physical health—or at least the demands for health care delivery services.

I think the overwhelming response to these meetings and the enthusiasm shown by all of you attest to the fact that the military family research area is a valid area of study, and a needed one, with measurable payoffs, even though they are sometimes difficult to measure. I certainly concur with Admiral Watkins' expressed hope that this conference on military family research, although the first of its kind, will not be the last.

It has been most gratifying to me to know that all three military services sent representatives to this meeting to discuss shared problems, research efforts, and suggestions for future efforts. We also appreciate the outstanding contributions from the university family study centers.

Perhaps another conference should now be planned for two or three years hence. In my own mind, I feel that one year is not enough to accumulate enough military family research for another conference. Perhaps in the interim, we might have a conference addressed to health care delivery services or programs for families. Then, in the following year—two years hence—another conference addressed to research.

I agree with Colonel Williams that a computerized bibliography of military family research would certainly be helpful. The annotated bibliography that appeared in the McCubbin, Dahl and Hunter book, *FAMILIES IN THE MILITARY SYSTEM* will most certainly be updated and computerized by our Family Studies Branch, and it will be made available a short time after this Conference.

Perhaps we should initiate a newsletter or a journal on the military family and community, jointly funded by the Army, Navy and Air Force, as a vehicle for getting our research findings off the dusty shelves and into the hands of those who make the changes in family policy and programs—a journal which is not strictly 'ivory tower' but rather, operationally pragmatic, as suggested by Captain Nelson.

And, lastly, perhaps it's also time for the establishment of one center for the study of the military family, staffed and funded by all three military services. Colonel Darnauer has suggested a Department of Defense planning commission to look into that.

We have much work ahead of us, but the rewards are great. Thanks for coming.

The Conference is formally adjourned.