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# **The Sociology of the Army Noncommissioned Officer: A Preliminary Assessment**

**Charles C. Moskos**

Northwestern University

for

**Contracting Officer's Representative  
Michael Drillings**

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**July 1990**



**United States Army  
Research Institute for the Behavioral and Social Sciences**

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## THE SOCIOLOGY OF THE ARMY NONCOMMISSIONED OFFICER: A PRELIMINARY ASSESSMENT

### EXECUTIVE SUMMARY

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Remarkably, the noncommissioned officer (NCO) of the U.S. Army has never been an object of systematic and focused attention in the sociology of the military. One reason for the lack of basic research is that NCOs are a distinctive social type not readily subsumed under the conventional paradigms of "professional soldier" or "enlisted culture" that dominate the social science literature of the armed forces. The working assumption is that NCOs, theoretically as well as substantively, are worthy of study in their own right.

This report consists mainly of tabular data. An examination of the available statistical data highlights significant social and demographic trends pertaining to the NCO corps. We can summarize the major findings as follows:

1. There has been an absolute and proportional decline in the junior enlisted force. This trend has occurred not only from the draft era to the volunteer Army, but also during the volunteer Army period. The reduction in force that has characterized the volunteer Army has occurred almost entirely in the private ranks.
2. The proportion of the enlisted force with between 11 and 19 years of service has increased markedly. The proportion of enlisted members with over 20 years of service, however, has declined.
3. Promotion to NCO status occurs more quickly in the Army than in any other service.
4. The proportion of black NCOs is much higher in the Army than in any other service and is higher than the proportion of blacks among junior enlisted members.
5. The proportion of blacks among Army female personnel exceeds that among male personnel, especially at the NCO level.
6. Female NCOs, compared to their male counterparts, are (a) less likely to be married, (b) if married, much more likely to have a military spouse, and (c) whether married to a civilian or military spouse, much less likely to have children.
7. Survey data suggest that value congruence is more likely to be found between first-term soldiers and junior NCOs than between junior NCOs and senior NCOs.

This report is the first in a three-part research project to present a sociology of the Army NCO. The research findings will be of value to policy makers and planners dealing with the impending "downsizing" of the U.S. Army.

THE SOCIOLOGY OF THE ARMY NONCOMMISSIONED OFFICER: A PRELIMINARY ASSESSMENT

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## THE SOCIOLOGY OF THE ARMY NONCOMMISSIONED OFFICER:

### A PRELIMINARY ASSESSMENT

"Sergants are the backbone of the Army." How often one has heard that commonplace assertion. Indeed, the Chief of Staff of the U.S. Army designated 1989 as the "Year of the NCO." Yet, the remarkable fact exists that the Non-Commissioned Officer (NCO) of the U.S. Army has never been an object of systematic and focused attention in the sociology of the military.

One reason for the lack of basic research on the Army NCO is that sergeants are a distinctive social type not readily subsumed under the conventional paradigms of "professional soldier" or "enlisted culture" that dominate the social science literature of the armed forces. The working assumption of this research project is that NCOs, theoretically as well as substantively, are worthy of study in their own right.

Research on the NCO is required, however, not only for its conceptual importance, but also because NCOs bear critically on virtually every aspect of military social organization -- cohesion in combat groups, unit training and performance, leadership, personnel retention, career development, the military family, race relations, sex roles, to name a few. Indeed, there is practically no area of military life that does not relate to the role of the NCO. The absence of basic research on this topic is thus all the more noteworthy.

This report is the first in a three-part research project. This report consists of tabular data based on available manpower statistics. Our focus is on social and demographic trends among NCOs. The data deals with

similarities and differences along three core dimensions: between Army NCOs and NCOs in other services; between NCOs and officers and junior enlisted members, and by social categories within Army NCOs. These tabular data have appeared nowhere else in the format given here. For purposes of clarity, numbers in the text discussion are rounded off to the nearest whole percent. The reader is advised to examine the tables independently for a more detailed picture of social and demographic trends among American military personnel.

The data base given here in turn will be used as a foundation for subsequent reports in this project. The second report will present findings based upon participant observations and in-depth interviews with NCOs. The third report will highlight organizational features in the American NCO system by making cross-national comparisons with NCO corps in other Western nations. The final technical report will be based on the three earlier reports and specify the implications of the sociology of the Army NCO for basic research and policy.



## TABULAR DATA

Personnel Force Structure: Tables A-1 to A-5. Trend data is presented for selected years: 1963/4 (pre-Vietnam draft), 1969 (Vietnam peak), 1978/80 (early AVF), and 1989 (current AVF). For both the DOD and the Army, the long-term trend is toward an increasing proportion of officers, senior NCOs (E7-E9), and junior NCOs (E5-E6), and a corresponding decline in junior enlisted members (E1-E4). Within the Army the decline has been particularly pronounced for the private ranks (E1-E3): from 48 percent in 1963, 37 percent in 1980, 30 percent in 1989. For senior NCOs, the pattern was in a growing proportion of enlisted personnel: 6 percent in 1963, 9 percent in 1980, and 11 percent in 1989.

That proportionate and actual decline of the junior enlisted force continued during the AVF period is noteworthy. In actual numbers, the findings are most striking. From 1964 to 1989 the total Army enlisted ranks declined by 190,000, a number less than the decline in the private ranks (E1-E3) -- 208,000. In effect, the downsizing of the Army from the draft era to the current AVF period occurred almost entirely at the private ranks.

Years in Service: Tables B-1 to B-3. The "grade creep" noted above is paralleled by the increasing longevity of the enlisted force during the AVF era. Whereas 63 percent of the Army enlisted force had less than four years of service in 1978, the corresponding figure in 1989 was 51 percent. The proportion with between 11 and 19 years of service increased markedly: from 12 percent in 1978 to 20 percent in 1989. The proportion of enlisted members with over twenty years of service, however, declined over the same period,

from 4 to 2 percent.

