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(6) TECHNIQUES FOR RESEARCH ON FACTORS AFFECTING THE UTILIZATION OF WOMEN IN NON-TRADITIONAL ROLES. Volume III. Appendices B, C, D, E, F and G.

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Appendices B, C, D, E, F and G

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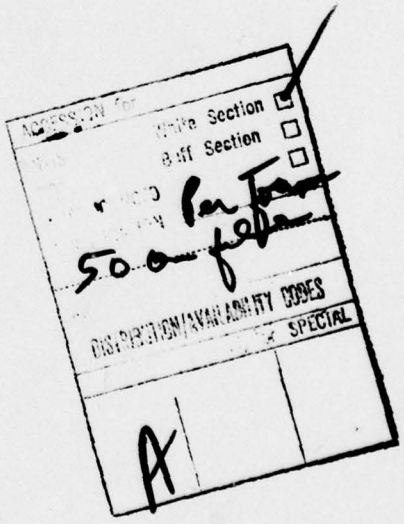

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APPENDIX B

PRIVACY ACT STATEMENT

DATA REQUIRED BY THE PRIVACY ACT OF 1974

(5 U.S.C. 552a)

TITLE OF FORM	PRESCRIBING DIRECTIVE
	AR 70-1

1. AUTHORITY

10 USC Sec 4503

2. PRINCIPAL PURPOSE(S)

The data collected with the attached form are to be used for research purposes only.

3. ROUTINE USES

This is an experimental personnel data collection form developed by the U.S. Army Research Institute for the Behavioral and Social Sciences pursuant to its research mission as prescribed in AR 70-1. When identifiers (name or Social Security Number) are requested they are to be used for administrative and statistical control purposes only. Full confidentiality of the responses will be maintained in the processing of these data.

4. MANDATORY OR VOLUNTARY DISCLOSURE AND EFFECT ON INDIVIDUAL NOT PROVIDING INFORMATION

Your participation in this research is strictly voluntary. Individuals are encouraged to provide complete and accurate information in the interests of the research, but there will be no effect on individuals for not providing all or any part of the information. This notice may be detached from the rest of the form and retained by the individual if so desired.

FORM Privacy Act Statement - 28 Sep 75

DA Form 4368-R, 1 May 75

APPENDIX C

FIELD MANUAL

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I. Introduction

As part of the project "Techniques for Research on Factors Affecting the Utilization of Women in Non-Traditional Roles", approximately 1200 soldiers at four Army bases in the United States will be surveyed by representatives of the Laboratory for Statistical and Policy Research. An additional three hundred soldiers will be surveyed in Europe by representatives of the Army Research Institute. Sixteen different forms of the "Survey of Opinions about the Role of Women in the Army" will be administered. There are a number of technical details which are important in order to have efficient questionnaire administration. Careful planning of administrative details is also necessary for good record keeping and minimizing errors in coding for data analysis. This Field Manual deals with the specific methods to be used in administering the survey.

In order to differentiate between the sixteen different forms of the questionnaire, each booklet will be individually numbered so that the identification number indicates the format and question type of the questionnaire. All traditionally answered Likert questionnaires will be sealed with red tabs while green tabs will be used on Traditional Multiple Choice questionnaires. The tabs on Likert questionnaires with answer sheets will be yellow, and blue tabs will indicate Multiple Choice questionnaires with answer sheets. Answer sheets will be identified by numbers and each answer sheet will be secured within a questionnaire booklet that has the same identification number.

Administration of the questionnaires involves four sessions at each Army base with two sessions in the morning and two in the afternoon. Administration sessions will be followed by separate discussion sessions for officers and enlisted personnel. One man and one woman will be present at

each administration session and each discussion session. According to a balanced design, each administrator will have equal exposure to the various formats.

Two days will be spent at each base. Testing will be done on the morning and afternoon of the first day. The second day will be used as a buffer against errors. Errors might include things such as not enough subjects being obtained on the first day, mistakes in scheduling or room allocation, or other problems discovered upon arriving at the Army base. Record keeping, filling in forms and tallying observational data will occupy the administrators during times when they are not administering the questionnaires.

Questionnaire Administration, Preliminary Tasks (Continued)

2. One administrator, the main administrator whose code number will be entered on the questionnaire or answer sheet, should have a copy of the appropriate directions for his or her section. This main administrator will be the one who reads the directions to the soldiers. This administrator should have a sample sealed questionnaire to hold up and point to when explaining directions.

3. Both administrators in the room should have a watch with a second hand, two sets of time cards, and two sets of cards to hand out at the end of the survey to thank the soldiers and ask some of them to remain for a discussion. One administrator will place time cards on the two piles of Likert questionnaires and hand out cards to soldiers placing their booklets in those piles while the other administrator will do the same for the two piles of Multiple Choice questionnaires. Depending on which group is being sampled for discussion groups, one of the administrators will have two sets of cards which all say "You have now completed the survey and are free to leave. Thank you for your participation." while the other administrator will have a set of cards for officers in which every other card asks the officer to remain for a discussion and another set of cards for enlisted personnel in which every third card requests that the soldier participate in a discussion. (Although only five people are needed from each of the two groups in the room, it is advisable to over-sample when possible in case some of those chosen do not stay for the discussion.)

4. Both administrators should have an Administration Session Observation Form and should fill in the details at the top of the page before the session begins. Both administrators will fill out the forms during and after each administration session. By having two forms completed each session, inter-rater reliability of the subjective judgments can be checked.

5. Have a box of pencils ready to hand out.

PRECEDING PAGE BLANK

DIRECTIONS FOR MILITARY REPRESENTATIVE

(The words in all capital letters are statements to be made. Those not in capitals indicate instructions to the military representative.)

AS YOU CAN SEE, THERE ARE FOUR BOXES OF BOOKLETS AT THE FRONT OF THE ROOM. THIS IS WHERE YOU WILL GO TO PICK UP YOUR QUESTIONNAIRE BOOKLET. IF YOU ARE AN ENLISTED WOMEN, GET YOUR QUESTIONNAIRE HERE (Point to box with appropriate sign on it). IF YOU ARE AN ENLISTED MAN, GET YOUR QUESTIONNAIRE HERE (Point). WOMEN OFFICERS WILL GET THEIR BOOKLETS FROM THIS SET (Point) AND MEN OFFICERS SHOULD PICK UP QUESTIONNAIRES FROM THIS GROUP OF BOOKLETS (Point). IT'S VERY IMPORTANT TO THE RESEARCH THAT YOU PICK UP YOUR QUESTIONNAIRE FROM THE CORRECT PILE.

WHEN YOU PICK UP YOUR QUESTIONNAIRE, DO NOT OPEN IT. KEEP THE BOOKLET CLOSED UNTIL YOU ARE GIVEN INSTRUCTIONS. AFTER YOU GET YOUR QUESTIONNAIRE, LOOK AT THE COLOR OF THE TAB AT THE BOTTOM. THOSE OF YOU WHO GET BOOKLETS WITH RED OR GREEN TABS SHOULD GO TO ROOM _____. THOSE WITH BLUE OR YELLOW TABS SHOULD STAY IN THIS ROOM (or GO TO ROOM _____). AGAIN, THOSE OF YOU WHO GET BOOKLETS WITH RED OR GREEN TABS SHOULD GO TO ROOM _____. THOSE WITH BLUE OR YELLOW TABS SHOULD STAY IN THIS ROOM (or GO TO ROOM _____). THERE ARE SIGNS UP THAT TELL YOU WHICH ROOM YOU SHOULD BE IN (Point to signs).

WHEN THIS SURVEY IS FINISHED, SOME OF YOU WILL BE ASKED TO STAY IN THE ROOM AND TAKE PART IN A DISCUSSION. IF YOU ARE GIVEN A CARD WHICH ASKS YOU TO STAY FOR A DISCUSSION, RETURN TO YOUR SEAT AND WAIT UNTIL IT IS TIME FOR THE DISCUSSION TO BEGIN.

ALRIGHT, NOW YOU MAY COME TO THE FRONT OF THE ROOM AND PICK UP YOUR QUESTIONNAIRES.

III. Directions for Administering Questionnaires

A. Traditional Response Mode (Red and Green Tabs)

(The words in all capital letters are statements to be made by the administrator. Those not in capitals indicate instructions to the administrator.)

(After everyone is assigned to a room and seated, hand out pencils to each soldier.)

GOOD MORNING/AFTERNOON. THE BOOKLETS THAT HAVE BEEN HANDED OUT ARE QUESTIONNAIRES CONCERNING THE ROLES OF WOMEN AND MEN IN THE ARMY. DOES EVERYONE HAVE A BOOKLET AND A PENCIL? (When all have booklets and pencils, proceed.) EVERYONE IN THIS ROOM SHOULD HAVE A BOOKLET WITH A RED OR GREEN TAB. USING THE ERASER END OF YOUR PENCIL PLEASE BREAK THE TABS IN THIS MANNER. (Demonstrate.)

THERE IS A LOOSE PAPER IN EACH BOOKLET WHICH IS A STATEMENT GUARANTEEING YOUR PRIVACY. YOU MAY READ THE PAPER NOW AND MAY KEEP IT AND TAKE IT OUT OF THE ROOM WITH YOU WHEN YOU LEAVE. IT INSURES CONFIDENTIALITY AND STATES THAT THE ONLY PURPOSE OF THE QUESTIONNAIRE IS FOR RESEARCH.

NOW WOULD YOU PLEASE LOOK AT THE INSIDE COVER OF YOUR BOOKLET. THE INSTRUCTIONS FOR FILLING OUT THE QUESTIONNAIRE ARE GIVEN HERE. (Open the sample booklet and point to the instructions.) WOULD YOU PLEASE FOLLOW ALONG AS I READ THE INSTRUCTIONS. (Read through the instruction page as follows:)

THIS SURVEY IS SPONSORED BY THE DEPARTMENT OF THE ARMY. ITS PURPOSE IS TO FIND OUT HOW SOLDIERS, BOTH MALE AND FEMALE, OFFICERS AND ENLISTED,

A.Traditional Response Mode (Continued)

FEEL ABOUT THE ASSIGNMENT OF MEN AND WOMEN TO VARIOUS KINDS OF ARMY JOBS. ALL QUESTIONS SHOULD BE ANSWERED ON THE QUESTIONNAIRE ITSELF. IN EACH CASE, JUST CIRCLE THE NUMBER OF THE ANSWER YOU HAVE CHOSEN.

THE EXAMPLE ASKS YOU TO GIVE YOUR OPINION ABOUT THE QUESTION: "HOW GOOD ARE MOST SOLDIERS AT THEIR JOB?" IN THIS EXAMPLE, THE PERSON BELIEVES THAT MOST SOLDIERS ARE "VERY GOOD" AT THEIR JOB AND THEREFORE HAS MARKED ANSWER NUMBER 1.

ANOTHER EXAMPLE, WHICH IS NOT WRITTEN IN YOUR BOOKLET? MIGHT BE A STATEMENT THAT YOU ARE ASKED TO AGREE OR DISAGREE WITH, SUCH AS "MOST SOLDIERS ARE VERY GOOD AT THEIR JOBS". THEN YOU WOULD BE ASKED TO CIRCLE THE NUMBER THAT CORRESPONDS TO THE WAY YOU FEEL ABOUT THE STATEMENT. IF THE CHOICES WERE 1."STRONGLY AGREE", 2."MODERATELY AGREE", 3."SLIGHTLY AGREE", 4."SLIGHTLY DISAGREE", 5."MODERATELY DISAGREE", AND 6. "STRONGLY DISAGREE", A PERSON WHO STRONGLY DISAGREES WITH THE STATEMENT WOULD CIRCLE THE NUMBER 6 ON THE QUESTIONNAIRE.

NOW LET'S CONTINUE READING THE INSTRUCTION PAGE IN YOUR BOOKLETS.

SELECT ONLY ONE ANSWER TO EACH QUESTION. IF YOU WANT TO COMMENT ON A PARTICULAR QUESTION, THIS IS WHAT YOU SHOULD DO: FIRST, CIRCLE THE NUMBER OF THE ANSWER YOU THINK IS BEST, AND THEN WRITE YOUR COMMENT ON THE BACK OF

A. Traditional Response Mode (Continued)

THE QUESTIONNAIRE. (Hold up a sample booklet and point to the section for comments.)

IF YOU HAVE ANY QUESTIONS, PLEASE FEEL FREE TO ASK ONE OF THE PEOPLE ADMINISTERING THE SURVEY. JUST RAISE YOUR HAND, AND ONE OF THEM WILL COME OVER TO YOU.

WHEN YOU HAVE FINISHED, LOOK BACK OVER ALL THE QUESTIONS AND MAKE SURE YOU DIDN'T ACCIDENTALLY SKIP ANY OF THEM.

WHEN YOU ARE FINISHED WITH THE QUESTIONNAIRE, PLEASE PLACE YOUR BOOKLET ON THIS TABLE. THERE ARE TWO PILES FOR OFFICERS AND TWO FOR ENLISTED PERSONNEL, AS CAN BE SEEN BY THE CARDS MARKING EACH SPACE.

IF YOU ARE AN OFFICER AND THERE IS A RED TAB ON YOUR BOOKLET, PLEASE PLACE YOUR COMPLETED QUESTIONNAIRE HERE. (Point to spot where pile will be.) OFFICERS WITH GREEN TABS ON THEIR BOOKLETS WILL PLACE THEIR BOOKLETS HERE. (Point to second spot.) IF YOU ARE AN ENLISTED PERSON AND THE TAB ON YOUR BOOKLET IS RED, PLEASE PLACE YOUR COMPLETED QUESTIONNAIRE HERE (Point to spot). ENLISTED PERSONS HOLDING BOOKLETS WITH GREEN TABS WILL PLACE THEIR COMPLETED QUESTIONNAIRES ON THIS SPOT. (Point to spot.) PLEASE BE SURE TO RETURN ALL PENCILS TO THIS BOX.

A. Traditional Response Mode (Continued)

SOME PEOPLE IN THE ROOM HAVE SLIGHTLY DIFFERENT FORMS THAN OTHERS, AS INDICATED BY THE DIFFERENT COLORS OF THE TABS, BUT BASICALLY ALL THE QUESTIONNAIRES DEAL WITH THE SAME INFORMATION.

ARE THERE ANY QUESTIONS?

YOU MAY NOW BEGIN TO ANSWER THE QUESTION. (Be sure to note starting time precisely).

III. Directions for Administering Questionnaires

B. OPSCAN Answer Sheet Response Mode (Blue and Yellow Tabs)

(The words in all capital letters are statements to be made by the administrator. Those not in capitals indicate instructions to the administrator.)

(After everyone is assigned to a room and seated, hand out pencils to each soldier.)

GOOD MORNING/AFTERNOON. THE BOOKLETS THAT HAVE BEEN HANDED OUT ARE QUESTIONNAIRES CONCERNING THE ROLES OF WOMEN AND MEN IN THE ARMY. DOES EVERYONE HAVE A BOOKLET AND A PENCIL? (When all have booklets and pencils, proceed.) EVERYONE IN THIS ROOM SHOULD HAVE A BOOKLET WITH A BLUE OR YELLOW TAB. USING THE ERASER END OF YOUR PENCIL, PLEASE BREAK THE TAB IN THIS MANNER. (Demonstrate.)

THERE ARE TWO LOOSE SHEETS IN EACH BOOKLET. THE FIRST PAPER IS A STATEMENT GUARANTEEING YOUR PRIVACY. YOU MAY READ THE PAPER NOW AND KEEP IT AND TAKE IT OUT OF THE ROOM WITH YOU WHEN YOU LEAVE. IT INSURES CONFIDENTIALITY AND STATES THAT THE ONLY PURPOSE OF THE QUESTIONNAIRE IS FOR RESEARCH.

THE OTHER LOOSE SHEET IN YOUR BOOKLET IS THE ANSWER SHEET ON WHICH YOU ARE TO MARK ALL YOUR ANSWERS. DO NOT WRITE ON THE BOOKLET ITSELF BUT FILL IN ANSWERS ON THE ANSWER SHEET. (Hold up sample answer sheet.) WHEN YOU ARE FINISHED WITH THE ENTIRE SURVEY, PLEASE PLACE THE ANSWER SHEET INSIDE THE BOOKLET

B. OPSCAN Answer Sheet Response Mode (Continued)

AND HAND IN BOTH OF THEM. BE SURE TO USE ONLY THE PENCILS THAT HAVE BEEN HANDED OUT. DO NOT USE ANY PENS OR PENCILS THAT YOU MAY HAVE BROUGHT WITH YOU.

NOW WOULD YOU PLEASE LOOK AT THE INSIDE COVER OF YOUR BOOKLET. THE INSTRUCTIONS FOR FILLING OUT THE QUESTIONNAIRE ARE GIVEN HERE. (Open the sample booklet and point to the instructions.) WOULD YOU PLEASE FOLLOW ALONG AS I READ THE INSTRUCTIONS. (Read through the instruction page as follows:)

THIS SURVEY IS SPONSORED BY THE DEPARTMENT OF THE ARMY. ITS PURPOSE IS TO FIND OUT HOW SOLDIERS, BOTH MALE AND FEMALE, OFFICERS AND ENLISTED, FEEL ABOUT THE ASSIGNMENT OF MEN AND WOMEN TO VARIOUS KINDS OF ARMY JOBS.

ALL QUESTIONS SHOULD BE ANSWERED ON THE SEPARATE ANSWER SHEET YOU HAVE BEEN GIVEN. IN EACH CASE, FILL IN THE BLOCK ON THE ANSWER SHEET THAT CORRESPONDS TO THE ANSWER YOU HAVE CHOSEN.

THE EXAMPLE ASKS YOU TO GIVE YOUR OPINION ABOUT THE QUESTION: "HOW GOOD ARE MOST SOLDIERS AT THEIR JOB?"

IN THIS EXAMPLE, THE PERSON BELIEVES MOST SOLDIERS ARE "VERY GOOD" AT THEIR JOB AND THEREFORE FILLED IN BLOCK #1 ON THE ANSWER SHEET.

ANOTHER EXAMPLE, WHICH IS NOT WRITTEN IN YOUR BOOKLET, MIGHT BE A STATEMENT THAT YOU ARE ASKED TO AGREE OR DISAGREE WITH, SUCH AS "MOST SOLDIERS ARE VERY GOOD AT THEIR JOBS". THEN YOU WOULD BE ASKED TO FILL IN THE BLOCK THAT

B. OPSCAN Answer Sheet Response Mode (Continued)

CORRESPONDS TO THE WAY YOU FEEL ABOUT THE STATEMENT. IF THE CHOICES WERE: 1. "STRONGLY AGREE", 2. "MODERATELY AGREE", 3. "SLIGHTLY AGREE", 4. "SLIGHTLY DISAGREE", 5. "MODERATELY DISAGREE", AND 6. "STRONGLY DISAGREE", A PERSON WHO STRONGLY DISAGREES WITH THE STATEMENT WOULD FILL IN THE BLOCK UNDER THE NUMBER 6 ON THE ANSWER SHEET FOR THAT ITEM.

PLEASE NOTE ON YOUR ANSWER SHEET THAT THE QUESTION NUMBERS RUN ACROSS THE PAGE FOR EACH SECTION. IF YOU CHANGE YOUR MIND ON ANY QUESTION, ERASE YOUR ANSWER COMPLETELY BEFORE MARKING YOUR NEW CHOICE.

NOW LET'S CONTINUE READING THE INSTRUCTION PAGE IN YOUR BOOKLETS.

SELECT ONLY ONE ANSWER TO EACH QUESTION. IF YOU WANT TO COMMENT ON A PARTICULAR QUESTION THIS IS WHAT YOU SHOULD DO: FIRST, FILL IN THE BLOCK ON THE ANSWER SHEET THAT CORRESPONDS TO THE ANSWER YOU THINK IS BEST, AND THEN WRITE YOUR COMMENT ON THE BACK OF THE QUESTIONNAIRE. (Hold up sample booklet and point to the section for comments.) DO NOT MAKE ANY EXTRA MARKS ON THE ANSWER SHEET.

IF YOU HAVE ANY QUESTIONS, PLEASE FEEL FREE TO ASK ONE OF THE PEOPLE ADMINISTERING THE SURVEY. JUST RAISE YOUR HAND, AND ONE OF THEM WILL COME OVER TO YOU.

WHEN YOU HAVE FINISHED, LOOK BACK OVER ALL THE BLOCKS ON YOU ANSWER SHEET AND MAKE SURE YOU DIDN'T ACCIDENTALLY SKIP ANY OF THEM.

WHEN YOU ARE FINISHED WITH THE QUESTIONNAIRE, PLEASE PLACE YOUR BOOKLET AND ANSWER SHEET ON THIS TABLE. THERE ARE TWO PILES FOR OFFICERS AND TWO PILES FOR ENLISTED PERSONNEL, AS CAN BE SEEN BY THE CARDS MARKING EACH SPACE.

B. OPSCAN Answer Sheet Response Mode (Continued)

IF YOU ARE AN OFFICER AND THERE IS A YELLOW TAB ON YOUR BOOKLET, PLEASE PLACE YOUR COMPLETED QUESTIONNAIRE AND ANSWER SHEET HERE (Point to spot where pile will be). OFFICERS WITH BLUE TABS ON THEIR BOOKLETS WILL PLACE THEIR BOOKLETS AND ANSWER SHEETS HERE (Point to second spot). IF YOU ARE AN ENLISTED PERSON AND THE TAB ON YOUR BOOKLET IS YELLOW, PLEASE PLACE YOUR COMPLETED QUESTIONNAIRE AND ANSWER SHEET HERE (Point to spot). ENLISTED PERSONS HOLDING BOOKLETS WITH BLUE TABS WILL PLACE THEIR COMPLETED QUESTIONNAIRES AND ANSWER SHEETS IN THIS SPOT (Point to spot). PLEASE BE SURE TO RETURN ALL PENCILS TO THIS BOX (Point to box).

SOME PEOPLE IN THE ROOM MAY HAVE SLIGHTLY DIFFERENT FORMS THAN OTHERS, AS INDICATED BY THE COLOR OF THE TABS, BUT BASICALLY ALL THE QUESTIONNAIRES DEAL WITH THE SAME INFORMATION.

ARE THERE ANY QUESTIONS? (Answer questions.)

YOU MAY NOW BEGIN TO ANSWER THE QUESTIONS. REMEMBER TO PUT ALL YOUR ANSWERS ON THE ANSWER SHEET. (Be sure to note starting time precisely.)

III. Directions for Administering Questionnaires

C. Timing and Sampling for Discussions

After the soldiers have been working on the questionnaire for ten minutes, time cards with number "one" (T1) on them are placed on the spots where the four piles of questionnaires are to be collected. At five minute intervals thereafter, the administrators continue to place time cards on the piles (T2, T3, etc.) until all questionnaires are finished. One administrator places the cards on the two multiple choice piles and the other administrator places time cards on the two Likert piles.

Both administrators in the room are responsible for handing out cards of thanks to the soldiers but one of the administrators will also be handing out cards asking soldiers to participate a discussion. These cards will be dispersed throughout the two decks of thank you cards. In each session, only those taking Multiple Choice questionnaires (blue or green tabs) or for alternate sessions those taking Likert formats (red or yellow tabs) will be sampled. Since there will be approximately 25 officers and 35 enlisted persons in each room, and half of each group can be expected to be taking each format, one half of the officers and one third of the enlisted persons who hand in questionnaires with red tabs (traditional format room) or yellow tabs (OPSCAN answer sheet room) when the Likert questionnaires will be discussed or green tabs (traditional format room) or blue tabs (OPSCAN answer sheet room) when the Multiple Choice questionnaires will be discussed, will be given a card that asks them to stay in the room rather than just the standard thank you card that the other soldiers are given. The card will have the following message: "You have been chosen to participate in a discussion session. Please return to your seat and wait until given further instructions. Thank you."

C. Timing and Sampling for Discussions (Continued)

When all questionnaires are finished, one administrator from each of the two rooms will accompany either the officers or the enlisted persons to the other administration room. In thsi way, approximately ten officers will be in one room and ten enlisted persons in the other room for discussion sessions.

(In a situation where there are fewer soldiers in each administration session (such as might occur at the European site) and there is only one administrator in the room, the time cards and random selection of soldiers for discussion sessions can be handled by one person).

Main Administrator:_____ Second Administrator:_____

Recorder:_____ Date:_____ Time:_AM _PM

Response Mode: __Traditional ___OPSCAN sheet Army Base: _____

IV. Administration Session Observation Form

1. How many questions were asked before respondents began filling in the questionnaire? (during or after the explanations) _____

2. What comments were made before respondents began filling in the questionnaire?

3. How many questions were asked by those with a Likert form while they were filling in the questionnaire? _____

4. How many questions were asked by those with a Multiple Choice form while they were filling in the questionnaire? _____

5. What comments were made while respondents were filling in the questionnaire?

6. How many questions were asked after respondents finished filling in the questionnaire? _____

7. What comments were made after respondents finished filling in the questionnaire?

ADDITIONAL OBSERVATIONS CONCERNING ATMOSPHERE DURING TEST ADMINISTRATION:
(noise level, facial expressions, tone of questions etc.)

V. Leading Discussion Groups, Preliminary Tasks

Preparation in each room:

1. Each room should have an overhead projector. Make sure it is working. The set of transparencies to be used in the discussion of the questionnaire should be placed near the projector. Check to be sure that the transparencies are of a Likert questionnaire when Likert items are to be discussed and of a multiple choice questionnaire when that format is to be discussed.

2. Have a stack of about fifteen of the appropriate blank questionnaires to be handed out to all discussants.

3. Fill out the label on the side of the tape being used to record the particular session. Include information about the discussion leader, date, time of day, Army base and questionnaire format. Place the tape in the cassette recorder, make sure the recorder is working, and rewind so that all is ready for recording as soon as the session begins.

VI. Directions for Leading Discussion Groups and Recording Observations

(Hand out a blank questionnaire in the compact, men first version, using the Likert or Multiple Choice format depending on which format the discussants were administered.

NOW THAT YOU HAVE TAKEN THE QUESTIONNAIRE CONCERNING NON-TRADITIONAL ROLES FOR WOMEN IN THE ARMY, WE WOULD LIKE TO FIND OUT YOU OPINIONS ABOUT THE DIFFERENT SECTIONS OF THE QUESTIONNAIRE. IS EVERYONE HERE AN OFFICER/ ENLISTED PERSON? (Be sure that officers and enlisted persons are not mixed in the same room.) WE ARE GOING TO TAPE RECORD THIS SESSION SO THAT WE CAN KEEP TRACK OF THE PARTS OF THE QUESTIONNAIRE THAT YOU THOUGHT WERE WORTHWHILE AND THOSE THAT YOU THOUGHT NEED IMPROVEMENT. (Start the tape recorder). THIS FORM MAY OR MAY NOT BE EXACTLY LIKE THE ONE YOU HAD BUT ALL FORMS DEAL BASICALLY WITH THE SAME INFORMATION, SO WE CAN ALL DISCUSS THE QUESTIONNAIRE TOGETHER EVEN IF SOME OF YOU ANSWERED THE QUESTIONS ON A SLIGHTLY DIFFERENT FORM.

(Using an overhead projector and transparencies, ask questions about Section A, B, C, D, and E. Every page of the compact version will be presented on the overhead projector as each section is discussed. The discussion leader may take some notes while conducting the session, but the main task of recording information will be that of the second administrator in the room. The tape recordings can be used after the discussion to augment the notes that were taken and settle any differences that may arise between the two administrators in interpreting what took place during the discussion. If there is only one administrator, as might occur at European sites, he or she can both lead the discussion and take notes but in this case the tape recordings should be used extensively after the session to make sure that no information was missed.)

DISCUSSION FORM

Discussion Group Leader: _____ Recorder: _____

Date: _____ Time: __AM __PM Discussants: __Officers __Enlisted Number: _____

Questionnaire Format: __Likert __Multiple Choice Army Base: _____

SECTION A: THIS FIRST SECTION DEALS WITH REACTIONS THAT TAKE PLACE WHEN WOMEN ARE ASSIGNED TO SUPPORT COMPANIES LIKE SIGNAL OR MILITARY POLICE AND THEN ASKS ABOUT REACTIONS WHEN WOMEN ARE ASSIGNED TO COMBAT COMPANIES SUCH AS ARMOR OR INFANTRY.

1. DO YOU HAVE ANY COMMENTS ABOUT THIS SECTION OF THE QUESTIONNAIRE?

2. WERE THERE ANY QUESTIONS IN THIS SECTION THAT YOU PARTICULARLY DISLIKED?

DISCUSSION FORM (Continued)

3. WERE THERE ANY QUESTIONS IN THIS SECTION THAT YOU PARTICULARLY LIKED?

4. DID YOU THINK THAT THE ANSWER CATEGORIES WERE GOOD? DID THEY GIVE YOU A CHANCE TO ANSWER QUESTIONS THE WAY YOU WANTED?

DISCUSSION FORM (Continued)

Section B: THIS NEXT SECTION DEALS WITH THE KINDS OF THINGS THAT YOU THINK MEN AND WOMEN IN THE ARMY ARE ABLE TO DO.

1. DO YOU HAVE ANY COMMENTS ABOUT THIS SECTION OF THE QUESTIONNAIRE?

2. WERE THERE ANY QUESTIONS IN THIS SECTION THAT YOU PARTICULARLY DISLIKED?

3. WERE THERE ANY QUESTIONS IN THIS SECTION THAT YOU PARTICULARLY LIKED?

4. (Multiple Choice Questions Only) WHAT DO YOU THINK OF THE RESPONSE CATEGORIES IN THIS SECTION?

DISCUSSION FORM (Continued)

SECTION C: NOW LOOK AT PART C. THIS SECTION ASKS ABOUT DIFFERENCES BETWEEN MEN AND WOMEN WHICH MIGHT INFLUENCE THEIR PERFORMANCE IN THE ARMY AND IT ALSO ASKS FOR OPINIONS ABOUT THE KINDS OF JOBS THAT ARE APPROPRIATE FOR WOMEN IN THE ARMY.

1. DO YOU HAVE ANY COMMENTS ABOUT THIS SECTION OF THE QUESTIONNAIRE?

2. WERE THERE ANY QUESTIONS IN THIS SECTION THAT YOU PARTICULARLY DISLIKED?

3. WERE THERE ANY QUESTIONS IN THIS SECTION THAT YOU PARTICULARLY LIKED?

4. (*Multiple Choice Questions Only*) WHAT DO YOU THINK OF THE RESPONSE ALTERNATIVES IN THIS SECTION?

DISCUSSION FORM (Continued)

SECTION D: THE NEXT SECTION PRESENTS SITUATION AND ASKS YOU TO TELL HOW YOU THINK JOHN JONES, A TYPICAL MALE PRIVATE, WOULD ACT, AND HOW YOU THINK MARY JONES, A TYPICAL FEMALE PRIVATE, WOULD ACT.

1. DO YOU HAVE ANY COMMENTS ABOUT THIS PART OF THE QUESTIONNAIRE?

2. WERE THERE ANY QUESTIONS IN THIS SECTION THAT YOU PARTICULARLY DISLIKED?

3. WERE THERE ANY QUESTIONS IN THIS SECTION THAT YOU PARTICULARLY LIKED?

4. (Multiple Choice Questions Only) WHAT DO YOU THINK OF THE RESPONSE CATEGORIES IN THIS SECTION?

DISCUSSION FORM (Continued)

SECTION E: IN THIS SECTION, YOU WERE ASKED TO RATE ENLISTED MEN AND WOMEN ON THEIR STRENGTH, ENDURANCE, AND GUTS.

1. DO YOU HAVE ANY COMMENTS ABOUT THIS SECTION OF THE QUESTIONNAIRE?

2. WERE THERE ANY QUESTIONS IN THIS SECTION THAT YOU PARTICULARLY DISLIKED?

3. WERE THERE ANY QUESTIONS IN THIS SECTION THAT YOU PARTICULARLY LIKED?

4. (Multiple Choice Questions Only) WHAT DO YOU THINK OF THE RESPONSE CATEGORIES IN THIS SECTION?

DISCUSSION FORM (Continued)

(After going over the questionnaire section by section, the following general questions are asked).

1. DO YOU HAVE ANY SUGGESTIONS FOR WAYS IN WHICH THIS QUESTIONNAIRE COULD BE IMPROVED?

2. ARE THERE ANY OPINIONS ABOUT THIS TOPIC THAT YOU DIDN'T GET A CHANCE TO STATE IN THE QUESTIONNAIRE BUT WANT TO MENTION NOW?

3. HOW DO YOU THINK THE ARMY CAN BEST USE THE INFORMATION GAINED FROM THIS SURVEY?

DISCUSSION FORM (Continued)

4. WHAT OTHER COMMENTS WOULD YOU LIKE TO MAKE ABOUT THE QUESTIONNAIRE THAT YOU THINK WOULD HELP US?

OBSERVATIONS

1. Did there seem to be any differences between the ways in which men and women reacted to the survey? _____If yes, explain.

2. Please check each of the following attitudes you felt was displayed during the discussion session. Use one check if the attitude was present but not the dominant tone. Use two check marks if you felt that the majority of people in the room demonstrated the attitude.

_____interest	_____boredom	_____lack of communication
_____enthusiasm	_____lack of seriousness	____hostility

3. Additional observations concerning the atmosphere during the test administration:

Additional Instructions for Leading Discussion Groups:

1. Reassure the participants about their anonymity being maintained especially when turning on the tape recorder.

2. Throughout the discussion period, stress the fact that the Army is very interested in the results of this survey and will be using information gained to help make some decisions about the role of women in the Army.

3. In cases when participants are reticent to speak, it may be necessary to use probes to stimulate discussion. When soldiers are not responding to the discussion questions, the discussion leader should focus on specific items from the qeustionnaire to try and get responses. In each section, the following items should be used when trying to stimulate discussion:

Part A	Part B	Part C	Part D	Part E
6	27 & 47	60	#4	89 & 92
12	31 & 51	68		
18	35 & 55	72		

VII. Organizational Procedures

After the Administration Session:

1. Collect signs, and pencils

2. Go through the piles of questionnaires and fill in the spaces marked A, B, and T on the answer sheet or on the back cover of the questionnaire, depending on the answer format used. Fill in space A with the number corresponding to the main administrator who gave directions for filling out the questionnaire. Fill in space B with number code for the Army base. Fill in space T with numbers corresponding to the five minute interval in which the questionnaire was finished. There will be a numbered time card on the top of the pile and all questionnaires under it will be coded with that number until another numbered time card is reached. When the time interval is coded for all questionnaires, replace the time cards in their packets.

