

AD-A140 022

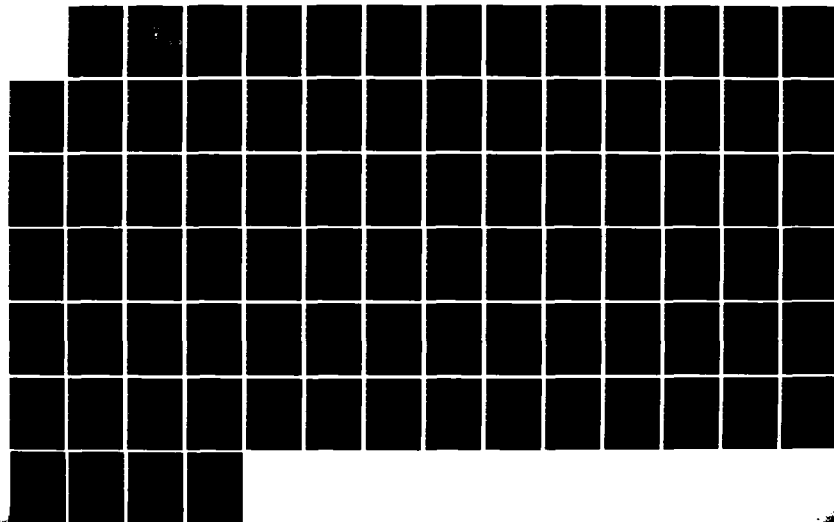
ATTITUDES OF MALE UNRESTRICTED LINE (URL) OFFICERS
TOWARDS INTEGRATION OF (U) NAVAL POSTGRADUATE SCHOOL
MONTEREY CA C J MCKENZIE DEC 83

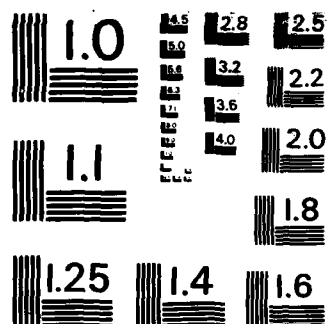
1/1

UNCLASSIFIED

F/G 5/10

NL





MICROCOPY RESOLUTION TEST CHART
NATIONAL BUREAU OF STANDARDS-1963-A

AD A140022

NAVAL POSTGRADUATE SCHOOL

Monterey, California



DTIC
ELECTE
APR 11 1984
S D D

THESIS

ATTITUDES OF MALE UNRESTRICTED LINE (URL) OFFICERS
TOWARDS INTEGRATION OF WOMEN INTO THEIR DESIGNATORS
AND TOWARDS WOMEN IN COMBAT

by

Colleen J. McKenzie

December, 1983

Thesis Advisor:

Thomas G. Swenson

Approved for public release, distribution unlimited

DTIC FILE COPY

84 04 11 010

REPORT DOCUMENTATION PAGE		READ INSTRUCTIONS BEFORE COMPLETING FORM
1. REPORT NUMBER	2. GOVT ACCESSION NO. AD-A140 022	3. RECIPIENT'S CATALOG NUMBER
4. TITLE (and Subtitle) Attitudes of Male Unrestricted Line (URL) Officers Towards Integration of Women into their Designators and Towards Women in Combat		5. TYPE OF REPORT & PERIOD COVERED Master's Thesis December, 1983
7. AUTHOR(s) Colleen J. McKenzie		6. PERFORMING ORG. REPORT NUMBER
9. PERFORMING ORGANIZATION NAME AND ADDRESS Naval Postgraduate School Monterey, California, 93943		8. CONTRACT OR GRANT NUMBER(s)
11. CONTROLLING OFFICE NAME AND ADDRESS Naval Postgraduate School Monterey, California, 93943		10. PROGRAM ELEMENT, PROJECT, TASK AREA & WORK UNIT NUMBERS
12. REPORT DATE December, 1983		13. NUMBER OF PAGES 84
14. MONITORING AGENCY NAME & ADDRESS (if different from Controlling Office)		15. SECURITY CLASS. (of this report)
		15a. DECLASSIFICATION/DOWNGRADING SCHEDULE
16. DISTRIBUTION STATEMENT (of this Report) Approved for public release, distribution unlimited		
17. DISTRIBUTION STATEMENT (of the abstract entered in Block 20, if different from Report)		
18. SUPPLEMENTARY NOTES		
19. KEY WORDS (Continue on reverse side if necessary and identify by block number) Women in the Navy, Women Officers, Women in Combat, Integration of Women		
20. ABSTRACT (Continue on reverse side if necessary and identify by block number) Using Rand Survey data, this thesis examines the attitudes of male Unre- stricted Line (URL) officers towards allowing women into their designators and the training and use of women in combat situations. The history of women in the Navy and a general look at the question of women in combat provide a framework for the analysis of the survey results. The possible implications of those attitudes, and the impact they could have on women		

↓ officers' careers, are also examined.

Accession For	
NTIS GRA&I	☒
DTIC TAB	☐
Unannounced	☐
Justification	
By _____	
Distribution/	
Availability Codes	
Dist	Avail and/or Special
A/1	



Approved for public release; distribution unlimited.

**Attitudes of Male Unrestricted Line (URL) Officers
Towards Integration of Women into Their Designators
and Towards Women in Combat**

by

Colleen J. McKenzie
Lieutenant Commander, United States Navy
B.A., University of California, Riverside, 1973

Submitted in partial fulfillment of the
requirements for the degree of

MASTER OF SCIENCE IN MANAGEMENT

from the

**NAVAL POSTGRADUATE SCHOOL
December 1983**

Author: _____

Approved by: _____

Thesis Advisor

Second Reader

Chairman, Department of Administrative Sciences

Dean of Information and Policy Sciences

ABSTRACT

Using Rand survey data, this thesis examines the attitudes of male Unrestricted Line (URL) officers towards allowing women into their designators and the training and use of women in combat situations. The history of women in the Navy and a general look at the question of women in combat provide a framework for the analysis of the survey results. The possible implications of those attitudes, and the impact they could have on women officers' careers, are also examined.

TABLE OF CONTENTS

I.	INTRODUCTION	8
II.	HISTORY AND BACKGROUND OF WOMEN IN THE NAVY . . .	10
	A. HISTORY	10
	B. POTENTIAL EFFECTS OF THE EQUAL RIGHTS AMENDMENT	18
III.	COMBAT EXCLUSION LAWS	21
	A. REGISTRATION AND THE DRAFT	21
	B. WOMEN IN COMBAT--ATTITUDE VS ABILITY	24
IV.	ATTITUDES OF MALE UNRESTRICTED LINE (URL) OFFICERS	34
	A. SURVEY BACKGROUND	34
	B. INTEGRATION OF WOMEN INTO DESIGNATORS	37
	1. Acceptance of Women in Designators	38
	2. Physical Capabilities of Women	40
	3. Mental Aptitude of Women	41
	C. WOMEN IN COMBAT	43
	1. Training Women to use Weapons	43
	2. Allowing Women in Hand-to-Hand Combat . . .	43
	3. Training and Using Women in Combat	46
V.	DISCUSSION AND CONCLUSIONS	48
	A. DISCUSSION OF SURVEY RESULTS	48
	B. CONCLUSION	50
	APPENDIX A:	56
	APPENDIX B:	69
	LIST OF REFERENCES	82
	INITIAL DISTRIBUTION LIST	84

LIST OF TABLES

I.	OFFICER CATEGORIES--UNRESTRICTED LINE (URL)	36
II.	Survey Sample: Designator by Paygrade	37
III.	Q78A Multiple Classification Analysis	57
IV.	Q78A by Designator	58
V.	Q78A by Paygrade	59
VI.	Q78A Analysis of Variance	60
VII.	Q78B Multiple Classification Analysis	61
VIII.	Q78 by Designator	62
IX.	Q78B by Paygrade	63
X.	Q78B Analysis of Variance	64
XI.	Q78C Multiple Classification Analysis	65
XII.	Q78C by Designator	66
XIII.	Q78C by Paygrade	67
XIV.	Q78C Analysis of Variance	68
XV.	Q78D Multiple Classification Analysis	70
XVI.	Q78D by Designator	71
XVII.	Q78D by Paygrade	72
XVIII.	Q78D Analysis of Variance	73
XIX.	Q78E Multiple Classification Analysis	74
XX.	Q78E by Designator	75
XXI.	Q78E by Paygrade	76
XXII.	Q78E Analysis of Variance	77
XXIII.	Q78F Multiple Classification Analysis	78
XXIV.	Q78F by Designator	79
XXV.	Q78F by Paygrade	80
XXVI.	Q78F Analysis of Variance	81

LIST OF FIGURES

4.1	Women Should be Allowed in my Designator	39
4.2	Women are Physically Able to Handle the Skills	40
4.3	Women are Mentally Capable of Handling the Skills	42
4.4	Women Should Learn to Use Weapons	44
4.5	Women Should Engage in Hand-to-Hand Combat . . .	45
4.6	Women Should be Trained and Used in Combat . . .	47

I. INTRODUCTION

Since the advent of the All-Volunteer Force in 1972, the role of women in the military has been greatly expanded. Officer designators and enlisted ratings previously closed to women are now open to them. Legislative changes have removed some of the discriminatory laws which limited women's opportunities and denied them equal benefits. Numerous studies on the performance of women and the effect their increased numbers have had on combat effectiveness have consistently shown that "women performed well and did not adversely affect either the morale or the performance of the unit." [Ref. 1]. In spite of these positive reports, the role of women in the military is still limited by combat exclusion laws and policies. The Navy is specifically affected by section 6015 of Title X of the U.S. Code. It is the restriction of women in combat that allows the military to place ceilings on the number of women allowed to enter.

One of the inherent difficulties in establishing just how many women can be integrated into the services is that there is no clear and mutually agreed upon definition of combat. As a result, each service is left to determine what, within its own branch, constitutes a combat role, thereby identifying which billets women cannot fill. Even the relative specificity of section 6015 leaves the Navy with some latitude in interpretation. And those attempts by the Department of Defense to have Congress repeal the legislative restrictions are motivated, not by a desire to allow women to fill combat positions, but rather by a belief that each service Secretary should have the authority to implement internally-generated policies. There is no reason to believe, at this time, that such policies would be any less restrictive than the current laws.

This thesis examines the attitudes of male Unrestricted Line (URL) officers in two general areas: first, not only whether women should be allowed in their designators, but also whether women are physically and mentally capable of handling the skills in these designators; and second, whether women should be used in combat. To provide a framework for this study, a history of women in the Navy is provided, detailing their initial entry into the Navy and highlighting some of the more important milestones of their integration. This account is followed by a discussion on the subject of registering and drafting women. Also included is a general look at the question of using women in combat and some thoughts on the reasons why there is so much opposition to the proposal. After examining the attitudes of the male URL officers, as revealed in a Rand Corporation study, some of the possible implications of these attitudes are discussed.

II. HISTORY AND BACKGROUND OF WOMEN IN THE NAVY

A. HISTORY

For all practical purposes, the history of women in the Navy begins just prior to this country's entry into World War I. The Secretary of the Navy, Josephus Daniels, recognizing the imminent need to release men from shore duty in order to send them to sea, considered the possibility of enlisting women. When the response to his query of whether the law required that a yeoman be a man was that no such restriction applied, steps were taken to enlist women who could fill the soon-to-be vacated clerical billets. The Naval Reserve Act of 1916 was written to authorize such a move, this despite the fact that the social mores of that time were such that it would be another three years before women were granted suffrage. By the end of the war, 11,275 women were serving on active duty in the Navy. The process of transferring the women to inactive duty was begun in mid-1919, and in 1922 the last were discharged. Women were granted the same benefits as were awarded the male veterans of WWI.

Following this post-war wind-down, the Naval Reserve Act of 1925 was written to restrict service to male citizens, once again making the military an exclusively male domain. Whether this was intentionally done or was an oversight is unknown, but it effectively delayed the enlistment of women during World War II. The Naval Reserve Act of 1938 also limited entry to men only. In 1941, recognizing the possibility that womanpower may be needed again soon, the Bureau of Aeronautics requested that the laws be changed to allow women to serve. In response, the Bureau of Navigation

(Personnel) said that no requirement existed which could not be fulfilled by male enlistees. The matter progressed no further.

In May, 1941, a bill was introduced by Congresswoman Edith Rogers to establish a Women's Army Auxiliary Corps (WAAC). Despite the entry of the U.S. into WWII following the attack on Pearl Harbor, and the subsequent pressure to pass the bill, it wasn't until May, 1942, that the President signed Public Law 554, establishing the WAAC. The passage of this law caused a reluctant response from the Navy as a result of outside inquiries. Navy bureaus and offices were asked to provide input on the possible utilization of women. Except from the Bureau of Aeronautics and the Chief of Naval Operations (CNO), the overwhelming reaction was one of apathy. The pressure of Congressional inquiries, though, overrode the negative attitudes, and the Secretary of the Navy submitted legislation to amend the Naval Reserve Act of 1938 to include women during war time. Considerable political machinations took place, revolving around the question of whether the women should be an auxiliary component or granted full military status. Proponents of the latter position triumphed, and on 30 June, 1942, the Women Accepted for Volunteer Emergency Service (WAVES) was established when the President signed P.L. 689.

In July, 1943, 27,000 women were on duty in the Navy, growing to 8,000 officers, 78,000 enlisted, and 8,000 in training at war's end. Their assignments included everything from training male pilots to working in such ratings as metalsmith, aviation camera repairwomen, printer, and aviation machinist's mate. Officers filled billets in aviation, civil engineering, communications, intelligence, supply, legal, engineering and electronics, and medical and dental. WAVES filled 70% of the billets in the Bureau of

Naval Personnel and 75% at Radio Washington, the heart of the Navy's communication system. At one point, 55% of the Navy uniformed personnel in Washington D.C. were women. [Ref. 2].