Compared to other services, the Army has the shortest average promotion times, especially at the junior NCO level. Thus the rank of E5 is typically achieved at 6.9 years in the Army, compared with 8.3 years in Navy, 8.7 years in the Marine Corps, and 10.8 years in the Air Force. The promotion rate in the Army thus compares favorably with both the more technical Air Force and Navy as well as the less technical Marine Corps.

Enlisted Entrants: Tables C-1 to C-6. Future NCOs reflect current enlisted entrants. High quality recruits are defined by the military as individuals possessing high school diplomas who score in the top half of the mental test distribution (Categories I-III A). The quality of Army recruits has improved dramatically over the course of the AVF. For male entrants, the number meeting the above criteria was 17 percent in 1980, 48 percent in 1983, 52 percent in 1986, and 54 percent in 1989. These percentages, however, are based on decreasing numbers of actual entrants. Thus, the number of high quality Army recruits was some 55,000 1983 and 49,000 in 1989. Also noteworthy is that in the 1980s, for the first time, the percentage of high quality recruits in the Army exceeded that of the Navy.

Longitudinal data on mental test scores shows a marked improvement over the course of the AVF, though there has been some softening from 1987 to 1989. The percentage of Category I's in the AVF Army, however, has not matched that of the draft era (though the percentage of Category I's and II's combined has). More striking is the decline in the actual numbers of Army entrants in Category I between the pre-Vietnam draft and current AVF eras: 15,325 in 1960, 12,474 in 1964, and 3,358 in 1989.

Army male entrants with high school diplomas increased markedly from 1980 to 1989, from 52 to 87 percent. Black entrants have consistently had higher educational levels than white entrants. Female entrants of all races consistently have had higher educational and mental group levels than their male counterparts.

Race and Gender Composition: Tables D-1 to D-8. The Army has a greater black representation at all grades for both officers and enlisted members than any other service. In 1989, blacks made up 11 percent of Army officers, 32 percent of sergeant majors, 37 percent of staff sergeants, and 27 percent of privates.

Females make up 11 percent of Army personnel compared with 13 percent in the Air Force, 10 percent in the Navy, and 4 percent in the Marine Corps. In 1989, females made up 11 percent of Army officers, 1 percent of sergeant majors, 9 percent of staff sergeants, and 11 percent of privates. The number of female NCOs at the junior NCO level (E5) increased from 8 percent in 1978 to 11 percent in 1984 to 12 percent in 1989.

Noteworthy is that the proportion of blacks among Army female personnel exceeds that among male personnel. In 1989, blacks accounted for 47 percent of all female enlisted members (versus 31 percent of males); 54 percent of E5s (versus 36 percent), 42 percent of E7s (versus 29 percent).

Marital and Family Status: Table E-1 to E-11. Marked differences characterize the marital and family status of male and female NCOs. For senior Army NCOs (E6-E9), 5 percent of males are married with no children compared with 21 percent of females in the same category. For senior NCOs, 5 percent of males are married to a military spouse compared with 36 percent of

females. Among senior NCOs who are married, 73 percent of males have children compared with 42 percent of female NCOs.

The overall pattern is that career military women -- whether enlisted or officer -- compared to their male counterparts -- are: (1) less likely to be married, (2) if married, much more likely to be married to a military spouse, and (3) whether married to a civilian or military spouse, much less likely to have children. Similar patterns obtain in all services.

Comparisons of Civilian and Army Life: Table F-1. A large sample of Army veterans characterized the relative likelihood of selected values (e.g. promotion, credit for good work, making friends). No significant differences were found between first-term separatees (typically 3-4 years of service) and mid-term separatees (typically 6-12 years). Large differences were found between these two groups and retirees (typically 20 years of service) who were much more likely to evaluate the Army in positive terms. The data suggest the provocative hypothesis that value congruence is more likely to be found between first-term soldiers and junior NCOs than between junior NCOs and senior NCOs.

Average AFQT Percentile of Enlisted Members by Grade: Table G-1. Army NCOs are more likely to score lower on the Armed Forces Qualification Test (AFQT) than NCOs of other services. In contrast, to other services, Army junior NCOs (E5-E6) are likely to have lower AFQT scores than junior enlisted personnel.

## SUMMARY

The working assumption is that sociology of the Army NCO is worthy of study in its own right, both theoretically and substantively. An examination of statistical data highlights significant social and demographic trends pertaining to the NCO corps. We can summarize the major findings as follows:

(1) There has been an absolute and proportional decline in the junior enlisted force. This trend has occurred not only from the draft era to the volunteer Army, but also during the volunteer Army period. The reduction in force that has characterized the volunteer Army has occurred almost entirely at the private ranks.

(2) The proportion of the enlisted force with between 11 and 19 years of service has increased markedly. The proportion of enlisted members with over 20 years of service, however, has declined.

(3) Promotion to NCO status occurs more quickly in the Army than in any other service.

(4) The proportion of black NCOs is much higher in the Army than in any other service and is higher than the proportion of blacks among junior enlisted members.

(5) The proportion of blacks among Army female personnel exceeds that among male personnel, especially at the NCO level.

(6) Female NCOs, compared to their male counterparts, are: (a) less likely to be married; (b) if married, much more likely to have a military spouse; and (c) whether married to a civilian or military spouse, much less likely to have children.

(7) Survey data suggest that value congruence is more likely to be found between first-term soldier and junior NCOs than between junior NCOs and senior NCOs.

The purpose of basic research is not so much to provide concrete policy prescriptions, but to create data bases, furnish information, and inform ways of thinking that can be used to evaluate present and proposed military manpower policies. Most important, this report presents research findings that will be of value to policy makers and planners dealing with the impending "downsizing" of the U.S. Army.