3. Check pencils and sharpen those that are dull.

4. Place the Administration Session Observation Forms in the envelope for finished forms.

5. Place all finished questionnaires and answer sheets in boxes. Comments will not be analyzed in the field.

After the Discussion Session:

1. Collect blank questionnaires from soldiers in the discussion groups.

2. Return the transparencies to their packet.

3. Put the finished observation forms of both the leader and recorder in the labeled envelope.

4. When both sides of a tape are finished, put the tape in the correctly labeled envelope.

VIII. Materials Checklist

A. Administration Materials
1. Signs to indicate where to pick up questionnaires
2. Signs describing room assignment
3. One sign asking respondents not to open booklets until instructed to do so
4. Signs to indicate placement of piles of completed questionnaires
5. Pencils in a box (about 75 for each room)
6. Sets of time cards
7. Yellow cards asking soldiers to stay for discussion mixed with blue "thank you" cards
8. Administration Session Observation Forms
9. Sets of ordered questionnaires ready to be placed in four piles or boxes
10. Administration Directions
11. Sample sealed questionaires (with privacy statement or with both privacy statement and answer sheet)
12. Direction for the military representative to use while explaining to the soldiers how to pick up questionnaires and room assignments

B. Administration Room Equipment
1. Table or desks
2. Watch or clock
3. Pencil sharpener

C. Discussion Session Materials
1. Likert transparencies
2. Multiple choice transparencies
3. Blank Likert questionnaires, compact
4. Blank multiple choice questionnaires, compact
5. Blank cassette tapes
6. Directions for Leading Discussion Groups and Recording Observations

D. Discus sion Room Equipment
1. Overhead projector
2. Cassette tape recorder

E. Organizational Materials
1. Schedule of administration sessions and discussion sessions
2. Envelope for completed Administration Observation Forms
3. Box for completed questionnaires
4. Envelope for completed tapes
5. Envelope for completed Discussion Group Observation Forms

F. Training Manual

IX. Schedule of Administration Sessions

In order to avoid any bias associated with the administrator or time of day, the following schedule will be followed for questionnaire administration at the four bases in America. The circled code indicates the main administrator.

Session	Administrators			
Morning 1	(A1) A0 Traditional	A3 (A0) Traditional	(A1) A0 OPSCAN	A3 (A0) OPSCAN
Morning 2	(A3) A2 OPSCAN	A1 (A2) OPSCAN	(A3) A4 Traditional	A1 (A4) Traditional
Afternoon 1	A1 (A0) OPSCAN	(A3) A0 OPSCAN	A1 (A0) Traditional	(A3) A0 Traditional
Afternoon 2	A3 (A2) Traditional	(A1) A2 Traditional	A3 (A4) OPSCAN	(A1) A4 OPSCAN
	Base 0	Base 1	Base 2	Base 3

X. Schedule of Discussion Sessions

Each discussion group will be led primarily by one of the administrators in the room, with minimal assistance from the other, whose main task will be to record observations. The circled code indicates the discussion leader.

		Enlisted	Officers
Base 0	Morning (Likert)	A1, (A2)	A3, (A0)
	Afternoon (MC)	(A3) A0	(A1) A2
Base 1	Morning (Likert)	(A1) A0	(A3) A2
	Afternoon (MC)	A3, (A2)	A1, (A0)
Base 2	Morning (MC)	A3, (A0)	A1, (A4)
	Afternoon (Likert)	(A1) A4	(A3) A0
Base 3	Morning (MC)	(A3) A4	(A1) A0
	Afternoon (Likert)	A1, (A0)	A3, (A4)

XI. Coding System

Codes for Administrators (A):*

A0	Lee S. Weissbach	A5	_____
A1	Sharon Weissbach	A6	_____
A2	Ronald L. Nuttall	A7	_____
A3	Joan Hunter	A8	_____
A4	Alan Orenstein	A9	_____

*Even numbers are for men, odd numbers for women.

Codes for Bases (B):

B0	Fort Leonard Wood	B5	_____
B1	Fort Bragg	B6	_____
B2	Fort Polk	B7	_____
B3	Fort Lewis	B8	_____
B4	_____	B9	_____

Codes for Questionnaire Identification (ID):

Order Within Packets					
1	100-199	compact	men first	traditional	Likert
5	200-299	compact	women first	traditional	Likert
9	300-399	dispersed	men first	traditional	Likert
13	400-499	dispersed	women first	traditional	Likert
15	500-599	compact	men first	OPSCAN sheet	Likert
11	600-699	compact	women first	OPSCAN sheet	Likert
7	700-799	dispersed	men first	OPSCAN sheet	Likert
3	800-899	dispersed	women first	OPSCAN sheet	Likert
8	900-999	compact	men first	traditional	Multiple Choice
4	1000-1099	compact	women first	traditional	Multiple Choice
16	1100-1199	dispersed	men first	traditional	Multiple Choice
12	1200-1299	dispersed	women first	traditional	Multiple Choice
10	1300-1399	compact	men first	OPSCAN sheet	Multiple Choice
14	1400-1499	compact	women first	OPSCAN sheet	Multiple Choice
2	1500-1599	dispersed	men first	OPSCAN sheet	Multiple Choice
6	1600-1699	dispersed	women first	OPSCAN sheet	Multiple Choice

APPENDIX D

BASE-BY-BASE DESCRIPTIONS

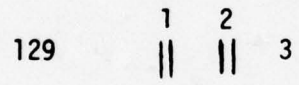
BASE-BY-BASE DESCRIPTIONS

Administrative Procedure

The respondents were seated in one of the two administration rooms (except at Fort Bragg, where only one large room was available). In Europe, the initial instructions were read by Dr. Savell and in the U.S. they were read by Colonel Blodgett. The respondents then picked up their questionnaires and proceeded to the appropriate room. Those with OPSCAN answering sheets were assigned to one room and those using the traditional answering mode were assigned to the other room. At all bases there was a rotation of administrators so that each

answering format was presented an equal number of times by a male and a female.

During the first administration, a previously undetected error came to light. In Part H of the answer sheets, there were 4 items for which there were an insufficient number of options, in comparison with the options specified on the questionnaire itself. For example, question 129 ("Are most of your friends in the Army...?") has 3 alternative responses, but the answer sheet had room for only options 1 and 2. After this error was detected, the soldiers were instructed to write in the number corresponding to their choice directly beside the question number on their answer sheets, as shown below. A sign was made and held up to show respondents how to record their answers should this problem arise:



Answer sheets with such write-ins were corrected manually, as described in a subsequent section. In the European administrations, similar instructions were given but the soldiers were also instructed to reverse items 118 and 119. A computer program was used to place these items in the proper order.

Discussion Sessions

At each base, two discussion sessions were held for officers and

two for enlisted personnel. The purpose of the separate discussions according to rank was to encourage the soldiers to speak more freely than might be the case in a mixed session. Only Multiple Choice or Likert items were discussed at any given session except at Fort Bragg where the item type was not considered in assigning soldiers to a discussion group.[1] As in the questionnaire administration, two members of the field team were present in each room. At the U.S. bases, the schedule rotated the team members through the sessions, with one male and one female always assigned to a discussion. In Germany, one male led all the discussion groups with one female present to take notes.

When the discussion group was assembled, the soldiers were given a blank questionnaire to use as a guide. A "Compact - Men First" form was always used, and the soldiers were told that the form might be somewhat different than the one they completed. Overhead transparencies of the questionnaire pages were also available.

The discussion group leader informed the soldiers that the purpose of the discussions was to find out their opinions about the different sections of the questionnaire. It had originally been planned to discuss the questionnaire on a section-by-section basis, encouraging comments about individual items. In accordance with this aim, the discussion form was arranged according to questionnaire sections. In practice, however, it was seldom possible to impose such a structure on the discussions. For example, in discussing a particular item or section, respondents were often reminded of an issue raised in another

1. It had been discovered at previous bases that item type made little difference in the nature of the discussions, so to avoid additional complications, the sampling plan for discussion groups was simplified by sampling from the total group of officers or enlisted persons regardless of questionnaire type.

section. On the whole, it was considerably more difficult to generate comments concerning methodological than substantive issues. The soldiers appeared to be very interested in the question of women in the Army, and there was therefore no difficulty in stimulating a discussion. However, it was generally not feasible to obtain reaction on an item-by-item basis.

The discussion sessions required, on the average, about 45 minutes to complete. The secondary administrator recorded notes and comments, and made observations. The majority of the discussions in the U.S. were also tape recorded.

Situations at Individual Bases

Fort Lewis January 9 - 11

At Ft. Lewis the boxes of questionnaires were late arriving as air baggage, so sessions had to be canceled for Monday January 9. The liaison at Ft. Lewis was notified Sunday night and was able to postpone the administration sessions until Tuesday. Monday was used to set up the administration rooms and practice the procedures. Wednesday morning was used as a back-up day to survey those who had not reported on Tuesday.

At Ft. Lewis there were two rooms directly next to each other. Soldiers assembled in the larger room and were then divided into the two rooms according to the type of questionnaire they picked up. Ft. Lewis was the only place at which soldiers were asked to sit in rows according to their units to facilitate taking the role. At all the other bases sign-in sheets were used.

A total of 197 soldiers reported at Ft. Lewis although 264 had been asked to take the survey. The fact that we were forced to reschedule sessions probably resulted in fewer completed questionnaires than might otherwise have been obtained. According to observations it seemed that the individual soldiers had not been inconvenienced by the schedule change and so this factor would not be expected to influence the attitudes of the respondents toward the survey.

Two discussion sessions were held after each of the administrations on Tuesday. The two sessions in the morning consisted of people who had taken a Likert form of the questionnaire. Discussants in the two afternoon sessions were chosen from those who had taken Multiple Choice forms. Eleven officers participated in the discussion in the morning and twelve in the afternoon. Ten enlisted persons participated in the morning discussion session while only five stayed for the afternoon discussion. At Ft. Lewis as at the other Forts, soldiers were sampled according to the planned method when possible, but soldiers often said they were unable to stay for discussions so we were forced to modify the sampling system in an attempt to get discussion groups that were large enough.

Fort Leonard Wood January 12 - 13

At Ft. Leonard Wood, there were some problems with room assignment. In the morning of the first day (January 12), the two rooms were on different floors of the building and then a change was made so that both rooms were on the same floor but still not next to each other. In this situation we were careful to guide the soldiers to the proper

room. The rooms were too small for the number of people being surveyed and in some cases people taking a traditional form of the questionnaire had to write without desks. In the morning session 114 people reported and 87 people reported in the afternoon.

The back-up day had a very small number reporting and in some cases all respondents stayed in the same room. Three nurses started the questionnaire at 8:30 A.M. and fifteen people reported at the scheduled time of 9:00 A.M. At 9:55 A.M. seven additional women officers reported to take the survey so flexibility was needed in dealing with the situation. In the afternoon ten people were surveyed. At Fort Leonard Wood as at the other bases, the second day tended to be less formal than the first because fewer people were involved and scheduling was less rigid. At each base, the same schedule for administrators was followed on the second day as charted for the first. Discussion groups were held on the first day but not on the second.

At Fort Leonard Wood, eight officers and ten enlisted persons participated in discussions in the morning and eleven officers and seven enlisted persons stayed for discussion in the afternoon. The majority of respondents who were women officers were nurses at all bases but this was particularly so at Ft. Leonard Wood where we met in the hospital to accomodate their schedules.

Fort Polk January 16 - 17

At Ft. Polk, questionnaire administration took place in two rooms in the educational building which were fairly close to each other. The only problem with location was that it was necessary to go outside to

get from one room to the other. The first session was held on Monday morning January 16. There were 96 soldiers present. During Colonel Blodgett's instructions, one woman asked what the purpose was of the survey. Colonel Blodgett gave an extensive explanation with examples so the subjects at this session received a much fuller description than any others who were surveyed. Eighty-one soldiers reported to the afternoon session and 39 reported the morning of the second day. Discussion sessions were made up of thirteen officers and ten enlisted persons in the morning and six officers and eight enlisted persons in the afternoon.

Fort Bragg January 19 - 20

At Ft. Bragg, administration conditions deviated most from those prescribed because we were given only one administration room. Within that constraint, things went fairly smoothly. All sessions were held in one day. Two sessions were held in the morning and two in the afternoon. The respective sizes of the groups at each session were: 42, 80, 55 and 40.

One discussion session was held after each administration. Nine officers and eight enlisted persons participated in morning discussions and six officers (all male) and eleven enlisted persons stayed for discussions in the afternoon. At Ft. Bragg, as at the other bases, people seemed genuinely interested in the issue and participated fully in discussion sessions. A number of people stayed after completing their questionnaire to make comments and some others volunteered to participate in discussion groups.

APPENDIX E

FACTOR ANALYSIS, 100 VARIABLES

TABLE E.1

FACTOR ANALYSIS OF 100 LIKERT ITEMS, COMMUNALITIES

VARIABLE.	EST COMMUNALITY	FACTOR	EIGENVALUE	PCT OF VAR	CUM PCT
V1	0.49368	1	22.54378	22.5	22.5
V2	0.48633	2	8.83788	8.8	31.4
V3	0.54035	3	5.90015	5.9	37.3
V4	0.59244	4	4.79466	4.8	42.1
V5	0.52967	5	3.31978	3.3	45.4
V6	0.71484	6	2.60486	2.6	48.0
V7	0.67697	7	2.41539	2.4	50.4
V8	0.55994 >MC	8	2.04089	2.0	52.5
V9	0.65949	9	1.85764	1.9	54.3
V10	0.52800	10	1.59697	1.6	55.9
V11	0.57495	11	1.52501	1.5	57.4
V12	0.66325	12	1.45126	1.5	58.9
V13	0.72059	13	1.34608	1.3	60.2
V14	0.63975	14	1.28950	1.3	61.5
V15	0.75122	15	1.18667	1.2	62.7
V16	0.74686	16	1.17677	1.2	63.9
V17	0.58368	17	1.13589	1.1	65.0
V18	0.73902	18	1.09834	1.1	66.1
V19	0.56282	19	1.05749	1.1	67.2
V20	0.59373	20	1.01075	1.0	68.2
V21	0.55585	21	0.97237	1.0	69.2
V22	0.58792	22	0.94798	0.9	70.1
V23	0.53627	23	0.90624	0.9	71.0
V24	0.51474 >MC	24	0.85308	0.9	71.9
V25	0.44370 >MC	25	0.83853	0.8	72.7
V26	0.59423 >MC	26	0.83244	0.8	73.5
V27	0.62197 >MC	27	0.76898	0.8	74.3
V28	0.54961 >MC	28	0.75921	0.8	75.1
V29	0.78832	29	0.74723	0.7	75.8
V30	0.77917	30	0.73169	0.7	76.6
V31	0.74681	31	0.70915	0.7	77.3
V32	0.88017	32	0.69753	0.7	78.0
V33	0.99930	33	0.69304	0.7	78.7
V34	0.89413	34	0.67068	0.7	79.3
V35	0.74797	35	0.64671	0.6	80.0
V36	0.70212	36	0.64058	0.6	80.6
V37	0.83582	37	0.61824	0.6	81.2
V38	0.81811	38	0.59707	0.6	81.8
V39	0.50643 >MC	39	0.58474	0.6	82.4
V40	0.64905	40	0.56326	0.6	83.0
V41	0.71559 >MC	41	0.54451	0.5	83.5
V42	0.64997 >MC	42	0.53140	0.5	84.0

	V43	0.63923>MC	43	0.52077	0.5	84.6
11	V44	0.62167>MC	44	0.50365	0.5	85.1
	V45	0.64121>MC	45	0.50067	0.5	85.6
	V46	0.78167	46	0.48528	0.5	86.1
12	V47	0.80161	47	0.47003	0.5	86.5
	V48	0.60520	48	0.45898	0.5	87.0
	V49	0.59125	49	0.45459	0.5	87.4
1	V50	0.63026	50	0.43767	0.4	87.9
	V51	0.66025	51	0.42821	0.4	88.3
	V52	0.76386	52	0.41222	0.4	88.7
2	V53	0.83625	53	0.40418	0.4	89.1
	V54	0.79169	54	0.39885	0.4	89.5
	V55	0.70212	55	0.39569	0.4	89.9
3	V56	0.74830	56	0.37490	0.4	90.3
	V57	0.78330	57	0.36502	0.4	90.7
	V58	0.67182	58	0.36130	0.4	91.0
4	V59	0.33666	59	0.35371	0.4	91.4
	V60	0.63119	60	0.34037	0.3	91.7
	V61	0.45591	61	0.33757	0.3	92.1
5	V62	0.36804	62	0.33118	0.3	92.4
	V63	0.46689	63	0.32672	0.3	92.7
	V64	0.49814	64	0.32243	0.3	93.0
6	V65	0.50343	65	0.31613	0.3	93.3
	V66	0.66725	66	0.29889	0.3	93.6
	V67	0.41234	67	0.29651	0.3	93.9
7	V68	0.73256	68	0.29122	0.3	94.2
	V69	0.69421	69	0.28175	0.3	94.5
	V70	0.37800	70	0.27207	0.3	94.8
8	V71	0.67911	71	0.26806	0.3	95.1
	V72	0.45395	72	0.26205	0.3	95.3
	V73	0.42335	73	0.24972	0.2	95.6
9	V74	0.62477	74	0.24696	0.2	95.8
	V75	0.73178	75	0.24074	0.2	96.1
	V76	0.49090	76	0.23200	0.2	96.3
10	V77	0.67475	77	0.22787	0.2	96.5
	V78	0.78956	78	0.21446	0.2	96.7
	V79	0.66742	79	0.21326	0.2	96.9
11	V80	0.38434	80	0.20732	0.2	97.2
	V81	0.55262	81	0.19810	0.2	97.3

V82	0.62333	82	0.19208	0.2	97.5
V83	0.50867	83	0.18051	0.2	97.7
V84	0.57858	84	0.17986	0.2	97.9
V85	0.68404	85	0.17427	0.2	98.1
V86	0.69011	86	0.16627	0.2	98.2
V87	0.53450	87	0.16359	0.2	98.4
V88	0.71801	88	0.16033	0.2	98.6
V89	0.71686	89	0.15401	0.2	98.7
V90	0.76334	90	0.15120	0.2	98.9
V91	0.63884	91	0.14586	0.1	99.0
V92	0.74507	92	0.14380	0.1	99.2
V93	0.77671	93	0.13436	0.1	99.3
V94	0.72418	94	0.12684	0.1	99.4
V109	0.50648	95	0.12221	0.1	99.6
V110	0.65348	96	0.11320	0.1	99.7
V111	0.57097	97	0.10293	0.1	99.8
V112	0.50650	98	0.09284	0.1	99.9
V113	0.51288	99	0.08293	0.1	99.9
V114	0.64525	100	0.05768	0.1	100.0

MORE THAN 25 ITERATIONS REQUIRED.

TABLE E.2

FACTOR ANALYSIS OF 100 MULTIPLE CHOICE ITEMS, COMMUNALITIES

VARIABLE	EST COMMUNALITY	FACTOR	EIGENVALUE	PCT OF VAR	CUM PCT
V1	0.48087	1	23.32483	23.3	23.3
V2	0.34262	2	9.89481	9.9	33.2
V3	0.38867	3	4.25097	4.3	37.5
V4	0.37758	4	2.93854	2.9	40.4
V5	0.52594	5	2.50724	2.5	42.9
V6	0.51803	6	2.26963	2.3	45.2
V7	0.55742	7	1.91840	1.9	47.1
V8	0.51354	8	1.79295	1.8	48.9
V9	0.56902	9	1.69639	1.7	50.6
V10	0.54561	10	1.55326	1.6	52.1
V11	0.45412	11	1.47640	1.5	53.6
V12	0.53221	12	1.44240	1.4	55.1
V13	0.47604	13	1.35902	1.4	56.4
V14	0.58249	14	1.30448	1.3	57.7
V15	0.56526	15	1.27255	1.3	59.0
V16	0.64579	16	1.19720	1.2	60.2
V17	0.55426	17	1.15706	1.2	61.4
V18	0.64186	18	1.13011	1.1	62.5
V19	0.57533	19	1.09413	1.1	63.6
V20	0.50793	20	1.05565	1.1	64.6
V21	0.54806	21	1.02365	1.0	65.7
V22	0.51806	22	1.01367	1.0	66.7
V23	0.52447	23	0.97698	1.0	67.7
V24	0.56548	24	0.96602	1.0	68.6
V25	0.50633	25	0.90994	0.9	69.5
V26	0.65133	26	0.89037	0.9	70.4
V27	0.62640	27	0.85314	0.9	71.3
V28	0.63125	28	0.82759	0.8	72.1
V29	0.57480	29	0.81786	0.8	72.9
V30	0.60987	30	0.79314	0.8	73.7
V31	0.61098	31	0.76514	0.8	74.5
V32	0.68000	32	0.75435	0.8	75.2
V33	0.68257	33	0.73071	0.7	76.0
V34	0.69146	34	0.70879	0.7	76.7
V35	0.65112	35	0.69689	0.7	77.4
V36	0.67063	36	0.68942	0.7	78.1
V37	0.68310	37	0.68581	0.7	78.7
V38	0.69064	38	0.65054	0.7	79.4
V39	0.61794	39	0.63447	0.6	80.0

V40	0.63444	40	0.61102	0.6	80.6
V41	0.72521	41	0.59311	0.6	81.2
V42	0.66460	42	0.57987	0.6	81.8
V43	0.70574	43	0.56944	0.6	82.4
V44	0.64116	44	0.56732	0.6	83.0
V45	0.70713	45	0.55580	0.6	83.5
V46	0.77738	46	0.53932	0.5	84.0
V47	0.79884	47	0.52263	0.5	84.6
V48	0.71300	48	0.51701	0.5	85.1
V49	0.67341	49	0.50400	0.5	85.6
V50	0.68786	50	0.50002	0.5	86.1
V51	0.75977	51	0.48588	0.5	86.6
V52	0.76559	52	0.46785	0.5	87.0
V53	0.81025	53	0.45356	0.5	87.5
V54	0.81121	54	0.44746	0.4	87.9
V55	0.79539	55	0.43762	0.4	88.4
V56	0.76383	56	0.42876	0.4	88.8
V57	0.79645	57	0.42463	0.4	89.2
V58	0.71846	58	0.41834	0.4	89.7
V59	0.46897	59	0.40425	0.4	90.1
V60	0.65488	60	0.39855	0.4	90.5
V61	0.51993	61	0.37579	0.4	90.8
V62	0.36399	62	0.37326	0.4	91.2
V63	0.46926	63	0.36830	0.4	91.6
V64	0.46245	64	0.36277	0.4	91.9
V65	0.38968	65	0.35616	0.4	92.3
V66	0.53791	66	0.34757	0.3	92.6
V67	0.24289	67	0.34070	0.3	93.0
V68	0.63685	68	0.33345	0.3	93.3
V69	0.51861	69	0.31300	0.3	93.6
V70	0.45608	70	0.31172	0.3	93.9
V71	0.61543	71	0.29963	0.3	94.2
V72	0.32148	72	0.29103	0.3	94.5
V73	0.31939	73	0.27952	0.3	94.8
V74	0.54920	74	0.27377	0.3	95.1
V75	0.62392	75	0.26727	0.3	95.4

V76	0.50299	76	0.25554	0.3	95.6
V77	0.66920	77	0.25508	0.3	95.9
V78	0.75572	78	0.24556	0.2	96.1
V79	0.61092	79	0.23942	0.2	96.3
V80	0.40563	80	0.23368	0.2	96.6
V81	0.51227	81	0.23162	0.2	96.8
V82	0.65812	82	0.22766	0.2	97.0
V83	0.33015	83	0.21898	0.2	97.3
V84	0.48442	84	0.21628	0.2	97.5
V85	0.63019	85	0.21112	0.2	97.7
V86	0.66895	86	0.19897	0.2	97.9
V87	0.51791	87	0.19857	0.2	98.1
V88	0.68237	88	0.18482	0.2	98.3
V89	0.63729	89	0.17970	0.2	98.4
V90	0.70524	90	0.17032	0.2	98.6
V91	0.65804	91	0.16866	0.2	98.8
V92	0.66547	92	0.16381	0.2	98.9
V93	0.76029	93	0.15403	0.2	99.1
V94	0.71905	94	0.14653	0.1	99.2
V109	0.54055	95	0.14262	0.1	99.4
V110	0.65865	96	0.13512	0.1	99.5
V111	0.53440	97	0.13303	0.1	99.7
V112	0.49630	98	0.11699	0.1	99.8
V113	0.48032	99	0.11492	0.1	99.9
V114	0.62660	100	0.11289	0.1	100.0

MORE THAN 25 ITERATIONS REQUIRED.

TABLE E.3

FACTOR ANALYSIS OF 100 LIKERT ITEMS, PATTERN MATRIX
AND FACTOR CORRELATION MATRIX

	FACTOR 1	FACTOR 2	FACTOR 3	FACTOR 4	FACTOR 5	FACTOR 6	FACTOR 7	FACTOR 8	FACTOR 9	FACTOR 10
V1	-0.05736	0.03728	-0.01138	-0.00179	0.33123	0.07405	0.01340	-0.12806	-0.05662	-0.09860
V2	-0.15417	0.02662	-0.02112	-0.04505	-0.35939	-0.01545	-0.03928	-0.06329	0.06124	0.17576
V3	0.03212	-0.03957	0.12382	0.02927	0.61098	-0.05145	0.02395	-0.05268	0.01715	-0.00716
V4	-0.06946	-0.04199	0.01106	-0.05318	0.56460	-0.04049	0.02692	-0.19042	0.10830	-0.00170
V5	-0.14709	0.07460	0.01419	-0.04162	-0.35950	0.06227	-0.08579	0.00983	-0.00907	0.21944
V6	-0.02590	0.00741	0.04517	-0.01211	0.74802	-0.03221	0.04057	-0.05384	0.03583	-0.05415
V7	-0.01153	0.08443	-0.05327	0.00365	0.63306	0.08134	0.04309	-0.10995	-0.03221	-0.03283
V8	0.00267	-0.01605	-0.01855	0.01506	-0.05212	0.00995	0.01238	-0.05137	0.05513	0.81695
V9	0.18440	-0.07076	-0.02605	-0.09181	0.44470	0.02356	0.05818	-0.12002	0.02365	-0.16679
V10	-0.07607	0.06784	-0.01486	-0.00858	-0.05393	0.00759	0.00952	-0.41944	-0.06516	-0.09608
V11	-0.18666	-0.02875	0.01300	-0.03575	-0.09929	-0.03094	-0.14030	0.27080	0.05054	0.23222
V12	0.03262	-0.05079	-0.01673	0.09159	0.15673	-0.01638	0.11750	-0.58570	0.03997	-0.02360
V13	-0.03324	-0.03250	-0.00191	-0.02456	0.06111	0.00016	0.00229	-0.63411	0.00709	-0.03885
V14	-0.11498	0.02368	0.08253	0.03554	-0.07693	0.02430	-0.09657	0.37078	-0.06459	0.26944
V15	-0.01879	-0.00117	0.04776	0.02277	0.15170	0.01294	0.07388	-0.70161	0.04547	-0.04579
V16	0.02576	0.06711	0.00060	0.02365	0.13009	0.06382	0.03718	-0.68833	-0.01600	0.03216
V17	0.06604	-0.00878	-0.00920	-0.00271	0.07296	-0.05516	0.04670	0.02463	-0.02095	0.82753
V18	0.13604	0.00905	0.01367	-0.05698	-0.00368	0.02915	0.05432	-0.57730	0.05700	-0.12174
V19	-0.00478	-0.03154	0.02950	0.04399	0.03824	0.05332	0.03470	0.05717	0.01048	0.04075
V20	-0.00973	-0.00212	0.22702	0.03069	0.01479	0.08826	-0.00706	0.03305	0.02772	0.00983
V21	0.15357	0.00500	0.50172	-0.17786	-0.07991	0.10330	-0.05780	-0.16000	0.13420	-0.00316
V22	0.02868	0.01369	0.37154	0.00652	0.03673	0.08248	-0.04000	-0.00142	0.05799	-0.02733
V23	0.05330	-0.04455	0.59434	-0.02092	0.06595	0.00275	-0.03444	0.00983	0.01648	0.00327
V24	-0.01136	-0.00509	0.39224	0.06095	-0.06216	0.00005	-0.00069	0.00191	-0.07125	0.05864
V25	0.01996	-0.02927	0.10546	0.03277	-0.05305	0.05749	-0.00665	0.00093	-0.05893	0.00386
V26	-0.10920	0.00643	0.63809	0.09657	0.06247	0.08700	0.06372	0.03324	0.00406	-0.03493
V27	-0.09765	-0.04486	0.69133	-0.00657	0.02970	0.12123	0.08775	0.00084	-0.03536	-0.02350
V28	-0.00460	-0.01029	0.48138	0.01343	0.02087	0.09503	0.09173	0.03096	-0.07105	-0.01086
V29	0.03451	0.78664	-0.01871	-0.06478	-0.05502	0.03133	0.02371	-0.02170	0.02508	0.00831
V30	0.01575	0.82743	0.00710	0.02359	-0.01935	-0.03093	-0.02411	0.01478	-0.01798	0.02223
V31	-0.02650	0.83667	0.06693	0.09658	-0.01454	0.00650	0.02949	-0.03729	0.00323	-0.00813
V32	-0.01338	0.86646	0.03053	-0.13118	-0.02193	0.01929	0.03312	0.00250	0.00705	-0.01164
V33	-0.00434	0.81111	0.00604	-0.19736	0.03536	0.04132	0.03782	0.00708	0.02792	-0.00983
V34	-0.02176	0.84731	-0.02776	-0.15775	0.04221	-0.00788	-0.01053	0.00408	0.00687	0.02397
V35	0.01163	0.84603	-0.02417	0.07226	0.00763	-0.02901	-0.05656	-0.03239	-0.02177	-0.02707
V36	0.00019	0.75786	-0.11112	0.13452	0.04403	-0.04782	-0.05549	0.03577	-0.01712	-0.02836
V37	0.00819	0.81553	0.01086	-0.12442	0.01883	-0.02053	-0.01693	0.01005	-0.00786	0.02074
V38	0.01211	0.85930	-0.00744	-0.03592	0.00492	-0.02490	0.02208	0.01826	-0.00833	-0.00618
V39	0.03678	-0.01294	-0.13340	0.03137	0.01414	-0.00708	0.01030	-0.07377	0.36485	-0.04208
V40	-0.04111	-0.05003	-0.07447	-0.02555	0.04033	-0.03445	0.10375	-0.11500	0.55561	-0.08555
V41	0.36876	-0.01608	0.10355	-0.09262	0.04128	0.09709	0.02241	-0.12428	0.44006	-0.06232

	FACTOR 1	FACTOR 2	FACTOR 3	FACTOR 4	FACTOR 5	FACTOR 6	FACTOR 7	FACTOR 8	FACTOR 9	FACTOR 10
V42	0.11127	0.03141	-0.03572	-0.03223	0.15685	-0.08122	0.04152	-0.10534	0.38009	-0.09785
V43	0.05078	-0.05662	0.16900	-0.08223	0.12132	-0.03215	-0.02415	-0.09139	0.41638	-0.02019
V44	-0.02547	-0.04224	-0.03761	-0.02444	0.03390	-0.07825	-0.00638	0.04435	0.27250	-0.08771
V45	-0.02372	-0.01627	-0.10620	0.00578	0.08451	0.01358	0.01580	-0.00705	0.22034	-0.07165
V46	0.06923	-0.07868	0.16000	-0.01926	0.09212	-0.05008	0.07112	0.08070	0.37833	-0.14625
V47	0.14519	-0.03458	0.16064	-0.01991	0.06412	-0.02246	0.11126	0.08587	0.36929	-0.11916
V48	0.01498	-0.00677	0.07766	-0.10669	0.01908	0.00140	0.06203	-0.07373	0.45789	-0.06712
V49	-0.05349	0.40632	0.07213	0.28251	-0.06994	-0.03408	0.05163	0.02147	-0.00938	0.10138
V50	0.04237	-0.09591	-0.01928	0.74894	0.02809	-0.03118	-0.03645	-0.00203	-0.00409	0.01623
V51	0.05967	-0.01203	0.04797	0.80795	-0.02440	0.02519	-0.04415	-0.03855	-0.00308	0.02884
V52	-0.03317	0.13020	-0.02521	0.36330	-0.05501	-0.01905	0.03707	-0.00585	0.01126	-0.01831
V53	-0.00122	0.18135	0.00007	0.09706	-0.05515	-0.02140	-0.02250	0.04759	0.01477	0.01609
V54	0.00914	0.08549	-0.02101	0.24631	0.01666	-0.01301	-0.03469	0.04504	0.03222	0.02972
V55	-0.02199	0.00254	-0.00110	0.59072	-0.04034	0.01197	-0.00035	-0.04701	-0.02086	0.01463
V56	-0.05219	-0.02737	-0.07110	0.72050	0.00478	-0.01907	-0.00989	-0.02066	-0.01925	-0.03334
V57	-0.04133	0.06091	-0.00716	0.21546	0.01856	-0.04018	0.00780	0.02230	0.00264	0.04060
V58	-0.02287	-0.02756	0.03272	0.08085	0.02130	-0.01411	0.03707	0.02974	0.00583	0.03433
V59	0.17968	0.01818	-0.00978	-0.15613	0.04662	-0.04157	0.00694	-0.09851	-0.11422	0.01317
V60	0.02865	-0.03422	-0.05221	0.07331	0.13783	0.02588	-0.04612	0.15229	-0.05036	0.13719
V61	0.22333	-0.10496	0.00842	0.03776	0.19538	-0.05764	0.01622	-0.03073	-0.05880	0.07661
V62	0.01597	0.06236	-0.04189	-0.04218	0.04637	0.05315	0.02105	0.06464	-0.05546	0.05344
V63	-0.06168	-0.00017	0.01715	-0.02829	0.03519	0.04535	-0.01879	-0.12943	0.05419	-0.03773
V64	0.25663	0.02303	-0.03680	0.06507	-0.00130	-0.09994	0.09238	0.09763	0.23074	-0.09314
V65	-0.56266	0.06495	0.05138	-0.01585	-0.05332	0.03503	-0.05781	-0.06052	0.04295	0.12492
V66	-0.47391	-0.00146	0.02645	0.05958	-0.11256	0.05323	-0.02940	0.08928	-0.08892	-0.02127
V67	-0.02256	0.04082	0.06387	0.06544	-0.09427	-0.02382	-0.07241	0.08535	0.10201	-0.02102
V68	-0.59990	-0.00889	0.06285	0.03991	0.06900	-0.05473	-0.01566	0.11284	-0.06129	0.00707
V69	-0.29151	0.08052	-0.03343	-0.00306	-0.07250	0.01202	-0.03946	-0.06319	-0.08027	0.07382
V70	-0.06454	0.01416	-0.03759	0.01974	0.02141	0.09675	0.08347	0.05408	-0.11265	-0.00659
V71	-0.19869	0.00927	0.01530	0.03907	0.01606	0.06239	0.01130	0.00558	-0.11818	0.04288
V72	0.09557	0.06890	-0.01421	0.02572	0.03290	0.01711	0.10094	-0.00320	0.11355	0.02051
V73	-0.06325	0.04004	-0.05470	0.01275	0.08507	0.06127	-0.00203	-0.02164	-0.03016	0.11857
V74	-0.40557	0.05621	0.04220	-0.05414	-0.00921	0.10012	-0.00769	-0.03836	0.03869	0.06893
V75	-0.56094	-0.03763	-0.04878	0.03902	-0.01839	0.07601	-0.01938	0.02491	-0.01844	0.10020
V76	0.31595	0.08496	0.05856	-0.06216	0.09326	0.03809	0.00926	-0.17829	0.17968	-0.03634
V77	-0.31296	-0.02908	-0.02582	0.03308	0.07675	-0.00132	-0.02902	0.07194	-0.10169	0.08045
V78	-0.30821	-0.04360	-0.04771	0.02779	0.15952	-0.00757	-0.01355	0.22645	-0.04997	0.17301
V79	-0.58426	0.04104	0.07860	-0.03269	-0.07650	-0.02943	-0.01677	0.09208	-0.07117	0.03189
V80	0.16063	-0.02013	-0.01331	0.02005	0.08491	-0.04047	0.06568	0.14497	-0.00062	-0.02478
V81	-0.13999	-0.05390	0.02871	0.03210	-0.05629	0.02171	0.02186	0.01815	-0.09409	-0.10297
V82	0.08139	-0.00237	-0.06914	0.03777	0.02235	-0.01490	0.12644	-0.05394	0.06748	-0.02077
V83	-0.09414	0.00636	0.04766	0.01496	-0.07064	0.09550	-0.01421	0.05832	-0.08409	0.03594
V84	0.07096	-0.02539	-0.02211	-0.03780	0.10344	-0.01812	0.09928	-0.01810	0.12179	0.05713
V85	-0.13276	-0.04126	0.05648	-0.06632	-0.07571	0.05039	0.39039	-0.00729	-0.03994	0.04575
V86	0.04500	0.03266	0.00627	0.03099	-0.01037	-0.02657	0.90428	0.00410	0.05092	0.04407
V87	-0.07129	0.01229	0.00113	0.00295	-0.06269	0.07508	0.04647	0.01589	-0.13239	0.04208