The pressure of demobilization, and the immense amount of requisite paperwork involved in such an operation, resulted in the Navy requesting women to volunteer to remain after June, 1946. The offer of immediate promotion was the inducement. Plans were formulated to make the WAVES part of the peacetime Navy. In March, 1946, Congressman Carl Vinson introduced a bill which would again amend the Naval Reserve Act of 1938, making the Women's Reserve a permanent part of the Navy. Congress adjourned without taking action on the bill. In 1947, the Department of Defense was formed, combining all services under one department, and making it mandatory that one bill be written which applied to women in all the services. The Senate began hearings in July, 1947, on the Women's Armed Services Integration Act, approving the bill that same month. Seven months later, in February, 1948, the House took up the same bill. However, as a result of the subcommittee recommendation, the version that passed in the House granted permanency to women only in the reserves of each service. The reconciliation conference to resolve the differences between the two bills lasted four months. The final result, signed as P.L. 625 by President Truman, authorized women to be in the regular services rather than just the reserves.

Although an important and necessary stride forward, P.L. 625 still left women somewhat unequal with their male peers. Restrictions included in the law were those which:

Imposed a 2-percent ceiling on the proportion of women on duty in the Regular establishment of each service

Limited each service to only one line full colonel or Navy captain. (No generals or

admirals were allowed at all.) This senior grade could be held for only a temporary period of four years unless extended by the service Secretary.

Set a 10-percent limit of the female officers who could serve as permanent Regular lieutenant colonels and Navy commanders. In the case of the Navy, a 20-percent limit was imposed on the number of lieutenant commanders.

Established separate female officer promotion lists for women in the Army, Navy, and Marine Corps in each grade. Only Air Force women were integrated into the male promotion lists in all grades below colonel.

Set the minimum enlistment age at eighteen, with parental consent required under twenty-one (as compared to seventeen for men, with parental consent required under eighteen).

Provided that officers and enlisted women could claim husbands and/or children as dependents only if it could be proven that they were in fact dependent upon the women for "their chief support." Wives and children of male members were automatically considered dependents.

Authorized the service Secretaries to terminate the Regular commission or enlistment of any female member "under circumstances and in accordance with regulations proscribed by the President." No such blanket authority existed for discharging men. [Ref. 3].

Women were also required to have a higher level of education and higher aptitude scores than men. And in spite of their performance, ratings which had been opened to women during the war were now closed.

The most restrictive section that came out of P.L. 625 was Section 6015 of Title X, which stated:

The Secretary may prescribe the kind of military duty to which such women members may be assigned and military authority which they may exercise. However, women may not be assigned to duty in aircraft that are engaged in combat missions nor may they be assigned to duty on vessels of the Navy other than hospital ships and transports.

It was this one part which would prove to be the justification for limiting the number of women allowed in the Navy. Certain numbers of shore billets had to be available to men

to allow for an acceptable sea-shore rotation, therefore only a specific number of billets could be made available to women.

Obviously, the Women's Armed Services Integration Act did not fully integrate women into the service. However, considering when it was passed,

this law accurately reflected the prevailing cultural attitudes of the postwar period concerning women's roles and legal status. To have completely integrated them into the armed forces in 1948 with fully equal status would have been totally out of character with that stage in the evolution of women's roles in American society. [Ref. 3].

And even though it allowed women to join, there was no mandate to actively recruit them. The 2% limit was never reached, and except for a 1.3% representation during the Korean War, women didn't even comprise 1% of end strength until the late 1960's. By 1970, 1.9% of the services members were women. In November, 1967, the 2% ceiling was lifted by Congress, and the service Secretaries were given the authority to establish quotas.

From the passage of the Integration Act until the early 1970's, few major changes were made in the women's programs in any of the services. The decade of the '70's, though, was a rapid succession of policy changes, primarily as a result of legal challenges, increasing pressure to provide equal opportunity, and a projected manpower crisis due to a shrinking pool of enlistment-eligible males. Chief of Naval Operations ADM Elmo R. Zumwalt, a somewhat controversial figure in recent Naval history, issued Z-Gram 116, "Equal Rights and Opportunities for Women in the Navy" in August, 1972. The issuance of this one policy note has probably had more positive impact on women's opportunities in the Navy than any other single item. Enlisted women were allowed limited entry into almost every rating, all staff corps and

restricted line communities were open to women, qualified women officers were to be assigned to such billets as briefers, aides, action officers on the CNO's staff and the Joint staff, executive assistants, etc. Women would go to the service colleges as both faculty and students, and they would be assigned to more operational types of command. [Ref. 4]. The end of the draft on 01 January, 1973, (six months earlier than required by law) added impetus to the expanding role of women. There was a concern that the services could not meet their end-strength requirements under the All-Volunteer Force, and womanpower was seen as a viable alternative. The next ten years would bring about many changes which were a bit radical for the old-time traditionalists.

In 1972, in an effort to eliminate the separateness of the women's component of the Navy, a decision was made to abolish the women's support structure. Each command had a WAVES representative, there were assistants for women at the Naval Districts, and, in Washington, D.C., a billet designated as Assistant Chief of Naval Personnel for Women (Pers K), known also as director of the WAVES. Assignments to the command representatives and district assistant billets were suspended, and in 1973, Pers K was disestablished. In addition, "a major effort was undertaken to discourage the use of the acronym WAVES refer to women in the Navy since the name did not accurately reflect the current concept of women as full, permanent members of the Navy team." [Ref. 4].

The first major effort to send women to sea occurred in 1972. The U.S.S. Sanctuary, a hospital ship and therefore not subject to Section 6015, was brought back into commission and served as the vessel for the pilot program. Originally, it was intended that the Sanctuary would provide dependent health care at overseas ports. However, after

sailing from Alameda, through the Panama Canal, to Mayport, she functioned primarily as a dispensary for area personnel. The only underway time was for quarterly training. For the 53 enlisted women and 20 women officers, "she became little more than a floating token." [Ref. 3]. The Sanctuary was decommissioned in 1975, and it would be several years before women went to sea again.

There were other changes during this time which eliminated some of the discriminatory precepts of the Integration Act. In 1972, in what was probably an effort to divert attention from attempts to open the Naval Academy, the Navy opened its Reserve Officer Training Corps (NROTC) program to women. In this same year, the first Navy woman was appointed to flag rank as Director, Navy Nurse Corps.

In 1973, the flight program was open to women, and six Navy women became the first to earn their wings and be designated naval aviators. Their career patterns are still not fully established, however, as they, and their successors, are still restricted from flying combat aircraft. A suit filed by an Air Force officer resulted in a Supreme Court decision which abolished the different dependency requirements for military women and granted their dependents full benefits. The first coed class graduated from Officer Candidate School (OCS) in 1973. The following year saw enactment of legislation eliminating the requirement that women be older than men to enlist without parental permission. In 1975, the policy on pregnancy was changed so that women were no longer involuntarily separated. (Involuntary separation was also required if a child were adopted). Now women had to request separation, but such requests were routinely granted. The policy was changed again in 1982. The services were losing women in critical skills in whom large amounts of money in training costs and reenlistment

bonuses had been invested. There was no way to recoup this investment. Additionally, the policy was seen by some as being discriminatory and inequitable. The current policy is that, if pregnant, a woman may be discharged at her request, "unless retention is determined to be 'in the best interests of the service.'" [Ref. 4].

Two major changes came in 1976. The first female line officer was appointed to flag rank. Until the recent promotion of Capt Grace Hopper to the rank of Commodore, by special Congressional legislation, there had always been only one female line officer at a time holding flag rank. There is no restriction to preclude the appointment of more. The second step forward was the opening of the service academies to women. As a result of the Stratton Amendment, P.L. 94-106 was signed, and women were enrolled in the class of 1980, entering in July, 1976.

During 1977 and 1978, the Navy was presenting a case before Congress to modify Section 6015 to allow assignment of women to auxiliary ships, e.g. tenders, repair ships, research ships, and rescue ships. While Congress was considering the change, the matter was essentially taken out of their hands. Judge John J. Sirica, ruling on a suit filed against the Navy, stated that Section 6015 "unconstitutionally denies plaintiffs and the class of Navy women whom they represent their right to the equal protection of the laws as guaranteed by the fifth Amendment of the Constitution." [Ref. 3]. He left it to the Navy to decide how to proceed. Since the proposal still before Congress would bring the Navy in line with the mandated change, the amendment was passed and signed into law as P.L. 95-485 in October, 1978. The Navy had had the foresight to plan on passage of the bill and had been laying the groundwork in anticipation thereof. As a result, the first five women

officers reported on board the U.S.S. Vulcan (AR-5) just one month later. The change also allowed women to enter the surface warfare and special operations communities. [Ref. 4]. The law still restricted permanent assignment of women to combatant vessels and aircraft. "The law does not, however, designate women as noncombatants, nor does it include any restrictions on the assignment of women to units located in or transiting combat or hostile fire zones." [Ref. 4]. However, policy issued by the Secretary of the Navy in 1979 stipulates that women are not to be assigned to combat duty.

The Naval Flight Officer (NFO) program was opened in 1979, and the first woman carrier qualified. Enlisted women gained access to four nuclear power ratings and nine specialized aviation skills. The following year, the first woman were selected for Limited Duty Officer (LDO). In late 1980, the Defense Officer Personnel Management Act (DOPMA) was passed. Designed to equalize the treatment of male and female officers, DOPMA repealed "all sections of the law which required separate appointment, promotion, accountability, separation, and retirement of women officers. It did not, however, repeal the combat exclusion provisions of Section 6015." [Ref. 4]. The last effort to repeal Section 6015, discussed in greater detail in the following chapter, was a proposal sent to Congress by the Carter administration in 1978. The bill never made it to the floor for a vote.

B. POTENTIAL EFFECTS OF THE EQUAL RIGHTS AMENDMENT

Equality of rights under the law shall not be denied or abridged by the United States or by any state on account of sex.

In recent years, when the subject of women's role in the military has been discussed, it is often with consideration of the potential impact that the Equal Rights Amendment (ERA) could have. Questions arise about just what changes would be mandated, especially with regard to registration and draft, as well as to the combat exclusion laws and policies which presently limit the number of billets available to women. The fear that women would have to be drafted and required to serve in combat has been one of the major hurdles in attempting to get the ERA ratified. When the ERA was introduced in the 91st Congress, opponents attached a rider to exempt women from the draft, successfully blocking passage of the bill. A similar ploy in the following session of Congress, which also included an exemption from combat service for women, failed, and a "clean" ERA was passed by Congress in March, 1972.

The anticipated ratification of the ERA was one of the motivating forces behind the military services broadening the opportunities for women. As recent history has shown, however, the ERA had failed to be ratified by the 30 June, 1982, deadline, falling short by three states. Reintroduced in the next session of Congress, the amendment was defeated in the House in November, 1983, six votes shy of the two-thirds majority required for passage. Political maneuvering to avoid consideration of amendments which would have allowed Congress to continue to exempt women from the draft and combat resulted in some previous supporters voting against the bill to protest the strategy. While one may question the depth of commitment to the measure of those former proponents who caused its defeat, there can be little doubt that the "military question" has had a great deal to do with the defeat of the ERA.

Opponents of the ERA obviously feel that, as long as the amendment is not ratified, women will be "protected" from

the draft and combat. What is often ignored is just how tenuous that protection is.

In the event of war, the Defense Department has readiness plans to utilize as many women as needed; these plans go beyond the use of volunteers to preparations for a draft. If the military need is felt, whether or not the ERA has passed, women will be drafted to fill all necessary positions, including those in "combat." [Ref. 5].

Congress has always had the constitutional authority to draft women and allow them to serve in combat. Obviously, they are not inclined to do so. Whether the ERA would require that they do so is the question. There are those who feel it would not.

Even the present laws prohibiting women from serving on combat air crews or crews of combat naval vessels will not automatically be overturned if it can still be shown that the laws serve a legitimate government interest. [Ref. 6].

The difficulty lies in determining what constitutes a "legitimate" government interest. When it comes to military affairs, including a recent suit which claimed that male-only registration was discriminatory, the Supreme Court has displayed a strong tendency to defer to Congressional judgment. How this would change with ratification of the ERA is unknown, as evidenced by the differing legal opinions on the matter. Since the ERA, as presently written, would not take effect until two years after ratification, and since ratification is likely to be a long-term process, it may be years before its full impact on the military is realized.

III. COMBAT EXCLUSION LAWS

A. REGISTRATION AND THE DRAFT

On January 23rd, 1980, in his State of the Union address to Congress, President Jimmy Carter announced his decision to reinstate registration for the draft. Two weeks later, he made known his decision to request authority from Congress to include women in this registration. The reinstatement of registration did not mark a return to the draft, as that was beyond the scope of Presidential power. Nor would registration of women automatically require that they be drafted should Congress enact that legislation. And should women be drafted, it did not necessarily follow that they would be sent into combat--6015 and the Army's combat exclusion policy would, in all likelihood, still be in effect. However, it was this image of women in combat that seemed to dominate the arguments against registration of women, in spite of the fact that, in 1967, at the height of the Vietnam conflict, only half of the annual draftees actually served in that country (over half of them in non-combat roles) and in 1971, only 1% of the eligible draftees were actually called up and assigned to combat units. [Ref. 3].