**Table A-1. DOD PERSONNEL STRUCTURE BY SELECTED YEARS (percentages)**

| <b>Grade Groups</b>                  | <b>1963</b>              | <b>1969</b>              | <b>1978</b>              | <b>1989</b>              |
|--------------------------------------|--------------------------|--------------------------|--------------------------|--------------------------|
| <b>Officer</b>                       | <b>12.5</b>              | <b>12.3</b>              | <b>13.3</b>              | <b>13.4</b>              |
| <b>Senior NCOs<br/>(E9 - E7)</b>     | <b>6.0</b>               | <b>6.2</b>               | <b>8.0</b>               | <b>8.9</b>               |
| <b>Junior NCOs<br/>(E6 - E5)</b>     | <b>23.3</b>              | <b>23.5</b>              | <b>19.6</b>              | <b>28.7</b>              |
| <b>Junior Enlisted<br/>(E4 - E1)</b> | <b>58.2</b>              | <b>58.0</b>              | <b>59.1</b>              | <b>49.0</b>              |
| <b>Total<br/>(N in '000)</b>         | <b>100.0<br/>(2,679)</b> | <b>100.0<br/>(3,395)</b> | <b>100.0<br/>(2,049)</b> | <b>100.0<br/>(2,151)</b> |

**Source:** Department of Defense statistics

Table A-2. ARMY PERSONNEL STRUCTURE BY SELECTED YEARS (percentages)

| Grade Groups                 | 1963           | 1969             | 1978           | 1989           |
|------------------------------|----------------|------------------|----------------|----------------|
| Officer                      | 11.4           | 12.5             | 12.6           | 14.0           |
| Senior NCOs<br>(E9 - E7)     | 5.6            | 5.8              | 8.0            | 9.2            |
| Junior NCOs<br>(E6 - E5)     | 23.8           | 23.5             | 24.4           | 27.4           |
| Junior Enlisted<br>(E4 - E1) | 59.2           | 58.2             | 55.2           | 49.4           |
| Total<br>(N in '000)         | 100.0<br>(957) | 100.0<br>(1,459) | 100.0<br>(767) | 100.0<br>(765) |

Source: Department of Defense statistics



Table A-3. ENLISTED FORCE STRUCTURE BY SERVICE: 1989 (percentages)

| Grade                | Army           | Navy           | Air Force      | Marine Corps   |
|----------------------|----------------|----------------|----------------|----------------|
| E-9                  | .6             | .9             | 1.0            | 1.0            |
| E-8                  | 2.2            | 2.0            | 2.0            | 2.1            |
| E-7                  | 7.8            | 6.6            | 8.4            | 5.3            |
| E-6                  | 13.7           | 16.1           | 12.4           | 8.5            |
| E-5                  | 18.2           | 20.2           | 24.1           | 14.9           |
| E-4                  | 28.0           | 20.9           | 28.3           | 19.6           |
| E-3                  | 13.9           | 13.3           | 14.6           | 30.7           |
| E-2                  | 7.9            | 10.3           | 5.7            | 11.6           |
| E-1                  | 7.7            | 9.7            | 3.5            | 6.3            |
| Total<br>(N in '000) | 100.0<br>(658) | 100.0<br>(514) | 100.0<br>(463) | 100.0<br>(197) |

Source: Department of Defense statistics

**Table A-4. ARMY ENLISTED FORCE STRUCTURE BY SELECTED YEARS (percentages)**

| Grade                | 1964           | 1980           | 1989           |
|----------------------|----------------|----------------|----------------|
| E-9                  | .3             | .6             | .6             |
| E-8                  | 1.3            | 1.6            | 2.2            |
| E-7                  | 4.7            | 6.8            | 7.8            |
| E-6                  | 9.9            | 11.4           | 13.7           |
| E-5                  | 17.0           | 17.8           | 18.2           |
| E-4                  | 19.3           | 25.3           | 28.0           |
| E-3                  | 26.2           | 14.4           | 13.9           |
| E-2                  | 9.6            | 10.5           | 7.9            |
| E-1                  | 11.7           | 11.6           | 7.7            |
| Total<br>(N in '000) | 100.0<br>(848) | 100.0<br>(664) | 100.0<br>(658) |

Source: Department of Defense statistics

**Table A-5. ARMY ENLISTED FORCE STRUCTURE BY SELECTED YEARS**

| <b>Grade</b> | <b>1964</b>    | <b>1980</b>    | <b>1989</b>    |
|--------------|----------------|----------------|----------------|
| <b>E-9</b>   | <b>2,906</b>   | <b>3,714</b>   | <b>4,237</b>   |
| <b>E-8</b>   | <b>11,416</b>  | <b>12,974</b>  | <b>14,600</b>  |
| <b>E-7</b>   | <b>40,113</b>  | <b>45,387</b>  | <b>51,195</b>  |
| <b>E-6</b>   | <b>84,351</b>  | <b>74,874</b>  | <b>90,056</b>  |
| <b>E-5</b>   | <b>143,906</b> | <b>117,728</b> | <b>119,711</b> |
| <b>E-4</b>   | <b>163,391</b> | <b>168,234</b> | <b>184,622</b> |
| <b>E-3</b>   | <b>221,859</b> | <b>95,326</b>  | <b>91,625</b>  |
| <b>E-2</b>   | <b>80,594</b>  | <b>69,471</b>  | <b>51,670</b>  |
| <b>E-1</b>   | <b>99,366</b>  | <b>76,202</b>  | <b>50,403</b>  |
| <b>Total</b> | <b>847,922</b> | <b>663,910</b> | <b>658,119</b> |