	FACTOR 1	FACTOR 2	FACTOR 3	FACTOR 4	FACTOR 5	FACTOR 6	FACTOR 7	FACTOR 8	FACTOR 9	FACTOR 10
V88	0.03838	0.06246	-0.08755	0.02938	0.11663	-0.03032	0.11209	0.02201	0.14387	0.03001
V89	0.01504	-0.03594	-0.00132	0.01119	-0.00124	0.78704	0.02254	0.04493	-0.05266	-0.02602
V90	0.01111	-0.02692	0.01336	0.01076	-0.02357	0.84213	0.04470	0.01727	-0.03712	-0.01226
V91	-0.00432	-0.03228	0.13832	-0.00156	-0.01541	0.66544	-0.01504	-0.04791	-0.00552	-0.01139
V92	0.01836	-0.00771	-0.05553	-0.10955	0.02726	0.39804	0.03114	-0.07384	0.38658	-0.00000
V93	0.07050	0.00243	-0.12080	-0.00907	0.06515	0.40525	0.06226	-0.05798	0.30222	-0.01936
V94	0.03855	0.00720	0.01405	0.02496	0.06340	0.34204	0.08127	0.01762	0.35771	-0.04270
V109	0.07631	-0.01941	0.00260	-0.07142	0.00018	0.01184	0.13366	-0.12175	-0.05375	-0.10237
V110	-0.07777	0.05441	0.02768	-0.03286	-0.01189	0.00520	0.04071	-0.11361	-0.01764	-0.03551
V111	-0.04441	-0.04315	-0.04054	0.04500	0.01448	0.01074	-0.02240	-0.02011	0.02359	-0.03166
V112	-0.07502	0.06850	0.00490	0.05262	0.02016	0.03411	-0.03791	0.01792	-0.04891	0.08271
V113	0.07786	-0.07526	-0.00425	0.06023	0.11201	-0.09187	0.01204	0.00393	-0.00734	-0.02844
V114	0.05994	0.00321	-0.03111	0.07065	0.13626	0.07083	-0.00833	0.12473	-0.03684	0.09247

Set #2 Set #4 Set #1 alternate

	FACTOR 11	FACTOR 12	FACTOR 13	FACTOR 14	FACTOR 15	FACTOR 16	FACTOR 17	FACTOR 18	FACTOR 19	FACTOR 20
V1	-0.01036	-0.03147	0.08571	-0.44686	-0.04054	0.06940	0.04901	0.05312	-0.02527	0.02391
V2	-0.02528	-0.12190	0.03446	-0.21116	0.02426	-0.05726	-0.04231	0.03714	-0.04582	0.08682
V3	-0.01964	0.07477	-0.06464	0.14408	0.04587	0.02401	0.05607	-0.02833	-0.03123	0.02862
V4	-0.03270	0.04176	0.03077	-0.00903	-0.04658	-0.04547	0.08027	0.02960	0.03634	-0.02302
V5	0.07966	0.02936	0.08115	-0.10514	-0.05538	-0.02632	-0.10112	0.05994	0.02908	0.02603
V6	-0.03840	-0.04916	-0.01021	-0.16778	0.03579	0.02371	0.01405	0.00677	-0.03852	-0.04032
V7	-0.05237	-0.00642	0.01948	-0.13013	0.06004	0.04148	-0.05718	0.06669	0.08488	-0.04385
V8	-0.03290	0.00974	-0.04327	0.01419	0.00068	0.00063	0.01204	-0.00904	0.01946	-0.07882
V9	0.02520	-0.03967	-0.11484	-0.03015	-0.05782	0.08029	0.05884	0.00812	-0.01496	0.15293
V10	0.02150	0.00476	-0.02718	-0.49290	-0.02960	-0.03074	0.12437	0.02341	0.10564	0.01557
V11	-0.08951	-0.11923	0.08763	-0.20332	-0.07545	-0.05101	0.00268	0.09840	-0.09278	0.00603
V12	-0.03037	0.07200	-0.07880	0.12508	0.05735	0.02002	0.03005	-0.03172	0.01930	-0.00606
V13	0.03932	0.02945	-0.10106	-0.05079	-0.00824	-0.05224	0.11510	0.07595	-0.01308	-0.05116
V14	0.04379	-0.05800	-0.00024	-0.11757	-0.00361	-0.13120	0.01080	0.02267	-0.05875	0.06728
V15	0.06476	0.01310	-0.03672	-0.02891	0.05023	0.02897	-0.00171	-0.01100	-0.05165	-0.07678
V16	-0.01623	0.06939	-0.02699	-0.11077	0.04413	0.02020	0.03684	0.01404	0.05147	-0.04345
V17	0.01029	0.04112	0.03229	0.01010	0.00926	0.04637	0.00955	-0.08348	0.00281	0.05154
V18	0.01289	0.03302	-0.21079	0.00053	-0.00973	0.02787	0.03860	-0.01347	-0.01815	0.08356
V19	-0.71105	0.03678	-0.08260	-0.00246	-0.01927	-0.00632	0.00002	0.04441	0.00689	-0.03226
V20	-0.63653	0.03341	0.02103	-0.01702	-0.00957	0.03974	0.05777	0.01777	-0.04229	-0.01285
V21	-0.13424	-0.13625	0.05710	0.01340	-0.16213	-0.03769	0.07599	0.04340	0.03017	0.02451
V22	-0.45273	-0.12896	0.03284	0.03412	0.03709	-0.01581	0.04983	0.08486	0.08261	-0.01798
V23	-0.18652	0.06701	0.06387	0.02229	-0.04112	0.02825	0.02250	0.04621	-0.00255	0.10501
V24	-0.05178	-0.02633	0.01176	0.12128	0.02489	0.05980	-0.04873	0.07226	0.46946	-0.00244
V25	-0.04628	0.05589	-0.03750	-0.03909	0.01685	-0.03006	0.03204	-0.02795	0.58217	0.03827
V26	-0.05357	0.06055	0.03375	-0.02647	0.05684	0.01091	0.02107	-0.01219	0.08777	-0.01948
V27	0.06703	-0.02944	-0.06652	0.00928	0.04883	0.03624	-0.01156	-0.01488	0.04455	-0.07706

	FACTOR 11	FACTOR 12	FACTOR 13	FACTOR 14	FACTOR 15	FACTOR 16	FACTOR 17	FACTOR 18	FACTOR 19	FACTOR 20
V28	-0.29851	-0.04302	-0.03772	-0.04642	0.02201	0.00232	0.02147	-0.09040	0.05265	0.02124
V29	0.02996	0.02203	0.01345	0.06610	-0.08414	-0.02383	0.03331	0.02271	-0.07004	0.08751
V30	-0.03194	0.07148	0.01740	0.09095	0.03538	-0.03794	0.07386	-0.00772	-0.03812	0.03654
V31	-0.04163	0.02256	0.03821	0.04059	0.11617	-0.02260	-0.01576	0.04601	-0.06302	-0.06963
V32	0.01741	-0.01075	0.03534	0.04214	-0.10892	-0.05108	0.01213	0.00479	-0.03725	-0.01342
V33	0.02187	-0.02445	-0.01088	0.00443	-0.19850	0.00890	-0.02335	-0.04319	-0.01153	-0.00065
V34	-0.00714	-0.03181	0.01999	-0.03554	-0.13341	0.03496	0.01746	-0.05644	0.05664	-0.04674
V35	0.04593	0.03894	0.00172	-0.02172	0.07445	0.02702	-0.01557	-0.02876	0.11537	0.05659
V36	-0.02192	-0.00765	-0.01824	-0.05706	0.10062	0.05299	-0.00943	-0.03719	-0.00061	0.05695
V37	0.03420	-0.00972	-0.01759	-0.06746	-0.14257	-0.00108	-0.01445	-0.03409	0.04986	-0.04916
V38	-0.00209	-0.05448	-0.07090	-0.06831	-0.02863	-0.01352	-0.05050	0.00689	-0.01073	-0.03287
V39	-0.36365	0.01571	0.00121	0.04007	0.09892	0.10584	-0.01532	0.00476	0.12573	0.07721
V40	-0.22936	0.05579	-0.01726	0.01767	0.00629	0.11877	-0.00194	-0.01489	0.12222	-0.01216
V41	0.02941	-0.03470	-0.03623	-0.02568	-0.07715	0.06028	0.06112	-0.01215	0.04316	0.06729
V42	-0.10448	-0.11127	-0.11245	-0.03503	0.03557	0.06408	0.10420	-0.01024	0.11117	0.01621
V43	0.07969	0.16555	-0.12196	0.04066	-0.03605	0.03795	0.04073	0.10084	0.10792	0.05768
V44	0.10031	0.05077	-0.04116	0.06252	-0.01356	0.07480	0.09690	0.13022	0.46666	-0.09248
V45	0.04271	0.08419	-0.05991	-0.10635	-0.02874	-0.00892	0.08973	0.05970	0.55421	-0.05092
V46	0.10348	0.06238	-0.14669	-0.09261	0.02478	-0.04251	0.17127	0.08351	0.13540	-0.05608
V47	0.03604	0.08527	-0.14935	-0.10459	0.06600	-0.01061	0.10023	0.09741	0.06570	-0.15911
V48	-0.01963	0.07858	-0.07298	-0.09590	-0.07226	0.01115	0.07329	-0.02245	0.12513	-0.09060
V49	0.06624	-0.06902	-0.08455	-0.04863	-0.17451	0.01154	0.01221	0.01289	-0.13286	0.04828
V50	-0.03913	-0.05263	0.02115	-0.00792	-0.01377	0.05193	0.04819	-0.01038	0.02012	0.02007
V51	0.03225	-0.06651	-0.01841	-0.00476	0.00424	-0.04432	-0.01366	0.07432	0.03322	0.01455
V52	-0.01264	0.06431	0.07309	0.03211	-0.56906	-0.06167	0.05316	-0.10068	-0.08507	0.04864
V53	0.00684	0.00232	-0.00725	0.00033	-0.77220	0.01295	-0.02350	-0.06152	-0.00468	-0.01365
V54	-0.00490	0.02330	0.04750	-0.02272	-0.67919	-0.02183	-0.02826	-0.01770	0.00599	0.00612
V55	-0.03761	0.02209	0.00706	0.01721	-0.34151	-0.00490	0.01265	-0.00127	0.09858	0.01361
V56	-0.07908	0.04047	0.00676	0.02815	-0.23188	0.01580	-0.03080	-0.03313	-0.00831	0.00326
V57	0.02121	-0.05699	-0.07968	-0.03456	-0.70632	0.04012	-0.07447	-0.04922	-0.00695	0.01456
V58	-0.01716	-0.04542	-0.00976	-0.03521	-0.14071	-0.04462	-0.10225	0.01008	-0.03388	0.00801
V59	-0.08411	-0.00403	-0.21051	-0.14114	-0.06541	0.11184	0.04246	0.08421	0.00250	0.07091
V60	0.01478	-0.45610	0.15867	0.10151	-0.05887	-0.12168	-0.01120	0.04086	-0.00305	0.09387
V61	-0.08240	0.23420	-0.07734	-0.06015	-0.06235	-0.01476	0.09040	0.10425	0.05124	0.04115
V62	0.00989	0.54118	-0.04833	0.01878	0.00798	-0.02945	-0.02260	0.07768	0.04429	-0.02747
V63	0.03267	0.58357	0.05835	0.06806	-0.06213	-0.04801	0.06235	0.06391	0.04778	0.04295
V64	0.04761	0.06051	0.01251	-0.32343	0.02960	0.07180	0.05410	-0.03816	0.06941	-0.00756
V65	0.04597	0.06569	0.00180	-0.02919	-0.02001	-0.00040	-0.05824	0.02400	-0.01299	0.03807
V66	-0.03620	-0.05743	-0.08142	-0.06597	-0.04766	-0.05835	0.00429	0.00012	-0.06222	0.33458
V67	0.07604	0.07024	0.01799	-0.07686	0.02252	0.02320	0.01183	0.02870	-0.09080	0.39270
V68	-0.00119	-0.05465	-0.03516	0.00515	-0.01321	-0.09425	-0.03877	-0.01349	-0.03517	0.29462
V69	-0.09990	-0.06979	0.02288	0.03814	-0.05120	-0.11856	-0.02793	0.02336	-0.07041	0.45262
V70	-0.07687	-0.10307	0.03159	0.08302	-0.10654	-0.06620	0.01442	0.06391	0.10892	0.34995
V71	-0.03107	-0.15694	0.01340	0.11245	-0.06921	-0.08567	-0.10247	-0.01765	-0.05342	0.48663
V72	0.02991	0.02330	0.05332	-0.33179	-0.06609	0.07411	-0.03601	-0.12529	-0.00535	0.37849
V73	-0.03198	-0.11213	0.13124	-0.05852	0.04009	0.11308	-0.10976	-0.09513	0.04173	0.35266

	FACTOR 11	FACTOR 12	FACTOR 13	FACTOR 14	FACTOR 15	FACTOR 16	FACTOR 17	FACTOR 18	FACTOR 19	FACTOR 20
V74	0.03641	-0.09924	0.19129	0.07505	-0.12184	0.00024	-0.08517	-0.06553	-0.11128	0.06215
V75	0.01450	-0.05914	0.15818	0.07238	-0.07216	-0.05966	-0.06911	-0.05906	0.01704	0.05402
V76	0.03087	0.11886	0.07279	-0.00695	0.01259	0.03994	0.04095	0.06072	-0.02748	0.03636
V77	0.03608	-0.16718	0.18106	0.06911	-0.10251	-0.02909	-0.01541	-0.01292	0.01769	0.22010
V78	-0.00225	-0.25336	0.23305	0.10525	-0.03905	-0.07297	-0.02136	-0.02284	-0.00121	0.04524
V79	-0.00362	-0.06330	0.01989	0.01424	-0.06460	-0.05204	-0.02421	-0.03352	-0.11184	-0.00664
V80	-0.07610	0.16565	-0.06768	-0.09908	0.01446	0.04267	-0.02118	0.16760	0.08223	-0.08022
V81	-0.03444	0.05408	0.16553	0.00482	0.01031	0.13662	0.01666	0.69335	-0.03349	0.01039
V82	-0.00805	-0.03146	-0.10151	0.02575	0.07501	0.01928	0.02642	0.70064	0.04636	0.03240
V83	-0.01961	-0.04375	0.02832	0.04177	-0.04883	0.85092	0.06781	0.04978	-0.02223	-0.02036
V84	0.08115	-0.01131	-0.12994	-0.00104	0.01452	0.46703	0.03954	0.16706	-0.02660	0.03511
V85	0.00338	-0.01530	0.07588	0.00087	-0.06915	0.05733	0.09701	-0.01927	-0.06039	0.00392
V86	0.00795	-0.02561	0.01205	0.02509	0.05441	-0.04823	-0.01202	0.09116	0.00321	0.03366
V87	-0.00120	-0.02933	0.09734	0.03277	-0.00828	0.06427	0.68666	-0.03544	-0.01310	0.03760
V88	-0.03279	-0.04493	-0.13409	-0.03372	0.08619	0.01765	0.59171	0.10942	0.03697	-0.03785
V89	-0.14490	-0.01375	0.04847	-0.06348	-0.03333	0.05771	-0.01234	0.02139	-0.00104	0.03330
V90	-0.06222	0.00988	0.00846	0.03398	0.02624	0.04408	0.04489	0.00215	-0.01757	0.05325
V91	0.06882	0.00207	-0.01314	0.07008	0.05560	0.02517	0.00828	-0.02352	0.06642	-0.01462
V92	0.07957	0.20867	-0.13234	-0.11565	-0.06616	-0.00306	0.01049	-0.00783	-0.06663	-0.11308
V93	0.03680	0.14349	-0.21868	-0.14594	0.06313	-0.00351	0.08538	0.01531	-0.02173	-0.09794
V94	0.13804	0.09655	-0.21563	-0.07560	0.12835	-0.02519	0.10114	0.05477	0.03701	-0.05818
V109	-0.08425	0.12710	-0.23597	-0.17346	-0.06209	-0.07243	0.02248	-0.00466	0.09112	-0.05863
V110	-0.03185	0.04305	-0.77122	0.01706	0.02966	0.02234	0.03142	-0.05010	0.01205	0.00221
V111	-0.01876	-0.01217	-0.69584	0.08612	-0.01939	0.04865	0.01267	0.00778	0.06156	-0.02527
V112	0.06175	-0.47029	-0.03777	0.00777	-0.07206	-0.06851	-0.05358	0.04300	-0.04237	0.04356
V113	0.02184	0.37077	-0.22632	-0.04190	0.03556	0.04900	-0.00871	0.02532	0.08904	0.01681
V114	0.06029	-0.51350	0.15617	0.10492	-0.05767	-0.10627	-0.06098	0.04470	-0.01062	0.06515

FACTOR CORRELATIONS

	FACTOR 1	FACTOR 2	FACTOR 3	FACTOR 4	FACTOR 5	FACTOR 6	FACTOR 7	FACTOR 8	FACTOR 9	FACTOR 10
FACTOR 1	1.00000	-0.10435	-0.04567	-0.12866	0.30863	-0.12339	0.18530	-0.19081	0.33213	-0.32686
FACTOR 2	-0.10435	1.00000	-0.08565	-0.03852	-0.11441	-0.06565	-0.05392	-0.03647	-0.03347	0.11254
FACTOR 3	-0.04567	-0.08565	1.00000	-0.03591	-0.00820	0.32887	0.06268	-0.02888	0.00503	-0.02045
FACTOR 4	-0.12866	-0.03852	-0.03591	1.00000	-0.02304	-0.11441	-0.10563	0.18710	-0.12098	0.13671
FACTOR 5	0.30863	-0.11441	-0.00820	-0.02304	1.00000	-0.01989	0.29960	-0.36386	0.17168	-0.32092
FACTOR 6	-0.12339	-0.06565	0.32887	-0.11441	-0.01989	1.00000	0.18889	-0.11536	0.03622	-0.02308
FACTOR 7	0.18530	-0.05392	0.06268	-0.10563	0.29960	0.18889	1.00000	-0.23179	0.13224	-0.18678
FACTOR 8	-0.19081	-0.03647	-0.02888	0.18710	-0.36386	-0.11536	-0.23179	1.00000	-0.22588	0.35477
FACTOR 9										
FACTOR 10										

	FACTOR 1	FACTOR 2	FACTOR 3	FACTOR 4	FACTOR 5	FACTOR 6	FACTOR 7	FACTOR 8	FACTOR 9	FACTOR 10
FACTOR 9	0.33213	-0.03347	0.00503	-0.12098	0.17168	0.03622	0.13224	-0.22588	1.00000	-0.22567
FACTOR 10	-0.32686	0.11254	-0.02045	0.13671	-0.32092	-0.02308	-0.18678	0.35477	-0.22567	1.00000
FACTOR 11	-0.05660	0.13178	-0.32963	-0.07509	-0.14180	-0.17662	-0.10076	0.03644	-0.00423	0.02075
FACTOR 12	0.30318	-0.04399	-0.01480	-0.12549	0.15107	-0.00601	0.14143	-0.24934	0.27485	-0.27230
FACTOR 13	-0.33245	0.05878	0.03403	0.09374	-0.19154	0.02963	-0.23721	0.33404	-0.26327	0.30820
FACTOR 14	-0.12176	-0.16323	0.07413	0.06116	-0.09484	-0.02667	-0.09739	0.17444	-0.17764	0.08962
FACTOR 15	0.15633	-0.35444	-0.03070	-0.36739	0.09382	-0.01600	0.06560	-0.03968	0.08646	-0.17584
FACTOR 16	0.22849	-0.06304	0.02603	-0.05920	0.18003	0.09734	0.25378	-0.13415	0.16751	-0.15648
FACTOR 17	0.22873	-0.07474	0.14498	-0.14103	0.20259	0.19052	0.41088	-0.28366	0.20006	-0.28112
FACTOR 18	0.10373	-0.17395	0.08126	-0.01991	0.11382	0.03515	0.18072	-0.02141	0.07522	-0.15470
FACTOR 19	0.20535	-0.18559	0.21588	0.02932	0.18628	0.06609	0.13339	-0.15274	0.23025	-0.23475
FACTOR 20	-0.26098	0.16553	0.01200	0.17484	-0.06034	0.07003	-0.05887	0.10870	-0.10886	0.22504

	FACTOR 11	FACTOR 12	FACTOR 13	FACTOR 14	FACTOR 15	FACTOR 16	FACTOR 17	FACTOR 18	FACTOR 19	FACTOR 20
FACTOR 1	-0.05660	0.30318	-0.33245	-0.12176	0.15633	0.22849	0.22873	0.10373	0.20535	-0.26098
FACTOR 2	0.13178	-0.04399	0.05878	-0.16323	-0.35444	-0.06304	-0.07474	-0.17395	-0.18559	0.16553
FACTOR 3	-0.32963	-0.01480	0.03403	0.07413	-0.03070	0.02603	0.14498	0.08126	0.21588	0.01200
FACTOR 4	-0.07509	-0.12549	0.09374	0.06116	-0.36739	-0.05920	-0.14103	-0.01991	0.02932	0.17484
FACTOR 5	-0.14180	0.15107	-0.19154	-0.09484	0.09382	0.18003	0.20259	0.11382	0.18628	-0.06034
FACTOR 6	-0.17662	-0.00601	0.02963	-0.02667	-0.01600	0.09734	0.19052	0.03515	0.06609	0.07003
FACTOR 7	-0.10076	0.14143	-0.23721	-0.09739	0.06560	0.25378	0.41088	0.18072	0.13339	-0.05887
FACTOR 8	0.03644	-0.24934	0.33404	0.17444	-0.03968	-0.13415	-0.28366	-0.02141	-0.15274	0.10870
FACTOR 9	-0.00423	0.27485	-0.26327	-0.17764	0.08646	0.16751	0.20006	0.07522	0.23025	-0.10886
FACTOR 10	0.02075	-0.27230	0.30820	0.08962	-0.17584	-0.15648	-0.28112	-0.15470	-0.23475	0.22504
FACTOR 11	1.00000	0.05786	0.01277	-0.02591	0.01934	-0.14172	-0.08638	-0.11327	-0.22080	-0.08459
FACTOR 12	0.05786	1.00000	-0.40901	-0.11998	0.13766	0.13980	0.22860	0.19857	0.25050	-0.24827
FACTOR 13	0.01277	-0.40901	1.00000	0.14027	-0.10895	-0.15659	-0.25056	-0.11953	-0.25544	0.25240
FACTOR 14	-0.02591	-0.11998	0.14027	1.00000	0.05500	-0.13772	-0.10778	-0.03574	-0.02054	-0.11170
FACTOR 15	0.01934	0.13766	-0.10895	0.05500	1.00000	0.11587	0.06970	0.13112	0.09428	-0.20531
FACTOR 16	-0.14172	0.13980	-0.15659	-0.13772	0.11587	1.00000	0.26706	0.21947	0.12851	-0.00398
FACTOR 17	-0.08638	0.22860	-0.25056	-0.10778	0.06970	0.26706	1.00000	0.25346	0.20808	-0.12763
FACTOR 18	-0.11327	0.19857	-0.11953	-0.03574	0.13112	0.21947	0.25346	1.00000	0.20088	-0.06371
FACTOR 19	-0.22080	0.25050	-0.25544	-0.02054	0.09428	0.12851	0.20808	0.20088	1.00000	-0.13070
FACTOR 20	-0.08459	-0.24827	0.25240	-0.11170	-0.20531	-0.00398	-0.12763	-0.06371	-0.13070	1.00000

TABLE E.4

FACTOR ANALYSIS OF 100 MULTIPLE CHOICE ITEMS, PATTERN MATRIX AND FACTOR CORRELATION MATRIX

	FACTOR 1	FACTOR 2	FACTOR 3	FACTOR 4	FACTOR 5	FACTOR 6	FACTOR 7	FACTOR 8	FACTOR 9	FACTOR 10
V1	0.02418	0.03180	0.70940	0.00157	0.00872	0.03764	-0.02227	-0.02773	0.00751	-0.02024
V2	-0.06157	-0.04845	-0.02330	-0.01290	0.08207	0.00476	0.02274	0.04562	0.24534	-0.05898
V3	0.00192	0.05487	0.20324	0.07051	-0.00862	-0.03779	-0.01042	-0.01779	-0.05792	0.00842
V4	0.05240	0.03680	-0.06902	0.03652	0.07106	-0.00376	-0.01978	0.04597	-0.01511	-0.10296
V5	0.03964	0.00661	0.32139	-0.01505	-0.01234	-0.02867	0.00458	-0.10757	-0.18072	0.01501
V6	0.01931	-0.00837	-0.43563	-0.05305	0.03324	0.01721	-0.02932	-0.00039	0.01188	-0.13159
V7	-0.04039	0.00066	0.64912	0.03599	0.00147	-0.10007	0.09263	0.00838	0.08873	-0.01551
V8	0.05219	-0.07330	-0.03499	-0.05431	0.08469	-0.05519	-0.01487	-0.00574	-0.05171	-0.01476
V9	-0.02932	-0.05595	0.43533	0.07012	0.12581	0.04424	-0.02340	-0.05403	-0.19701	-0.11314
V10	0.01296	-0.04978	0.44015	-0.03711	-0.03658	0.00407	-0.06882	-0.04573	-0.07694	0.01568
V11	-0.00685	-0.01979	0.01344	-0.05086	-0.05426	0.03442	-0.03347	0.10909	0.17781	0.06623
V12	0.03325	-0.03389	0.07622	-0.04345	0.04102	-0.00284	0.03294	-0.04982	-0.00222	-0.05988
V13	0.00908	0.03057	-0.04431	-0.00204	-0.03151	-0.02931	0.06488	0.05440	-0.06345	0.01894
V14	0.10870	0.03635	0.08994	0.00020	0.12650	0.10481	-0.02045	-0.04618	-0.20122	0.10287
V15	-0.01310	-0.01852	-0.26036	-0.00695	-0.03658	-0.00710	-0.00549	-0.00004	-0.04328	0.02057
V16	0.03315	0.00331	0.36805	-0.04497	0.03023	-0.11359	0.00492	-0.02634	-0.00355	0.01351
V17	0.02071	0.04606	0.10529	0.02365	-0.04265	0.01915	-0.02106	0.01182	-0.02045	0.06746
V18	0.06227	-0.09102	0.02705	0.02277	0.21014	-0.09336	-0.05424	-0.02041	-0.10453	0.01737
V19	0.01122	-0.01077	-0.02014	-0.76762	0.01672	0.01580	0.02575	-0.05816	0.00076	-0.06660
V20	0.02309	0.10600	-0.04456	-0.53410	-0.01740	0.05467	-0.01728	-0.00279	-0.08929	-0.12972
V21	-0.03930	-0.05105	0.03620	-0.09343	0.10267	-0.01988	0.02970	-0.03101	-0.01686	-0.06862
V22	0.00443	0.01940	0.00172	-0.40939	0.03723	0.15706	0.00211	0.03106	-0.12247	-0.24631
V23	-0.05086	0.12672	-0.06604	-0.31963	-0.12935	-0.11804	0.11187	0.01253	-0.00921	-0.26971
V24	0.01273	0.00095	0.04241	-0.17089	-0.01805	-0.03655	-0.00286	0.02986	0.04166	-0.63478
V25	-0.10383	0.11191	0.01605	-0.04119	0.00131	0.04872	0.03526	-0.02961	0.00651	-0.62528
V26	0.09380	0.21151	-0.05518	-0.06437	-0.03971	0.02789	0.15212	0.07389	-0.03613	-0.43011
V27	0.03519	0.23336	0.00874	0.06229	-0.01294	0.11824	0.23784	0.01167	-0.05777	-0.20801
V28	-0.11084	0.43216	0.02789	-0.27294	-0.03982	0.05383	0.03937	0.04934	-0.09016	-0.18874
V29	-0.08052	0.23528	-0.09841	-0.55383	-0.09135	-0.09685	0.05130	-0.05008	0.17011	0.14593
V30	-0.04219	0.36045	0.01004	-0.05575	0.06677	-0.00242	0.10826	-0.03610	0.13743	-0.03225
V31	-0.15703	0.35898	0.07965	-0.13368	0.02012	0.01573	0.10317	-0.03244	-0.02594	-0.16739
V32	-0.01151	0.54025	-0.03566	-0.17457	0.11710	0.06845	0.10574	0.03823	-0.05662	-0.09526
V33	0.19204	0.62821	-0.00250	-0.13644	0.07242	0.11397	0.04068	0.04106	0.04889	-0.07573
V34	0.24035	0.58656	0.09248	-0.05355	-0.03770	-0.00160	0.13841	-0.03297	-0.00802	-0.06416
V35	-0.01349	0.46019	0.00770	0.06410	-0.10358	0.00877	0.13927	-0.02066	0.12863	-0.15620
V36	-0.00593	0.21526	0.00134	0.01257	-0.05876	0.00953	0.07474	-0.03074	-0.04271	-0.10042
V37	0.27334	0.48503	-0.01647	-0.06403	-0.05542	0.06637	0.13106	-0.00529	0.01665	-0.10119
V38	0.04498	0.41775	0.00122	-0.07873	-0.09756	0.05404	0.11884	0.03066	0.02881	-0.09620
V39	0.12373	-0.11306	0.09992	-0.52719	0.04890	0.07120	0.05664	0.02646	-0.00381	0.00023
V40	0.23647	-0.07281	0.07459	-0.21185	0.10397	0.03069	0.02739	-0.03624	0.01783	-0.00169
V41	0.21804	-0.08664	0.02433	-0.06657	0.08887	-0.03640	-0.01205	-0.09115	-0.11365	0.12719