During the House subcommittee hearings, many emotional arguments were presented in opposition to registration of women. There were those who felt that "it is contrary to American traditions, laws, morals, and the wishes of the majority of the American people. It is contrary to the Judeo-Christian culture which honors and respects women in their role as wives and mothers." [Ref. 7]. Additionally, "we don't want our daughters subjected to an army environment where there is little or no privacy, where the

rape rate is considerably higher than in civilian life, ...where there is open toleration of immoral sex, ... and where our daughters are subject to the sexual abuse which is a frequent reality." [Ref. 7]. Apparently these people felt that it is acceptable for women currently in the service to endure this sort of abuse, since, after all, they volunteered. It would seem that the logical solution would be to attack the problem and eliminate this sort of behavior on the part of the male members of the armed forces. No woman, whether volunteer or draftee, should have to live in such an environment. To use the excuse that women shouldn't have to be confronted with this to avoid registering them for a draft that hasn't even been authorized is a rather spurious argument.

Those who argued in favor of women's registration most often cited the question of equity as the basis of support. Opponents immediately countered by saying that a military which was 50% women (evidently their definition of equity) would not be effective, given the current laws regarding combat. Proponents replied by explaining that equity only meant that, if a draft were instated, women would be drafted only if there were insufficient volunteers to fill the predetermined number of billets which would be opened to women.

Notwithstanding the perception of opponents that a majority of the American people opposed registration of women, opinion polls taken during this time revealed no overwhelming consensus on either side of the question. However, in the place where it mattered, i.e. Congress, there was sufficient opposition to defeat the initiative. With the primary argument that, since women cannot fill combat positions and therefore cannot fill all positions in the military, and due essentially to the attitudes of the

leaders of the cognizant Congressional committees, "the hearings turned into a search for justification not to register women instead of an objective analysis of whether women should be included. The results were predictable." [Ref. 3]. In June, 1980, Congress authorized funding for the registration of men. As a result of a discrimination suit, on 25 June, 1981, the Supreme Court, by a 6-3 majority, ruled that Congress had the constitutional authority to exclude women from the military draft.

Often overlooked in the discussion of registering and drafting women is the fact that, once before, legislation had been introduced to draft at least a segment of the female population. During World War II, due to a shortage of nurses towards the end of the war, President Roosevelt asked Congress to draft nurses. During the hearings that resulted, it came out that the shortage was due to mismanagement and inconsistencies on the part of the Army, not a lack of volunteers. In spite of this finding, efforts continued to pass the amendment to the Selective Service Act. There were some questions raised with regard to the proper handling of the proposed legislation. Yet the issue of whether women could actually be drafted was not raised. When the bill was passed in the House, by a vote of 347 to 42, "not a single representative suggested the bill be defeated because of the impropriety of drafting women or because of the danger to the American home or the integrity of the family." [Ref. 8]. The only constitutional question that was brought out was that of selecting only one occupational group of women to be drafted. Only because the Surgeon General, who had supported the bill from the outset, reassessed the need for drafting nurses (as the war was winding down at this point) was the legislation withdrawn before going into effect.

B. WOMEN IN COMBAT--ATTITUDE VS ABILITY

In 1972, when the Equal Rights Amendment was before Congress, Senator Sam Ervin attempted to attach an amendment to the bill which would specifically exempt women from serving in combat units. His fervent desire to "prevent sending the daughters of America into combat to be slaughtered or maimed by the bayonets, the bombs, the bullets, the grenades, the mines, the napalm, the poison gas, and the shells of the enemy" [Ref. 3] failed to convince his peers, and the amendment was voted down. The emotionalism of his argument, however, proved to be a typical reaction on the part of many when the subject of women in combat was discussed. Several of the more frequently heard arguments against such a policy are that women should not have to suffer the horrors of war, the effect their presence (and inevitable injury and death) will have on men, and the negative effect on unit cohesiveness that will result from their integration into combat units. There is also the fear that women will lose their "femininity." Perhaps the most common argument against women in combat is that, as a group, they are not physically capable of handling the rigors of war.

One of the most difficult aspects in dealing with the question of women in combat is that there is no clear definition of combat. "The nature of war in these last decades of the twentieth century is of a fluid--and frequently remote--character. To define the battlefield as a series of stages discounts this change from earlier times." [Ref. 9]. The military is often accused of preparing to fight yesterday's war, and it is this concept of war in which some have difficulty seeing women involved. As war becomes "increasingly detached, impersonal, mechanistic, ...endless debate whether women 'can' fight yesterday's war is irrelevant.

The nature of tomorrow's war will be unlike trench warfare." [Ref. 10]. Often conveniently ignored is the fact that not all men are physically qualified for a combat role, yet no physical standards restrict them from any job. In addition, each branch of service has its different concept of combat, making the criteria for suitability equally different. Because "the characteristics of a future combat situation is conjecture, ... conditions and characteristics of the average woman today are irrelevant." [Ref. 10].

If the characteristics of combat were to remain as in the past, it has again been left to the nurses to prove the capability of women in that environment. "Women nurses untrained in survival techniques have demonstrated their physical and emotional endurance over long periods of time under fire and in close association with death and disease." [Ref. 8].

The performance of nurses on Bataan and Corregidor is the most well known example of women's service under fire. During World War II, "the demand for nursing services was so intense that there was no debate on the propriety and wisdom of sending women into combat areas." [Ref. 8].

Upon the surrender of Corregidor in May of 1942, nurses were taken as prisoners of war. Taken to a civilian prison camp near Manila, they remained incarcerated for the duration of the war. By the end of the war, the Army Nurse Corps had lost 15 nurses killed in action, 26 wounded in action, 16 missing in action and returned to duty, and 5 still missing in action. The first Legion of Merit Medal ever awarded by the Navy went to a nurse for her conduct on Bataan and Corregidor. [Ref. 8].

The issue of women in combat was raised when the Navy opposed the admission of women to the U.S. Naval Academy. Introduced in Congress in 1975, the Stratton amendment to

Title X directed the Secretary of Defense to ensure the eligibility of women for admission to the service academies in July, 1976. During the hearings, the Secretary of the Navy stated that the purpose of the Academy was to train officers for combat, and as women were precluded by law from a combat role, the expensive education and facilities of the Academy should be reserved for men. Despite this opposition, the Stratton amendment was passed by the House in May and by the Senate in June of 1975. On 08 October, 1975, President Gerald Ford signed Public Law 94-106, directing that women be admitted with the class of 1980, which entered in July, 1976. It is interesting to note that, during these hearings, none of the services' senior women were invited to testify.

While P.L. 94-106 could legislate the admission of women to the academy, it could not legislate the acceptance of those women, either by their peers, or by the senior officers who saw "only a denigration of standards and the erosion of discipline as a consequence of coeducation." [Ref. 11]. Many of the midshipmen also perceived this lowering of standards, in addition to an erosion of tradition and a loss of prestige. "Occupations invaded by women are seen as suffering a loss of status." [Ref. 12]. Surveys taken during this time revealed a high level of negativism towards the acceptance of the women. "The greatest obstacle the academies encountered in integrating women was, and continues to be, the attitudes of men." [Ref. 3]. However, although "attitudes are easier to form than they are to change" [Ref. 11], the survey also showed that the males in the Class of 1980, who had never known the academy without women, felt less dissonance about their presence than did the members of the all-male classes of 1977 to 1979. Recognizing that the mission of the academy

would not change, "what will be changed is the greater acceptance of women as legitimate coprofessionals." [Ref. 11]. This change may be somewhat slow in coming, though. In a survey taken at the end of the first year of coeducation, one tendency came through: the more personally affected by a situation the men were, as a group they were less likely to endorse equal opportunity for women. "As the item content shifts from assessing general attitudes about women in society toward more specific items on women in the military and at the academy, the degree of equalitarianism among the Class of 1980 males steadily decreases." [Ref. 12]. Since one of the most potent stimuli for change is intergroup contact, there is hope that time will resolve a certain degree of this attitudinal dissonance.

The question of women in combat was much more directly addressed when the Carter administration asked Congress to repeal Section 6015, thereby lifting the combat restrictions which limited the full utilization of women. Recognized as a long-term solution to personnel management difficulties, the proposed legislation was supported by the civilian leaders within the Department of the Navy. Secretary of the Navy W. Graham Claytor testified that he believed the assignment of women should be left to the service secretaries. Those who hoped that this meant unqualified support were disappointed when Claytor also said that, if the restrictions were repealed by law, he would continue them through policy. Senior Navy officers, however, did not support the proposed change. Although he testified in favor of the legislation, Chief of Naval Personnel VADM Robert B. Baldwin let it be known that the whole idea was DoD's, not the Navy's. During the hearings, the debates centered not so much on "the merits of secretarial prerogative and the need for flexibility in the utilization of personnel,"

rather there were "four days of heated, often emotional debate over women in combat with emphasis on ground combat and the horrors of war in general." [Ref. 3]. Since Navy personnel rarely get involved in ground combat, especially those on board ship, this argument was obviously intended to appeal more to the emotional than the intellectual side of the question. The legislation died in committee.

There are those who feel that it is only a matter of time before the restrictions are lifted, that we should accept the inevitable, and rather than argue about how we "feel" about it, we should expend our efforts on how "to solve the problems which will attend the ... introduction of women into combat roles alongside men at sea." [Ref. 12]. This inevitability is seen as a result of an unacceptable, to women at least, limitation to their career ambitions and opportunities. The small percentage of women who have the opportunity to serve on noncombatants have found that the billet structure is severely limited beyond the O-4/Department Head level. In order to be assigned as Commanding Officer of a ship, one must first serve as an Executive Officer. At this time, there is only one ship on which a woman can serve as XO, the Compass Island, and it is scheduled for decommissioning. Consequently, the career progression for Surface Warfare qualified women stagnates at the Department Head point. Those women who do not have the opportunity to go to sea, due to the limited number of billets available on those few vessels to which they can be assigned, are at an even greater disadvantage. Unlike those of the warfare communities, the career progression of the General Unrestricted Line Officer is not clearly delineated. Despite official protests that this should be seen, not as a lack of a definitive career progression, but as allowing greater flexibility, there is still the feeling

that the career path promulgated in the Career Officer Planning Guide for the GURL community is vague and ambiguous. Added to this is the difficulty which arises from the lack of proper coding of junior officer billets to indicate leadership experience. Leadership and managerial characteristics, so important in career advancement, are lacking in many of the billets to which female junior officers are assigned. [Ref. 14].

The increased utilization of women since the advent of the All Volunteer Force, and the changes which enhanced opportunities for women, were often resisted by the services and were brought about "by outside pressures, suits, and unsolicited Congressional action." [Ref. 6]. In 1972, the head of the DoD AVF task force study on the utilization of women required the services to develop contingency plans for the increased use of women. Specifically, the Navy was to double their women's program by the end of FY77. Unexpectedly, the services accepted the inevitable, and the contingency plans became action plans. These actions were reactive, vice proactive, in response to a projected shortfall of eligible males. Pragmatism dictated change. What was once unthinkable, i.e. women on board ship and in the cockpits of planes, is now reality. Despite the doom and gloom forecasters, the program, as designed, has been a success. However, taking the last step and opening all billets and designators to women, allowing them to fill combat roles, will probably not be so easily achieved.

Although seemingly resolved by a series of studies of women's capabilities, the question has apparently not been answered to the satisfaction of all. Senator Proxmire took DoD to task on this matter. "Every study indicates that qualified women soldiers can serve in any capacity. But each time the Pentagon receives a report confirming this

conclusion, it ... simply commissions another study." [Ref. 10]. And in a letter to Secretary of Defense Weinberger, the Chairperson of the Defense Advisory Committee on Women in the Services (DACOWITS) questioned "the merit of the continual studying women's military participation. As a study reaffirms the positive performance and contribution by those of our gender, a new one seems to be ordered. This finally raises the question of whether objectivity or the 'right answers' is the purpose." [Ref. 9]. Since there seems to little factual evidence to support the argument that women are not physically capable of performing in combat (however combat may be defined), one must return to the arguments noted in the first paragraph of this section, arguments which seem to be rooted in moral, ethical, and sociological issues.

An apparent need to protect women seems to be an overriding concern of those who would keep women out of combat. Women should not have to suffer. The question is raised, though, as to why this is so important.

"Is it possible that the aversion of men to the suffering of women is actually based on their feeling that when a woman suffers it is because men have failed to protect that woman? Is the pain they feel for women, or is it the pain of their own failure?" [Ref. 15].

Also placed in jeopardy is military tradition--"the notion remains that the women and children at home represent to the soldier the epitome of all that he is fighting for; that it is his valor and sense of duty that stand between them and enslavement." [Ref. 16]. While recognizing that these reactions result from years of socialization, "primeval chivalrous chauvinism is difficult to understand or modify and sometimes outright patronizing." [Ref. 10].

Formally excluding women from the "masculine military monopoly ... places women in a position of civic inferiority and ... countenances the conventional stereotypes of women as ... physically and psychologically inferior to men." [Ref. 16]. Gender identification is a concern for some--there is the fear that women will "lose their femininity" by participating in "male" activities. This fear, however, is not usually expressed by the women, who are apparently quite secure in their identity. Perhaps the real concern is that "many men feel they lose their masculinity when women do what men do." [Ref. 15]. The possible negative effect women would have on the effectiveness of combat troops is, for some, adequate justification for keeping them out.

The thrust of these arguments is that women should not be in combat because, if they are there, men function poorly. If this is the case, the problem would seem to lie not with the women but with the men.... Again, does the problem really lie with the stimulus or with the response? [Ref. 15].