**Source:** Department of Defense statistics

**Table B-1. YEARS IN SERVICE OF ARMY ENLISTED FORCE  
BY SELECTED YEARS (percentages)**

| <b>Years in<br/>Service</b> | <b>1978</b>  | <b>1980</b>  | <b>1984</b>  | <b>1989</b>  |
|-----------------------------|--------------|--------------|--------------|--------------|
| <b>1-4</b>                  | <b>63.1</b>  | <b>60.6</b>  | <b>54.2</b>  | <b>51.4</b>  |
| <b>5-10</b>                 | <b>21.3</b>  | <b>23.0</b>  | <b>27.7</b>  | <b>25.8</b>  |
| <b>11-19</b>                | <b>11.9</b>  | <b>12.3</b>  | <b>14.6</b>  | <b>20.4</b>  |
| <b>20 &amp; over</b>        | <b>3.7</b>   | <b>4.1</b>   | <b>3.5</b>   | <b>2.4</b>   |
| <b>Total</b>                | <b>100.0</b> | <b>100.0</b> | <b>100.0</b> | <b>100.0</b> |

**Source: Department of Defense statistics**

**Table B-2. YEARS IN SERVICE AT TIME OF PROMOTION FOR  
ENLISTED GRADES BY SERVICE, 1989**

| <b>Enlisted<br/>Grade</b> | <b>Army</b> | <b>Navy</b> | <b>Air Force</b> | <b>Marine Corps</b> |
|---------------------------|-------------|-------------|------------------|---------------------|
| <b>E-9</b>                | <b>21.6</b> | <b>20.5</b> | <b>21.9</b>      | <b>22.0</b>         |
| <b>E-8</b>                | <b>17.0</b> | <b>17.0</b> | <b>19.0</b>      | <b>17.3</b>         |
| <b>E-7</b>                | <b>12.1</b> | <b>12.4</b> | <b>15.4</b>      | <b>12.2</b>         |
| <b>E-6</b>                | <b>7.6</b>  | <b>8.0</b>  | <b>11.7</b>      | <b>8.1</b>          |
| <b>E-5</b>                | <b>4.2</b>  | <b>4.3</b>  | <b>6.0</b>       | <b>4.9</b>          |
| <b>E-4</b>                | <b>1.8</b>  | <b>2.0</b>  | <b>2.9</b>       | <b>2.7</b>          |
| <b>E-3</b>                | <b>.9</b>   | <b>1.0</b>  | <b>.9</b>        | <b>1.1</b>          |

**Source: Department of Defense statistics**

**Table B-3. YEARS IN SERVICE AT TIME OF PROMOTION FOR  
OFFICER GRADES BY SERVICE, 1989**

| Officer Grade | Army | Navy | Air Force | Marine Corps |
|---------------|------|------|-----------|--------------|
| O-10          | 31.7 | 32.6 | 30.9      | 34.8         |
| O-9           | 30.2 | 30.3 | 29.3      | 33.6         |
| O-8           | 26.8 | 28.7 | 26.5      | 30.2         |
| O-7           | 25.2 | 27.0 | 24.8      | 27.2         |
| O-6           | 19.5 | 19.3 | 19.2      | 21.5         |
| O-5           | 15.7 | 14.0 | 15.6      | 16.3         |
| O-4           | 10.2 | 8.7  | 10.5      | 10.7         |
| O-3           | 3.1  | 3.3  | 3.6       | 4.8          |
| O-2           | 1.3  | 1.9  | 1.9       | 2.2          |

Source: Department of Defense statistics

**Table C-1. PERCENTAGE OF MALE ENTRANTS WITH HIGH SCHOOL DIPLOMA AND IN CATEGORY I-III A BY SERVICE AND SELECTED YEARS (non-prior service)**

| <b>Year</b>                | <b>Army</b>          | <b>Navy</b>         | <b>Air Force</b>    | <b>Marine Corps</b> |
|----------------------------|----------------------|---------------------|---------------------|---------------------|
| <b>1977</b><br>(N in '000) | <b>22.4</b><br>(147) | <b>42.9</b><br>(92) | <b>66.6</b><br>(55) | <b>34.9</b><br>(41) |
| <b>1980</b><br>(N in '000) | <b>17.0</b><br>(135) | <b>42.1</b><br>(75) | <b>52.6</b><br>(57) | <b>33.3</b><br>(38) |
| <b>1983</b><br>(N in '000) | <b>47.6</b><br>(115) | <b>59.1</b><br>(63) | <b>73.4</b><br>(49) | <b>52.6</b><br>(34) |
| <b>1986</b><br>(N in '000) | <b>51.5</b><br>(112) | <b>47.1</b><br>(75) | <b>70.0</b><br>(52) | <b>62.3</b><br>(32) |
| <b>1989</b><br>(N in '000) | <b>53.8</b><br>(91)  | <b>46.6</b><br>(76) | <b>82.0</b><br>(33) | <b>63.0</b><br>(30) |

**Source:** Department of Defense statistics

**Table C-2. PERCENTAGE OF MALE ENTRANTS BY MENTAL GROUP  
FOR SELECTED YEARS (non-prior service)**

| Year | I   | II   | III  | IV   | Total (N)       |
|------|-----|------|------|------|-----------------|
| 1960 | 8.2 | 24.1 | 50.7 | 17.0 | 100.0 (186,893) |
| 1964 | 5.7 | 28.0 | 46.4 | 19.9 | 100.0 (218,851) |
| 1969 | 6.1 | 28.3 | 38.1 | 27.5 | 100.0 (441,250) |
| 1975 | 4.5 | 30.3 | 55.1 | 10.0 | 100.0 (165,610) |
| 1977 | 2.3 | 17.9 | 36.4 | 43.4 | 100.0 (153,434) |
| 1979 | 1.7 | 14.4 | 35.1 | 48.7 | 100.0 (112,088) |
| 1981 | 2.2 | 21.4 | 44.5 | 30.9 | 100.0 (98,578)  |
| 1983 | 3.5 | 33.0 | 51.5 | 12.0 | 100.0 (115,475) |
| 1985 | 4.3 | 30.8 | 53.9 | 11.0 | 100.0 (103,327) |
| 1987 | 4.3 | 34.5 | 56.6 | 4.6  | 100.0 (104,041) |
| 1989 | 3.7 | 32.1 | 56.2 | 8.0  | 100.0 (90,783)  |