	FACTOR 1	FACTOR 2	FACTOR 3	FACTOR 4	FACTOR 5	FACTOR 6	FACTOR 7	FACTOR 8	FACTOR 9	FACTOR 10
V42	0.24283	-0.10904	0.17825	-0.17459	0.08749	0.08133	0.01065	-0.01374	0.01078	-0.10627
V43	0.34330	-0.00114	0.03605	0.03748	-0.01560	-0.01770	-0.01396	-0.03258	0.02761	-0.22611
V44	0.26683	-0.05556	-0.07453	0.04207	-0.00014	0.03194	-0.01566	-0.04616	0.14455	-0.35134
V45	0.23369	-0.00298	-0.01007	0.04856	-0.05137	0.05852	0.04726	-0.10668	0.01506	-0.42509
V46	0.50013	-0.01888	-0.10602	-0.01748	-0.07133	0.00904	0.02254	-0.04918	-0.05949	-0.20390
V47	0.45619	-0.01044	-0.03302	0.01232	-0.00887	0.02247	0.02893	-0.04232	-0.14226	-0.02053
V48	0.24405	0.04983	0.01666	-0.06813	0.04523	-0.02678	-0.00057	-0.04015	-0.05312	0.01557
V49	0.12433	-0.04206	0.11420	-0.31283	0.05120	-0.03012	0.12255	-0.04871	0.18425	0.16265
V50	0.32534	-0.01179	0.02006	0.01579	0.04751	-0.08118	-0.01911	-0.15357	0.12371	0.08113
V51	0.21587	-0.03036	0.05388	-0.02864	-0.01776	-0.00407	-0.00122	-0.07270	-0.04211	-0.01490
V52	0.49109	0.07705	0.08945	-0.06887	0.14778	-0.00861	-0.02011	-0.11537	-0.01757	-0.01033
V53	0.70894	0.12089	0.01204	-0.06424	0.14931	0.04699	0.01594	-0.13987	-0.01114	0.01777
V54	0.63203	0.15832	0.05110	-0.03079	-0.00424	0.03551	0.02007	-0.10670	0.00371	0.01190
V55	0.50512	0.08816	0.03336	-0.02193	-0.05100	-0.04828	-0.00235	-0.08784	0.07805	-0.02283
V56	0.49905	-0.01036	0.03476	0.01768	0.01261	0.00072	-0.04803	-0.04078	-0.09759	0.10207
V57	0.07203	0.13854	-0.01088	-0.00525	0.05899	0.06678	0.03786	-0.05251	-0.03157	0.01925
V58	0.34927	-0.00747	0.06790	0.01115	0.03455	-0.01034	0.02156	-0.07451	-0.01650	0.04425
V59	0.01826	-0.03918	0.06015	-0.00924	0.47541	-0.01348	-0.00398	-0.05339	0.02118	0.02402
V60	0.01995	0.04844	-0.06219	0.03802	0.46059	-0.00487	-0.00137	-0.03298	-0.01838	0.02885
V61	-0.05520	0.04282	0.12411	-0.07492	0.20454	0.01664	-0.05155	-0.07977	-0.05743	-0.00423
V62	0.02802	-0.00151	-0.01032	-0.02080	-0.01578	0.06583	0.03677	0.01618	0.00776	-0.00956
V63	0.06786	-0.01455	0.01557	-0.04574	0.11136	0.10123	-0.05577	-0.05583	0.05434	-0.07124
V64	-0.01749	-0.02103	0.00774	-0.00311	-0.01615	0.01698	0.03114	0.07781	0.23905	-0.06693
V65	-0.05831	-0.02593	-0.11295	0.05831	-0.01959	0.13292	0.03528	0.09147	0.27476	-0.03149
V66	0.03604	0.11809	0.03190	-0.00017	0.05853	0.02693	0.04558	0.04278	0.35310	-0.09732
V67	-0.04223	-0.03426	0.00107	0.00706	-0.01467	-0.00338	0.05706	-0.05217	0.02738	0.04852
V68	0.06829	0.00217	0.07471	-0.01774	-0.05018	-0.01341	-0.01399	-0.01401	0.42788	-0.05158
V69	-0.06743	0.06994	-0.03664	0.06678	0.09592	-0.07922	0.12016	0.08814	0.04228	-0.00686
V70	-0.08362	-0.03711	0.10241	-0.16474	0.08070	-0.01708	0.10515	0.06181	0.08198	-0.11826
V71	-0.13069	0.02141	0.01500	-0.05418	0.02895	-0.05959	0.10025	0.06907	0.01522	0.00973
V72	-0.01081	-0.03836	-0.01498	-0.02250	0.01299	0.12509	0.03246	0.08904	0.06992	-0.00859
V73	0.06364	-0.00707	-0.10250	0.07919	0.16328	-0.04300	0.00368	-0.09507	-0.13386	-0.12924
V74	0.06853	-0.06223	-0.00055	-0.07855	-0.30492	0.06311	-0.01418	0.01122	0.12104	-0.02446
V75	0.07029	-0.19607	0.08275	-0.00298	0.21362	0.00318	0.08849	-0.05084	-0.40222	0.01004
V76	0.06287	0.01149	-0.10526	-0.01463	0.03266	0.04566	0.03203	0.04779	0.20499	-0.03632
V77	0.21911	-0.07688	0.03480	-0.06205	0.27821	-0.09604	-0.00859	-0.05171	-0.25169	0.03110
V78	0.12618	-0.04052	0.06746	0.02926	0.38288	-0.10700	-0.02048	-0.07088	-0.17070	-0.04292
V79	-0.03333	-0.02066	0.10589	0.03897	0.09359	-0.04675	0.00524	-0.11317	-0.29602	-0.04040
V80	0.07946	-0.07945	-0.05806	0.01003	-0.01044	0.10800	0.00030	0.05354	0.12974	0.02480
V81	-0.03557	0.03648	0.00218	-0.00111	-0.02613	0.70500	0.05906	-0.02918	-0.03282	0.03031
V82	0.23808	-0.03456	0.01270	-0.06006	0.03193	0.51367	0.00397	-0.03761	-0.19023	0.00774
V83	-0.02794	-0.00382	-0.02586	0.02111	-0.02474	0.17874	0.04390	-0.05899	0.20107	-0.04930
V84	0.08159	-0.05146	0.00051	-0.03330	0.14074	0.14139	-0.02358	0.00863	0.09683	-0.05202
V85	-0.06290	0.03281	-0.05804	0.03346	-0.04227	0.05194	0.04994	-0.93120	0.09713	0.02389
V86	0.03405	-0.07259	0.02717	-0.08370	-0.03316	-0.03466	-0.02537	-0.83457	-0.03234	-0.03499
V87	-0.12638	0.06257	-0.01200	0.01176	0.05790	0.16356	0.03830	-0.17292	0.03583	-0.00739

	FACTOR 1	FACTOR 2	FACTOR 3	FACTOR 4	FACTOR 5	FACTOR 6	FACTOR 7	FACTOR 8	FACTOR 9	FACTOR 10
V88	0.09982	0.04722	0.09015	-0.00163	0.13783	0.11857	-0.06025	-0.16145	-0.06161	-0.01096
V89	-0.04602	0.01426	0.01035	-0.03035	0.01731	0.00355	0.82310	0.01120	-0.03573	0.00284
V90	-0.02932	-0.02599	0.02635	0.00091	-0.01626	0.03732	0.89318	-0.03550	-0.00176	0.01087
V91	0.03901	-0.01316	-0.03576	0.05681	0.00121	0.04278	0.74137	-0.02572	-0.00372	0.06653
V92	0.13689	-0.08929	0.08054	0.00538	0.10583	-0.13491	0.29822	0.00012	-0.05747	-0.03493
V93	0.23387	-0.10205	0.10103	0.00031	0.01474	-0.12615	0.37341	-0.02692	-0.07531	-0.07590
V94	0.33720	-0.11761	-0.06046	-0.04223	0.01730	-0.08874	0.28624	-0.03313	-0.04255	-0.01491
V109	0.00381	0.00922	-0.00393	-0.06354	0.39031	0.11729	-0.00388	0.03949	0.03056	-0.01883
V110	0.03340	0.14714	0.03095	-0.02858	0.47742	-0.03297	-0.01981	0.01185	0.05981	0.03365
V111	0.13783	0.08490	0.07842	-0.03946	0.31709	-0.10453	-0.00846	0.03575	-0.04131	-0.07814
V112	-0.03189	0.10702	-0.03798	0.03565	-0.17600	0.01251	0.03942	-0.00549	0.07773	-0.07976
V113	-0.02296	0.00739	0.01831	-0.09350	0.21473	-0.03229	-0.02285	-0.11010	0.01615	-0.07847
V114	-0.05087	-0.04270	0.00639	-0.11245	-0.35743	0.08174	-0.00875	0.07807	0.06379	-0.05722
	FACTOR 11	FACTOR 12	FACTOR 13	FACTOR 14	FACTOR 15	FACTOR 16	FACTOR 17	FACTOR 18	FACTOR 19	FACTOR 20
V1	-0.00062	0.01947	-0.00662	0.02945	-0.06404	0.04412	0.03402	0.03985	0.00936	-0.03034
V2	0.02151	0.05062	-0.04920	-0.03485	0.01713	0.18736	0.04076	0.11736	0.04001	-0.06113
V3	0.04365	-0.03679	0.09262	-0.19170	-0.01363	-0.25010	0.11342	-0.04068	0.04489	0.07223
V4	-0.05293	0.09754	-0.15770	0.14689	0.10574	0.41992	0.03539	0.09012	0.02399	0.03777
V5	0.09322	-0.11152	0.20277	-0.07056	0.08316	-0.27220	0.13403	0.04696	-0.00419	0.05193
V6	-0.01852	0.04625	-0.18701	0.10283	0.00507	0.31627	0.05415	-0.03532	-0.04858	0.05965
V7	0.00297	-0.02712	-0.02640	-0.10284	0.04835	-0.00905	-0.03293	-0.10262	-0.01742	0.05410
V8	0.00537	0.92626	0.03782	-0.11510	-0.00971	0.01443	-0.05016	-0.01841	-0.10561	0.01751
V9	0.11914	-0.17138	0.04669	-0.00339	0.20257	-0.15327	0.17351	-0.00289	-0.13245	-0.04607
V10	0.02217	-0.05563	-0.19746	-0.30111	-0.14467	0.17044	-0.10470	0.01341	0.04596	-0.00768
V11	0.06500	0.04333	0.01937	0.25608	0.02804	0.11955	0.07864	0.10390	0.08191	-0.08809
V12	-0.04267	-0.01372	0.01420	-0.56823	-0.02494	-0.06344	0.09265	-0.03518	-0.02741	0.00538
V13	-0.00469	0.11795	-0.04049	0.45142	-0.00530	0.10985	0.02753	0.13785	0.02541	0.05854
V14	0.01837	-0.06272	0.07566	-0.50712	0.06749	0.05591	0.05321	-0.01545	0.03468	0.03500
V15	0.01503	0.06091	0.03094	0.48493	0.00604	0.14608	-0.06836	0.14414	0.09087	0.09321
V16	-0.04354	-0.09619	-0.16415	-0.49076	-0.01048	0.07789	-0.19248	-0.02270	0.03778	-0.00812
V17	0.02684	0.77670	0.03229	0.05657	-0.04418	0.02623	0.02237	-0.02383	0.07497	-0.09027
V18	0.02429	-0.14400	0.04159	-0.48890	0.08022	0.07164	-0.06402	0.00932	-0.10043	0.03513
V19	-0.01782	0.02928	-0.10486	-0.00489	-0.06929	-0.03518	0.04007	0.04973	-0.07296	0.01520
V20	0.03154	0.03854	0.03334	-0.02083	0.04949	0.03415	-0.11553	-0.09230	0.07998	0.06745
V21	0.64745	0.01460	0.02324	0.01998	0.05502	-0.03864	0.00322	-0.00679	0.01817	0.02455
V22	0.12266	0.03752	0.11522	0.04185	0.03670	-0.00028	0.04655	-0.02537	0.09257	0.01521
V23	0.18921	0.02473	0.05121	-0.06015	-0.11361	0.02466	-0.00479	0.01035	-0.05815	0.19593
V24	0.07890	-0.01868	0.04297	0.11253	0.02985	-0.00662	-0.04160	-0.03548	-0.02365	0.05708
V25	0.02806	-0.03637	-0.05538	-0.08257	-0.00850	0.06300	0.06282	0.00615	-0.02089	-0.01726
V26	0.14187	-0.00027	-0.01478	0.01351	-0.05744	-0.09912	-0.15867	-0.09340	0.12823	0.01735
V27	0.28418	0.09752	0.07072	0.01887	-0.02747	0.05022	-0.08462	-0.09479	0.13919	0.00674

	FACTOR 11	FACTOR 12	FACTOR 13	FACTOR 14	FACTOR 15	FACTOR 16	FACTOR 17	FACTOR 18	FACTOR 19	FACTOR 20
V28	-0.01321	-0.03510	0.23504	0.06552	-0.01744	0.08904	-0.00778	-0.07227	0.03394	0.02665
V29	0.12804	-0.03950	0.07818	-0.07039	0.01065	-0.02107	0.05229	0.01857	0.02075	-0.16555
V30	0.37262	0.02870	0.12203	0.01381	0.06959	-0.02700	0.01817	-0.12249	0.09407	-0.07741
V31	0.06850	0.04949	0.36152	0.09376	0.02774	0.22799	-0.00256	0.00282	0.04169	-0.01246
V32	-0.02636	-0.00415	0.14749	-0.01498	0.11413	-0.02460	-0.03042	-0.11039	0.07930	-0.11365
V33	-0.02837	-0.03220	-0.05908	0.00415	0.02456	-0.10785	-0.08355	-0.00777	0.06693	0.03657
V34	0.14163	0.04163	-0.18632	0.00273	-0.05840	0.01526	0.02124	0.13857	-0.11886	0.10338
V35	0.19293	0.00099	0.06564	0.07584	-0.08702	0.06427	-0.08410	-0.01619	-0.15277	0.05119
V36	0.67573	-0.01419	-0.11919	0.06938	-0.02878	-0.02248	0.01032	0.08337	-0.08797	0.04758
V37	0.20766	0.02950	-0.16992	-0.02010	0.02516	-0.02476	0.03277	0.04105	0.05712	-0.01357
V38	0.33149	-0.00052	0.03139	-0.04275	0.01822	0.11269	0.12199	-0.02118	0.08391	-0.05780
V39	-0.03278	0.01922	0.00217	0.03824	-0.06839	0.05097	-0.06547	-0.05264	0.03222	-0.05707
V40	0.05253	-0.01357	0.17495	-0.03095	-0.06847	0.07766	-0.17603	0.05601	0.13277	-0.00369
V41	0.42970	-0.10439	0.10037	-0.08784	0.07002	0.03099	-0.15918	0.00737	0.06712	-0.05043
V42	0.03908	-0.16841	0.16345	-0.01263	0.05835	0.14523	-0.09677	-0.10205	0.12795	-0.08061
V43	0.14073	-0.12948	0.10712	-0.11671	-0.09427	0.10071	-0.09346	-0.03511	0.01880	-0.02974
V44	-0.03817	-0.11039	0.09746	-0.05843	-0.07389	0.00360	-0.21885	0.07800	0.06976	-0.24004
V45	-0.00520	-0.03317	0.03062	-0.16018	-0.11055	0.02684	-0.11918	0.03529	0.08736	-0.33059
V46	0.03373	-0.05795	0.01871	-0.06348	-0.09372	-0.00760	-0.23515	-0.05454	0.06639	-0.17603
V47	0.10591	-0.05769	0.09763	-0.01515	-0.13802	-0.01335	-0.25785	-0.10800	0.12403	-0.17868
V48	0.01388	-0.09107	0.34475	-0.08626	0.00924	0.17760	-0.13262	-0.03280	-0.07868	-0.15761
V49	0.12485	-0.07174	0.17853	-0.00829	-0.08762	0.10336	-0.07822	-0.02238	0.08321	-0.18544
V50	0.22804	-0.08532	0.26088	-0.04716	-0.14756	0.04297	-0.12454	-0.01384	-0.07257	-0.01378
V51	0.06364	-0.10217	0.48030	-0.05421	-0.07444	0.19415	-0.12987	0.02968	-0.11720	-0.07797
V52	0.02205	-0.05828	0.16495	-0.01914	0.00944	0.01504	0.01641	-0.11517	-0.02662	-0.08811
V53	-0.07214	0.00348	-0.00674	-0.06306	-0.01967	-0.01836	0.03183	-0.04916	0.02115	-0.01314
V54	0.01763	-0.02376	0.02531	-0.05957	-0.08027	0.00726	-0.01948	0.04877	-0.16656	-0.02125
V55	0.06386	-0.11164	0.06405	0.00449	-0.10200	0.08102	-0.12718	-0.09663	-0.19930	-0.06691
V56	0.37926	-0.10026	0.06306	0.05820	-0.06468	0.01528	-0.11454	-0.10811	-0.10559	-0.09811
V57	0.01330	-0.06501	-0.00904	-0.04009	-0.05420	0.03129	0.00367	-0.01397	-0.05923	-0.11506
V58	0.20249	-0.13532	0.19197	-0.02156	-0.04589	0.10626	-0.00933	-0.07719	-0.04207	-0.15267
V59	0.07007	0.00042	-0.00381	-0.03429	-0.10698	0.01431	-0.06245	-0.05574	0.01880	-0.02030
V60	0.05967	-0.11948	0.06685	-0.15264	-0.35689	0.05585	-0.07543	0.01158	-0.03205	0.09249
V61	-0.03184	-0.05193	-0.02655	-0.00738	-0.39017	0.09404	0.04605	-0.04522	-0.03746	-0.03570
V62	-0.03509	0.03447	-0.01119	0.03215	-0.56904	-0.03193	-0.01425	0.00015	-0.03008	-0.05118
V63	-0.01453	-0.12350	0.04511	0.08564	-0.46485	0.03012	0.05564	0.00853	-0.10495	0.03686
V64	0.03160	0.08125	-0.01994	0.02889	0.03862	-0.09373	-0.03829	0.18138	-0.02706	0.33076
V65	-0.00647	0.04325	0.12653	-0.00191	-0.04798	-0.14440	-0.16085	0.21187	-0.03099	0.18090
V66	-0.25183	0.05505	-0.00904	0.11879	0.17389	-0.04440	0.13031	-0.01718	0.15884	0.12715
V67	0.03069	-0.01806	0.00773	-0.04728	0.01137	0.02096	0.01437	0.01278	0.01542	0.00980
V68	-0.10776	0.10719	-0.05030	0.11534	0.12762	0.01580	0.20772	-0.01556	0.10431	0.15038
V69	-0.02170	0.03397	-0.10304	0.03220	0.10469	-0.11398	-0.03704	0.00502	0.16715	0.45491
V70	-0.03056	0.01085	-0.27204	0.17088	0.10063	-0.12870	0.01520	0.07337	0.22736	0.04590
V71	0.01033	0.14945	-0.18809	0.09026	0.15907	-0.18578	-0.00565	0.01306	0.23401	0.17998
V72	0.08414	0.12753	0.01134	0.09240	0.04629	-0.07177	-0.04708	0.26722	-0.05964	0.01448
V73	-0.04592	0.08251	0.12605	-0.07139	-0.10025	-0.06910	0.01629	0.08277	-0.06404	-0.07470

	FACTOR 11	FACTOR 12	FACTOR 13	FACTOR 14	FACTOR 15	FACTOR 16	FACTOR 17	FACTOR 18	FACTOR 19	FACTOR 20
V74	-0.05673	0.09640	-0.09940	0.14763	0.21796	-0.09086	0.00535	-0.00523	0.08004	0.11766
V75	0.10180	-0.13195	0.00025	-0.05022	0.07111	-0.05918	-0.07161	0.04454	-0.08476	-0.09543
V76	-0.03715	0.15473	-0.06067	0.12541	0.12542	0.15447	0.10015	-0.01546	0.17778	0.13310
V77	0.05549	-0.04546	0.05498	-0.03266	-0.07226	0.05354	0.00274	-0.11700	-0.20811	0.02210
V78	0.04080	-0.10987	0.05425	-0.20345	-0.05739	0.04423	-0.00319	-0.02567	-0.20169	0.04863
V79	0.10220	-0.02684	0.06120	-0.12032	-0.00365	0.02717	-0.04864	-0.12271	-0.04820	-0.13613
V80	0.09583	0.02211	-0.00906	-0.05608	0.22439	-0.00198	0.07380	0.10691	-0.04421	0.23353
V81	-0.02091	-0.02770	0.01043	-0.05750	-0.08071	0.04339	-0.04160	0.03453	0.04225	0.01682
V82	-0.06509	-0.12003	0.03710	-0.02715	-0.15583	-0.03056	0.00448	-0.12711	-0.07636	-0.12929
V83	0.02563	0.05976	0.00273	0.00079	0.01367	-0.13618	0.03211	-0.33116	-0.02226	0.02795
V84	0.03904	-0.02362	-0.09683	-0.04050	-0.06226	0.00253	-0.01969	-0.49190	-0.18692	-0.11050
V85	0.01428	0.07220	-0.00798	0.03247	0.05467	-0.02708	0.02171	0.09389	0.06073	0.09194
V86	-0.04151	-0.05256	-0.07183	0.07252	0.01849	0.00787	-0.01122	-0.01487	0.02412	-0.04973
V87	0.02793	0.04319	-0.08304	0.05897	0.12660	-0.00656	-0.52001	-0.09916	-0.16196	0.13099
V88	-0.06263	-0.07028	0.01594	0.10163	0.01314	0.02987	-0.43964	-0.18410	-0.25080	-0.05272
V89	-0.12927	-0.03508	0.00963	0.01051	0.00478	-0.02388	0.00039	0.01651	0.05382	-0.01024
V90	-0.03424	-0.04448	-0.03014	0.02895	0.04746	0.05751	-0.00344	0.05015	-0.03659	0.02736
V91	0.18140	0.06531	-0.05954	-0.03441	-0.02594	-0.06281	0.02195	-0.02528	-0.00625	-0.02774
V92	-0.05736	-0.06224	0.28998	-0.10278	-0.15978	0.13860	-0.01265	-0.16426	-0.18590	0.04493
V93	-0.08817	-0.11489	0.20980	-0.00737	-0.12754	0.09919	-0.06683	-0.19165	-0.26078	-0.01244
V94	0.05243	-0.06743	0.05905	0.00071	-0.18308	0.00486	0.00494	-0.13022	-0.26411	-0.12467
V109	0.11015	-0.11177	-0.06592	-0.20215	0.01521	0.01418	0.04833	0.03270	-0.25743	-0.21518
V110	-0.02760	-0.01932	-0.00161	-0.04887	-0.06343	-0.10421	-0.05006	0.04456	-0.23021	-0.27497
V111	-0.10948	-0.01950	-0.02433	0.15928	-0.08219	-0.13397	-0.11238	-0.00891	-0.02762	-0.30228
V112	-0.08765	0.08354	-0.00780	0.05664	0.40210	0.02448	0.10296	0.09415	-0.07616	-0.04131
V113	-0.06664	0.00347	0.00291	-0.06508	-0.36534	-0.08910	-0.04042	-0.09500	0.04522	-0.13006
V114	-0.11729	0.15028	-0.02908	0.07315	0.39814	-0.11995	-0.01211	0.05489	-0.07454	-0.09159

	FACTOR 21	FACTOR 22
V1	0.04358	-0.03762
V2	-0.25418	0.09067
V3	0.16705	0.00044
V4	0.05047	-0.01026
V5	0.04028	0.08525
V6	0.06146	-0.05266
V7	0.02533	0.11741
V8	0.02042	-0.02946
V9	0.05017	-0.00909
V10	-0.09926	-0.21823
V11	-0.21520	0.07411
V12	0.17699	0.01209
V13	0.08365	0.10886

	FACTOR 21	FACTOR 22
V14	0.04994	-0.03935
V15	0.06341	-0.04658
V16	-0.19089	-0.07040
V17	0.02502	0.06400
V18	0.03487	-0.15678
V19	-0.02139	-0.02861
V20	-0.09791	-0.06313
V21	-0.01022	-0.00592
V22	-0.03074	0.03295
V23	0.06048	-0.02738
V24	-0.06360	0.13710
V25	0.03604	-0.02920
V26	-0.16994	0.02768
V27	-0.11149	-0.02224
V28	0.04814	-0.16537
V29	0.03912	0.06912
V30	-0.09179	0.08067
V31	-0.01887	-0.05013
V32	-0.04192	0.04255
V33	0.02496	0.06547
V34	-0.00632	0.09673
V35	0.01556	-0.02047
V36	-0.00562	-0.08463
V37	-0.04516	0.00292
V38	0.09237	-0.10898
V39	0.25825	0.13562
V40	0.13380	0.01402
V41	0.21534	0.03095
V42	0.19374	0.07762
V43	0.25721	-0.01657
V44	0.20005	0.10101
V45	0.17210	-0.01621
V46	0.07461	-0.05440
V47	-0.00648	-0.14128
V48	0.09953	-0.14574
V49	0.21126	0.14210
V50	-0.00344	-0.03282
V51	0.02664	-0.07606
V52	0.03377	0.07109
V53	0.08308	0.13773
V54	0.07217	0.09758
V55	0.06089	-0.00667
V56	0.05775	-0.09150
V57	0.00557	0.08359
V58	0.07576	-0.15671
V59	0.03375	0.08090

	FACTOR 21	FACTOR 22
V60	-0.05236	-0.03386
V61	0.18472	0.06310
V62	-0.01901	0.00971
V63	0.06151	-0.03899
V64	-0.05031	-0.06157
V65	-0.01065	-0.07791
V66	-0.04279	-0.07728
V67	-0.01174	-0.28043
V68	-0.09519	-0.21155
V69	0.04644	-0.11989
V70	0.04197	-0.04967
V71	-0.03017	-0.10832
V72	0.00082	-0.18735
V73	-0.14536	0.00315
V74	-0.01439	-0.15079
V75	0.00201	0.09020
V76	-0.00697	-0.04696
V77	-0.12763	-0.04011
V78	-0.07119	-0.07682
V79	0.22543	0.17272
V80	-0.19588	-0.03994
V81	0.00470	0.01835
V82	-0.09827	0.04005
V83	0.06177	-0.10975
V84	0.03888	0.02957
V85	-0.03514	-0.03625
V86	-0.01658	-0.00088
V87	0.01644	-0.03076
V88	0.04235	0.02383
V89	0.03594	0.01831
V90	0.04623	-0.00909
V91	-0.08409	-0.06432
V92	-0.00616	-0.10121
V93	-0.04223	-0.02697
V94	-0.01120	-0.03826
V109	0.09101	-0.01554
V110	0.12334	-0.29279
V111	0.03347	-0.25463
V112	-0.00232	-0.08248
V113	0.00034	-0.05050
V114	0.12597	0.09804

	FACTOR 1	FACTOR 2	FACTOR 3	FACTOR 4	FACTOR 5	FACTOR 6	FACTOR 7	FACTOR 8	FACTOR 9	FACTOR 10
FACTOR 1	1.00000	0.06934	0.10702	-0.11939	0.24446	0.04835	0.09069	-0.25917	-0.18044	-0.13375
FACTOR 2	0.06934	1.00000	-0.01141	-0.30632	-0.04636	0.12933	0.32522	-0.01481	0.06962	-0.35472
FACTOR 3	0.10702	-0.01141	1.00000	-0.04635	0.16028	-0.11184	0.03145	-0.17474	-0.18879	0.04873
FACTOR 4	-0.11939	-0.30632	-0.04635	1.00000	-0.05309	-0.10708	-0.19932	0.04347	-0.04266	0.32169
FACTOR 5	0.24446	-0.04636	0.16028	-0.05309	1.00000	-0.05879	-0.03442	-0.18393	-0.22704	-0.04931
FACTOR 6	0.04835	0.12933	-0.11184	-0.10708	-0.05879	1.00000	0.09635	-0.05696	0.15445	-0.15688
FACTOR 7	0.09069	0.32522	0.03145	-0.19932	-0.03442	0.09635	1.00000	-0.08791	0.08738	-0.23897
FACTOR 8	-0.25917	-0.01481	-0.17474	0.04347	-0.18393	-0.05696	-0.08791	1.00000	0.17679	0.00592
FACTOR 9	-0.18044	0.06962	-0.18879	-0.04266	-0.22704	0.15445	0.08738	0.17679	1.00000	-0.02554
FACTOR 10	-0.13375	-0.35472	0.04873	0.32169	-0.04931	-0.15688	-0.23897	0.00592	-0.02554	1.00000
FACTOR 11	0.18638	0.31924	0.10380	-0.22937	0.04248	0.05729	0.28959	-0.16577	-0.05835	-0.16553
FACTOR 12	-0.28593	0.07208	-0.34454	0.00118	-0.23923	0.06168	0.02535	0.29722	0.27067	-0.02744
FACTOR 13	0.25886	0.06867	0.08481	-0.10918	0.10638	-0.04062	0.09779	-0.17575	-0.19191	-0.06090
FACTOR 14	-0.19108	0.08666	-0.39218	-0.04528	-0.26922	0.09108	0.02823	0.26061	0.24385	-0.06356
FACTOR 15	-0.33165	0.02149	-0.05283	0.06779	-0.35963	0.01246	-0.01062	0.21432	0.18761	0.06201
FACTOR 16	0.11911	0.02226	-0.16630	-0.11370	0.02232	-0.05723	-0.02563	0.01974	0.01168	-0.06752
FACTOR 17	-0.25573	-0.01827	-0.03153	0.08097	-0.16693	-0.15062	-0.07889	0.21291	0.04239	0.12557
FACTOR 18	-0.18588	-0.04877	-0.14244	0.10797	-0.15221	-0.10169	-0.06222	0.26162	0.12903	0.06748
FACTOR 19	-0.20328	0.09093	-0.01925	-0.14286	-0.24271	-0.00355	0.02594	0.19723	0.18624	-0.03915
FACTOR 20	-0.36236	0.00879	-0.12050	0.11877	-0.24469	0.03164	0.08888	0.18237	0.21605	0.01658
FACTOR 21	0.23343	-0.01804	0.19242	-0.17155	0.06521	0.02700	-0.01444	-0.15313	-0.11400	-0.02394
FACTOR 22	0.06528	-0.01474	0.02649	-0.07964	-0.06028	-0.04727	-0.13781	0.04756	-0.13795	0.02686

	FACTOR 11	FACTOR 12	FACTOR 13	FACTOR 14	FACTOR 15	FACTOR 16	FACTOR 17	FACTOR 18	FACTOR 19	FACTOR 20
FACTOR 1	0.18638	-0.28593	0.25886	-0.19108	-0.33165	0.11911	-0.25573	-0.18588	-0.20328	-0.36236
FACTOR 2	0.31924	0.07208	0.06867	0.08666	0.02149	0.02226	-0.01827	-0.04877	0.09093	0.00879
FACTOR 3	0.10380	-0.34454	0.08481	-0.39218	-0.05283	-0.16630	-0.03153	-0.14244	-0.01925	-0.12050
FACTOR 4	-0.22937	0.00118	-0.10918	-0.04528	0.06779	-0.11370	0.08097	0.10797	-0.14286	0.11877
FACTOR 5	0.04248	-0.23923	0.10638	-0.26922	-0.35963	0.02232	-0.16693	-0.15221	-0.24271	-0.24469
FACTOR 6	0.05729	0.06168	-0.04062	0.09108	0.01246	-0.05723	-0.15062	-0.10169	-0.00355	0.03164
FACTOR 7	0.28959	0.02535	0.09779	0.02823	-0.01062	-0.02563	-0.07889	-0.06222	0.02594	0.08888
FACTOR 8	-0.16577	0.29722	-0.17575	0.26061	0.21432	0.01974	0.21291	0.26162	0.19723	0.18237
FACTOR 9	-0.05835	0.27067	-0.19191	0.24385	0.18761	0.01168	0.04239	0.12903	0.18624	0.21605
FACTOR 10	-0.16553	-0.02744	-0.06090	-0.06356	0.06201	-0.06752	0.12557	0.06748	-0.03915	0.01658
FACTOR 11	1.00000	-0.10510	0.20796	-0.10363	-0.02779	0.02776	-0.10491	-0.04077	-0.05852	-0.01463
FACTOR 12	-0.10510	1.00000	-0.22612	0.38592	0.26434	0.00721	0.13241	0.22934	0.21535	0.26125
FACTOR 13	0.20796	-0.22612	1.00000	-0.15746	-0.19595	-0.04933	-0.09323	-0.13560	-0.12372	-0.22907
FACTOR 14	-0.10363	0.38592	-0.15746	1.00000	0.21460	0.09145	0.10381	0.14451	0.19240	0.15231
FACTOR 15	-0.02779	0.26434	-0.19595	0.21460	1.00000	-0.10651	0.20315	0.17665	0.24119	0.33519
FACTOR 16	0.02776	0.00721	-0.04933	0.09145	-0.10651	1.00000	-0.04435	0.01341	-0.01943	-0.10401
FACTOR 17	-0.10491	0.13241	-0.09323	0.10381	0.20315	-0.04435	1.00000	0.09751	0.10221	0.15620
FACTOR 18	-0.04077	0.22934	-0.13560	0.14451	0.17665	0.01341	0.09751	1.00000	0.09312	0.16664

	FACTOR 11	FACTOR 12	FACTOR 13	FACTOR 14	FACTOR 15	FACTOR 16	FACTOR 17	FACTOR 18	FACTOR 19	FACTOR 20
FACTOR 19	-0.05852	0.21535	-0.12372	0.19240	0.24119	-0.01943	0.10221	0.09312	1.00000	0.14588
FACTOR 20	-0.01463	0.26125	-0.22907	0.15231	0.33519	-0.10401	0.15620	0.16664	0.14588	1.00000
FACTOR 21	0.01985	-0.22118	0.17373	-0.06554	-0.11790	-0.04425	-0.12130	-0.18031	-0.03847	-0.19077
FACTOR 22	-0.03293	-0.04177	0.04812	0.05709	-0.03298	0.04838	0.05379	-0.05188	0.06293	-0.13410

	FACTOR 21	FACTOR 22
FACTOR 1	0.23343	0.06528
FACTOR 2	-0.01804	-0.01474
FACTOR 3	0.18242	0.02649
FACTOR 4	-0.17155	-0.07964
FACTOR 5	0.06521	-0.06028
FACTOR 6	0.02700	-0.04727
FACTOR 7	-0.01444	-0.13781
FACTOR 8	-0.15313	0.04756
FACTOR 9	-0.11400	-0.13795
FACTOR 10	-0.02394	0.02686
FACTOR 11	0.01985	-0.03293
FACTOR 12	-0.22118	-0.04177
FACTOR 13	0.17373	0.04812
FACTOR 14	-0.06554	0.05709
FACTOR 15	-0.11790	-0.03298
FACTOR 16	-0.04425	0.04838
FACTOR 17	-0.12130	0.05379
FACTOR 18	-0.18031	-0.05188
FACTOR 19	-0.03847	0.06293
FACTOR 20	-0.19077	-0.13410
FACTOR 21	1.00000	0.08927
FACTOR 22	0.08927	1.00000

APPENDIX F

FACTOR ANALYSIS, SECTION-BY-SECTION

TABLE F.1

COMMUNALITIES, LIKERT PART A

VARIABLE	EST COMMUNALITY	FACTOR	EIGENVALUE	PCT OF VAR	CUM PCT
V1	0.39697	1	9.50162	36.5	36.5
V2	0.38545	2	2.68362	10.3	46.9
V3	0.47939	3	1.92530	7.4	54.3
V4	0.51317	4	1.60792	6.2	60.5
V5	0.43865	5	1.31386	5.1	65.5
V6	0.65174	6	1.12912	4.3	69.9
V7	0.61984	7	0.78361	3.0	72.9
V8	0.48554	8	0.66491	2.6	75.4
V9	0.57117	9	0.65353	2.5	77.9
V10	0.42813	10	0.55878	2.1	80.1
V11	0.51689	11	0.53064	2.0	82.1
V12	0.59918	12	0.48340	1.9	84.0
V13	0.67098	13	0.45918	1.8	85.8
V14	0.56786	14	0.43649	1.7	87.4
V15	0.68926	15	0.41779	1.6	89.0
V16	0.70980	16	0.37125	1.4	90.5
V17	0.51775	17	0.34063	1.3	91.8
V18	0.68476	18	0.33922	1.3	93.1
V77	0.57578	19	0.28792	1.1	94.2
V78	0.69545	20	0.27691	1.1	95.3
V89	0.64777	21	0.24967	1.0	96.2
V90	0.71264	22	0.22789	0.9	97.1
V91	0.52743	23	0.20940	0.8	97.9
V92	0.65974	24	0.19695	0.8	98.7
V93	0.71763	25	0.18016	0.7	99.3
V94	0.61113	26	0.16996	0.7	100.0

CONVERGENCE REQUIRED 17 ITERATIONS

TABLE F.2

COMMUNALITIES, MULTIPLE CHOICE PART A

VARIABLE	EST COMMUNALITY	FACTOR	EIGENVALUE	PCT OF VAR	CUM PCT
V1	0.37558	1	7.53750	29.0	29.0
V2	0.22514	2	2.74028	10.5	39.5
V3	0.30005	3	2.09972	8.1	47.6
V4	0.30446	4	1.41806	5.5	53.1
V5	0.43806	5	1.24644	4.8	57.9
V6	0.42015	6	1.10665	4.3	62.1
V7	0.45747	7	0.96433	3.7	65.8
V8	0.40154	8	0.85755	3.3	69.1
V9	0.46205	9	0.81141	3.1	72.2
V10	0.46045	10	0.72829	2.8	75.0
V11	0.35608	11	0.64264	2.5	77.5
V12	0.42468	12	0.61140	2.4	79.9
V13	0.38030	13	0.53808	2.1	81.9
V14	0.48878	14	0.53409	2.1	84.0
V15	0.49373	15	0.50799	2.0	85.9
V16	0.58060	16	0.47664	1.8	87.8
V17	0.45796	17	0.45614	1.8	89.5
V18	0.57855	18	0.42644	1.6	91.2
V77	0.57106	19	0.37972	1.5	92.6
V78	0.67135	20	0.36021	1.4	94.0
V89	0.55560	21	0.31654	1.2	95.2
V90	0.65640	22	0.31175	1.2	96.4
V91	0.53349	23	0.27273	1.0	97.5
V92	0.59873	24	0.23665	0.9	98.4
V93	0.71019	25	0.22842	0.9	99.3
V94	0.59656	26	0.19012	0.7	100.0