The question will not be easily resolved. Attitudes which have "little to do with what women can actually accomplish and much to do with what others think they can or should accomplish," [Ref. 17], are difficult to change, especially when they are so ingrained in the minds of those who are in the legal position to change the status of women. By denying women the right to actively participate in the defense of their country, they are projecting an image of women as "a body of social non-achievers, ... a positively disruptive communal force, ... to be regarded as the legitimate objects of socially-sanctified masculine prowess." [Ref. 16]. It would appear that it is time that "present laws and policies be reassessed to determine

whether remaining sex distinctions are justified by valid national security concerns or instead are anchored in sexual stereotypes of an earlier era." [Ref. 18].

In summary, it appears that the prevalent opinion of the members of Congress and the senior military and civilian members of the Department of the Navy is that women should be utilized in the service to the greatest extent possible as long as their role is not expanded to include combat. As these are the people who establish and enforce laws and policy, it would appear unlikely that the present situation will change soon. The unfortunate result is that the Navy is limiting its recruiting pool. In recent years, there have been more qualified women applicants than could be accommodated. The Navy has not actively recruited women officers for almost two years. If the combat restriction were repealed, and all officer designators open to women, the Navy would have much more flexibility in officer assignment. The sea-shore rotation of male officers could be improved, and the restrictive career pattern of the woman unrestricted line officer would be opened up.

The opinions of the Congressional members and military and civilian seniors are well-known to anyone who reads the newspaper. What is not so well known are the opinions of those who would be working with the increased number of women should the laws be changed. How do male unrestricted line officers feel about the integration of women into their communities? Is the Academy midshipmen's attitude prevalent, i.e. equality is acceptable as long as it doesn't affect me? Do the male URL's feel that women are physically and mentally capable of handling the skills, including warfare skills, of their designators? How do these men feel about women being used in combat? Is one's designator or

paygrade more significant in his attitude? The next chapter will answer these questions, followed by a discussion of the significance of the responses from male unrestricted line officers.

IV. ATTITUDES OF MALE UNRESTRICTED LINE (URL) OFFICERS

A. SURVEY BACKGROUND

The 1978 DoD Survey of Officers and Enlisted Personnel was a study conducted as part of the Rand Corporation's Manpower, Mobilization and Readiness Program, sponsored by the Office of the Assistant Secretary of Defense (Manpower, Reserve Affairs and Logistics)--OASD (MRA&L). The survey focused on the in-service population (i.e. active duty), and its purpose was to develop DoD-wide data bases which would provide OSD and the military services with data for policy formulation and research.

The survey was fielded in January, 1979, to a worldwide sample of approximately 93,000 men and women. Data collection was completed in June, 1979. "The survey group's objectives include a systematic examination of, and provision of policy sensitive information about the military life cycle." [Ref. 19]. These objectives were accomplished by administering four questionnaire variants--two alternate forms for enlisted personnel and two for officers. The sample stratification was basically by branch of service. Within the service, stratification was by grade and sex for the officers' survey, with supplemental samples of women. Because of the disproportionate sample, weights were required. For the purposes of this analysis, however, the weights were removed in order that the actual number of respondents could be analyzed.

Form 4 of the Rand survey is the variant used in this analysis. This form dealt primarily with specific personnel policies, such as rotation experience, promotion, and the military's utilization of women. Section IX, entitled

"Areas of Military Life," included three subsections. The third subsection, concerned with the military's utilization of women, queried the respondents about their experiences with and attitudes about the subject of women in the military. Of the 3,806 Pcrn 4 surveys fielded to Navy Officers, 2,779 were returned, for a raw response rate of 73%. (This rate is unadjusted and does not account for individuals who had separated or transferred prior to receiving the survey).

In order to study the attitudes of male URL officers, six variables were examined. The respondents were asked to indicate "How much do you agree or disagree with the following statements about women in the military?" for six statements. The possible response range was a five-point scale ranging from "strongly agree" (1) to "strongly disagree" (5), with the neutral point labeled "neither agree nor disagree" (3). The six questions (with the survey variable name) were:

Q78A Women should be allowed to perform the skills in my primary MOS/Rating/AFSC

Q78B Most women have the physical capacity to perform the skills in my primary MOS/Rating/AFSC

Q78C Most women have the mental aptitude to perform the skills in my primary MOS/Rating/AFSC

Q78D Women should learn to use weapons

Q78E Women would be allowed to engage in hand-to-hand combat

Q78F Women should be given training and used in combat situations

officers with designators in the Unrestricted Line communities were extrapolated from the survey respondents. Table I delineates the URL designators.

Table II identifies the communities used in this analysis, broken down by paygrade. An analysis of variance was done to determine the significance level of differences in

TABLE I
OFFICER CATEGORIES--UNRESTRICTED LINE (URL)

110X	Line officer
111X	Line officer qualified in Surface Warfare
**112X	Line officer qualified in Submarine Warfare
**113X	Line officer qualified in Special Warfare
114X	Line officer qualified in Special Operations
116X	Line officer in training for Surface Warfare qualification
**117X	Line officer in training for Submarine Warfare qualification
**118X	Line officer in training for Special Warfare qualification
119X	Line officer in training for Operations qualification
130X	Line officer in the aviation community whose rating as a pilot or Naval Flight Officer has been terminated
131X	Line officer qualified for duty involving flying as a pilot
*132X	Line officer qualified for duty involving flying as Naval Flight Officer
*137X	Line officer in training for duty involving flying as a Naval Flight Officer
139X	Line officer in training for duty involving flying as a pilot

* Designators closed to women at the time of the survey

** Designators closed to women

(Source: Register of Commissioned and Warrant Officers of the United States Navy and Reserve Officers on Active Duty)

response by designator and by paygrade. A multiple classification analysis was run to determine the difference from the overall mean for these two variables. Only those designators having more than 30 respondents are included in this study. The tables which correspond to each question display

TABLE II
Survey Sample: Designator by Paygrade

Designator	Paygrade						Total
	01	02	03	04	05	06	
110X	1	11	4	7	8	3	34
111X	3	28	82	97	68	37	315
112X	0	15	37	29	22	15	118
116X	59	43	6	0	0	0	108
117X	28	11	0	0	0	0	39
131X	9	37	104	107	73	49	379
132X	8	28	51	43	17	0	147
139X	38	0	1	0	0	0	39
TOTAL	146	173	285	283	188	104	1179

(Source: Rand Survey)

the grand mean of the responses, the deviation from this mean for each category of the independent variables 'designator' and 'paygrade,' the significance level, the Chi Square and the R-square for each of these variables. (It should be noted that, on the multiple classification analysis tables, a negative number indicates a more positive attitude relative to the general mean.)

B. INTEGRATION OF WOMEN INTO DESIGNATORS

This section will explore the attitudes of male URL officers as measured by their responses to the first three questions. At issue here are whether women should be allowed to enter their designators and whether women have the physical and mental capabilities to perform the requisite skills of that community.

1. Acceptance of Women in Designators

In examining the results of the first question, "women should be allowed to perform the skills in my designator" (Q78A), the overall mean indicated a generally positive response. With the exception of two communities, the General Unrestricted Line (GURL) officers (110X) and the submariners (112X), the respondents in the designators used in this sample were clustered right around the mean. (Reference figure 4.1 and table III of Appendix A.) The greatest deviation from the mean was recorded by the GURL officers, who were most positive about the question. It should be pointed out that the 110X designator is the one held by the vast majority of women Unrestricted Line officers and that the men holding this designator were the smallest sample used in this study. The submariners were the most negative about allowing women in their community. At the time of this survey, only two of the designators used were closed to women--132X (NFO) and 112X (submarine). The NFO program was opened to women within months after the survey ended. The submarine community remains closed, with no immediate plans to change. The submariners' responses, even though the most negative of all the groups, still fell only slightly below the neutral midpoint of the scale.

The results, by paygrade, reveal that the senior officers are less willing to accept women in their designators than are most of the junior officers. The O-1's, though, are just as far below the mean as the O-5's, with the O-6's a bit more negative. However, the deviations from the means for these three grades are not much greater than those for the O-2's to O-4's, who were more positive about integrating women into their communities. Both the R-squared and the Chi-square for Q78A (reference tables IV,

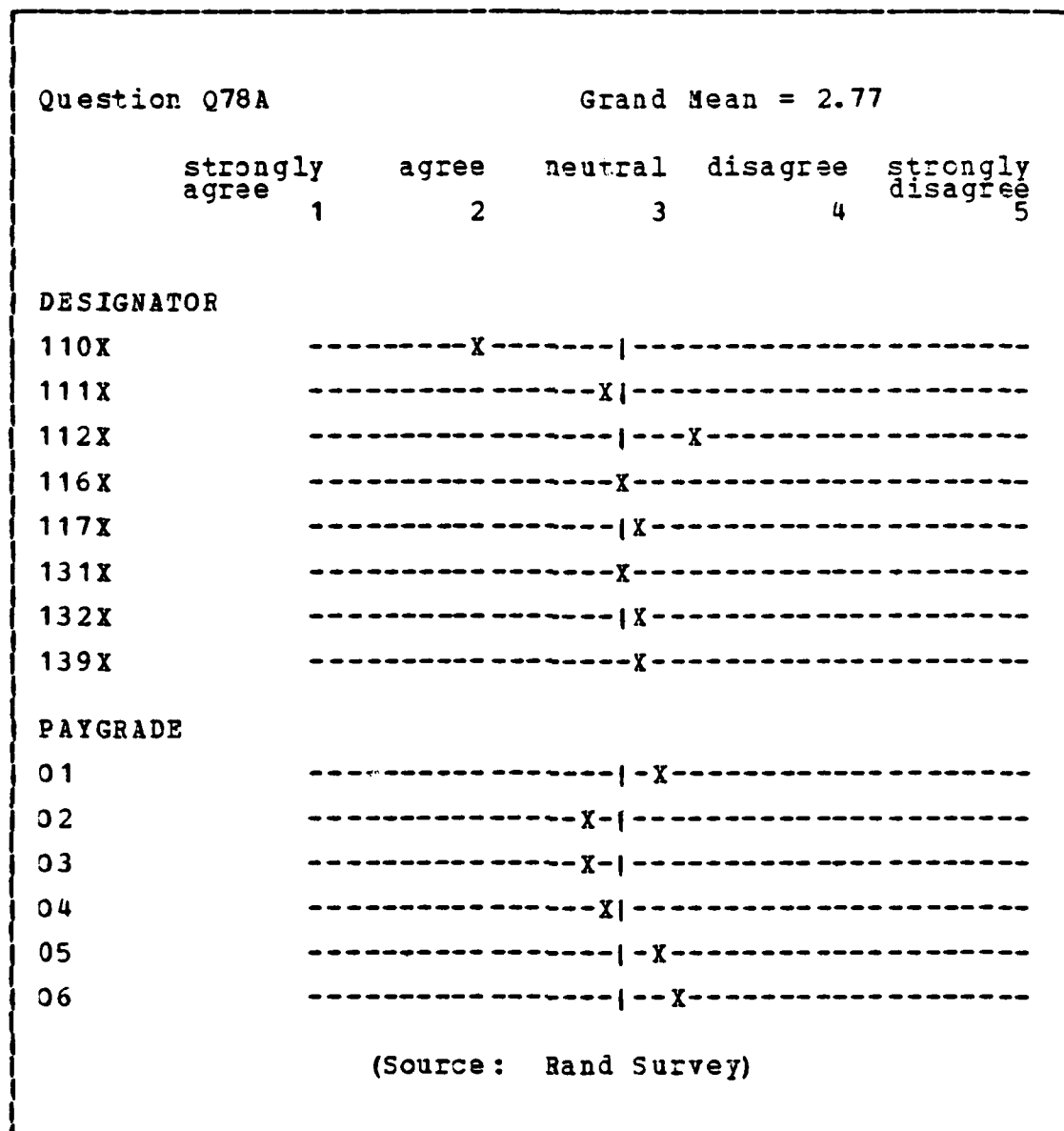


Figure 4.1 Women Should be Allowed in my Designator.

V and VI of Appendix A) indicate that paygrade was not as significant a variable as designator for this question.