**Source: Department of Defense statistics**



**Table C-3. PERCENTAGE OF ARMY MALE ENTRANTS WITH HIGH SCHOOL DIPLOMA BY RACE FOR SELECTED YEARS (non-prior service)**

| <b>Year</b> | <b>White</b> | <b>Black</b> | <b>Other</b> | <b>Total</b> |
|-------------|--------------|--------------|--------------|--------------|
| 1977        | 52.4         | 64.6         | 55.2         | 56.2         |
| 1979        | 55.0         | 65.3         | 52.0         | 58.6         |
| 1980        | 44.7         | 60.4         | 39.8         | 48.9         |
| 1981        | 73.8         | 88.8         | 80.8         | 77.9         |
| 1985        | 87.5         | 95.4         | 91.8         | 87.0         |
| 1989        | 86.8         | 94.1         | 90.9         | 88.8         |

Source: Department of Defense statistics

**Table C-4. PERCENTAGE OF ARMY FEMALE ENTRANTS WITH HIGH SCHOOL DIPLOMA BY RACE FOR SELECTED YEARS (non-prior service)**

| Year | White | Black | Other | Total |
|------|-------|-------|-------|-------|
| 1977 | 88.9  | 93.3  | 90.6  | 89.6  |
| 1978 | 95.4  | 97.4  | 95.3  | 96.0  |
| 1980 | 83.0  | 92.3  | 87.3  | 86.9  |
| 1981 | 98.9  | 97.8  | 95.9  | 94.1  |
| 1985 | 99.9  | 100.0 | 100.0 | 99.9  |
| 1989 | 98.8  | 99.8  | 98.6  | 99.2  |

Source: Department of Defense statistics

**Table C-5. PERCENTAGE OF ARMY MALE ENTRANTS IN  
CATAGORIES I-III A BY RACE FOR SELECTED YEARS  
(non-prior service)**

| Year | White | Black | Other | Total |
|------|-------|-------|-------|-------|
| 1977 | 50.5  | 20.0  | 25.3  | 40.4  |
| 1978 | 57.2  | 20.6  | 28.5  | 43.3  |
| 1980 | 45.7  | 14.3  | 23.6  | 35.7  |
| 1981 | 50.6  | 14.4  | 27.5  | 39.5  |
| 1985 | 68.3  | 29.8  | 46.4  | 56.2  |
| 1989 | 72.6  | 35.5  | 51.8  | 62.5  |

Source: Department of Defense statistics

Table C-6. PERCENTAGE OF ARMY FEMALE ENTRANTS IN  
CATAGORIES I-III A BY RACE FOR SELECTED YEARS  
(non-prior service)

| Year | White | Black | Other | Total |
|------|-------|-------|-------|-------|
| 1977 | 100.0 | 100.0 | 100.0 | 100.0 |
| 1978 | 100.0 | 100.0 | 100.0 | 100.0 |
| 1980 | 65.0  | 29.6  | 31.9  | 49.3  |
| 1981 | 56.7  | 18.5  | 24.7  | 41.3  |
| 1985 | 74.2  | 41.3  | 53.0  | 61.9  |
| 1989 | 76.1  | 45.5  | 53.8  | 62.8  |

Source: Department of Defense statistics

**Table D-1. PERCENTAGE OF BLACK OFFICERS IN THE MILITARY  
BY GRADE AND SERVICE, 1989**

| Grade                   | Army | Navy | Air Force | Marine Corps |
|-------------------------|------|------|-----------|--------------|
| O-7 & over<br>(general) | 6.4  | 1.2  | 1.2       | 0.0          |
| O-6<br>(colonel)        | 4.8  | .8   | 2.1       | 1.4          |
| O-5<br>(lt. colonel)    | 4.8  | 1.8  | 2.2       | 2.3          |
| O-4<br>(major)          | 8.8  | 3.3  | 5.6       | 4.4          |
| O-3<br>(captain)        | 13.8 | 3.9  | 6.8       | 4.6          |
| O-2<br>(1st lieut.)     | 12.4 | 4.6  | 5.5       | 6.2          |
| O-1<br>(2nd lieut.)     | 11.7 | 4.8  | 5.5       | 5.9          |
| Warrant                 | 9.2  | 6.6  | --        | 9.7          |
| Total Officers          | 10.7 | 3.7  | 5.5       | 5.2          |

**Note:** Army titles in parentheses have equivalent ranks in other services.

**Source:** Department of Defense statistics

**Table D-2. PERCENTAGE OF BLACK ENLISTED IN THE MILITARY  
BY GRADE AND SERVICE, 1989**

| <b>Grade</b>          | <b>Army</b> | <b>Navy</b> | <b>Air Force</b> | <b>Marine Corps</b> |
|-----------------------|-------------|-------------|------------------|---------------------|
| E-9<br>(sgt. maj.)    | 31.6        | 5.7         | 13.5             | 17.5                |
| E-8<br>(master sgt.)  | 24.2        | 5.4         | 14.7             | 19.6                |
| E-7<br>(sgt. 1st cl.) | 29.1        | 7.2         | 18.5             | 20.4                |
| E-6<br>(staff sgt.)   | 36.9        | 12.0        | 18.3             | 25.4                |
| E-5<br>(sgt.)         | 36.2        | 15.8        | 18.7             | 24.3                |
| E-4<br>(cpl./spec.)   | 30.9        | 17.0        | 18.7             | 20.0                |
| E-3<br>(pvt. 1st cl.) | 27.5        | 23.2        | 14.2             | 19.2                |
| E-2<br>(private)      | 27.2        | 21.4        | 12.6             | 19.5                |
| E-1<br>(private)      | 25.9        | 23.7        | 12.3             | 19.3                |
| <b>Total Enlisted</b> | <b>31.2</b> | <b>16.9</b> | <b>17.3</b>      | <b>20.7</b>         |