TABLE F.3

PATTERN MATRIX AND FACTOR CORRELATION MATRIX,
LIKERT PART A

	FACTOR 1	FACTOR 2	FACTOR 3	FACTOR 4	FACTOR 5	FACTOR 6
V1	0.04370	0.02063	0.33826	0.52270	-0.10176	0.06897
V2	0.04514	0.01892	-0.45089	0.30011	0.13069	-0.12585
V3	0.07964	0.01301	0.68277	-0.14843	0.04477	-0.01156
V4	0.22786	0.00642	0.56684	0.08004	0.02149	-0.01933
V5	-0.04168	0.03844	-0.47913	0.16912	0.18615	-0.07847
V6	0.02406	-0.02115	0.82420	0.18892	-0.01007	-0.00632
V7	0.05081	0.01781	0.73559	0.16890	-0.00038	0.04668
V8	0.05524	-0.00799	-0.07416	-0.05516	0.78114	0.06558
V9	0.10621	-0.02038	0.53949	0.05625	-0.11894	0.17476
V10	0.44525	-0.03165	-0.09388	0.42032	-0.09866	0.11369
V11	-0.35620	0.01972	-0.14835	0.29681	0.18164	-0.16183
V12	0.71137	0.03807	0.18466	-0.15177	0.02537	-0.03310
V13	0.80675	0.00965	-0.02134	0.07805	-0.03001	0.01719
V14	-0.41198	0.04763	-0.15097	0.16798	0.21662	-0.16581
V15	0.80198	0.03578	0.08290	0.01498	-0.00385	-0.01916
V16	0.79196	0.05452	0.07388	0.09971	0.04878	0.03581
V17	-0.02497	-0.06338	0.10427	-0.02110	0.85818	-0.00590
V18	0.68160	0.01012	-0.00612	-0.02683	-0.07898	0.17799
V77	-0.08269	0.18333	-0.00207	0.12741	0.07275	-0.61356
V78	-0.25485	0.16060	0.08452	0.07248	0.14907	-0.61135
V89	-0.03871	0.81487	0.03039	0.06880	-0.02661	-0.00211
V90	0.03945	0.94577	-0.01530	-0.03510	-0.02335	-0.00162
V91	0.08050	0.69096	-0.04143	-0.09327	-0.02953	0.08614
V92	-0.01606	0.11403	-0.02146	0.10061	0.08193	0.83036
V93	-0.02316	0.11704	0.06972	0.09272	0.03903	0.82697
V94	-0.03293	0.12836	0.08227	-0.01168	-0.01046	0.73939

	FACTOR 1	FACTOR 2	FACTOR 3	FACTOR 4	FACTOR 5	FACTOR 6
FACTOR 1	1.00000	0.03980	0.50958	0.09868	-0.41585	0.58094
FACTOR 2	0.03980	1.00000	0.01279	0.11617	0.01919	0.20082
FACTOR 3	0.50958	0.01279	1.00000	-0.01274	-0.36403	0.35807
FACTOR 4	0.09868	0.11617	-0.01274	1.00000	0.06266	-0.03322
FACTOR 5	-0.41585	0.01919	-0.36403	0.06266	1.00000	-0.40756
FACTOR 6	0.58094	0.20082	0.35807	-0.03322	-0.40756	1.00000

TABLE F.4

PATTERN MATRIX AND FACTOR CORRELATION MATRIX,
MULTIPLE CHOICE PART A

	FACTOR 1	FACTOR 2	FACTOR 3	FACTOR 4	FACTOR 5	FACTOR 6
V1	0.05450	-0.04670	-0.13706	-0.00170	0.11842	**0.59535**
V2	0.03783	0.02582	0.10558	0.02251	**-0.40265**	0.08081
V3	0.09641	0.00682	0.05495	-0.01914	**0.47780**	0.10277
V4	-0.11663	-0.05509	-0.03094	0.03728	**-0.46649**	0.01808
V5	-0.04553	-0.01238	-0.04833	-0.07233	**0.61543**	0.20552
V6	-0.08636	-0.01439	-0.06656	0.02355	**-0.46232**	-0.31944
V7	0.14359	0.06969	0.00728	-0.05378	0.16827	**0.56071**
V8	0.08314	-0.00111	-0.05803	**0.76951**	-0.03978	-0.05132
V9	0.07557	-0.05906	-0.07770	-0.13306	**0.42890**	0.23871
V10	**0.57267**	-0.03045	-0.04830	-0.05633	-0.17219	0.28815
V11	**-0.31326**	-0.02819	0.13644	0.03710	-0.25229	0.15193
V12	**0.49136**	0.03294	-0.05545	-0.00148	0.22754	-0.01203
V13	**-0.52416**	0.00459	0.01501	0.06479	-0.12114	0.08136
V14	**0.52703**	-0.02821	-0.11319	-0.03876	0.20102	-0.04385
V15	**-0.57422**	-0.03195	-0.00977	0.04013	-0.12950	-0.11539
V16	**0.74723**	0.04643	0.01747	-0.07248	-0.15690	0.25518
V17	-0.09116	0.01608	0.06865	**0.77499**	0.06661	0.12423
V18	**0.62164**	-0.08290	-0.21856	-0.08192	0.04503	-0.10976
V77	0.14314	-0.17481	**-0.66333**	0.02141	0.01425	-0.00539
V78	**0.36439**	-0.15533	**-0.56304**	-0.02437	0.02137	-0.02758
V89	-0.02642	**0.77291**	-0.02005	-0.01702	0.02089	0.02009
V90	0.00958	**0.91072**	-0.00659	-0.04595	-0.04422	0.00449
V91	0.06363	**0.72827**	-0.07198	0.07065	0.01493	-0.04860
V92	0.00710	0.09613	**-0.75649**	-0.01540	0.01340	0.07870
V93	-0.09053	0.16355	**-0.83787**	-0.08265	-0.00783	0.10853
V94	-0.04979	0.11780	**-0.75004**	-0.02725	0.00339	-0.04321

	FACTOR 1	FACTOR 2	FACTOR 3	FACTOR 4	FACTOR 5	FACTOR 6
FACTOR 1	1.00000	-0.08344	-0.45573	-0.37644	0.43141	0.31666
FACTOR 2	-0.08344	1.00000	-0.15699	0.00411	0.01938	0.05017
FACTOR 3	-0.45573	-0.15699	1.00000	0.33505	-0.31014	-0.00108
FACTOR 4	-0.37644	0.00411	0.33505	1.00000	-0.34625	-0.18899
FACTOR 5	0.43141	0.01938	-0.31014	-0.34625	1.00000	0.23743
FACTOR 6	0.31666	0.05017	-0.00108	-0.18899	0.23743	1.00000

TABLE F.5

COMMUNALITIES, LIKERT PART B, ITEMS DEALING WITH MEN'S ABILITIES

VARIABLE	EST COMMUNALITY	FACTOR	EIGENVALUE	PCT OF VAR	CUM PCT
V19	0.41215	1	7.89220	39.5	39.5
V20	0.50237	2	4.20060	21.0	60.5
V21	0.39282	3	1.13449	5.7	66.1
V22	0.51570	4	0.98246	4.9	71.0
V23	0.42265	5	0.70126	3.5	74.6
V24	0.35499	6	0.62903	3.1	77.7
V25	0.22474	7	0.55713	2.8	80.5
V26	0.49016	8	0.50739	2.5	83.0
V27	0.48525	9	0.46668	2.3	85.4
V28	0.44698	10	0.42441	2.1	87.5
V29	0.73542	11	0.40659	2.0	89.5
V30	0.73348	12	0.37757	1.9	91.4
V31	0.69315	13	0.36567	1.8	93.2
V32	0.85733	14	0.30275	1.5	94.7
V33	0.86913	15	0.25420	1.3	96.0
V34	0.85802	16	0.24394	1.2	97.2
V35	0.67317	17	0.20383	1.0	98.3
V36	0.60256	18	0.15143	0.8	99.0
V37	0.79379	19	0.11630	0.6	99.6
V38	0.77331	20	0.08200	0.4	100.0

CONVERGENCE REQUIRED 8 ITERATIONS

TABLE F.6

COMMUNALITIES, LIKERT PART B, ITEMS DEALING
WITH WOMEN'S ABILITIES

VARIABLE	EST COMMUNALITY	FACTOR	EIGENVALUE	PCT OF VAR	CUM PCT
V39	0.35915	1	7.36701	36.8	36.8
V40	0.58038	2	3.99462	20.0	56.8
V41	0.53580	3	1.52490	7.6	64.4
V42	0.49654	4	0.96270	4.8	69.2
V43	0.50386	5	0.74007	3.7	72.9
V44	0.49763	6	0.66218	3.3	76.3
V45	0.51826	7	0.54649	2.7	79.0
V46	0.71360	8	0.47967	2.4	81.4
V47	0.71841	9	0.45223	2.3	83.7
V48	0.51752	10	0.40900	2.0	85.7
V49	0.37513	11	0.40034	2.0	87.7
V50	0.53832	12	0.37852	1.9	89.6
V51	0.58317	13	0.37180	1.9	91.5
V52	0.68506	14	0.32963	1.6	93.1
V53	0.78368	15	0.31643	1.6	94.7
V54	0.71043	16	0.29323	1.5	96.1
V55	0.63559	17	0.23494	1.2	97.3
V56	0.68691	18	0.21812	1.1	98.4
V57	0.71589	19	0.17117	0.9	99.3
V58	0.56603	20	0.14633	0.7	100.0

CONVERGENCE REQUIRED 8 ITERATIONS

TABLE F.7

COMMUNALITIES, MULTIPLE CHOICE PART B, ITEMS DEALING WITH MEN'S ABILITIES

VARIABLE	EST COMMUNALITY	FACTOR	EIGENVALUE	PCT OF VAR	CUM PCT
V19	0.40089	1	8.30503	41.5	41.5
V20	0.41156	2	1.55724	7.8	49.3
V21	0.35605	3	1.14958	5.7	55.1
V22	0.38224	4	1.09278	5.5	60.5
V23	0.39194	5	0.88558	4.4	65.0
V24	0.44526	6	0.72910	3.6	68.6
V25	0.35206	7	0.69439	3.5	72.1
V26	0.54800	8	0.62938	3.1	75.2
V27	0.49198	9	0.57701	2.9	78.1
V28	0.54232	10	0.56462	2.8	80.9
V29	0.39104	11	0.51741	2.6	83.5
V30	0.48797	12	0.50044	2.5	86.0
V31	0.47790	13	0.45564	2.3	88.3
V32	0.54107	14	0.43549	2.2	90.5
V33	0.57446	15	0.37252	1.9	92.3
V34	0.54615	16	0.35701	1.8	94.1
V35	0.48178	17	0.32576	1.6	95.7
V36	0.53964	18	0.30618	1.5	97.3
V37	0.61241	19	0.29194	1.5	98.7
V38	0.58050	20	0.25284	1.3	100.0

CONVERGENCE REQUIRED 10 ITERATIONS

TABLE F.8

COMMUNALITIES, MULTIPLE CHOICE PART B, ITEMS DEALING WITH WOMEN'S ABILITIES

VARIABLE	EST COMMUNALITY	FACTOR	EIGENVALUE	PCT OF VAR	CUM PCT
V39	0.43095	1	11.37409	56.9	56.9
V40	0.53052	2	1.33212	6.7	63.5
V41	0.53706	3	1.02069	5.1	68.6
V42	0.54559	4	0.81502	4.1	72.7
V43	0.62708	5	0.61960	3.1	75.8
V44	0.54787	6	0.53652	2.7	78.5
V45	0.60642	7	0.48524	2.4	80.9
V46	0.70978	8	0.44071	2.2	83.1
V47	0.71363	9	0.40019	2.0	85.1
V48	0.64807	10	0.37308	1.9	87.0
V49	0.52612	11	0.35416	1.8	88.8
V50	0.58994	12	0.33634	1.7	90.4
V51	0.66556	13	0.32133	1.6	92.0
V52	0.68749	14	0.29085	1.5	93.5
V53	0.76192	15	0.26394	1.3	94.8
V54	0.73302	16	0.24850	1.2	96.1
V55	0.68646	17	0.22627	1.1	97.2
V56	0.66879	18	0.20938	1.0	98.2
V57	0.73736	19	0.19416	1.0	99.2
V58	0.63191	20	0.15770	0.8	100.0

CONVERGENCE REQUIRED 7 ITERATIONS

TABLE F.9

PATTERN MATRIX AND FACTOR CORRELATION MATRIX, LIKERT PART B,
ITEMS DEALING WITH MEN'S ABILITIES

	FACTOR 1	FACTOR 2	FACTOR 3
V19	-0.05716	-0.05339	0.75269
V20	0.01224	0.12474	0.71693
V21	0.11833	0.56643	0.10044
V22	-0.00991	0.35403	0.50753
V23	0.01069	0.54897	0.19248
V24	-0.07223	0.50041	0.09350
V25	-0.03990	0.34285	0.03604
V26	0.01799	0.77604	-0.04527
V27	-0.02667	0.84589	-0.17260
V28	0.02576	0.50751	0.27268
V29	0.83086	-0.00821	-0.01881
V30	0.83591	-0.02245	0.03362
V31	0.82022	0.03958	0.03180
V32	0.92162	0.06742	-0.04623
V33	0.90701	0.04788	-0.01861
V34	0.91311	0.01706	0.00124
V35	0.80534	-0.01458	-0.02340
V36	0.70823	-0.17221	0.05563
V37	0.88512	0.04513	-0.05577
V38	0.87632	-0.02504	-0.00128

FACTOR CORRELATIONS

	FACTOR 1	FACTOR 2	FACTOR 3
FACTOR 1	1.00000	-0.17537	-0.14695
FACTOR 2	-0.17537	1.00000	0.56011
FACTOR 3	-0.14695	0.56011	1.00000

TABLE F.10

PATTERN MATRIX AND FACTOR CORRELATION MATRIX, LIKERT PART B, ITEMS DEALING WITH WOMEN'S ABILITIES

	FACTOR 1	FACTOR 2	FACTOR 3
V39	-0.08442	0.48365	-0.10768
V40	0.00635	0.75021	-0.01999
V41	0.11157	0.73861	0.13013
V42	0.01438	0.70291	0.02099
V43	0.02992	0.73229	0.06143
V44	-0.11149	0.64208	-0.11324
V45	-0.05022	0.69302	-0.12386
V46	-0.06276	0.78324	0.00604
V47	-0.07433	0.76235	0.05402
V48	0.15320	0.74410	0.17002
V49	0.50264	-0.15831	-0.04126
V50	-0.04918	0.01769	-0.79888
V51	-0.01744	-0.01280	-0.82088
V52	0.68547	-0.06338	-0.21848
V53	0.98518	0.01543	0.09895
V54	0.78782	0.03118	-0.13881
V55	0.34561	0.03522	-0.58647
V56	0.22015	-0.02203	-0.71429
V57	0.81539	0.02197	-0.10269
V58	0.16783	-0.08734	-0.65263

FACTOR CORRELATIONS

	FACTOR 1	FACTOR 2	FACTOR 3
FACTOR 1	1.00000	-0.30841	-0.48262
FACTOR 2	-0.30841	1.00000	0.16508
FACTOR 3	-0.48262	0.16508	1.00000

TABLE F.11

PATTERN MATRIX AND FACTOR CORRELATION MATRIX, MULTIPLE CHOICE PART B, ITEMS DEALING WITH MEN'S ABILITIES

	FACTOR 1	FACTOR 2	FACTOR 3	FACTOR 4
V19	-0.03793	0.64356	0.11654	-0.02494
V20	0.05351	0.49371	0.23419	0.00412
V21	-0.12706	0.11028	0.02735	0.65174
V22	-0.01551	0.43695	0.29231	0.07223
V23	0.05519	0.26425	0.29974	0.21303
V24	-0.02872	0.12585	0.65643	0.01189
V25	0.06010	0.02206	0.59591	-0.00007
V26	0.28566	-0.06145	0.57894	0.07134
V27	0.30934	-0.07916	0.29938	0.30126
V28	0.29584	0.35451	0.20519	0.06489
V29	0.19690	0.58670	-0.20093	0.13931
V30	0.36634	0.13167	-0.01613	0.37478
V31	0.25047	0.27030	0.13870	0.18363
V32	0.55556	0.29458	0.06182	-0.05033
V33	0.78256	0.16173	0.03425	-0.16528
V34	0.67973	-0.04621	0.05718	0.09757
V35	0.46594	-0.08113	0.14565	0.25616
V36	0.18587	-0.10679	0.02668	0.72962
V37	0.67581	-0.03931	0.11921	0.08607
V38	0.46241	0.11884	0.01202	0.34407

FACTOR CORRELATIONS

	FACTOR 1	FACTOR 2	FACTOR 3	FACTOR 4
FACTOR 1	1.00000	0.42635	0.51151	0.52684
FACTOR 2	0.42635	1.00000	0.43965	0.31929
FACTOR 3	0.51151	0.43965	1.00000	0.40041
FACTOR 4	0.52684	0.31929	0.40041	1.00000

TABLE F.12

PATTERN MATRIX AND FACTOR CORRELATION MATRIX MULTIPLE CHOICE PART B, ITEMS DEALING WITH WOMEN'S ABILITIES

	FACTOR 1	FACTOR 2	FACTOR 3	
V39	-0.07426	0.75849	-0.11819	
V40	0.10749	0.66916	0.07551	
V41	0.28954	0.32618	0.31766	commands
V42	0.23315	0.57325	0.02501	
V43	0.52455	0.30765	0.03750	
V44	0.52385	0.28505	-0.18293	
V45	0.57450	0.27309	-0.17652	
V46	0.76081	0.13456	-0.12591	
V47	0.71955	0.09053	0.07790	
V48	0.44844	0.22286	0.32497	field pack
V49	0.00170	0.71349	0.13292	
V50	0.52809	0.05656	0.36083	enemy
V51	0.44068	0.18377	0.40334	vs-mile march
V52	0.73934	0.06727	0.06238	
V53	0.92370	-0.01978	-0.18677	
V54	0.92721	-0.07447	-0.06551	
V55	0.82650	-0.01980	0.06367	
V56	0.65828	-0.01145	0.32358	lead squad
V57	0.95804	-0.10111	-0.10179	
V58	0.55246	0.10093	0.34851	machine gun

FACTOR CORRELATIONS

	FACTOR 1	FACTOR 2	FACTOR 3
FACTOR 1	1.00000	0.67588	0.37628
FACTOR 2	0.67588	1.00000	0.19031
FACTOR 3	0.37628	0.19031	1.00000

FACTOR STRUCTURE

TABLE F.13

COMMUNALITIES, LIKERT PART C

VARIABLE	EST COMMUNALITY	FACTOR	EIGENVALUE	PCT OF VAR	CUM PCT
V59	0.19605	1	7.97116	36.2	36.2
V60	0.44887	2	1.67243	7.6	43.8
V61	0.30442	3	1.43832	6.5	50.4
V62	0.24661	4	1.16764	5.3	55.7
V63	0.32890	5	0.94947	4.3	60.0
V64	0.35948	6	0.90252	4.1	64.1
V65	0.38717	7	0.88397	4.0	68.1
V66	0.61826	8	0.77644	3.5	71.6
V67	0.23980	9	0.75333	3.4	75.1
V68	0.65833	10	0.67944	3.1	78.2
V69	0.61103	11	0.59787	2.7	80.9
V70	0.25914	12	0.55911	2.5	83.4
V71	0.62537	13	0.55216	2.5	85.9
V72	0.25471	14	0.50720	2.3	88.2
V73	0.29902	15	0.47743	2.2	90.4
V74	0.53491	16	0.39487	1.8	92.2
V75	0.68012	17	0.38408	1.7	93.9
V76	0.35498	18	0.30989	1.4	95.4
V77	0.62496	19	0.30006	1.4	96.7
V78	0.70161	20	0.28171	1.3	98.0
V79	0.59097	21	0.22882	1.0	99.0
V80	0.23678	22	0.21202	1.0	100.0

CONVERGENCE REQUIRED 11 ITERATIONS

TABLE F.14

COMMUNALITIES, MULTIPLE CHOICE PART C

VARIABLE	EST COMMUNALITY	FACTOR	EIGENVALUE	PCT OF VAR	CUM PCT
V59	0.30726	1	7.35934	33.5	33.5
V60	0.51526	2	1.51794	6.9	40.4
V61	0.42204	3	1.32710	6.0	46.4
V62	0.21353	4	1.13175	5.1	51.5
V63	0.34799	5	1.00126	4.6	56.1
V64	0.34594	6	0.94312	4.3	60.4
V65	0.21971	7	0.86586	3.9	64.3
V66	0.45343	8	0.81193	3.7	68.0
V67	0.05255	9	0.73790	3.4	71.3
V68	0.55625	10	0.69493	3.2	74.5
V69	0.38974	11	0.66909	3.0	77.5
V70	0.30231	12	0.63357	2.9	80.4
V71	0.50307	13	0.57061	2.6	83.0
V72	0.15453	14	0.56653	2.6	85.6
V73	0.13620	15	0.52568	2.4	88.0
V74	0.46843	16	0.48870	2.2	90.2
V75	0.52792	17	0.43636	2.0	92.2
V76	0.36208	18	0.41341	1.9	94.1
V77	0.56986	19	0.38225	1.7	95.8
V78	0.67367	20	0.35471	1.6	97.4
V79	0.49785	21	0.34014	1.5	99.0
V80	0.24459	22	0.22775	1.0	100.0

CONVERGENCE REQUIRED 12 ITERATIONS

TABLE F. 15

PATTERN MATRIX AND FACTOR CORRELATION MATRIX,
LIKERT PART C

	FACTOR 1	FACTOR 2	FACTOR 3	FACTOR 4
V59	-0.29903	0.16234	0.12991	-0.04437
V60	0.01427	-0.07645	-0.35918	0.49494
V61	-0.44496	-0.00006	0.37878	0.19949
V62	0.00114	-0.06091	0.53388	-0.04334
V63	0.10568	0.01487	0.68244	-0.11555
V64	-0.39868	0.28823	0.00344	-0.23826
V65	0.69012	0.04893	0.16464	0.00167
V66	0.62224	0.22587	0.01009	0.17826
V67	0.21599	0.37413	-0.01006	0.00421
V68	0.00533	0.10353	0.02459	0.30660
V69	0.44925	0.27263	-0.01156	0.34864
V70	0.03198	0.17303	-0.02112	0.38622
V71	0.31627	0.22719	-0.11505	0.46473
V72	-0.09672	0.58697	-0.01986	0.04103
V73	0.02328	0.32296	-0.14620	0.34963
V74	0.58522	0.06646	-0.11139	0.10923
V75	0.62165	-0.09316	-0.01192	0.32708
V76	-0.35096	0.17401	0.11028	-0.20420
V77	0.25628	-0.02635	-0.05616	0.62131
V78	0.22494	-0.20365	-0.20149	0.63556
V79	0.74225	-0.06331	-0.04886	0.07265
V80	-0.39344	-0.06147	0.23392	0.08341

FACTOR CORRELATIONS

	FACTOR 1	FACTOR 2	FACTOR 3	FACTOR 4
FACTOR 1	1.00000	0.05834	-0.39484	0.50897
FACTOR 2	0.05834	1.00000	-0.02007	0.14341
FACTOR 3	-0.39484	-0.02007	1.00000	-0.33772
FACTOR 4	0.50897	0.14341	-0.33772	1.00000

TABLE F.16

PATTERN MATRIX AND FACTOR CORRELATION MATRIX,
MULTIPLE CHOICE PART C

		FACTOR 1	FACTOR 2	FACTOR 3	FACTOR 4	FACTOR 5
C5	V59	-0.12674	0.37922	0.19397	0.10189	-0.16808
	V60	-0.21407	0.52590	0.32402	0.00725	0.01258
	V61	-0.02710	0.55821	-0.00778	0.02517	-0.29095
C6	V62	-0.04072	0.51931	-0.08824	-0.09735	0.17706
	V63	0.10827	0.62434	0.02169	-0.16571	0.01742
	V64	0.14330	-0.03428	0.09301	0.22139	0.40569
C7	V65	0.06944	0.05241	0.03897	0.10048	0.47653
	V66	0.63842	-0.00852	0.02129	0.17344	-0.06998
	V67	0.02822	-0.01993	0.13001	0.02457	0.07290
C8	V68	0.86842	-0.04380	0.12037	0.02450	-0.09650
	V69	0.09146	-0.08790	0.14739	0.48386	0.15790
	V70	0.14985	0.03366	-0.08609	0.51720	-0.04381
C9	V71	-0.05381	-0.13479	-0.05217	0.72050	0.13211
	V72	0.02529	-0.03508	0.02023	0.06675	0.36001
	V73	-0.11597	0.09477	0.20646	-0.13972	0.04115
C10	V74	0.28594	-0.29080	-0.13541	0.09625	0.16816
	V75	-0.63879	-0.08315	0.21384	0.00917	-0.16024
	V76	0.53043	-0.02968	-0.05089	0.05804	0.03394
C11	V77	-0.15271	0.11800	0.44648	-0.21251	-0.29055
	V78	-0.16449	0.18165	0.63994	-0.12878	-0.30693
	V79	-0.51328	0.01173	-0.01976	0.00573	-0.33639
C12	V80	0.18562	-0.28478	0.21968	-0.04381	0.24668

	FACTOR 1	FACTOR 2	FACTOR 3	FACTOR 4	FACTOR 5
FACTOR 1	1.00000	-0.46014	-0.21653	0.55924	0.53406
FACTOR 2	-0.46014	1.00000	0.15890	-0.44604	-0.31318
FACTOR 3	-0.21653	0.15890	1.00000	-0.07948	0.06173
FACTOR 4	0.55924	-0.44604	-0.07948	1.00000	0.31798
FACTOR 5	0.53406	-0.31318	0.06173	0.31798	1.00000

TABLE F.17

COMMUNALITIES, LIKERT PART D

VARIABLE	EST COMMUNALITY	FACTOR	EIGENVALUE	PCT OF VAR	CUM PCT
V81	0.39508	1	3.08423	38.6	38.6
V82	0.51998	2	1.30239	16.3	54.8
V83	0.34827	3	1.00381	12.5	67.4
V84	0.46617	4	0.95397	11.9	79.3
V85	0.58215	5	0.88156	11.0	90.3
V86	0.61705	6	0.30320	3.8	94.1
V87	0.43616	7	0.25896	3.2	97.4
V88	0.55135	8	0.21185	2.6	100.0

AFTER 11 ITERATIONS COMMUNALITY OF ONE OR MORE VARIABLES EXCEEDED 1.0, PA2 FACTORING TERMINATED

TABLE F.18

COMMUNALITIES, MULTIPLE CHOICE PART D

VARIABLE	EST COMMUNALITY	FACTOR	EIGENVALUE	PCT OF VAR	CUM PCT
V81	0.32310	1	2.65520	33.2	33.2
V82	0.51365	2	1.37304	17.2	50.4
V83	0.16861	3	1.12062	14.0	64.4
V84	0.33154	4	0.97681	12.2	76.6
V85	0.51232	5	0.92930	11.6	88.2
V86	0.55785	6	0.43393	5.4	93.6
V87	0.36744	7	0.28421	3.6	97.2
V88	0.54604	8	0.22686	2.8	100.0

AFTER 19 ITERATIONS COMMUNALITY OF ONE OR MORE VARIABLES EXCEEDED 1.0, PA2 FACTORING TERMINATED

TABLE F.19

PATTERN MATRIX AND FACTOR CORRELATION MATRIX,
LIKERT PART D

FACTOR PATTERN

	FACTOR 1	FACTOR 2	FACTOR 3
V81	-0.15555	-0.00868	0.83446
V82	0.27900	0.05918	0.61603
V83	0.11625	-0.11651	0.26636
V84	0.47073	0.00824	0.21569
V85	-0.14515	-1.04909	0.00205
V86	0.22903	-0.59630	0.03127
V87	0.35763	-0.25250	0.02301
V88	0.94708	-0.00376	-0.07625

FACTOR CORRELATIONS

	FACTOR 1	FACTOR 2	FACTOR 3
FACTOR 1	1.00000	-0.40963	0.41476
FACTOR 2	-0.40963	1.00000	-0.26939
FACTOR 3	0.41476	-0.26939	1.00000

TABLE F.20

PATTERN MATRIX AND FACTOR CORRELATION MATRIX,
MULTIPLE CHOICE PART D

FACTOR PATTERN

	FACTOR 1	FACTOR 2	FACTOR 3
V81	0.00965	0.08757	0.84136
V82	0.57570	0.08218	0.27118
V83	0.02900	-0.07640	0.23444
V84	0.54038	0.03602	0.04224
V85	-0.21307	-1.00869	0.13771
V86	0.29288	-0.63542	-0.11629
V87	0.25049	-0.16064	0.14726
V88	0.89930	-0.06464	-0.14119

FACTOR CORRELATIONS

	FACTOR 1	FACTOR 2	FACTOR 3
FACTOR 1	1.00000	-0.28451	0.36365
FACTOR 2	-0.28451	1.00000	-0.20594
FACTOR 3	0.36365	-0.20594	1.00000

TABLE F.21

COMMUNALITIES, LIKERT PART E

VARIABLE	EST COMMUNALITY	FACTOR	EIGENVALUE	PCT OF VAR	CUM PCT
V89	0.62886	1	3.17559	52.9	52.9
V90	0.70432	2	1.59506	26.6	79.5
V91	0.50532	3	0.51631	8.6	88.1
V92	0.62204	4	0.31839	5.3	93.4
V93	0.68501	5	0.20410	3.4	96.8
V94	0.55546	6	0.19051	3.2	100.0

CONVERGENCE REQUIRED 17 ITERATIONS

TABLE F.22

COMMUNALITIES, MULTIPLE CHOICE PART E

VARIABLE	EST COMMUNALITY	FACTOR	EIGENVALUE	PCT OF VAR	CUM PCT
V89	0.53902	1	3.01577	50.3	50.3
V90	0.63770	2	1.67098	27.8	78.1
V91	0.50999	3	0.50666	8.4	86.6
V92	0.55159	4	0.34715	5.8	92.3
V93	0.67883	5	0.25176	4.2	96.5
V94	0.55718	6	0.20765	3.5	100.0

CONVERGENCE REQUIRED 15 ITERATIONS

TABLE F.23

PATTERN MATRIX AND FACTOR CORRELATION MATRIX,
LIKERT PART E

FACTOR PATTERN

	FACTOR 1	FACTOR 2
V89	-0.03867	0.81863
V90	-0.05174	0.99346
V91	0.09893	0.66331
V92	0.93468	0.00383
V93	0.92734	-0.02679
V94	0.75986	0.02607

FACTOR CORRELATIONS

	FACTOR 1	FACTOR 2
FACTOR 1	1.00000	0.37628
FACTOR 2	0.37628	1.00000

TABLE F.24

PATTERN MATRIX AND FACTOR CORRELATION MATRIX,
MULTIPLE CHOICE PART E

FACTOR PATTERN

	FACTOR 1	FACTOR 2
V89	-0.00512	0.77562
V90	-0.04360	0.94689
V91	0.04519	0.71689
V92	0.78510	-0.01535
V93	0.93308	0.01510
V94	0.76623	0.00486

FACTOR CORRELATIONS

	FACTOR 1	FACTOR 2
FACTOR 1	1.00000	0.33161
FACTOR 2	0.33161	1.00000

TABLE F.25

COMMUNALITIES, PART G

VARIABLE	EST COMMUNALITY	FACTOR	EIGENVALUE	PCT OF VAR	CUM PCT
V103	0.43365	1	4.27824	35.7	35.7
V104	0.39633	2	1.55973	13.0	48.6
V105	0.40348	3	1.33548	11.1	59.8
V106	0.43636	4	0.94038	7.8	67.6
V107	0.39813	5	0.70666	5.9	73.5
V108	0.41456	6	0.64760	5.4	78.9
V109	0.37323	7	0.57364	4.8	83.7
V110	0.55992	8	0.53152	4.4	88.1
V111	0.47542	9	0.42276	3.5	91.6
V112	0.35389	10	0.36820	3.1	94.7
V113	0.31734	11	0.35483	3.0	97.7
V114	0.41228	12	0.28089	2.3	100.0

CONVERGENCE REQUIRED 9 ITERATIONS

TABLE F.26

PATTERN MATRIX AND FACTOR CORRELATION MATRIX, PART G

FACTOR PATTERN

	FACTOR 1	FACTOR 2	FACTOR 3
V103	0.11070	0.04993	**0.70544**
V104	-0.04133	**0.54108**	0.31383
V105	0.00245	**0.68993**	0.00489
V106	0.10544	0.02931	**0.70849**
V107	0.00971	**0.51232**	0.28728
V108	0.09294	**0.74521**	-0.16766
V109	**0.55164**	-0.04616	0.18952
V110	**0.74830**	0.07519	-0.06171
V111	**0.52975**	0.31250	-0.15058
V112	**-0.50548**	-0.00349	-0.08799
V113	**0.47460**	0.08393	0.17392
V114	**-0.74893**	0.11373	0.04863

FACTOR CORRELATIONS

	FACTOR 1	FACTOR 2	FACTOR 3
FACTOR 1	1.00000	0.40248	0.33560
FACTOR 2	0.40248	1.00000	0.29100
FACTOR 3	0.33560	0.29100	1.00000