2. Physical Capabilities of Women

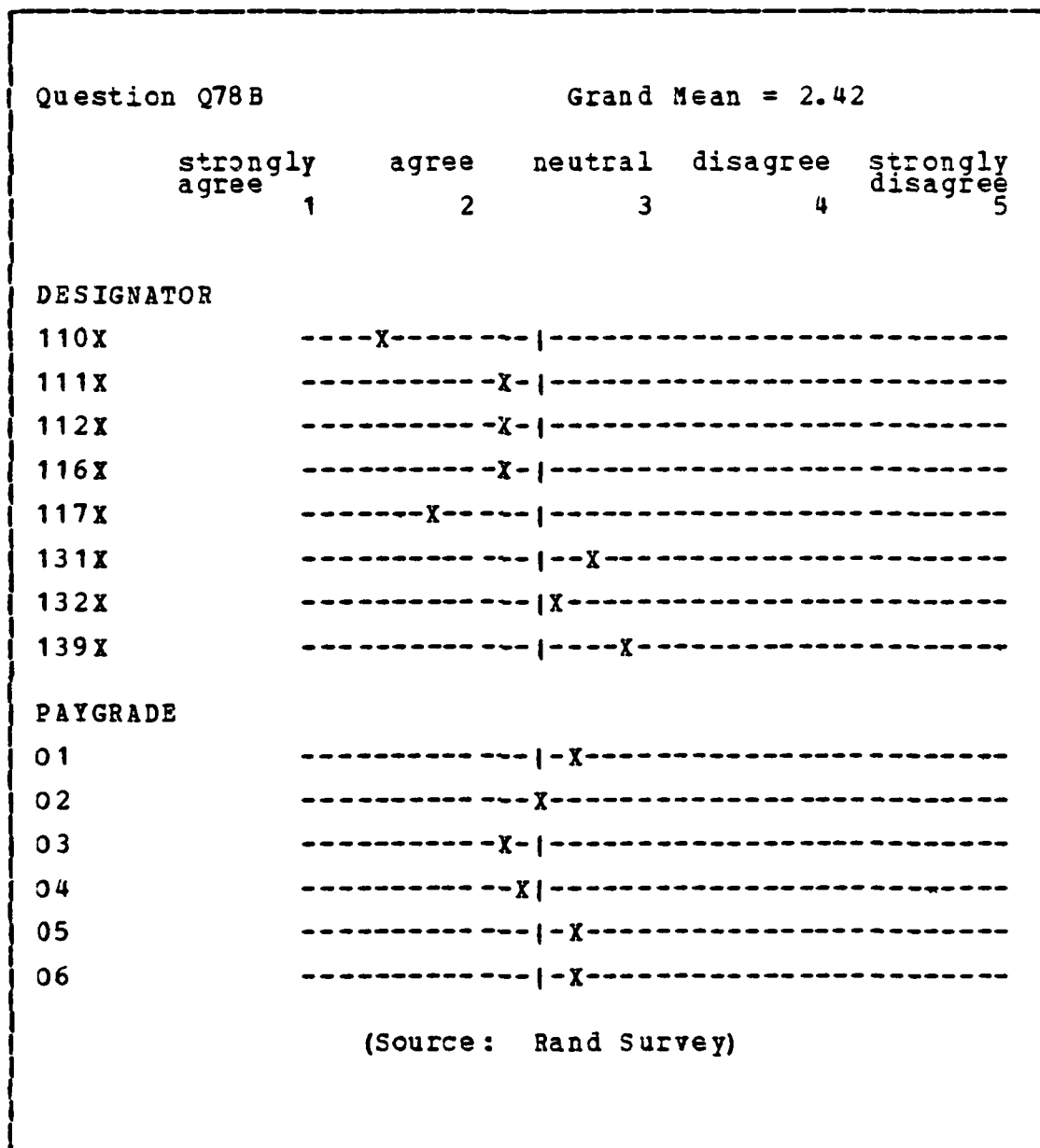


Figure 4.2 Women are Physically Able to Handle the Skills.

With regard to women's physical capabilities to perform the skills of a particular designator (Q78B), the most positive response, and the response furthest from the mean, was again registered by the 110X community. (Reference figure 4.2 and table VII of Appendix A.) From a warfare community, the most positive group was the submariner trainees (117X). There was, overall, a more positive response than for the previous question, as indicated by the grand means for each. The most (relatively) negative responses regarding women's physical capabilities came from the three designators in the air community--pilots (131X), NFO's (132X), and pilot trainees (139X). These were the only designators which fell below the mean.

The difference by paygrade does not reveal any glaring deviations from the mean. As with the first question, the O-1's, O-5's, and O-6's were below the mean. The O-2's to O-4's were slightly more positive, though not significantly so. Again, the R-squared and Chi-square (reference tables VIII, IX and X of Appendix A) reveal that designator was the more significant variable in responses to this question.

3. Mental Aptitude of Women

The mental aptitude of women for a designator (Q78C) is apparently not a concern for the male URL officer. The grand mean indicates a more positive response overall than either of the two preceding questions. (Reference figure 4.3 and table XI of Appendix A) Consistent with previous responses, the 110X community, with the greatest deviation from the mean, showed the most positive attitude. The remaining communities were clustered fairly closely to the mean.

The responses by paygrade are also fairly close to the mean. As with the first two questions, the O-1's,

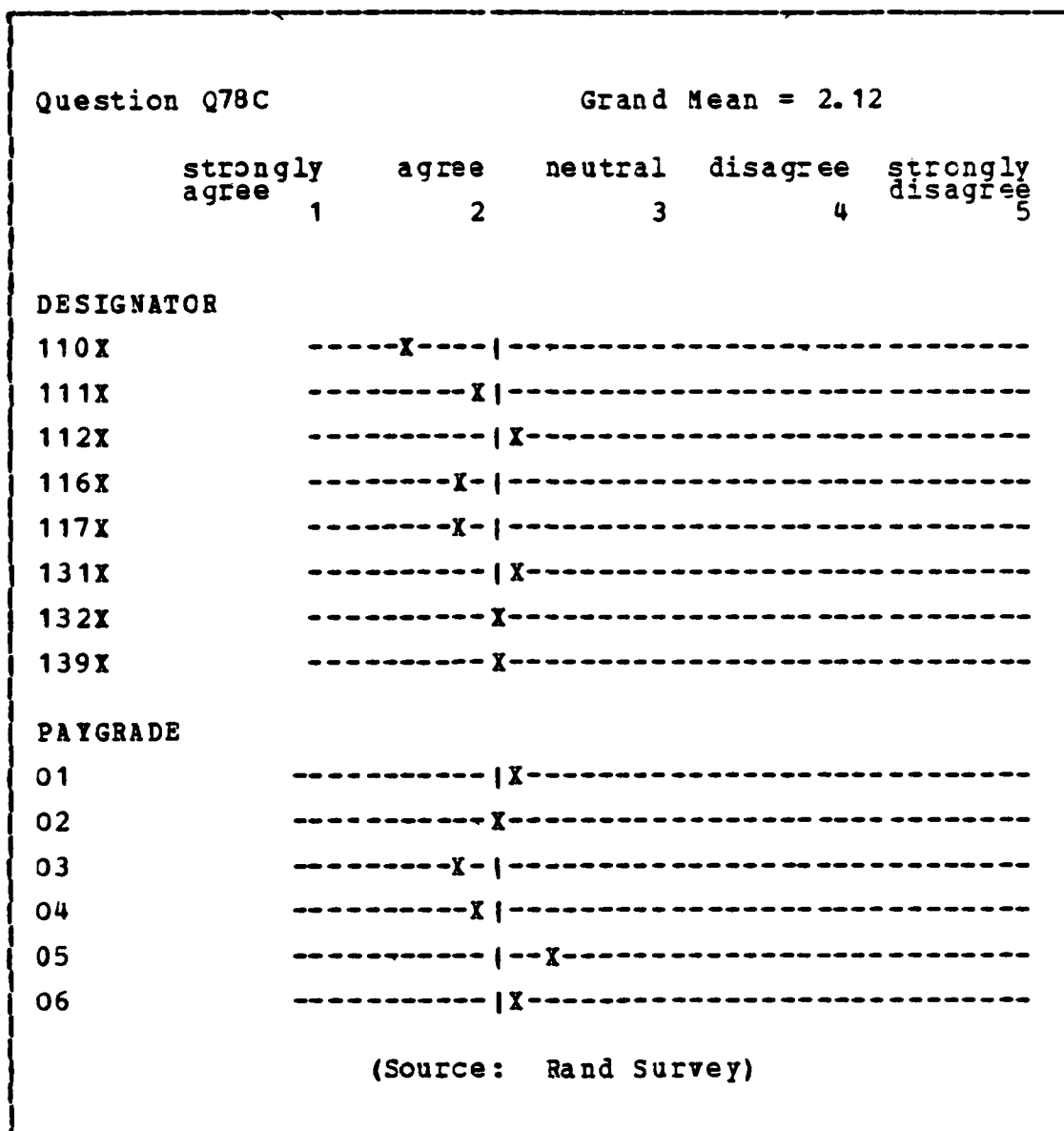


Figure 4.3 Women are Mentally Capable of Handling the Skills.

O-5's, and O-6's displayed a more negative attitude when compared with the O-2's to O-4's. Unlike the preceding questions, however, the R-squared and Chi-square (reference tables XII, XIII and XIV of Appendix A) indicate that, with this particular question, paygrade was a slightly more significant factor than designator.

C. WOMEN IN COMBAT

The question of assigning women to combat roles has always been a source of emotional discussion. As we have already seen, many of the arguments against such a role for women have been based more on societal attitudes and personal beliefs than on logical and rational premises. The remaining three questions examined here, regarding women learning to use weapons and being assigned to combat, reveal that there is just as much disagreement on this question within the military as there is in society in general.

1. Training Women to use Weapons

Of the three remaining questions, the first, whether women should learn to use weapons (Q78D), seemed to cause the male respondents the least amount of difficulty. (Reference figure 4.4 and table XV of Appendix B). As before, the GURL officers were the most positive. However, the most negative response, coming from the pilot trainees (139X), was also that which showed the greatest deviation from the mean. The remaining communities were clustered around the mean.

The paygrade responses reveal the most positive attitude is held by the O-3's, but the greatest deviation from the mean is the negative reaction of the O-6's. For this question, paygrade was a more significant variable than designator, as indicated by the R-squared and the Chi-square. (Reference tables XVI, XVII and XVIII of Appendix B.)

2. Allowing Women in Hand-to-Hand Combat

The question of whether women should be allowed to engage in hand-to-hand combat (Q78E) revealed the greatest degree of negativism of the six questions. The grand mean

Question Q78D

Grand Mean = 2.39

strongly agree	agree	neutral	disagree	strongly disagree
1	2	3	4	5

DESIGNATOR

110X	-----X----- -----
111X	-----X----- -----
112X	-----X----- -----
116X	-----X----- -----
117X	----- -----X-----
131X	-----X----- -----
132X	-----X----- -----
139X	----- -----X-----

PAYGRADE

01	-----X----- -----
02	-----X----- -----
03	-----X----- -----
04	-----X----- -----
05	----- -----X-----
06	----- -----X-----

(Source: Rand Survey)

Figure 4.4 Women Should Learn to Use Weapons.

fell slightly below the neutral point of the survey scale, the only question to do so. (Reference figure 4.5 and table XIX of Appendix B.) Only three communities, 110X, 111X, and 112X, were slightly above the mean, with the submariners displaying the most positive attitude. The most negative

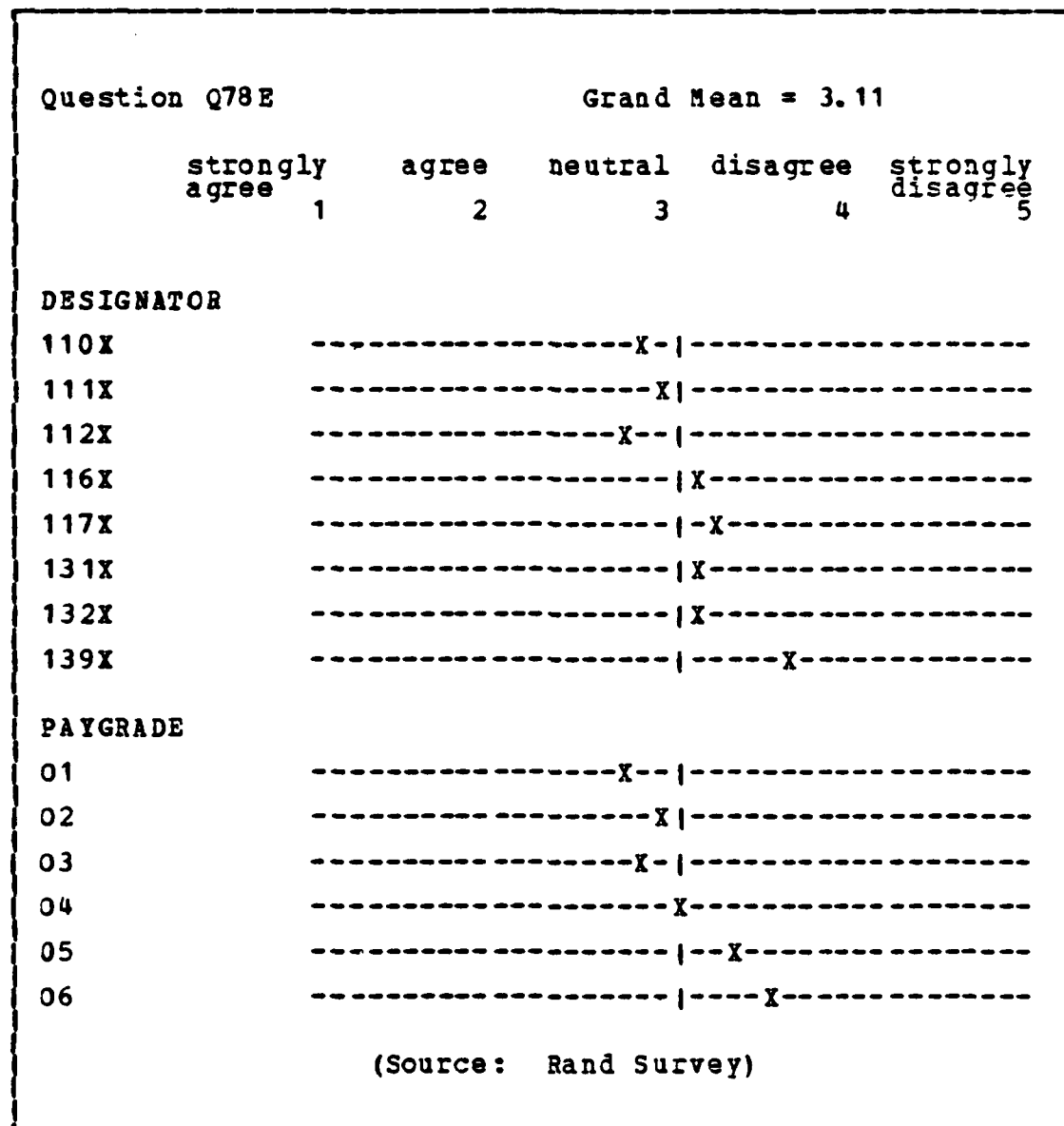


Figure 4.5 Women Should Engage in Hand-to-Hand Combat.

response, and the one with the greatest deviation from the mean, came from the pilot trainees (139X).