**Note:** Army titles in parentheses have equivalent ranks in other services.

**Source:** Department of Defense statistics

**Table D-3. PERCENTAGE OF WOMEN OFFICERS IN THE MILITARY  
BY GRADE AND SERVICE, 1989**

| Grade                 | Army | Navy | Air Force | Marine Corps |
|-----------------------|------|------|-----------|--------------|
| O-7 plus<br>(general) | .5   | .8   | .6        | 1.4          |
| O-6<br>(colonel)      | 2.8  | 2.9  | 2.3       | 1.5          |
| O-5<br>(lt. colonel)  | 5.9  | 6.7  | 4.7       | 1.6          |
| O-4<br>(major)        | 10.1 | 11.7 | 10.2      | 2.7          |
| O-3<br>(captain)      | 14.3 | 12.4 | 14.1      | 3.8          |
| O-2<br>(1st lieut.)   | 17.2 | 11.1 | 20.9      | 3.4          |
| O-1<br>(2nd lieut.)   | 17.4 | 11.5 | 19.2      | 4.6          |
| Warrant               | 3.0  | 1.3  | --        | 4.4          |
| Total Officers        | 11.4 | 10.4 | 12.9      | 3.4          |

**Note:** Army titles in parentheses have equivalent ranks in other services.

**Source:** Department of Defense statistics

**Table D-4. PERCENTAGE OF WOMEN ENLISTED IN THE MILITARY  
BY GRADE AND SERVICE, 1989**

| Grade                 | Army | Navy | Air Force | Marine Corps |
|-----------------------|------|------|-----------|--------------|
| E-9<br>(sgt. maj.)    | 1.2  | .7   | .8        | .9           |
| E-8<br>(master sgt.)  | 2.2  | 2.1  | 2.5       | 1.5          |
| E-7<br>(sgt. 1st cl.) | 5.3  | 4.1  | 5.3       | 2.6          |
| E-6<br>(staff sgt.)   | 8.9  | 6.8  | 9.7       | 4.8          |
| E-5<br>(sgt.)         | 11.6 | 10.3 | 13.0      | 6.4          |
| E-4<br>(cpl./spec.)   | 14.2 | 10.8 | 15.5      | 5.9          |
| E-3<br>(pvt. 1st cl.) | 11.2 | 13.0 | 18.1      | 4.7          |
| E-2<br>(private)      | 12.8 | 11.1 | 19.1      | 5.5          |
| E-1<br>(private)      | 11.1 | 10.6 | 20.0      | 4.8          |
| Total Enlisted        | 11.2 | 9.6  | 13.0      | 5.1          |

**Note:** Army titles in parentheses have equivalent ranks in other services.

**Source:** Department of Defense statistics



**Table D-5. PERCENTAGE OF WOMEN OFFICERS IN THE ARMY  
BY GRADE FOR SELECTED YEARS**

| Grade          | 1978 | 1984 | 1989 |
|----------------|------|------|------|
| O-7 & over     | .5   | .5   | .5   |
| O-6            | 2.2  | 2.0  | 2.8  |
| O-5            | 2.0  | 3.1  | 5.9  |
| O-4            | 3.1  | 7.3  | 10.1 |
| O-3            | 8.4  | 12.2 | 14.3 |
| O-2            | 13.7 | 15.7 | 17.2 |
| O-1            | 11.7 | 18.2 | 17.4 |
| Warrant        | .5   | 1.6  | 3.0  |
| Total Officers | 6.4  | 9.5  | 11.4 |

Source: Department of Defense statistics

**Table D-6. PERCENTAGE OF WOMEN ENLISTED IN THE ARMY  
BY GRADE FOR SELECTED YEARS**

| Grade          | 1978 | 1984 | 1989 |
|----------------|------|------|------|
| E-9            | .6   | .4   | 1.2  |
| E-8            | .6   | 1.0  | 2.2  |
| E-7            | .8   | 2.7  | 5.3  |
| E-6            | 1.9  | 5.9  | 8.9  |
| E-5            | 7.7  | 11.4 | 11.6 |
| E-4            | 8.5  | 13.4 | 14.2 |
| E-3            | 8.8  | 10.2 | 11.2 |
| E-2            | 10.6 | 10.3 | 12.8 |
| E-1            | 11.7 | 11.2 | 11.1 |
| Total Enlisted | 7.5  | 10.0 | 11.2 |

Source: Department of Defense statistics

**Table D-7. PERCENTAGE OF BLACKS AMONG ARMY FEMALE OFFICERS BY GRADE FOR SELECTED YEARS**

| Grade          | 1978 | 1984 | 1989 |
|----------------|------|------|------|
| O-6 & Over     | 11.0 | 8.2  | 8.2  |
| O-5            | 8.5  | 7.4  | 7.5  |
| O-4            | 5.9  | 8.7  | 12.2 |
| O-3            | 7.4  | 17.9 | 22.3 |
| O-2            | 7.9  | 25.3 | 19.6 |
| O-1            | 12.0 | 18.6 | 20.5 |
| Warrant        | 17.6 | 15.0 | 21.0 |
| Total Officers | 8.7  | 17.8 | 19.5 |

Source: Department of Defense statistics

**Table D-8. PERCENTAGE OF BLACKS AMONG ARMY FEMALE  
ENLISTED BY GRADE FOR SELECTED YEARS**

| <b>Grade</b>          | <b>1964</b> | <b>1980</b> | <b>1989</b> |
|-----------------------|-------------|-------------|-------------|
| <b>E-9</b>            | <b>23.8</b> | <b>27.8</b> | <b>21.6</b> |
| <b>E-8</b>            | <b>27.3</b> | <b>13.7</b> | <b>26.6</b> |
| <b>E-7</b>            | <b>20.1</b> | <b>29.6</b> | <b>42.0</b> |
| <b>E-6</b>            | <b>23.4</b> | <b>42.6</b> | <b>55.2</b> |
| <b>E-5</b>            | <b>29.0</b> | <b>51.7</b> | <b>53.8</b> |
| <b>E-4</b>            | <b>28.3</b> | <b>45.2</b> | <b>47.5</b> |
| <b>E-3</b>            | <b>26.5</b> | <b>34.3</b> | <b>41.9</b> |
| <b>E-2</b>            | <b>28.6</b> | <b>29.9</b> | <b>40.4</b> |
| <b>E-1</b>            | <b>32.8</b> | <b>34.8</b> | <b>40.1</b> |
| <b>Total Enlisted</b> | <b>28.7</b> | <b>42.1</b> | <b>47.2</b> |