TABLE F.27

CORRELATION MATRIX FOR LIKERT SCALES

	ALIK1	ALIK2	ALIK3	CLIK1	CLIK2	CLIK3	CLIK4	DLIK1	DLIK2	ELIK1
ALIK1	1.0000	0.6433	0.3949	0.5561	-0.0961	0.5024	0.5794	0.1528	0.4781	0.5646
	(0)	(555)	(556)	(541)	(558)	(559)	(552)	(555)	(556)	(559)
	S=0.001	S=0.001	S=0.001	S=0.001	S=0.012	S=0.001	S=0.001	S=0.001	S=0.001	S=0.001
ALIK2	0.6433	1.0000	0.3706	0.5639	-0.0897	0.3681	0.4072	0.1661	0.5062	0.4217
	(555)	(0)	(560)	(542)	(559)	(559)	(553)	(556)	(557)	(560)
	S=0.001	S=0.001	S=0.001	S=0.001	S=0.017	S=0.001	S=0.001	S=0.001	S=0.001	S=0.001
ALIK3	0.3949	0.3706	1.0000	0.3427	-0.1227	0.2578	0.3608	0.0596	0.2249	0.2773
	(556)	(560)	(0)	(544)	(562)	(562)	(556)	(559)	(559)	(563)
	S=0.001	S=0.001	S=0.001	S=0.001	S=0.002	S=0.001	S=0.001	S=0.080	S=0.001	S=0.001
CLIK1	0.5561	0.5639	0.3427	1.0000	-0.1715	0.5682	0.7818	0.0897	0.5403	0.5621
	(541)	(542)	(544)	(0)	(547)	(549)	(547)	(545)	(545)	(548)
	S=0.001	S=0.001	S=0.001	S=0.001	S=0.001	S=0.001	S=0.001	S=0.018	S=0.001	S=0.001
CLIK2	-0.0961	-0.0897	-0.1227	-0.1715	1.0000	-0.0837	-0.2444	-0.0102	-0.0421	-0.0313
	(558)	(559)	(562)	(547)	(0)	(565)	(560)	(562)	(562)	(567)
	S=0.012	S=0.017	S=0.002	S=0.001	S=0.001	S=0.023	S=0.001	S=0.404	S=0.159	S=0.229
CLIK3	0.5024	0.3681	0.2578	0.5682	-0.0837	1.0000	0.6402	0.1299	0.3887	0.5152
	(559)	(559)	(562)	(549)	(565)	(0)	(559)	(562)	(562)	(566)
	S=0.001	S=0.001	S=0.001	S=0.001	S=0.023	S=0.001	S=0.001	S=0.001	S=0.001	S=0.001
CLIK4	0.5794	0.4072	0.3608	0.7818	-0.2444	0.6402	1.0000	0.0587	0.4592	0.6124
	(552)	(553)	(556)	(547)	(560)	(559)	(0)	(556)	(556)	(560)
	S=0.001	S=0.001	S=0.001	S=0.001	S=0.001	S=0.001	S=0.001	S=0.083	S=0.001	S=0.001
DLIK1	0.1528	0.1661	0.0596	0.0897	-0.0102	0.1299	0.0587	1.0000	0.5300	0.1593
	(555)	(556)	(559)	(545)	(562)	(562)	(556)	(0)	(562)	(563)
	S=0.001	S=0.001	S=0.080	S=0.018	S=0.404	S=0.001	S=0.083	S=0.001	S=0.001	S=0.001
DLIK2	0.4781	0.5062	0.2249	0.5403	-0.0421	0.3887	0.4592	0.5300	1.0000	0.5210
	(556)	(557)	(559)	(545)	(562)	(562)	(556)	(562)	(0)	(563)
	S=0.001	S=0.001	S=0.001	S=0.001	S=0.159	S=0.001	S=0.001	S=0.001	S=0.001	S=0.001
ELIK1	0.5646	0.4217	0.2773	0.5621	-0.0313	0.5152	0.6124	0.1593	0.5210	1.0000
	(559)	(560)	(563)	(548)	(567)	(66)	(560)	(563)	(563)	(0)
	S=0.001	S=0.001	S=0.001	S=0.001	S=0.229	S=0.001	S=0.001	S=0.001	S=0.001	S=0.001
ELIK2	0.1163	0.0649	0.0524	-0.0608	0.0081	0.0424	-0.0309	0.3672	0.1065	0.3350
	(558)	(559)	(562)	(547)	(566)	(565)	(559)	(562)	(562)	(567)
	S=0.003	S=0.063	S=0.108	S=0.078	S=0.424	S=0.157	S=0.233	S=0.001	S=0.006	S=0.001

PEARSON CORRELATION COEFFICIENTS

	ALIK1	ALIK2	ALIK3	CLIK1	CLIK2	CLIK3	CLIK4	DLIK1	DLIK2	ELIK1
GALL1	0.6100	0.4477	0.3357	0.6224	-0.1345	0.6601	0.7147	0.1027	0.4761	0.5894
	(546)	(547)	(549)	(536)	(552)	(553)	(546)	(549)	(550)	(553)
	S=0.001	S=0.001	S=0.001	S=0.001	S=0.001	S=0.001	S=0.001	S=0.008	S=0.001	S=0.001
GALL2	0.2599	0.3468	0.1708	0.3595	-0.1098	0.2735	0.2640	0.0658	0.3167	0.2480
	(554)	(555)	(557)	(543)	(560)	(560)	(554)	(557)	(558)	(561)
	S=0.001	S=0.001	S=0.001	S=0.001	S=0.005	S=0.001	S=0.001	S=0.060	S=0.001	S=0.001
GALL3	0.3578	0.4586	0.2324	0.4322	-0.0598	0.3066	0.3020	0.0591	0.3996	0.3222
	(555)	(556)	(558)	(544)	(561)	(561)	(555)	(558)	(559)	(562)
	S=0.001	S=0.001	S=0.001	S=0.001	S=0.079	S=0.001	S=0.001	S=0.081	S=0.001	S=0.001
V115	0.2049	0.2863	0.1564	0.5334	-0.0209	0.0879	0.3841	0.0929	0.2556	0.2482
	(559)	(560)	(563)	(548)	(567)	(566)	(560)	(563)	(563)	(568)
	S=0.001	S=0.001	S=0.001	S=0.001	S=0.309	S=0.018	S=0.001	S=0.014	S=0.001	S=0.001
V116	0.1393	0.1491	0.0968	0.2536	0.0261	0.0641	0.1814	0.0221	0.1474	0.1522
	(560)	(561)	(564)	(549)	(568)	(567)	(561)	(564)	(564)	(569)
	S=0.001	S=0.001	S=0.011	S=0.001	S=0.267	S=0.064	S=0.001	S=0.301	S=0.001	S=0.001
V117	-0.0191	0.0532	0.0814	0.1748	-0.0727	0.0157	0.1028	0.0174	0.0793	0.0138
	(557)	(558)	(561)	(546)	(565)	(564)	(558)	(561)	(561)	(566)
	S=0.326	S=0.105	S=0.027	S=0.001	S=0.042	S=0.355	S=0.008	S=0.341	S=0.030	S=0.372
V118	-0.0091	0.0433	0.0694	0.1596	-0.0323	0.0534	0.1086	0.0066	0.0678	0.0418
	(552)	(553)	(556)	(541)	(560)	(559)	(553)	(556)	(556)	(561)
	S=0.415	S=0.155	S=0.051	S=0.001	S=0.223	S=0.104	S=0.005	S=0.439	S=0.055	S=0.161
V120	0.1970	0.2424	0.1627	0.4389	-0.0357	0.0799	0.3003	0.0630	0.2105	0.1983
	(557)	(558)	(561)	(546)	(565)	(564)	(558)	(561)	(561)	(566)
	S=0.001	S=0.001	S=0.001	S=0.001	S=0.199	S=0.029	S=0.001	S=0.068	S=0.001	S=0.001
V121	-0.0288	-0.0608	-0.0636	-0.2377	0.0171	0.0216	-0.1385	-0.0525	-0.0695	-0.0561
	(559)	(560)	(563)	(548)	(567)	(566)	(560)	(563)	(563)	(568)
	S=0.248	S=0.075	S=0.066	S=0.001	S=0.342	S=0.304	S=0.001	S=0.107	S=0.050	S=0.091
V122	-0.0654	0.0154	0.0098	0.0552	-0.0195	-0.0106	0.0274	0.0168	-0.0061	0.0060
	(559)	(560)	(563)	(548)	(567)	(566)	(560)	(563)	(563)	(568)
	S=0.061	S=0.358	S=0.409	S=0.099	S=0.322	S=0.401	S=0.259	S=0.346	S=0.442	S=0.443
V123	-0.0835	0.0495	-0.0082	0.1417	-0.2316	0.1237	0.1208	-0.0221	0.0621	-0.0320
	(558)	(559)	(562)	(547)	(566)	(565)	(559)	(562)	(562)	(567)
	S=0.024	S=0.121	S=0.423	S=0.001	S=0.001	S=0.002	S=0.002	S=0.300	S=0.071	S=0.224

(COEFFICIENT / (CASES) / SIGNIFICANCE) (A VALUE OF 99.0000 IS PRINTED IF A COEFFICIENT CANNOT BE COMPUTED)

PEARSON CORRELATION COEFFICIENTS

	ALIK1	ALIK2	ALIK3	CLIK1	CLIK2	CLIK3	CLIK4	DLIK1	DLIK2	ELIK1
V124	-0.0985	0.0160	-0.0346	0.1424	-0.2105	0.1315	0.1200	-0.0123	0.0350	-0.0310
	(557)	(558)	(561)	(546)	(565)	(564)	(558)	(561)	(561)	(566)
	S=0.010	S=0.353	S=0.207	S=0.001	S=0.001	S=0.001	S=0.002	S=0.386	S=0.204	S=0.231
V126	-0.1219	-0.2023	-0.2224	-0.1649	-0.1143	0.0084	-0.0855	-0.0701	-0.0988	-0.0654
	(559)	(560)	(563)	(548)	(567)	(566)	(560)	(563)	(563)	(569)
	S=0.002	S=0.001	S=0.001	S=0.001	S=0.003	S=0.421	S=0.022	S=0.048	S=0.010	S=0.060
V128	0.0613	0.0279	0.0653	-0.0146	-0.0276	-0.1166	-0.0351	0.0438	-0.0051	-0.0284
	(558)	(559)	(562)	(547)	(566)	(565)	(559)	(562)	(562)	(568)
	S=0.074	S=0.255	S=0.061	S=0.367	S=0.257	S=0.003	S=0.204	S=0.150	S=0.452	S=0.250
V130	-0.1527	-0.0470	-0.0969	0.0850	-0.2114	0.0816	0.0705	-0.0686	-0.0288	-0.0726
	(554)	(555)	(558)	(544)	(562)	(561)	(555)	(558)	(558)	(564)
	S=0.001	S=0.135	S=0.011	S=0.024	S=0.001	S=0.027	S=0.049	S=0.053	S=0.249	S=0.043
RACE	0.1107	-0.0110	-0.0126	-0.0354	0.1232	-0.0062	-0.0463	0.0798	0.0087	0.0358
	(554)	(555)	(557)	(543)	(561)	(560)	(554)	(558)	(559)	(563)
	S=0.005	S=0.398	S=0.383	S=0.205	S=0.002	S=0.442	S=0.138	S=0.030	S=0.419	S=0.198
V132	0.1368	0.2152	0.1953	0.2010	0.0792	0.0209	0.1019	0.0505	0.1457	0.0789
	(553)	(553)	(556)	(542)	(560)	(559)	(553)	(556)	(556)	(562)
	S=0.001	S=0.001	S=0.001	S=0.001	S=0.030	S=0.311	S=0.008	S=0.117	S=0.001	S=0.031

(COEFFICIENT / (CASES) / SIGNIFICANCE) (A VALUE OF 99.0000 IS PRINTED IF A COEFFICIENT CANNOT BE COMPUTED)

PEARSON CORRELATION COEFFICIENTS

	ELIK2	GALL1	GALL2	GALL3	V115	V116	V117	V118	V120	V121
ALIK1	0.1163	0.6100	0.2599	0.3578	0.2049	0.1393	-0.0191	-0.0091	0.1970	-0.0288
	(558)	(546)	(554)	(555)	(559)	(560)	(557)	(552)	(557)	(559)
	S=0.003	S=0.001	S=0.001	S=0.001	S=0.001	S=0.001	S=0.326	S=0.415	S=0.001	S=0.248
ALIK2	0.0649	0.4477	0.3468	0.4586	0.2863	0.1491	0.0532	0.0433	0.2424	-0.0608
	(559)	(547)	(555)	(556)	(560)	(561)	(558)	(553)	(558)	(560)
	S=0.063	S=0.001	S=0.001	S=0.001	S=0.001	S=0.001	S=0.105	S=0.155	S=0.001	S=0.075
ALIK3	0.0524	0.3357	0.1708	0.2324	0.1564	0.0968	0.0814	0.0694	0.1627	-0.0636
	(562)	(549)	(557)	(558)	(563)	(564)	(561)	(556)	(561)	(563)
	S=0.108	S=0.001	S=0.001	S=0.001	S=0.001	S=0.011	S=0.027	S=0.051	S=0.001	S=0.066
CLIK1	-0.0608	0.6224	0.3595	0.4322	0.5334	0.2536	0.1748	0.1596	0.4389	-0.2377
	(547)	(536)	(543)	(544)	(548)	(549)	(546)	(541)	(546)	(548)
	S=0.078	S=0.001	S=0.001	S=0.001	S=0.001	S=0.001	S=0.001	S=0.001	S=0.001	S=0.001
CLIK2	0.0081	-0.1345	-0.1098	-0.0598	-0.0209	0.0261	-0.0727	-0.0323	-0.0357	0.0171
	(566)	(552)	(560)	(561)	(567)	(568)	(565)	(560)	(565)	(567)
	S=0.424	S=0.001	S=0.005	S=0.079	S=0.309	S=0.267	S=0.042	S=0.223	S=0.199	S=0.342
CLIK3	0.0424	0.6601	0.2735	0.3066	0.0879	0.0641	0.0157	0.0534	0.0799	0.0216
	(565)	(553)	(560)	(561)	(566)	(567)	(564)	(559)	(564)	(566)
	S=0.157	S=0.001	S=0.001	S=0.001	S=0.018	S=0.064	S=0.355	S=0.104	S=0.029	S=0.304
CLIK4	-0.0309	0.7147	0.2640	0.3020	0.3841	0.1814	0.1028	0.1086	0.3003	-0.1385
	(559)	(546)	(554)	(555)	(560)	(561)	(558)	(553)	(558)	(560)
	S=0.233	S=0.001	S=0.001	S=0.001	S=0.001	S=0.001	S=0.008	S=0.005	S=0.001	S=0.001
DLIK1	0.3672	0.1027	0.0658	0.0591	0.0929	0.0221	0.0174	0.0066	0.0630	-0.0525
	(562)	(549)	(557)	(558)	(563)	(564)	(561)	(556)	(561)	(563)
	S=0.001	S=0.008	S=0.060	S=0.081	S=0.014	S=0.301	S=0.341	S=0.439	S=0.068	S=0.107
DLIK2	0.1065	0.4761	0.3167	0.3996	0.2556	0.1474	0.0793	0.0678	0.2105	-0.0695
	(562)	(550)	(558)	(559)	(563)	(564)	(561)	(556)	(561)	(563)
	S=0.006	S=0.001	S=0.001	S=0.001	S=0.001	S=0.001	S=0.030	S=0.055	S=0.001	S=0.050
ELIK1	0.3350	0.5894	0.2480	0.3222	0.2482	0.1522	0.0138	0.0418	0.1983	-0.0561
	(567)	(553)	(561)	(562)	(568)	(569)	(566)	(561)	(566)	(568)
	S=0.001	S=0.001	S=0.001	S=0.001	S=0.001	S=0.001	S=0.372	S=0.161	S=0.001	S=0.091
ELIK2	1.0000	0.0213	-0.0499	-0.0606	-0.0656	-0.0282	-0.0204	0.0032	-0.0397	0.0569
	(0)	(552)	(560)	(561)	(567)	(568)	(565)	(560)	(565)	(567)
	S=0.001	S=0.309	S=0.119	S=0.076	S=0.059	S=0.251	S=0.314	S=0.470	S=0.173	S=0.088

(COEFFICIENT / (CASES) / SIGNIFICANCE) (A VALUE OF 99.0000 IS PRINTED IF A COEFFICIENT CANNOT BE COMPUTED)

PEARSON CORRELATION COEFFICIENTS

	ELIK2	GALL1	GALL2	GALL3	V115	V116	V117	V118	V120	V121
GALL1	0.0213 (552) S=0.309	1.0000 (0) S=0.001	0.4176 (553) S=0.001	0.4108 (553) S=0.001	0.2162 (553) S=0.001	0.0932 (554) S=0.014	0.0437 (552) S=0.152	0.0586 (547) S=0.085	0.1744 (552) S=0.001	-0.0348 (554) S=0.207
GALL2	-0.0499 (560) S=0.119	0.4176 (553) S=0.001	1.0000 (0) S=0.001	0.3526 (561) S=0.001	0.0912 (561) S=0.015	0.0335 (562) S=0.214	0.0353 (559) S=0.202	0.0599 (554) S=0.080	0.0121 (559) S=0.388	0.0275 (561) S=0.258
GALL3	-0.0606 (561) S=0.076	0.4108 (553) S=0.001	0.3526 (561) S=0.001	1.0000 (0) S=0.001	0.1619 (562) S=0.001	0.0584 (563) S=0.083	0.1240 (560) S=0.002	-0.0187 (555) S=0.330	0.1639 (560) S=0.001	0.0305 (562) S=0.235
V115	-0.0656 (567) S=0.059	0.2162 (553) S=0.001	0.0912 (561) S=0.015	0.1619 (562) S=0.001	1.0000 (0) S=0.001	0.4204 (569) S=0.001	0.3425 (566) S=0.001	0.2671 (561) S=0.001	0.7250 (566) S=0.001	-0.4094 (568) S=0.001
V116	-0.0282 (568) S=0.251	0.0932 (554) S=0.014	0.0335 (562) S=0.214	0.0584 (563) S=0.083	0.4204 (569) S=0.001	1.0000 (0) S=0.001	0.2392 (567) S=0.001	0.1577 (562) S=0.001	0.3955 (567) S=0.001	-0.0515 (569) S=0.110
V117	-0.0204 (565) S=0.314	0.0437 (552) S=0.152	0.0353 (559) S=0.202	0.1240 (560) S=0.002	0.3425 (566) S=0.001	0.2392 (567) S=0.001	1.0000 (0) S=0.001	0.5540 (560) S=0.001	0.4124 (565) S=0.001	-0.1373 (567) S=0.001
V118	0.0032 (560) S=0.470	0.0586 (547) S=0.085	0.0599 (554) S=0.080	-0.0187 (555) S=0.330	0.2671 (561) S=0.001	0.1577 (562) S=0.001	0.5540 (560) S=0.001	1.0000 (0) S=0.001	0.3296 (560) S=0.001	-0.0997 (562) S=0.009
V120	-0.0397 (565) S=0.173	0.1744 (552) S=0.001	0.0121 (559) S=0.388	0.1639 (560) S=0.001	0.7250 (566) S=0.001	0.3955 (567) S=0.001	0.4124 (565) S=0.001	0.3296 (560) S=0.001	1.0000 (0) S=0.001	-0.3379 (567) S=0.001
V121	0.0569 (567) S=0.088	-0.0348 (554) S=0.207	0.0275 (561) S=0.258	0.0305 (562) S=0.235	-0.4094 (568) S=0.001	-0.0515 (569) S=0.110	-0.1373 (567) S=0.001	-0.0997 (562) S=0.009	-0.3379 (567) S=0.001	1.0000 (0) S=0.001
V122	-0.0139 (567) S=0.370	-0.0400 (554) S=0.174	-0.0567 (561) S=0.090	-0.0788 (562) S=0.031	0.0627 (568) S=0.068	0.1236 (569) S=0.002	0.1707 (567) S=0.001	0.1954 (562) S=0.001	0.1197 (567) S=0.002	-0.0740 (569) S=0.039
V123	-0.0694 (566) S=0.049	0.0769 (553) S=0.035	0.1562 (560) S=0.001	0.1439 (561) S=0.001	-0.0038 (567) S=0.464	-0.0432 (568) S=0.152	-0.0132 (566) S=0.377	-0.0680 (562) S=0.054	-0.1250 (566) S=0.001	0.0613 (568) S=0.072

(COEFFICIENT / (CASES) / SIGNIFICANCE) (A VALUE OF 99.0000 IS PRINTED IF A COEFFICIENT CANNOT BE COMPUTED)

PEARSON CORRELATION COEFFICIENTS

	ELIK2	GALL1	GALL2	GALL3	V115	V116	V117	V118	V120	V121
V124	-0.0682	0.0663	0.1393	0.1439	0.0004	-0.0627	-0.0211	-0.0736	-0.1236	0.0481
	(565)	(552)	(559)	(560)	(566)	(567)	(565)	(560)	(565)	(567)
	S=0.053	S=0.060	S=0.001	S=0.001	S=0.496	S=0.068	S=0.308	S=0.041	S=0.002	S=0.127
V126	-0.0061	-0.0325	0.0173	-0.0710	-0.3677	-0.1652	-0.1159	-0.1526	-0.3242	0.1761
	(567)	(553)	(561)	(562)	(568)	(569)	(566)	(561)	(566)	(568)
	S=0.442	S=0.222	S=0.341	S=0.046	S=0.001	S=0.001	S=0.003	S=0.001	S=0.001	S=0.001
V128	-0.0057	-0.0504	-0.0437	-0.0099	0.0991	0.0293	0.0573	0.0158	0.0847	-0.0440
	(566)	(552)	(560)	(561)	(567)	(568)	(565)	(560)	(565)	(567)
	S=0.446	S=0.119	S=0.151	S=0.407	S=0.009	S=0.243	S=0.087	S=0.355	S=0.022	S=0.148
V130	-0.0677	0.0393	0.1566	0.0977	-0.0948	-0.1241	-0.0342	-0.0805	-0.2016	0.0694
	(562)	(548)	(556)	(557)	(563)	(564)	(561)	(556)	(561)	(563)
	S=0.055	S=0.179	S=0.001	S=0.011	S=0.012	S=0.002	S=0.209	S=0.029	S=0.001	S=0.050
RACE	0.1277	-0.0030	-0.1144	-0.0641	-0.0127	-0.0010	-0.0865	-0.0314	-0.0497	-0.0186
	(561)	(548)	(556)	(557)	(563)	(563)	(560)	(555)	(560)	(562)
	S=0.001	S=0.472	S=0.003	S=0.065	S=0.392	S=0.490	S=0.020	S=0.231	S=0.120	S=0.330
V132	-0.0448	0.0859	0.0727	0.1193	0.3872	0.1985	0.1723	0.1852	0.2982	-0.1741
	(560)	(546)	(554)	(555)	(561)	(562)	(559)	(554)	(559)	(561)
	S=0.145	S=0.022	S=0.044	S=0.002	S=0.001	S=0.001	S=0.001	S=0.001	S=0.001	S=0.001

(COEFFICIENT / (CASES) / SIGNIFICANCE) (A VALUE OF 99.0000 IS PRINTED IF A COEFFICIENT CANNOT BE COMPUTED)

PEARSON CORRELATION COEFFICIENTS

	V122	V123	V124	V126	V128	V130	RACE	V132
ALIK1	-0.0654	-0.0835	-0.0985	-0.1219	0.0613	-0.1527	0.1107	0.1368
	(559)	(558)	(557)	(559)	(558)	(554)	(554)	(553)
	S=0.061	S=0.024	S=0.010	S=0.002	S=0.074	S=0.001	S=0.005	S=0.001
ALIK2	0.0154	0.0495	0.0160	-0.2023	0.0279	-0.0470	-0.0110	0.2152
	(560)	(559)	(558)	(560)	(559)	(555)	(555)	(553)
	S=0.358	S=0.121	S=0.353	S=0.001	S=0.255	S=0.135	S=0.398	S=0.001
ALIK3	0.0098	-0.0082	-0.0346	-0.2224	0.0653	-0.0969	-0.0126	0.1953
	(563)	(562)	(561)	(563)	(562)	(558)	(557)	(556)
	S=0.409	S=0.423	S=0.207	S=0.001	S=0.061	S=0.011	S=0.383	S=0.001
CLIK1	0.0552	0.1417	0.1424	-0.1649	-0.0146	0.0850	-0.0354	0.2010
	(548)	(547)	(546)	(548)	(547)	(544)	(543)	(542)
	S=0.099	S=0.001	S=0.001	S=0.001	S=0.367	S=0.024	S=0.205	S=0.001
CLIK2	-0.0195	-0.2316	-0.2105	-0.1143	-0.0276	-0.2114	0.1232	0.0792
	(567)	(566)	(565)	(567)	(566)	(562)	(561)	(560)
	S=0.322	S=0.001	S=0.001	S=0.003	S=0.257	S=0.001	S=0.002	S=0.030
CLIK3	-0.0106	0.1237	0.1315	0.0084	-0.1166	0.0816	-0.0062	0.0209
	(566)	(565)	(564)	(566)	(565)	(561)	(560)	(559)
	S=0.401	S=0.002	S=0.001	S=0.421	S=0.003	S=0.027	S=0.442	S=0.311
CLIK4	0.0274	0.1208	0.1200	-0.0855	-0.0351	0.0705	-0.0463	0.1019
	(560)	(559)	(558)	(560)	(559)	(555)	(554)	(553)
	S=0.259	S=0.002	S=0.002	S=0.022	S=0.204	S=0.049	S=0.138	S=0.008
DLIK1	0.0168	-0.0221	-0.0123	-0.0701	0.0438	-0.0686	0.0798	0.0505
	(563)	(562)	(561)	(563)	(562)	(558)	(558)	(556)
	S=0.346	S=0.300	S=0.386	S=0.048	S=0.150	S=0.053	S=0.030	S=0.117
DLIK2	-0.0061	0.0621	0.0350	-0.0988	-0.0051	-0.0288	0.0087	0.1457
	(563)	(562)	(561)	(563)	(562)	(558)	(559)	(556)
	S=0.442	S=0.071	S=0.204	S=0.010	S=0.452	S=0.249	S=0.419	S=0.001
ELIK1	0.0060	-0.0320	-0.0310	-0.0654	-0.0284	-0.0726	0.0358	0.0789
	(568)	(567)	(566)	(569)	(568)	(564)	(563)	(562)
	S=0.443	S=0.224	S=0.231	S=0.060	S=0.250	S=0.043	S=0.198	S=0.031
ELIK2	-0.0139	-0.0694	-0.0682	-0.0061	-0.0057	-0.0677	0.1277	-0.0448
	(567)	(566)	(565)	(567)	(566)	(562)	(561)	(560)
	S=0.370	S=0.049	S=0.053	S=0.442	S=0.446	S=0.055	S=0.001	S=0.145

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	V122	V123	V124	V126	V128	V130	RACE	V132
GALL1	-0.0400	0.0769	0.0663	-0.0325	-0.0504	0.0393	-0.0030	0.0859
	(554)	(553)	(552)	(553)	(552)	(548)	(548)	(546)
	S=0.174	S=0.035	S=0.060	S=0.222	S=0.119	S=0.179	S=0.472	S=0.022
GALL2	-0.0567	0.1562	0.1393	0.0173	-0.0437	0.1566	-0.1144	0.0727
	(561)	(560)	(559)	(561)	(560)	(556)	(556)	(554)
	S=0.090	S=0.001	S=0.001	S=0.341	S=0.151	S=0.001	S=0.003	S=0.044
GALL3	-0.0788	0.1439	0.1439	-0.0710	-0.0099	0.0977	-0.0641	0.1193
	(562)	(561)	(560)	(562)	(561)	(557)	(557)	(555)
	S=0.031	S=0.001	S=0.001	S=0.046	S=0.407	S=0.011	S=0.065	S=0.002
V115	0.0627	-0.0038	0.0004	-0.3677	0.0991	-0.0948	-0.0127	0.3872
	(568)	(567)	(566)	(568)	(567)	(563)	(563)	(561)
	S=0.068	S=0.464	S=0.496	S=0.001	S=0.009	S=0.012	S=0.382	S=0.001
V116	0.1236	-0.0432	-0.0627	-0.1652	0.0293	-0.1241	-0.0010	0.1985
	(569)	(568)	(567)	(569)	(568)	(564)	(563)	(562)
	S=0.002	S=0.152	S=0.068	S=0.001	S=0.243	S=0.002	S=0.490	S=0.001
V117	0.1707	-0.0132	-0.0211	-0.1159	0.0573	-0.0342	-0.0865	0.1723
	(567)	(566)	(565)	(566)	(565)	(561)	(560)	(559)
	S=0.001	S=0.377	S=0.308	S=0.003	S=0.087	S=0.209	S=0.020	S=0.001
V118	0.1954	-0.0680	-0.0736	-0.1526	0.0158	-0.0805	-0.0314	0.1852
	(562)	(562)	(560)	(561)	(560)	(556)	(555)	(554)
	S=0.001	S=0.054	S=0.041	S=0.001	S=0.355	S=0.029	S=0.231	S=0.001
V120	0.1197	-0.1250	-0.1236	-0.3242	0.0847	-0.2016	-0.0497	0.2982
	(567)	(566)	(565)	(566)	(565)	(561)	(560)	(559)
	S=0.002	S=0.001	S=0.002	S=0.001	S=0.022	S=0.001	S=0.120	S=0.001
V121	-0.0740	0.0613	0.0481	0.1761	-0.0440	0.0694	-0.0186	-0.1741
	(569)	(568)	(567)	(568)	(567)	(563)	(562)	(561)
	S=0.039	S=0.072	S=0.127	S=0.001	S=0.148	S=0.050	S=0.330	S=0.001
V122	1.0000	0.0739	0.0619	-0.0441	-0.0283	0.0782	-0.0421	0.0447
	(0)	(568)	(567)	(568)	(567)	(563)	(562)	(561)
	S=0.001	S=0.039	S=0.070	S=0.147	S=0.251	S=0.032	S=0.160	S=0.145
V123	0.0739	1.0000	0.8981	0.1533	-0.1945	0.8453	-0.1913	-0.0871
	(568)	(0)	(566)	(567)	(566)	(562)	(561)	(560)
	S=0.039	S=0.001	S=0.001	S=0.001	S=0.001	S=0.001	S=0.001	S=0.020

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	V122	V123	V124	V126	V128	V130	RACE	V132
V124	0.0619 (567) S=0.070	0.8981 (566) S=0.001	1.0000 (0) S=0.001	0.1555 (566) S=0.001	-0.2025 (565) S=0.001	0.8343 (561) S=0.001	-0.2054 (560) S=0.001	-0.0954 (559) S=0.012
V126	-0.0441 (568) S=0.147	0.1533 (567) S=0.001	0.1555 (566) S=0.001	1.0000 (0) S=0.001	-0.2055 (568) S=0.001	0.3465 (564) S=0.001	-0.1159 (563) S=0.003	-0.7723 (562) S=0.001
V128	-0.0283 (567) S=0.251	-0.1945 (566) S=0.001	-0.2025 (565) S=0.001	-0.2055 (568) S=0.001	1.0000 (0) S=0.001	-0.2097 (563) S=0.001	-0.0355 (562) S=0.201	0.0951 (561) S=0.012
V130	0.0782 (563) S=0.032	0.8453 (562) S=0.001	0.8343 (561) S=0.001	0.3465 (564) S=0.001	-0.2097 (563) S=0.001	1.0000 (0) S=0.001	-0.2531 (559) S=0.001	-0.2396 (557) S=0.001
RACE	-0.0421 (562) S=0.160	-0.1913 (561) S=0.001	-0.2054 (560) S=0.001	-0.1159 (563) S=0.003	-0.0355 (562) S=0.201	-0.2531 (559) S=0.001	1.0000 (0) S=0.001	0.0579 (556) S=0.086
V132	0.0447 (561) S=0.145	-0.0871 (560) S=0.020	-0.0954 (559) S=0.012	-0.7723 (562) S=0.001	0.0951 (561) S=0.012	-0.2396 (557) S=0.001	0.0579 (556) S=0.086	1.0000 (0) S=0.001

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TABLE F.28

CORRELATION MATRIX FOR MULTIPLE CHOICE SCALES

	AMC1	AMC2	AMC3	BMCM1	BMCM2	BMCM3	BMCM4	BMCW1	BMCW2	BMCW3
AMC1	1.0000 (0) S=0.001	0.5914 (554) S=0.001	0.3744 (558) S=0.001	-0.0586 (556) S=0.084	-0.0594 (561) S=0.080	-0.0576 (558) S=0.087	0.0576 (558) S=0.087	0.4592 (553) S=0.001	0.3818 (560) S=0.001	0.4908 (556) S=0.001
AMC2	0.5914 (554) S=0.001	1.0000 (0) S=0.001	0.3209 (557) S=0.001	0.0081 (552) S=0.425	-0.0181 (558) S=0.335	-0.0658 (554) S=0.061	0.1118 (555) S=0.004	0.2985 (550) S=0.001	0.3496 (557) S=0.001	0.3579 (553) S=0.001
AMC3	0.3744 (558) S=0.001	0.3209 (557) S=0.001	1.0000 (0) S=0.001	-0.0295 (555) S=0.244	-0.0321 (561) S=0.224	0.0013 (557) S=0.488	0.0317 (558) S=0.228	0.3017 (553) S=0.001	0.2563 (560) S=0.001	0.3217 (556) S=0.001
BMCM1	-0.0586 (556) S=0.084	0.0081 (552) S=0.425	-0.0295 (555) S=0.244	1.0000 (0) S=0.001	0.6416 (564) S=0.001	0.6107 (562) S=0.001	0.5878 (562) S=0.001	0.3067 (554) S=0.001	0.2687 (565) S=0.001	0.2411 (559) S=0.001
BMCM2	-0.0594 (561) S=0.080	-0.0181 (558) S=0.335	-0.0321 (561) S=0.224	0.6416 (564) S=0.001	1.0000 (0) S=0.001	0.5558 (566) S=0.001	0.3934 (568) S=0.001	0.2380 (559) S=0.001	0.3981 (569) S=0.001	0.1921 (564) S=0.001
BMCM3	-0.0576 (558) S=0.087	-0.0658 (554) S=0.061	0.0013 (557) S=0.488	0.6107 (562) S=0.001	0.5558 (566) S=0.001	1.0000 (0) S=0.001	0.3811 (564) S=0.001	0.2210 (556) S=0.001	0.1802 (566) S=0.001	0.0947 (561) S=0.012
BMCM4	0.0576 (558) S=0.087	0.1118 (555) S=0.004	0.0317 (558) S=0.228	0.5878 (562) S=0.001	0.3934 (568) S=0.001	0.3811 (564) S=0.001	1.0000 (0) S=0.001	0.2198 (557) S=0.001	0.2479 (567) S=0.001	0.3006 (562) S=0.001
BMCW1	0.4592 (553) S=0.001	0.2985 (550) S=0.001	0.3017 (553) S=0.001	0.3067 (554) S=0.001	0.2380 (559) S=0.001	0.2210 (556) S=0.001	0.2198 (557) S=0.001	1.0000 (0) S=0.001	0.7542 (559) S=0.001	0.9148 (560) S=0.001
BMCW2	0.3818 (560) S=0.001	0.3496 (557) S=0.001	0.2563 (560) S=0.001	0.2687 (565) S=0.001	0.3981 (569) S=0.001	0.1802 (566) S=0.001	0.2479 (567) S=0.001	0.7542 (559) S=0.001	1.0000 (0) S=0.001	0.7454 (564) S=0.001
BMCW3	0.4908 (556) S=0.001	0.3579 (553) S=0.001	0.3217 (556) S=0.001	0.2411 (559) S=0.001	0.1921 (564) S=0.001	0.0947 (561) S=0.012	0.3006 (562) S=0.001	0.9148 (560) S=0.001	0.7454 (564) S=0.001	1.0000 (0) S=0.001
BMCW4	0.4533 (557) S=0.001	0.3065 (554) S=0.001	0.2907 (557) S=0.001	0.3045 (559) S=0.001	0.2092 (564) S=0.001	0.1612 (561) S=0.001	0.2133 (562) S=0.001	0.9732 (560) S=0.001	0.7156 (564) S=0.001	0.8871 (561) S=0.001