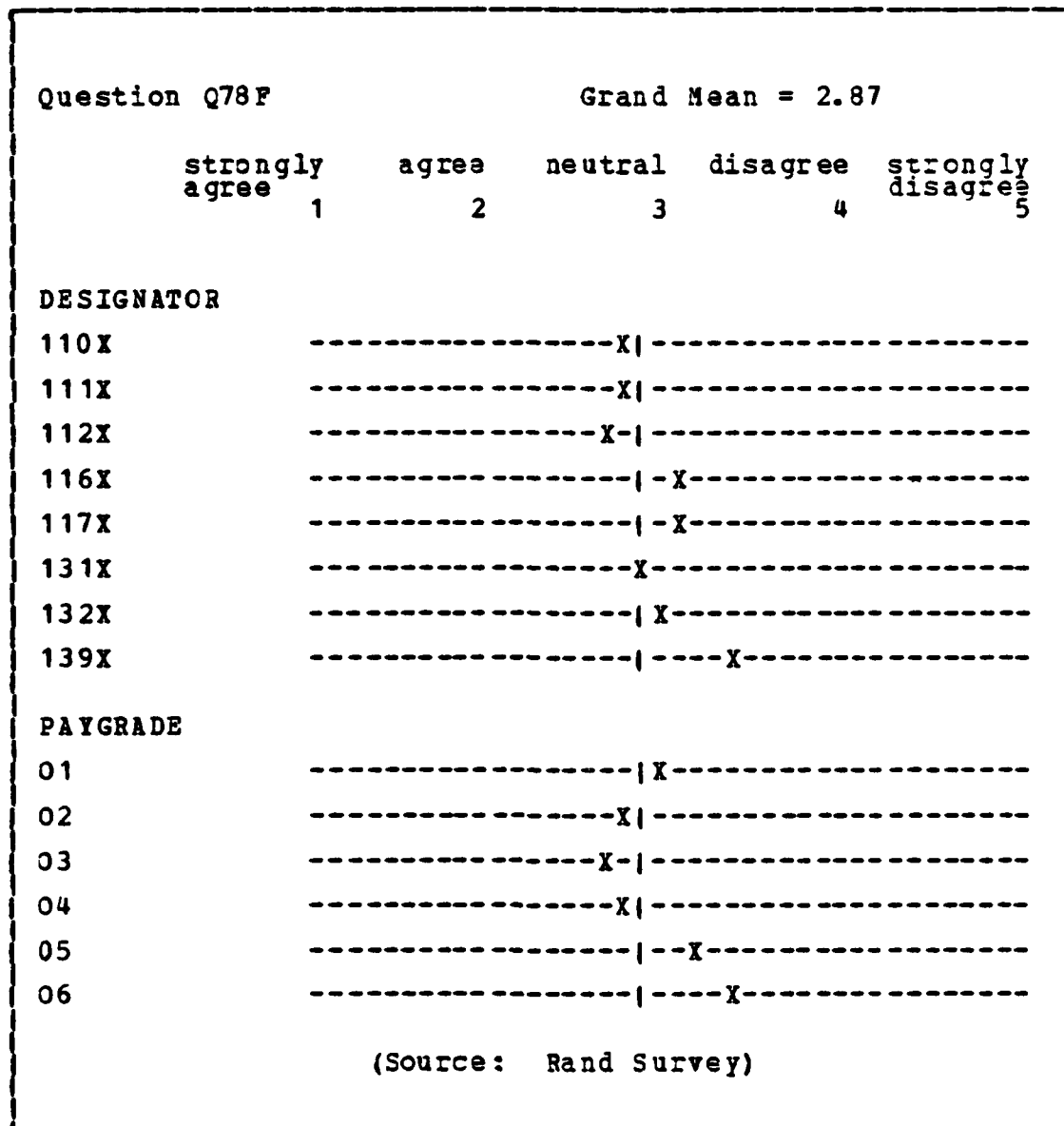
The only change in the otherwise consistent responses by paygrade was that of the O-1's. Heretofore displaying a negative response relative to the overall mean,

the ensigns now register the most positive attitude with regard to the question of allowing women to engage in hand-to-hand combat. The remaining paygrades fell out as before, with the O-6's again the most negative. As with the preceding question, the R-squared and Chi square tag paygrade as the more significant variable. (Reference tables XX, XXI and XXII of Appendix B).

3. Training and Using Women in Combat

The question of women being trained and used in combat (Q78F) caused almost as much negativism as the preceding question. The overall mean was only slightly more positive than the mean for the question about allowing women to engage in hand-to-hand combat. As with that question, only the three same communities were positively disposed to allow women in combat--110X, 111X, and 112X. (Reference figure 4.6 and table XXIII of Appendix B.) And again, as with Q78E, the submariners were the most positive. Following the pattern of the preceding question, the pilot trainees (139X) were still the most negative, with the greatest deviation from the overall mean.

The O-6's displayed the most negative attitude by paygrade, with the greatest deviation from the mean. The O-1's and O-5's also fell to the right of the mean, with the O-2's to O-4's displaying a more positive attitude about utilizing women in combat. As with the other two questions in this section, the R-squared and Chi-square indicate that paygrade is more significant than designator when the issue is women in combat. (Reference tables XXIV, XXV and XXVI of Appendix B.)



(Source: Rand Survey)

Figure 4.6 Women Should be Trained and Used in Combat.

V. DISCUSSION AND CONCLUSIONS

A. DISCUSSION OF SURVEY RESULTS

Overall, it would appear that there is a relatively positive attitude on the part of the members of the communities studied here that women are mentally and physically capable of performing in these designators. Two communities, the GURL officers (110X) and the surface warfare officers (111X), were consistently above the mean for the first three questions, indicating some of the strongest support for integrating women into their communities. This is not too surprising for the 110X's, since that is the designator most women line officers hold. Although the women at sea program had commenced only months before the survey was fielded, the surface warfare community had apparently accepted the inevitability of women qualifying on board ship, and evidently had little doubt as to the potential success of the program. The pilots, representing a community where women had been integrated for over four years at the time of the survey, were above the mean with regard to accepting women in their designator. However, their responses to the questions about the physical and mental capabilities of women were below the mean, though still far enough above the scale's neutral point to indicate a somewhat positive attitude. The most noteworthy response was that of the submariners. Despite recording agreement that women were capable (above the mean on Q78B and below the mean, but still relatively positive on Q78C), this was the only community that fell below the 3.0 midpoint on the question of letting women into their designator. One can not help but question this obviously elitist inconsistency in

attitude. The submariners are essentially saying that women are capable, but are not welcome. As with any elite corps, there is in all likelihood the fear that allowing women to join would lessen the mystique associated with the organization.

The overall results of the first three questions reveal one other interesting note. Although a certain amount of conservatism might be anticipated in the senior officers, the ensigns were almost as conservative as the O-5's and O-6's. All three paygrades were to the right of the overall mean for each of these questions. The only point at which any of them fell below the scale's neutral midpoint, however, was on question Q78A with the O-6's. The O-3's displayed the most support for integration of women, consistently registering the most positive attitude on Q78A-Q78C.

In looking at the three questions which revolve around the issue of women in combat (Q78D-Q78F), one sees a somewhat remarkable consistency of responses by designator. The 110X, 111X, and 112X communities were always above the mean, while respondents in designators 115X, 117X, and 119X (those in training for the surface, submarine, and pilot communities, respectively) were consistent in their relatively negative attitudes. Only the 131X (Pilot) and 132X (NFO) communities, which were quite close to the mean on each question, were not so simply categorized. There was a similar consistency for four of the six paygrades. The O-3's and O-4's were always above the mean, and the O-5's and O-6's always below. The O-6's were also consistent in providing the most negative response.

It is interesting to note the differences in significance of paygrade and designator for these six questions, as indicated by the R-squares and Chi squares for each. Of the first three questions regarding integration of women into

their communities (Q78A and Q78B), the designator of the respondent was more significant than his paygrade. For the third question (Q78C) on women's mental capabilities, paygrade was slightly more significant. When it came to the questions about training women to use weapons and sending them into combat (what might be classified as a somewhat more radical idea), paygrade was the more significant factor. Since age is directly related to paygrade, and as age is often indicative of one's relative conservatism, it is not too surprising to find that the senior (and therefore older) men are more conservative than the junior and mid-grade officers. Their attitudes may also be a reflection of the fact, during the early years of their careers, the senior male officers probably did not have much professional contact with Navy women. However, as mentioned above, the ensigns, surprisingly, were almost as conservative.

There was one other somewhat curious note in the responses to these questions. The two groups with the most negative attitudes about allowing women in their designators (Q78A), the submariners by designator and the ensigns by paygrade, were the most positive when it came to the question of allowing women to engage in hand-to-hand combat (Q78E). The ensigns, especially, were inconsistent in that, despite their feelings about allowing women to engage in hand-to-hand combat, they fell below the mean when asked if women should be trained and used in combat situations (Q78F). Evidently, the ensigns and the submariners find it acceptable to have women in combat as long as they personally don't have to fight next to the women.

B. CONCLUSION

In every time of crisis women have served our country in difficult and hazardous ways. Women should not be considered a marginal group to be employed periodically only to be denied opportunity to satisfy their needs and

aspirations when unemployment rises or a war ends. (John F. Kennedy, 1961) [Ref. 2].

Despite the fact that John F. Kennedy spoke those words almost a generation ago, they still seem to describe, to a large degree, the environment in which military women exist. The use of women has often been a stop-gap measure employed in times of temporary necessity. Although the last ten years have seen many important changes in the status of military women, the policy makers have not yet given women full equality. The restrictions of section 6015 effectively limit the career potential for women officers. Although command opportunities are now available to women, there is limited availability of leadership billets (i.e. clearly identified division officer and department head billets, and executive officer billets) leading up to command. [Ref. 14]. In addition, "detailers are committed to taking care of front-runners in warfar specialties, because that's a prime ingredient of readiness." [Ref. 20]. The results of this study have shown that, for the most part, there is a generally positive attitude towards full integration of women officers into the Navy. The notable exception, by designator, is in the one community (in this study) still closed to women--the submarine community. However, there was a somewhat less positive reaction to the questions regarding women in combat. Since one can earn a surface warfare or aviation designator and serve in those communities without being assigned to a combat role, there is no inconsistency in the responses to these two areas. However, as noted before, due to the combat restrictions, the career opportunities for women in those designators are very limited (and not very well delineated), to the point where some 111X women have found it necessary to revert to 110X in order to remain competitive for promotion. For a male 111X to do likewise would essentially end his career.

Since the limited role of women officers revolves around the combat restrictions, the attitudes of the male officers have a great deal of potential impact on the future of Navy women. Paygrade was found to be more significant than designator on questions dealing with the combat issue, and the O-5's and O-6's registered the most negative attitudes. How does this affect the female naval officer? There is possible impact in several areas. To begin with, these senior officers are in a position to influence, if not initiate, policy changes. Their experience and expertise will be called on when questions arise regarding the impact on effectiveness any changes may have. A certain number of them will someday be flag officers, where their attitudes towards women's roles will be felt even more strongly. And if, as their attitudes indicate, they are opposed to a combat role for women, there is little chance that they will push for repeal of section 6015.

Of a more individual nature is the fact that these are the men who are writing the fitness reports for women officers. A study on the differences in the narrative section of fitness reports of men and women revealed that the descriptive words used were different for each. Men were "more qualified, logical, dynamic, mature, aggressive, ... effective in training others," while women were "supportive of equal opportunity programs, impeccable in uniform, and an asset to their command." [Ref. 21]. Two gender-free narratives were then composed, one typically "male" and one typically "female." Officers who were students in Prospective Commanding Officer/Prospective Executive Officer (PCO/PXO) courses and students at Naval Postgraduate School, Monterey, were then given the two narratives and asked to choose one for promotion. It is important to recognize that, by virtue of where they were assigned at the time, these were obviously successful officers who were on their way up. They

were also of a rank to make them eligible for serving on selection boards. These officers overwhelmingly selected the "male" fitrep as the more competitive of the two. Keeping in mind that the fitrep is one of the primary means by which an evaluating officer can recommend an individual for schools and special assignments, it is noteworthy that few of the officers used in this study knew what assignments would be career-enhancing for women. The authors of the study did not believe that the results indicated a bias on the part of the fitrep authors, but was rather a result of socialization. When writing the women's fitreps, the men "had difficulty viewing them in active, competitive roles." [Ref. 21]. Considering that the fitness report is the most important factor in selection for promotion, women officers are now, as a result of DOPMA, competing with men with fitreps that are not competitive. The cause may not be intentional bias, but the socialization process which causes these senior male officers difficulty in viewing women as competitive is the same socialization process that makes it difficult to accept women in a combat role. And since men with similar attitudes will no doubt be serving on selection boards, their "socialization" has the potential for limiting the career progression of women officers. This has the added impact of decreasing the chances of significant numbers of women rising to positions where they can influence or make policy. The "good ol' boy" network has a tendency to be self-perpetuating, making it difficult to change the status quo.

There are other methods by which this attitude is manifested. The issues that are raised when the possibility of expanding the number of women is discussed indicate a tendency to avoid dealing with the real issue, i.e., the attitudes of the men. Pregnancy is often cited as causing women to lose too much time from the job. Yet studies have

shown that men lose about 67% more time on the job than women, even when time lost to pregnancy is included. The time lost by men is generally more disruptive to the command climate, involving such things as drug and alcohol-related problems, desertion, and legal infractions. The problems caused by single parenthood were a source of complaint until it came to light that the majority of single parents were male. It was amazing how quickly that became a non-issue. A lack of adequate facilities is an excuse used to limit the numbers. That could be solved with money for construction of new facilities, if that were really the problem. The argument about combat effectiveness lost steam (though not popularity) when the Women in the Army study demonstrated that unit performance was not adversely affected by the presence of women. The attempts to reduce the goals on the number of women that would be allowed to serve in the military--goals set during the Carter administration--and the excuses used to justify that reduction, are cause for concern for service women.