**Source: Department of Defense statistics**

**Table E-1. MARITAL STATUS: ARMY ENLISTED BY GRADE  
AND SEX, 1989 (percentages)**

|                          | E1-E3 |       | E4-E5 |       | E6-E9 |       |
|--------------------------|-------|-------|-------|-------|-------|-------|
|                          | M     | F     | M     | F     | M     | F     |
| Unmarried<br>No Children | 69.2  | 62.6  | 38.5  | 33.0  | 5.3   | 21.4  |
| Unmarried<br>w/ Children | 4.5   | 6.7   | 4.1   | 11.1  | 11.6  | 15.4  |
| Married<br>Mil. Spouse   | 1.3   | 20.4  | 4.2   | 33.1  | 3.9   | 36.0  |
| Married<br>Civ. Spouse   | 25.0  | 10.3  | 53.2  | 22.8  | 79.2  | 27.2  |
| Total                    | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 |

Source: Department of Defense statistics

**Table E-2. MARITAL STATUS: NAVY ENLISTED BY GRADE  
AND SEX, 1989 (percentages)**

|                          | E1-E3 |       | E4-E5 |       | E6-E9 |       |
|--------------------------|-------|-------|-------|-------|-------|-------|
|                          | M     | F     | M     | F     | M     | F     |
| Unmarried<br>No Children | 74.8  | 58.5  | 47.0  | 41.7  | 10.5  | 30.5  |
| Unmarried<br>w/ Children | 4.7   | 5.8   | 3.9   | 9.3   | 4.3   | 10.0  |
| Married<br>Mil. Spouse   | 1.0   | 20.7  | 2.9   | 30.8  | 2.7   | 33.6  |
| Married<br>Civ. Spouse   | 19.5  | 15.0  | 46.2  | 18.2  | 82.5  | 25.9  |
| Total                    | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 |

Source: Department of Defense statistics

**Table E-3. MARITAL STATUS: AIR FORCE ENLISTED BY GRADE  
AND SEX, 1989 (percentages)**

|                          | E1-E3 |       | E4-E5 |       | E6-E9 |       |
|--------------------------|-------|-------|-------|-------|-------|-------|
|                          | M     | F     | M     | F     | M     | F     |
| Unmarried<br>No Children | 60.2  | 60.2  | 27.0  | 24.9  | 4.8   | 15.4  |
| Unmarried<br>w/ Children | 1.8   | 2.3   | 3.4   | 9.4   | 4.6   | 10.5  |
| Married<br>Mil. Spouse   | 2.7   | 25.9  | 7.7   | 46.2  | 4.5   | 57.7  |
| Married<br>Civ. Spouse   | 35.3  | 11.6  | 61.9  | 19.5  | 86.1  | 16.4  |
| Total                    | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 |

Source: Department of Defense statistics

**Table E-4. MARITAL STATUS: MARINE CORPS ENLISTED BY GRADE  
AND SEX, 1989 (percentages)**

|                          | E1-E3 |       | E4-E5 |       | E6-E9 |       |
|--------------------------|-------|-------|-------|-------|-------|-------|
|                          | M     | F     | M     | F     | M     | F     |
| Unmarried<br>No Children | 73.7  | 54.9  | 43.9  | 28.9  | 6.6   | 31.0  |
| Unmarried<br>w/ Children | 1.8   | 2.6   | 3.2   | 10.3  | 4.9   | 9.0   |
| Married<br>Mil. Spouse   | 3.3   | 35.1  | 3.2   | 32.7  | 3.5   | 38.0  |
| Married<br>Civ. Spouse   | 21.2  | 7.4   | 49.7  | 28.1  | 85.0  | 22.0  |
| Total                    | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 |

Source: Department of Defense statistics



**Table E-5. MARITAL STATUS: ARMY OFFICERS BY GRADE  
AND SEX, 1989 (percentages)**

|                          | 01-02 |       | 03-04 |       | 05 and over |       |
|--------------------------|-------|-------|-------|-------|-------------|-------|
|                          | M     | F     | M     | F     | M           | F     |
| Unmarried<br>No Children | 41.5  | 59.1  | 12.9  | 33.9  | 2.7         | 42.4  |
| Unmarried<br>w/ Children | 1.5   | 4.5   | 2.0   | 6.4   | 2.7         | 10.2  |
| Married<br>Mil. Spouse   | 3.0   | 23.5  | 3.7   | 35.7  | 1.2         | 20.4  |
| Married<br>Civ. Spouse   | 54.0  | 12.9  | 81.4  | 24.0  | 93.4        | 27.0  |
| Total                    | 100.0 | 100.0 | 100.0 | 100.0 | 100.0       | 100.0 |

Source: Department of Defense statistics

**Table E-6. MARITAL STATUS: NAVY OFFICERS BY GRADE  
AND SEX, 1989 (percentages)**

|                          | 01-02 |       | 03-04 |       | 05 and over |       |
|--------------------------|-------|-------|-------|-------|-------------|-------|
|                          | M     | F     | M     | F     | M           | F     |
| Unmarried<br>No Children | 47.3  | 63.7  | 19.5  | 45.4  | 5.8         | 46.8  |
| Unmarried<br>w/ Children | 1.4   | 3.3   | 1.5   | 3.3   | 3.9         | 7.6   |
| Married<br>Mil. Spouse   | 3.0   | 24.0  | 3.9   | 31.4  | 1.5         | 21.3  |
| Married<br>Civ. Spouse   | 48.3  | 9.0   | 75.1  | 19.9  | 88.8        | 24.3  |
| Total                    | 100.0 | 100.0 | 100.0 | 100.0 | 100.0       | 100.0 |