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	AMC1	AMC2	AMC3	BMCM1	BMCM2	BMCM3	BMCM4	BMCW1	BMCW2	BMCW3
BMCW5	0.3774	0.3196	0.2542	0.2687	0.4112	0.2048	0.1729	0.7940	0.9627	0.7724
	(558)	(555)	(558)	(562)	(566)	(563)	(564)	(559)	(567)	(564)
	S=0.001	S=0.001	S=0.001	S=0.001	S=0.001	S=0.001	S=0.001	S=0.001	S=0.001	S=0.001
BMCW6	0.3223	0.1500	0.2200	0.2820	0.2622	0.3589	0.1236	0.8525	0.6503	0.6655
	(561)	(557)	(561)	(563)	(569)	(565)	(566)	(560)	(568)	(564)
	S=0.001	S=0.001	S=0.001	S=0.001	S=0.001	S=0.001	S=0.002	S=0.001	S=0.001	S=0.001
BMCW7	0.4517	0.3678	0.2908	0.2467	0.1728	0.0555	0.4249	0.7995	0.7444	0.8864
	(561)	(558)	(561)	(564)	(570)	(566)	(567)	(560)	(569)	(565)
	S=0.001	S=0.001	S=0.001	S=0.001	S=0.001	S=0.094	S=0.001	S=0.001	S=0.001	S=0.001
CMC1	0.5613	0.4827	0.3426	-0.0494	-0.0246	-0.0663	0.0997	0.6009	0.5117	0.6395
	(548)	(546)	(548)	(546)	(552)	(549)	(549)	(544)	(551)	(548)
	S=0.001	S=0.001	S=0.001	S=0.125	S=0.282	S=0.060	S=0.010	S=0.001	S=0.001	S=0.001
CMC2	0.4303	0.1994	0.2289	0.0358	0.0705	0.0530	0.0642	0.5672	0.4454	0.5417
	(555)	(552)	(555)	(557)	(562)	(558)	(559)	(553)	(562)	(557)
	S=0.001	S=0.001	S=0.001	S=0.199	S=0.047	S=0.106	S=0.065	S=0.001	S=0.001	S=0.001
CMC3	0.5325	0.3469	0.2960	-0.0370	-0.0515	-0.0290	0.0982	0.5704	0.3992	0.6026
	(558)	(556)	(558)	(559)	(565)	(561)	(562)	(557)	(564)	(560)
	S=0.001	S=0.001	S=0.001	S=0.191	S=0.111	S=0.247	S=0.010	S=0.001	S=0.001	S=0.001
CMC4	0.3629	0.2015	0.2571	-0.0658	-0.0258	-0.0910	-0.0204	0.6110	0.4384	0.6076
	(562)	(559)	(562)	(564)	(570)	(566)	(567)	(560)	(569)	(564)
	S=0.001	S=0.001	S=0.001	S=0.059	S=0.269	S=0.015	S=0.314	S=0.001	S=0.001	S=0.001
CMC5	0.4469	0.4007	0.2796	-0.0212	0.0444	-0.0325	-0.0307	0.5137	0.4731	0.5198
	(553)	(551)	(553)	(554)	(559)	(555)	(556)	(550)	(559)	(554)
	S=0.001	S=0.001	S=0.001	S=0.309	S=0.147	S=0.222	S=0.235	S=0.001	S=0.001	S=0.001
DMC1	0.0463	0.0048	0.0222	0.2455	0.1514	0.1773	0.1492	0.1383	0.0949	0.1140
	(555)	(551)	(555)	(556)	(562)	(558)	(559)	(553)	(561)	(557)
	S=0.138	S=0.455	S=0.301	S=0.001	S=0.001	S=0.001	S=0.001	S=0.001	S=0.012	S=0.004
DMC2	0.4322	0.2720	0.2877	0.1095	0.1064	0.0966	0.0637	0.6626	0.5223	0.5932
	(554)	(550)	(554)	(556)	(561)	(557)	(558)	(552)	(561)	(556)
	S=0.001	S=0.001	S=0.001	S=0.005	S=0.006	S=0.011	S=0.066	S=0.001	S=0.001	S=0.001
EMC1	0.4367	0.2879	0.2885	0.1628	0.1131	0.1213	0.1455	0.7150	0.5280	0.7008
	(556)	(552)	(555)	(557)	(562)	(559)	(559)	(553)	(561)	(557)
	S=0.001	S=0.001	S=0.001	S=0.001	S=0.004	S=0.002	S=0.001	S=0.001	S=0.001	S=0.001

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	AMC1	AMC2	AMC3	BMCM1	BMCM2	BMCM3	BMCM4	BMCW1	BMCW2	BMCW3
EMC2	-0.0156	0.0424	-0.0015	0.4594	0.2548	0.2798	0.3243	0.0995	0.1040	0.0917
	(556)	(553)	(556)	(557)	(563)	(559)	(560)	(554)	(562)	(558)
	S=0.356	S=0.160	S=0.486	S=0.001	S=0.001	S=0.001	S=0.001	S=0.010	S=0.007	S=0.015
GALL1	0.5347	0.2891	0.2755	0.0454	0.0696	0.0395	0.0709	0.6274	0.4762	0.6031
	(544)	(539)	(543)	(543)	(548)	(545)	(545)	(539)	(547)	(543)
	S=0.001	S=0.001	S=0.001	S=0.146	S=0.052	S=0.179	S=0.049	S=0.001	S=0.001	S=0.001
GALL2	0.2084	0.1775	0.1282	0.1104	0.1532	0.1211	0.0032	0.3789	0.3762	0.3162
	(559)	(554)	(558)	(558)	(563)	(560)	(560)	(554)	(562)	(558)
	S=0.001	S=0.001	S=0.001	S=0.003	S=0.001	S=0.002	S=0.470	S=0.001	S=0.001	S=0.001
GALL3	0.2855	0.2930	0.2007	0.0139	0.0265	0.0116	0.0010	0.3415	0.3094	0.2952
	(559)	(554)	(558)	(558)	(563)	(560)	(560)	(554)	(562)	(558)
	S=0.001	S=0.001	S=0.001	S=0.371	S=0.265	S=0.392	S=0.491	S=0.001	S=0.001	S=0.001
V115	0.3091	0.3510	0.2426	-0.0430	0.0132	-0.0912	0.0936	0.3143	0.3037	0.3708
	(561)	(557)	(560)	(563)	(568)	(565)	(565)	(558)	(567)	(562)
	S=0.001	S=0.001	S=0.001	S=0.154	S=0.376	S=0.015	S=0.013	S=0.001	S=0.001	S=0.001
V116	0.1800	0.1746	0.0624	-0.0127	0.0016	-0.0359	0.0250	0.1433	0.1260	0.1626
	(562)	(558)	(561)	(564)	(569)	(566)	(566)	(559)	(568)	(563)
	S=0.001	S=0.001	S=0.070	S=0.381	S=0.485	S=0.197	S=0.277	S=0.001	S=0.001	S=0.001
V117	0.0955	0.0324	0.0352	0.0082	0.0392	-0.0144	0.0030	0.1070	0.0565	0.1139
	(561)	(557)	(560)	(563)	(568)	(565)	(565)	(558)	(567)	(562)
	S=0.012	S=0.223	S=0.203	S=0.423	S=0.175	S=0.366	S=0.472	S=0.006	S=0.090	S=0.003
V118	0.1288	0.0797	0.0344	0.0107	0.0452	0.0149	0.0378	0.1262	0.0942	0.1231
	(555)	(551)	(554)	(556)	(561)	(558)	(558)	(552)	(560)	(556)
	S=0.001	S=0.031	S=0.209	S=0.401	S=0.143	S=0.363	S=0.187	S=0.001	S=0.013	S=0.002
V120	0.2548	0.2788	0.1664	-0.0064	-0.0035	-0.0464	0.0987	0.2334	0.2385	0.2759
	(561)	(557)	(560)	(563)	(568)	(565)	(565)	(558)	(567)	(562)
	S=0.001	S=0.001	S=0.001	S=0.439	S=0.467	S=0.136	S=0.009	S=0.001	S=0.001	S=0.001
V121	-0.1867	-0.2201	-0.1163	0.0630	0.0510	0.0624	-0.0317	-0.1247	-0.1355	-0.1336
	(561)	(557)	(560)	(563)	(568)	(565)	(565)	(559)	(567)	(563)
	S=0.001	S=0.001	S=0.003	S=0.068	S=0.113	S=0.069	S=0.226	S=0.002	S=0.001	S=0.001
V122	0.0105	-0.0017	-0.0461	0.0208	0.0155	0.0099	0.0346	0.0204	-0.0140	0.0167
	(558)	(554)	(557)	(560)	(565)	(562)	(562)	(556)	(564)	(560)
	S=0.402	S=0.484	S=0.139	S=0.312	S=0.356	S=0.408	S=0.207	S=0.316	S=0.370	S=0.364

(COEFFICIENT / (CASES) / SIGNIFICANCE) (A VALUE OF 99.0000 IS PRINTED IF A COEFFICIENT CANNOT BE COMPUTED)

PEARSON CORRELATION COEFFICIENTS

	AMC1	AMC2	AMC3	BMCM1	BMCM2	BMCM3	BMCM4	BMCW1	BMCW2	BMCW3
V123	-0.1757	-0.1562	-0.1271	0.0960	0.1362	0.1296	-0.0924	0.1371	0.0934	0.0895
	(560)	(556)	(559)	(562)	(567)	(564)	(564)	(557)	(566)	(561)
	S=0.001	S=0.001	S=0.001	S=0.011	S=0.001	S=0.001	S=0.014	S=0.001	S=0.013	S=0.080
V124	-0.1980	-0.1626	-0.1336	0.0711	0.1092	0.1194	-0.0863	0.1033	0.0667	0.0466
	(559)	(555)	(558)	(561)	(566)	(563)	(563)	(556)	(565)	(560)
	S=0.001	S=0.001	S=0.001	S=0.046	S=0.005	S=0.002	S=0.020	S=0.007	S=0.057	S=0.135
V126	-0.2148	-0.2753	-0.2042	0.0330	0.1066	0.1575	-0.0685	-0.1134	-0.0984	-0.1547
	(560)	(556)	(559)	(562)	(567)	(564)	(564)	(557)	(566)	(561)
	S=0.001	S=0.001	S=0.001	S=0.218	S=0.006	S=0.001	S=0.052	S=0.004	S=0.010	S=0.001
V128	0.0893	0.0469	0.0415	-0.0891	-0.1230	-0.1282	-0.1039	0.0425	-0.0232	0.0620
	(560)	(556)	(559)	(562)	(567)	(564)	(564)	(557)	(566)	(561)
	S=0.017	S=0.135	S=0.163	S=0.017	S=0.002	S=0.001	S=0.007	S=0.158	S=0.291	S=0.071
V130	-0.2010	-0.1775	-0.1300	0.1225	0.1806	0.1739	-0.0928	0.0967	0.0826	0.0212
	(558)	(554)	(557)	(560)	(565)	(562)	(562)	(555)	(564)	(559)
	S=0.001	S=0.001	S=0.001	S=0.002	S=0.001	S=0.001	S=0.014	S=0.011	S=0.025	S=0.308
RACE	0.1181	0.1521	0.0512	-0.0103	-0.1135	-0.0689	0.0658	-0.0981	-0.1214	-0.0411
	(550)	(545)	(549)	(550)	(555)	(552)	(552)	(546)	(554)	(550)
	S=0.003	S=0.001	S=0.115	S=0.404	S=0.004	S=0.053	S=0.061	S=0.011	S=0.002	S=0.168
V132	0.1897	0.2376	0.1896	-0.0121	-0.0566	-0.1177	0.0727	0.1620	0.1441	0.1948
	(553)	(548)	(552)	(553)	(558)	(555)	(555)	(550)	(557)	(553)
	S=0.001	S=0.001	S=0.001	S=0.388	S=0.091	S=0.003	S=0.043	S=0.001	S=0.001	S=0.001

(COEFFICIENT / (CASES) / SIGNIFICANCE) (A VALUE OF 99.0000 IS PRINTED IF A COEFFICIENT CANNOT BE COMPUTED)

PEARSON CORRELATION COEFFICIENTS

	BMCW4	BMCW5	BMCW6	BMCW7	CMC1	CMC2	CMC3	CMC4	CMC5	DMC1
AMC1	0.4533	0.3774	0.3223	0.4517	0.5613	0.4303	0.5825	0.3629	0.4469	0.0463
	(557)	(558)	(561)	(561)	(548)	(555)	(558)	(562)	(553)	(555)
	S=0.001	S=0.001	S=0.001	S=0.001	S=0.001	S=0.001	S=0.001	S=0.001	S=0.001	S=0.138
AMC2	0.3065	0.3196	0.1500	0.3678	0.4827	0.1994	0.3469	0.2015	0.4007	0.0048
	(554)	(555)	(557)	(558)	(546)	(552)	(556)	(559)	(551)	(551)
	S=0.001	S=0.001	S=0.001	S=0.001	S=0.001	S=0.001	S=0.001	S=0.001	S=0.001	S=0.455
AMC3	0.2907	0.2542	0.2200	0.2908	0.3426	0.2289	0.2969	0.2571	0.2796	0.0222
	(557)	(558)	(561)	(561)	(548)	(555)	(558)	(562)	(553)	(555)
	S=0.001	S=0.001	S=0.001	S=0.001	S=0.001	S=0.001	S=0.001	S=0.001	S=0.001	S=0.301
BMCM1	0.3045	0.2687	0.2820	0.2467	-0.0494	0.0358	-0.0378	-0.0658	-0.0212	0.2455
	(559)	(562)	(563)	(564)	(546)	(557)	(559)	(564)	(554)	(556)
	S=0.001	S=0.001	S=0.001	S=0.001	S=0.125	S=0.199	S=0.191	S=0.059	S=0.309	S=0.001
BMCM2	0.2392	0.4112	0.2622	0.1728	-0.0246	0.0705	-0.0515	-0.0258	0.0444	0.1514
	(564)	(566)	(569)	(570)	(552)	(562)	(565)	(570)	(559)	(562)
	S=0.001	S=0.001	S=0.001	S=0.001	S=0.282	S=0.047	S=0.111	S=0.269	S=0.147	S=0.001
BMCM3	0.1612	0.2048	0.3589	0.0555	-0.0663	0.0530	-0.0290	-0.0910	-0.0325	0.1773
	(561)	(563)	(565)	(566)	(549)	(558)	(561)	(566)	(555)	(558)
	S=0.001	S=0.001	S=0.001	S=0.094	S=0.060	S=0.106	S=0.247	S=0.015	S=0.222	S=0.001
BMCM4	0.2133	0.1729	0.1236	0.4249	0.0997	0.0642	0.0982	-0.0204	-0.0307	0.1492
	(562)	(564)	(566)	(567)	(549)	(559)	(562)	(567)	(556)	(559)
	S=0.001	S=0.001	S=0.002	S=0.001	S=0.010	S=0.065	S=0.010	S=0.314	S=0.235	S=0.001
BMCW1	0.9732	0.7940	0.8525	0.7995	0.6009	0.5672	0.5704	0.6110	0.5137	0.1383
	(560)	(559)	(560)	(560)	(544)	(553)	(557)	(560)	(550)	(553)
	S=0.001	S=0.001	S=0.001	S=0.001	S=0.001	S=0.001	S=0.001	S=0.001	S=0.001	S=0.001
BMCW2	0.7156	0.9627	0.6503	0.7444	0.5117	0.4454	0.3992	0.4384	0.4731	0.0949
	(564)	(567)	(568)	(569)	(551)	(562)	(564)	(569)	(559)	(561)
	S=0.001	S=0.001	S=0.001	S=0.001	S=0.001	S=0.001	S=0.001	S=0.001	S=0.001	S=0.012
BMCW3	0.9871	0.7724	0.6055	0.8864	0.6395	0.5417	0.6026	0.6076	0.5198	0.1140
	(561)	(564)	(564)	(565)	(548)	(557)	(560)	(564)	(554)	(557)
	S=0.001	S=0.001	S=0.001	S=0.001	S=0.001	S=0.001	S=0.001	S=0.001	S=0.001	S=0.004
BMCW4	1.0000	0.7434	0.7505	0.7787	0.5794	0.5596	0.5823	0.5951	0.5127	0.1338
	(0)	(561)	(563)	(564)	(547)	(557)	(561)	(565)	(554)	(557)
	S=0.001	S=0.001	S=0.001	S=0.001	S=0.001	S=0.001	S=0.001	S=0.001	S=0.001	S=0.001

(COEFFICIENT / (CASES) / SIGNIFICANCE) (A VALUE OF 99.0000 IS PRINTED IF A COEFFICIENT CANNOT BE COMPUTED)

PEARSON CORRELATION COEFFICIENTS

	BMCW4	BMCW5	BMCW6	BMCW7	CMC1	CMC2	CMC3	CMC4	CMC5	DMC1
BMCW5	0.7434 (561) S=0.001	1.0000 (0) S=0.001	0.6853 (566) S=0.001	0.6731 (566) S=0.001	0.5024 (550) S=0.001	0.4699 (560) S=0.001	0.4215 (562) S=0.001	0.4757 (566) S=0.001	0.4748 (557) S=0.001	0.0878 (559) S=0.019
BMCW6	0.7505 (563) S=0.001	0.6853 (566) S=0.001	1.0000 (0) S=0.001	0.5744 (569) S=0.001	0.4333 (552) S=0.001	0.4587 (561) S=0.001	0.3672 (564) S=0.001	0.4850 (569) S=0.001	0.3714 (558) S=0.001	0.1559 (562) S=0.001
BMCW7	0.7787 (564) S=0.001	0.6731 (566) S=0.001	0.5744 (569) S=0.001	1.0000 (0) S=0.001	0.6369 (552) S=0.001	0.4642 (562) S=0.001	0.5409 (565) S=0.001	0.4888 (570) S=0.001	0.4913 (559) S=0.001	0.1162 (562) S=0.003
CMC1	0.5794 (547) S=0.001	0.5024 (550) S=0.001	0.4333 (552) S=0.001	0.6369 (552) S=0.001	1.0000 (0) S=0.001	0.4921 (543) S=0.001	0.6378 (551) S=0.001	0.5582 (553) S=0.001	0.6946 (549) S=0.001	-0.0141 (548) S=0.371
CMC2	0.5596 (557) S=0.001	0.4699 (560) S=0.001	0.4587 (561) S=0.001	0.4642 (562) S=0.001	0.4921 (548) S=0.001	1.0000 (0) S=0.001	0.5874 (560) S=0.001	0.4686 (563) S=0.001	0.3863 (555) S=0.001	0.0526 (555) S=0.108
CMC3	0.5623 (561) S=0.001	0.4215 (562) S=0.001	0.3672 (564) S=0.001	0.5409 (565) S=0.001	0.6378 (551) S=0.001	0.5874 (560) S=0.001	1.0000 (0) S=0.001	0.4949 (566) S=0.001	0.4922 (557) S=0.001	-0.0340 (558) S=0.212
CMC4	0.5951 (565) S=0.001	0.4757 (566) S=0.001	0.4850 (569) S=0.001	0.4888 (570) S=0.001	0.5582 (553) S=0.001	0.4686 (563) S=0.001	0.4949 (566) S=0.001	1.0000 (0) S=0.001	0.5027 (560) S=0.001	-0.0049 (563) S=0.454
CMC5	0.5127 (554) S=0.001	0.4748 (557) S=0.001	0.3714 (558) S=0.001	0.4913 (559) S=0.001	0.6946 (549) S=0.001	0.3863 (555) S=0.001	0.4922 (557) S=0.001	0.5027 (560) S=0.001	1.0000 (0) S=0.001	-0.0787 (554) S=0.032
DMC1	0.1338 (557) S=0.001	0.0878 (559) S=0.019	0.1559 (562) S=0.001	0.1162 (562) S=0.003	-0.0141 (548) S=0.371	0.0526 (555) S=0.108	-0.0340 (558) S=0.212	-0.0049 (563) S=0.454	-0.0787 (554) S=0.032	1.0000 (0) S=0.001
DMC2	0.6559 (556) S=0.001	0.5445 (559) S=0.001	0.5602 (561) S=0.001	0.5384 (561) S=0.001	0.5339 (547) S=0.001	0.5241 (555) S=0.001	0.5056 (557) S=0.001	0.5127 (562) S=0.001	0.4880 (554) S=0.001	0.4003 (560) S=0.001
EMC1	0.7039 (557) S=0.001	0.5689 (559) S=0.001	0.5313 (562) S=0.001	0.5855 (562) S=0.001	0.5510 (549) S=0.001	0.5419 (555) S=0.001	0.6063 (559) S=0.001	0.5245 (563) S=0.001	0.4550 (554) S=0.001	0.0580 (558) S=0.086

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PEARSON CORRELATION COEFFICIENTS

	BMCW4	BMCW5	BMCW6	BMCW7	CMC1	CMC2	CMC3	CMC4	CMC5	DMC1
EMC2	0.1023	0.1025	0.0815	0.0759	-0.0668	-0.0038	-0.0294	-0.1757	-0.1069	0.2309
	(558)	(560)	(563)	(563)	(550)	(556)	(560)	(564)	(555)	(559)
	S=0.008	S=0.008	S=0.027	S=0.036	S=0.059	S=0.464	S=0.244	S=0.001	S=0.006	S=0.001
GALL1	0.6250	0.5065	0.4962	0.5132	0.5753	0.7312	0.6593	0.4776	0.4511	0.0403
	(543)	(545)	(548)	(548)	(537)	(543)	(545)	(549)	(541)	(543)
	S=0.001	S=0.001	S=0.001	S=0.001	S=0.001	S=0.001	S=0.001	S=0.001	S=0.001	S=0.174
GALL2	0.3557	0.3867	0.3718	0.2801	0.3308	0.3431	0.2358	0.2284	0.3014	0.0455
	(556)	(560)	(563)	(563)	(551)	(558)	(560)	(564)	(556)	(558)
	S=0.001	S=0.001	S=0.001	S=0.001	S=0.001	S=0.001	S=0.001	S=0.001	S=0.001	S=0.142
GALL3	0.3272	0.3030	0.3110	0.2849	0.3724	0.3418	0.2829	0.2575	0.3282	0.0892
	(558)	(560)	(563)	(563)	(551)	(559)	(560)	(564)	(556)	(558)
	S=0.001	S=0.001	S=0.001	S=0.001	S=0.001	S=0.001	S=0.001	S=0.001	S=0.001	S=0.018
V115	0.3188	0.2767	0.2042	0.3819	0.4958	0.1411	0.3209	0.3212	0.5121	-0.0104
	(563)	(564)	(567)	(568)	(551)	(561)	(564)	(569)	(558)	(561)
	S=0.001	S=0.001	S=0.001	S=0.001	S=0.001	S=0.001	S=0.001	S=0.001	S=0.001	S=0.403
V116	0.1603	0.1135	0.0674	0.1794	0.2634	0.0852	0.1046	0.1435	0.2190	0.0016
	(564)	(565)	(568)	(569)	(552)	(562)	(565)	(570)	(559)	(562)
	S=0.001	S=0.003	S=0.054	S=0.001	S=0.001	S=0.022	S=0.006	S=0.001	S=0.001	S=0.484
V117	0.1065	0.0554	0.0869	0.1291	0.1405	0.0372	0.0176	0.1297	0.2101	0.0268
	(563)	(564)	(567)	(568)	(551)	(561)	(564)	(569)	(558)	(561)
	S=0.006	S=0.094	S=0.019	S=0.001	S=0.001	S=0.189	S=0.339	S=0.001	S=0.001	S=0.263
V118	0.1415	0.0922	0.0771	0.1265	0.1756	0.1473	0.1247	0.1600	0.1729	-0.0229
	(556)	(558)	(560)	(561)	(545)	(555)	(558)	(562)	(552)	(554)
	S=0.001	S=0.015	S=0.034	S=0.001	S=0.001	S=0.001	S=0.002	S=0.001	S=0.001	S=0.295
V120	0.2434	0.2053	0.1482	0.3141	0.4052	0.1389	0.2451	0.2371	0.3983	-0.0003
	(563)	(564)	(567)	(568)	(551)	(561)	(564)	(569)	(558)	(561)
	S=0.001	S=0.001	S=0.001	S=0.001	S=0.001	S=0.001	S=0.001	S=0.001	S=0.001	S=0.498
V121	-0.1323	-0.1205	-0.0872	-0.1657	-0.2416	-0.0530	-0.1911	-0.1411	-0.2555	-0.0143
	(563)	(565)	(567)	(568)	(552)	(562)	(565)	(569)	(559)	(561)
	S=0.001	S=0.002	S=0.019	S=0.001	S=0.001	S=0.105	S=0.001	S=0.001	S=0.001	S=0.368
V122	0.0181	-0.0099	0.0269	0.0230	0.0420	-0.0513	-0.0304	-0.0151	0.0430	-0.0107
	(560)	(562)	(564)	(565)	(549)	(559)	(562)	(566)	(556)	(558)
	S=0.335	S=0.407	S=0.262	S=0.292	S=0.163	S=0.113	S=0.236	S=0.360	S=0.156	S=0.400

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PEARSON CORRELATION COEFFICIENTS

	BMCW4	BMCW5	BMCW6	BMCW7	CMC1	CMC2	CMC3	CMC4	CMC5	DMC1
V123	0.1169	0.1279	0.1946	-0.0075	0.0029	0.0670	-0.0929	0.1197	0.0309	0.0375
	(562)	(563)	(566)	(567)	(550)	(560)	(563)	(568)	(557)	(560)
	S=0.003	S=0.001	S=0.001	S=0.429	S=0.473	S=0.057	S=0.014	S=0.002	S=0.233	S=0.188
V124	0.0839	0.1032	0.1513	-0.0190	-0.0002	0.0395	-0.1106	0.1067	0.0345	0.0328
	(561)	(562)	(565)	(566)	(549)	(559)	(562)	(567)	(556)	(559)
	S=0.023	S=0.007	S=0.001	S=0.326	S=0.498	S=0.175	S=0.004	S=0.006	S=0.208	S=0.219
V126	-0.1461	-0.0620	-0.0147	-0.1930	-0.2047	-0.0630	-0.1718	-0.1294	-0.2169	0.0250
	(562)	(563)	(566)	(567)	(550)	(560)	(563)	(568)	(557)	(560)
	S=0.001	S=0.071	S=0.364	S=0.001	S=0.001	S=0.068	S=0.001	S=0.001	S=0.001	S=0.277
V128	0.0514	-0.0132	0.0001	0.0508	0.0920	0.0241	0.0499	0.0491	0.1346	-0.0190
	(562)	(563)	(566)	(567)	(550)	(560)	(563)	(568)	(557)	(560)
	S=0.112	S=0.377	S=0.499	S=0.114	S=0.015	S=0.285	S=0.119	S=0.121	S=0.001	S=0.327
V130	0.0721	0.1154	0.1711	-0.0414	-0.0390	0.0303	-0.1261	0.0956	0.0090	0.0291
	(560)	(561)	(564)	(565)	(548)	(558)	(561)	(566)	(555)	(558)
	S=0.044	S=0.003	S=0.001	S=0.163	S=0.181	S=0.238	S=0.001	S=0.011	S=0.416	S=0.247
RACE	-0.0733	-0.1271	-0.1520	-0.0059	0.0276	-0.0391	0.1070	-0.0974	-0.0139	-0.0853
	(550)	(552)	(555)	(555)	(541)	(548)	(551)	(556)	(547)	(552)
	S=0.043	S=0.001	S=0.001	S=0.445	S=0.261	S=0.180	S=0.006	S=0.011	S=0.373	S=0.023
V132	0.1885	0.1062	0.0719	0.2355	0.2627	0.1070	0.1533	0.1706	0.2574	0.0519
	(554)	(555)	(558)	(558)	(543)	(551)	(554)	(559)	(549)	(554)
	S=0.001	S=0.006	S=0.045	S=0.001	S=0.001	S=0.006	S=0.001	S=0.001	S=0.001	S=0.111

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PEARSON CORRELATION COEFFICIENTS

	DMC2	EMC1	EMC2	GALL1	GALL2	GALL3	V115	V116	V117	V118
AMC1	0.4322	0.4367	-0.0156	0.5347	0.2094	0.2855	0.3091	0.1800	0.0955	0.1288
	(554)	(556)	(556)	(544)	(559)	(559)	(561)	(562)	(561)	(555)
	S=0.001	S=0.001	S=0.356	S=0.001	S=0.001	S=0.001	S=0.001	S=0.001	S=0.012	S=0.001
AMC2	0.2720	0.2879	0.0424	0.2691	0.1775	0.2980	0.3510	0.1746	0.0324	0.0797
	(550)	(552)	(553)	(539)	(554)	(554)	(557)	(558)	(557)	(551)
	S=0.001	S=0.001	S=0.160	S=0.001	S=0.001	S=0.001	S=0.001	S=0.001	S=0.223	S=0.031
AMC3	0.2877	0.2885	-0.0015	0.2755	0.1282	0.2007	0.2426	0.0624	0.0352	0.0344
	(554)	(555)	(556)	(543)	(558)	(558)	(560)	(561)	(560)	(554)
	S=0.001	S=0.001	S=0.486	S=0.001	S=0.001	S=0.001	S=0.001	S=0.070	S=0.203	S=0.209
BMCM1	0.1095	0.1628	0.4594	0.0454	0.1164	0.0139	-0.0430	-0.0127	0.0082	0.0107
	(556)	(557)	(557)	(543)	(558)	(558)	(563)	(564)	(563)	(556)
	S=0.005	S=0.001	S=0.001	S=0.146	S=0.003	S=0.371	S=0.154	S=0.381	S=0.423	S=0.401
BMCM2	0.1064	0.1131	0.2548	0.0096	0.1532	0.0265	0.0132	0.0016	0.0392	0.0452
	(561)	(562)	(563)	(548)	(563)	(563)	(568)	(569)	(568)	(561)
	S=0.006	S=0.004	S=0.001	S=0.052	S=0.001	S=0.265	S=0.376	S=0.485	S=0.175	S=0.143
BMCM3	0.0966	0.1213	0.2798	0.0395	0.1211	0.0116	-0.0912	-0.0359	-0.0144	0.0149
	(557)	(559)	(559)	(545)	(560)	(560)	(565)	(566)	(565)	(558)
	S=0.011	S=0.002	S=0.001	S=0.179	S=0.002	S=0.392	S=0.015	S=0.197	S=0.366	S=0.363
BMCM4	0.0637	0.1455	0.3243	0.0709	0.0032	0.0010	0.0936	0.0250	0.0030	0.0378
	(558)	(559)	(560)	(545)	(560)	(560)	(565)	(566)	(565)	(558)
	S=0.066	S=0.001	S=0.001	S=0.049	S=0.470	S=0.491	S=0.013	S=0.277	S=0.472	S=0.187
BMCW1	0.6626	0.7150	0.0995	0.6274	0.3789	0.3415	0.3143	0.1433	0.1070	0.1262
	(552)	(553)	(554)	(539)	(554)	(554)	(558)	(559)	(558)	(552)
	S=0.001	S=0.001	S=0.010	S=0.001	S=0.001	S=0.001	S=0.001	S=0.001	S=0.006	S=0.001
BMCW2	0.5223	0.5280	0.1040	0.4742	0.3762	0.3094	0.3037	0.1260	0.0565	0.0942
	(561)	(561)	(562)	(547)	(562)	(562)	(567)	(568)	(567)	(560)
	S=0.001	S=0.001	S=0.007	S=0.001	S=0.001	S=0.001	S=0.001	S=0.001	S=0.090	S=0.013
BMCW3	0.5932	0.7008	0.0917	0.6031	0.3162	0.2952	0.3708	0.1626	0.1139	0.1231
	(556)	(557)	(558)	(543)	(558)	(558)	(562)	(563)	(562)	(556)
	S=0.001	S=0.001	S=0.015	S=0.001	S=0.001	S=0.001	S=0.001	S=0.001	S=0.003	S=0.002
BMCW4	0.6559	0.7039	0.1023	0.6250	0.3557	0.3272	0.3188	0.1603	0.1065	0.1415
	(556)	(557)	(558)	(543)	(558)	(558)	(563)	(564)	(563)	(556)
	S=0.001	S=0.001	S=0.008	S=0.001	S=0.001	S=0.001	S=0.001	S=0.001	S=0.006	S=0.001

(COEFFICIENT / (CASES) / SIGNIFICANCE) (A VALUE OF 99.0000 IS PRINTED IF A COEFFICIENT CANNOT BE COMPUTED)