Women began to sense a change in atmosphere as they entered the 1980's. They became very concerned that, at a minimum, they were no longer marching forward and in fact might even be forced to do an about face and march back. [Ref. 4].

The election of Ronald Reagan as President was seen by some as an opportunity to change the direction of women's programs. His political conservatism was evidenced by his lack of support for the ERA and his decision not to resubmit to Congress the legislation to repeal section 6015.

With the 1980 election, many military women sensed that an antiwoman sentiment that had been building in the armed forces was becoming a reality. Senior military personnel worried that manpower policy decisions were being made by amateurs interested in social equality and political expediency rather than in the requirements of national defense. [Ref. 1].

The attitudes expressed by the senior Navy officers in the 1979 survey had become acceptable again.

It is important that the attitudes be changed. The restrictiveness of the combat exclusion law affects the status of women.

Women's exemption from full military service interferes with their access to national leadership roles. Military service is often seen as a political credential. Military service has been credited with legitimizing the citizenship claims of other groups, particularly racial minorities. [Ref. 1].

Despite the argument that attitudes could not be legislated, the racial integration of the military has proven successful. The attitudes may not have changed, but the behaviors did.

When speaking before a group of Army women, Maj Gen Mary E. Clark, USA, (ret), told them that "you may not be aware that at the present time the Army has two mottos, one for men soldiers--'be all you can be!'--and a second motto for women soldiers--'be all we will let you be!' [Ref. 22]. The same presently applies to the other services as well. The Navy has had a reputation for being one of the front-runners in providing equal opportunity for women. Perhaps not always motivated by altruistic ideals, and sometimes pressured by outside factors, the Navy nevertheless has usually recognized the inevitability of social change and the need to respond accordingly. Although it would run counter to current sentiment, the Navy could take the opportunity to step to the forefront of the battle for equality by fighting for repeal of section 6015. It would be most unfortunate if another generation were to pass only to find that John F. Kennedy's words were still as applicable as they are today.

APPENDIX A

q78A-Q78C Multiple Classification Analysis and
Crosstabulations by Designator and by Paygrade

TABLE III
Q78A Multiple Classification Analysis

Women should be allowed in my designator

Grand Mean = 2.77

	adjusted for independents deviation	N	significance of F
DESIGNATOR			(.001)
110X	-0.85	34	
111X	-0.09	313	
112X	0.46	118	
116X	0.04	107	
117X	0.06	37	
131X	-0.02	375	
132X	0.05	144	
139X	-0.05	39	
PAYGRADE			(.016)
01	0.18	144	
02	-0.16	170	
03	-0.16	282	
04	-0.05	282	
05	0.18	186	
06	0.26	103	

(Source: Rand Survey)

TABLE IV
Q78A by Designator

Women should be allowed in my designator

	strongly agree	neutral	disagree	strongly disagree	total	mean
	1	2	3	4	5	
DESIGNATOR						
110X	13 (38.2)	16 (47.1)	2 (5.9)	1 (2.9)	1 (5.9)	34 1.91
111X	74 (23.5)	114 (36.2)	23 (7.3)	49 (15.6)	55 (17.5)	315 2.68
112X	21 (17.8)	26 (22.0)	10 (8.5)	29 (24.6)	32 (27.1)	118 3.21
116X	26 (24.1)	29 (26.9)	12 (11.1)	17 (15.7)	24 (22.2)	108 2.83
117X	11 (29.7)	6 (16.2)	3 (8.1)	9 (24.3)	8 (21.6)	37 2.92
131X	63 (16.8)	153 (40.7)	35 (9.3)	68 (18.1)	57 (15.2)	376 2.74
132X	28 (19.4)	53 (36.8)	15 (10.4)	23 (16.0)	25 (17.4)	144 2.75
139X	5 (12.8)	15 (38.5)	5 (12.8)	7 (17.9)	7 (17.9)	39 2.90

Chi Square = 53.62

Significance = .002

(Source: Rand Survey)

TABLE V
Q78A by Paygrade

Women should be allowed in my designator						
	strongly agree	agree	neutral	disagree	strongly disagree	total mean
	1	2	3	4	5	
PAYGRADE						
01	27 (18.6)	41 (28.3)	15 (10.3)	33 (22.8)	29 (20.0)	145 2.96
02	43 (25.1)	62 (36.3)	16 (9.4)	21 (12.3)	29 (17.0)	171 2.60
03	65 (23.0)	103 (36.5)	25 (8.9)	48 (17.0)	41 (14.5)	282 2.63
04	63 (22.3)	103 (36.5)	21 (7.4)	43 (15.2)	52 (18.4)	282 2.71
05	26 (14.0)	70 (37.6)	18 (9.7)	35 (18.8)	37 (19.9)	186 2.93
06	16 (15.4)	33 (31.7)	10 (9.6)	23 (22.1)	22 (21.2)	104 3.03

Chi Square = 23.38 Significance = 0.271

(Source: Rand Survey)

TABLE VI
Q78A Analysis of Variance

Women should be allowed in my designator

Source of variation	DF	F	Signif of F	R-squared
Main Effects	12	3.395	0.000	
Designator	7	3.795	0.000	0.022
Paygrade	5	2.790	0.016	0.012
2-Way Interactions	22	0.898	0.643	
Explained	34	1.748	0.005	
Residual	1132			
Total	1166			

(Source: Rand Survey)

TABLE VII
Q78B Multiple Classification Analysis

Women are physically able to handle the skills

Grand Mean = 2.42

	adjusted for independents deviation	N	significance of F
DESIGNATOR			(.001)
110X	-0.92	34	
111X	-0.17	313	
112X	-0.20	118	
116X	-0.18	107	
117X	-0.66	37	
131X	0.32	375	
132X	0.11	144	
139X	0.47	39	
PAYGRADE			(.006)
01	0.17	144	
02	-0.01	170	
03	-0.20	282	
04	-0.07	282	
05	0.18	186	
06	0.17	103	

(Source: Rand Survey)

TABLE VIII
Q78 by Designator

Women are physically able to handle the skills

	strongly agree	agree	neutral	disagree	strongly disagree	total	mean
	1	2	3	4	5		
DESIGNATOR							
110X	18 (52.9)	15 (44.1)	0 (0.0)	1 (2.9)	0 (0.0)	34	1.53
111X	80 (25.3)	160 (50.6)	23 (7.3)	30 (9.5)	23 (7.3)	316	2.24
112X	33 (28.0)	61 (51.7)	3 (2.5)	10 (8.5)	11 (9.3)	118	2.19
116X	31 (28.7)	44 (40.7)	10 (9.3)	11 (10.2)	12 (11.1)	108	2.32
117X	14 (35.9)	17 (43.6)	5 (12.8)	2 (5.1)	1 (2.6)	39	1.89
131X	59 (15.7)	153 (40.7)	36 (9.6)	88 (23.4)	40 (10.6)	376	2.73
132X	39 (26.7)	56 (38.4)	12 (8.2)	22 (15.1)	17 (11.6)	146	2.47
139X	2 (5.1)	16 (41.0)	4 (10.3)	12 (30.8)	5 (12.8)	39	3.05

Chi Square = 101.46 Significance = 0.001

(Source: Rand Survey)

TABLE IX
Q78B by Paygrade

Women are physically able to handle the skills

	strongly agree	agree	neutral	disagree	strongly disagree	total	mean
	1	2	3	4	5		
PAYGRADE							
01	33 (22.6)	55 (37.7)	16 (11.0)	29 (19.9)	13 (8.9)	146	2.53
02	48 (27.7)	75 (43.4)	12 (6.9)	24 (13.9)	14 (8.1)	173	2.31
03	78 (27.7)	129 (45.7)	17 (6.0)	39 (13.8)	19 (6.7)	282	2.26
04	72 (25.4)	123 (43.5)	27 (9.5)	29 (10.2)	32 (11.3)	283	2.39
05	30 (16.0)	89 (47.6)	11 (5.9)	36 (19.3)	21 (11.2)	187	2.62
06	14 (13.5)	51 (49.0)	10 (9.6)	19 (18.3)	10 (9.6)	104	2.62

Chi Square = 35.22 Significance = 0.019

(Source: Rand Survey)

TABLE X
Q78B Analysis of Variance

Women are physically able to handle the skills

Source of variation	DF	F	Signif of F	R-squared
Main Effects	12	7.425	0.000	
Designator	7	10.476	0.000	0.059
Paygrade	5	3.283	0.006	0.013
2-Way Interactions	22	1.323	0.145	
Explained	34	3.477	0.000	
Residual	1132			
Total	1166			

(Source: Rand Survey)

TABLE XI
Q78C Multiple Classification Analysis

Women are mentally capable of handling skills

Grand Mean = 2.12

	adjusted for independents deviation	N	significance of F
DESIGNATOR			(.014)
110X	-0.49	34	
111X	-0.07	313	
112X	0.09	118	
116X	-0.18	107	
117X	-0.21	37	
131X	0.13	375	
132X	0.03	144	
139X	0.01	39	
PAYGRADE			(.001)
01	0.14	144	
02	-0.04	170	
03	-0.16	282	
04	-0.09	282	
05	0.27	186	
06	0.08	103	

(Source: Rand Survey)

TABLE XII
Q78C by Designator

Women are mentally capable of handling the skills

	strongly agree	agree	neutral	disagree	strongly disagree	total	mean
	1	2	3	4	5		
DESIGNATOR							
110X	15 (44.1)	17 (50.0)	1 (2.9)	1 (2.9)	0 (0.0)	34	1.65
111X	99 (31.4)	156 (49.5)	22 (7.0)	24 (7.6)	14 (4.4)	315	2.04
112X	33 (28.0)	55 (46.6)	9 (7.6)	16 (13.6)	5 (4.2)	118	2.19
116X	35 (32.7)	54 (50.5)	7 (6.5)	6 (5.6)	5 (4.7)	107	1.99
117X	14 (35.9)	15 (38.5)	6 (15.4)	4 (10.3)	0 (0.0)	39	2.00
131X	90 (24.0)	186 (49.6)	33 (8.8)	50 (13.3)	16 (4.3)	375	2.24
132X	42 (28.8)	75 (51.4)	9 (6.2)	12 (8.2)	8 (5.5)	146	2.10
139X	7 (17.9)	21 (53.8)	5 (12.8)	6 (15.4)	0 (0.0)	39	2.26

Chi Square = 35.57

Significance = 0.154

(Source: Rand Survey)

TABLE XIII
Q78C by Paygrade

Women are mentally capable of handling the skills

	strongly agree	agree	neutral	disagree	strongly disagree	total	mean
	1	2	3	4	5		
PAYGRADE							
01	36 (24.8)	74 (51.0)	15 (10.3)	17 (11.7)	3 (2.1)	145	2.15
02	60 (34.9)	78 (45.3)	11 (6.4)	17 (9.9)	6 (3.5)	172	2.02
03	91 (32.3)	138 (48.9)	24 (8.5)	21 (7.4)	8 (2.8)	282	2.00
04	88 (31.1)	141 (49.8)	15 (5.3)	27 (9.5)	12 (4.2)	283	2.06
05	34 (18.2)	95 (50.8)	21 (11.2)	23 (12.3)	14 (7.5)	187	2.40
06	25 (24.3)	53 (51.5)	6 (5.8)	14 (13.6)	5 (4.9)	103	2.23

Chi Square = 33.72 Significance = 0.028

(Source: Rand Survey)

TABLE XIV
Q78C Analysis of Variance

Women are mentally capable of handling the skills

Source of variation	DF	F	Signif of F	R-squared
Main Effects	12	3.270	0.000	
Designator	7	2.539	0.014	0.015
Paygrade	5	4.427	0.001	0.018
2-Way Interactions	22	1.183	0.253	
Explained	34	2.111	0.001	
Residual	1132			
Total	1166			

(Source: Rand Survey)

APPENDIX B

Q78D-Q78F Multiple Classification Analysis and
Crosstabulations by Designator and by Paygrade

TABLE XV
Q78D Multiple Classification Analysis

Women should learn to use weapons

Grand Mean = 2.39

	adjusted for independents deviation	N	significance of F
DESIGNATOR			(.270)
110X	-0.35	34	
111X	-0.03	312	
112X	-0.13	117	
116X	0.04	108	
117X	0.22	38	
131X	0.03	374	
132X	-0.04	146	
139X	0.45	39	
PAYGRADE			(.002)
01	-0.09	145	
02	0.03	173	
03	-0.17	282	
04	-0.04	283	
05	0.18	184	
06	0.33	101	

(Source: Rand Survey)

TABLE XVI
Q78D by Designator

Women should learn to use weapons

	strongly agree	agree	neutral	disagree	strongly disagree	total	mean
	1	2	3	4	5		
DESIGNATOR							
110X	14 (41.2)	12 (35.3)	1 (2.9)	5 (14.7)	2 (5.9)	34	2.09
111X	75 (24.0)	136 (43.5)	44 (14.1)	27 (8.6)	31 (9.9)	313	2.38
112X	31 (26.5) (0.0)	50 (42.7) (62.5)	16 (13.7) (25.0)	13 (11.1) (12.5)	7 (6.0) (0.0)	117	2.27
116X	22 (20.4)	48 (44.4)	21 (19.4)	9 (8.3)	8 (7.4)	108	2.38
117X	7 (17.9)	15 (38.5)	7 (17.9)	9 (23.1)	1 (2.6)	39	2.55
131X	70 (18.7)	176 (47.1)	59 (15.8)	31 (8.3)	38 (10.2)	374	2.44
132X	34 (23.3)	67 (45.9)	24 (16.4)	10 (6.8)	11 (7.5)	146	2.29
139X	5 (12.8)	15 (38.5)	9 (23.1)	5 (12.8)	5 (12.8)	39	2.74