PEARSON CORRELATION COEFFICIENTS

	DMC2	EMC1	EMC2	GALL1	GALL2	GALL3	V115	V116	V117	V118
BMCW5	0.5445	0.5689	0.1025	0.5065	0.3867	0.3030	0.2767	0.1135	0.0554	0.0922
	(559)	(559)	(560)	(545)	(560)	(560)	(564)	(565)	(564)	(558)
	S=0.001	S=0.001	S=0.008	S=0.001	S=0.001	S=0.001	S=0.001	S=0.003	S=0.094	S=0.015
BMCW6	0.5602	0.5313	0.0815	0.4962	0.3718	0.3110	0.2042	0.0674	0.0869	0.0771
	(561)	(562)	(563)	(548)	(563)	(563)	(567)	(568)	(567)	(560)
	S=0.001	S=0.001	S=0.027	S=0.001	S=0.001	S=0.001	S=0.001	S=0.054	S=0.019	S=0.034
BMCW7	0.5394	0.5555	0.0759	0.5132	0.2801	0.2849	0.3819	0.1794	0.1291	0.1265
	(561)	(562)	(563)	(548)	(563)	(563)	(568)	(569)	(568)	(561)
	S=0.001	S=0.001	S=0.036	S=0.001	S=0.001	S=0.001	S=0.001	S=0.001	S=0.001	S=0.001
CMC1	0.5339	0.5510	-0.0668	0.5753	0.3308	0.3724	0.4958	0.2634	0.1405	0.1756
	(547)	(549)	(550)	(537)	(551)	(551)	(551)	(552)	(551)	(545)
	S=0.001	S=0.001	S=0.059	S=0.001	S=0.001	S=0.001	S=0.001	S=0.001	S=0.001	S=0.001
CMC2	0.5241	0.5419	-0.0038	0.7312	0.3431	0.3418	0.1411	0.0852	0.0372	0.1473
	(555)	(555)	(556)	(543)	(558)	(558)	(561)	(562)	(561)	(555)
	S=0.001	S=0.001	S=0.464	S=0.001	S=0.001	S=0.001	S=0.001	S=0.022	S=0.189	S=0.001
CMC3	0.5056	0.6063	-0.0294	0.6593	0.2358	0.2829	0.3209	0.1046	0.0176	0.1247
	(557)	(559)	(560)	(545)	(560)	(560)	(564)	(565)	(564)	(558)
	S=0.001	S=0.001	S=0.244	S=0.001	S=0.001	S=0.001	S=0.001	S=0.006	S=0.339	S=0.002
CMC4	0.5127	0.5245	-0.1757	0.4776	0.2294	0.2575	0.3212	0.1435	0.1297	0.1600
	(562)	(563)	(564)	(549)	(564)	(564)	(569)	(570)	(569)	(562)
	S=0.001	S=0.001	S=0.001	S=0.001	S=0.001	S=0.001	S=0.001	S=0.001	S=0.001	S=0.001
CMC5	0.4890	0.4550	-0.1069	0.4511	0.3014	0.3282	0.5121	0.2190	0.2101	0.1729
	(554)	(554)	(555)	(541)	(556)	(556)	(558)	(559)	(558)	(552)
	S=0.001	S=0.001	S=0.006	S=0.001	S=0.001	S=0.001	S=0.001	S=0.001	S=0.001	S=0.001
DMC1	0.4003	0.0580	0.2309	0.0403	0.0455	0.0892	-0.0104	0.0016	0.0268	-0.0229
	(560)	(558)	(559)	(543)	(558)	(558)	(561)	(562)	(561)	(554)
	S=0.001	S=0.086	S=0.001	S=0.174	S=0.142	S=0.018	S=0.403	S=0.484	S=0.263	S=0.295
DMC2	1.0000	0.5530	0.0200	0.5605	0.3414	0.3898	0.2380	0.1099	0.0834	0.0478
	(0)	(557)	(558)	(542)	(557)	(557)	(560)	(561)	(560)	(553)
	S=0.001	S=0.001	S=0.319	S=0.001	S=0.001	S=0.001	S=0.001	S=0.005	S=0.024	S=0.131
EMC1	0.5530	1.0000	0.2881	0.5853	0.2785	0.2964	0.1891	0.1058	-0.0156	0.0773
	(557)	(0)	(563)	(545)	(559)	(559)	(562)	(563)	(562)	(555)
	S=0.001	S=0.001	S=0.001	S=0.001	S=0.001	S=0.001	S=0.001	S=0.006	S=0.356	S=0.034

(COEFFICIENT / (CASES) / SIGNIFICANCE) (A VALUE OF 99.0000 IS PRINTED IF A COEFFICIENT CANNOT BE COMPUTED)

PEARSON CORRELATION COEFFICIENTS

	DMC2	EMC1	EMC2	GALL1	GALL2	GALL3	V115	V116	V117	V118
EMC2	0.0200	0.2881	1.0000	-0.0145	0.0887	0.0154	-0.1335	-0.0445	-0.0527	-0.0015
	(558)	(563)	(0)	(545)	(559)	(559)	(562)	(563)	(562)	(555)
	S=0.319	S=0.001	S=0.001	S=0.368	S=0.018	S=0.358	S=0.001	S=0.146	S=0.106	S=0.486
GALL1	0.5605	0.5853	-0.0145	1.0000	0.4280	0.3973	0.2296	0.1095	0.0680	0.1394
	(542)	(545)	(545)	(0)	(549)	(548)	(548)	(549)	(548)	(541)
	S=0.001	S=0.001	S=0.368	S=0.001	S=0.001	S=0.001	S=0.001	S=0.005	S=0.056	S=0.001
GALL2	0.3414	0.2785	0.0887	0.4280	1.0000	0.4057	0.1294	0.0370	0.0279	0.0505
	(557)	(559)	(559)	(549)	(0)	(563)	(563)	(564)	(563)	(556)
	S=0.001	S=0.001	S=0.018	S=0.001	S=0.001	S=0.001	S=0.001	S=0.190	S=0.255	S=0.117
GALL3	0.3898	0.2964	0.0154	0.3973	0.4057	1.0000	0.2076	0.0890	0.0512	0.0647
	(557)	(559)	(559)	(548)	(563)	(0)	(563)	(564)	(563)	(556)
	S=0.001	S=0.001	S=0.358	S=0.001	S=0.001	S=0.001	S=0.001	S=0.017	S=0.112	S=0.064
V115	0.2380	0.1891	-0.1335	0.2296	0.1294	0.2076	1.0000	0.4133	0.3534	0.3128
	(560)	(562)	(562)	(548)	(563)	(563)	(0)	(569)	(568)	(561)
	S=0.001	S=0.001	S=0.001	S=0.001	S=0.001	S=0.001	S=0.001	S=0.001	S=0.001	S=0.001
V116	0.1099	0.1058	-0.0445	0.1095	0.0370	0.0890	0.4133	1.0000	0.2376	0.2793
	(561)	(563)	(563)	(549)	(564)	(564)	(569)	(0)	(569)	(562)
	S=0.005	S=0.006	S=0.146	S=0.005	S=0.190	S=0.017	S=0.001	S=0.001	S=0.001	S=0.001
V117	0.0834	-0.0156	-0.0527	0.0680	0.0279	0.0512	0.3534	0.2376	1.0000	0.5175
	(560)	(562)	(562)	(548)	(563)	(563)	(568)	(569)	(0)	(561)
	S=0.024	S=0.356	S=0.106	S=0.056	S=0.255	S=0.112	S=0.001	S=0.001	S=0.001	S=0.001
V118	0.0478	0.0773	-0.0015	0.1394	0.0505	0.0647	0.3128	0.2793	0.5175	1.0000
	(553)	(555)	(555)	(541)	(556)	(556)	(561)	(562)	(561)	(0)
	S=0.131	S=0.034	S=0.486	S=0.001	S=0.117	S=0.064	S=0.001	S=0.001	S=0.001	S=0.001
V120	0.1875	0.1321	-0.1244	0.2071	0.1293	0.1672	0.7331	0.4221	0.3870	0.3864
	(560)	(562)	(562)	(548)	(563)	(563)	(568)	(569)	(568)	(561)
	S=0.001	S=0.001	S=0.002	S=0.001	S=0.001	S=0.001	S=0.001	S=0.001	S=0.001	S=0.001
V121	-0.1251	-0.0901	0.0953	-0.1163	-0.0458	-0.0865	-0.4415	-0.0490	-0.1087	-0.1401
	(560)	(562)	(562)	(548)	(563)	(563)	(568)	(569)	(568)	(562)
	S=0.002	S=0.016	S=0.012	S=0.003	S=0.139	S=0.020	S=0.001	S=0.121	S=0.005	S=0.001
V122	0.0135	-0.0708	-0.0285	-0.0250	0.0152	0.0082	0.1003	0.0676	0.2591	0.1918
	(557)	(559)	(559)	(545)	(560)	(560)	(565)	(566)	(565)	(559)
	S=0.375	S=0.047	S=0.251	S=0.280	S=0.360	S=0.423	S=0.009	S=0.054	S=0.001	S=0.001

(COEFFICIENT / (CASES) / SIGNIFICANCE) (A VALUE OF 99.0000 IS PRINTED IF A COEFFICIENT CANNOT BE COMPUTED)

PEARSON CORRELATION COEFFICIENTS

	DMC2	EMC1	EMC2	GALL1	GALL2	GALL3	V115	V116	V117	V118
V123	0.1049	0.0576	-0.0035	0.0253	0.1722	0.0680	-0.0415	-0.0630	0.0260	-0.0242
	(559)	(561)	(561)	(547)	(562)	(562)	(567)	(568)	(567)	(560)
	S=0.007	S=0.086	S=0.467	S=0.278	S=0.001	S=0.054	S=0.162	S=0.067	S=0.269	S=0.284
V124	0.0885	0.0147	-0.0355	-0.0090	0.1526	0.0311	-0.0129	-0.0630	0.0150	-0.0298
	(558)	(560)	(560)	(546)	(561)	(561)	(566)	(567)	(566)	(559)
	S=0.018	S=0.364	S=0.201	S=0.417	S=0.001	S=0.231	S=0.380	S=0.067	S=0.361	S=0.241
V126	-0.0703	-0.0604	0.0676	-0.0697	0.0520	-0.0706	-0.3992	-0.2041	-0.0779	-0.1242
	(559)	(561)	(561)	(547)	(562)	(562)	(567)	(568)	(567)	(560)
	S=0.048	S=0.077	S=0.055	S=0.052	S=0.109	S=0.047	S=0.001	S=0.001	S=0.032	S=0.002
V128	0.0373	0.0385	-0.0135	0.0140	-0.0944	-0.0317	0.1719	0.1327	0.1120	0.1052
	(559)	(561)	(561)	(547)	(562)	(562)	(567)	(568)	(567)	(561)
	S=0.189	S=0.182	S=0.375	S=0.372	S=0.013	S=0.226	S=0.001	S=0.001	S=0.004	S=0.006
V130	0.0917	0.0131	0.0034	-0.0074	0.1723	0.0253	-0.1097	-0.1329	-0.0246	-0.0844
	(557)	(559)	(559)	(545)	(560)	(560)	(565)	(566)	(565)	(558)
	S=0.015	S=0.379	S=0.468	S=0.432	S=0.001	S=0.275	S=0.005	S=0.001	S=0.280	S=0.023
RACE	-0.1165	0.0156	-0.0111	-0.0098	-0.1445	-0.0334	-0.0292	0.0057	-0.0411	0.0110
	(550)	(551)	(551)	(540)	(553)	(553)	(555)	(556)	(555)	(548)
	S=0.003	S=0.358	S=0.397	S=0.410	S=0.001	S=0.216	S=0.246	S=0.447	S=0.167	S=0.398
V132	0.1419	0.1057	-0.0600	0.0945	0.0624	0.1083	0.4519	0.1946	0.1438	0.1724
	(552)	(554)	(554)	(540)	(555)	(555)	(558)	(559)	(558)	(551)
	S=0.001	S=0.006	S=0.079	S=0.014	S=0.071	S=0.005	S=0.001	S=0.001	S=0.001	S=0.001

(COEFFICIENT / (CASES) / SIGNIFICANCE) (A VALUE OF 99.0000 IS PRINTED IF A COEFFICIENT CANNOT BE COMPUTED)

PEARSON CORRELATION COEFFICIENTS

	V120	V121	V122	V123	V124	V126	V128	V130	RACE	V132
AMC1	0.2548	-0.1867	0.0105	-0.1757	-0.1980	-0.2148	0.0893	-0.2010	0.1181	0.1897
	(561)	(561)	(558)	(560)	(559)	(560)	(560)	(558)	(550)	(553)
	S=0.001	S=0.001	S=0.402	S=0.001	S=0.001	S=0.001	S=0.017	S=0.001	S=0.003	S=0.001
AMC2	0.2788	-0.2201	-0.0017	-0.1562	-0.1626	-0.2753	0.0469	-0.1775	0.1521	0.2376
	(557)	(557)	(554)	(556)	(555)	(556)	(556)	(554)	(545)	(548)
	S=0.001	S=0.001	S=0.484	S=0.001	S=0.001	S=0.001	S=0.135	S=0.001	S=0.001	S=0.001
AMC3	0.1664	-0.1163	-0.0461	-0.1271	-0.1336	-0.2042	0.0415	-0.1300	0.0512	0.1896
	(560)	(560)	(557)	(559)	(558)	(559)	(559)	(557)	(549)	(552)
	S=0.001	S=0.003	S=0.139	S=0.001	S=0.001	S=0.001	S=0.163	S=0.001	S=0.115	S=0.001
BMCM1	-0.0064	0.0630	0.0208	0.0960	0.0711	0.0330	-0.0891	0.1225	-0.0103	-0.0121
	(563)	(563)	(560)	(562)	(561)	(562)	(562)	(560)	(550)	(553)
	S=0.439	S=0.068	S=0.312	S=0.011	S=0.046	S=0.218	S=0.017	S=0.002	S=0.404	S=0.388
BMCM2	-0.0035	0.0510	0.0155	0.1362	0.1092	0.1066	-0.1230	0.1806	-0.1135	-0.0566
	(568)	(568)	(565)	(567)	(566)	(567)	(567)	(565)	(555)	(558)
	S=0.467	S=0.113	S=0.356	S=0.001	S=0.005	S=0.006	S=0.002	S=0.001	S=0.004	S=0.091
BMCM3	-0.0464	0.0024	0.0099	0.1296	0.1194	0.1575	-0.1282	0.1739	-0.0689	-0.1177
	(565)	(565)	(562)	(564)	(563)	(564)	(564)	(562)	(552)	(555)
	S=0.136	S=0.069	S=0.408	S=0.001	S=0.002	S=0.001	S=0.001	S=0.001	S=0.053	S=0.003
BMCM4	0.0987	-0.0317	0.0346	-0.0924	-0.0863	-0.0685	-0.1039	-0.0928	0.0658	0.0727
	(565)	(565)	(562)	(564)	(563)	(564)	(564)	(562)	(552)	(555)
	S=0.009	S=0.226	S=0.207	S=0.014	S=0.020	S=0.052	S=0.007	S=0.014	S=0.061	S=0.043
BMCW1	0.2334	-0.1247	0.0204	0.1371	0.1033	-0.1134	0.0425	0.0967	-0.0981	0.1620
	(558)	(559)	(556)	(557)	(556)	(557)	(557)	(555)	(546)	(550)
	S=0.001	S=0.002	S=0.316	S=0.001	S=0.007	S=0.004	S=0.158	S=0.011	S=0.011	S=0.001
BMCW2	0.2385	-0.1355	-0.0140	0.0934	0.0667	-0.0984	-0.0232	0.0826	-0.1214	0.1441
	(567)	(567)	(564)	(566)	(565)	(566)	(566)	(564)	(554)	(557)
	S=0.001	S=0.001	S=0.370	S=0.013	S=0.057	S=0.010	S=0.291	S=0.025	S=0.002	S=0.001
BMCW3	0.2759	-0.1334	0.0147	0.0595	0.0466	-0.1547	0.0620	0.0212	-0.0411	0.1948
	(562)	(563)	(560)	(561)	(560)	(561)	(561)	(559)	(550)	(553)
	S=0.001	S=0.001	S=0.364	S=0.080	S=0.135	S=0.001	S=0.071	S=0.308	S=0.168	S=0.001
BMCW4	0.2434	-0.1323	0.0181	0.1169	0.0839	-0.1461	0.0514	0.0721	-0.0733	0.1885
	(563)	(563)	(560)	(562)	(561)	(562)	(562)	(560)	(550)	(554)
	S=0.001	S=0.001	S=0.335	S=0.003	S=0.023	S=0.001	S=0.112	S=0.044	S=0.043	S=0.001

(COEFFICIENT / (CASES) / SIGNIFICANCE) (A VALUE OF 99.0000 IS PRINTED IF A COEFFICIENT CANNOT BE COMPUTED)

PEARSON CORRELATION COEFFICIENTS

	V120	V121	V122	V123	V124	V126	V128	V130	RACE	V132
BMCW5	0.2053	-0.1205	-0.0099	0.1279	0.1032	-0.0620	-0.0132	0.1154	-0.1271	0.1062
	(564)	(565)	(562)	(563)	(562)	(563)	(563)	(561)	(552)	(555)
	S=0.001	S=0.002	S=0.407	S=0.001	S=0.007	S=0.071	S=0.377	S=0.003	S=0.001	S=0.006
BMCW6	0.1482	-0.0872	0.0269	0.1946	0.1513	-0.0147	0.0001	0.1711	-0.1520	0.0719
	(567)	(567)	(564)	(566)	(565)	(566)	(566)	(564)	(555)	(558)
	S=0.001	S=0.019	S=0.262	S=0.001	S=0.001	S=0.364	S=0.499	S=0.001	S=0.001	S=0.045
BMCW7	0.3141	-0.1657	0.0230	-0.0075	-0.0190	-0.1930	0.0508	-0.0414	-0.0059	0.2355
	(568)	(568)	(565)	(567)	(566)	(567)	(567)	(565)	(555)	(558)
	S=0.001	S=0.001	S=0.292	S=0.429	S=0.326	S=0.001	S=0.114	S=0.163	S=0.445	S=0.001
CMC1	0.4052	-0.2416	0.0420	0.0029	-0.0002	-0.2047	0.0920	-0.0390	0.0276	0.2627
	(551)	(552)	(549)	(550)	(549)	(550)	(550)	(548)	(541)	(543)
	S=0.001	S=0.001	S=0.163	S=0.473	S=0.498	S=0.001	S=0.015	S=0.181	S=0.261	S=0.001
CMC2	0.1389	-0.0530	-0.0513	0.0670	0.0395	-0.0630	0.0241	0.0303	-0.0391	0.1070
	(561)	(562)	(559)	(560)	(559)	(560)	(560)	(558)	(548)	(551)
	S=0.001	S=0.105	S=0.113	S=0.057	S=0.175	S=0.068	S=0.285	S=0.238	S=0.180	S=0.006
CMC3	0.2451	-0.1911	-0.0304	-0.0929	-0.1106	-0.1718	0.0499	-0.1261	0.1070	0.1533
	(564)	(565)	(562)	(563)	(562)	(563)	(563)	(561)	(551)	(554)
	S=0.001	S=0.001	S=0.236	S=0.014	S=0.004	S=0.001	S=0.119	S=0.001	S=0.006	S=0.001
CMC4	0.2371	-0.1411	-0.0151	0.1197	0.1067	-0.1294	0.0491	0.0956	-0.0974	0.1706
	(569)	(569)	(566)	(568)	(567)	(568)	(568)	(566)	(556)	(559)
	S=0.001	S=0.001	S=0.360	S=0.002	S=0.006	S=0.001	S=0.121	S=0.011	S=0.011	S=0.001
CMC5	0.3983	-0.2555	0.0430	0.0309	0.0345	-0.2169	0.1346	0.0090	-0.0139	0.2574
	(558)	(559)	(556)	(557)	(556)	(557)	(557)	(555)	(547)	(549)
	S=0.001	S=0.001	S=0.156	S=0.233	S=0.208	S=0.001	S=0.001	S=0.416	S=0.373	S=0.001
DMC1	-0.0003	-0.0143	-0.0107	0.0375	0.0328	0.0250	-0.0190	0.0291	-0.0853	0.0519
	(561)	(561)	(558)	(560)	(559)	(560)	(560)	(558)	(552)	(554)
	S=0.498	S=0.368	S=0.400	S=0.188	S=0.219	S=0.277	S=0.327	S=0.247	S=0.023	S=0.111
DMC2	0.1875	-0.1251	0.0135	0.1049	0.0885	-0.0703	0.0373	0.0917	-0.1165	0.1419
	(560)	(560)	(557)	(559)	(558)	(559)	(559)	(557)	(550)	(552)
	S=0.001	S=0.002	S=0.375	S=0.007	S=0.018	S=0.048	S=0.189	S=0.015	S=0.003	S=0.001
EMC1	0.1321	-0.0901	-0.0708	0.0576	0.0147	-0.0604	0.0385	0.0131	0.0156	0.1057
	(562)	(562)	(559)	(561)	(560)	(561)	(561)	(559)	(551)	(554)
	S=0.001	S=0.016	S=0.047	S=0.086	S=0.364	S=0.077	S=0.182	S=0.379	S=0.358	S=0.006

(COEFFICIENT / (CASES) / SIGNIFICANCE) (A VALUE OF 99.0000 IS PRINTED IF A COEFFICIENT CANNOT BE COMPUTED)

PEARSON CORRELATION COEFFICIENTS

	V120	V121	V122	V123	V124	V126	V128	V130	RACE	V132
EMG2	-0.1244	0.0953	-0.0285	-0.0035	-0.0355	0.0676	-0.0135	0.0034	-0.0111	-0.0600
	(562)	(562)	(559)	(561)	(560)	(561)	(561)	(559)	(551)	(554)
	S=0.002	S=0.012	S=0.251	S=0.467	S=0.201	S=0.055	S=0.375	S=0.468	S=0.397	S=0.079
GALL1	0.2071	-0.1163	-0.0250	0.0253	-0.0090	-0.0697	0.0140	-0.0074	-0.0098	0.0945
	(548)	(548)	(545)	(547)	(546)	(547)	(547)	(545)	(540)	(540)
	S=0.001	S=0.003	S=0.280	S=0.278	S=0.417	S=0.052	S=0.372	S=0.432	S=0.410	S=0.014
GALL2	0.1293	-0.0458	0.0152	0.1722	0.1526	0.0520	-0.0944	0.1723	-0.1445	0.0624
	(563)	(563)	(560)	(562)	(561)	(562)	(562)	(560)	(553)	(555)
	S=0.001	S=0.139	S=0.360	S=0.001	S=0.001	S=0.109	S=0.013	S=0.001	S=0.001	S=0.071
GALL3	0.1672	-0.0865	0.0082	0.0690	0.0311	-0.0706	-0.0317	0.0253	-0.0334	0.1083
	(563)	(563)	(560)	(562)	(561)	(562)	(562)	(560)	(553)	(555)
	S=0.001	S=0.020	S=0.423	S=0.054	S=0.231	S=0.047	S=0.226	S=0.275	S=0.216	S=0.005
V115	0.7331	-0.4415	0.1000	-0.0415	-0.0129	-0.3992	0.1719	-0.1097	-0.0292	0.4519
	(568)	(568)	(565)	(567)	(566)	(567)	(567)	(565)	(555)	(558)
	S=0.001	S=0.001	S=0.009	S=0.162	S=0.380	S=0.001	S=0.001	S=0.005	S=0.246	S=0.001
V116	0.4221	-0.0490	0.0676	-0.0630	-0.0630	-0.2041	0.1327	-0.1329	0.0057	0.1946
	(569)	(569)	(566)	(568)	(567)	(568)	(568)	(566)	(556)	(559)
	S=0.001	S=0.121	S=0.054	S=0.067	S=0.067	S=0.001	S=0.001	S=0.001	S=0.447	S=0.001
V117	0.3870	-0.1087	0.2591	0.0260	0.0150	-0.0779	0.1120	-0.0246	-0.0411	0.1438
	(568)	(563)	(565)	(567)	(566)	(567)	(567)	(565)	(555)	(558)
	S=0.001	S=0.005	S=0.001	S=0.269	S=0.361	S=0.032	S=0.004	S=0.280	S=0.167	S=0.001
V118	0.3864	-0.1401	0.1918	-0.0242	-0.0298	-0.1242	0.1052	-0.0844	0.0110	0.1724
	(561)	(562)	(559)	(560)	(559)	(560)	(561)	(558)	(548)	(551)
	S=0.001	S=0.001	S=0.001	S=0.284	S=0.241	S=0.002	S=0.006	S=0.023	S=0.398	S=0.001
V120	1.0000	-0.3277	0.1417	-0.1079	-0.0925	-0.3306	0.1518	-0.2017	0.0450	0.3401
	(0)	(568)	(565)	(567)	(566)	(567)	(567)	(565)	(555)	(558)
	S=0.001	S=0.001	S=0.001	S=0.005	S=0.014	S=0.001	S=0.001	S=0.001	S=0.145	S=0.001
V121	-0.3277	1.0000	-0.0082	0.0408	0.0244	0.2406	-0.0583	0.0845	-0.0330	-0.2179
	(568)	(0)	(566)	(567)	(566)	(567)	(567)	(565)	(555)	(558)
	S=0.001	S=0.001	S=0.422	S=0.166	S=0.281	S=0.001	S=0.083	S=0.022	S=0.219	S=0.001
V122	0.1417	-0.0082	1.0000	0.0850	0.1023	-0.0017	-0.0326	0.1293	-0.0091	0.0515
	(565)	(566)	(0)	(564)	(563)	(564)	(564)	(562)	(552)	(555)
	S=0.001	S=0.422	S=0.001	S=0.022	S=0.008	S=0.484	S=0.220	S=0.001	S=0.415	S=0.113

(COEFFICIENT / (CASES) / SIGNIFICANCE) (A VALUE OF 99.0000 IS PRINTED IF A COEFFICIENT CANNOT BE COMPUTED)

PEARSON CORRELATION COEFFICIENTS

	V120	V121	V122	V123	V124	V126	V128	V130	RACE	V132
V123	-0.1079	0.0408	0.0850	1.0000	0.8923	0.2151	-0.1345	0.8453	-0.2165	-0.0773
	(567)	(567)	(564)	(0)	(565)	(566)	(566)	(564)	(554)	(557)
	S=0.005	S=0.166	S=0.022	S=0.001	S=0.001	S=0.001	S=0.001	S=0.001	S=0.001	S=0.034
V124	-0.0925	0.0244	0.1023	0.8923	1.0000	0.2165	-0.1300	0.8227	-0.2200	-0.0982
	(566)	(566)	(563)	(565)	(0)	(565)	(565)	(563)	(553)	(556)
	S=0.014	S=0.281	S=0.008	S=0.001	S=0.001	S=0.001	S=0.001	S=0.001	S=0.001	S=0.010
V126	-0.3306	0.2406	-0.0017	0.2151	0.2165	1.0000	-0.2590	0.3776	-0.1672	-0.7291
	(567)	(567)	(564)	(566)	(565)	(0)	(567)	(565)	(556)	(558)
	S=0.001	S=0.001	S=0.484	S=0.001	S=0.001	S=0.001	S=0.001	S=0.001	S=0.001	S=0.001
V128	0.1518	-0.0583	-0.0326	-0.1345	-0.1300	-0.2590	1.0000	-0.2109	-0.0140	0.2095
	(567)	(567)	(564)	(566)	(565)	(567)	(0)	(565)	(555)	(558)
	S=0.001	S=0.083	S=0.220	S=0.001	S=0.001	S=0.001	S=0.001	S=0.001	S=0.371	S=0.001
V130	-0.2017	0.0845	0.1293	0.8453	0.8227	0.3776	-0.2109	1.0000	-0.2820	-0.2135
	(565)	(565)	(562)	(564)	(563)	(565)	(565)	(0)	(553)	(557)
	S=0.001	S=0.022	S=0.001	S=0.001	S=0.001	S=0.001	S=0.001	S=0.001	S=0.001	S=0.001
RACE	0.0450	-0.0330	-0.0091	-0.2165	-0.2200	-0.1672	-0.0140	-0.2820	1.0000	0.0683
	(555)	(555)	(552)	(554)	(553)	(556)	(555)	(553)	(0)	(549)
	S=0.145	S=0.219	S=0.415	S=0.001	S=0.001	S=0.001	S=0.371	S=0.001	S=0.001	S=0.055
V132	0.3401	-0.2179	0.0515	-0.0773	-0.0982	-0.7291	0.2095	-0.2135	0.0683	1.0000
	(558)	(558)	(555)	(557)	(556)	(558)	(558)	(557)	(549)	(0)
	S=0.001	S=0.001	S=0.113	S=0.034	S=0.010	S=0.001	S=0.001	S=0.001	S=0.055	S=0.001

(COEFFICIENT / (CASES) / SIGNIFICANCE) (A VALUE OF 99.0000 IS PRINTED IF A COEFFICIENT CANNOT BE COMPUTED)

APPENDIX G

ATTITUDE SCALES BY CERTAIN DEMOGRAPHIC VARIABLES

Table G. 1

MEAN ATTITUDE SCALE SCORES*, BY EXPERIENCE IN UNIT WITH WOMAN COMPANY COMMANDER, BY SEX

	Not Assigned to Unit With Woman Company Commander		Assigned to Unit With Woman Company Commander	
	Male	Female	Male	Female
AMC1	19.8	23.0	20.6	24.1
AMC2	34.3	33.6	34.1	34.1
AMC3	5.9	6.8	5.3	6.6
BMCW1	41.8	50.5	41.0	52.2
BMCW2	18.6	21.0	18.2	21.3
BMCW3	14.3	18.7	14.1	19.0
CMC1	11.5	14.7	11.5	15.5
CMC2	14.7	15.5	15.0	15.8
CMC3	4.1	5.2	3.5	5.2
CMC4	5.5	6.7	5.8	6.6
CMC5	11.3	13.8	11.2	13.9
DMC2	11.8	13.2	12.0	13.2
EMC1	10.8	12.0	11.1	12.4
Approximate N	283	117	44	125

*Higher Scores reflect more positive attitudes.

Table G.2

MEAN ATTITUDE SCALE SCORES*, BY EXPERIENCE IN UNIT WITH MEN AND WOMEN SOLDIERS, BY SEX

	Not Assigned to Unit With Men & Women Soldiers		Assigned to Unit With Men & Women Soldiers	
	Male	Female	Male	Female
AMC1	20.2	23.2	19.8	23.6
AMC2	23.5	27.1	22.9	26.0
AMC3	6.2	6.3	5.6	6.7
BMCW1	42.4	46.6	41.4	51.6
BMCW2	19.0	21.2	18.3	21.1
BMCW3	14.7	17.1	14.1	18.9
CMC1	11.6	16.1	11.5	15.1
CMC2	14.7	15.5	15.0	15.8
CMC3	4.4	5.2	3.9	5.2
CMC4	5.4	7.2	5.6	6.6
CMC5	11.3	13.8	11.2	13.9
DMC2	12.1	13.0	11.6	13.2
EMC1	11.5	11.8	10.5	12.2
Approximate N	108	10	218	232

*Higher scores reflect a more positive attitude.

Table G.3

MEAN ATTITUDE SCALE SCORE*, BY EXPERIENCE IN SMALL UNIT WITH MEN & WOMEN SOLDIERS, BY SEX

	Not Assigned to Small Unit With Men & Women Soldiers		Assigned to Small Unit With Men & Women Soldiers	
	Male	Female	Male	Female
AMC1	20.0	22.5	19.9	23.8
AMC2	23.3	25.4	22.9	26.2
AMC3	5.9	6.9	5.7	6.6
BMCW1	42.3	47.7	41.5	52.1
BMCW2	18.8	20.0	18.3	21.4
BMCW3	14.6	17.9	14.1	19.1
CMC1	11.6	14.7	11.6	15.2
CMC2	14.4	14.4	15.1	16.0
CMC3	4.2	4.8	4.0	5.3
CMC4	5.5	6.3	5.6	6.7
CMC5	11.3	13.5	11.3	13.9
DMC2	12.3	12.4	11.4	13.4
EMC1	11.2	11.2	10.5	12.4
Approximate N	152	41	170	198

*Higher scores reflect more positive attitudes.

Table G.4

MEAN ATTITUDE SCALE SCORES*, BY SUPERVISORY EXPERIENCE, BY SEX

	No Supervisory Experience		Experience Supervising Men & Women		Experience Supervising Men Only		Experience Supervising Women Only	
	Male	Female	Male	Female	Male	Female	Male	Female
AMC1	21.8	23.3	18.9	23.9	21.3	21.1	29.0	23.6
AMC2	25.1	25.9	22.7	26.1	23.3	24.9	27.0	28.5
AMC3	6.1	7.1	5.5	6.5	6.4	7.8	7.0	6.6
BMCW1	42.0	47.3	41.3	52.6	42.8	50.7	46.0	51.5
BMCW2	18.9	19.9	18.4	21.3	18.8	22.5	22.0	21.5
BMCW3	14.5	17.8	14.2	19.3	14.5	17.4	19.0	18.3
CMC1	11.9	14.7	11.5	15.3	11.5	14.5	12.0	15.0
CMC2	14.8	15.1	14.6	16.0	15.1	15.4	16.0	14.4
CMC3	4.3	5.3	3.8	5.2	4.4	4.6	6.0	5.4
CMC4	5.3	6.4	5.6	6.8	5.4	6.3	6.0	6.2
CMC5	10.8	13.4	11.2	14.0	11.5	13.5	15.0	13.9
DMC2	11.8	12.9	11.6	13.4	12.2	12.5	14.0	12.5
EMC1	11.5	11.8	10.6	12.2	11.1	12.3	15.0	13.0
Approximate N	32	48	197	167	94	15	1	11

*Higher scores reflect more positive attitudes.

Table G.5

MEAN ATTITUDE SCALE SCORES*, BY EXPERIENCE WITH OPPOSITE SEX SUPERVISOR, BY SEX OF RESPONDENT

	Never Had Supervisor of Opposite Sex		Had Supervisor of Opposite Sex	
	Male	Female	Male	Female
AMC1	19.8	23.7	22.8	20.6
AMC2	23.0	24.0	23.3	26.1
AMC3	5.8	6.0	5.7	6.7
BMCW1	41.7	50.4	41.8	51.3
BMCW2	18.5	20.9	18.8	21.1
BMCW3	14.3	18.6	14.3	18.8
CMC1	11.3	15.6	12.2	15.1
CMC2	14.6	17.7	15.4	15.6
CMC3	4.2	4.8	4.0	5.3
CMC4	5.5	7.8	5.6	6.6
CMC5	11.2	14.3	11.5	13.8
DMC2	11.7	13.4	11.9	13.2
EMC1	10.9	12.4	10.6	12.1
Approximate N	251	7	76	234

*Higher scores reflect more positive attitudes.

Table G.6

MEAN ATTITUDE SCALE SCORES*, BY EXPERIENCE WITH SAME SEX SUPERVISOR, BY SEX OF RESPONDENT

	Never Had Supervisor of Same Sex		Had Supervisor of Same Sex	
	Male	Female	Male	Female
AMC1	21.3	24.0	19.9	23.2
AMC2	24.5	26.5	23.0	25.8
AMC3	5.3	6.9	5.8	6.6
BMCW1	40.6	51.3	41.8	51.4
BMCW2	18.6	21.2	18.5	21.1
BMCW3	14.2	18.6	14.3	19.0
CMC1	11.5	15.4	11.5	14.9
CMC2	14.2	15.8	14.8	15.6
CMC3	4.2	5.4	4.1	5.1
CMC4	4.7	6.8	5.6	6.5
CMC5	11.1	14.1	11.3	13.7
DMC2	12.4	13.5	11.8	13.0
EMC1	12.1	12.2	10.7	12.2
Approximate N	17	100	309	142

*Higher scores reflect more positive attitudes.

Table G.7

MEAN ATTITUDE SCALE SCORES, BY EXPERIENCE IN FIELD TRAINING EXERCISES, BY RESPONDENT'S SEX

	No Experience With Men & Women Soldiers in a Field Training Exercise		Had Experience With Men & Women Soldiers in a Field Training Exercise	
	Male	Female	Male	Female
AMC1	20.4	23.3	19.7	23.7
AMC2	23.4	26.0	22.9	26.1
AMC3	6.1	7.0	5.7	6.6
BMCW1	43.1	50.1	40.9	51.9
BMCW2	19.1	20.8	18.2	21.3
BMCW3	14.9	18.5	13.9	19.0
CMC1	11.8	14.7	11.4	15.3
CMC2	15.2	15.9	14.5	15.6
CMC3	4.4	5.2	3.9	5.2
CMC4	5.7	6.8	5.5	6.6
CMC5	11.3	13.8	11.3	13.8
DMC2	11.9	12.9	11.7	13.4
EMC1	11.2	12.7	10.6	12.0
Approximate N	123	69	200	173

*Higher scores reflect more positive attitudes.