Chi Square = 37.22

Significance = 0.114

(Source: Rand Survey)

TABLE XVII
Q78D by Paygrade

Women should learn to use weapons

	strongly agree	agree	neutral	disagree	strongly disagree	total	mean
	1	2	3	4	5		
PAYGRADE							
01	27 (18.5)	65 (44.5)	24 (16.4)	19 (13.0)	11 (7.5)	146	2.47
02	41 (23.7)	70 (40.5)	28 (16.2)	20 (11.6)	14 (8.1)	173	2.40
03	77 (27.3)	126 (44.7)	42 (14.9)	21 (7.4)	16 (5.7)	282	2.20
04	66 (23.3)	127 (44.9)	49 (17.3)	16 (5.7)	25 (8.8)	283	2.32
05	29 (15.8)	90 (48.9)	23 (12.5)	21 (11.4)	21 (11.4)	184	2.54
06	17 (16.8)	41 (40.6)	15 (14.9)	12 (11.9)	16 (15.8)	101	2.69

Chi Square = 33.45 Significance = 0.030

(Source: Rand Survey)

TABLE XVIII
Q78D Analysis of Variance

Women should learn to use weapons

Source of variation	DF	F	Signif of F	R-squared
Main Effects	12	2.329	0.006	
Designator	7	1.253	0.270	0.007
Paygrade	5	3.710	0.002	0.016
2-Way Interactions	22	0.944	0.535	
Explained	34	1.433	0.052	
Residual	1133			
Total	1167			

(Source: Rand Survey)

TABLE XIX
Q78E Multiple Classification Analysis

Women should engage in hand-to-hand combat

Question Q78E

Grand Mean = 3.11

	adjusted for independents deviation	N	significance of F
DESIGNATOR			(.104)
110X	-0.17	34	
111X	-0.10	312	
112X	-0.29	117	
116X	0.10	108	
117X	0.24	38	
131X	0.05	374	
132X	0.06	146	
139X	0.60	39	
PAYGRADE			(.001)
01	-0.27	145	
02	-0.08	173	
03	-0.19	282	
04	-0.02	283	
05	0.34	184	
06	0.50	101	

(Source: Rand Survey)

TABLE XX
Q78E by Designator

Women should engage in hand-to-hand combat

	strongly agree	agree	neutral	disagree	strongly disagree	total	mean
	1	2	3	4	5		
DESIGNATOR							
110X	⁷ (20.6)	⁸ (23.5)	⁵ (14.7)	⁶ (17.6)	⁸ (23.5)	34	3.00
111X	⁴⁹ (15.5)	⁷⁴ (23.4)	⁵³ (16.8)	⁸⁵ (26.9)	⁵⁵ (17.4)	316	3.07
112X	²³ (19.5)	³² (27.1)	²⁰ (16.9)	²⁴ (20.3)	¹⁹ (16.1)	118	2.87
116X	¹⁸ (16.7)	³⁰ (27.8)	¹⁷ (15.7)	¹⁸ (16.7)	²⁵ (23.1)	108	3.02
117X	⁷ (18.4)	⁷ (18.4)	⁶ (15.8)	¹⁰ (26.3)	⁸ (21.1)	38	3.13
131X	⁴⁰ (10.6)	¹⁰¹ (26.9)	⁶⁹ (18.4)	⁶⁷ (17.8)	⁹⁹ (26.3)	376	3.72
132X	²¹ (14.4)	³⁶ (24.7)	²⁴ (16.4)	³⁶ (24.7)	²⁹ (19.9)	146	3.11
139X	⁵ (12.8)	⁵ (12.8)	⁶ (15.4)	¹⁴ (35.9)	⁹ (23.1)	39	3.44

Chi Square = 33.97

Significance = 0.202

(Source: Rand Survey)

TABLE XXI
Q78E by Paygrade

Women should engage in hand-to-hand combat

	strongly agree	agree	neutral	disagree	strongly disagree	total	mean
	1	2	3	4	5		
PAYGRADE							
01	25 (17.2)	32 (22.1)	24 (16.6)	34 (23.4)	30 (20.7)	145	3.08
02	29 (16.8)	49 (28.3)	21 (12.1)	35 (20.2)	39 (22.5)	173	3.02
03	53 (18.8)	76 (27.0)	49 (17.4)	59 (20.9)	45 (16.0)	282	2.88
04	39 (13.8)	77 (27.2)	50 (17.7)	65 (23.0)	52 (18.4)	283	3.05
05	13 (7.0)	42 (22.5)	40 (21.4)	40 (21.4)	52 (27.8)	187	3.40
06	10 (9.6)	17 (16.3)	16 (15.4)	27 (26.0)	34 (32.7)	104	3.55

Chi Square = 41.24 Significance = 0.004

(Source: Rand Survey)

TABLE XXII
Q78E Analysis of Variance

Women should engage in hand-to-hand combat

Source of variation	DF	F	Signif of F	R-squared
Main Effects	12	3.352	0.000	
Designator	7	1.706	0.104	0.010
Paygrade	5	6.231	0.000	0.026
2-Way Interactions	22	1.085	0.356	
Explained	34	1.885	0.002	
Residual	1133			
Total	1167			

(Source: Rand Survey)

TABLE XXIII
Q78F Multiple Classification Analysis

Women should be trained and used in combat

Question Q78F

Grand Mean = 2.90

	adjusted for independents deviation	N	significance of F
DESIGNATOR			(.270)
110X	-0.10	34	
111X	-0.12	312	
112X	-0.24	117	
116X	0.15	108	
117X	0.23	38	
131X	0.03	374	
132X	0.09	146	
139X	0.49	39	
PAYGRADE			(.001)
01	0.05	145	
02	-0.11	173	
03	-0.21	282	
04	-0.08	283	
05	0.26	184	
06	0.45	101	

(Source: Rand Survey)

TABLE XXIV
Q78F by Designator

Women should be trained and used in combat						
	strongly agree	agree	neutral	disagree	strongly disagree	total mean
	1	2	3	4	5	
DESIGNATOR						
110X	8 (23.5)	9 (26.5)	5 (14.7)	5 (14.7)	7 (20.6)	34 2.82
111X	66 (21.0)	103 (32.7)	37 (11.7)	51 (16.2)	58 (18.4)	315 2.79
112X	24 (20.3)	42 (35.6)	15 (12.7)	23 (19.5)	14 (11.9)	118 2.66
116X	19 (17.6)	33 (30.6)	11 (10.2)	17 (15.7)	28 (25.9)	108 3.02
117X	8 (20.5)	6 (15.4)	8 (20.5)	8 (20.5)	9 (23.1)	39 3.13
131X	55 (14.6)	128 (34.0)	57 (15.2)	52 (13.8)	84 (22.3)	376 2.94
132X	24 (16.4)	45 (30.8)	24 (16.4)	27 (18.5)	26 (17.8)	146 2.90
139X	4 (10.3)	8 (20.5)	5 (12.8)	11 (28.2)	11 (28.2)	39 3.44

Chi Square = 32.99

Significance = 0.236

(Source: Rand Survey)

TABLE XXV
Q78F by Paygrade

Women should be trained and used in combat

	strongly agree	agree	neutral	disagree	strongly disagree	total	mean
	1	2	3	4	5		
PAYGRADE							
01	23 (15.8)	34 (23.3)	22 (15.1)	28 (19.2)	39 (26.7)	146	3.19
02	38 (22.0)	53 (30.6)	20 (11.6)	28 (16.2)	34 (19.7)	173	2.81
03	63 (22.3)	97 (34.4)	36 (12.8)	48 (17.0)	38 (13.5)	282	2.65
04	51 (18.0)	104 (36.7)	37 (13.1)	40 (14.1)	51 (18.0)	283	2.77
05	20 (10.8)	60 (32.3)	28 (15.1)	34 (18.3)	44 (23.7)	186	3.10
06	12 (11.5)	26 (25.0)	19 (18.3)	16 (15.4)	31 (29.6)	104	3.28

Chi Square = 41.43 Significance = 0.003

(Source: Rand Survey)

TABLE XXVI
Q78F Analysis of Variance

Women should be trained and used in combat

Source of variation	DF	F	Signif of F	R-squared
Main Effects	12	3.193	0.000	
Designator	7	1.255	0.270	0.007
Paygrade	5	4.977	0.000	0.021
2-Way Interactions	22	0.868	0.639	
Explained	34	1.698	0.008	
Residual	1133			
Total	1167			

(Source: Rand Survey)

LIST OF REFERENCES

1. Chayes, Antonia Handler, former Undersecretary of U.S. Air Force, testimony before the Committee on the Judiciary of the United States Senate Subcommittee on the Constitution, November 1, 1983, reprinted in Minerva: Quarterly Report on Women and the Military, Vol 1, Winter, 1983
2. Thomas, Patricia J., "Women in the Military: America and the British Commonwealth: Historical Similarities," Armed Forces and Society Vol 4, August, 1978
3. Holm, Jeanne, Maj Gen, USAF (ret), Women in the Military: An Unfinished Revolution Presidio Press, Novato, Ca, 1982
4. Sadler, Georgia Clark, Capt, USN, "Women in the Sea Services: 1972-1982," U.S. Naval Institute Proceedings, May, 1983
5. Atkins, Jeanne and Becraft, Carolyn, "Weal Information Center on Women and the Military Considers ERA," Minerva: Quarterly Report on Women and the Military Vol 1, Fall, 1983
6. Clark, Albert P., Lt Gen, USAF (ret), "Women at the Service Academies and Combat Leadership," Strategic Review Vol 5, Fall, 1977
7. Hearings on H.R. 6569 "Registration of Women," before the Military Personnel Subcommittee of the Committee on Armed Services, House of Representatives, 96th Congress, 05-06 March, 1980
8. Kalisch, Philip A., and Scobey, Margaret, "Femal Nurses in American Wars: Helplessness Suspended for the Duration," Armed Forces and Society Vol 9, Winter, 1983
9. Huey, Dr. Mary Evelyn Blagg, DACOWITS Chairperson, in a letter to Secretary of Defense Caspar W. Weinberger, 06 June, 1983, reprinted in Minerva: Quarterly Report on Women and the Military, Vol 1, Fall, 1983
10. Andrews, Michael A., Maj, USA, "Women in Combat?" Military Review Vol 59, July, 1979
11. Galloway, Judith M., "The Impact of the Admission of Women to the Service Academies on the Role of the Woman Line Officer," American Behavioral Scientist, Vol 19, May/June, 1976

12. Durning, Kathleen P., "Women at the Naval Academy," Armed Forces and Society Vol 4, August, 1978
13. Kelly, James F. Jr., Capt, USN, "Women in Warships: A Right to Serve," U.S. Naval Institute Proceedings, October, 1978
14. Matthews, Victoria S., and Almendinger, Sylvia S., "An Examination of An Examination of Unrestricted Line Women Officers' Career Patterns and Related Issues," Master's Thesis, June, 1979, Naval Postgraduate School, Monterey, CA
15. Stiehm, Judith H., "Women and the Combat Exemption," Parameters: Journal of the U.S. Army War College, Vol 10, June, 1980
16. Feld, M.D., "Arms and the Woman: Some General Considerations," Armed Forces and Society, Vol 4, August, 1978
17. Adams, Virginia, "Jane Crow in the Army: Obstacles to Sexual Integration," Psychology Today, October, 1980
18. Binkin, Martin and Bach, Shirley J., Women and the Military The Brookings Institution, Washington, D.C., 1977
19. Doering, Zahava D., et al, 1978 DoD Survey of Officers and Enlisted Personnel: User's Manual and Codebook, January, 1981, Rand, Santa Monica, CA
20. Coye, Beth F., Cdr, USN, "We've Come a Long Way, But ..." U.S. Naval Institute Proceedings, July, 1979
21. Thomas, Patricia J., et al, "Gender Differences in the Evaluations of Narratives in Officer Performance Ratings," March, 1983, Navy Personnel Research and Development Center, San Diego, CA
22. Clark, Mary E., Maj Gen, USA (ret), from an address presented for Fort Bragg's Federal Woman's Week activities, August 25, 1983, reprinted in Minerva: Quarterly Report on Women and the Military, Vol 1, Winter, 1983

INITIAL DISTRIBUTION LIST

	No. Copies
1. Defense Technical Information Center Cameron Station Alexandria, Virginia 22314	2
2. Library, Code 0142 Naval Postgraduate School Monterey, California 93943	2
3. Professor Richard Elster, Code 54Ea Department of Administrative Science Naval Postgraduate School Monterey, California 93943	1
4. Thomas G. Swenson, Code 54Zw Department of Administrative Science Naval Postgraduate School Monterey, California 93943	2
5. Ronald A. Weitzman, Code 54Wz Department of Administrative Science Naval Postgraduate School Monterey, California 93943	1
6. Deputy Chief of Naval Operations (Manpower, Personnel and Training) Chief of Naval Personnel (OP-13) Arlington Annex Columbia Pike and Arlington Ridge Road Arlington, Virginia 20370	1
7. LCDR Colleen J. McKenzie, USN 7108 Vermillion Place Annandale, Virginia, 22003	3

END

FILED

5-84