Source: Department of Defense statistics

**Table E-7. MARITAL STATUS: AIR FORCE OFFICERS BY GRADE  
AND SEX, 1989 (percentages)**

|                          | 01-02 |       | 03-04 |       | 05 and over |       |
|--------------------------|-------|-------|-------|-------|-------------|-------|
|                          | M     | F     | M     | F     | M           | F     |
| Unmarried<br>No Children | 39.0  | 58.3  | 10.3  | 38.3  | 15.4        | 46.3  |
| Unmarried<br>w/ Children | 1.4   | 3.1   | 2.0   | 4.2   | 1.9         | 3.9   |
| Married<br>Mil. Spouse   | 3.4   | 25.2  | 4.5   | 33.0  | 3.7         | 33.7  |
| Married<br>Civ. Spouse   | 56.2  | 13.4  | 83.2  | 24.5  | 79.0        | 16.1  |
| Total                    | 100.0 | 100.0 | 100.0 | 100.0 | 100.0       | 100.0 |

Source: Department of Defense statistics

**Table E-8. MARITAL STATUS: MARINE CORPS OFFICERS BY GRADE  
AND SEX, 1989 (percentages)**

|                          | 01-02 |       | 03-04 |       | 05 and over |       |
|--------------------------|-------|-------|-------|-------|-------------|-------|
|                          | M     | F     | M     | F     | M           | F     |
| Unmarried<br>No Children | 46.3  | 59.1  | 13.9  | 43.1  | 1.9         | 34.3  |
| Unmarried<br>w/ Children | .8    | 2.6   | 2.3   | 3.9   | 2.6         | 8.6   |
| Married<br>Mil. Spouse   | 1.6   | 29.8  | 2.5   | 39.9  | 1.4         | 17.2  |
| Married<br>Civ. Spouse   | 51.3  | 8.5   | 81.3  | 13.1  | 94.1        | 39.9  |
| Total                    | 100.0 | 100.0 | 100.0 | 100.0 | 100.0       | 100.0 |

Source: Department of Defense statistics

**Table E-9. FAMILY STATUS: ARMY ENLISTED BY GRADE  
AND SEX, 1989 (percentages)**

|                          | E1-E3 |       | E4-E5 |       | E6-E9 |       |
|--------------------------|-------|-------|-------|-------|-------|-------|
|                          | M     | F     | M     | F     | M     | F     |
| Unmarried<br>No Children | 69.2  | 62.6  | 38.5  | 33.0  | 5.3   | 21.4  |
| Unmarried<br>w/ Children | 4.5   | 6.7   | 4.1   | 11.1  | 11.6  | 15.4  |
| Married<br>No Children   | 11.2  | 20.8  | 17.0  | 24.6  | 10.3  | 21.9  |
| Married<br>w/ Children   | 15.1  | 9.9   | 40.4  | 31.3  | 72.8  | 41.3  |
| Total                    | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 |

Source: Department of Defense statistics

**Table E-10. FAMILY STATUS: TOTAL DOD ENLISTED BY GRADE  
AND SEX, 1989 (percentages)**

|                          | E1-E3 |       | E4-E5 |       | E6-E9 |       |
|--------------------------|-------|-------|-------|-------|-------|-------|
|                          | M     | F     | M     | F     | M     | F     |
| Unmarried<br>No Children | 68.9  | 59.9  | 37.9  | 32.2  | 6.8   | 22.9  |
| Unmarried<br>w/ Children | 3.5   | 4.4   | 3.8   | 10.1  | 4.4   | 12.5  |
| Married<br>No Children   | 13.5  | 25.2  | 17.6  | 25.2  | 10.1  | 22.7  |
| Married<br>w/ Children   | 14.1  | 10.5  | 40.7  | 32.5  | 78.7  | 41.9  |
| Total                    | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 |

Source: Department of Defense statistics

**Table E-11. FAMILY STATUS: TOTAL DOD OFFICERS BY GRADE  
AND SEX, 1989 (percentages)**

|                          | 01-02 |       | 03-04 |       | 05 and over |       |
|--------------------------|-------|-------|-------|-------|-------------|-------|
|                          | M     | F     | M     | F     | M           | F     |
| Unmarried<br>No Children | 42.5  | 49.8  | 13.5  | 38.6  | 3.5         | 47.3  |
| Unmarried<br>w/ Children | 1.3   | 3.5   | 1.9   | 4.8   | 2.7         | 7.7   |
| Married<br>No Children   | 27.3  | 26.2  | 17.6  | 28.6  | 9.9         | 16.4  |
| Married<br>w/ Children   | 28.9  | 10.5  | 67.0  | 28.0  | 83.9        | 28.6  |
| Total                    | 100.0 | 100.0 | 100.0 | 100.0 | 100.0       | 100.0 |

Source: Department of Defense statistics

**Table F-1. COMPARISONS OF CIVILIAN AND ARMY LIFE BY  
ARMY VETERANS (Percent stating selected values  
more likely to occur in Army than civilian life.)**

| <b>Value</b>                     | <b>First-Term<br/>Separatees</b> | <b>Mid-Term<br/>Separatees</b> | <b>Retirees</b> |
|----------------------------------|----------------------------------|--------------------------------|-----------------|
| <b>Promotion<br/>Opportunity</b> | <b>42.1</b>                      | <b>43.4</b>                    | <b>50.2</b>     |
| <b>Better Supervisors</b>        | <b>14.2</b>                      | <b>17.9</b>                    | <b>31.1</b>     |
| <b>Self-Development</b>          | <b>25.8</b>                      | <b>27.5</b>                    | <b>47.8</b>     |
| <b>Credit for Good<br/>Work</b>  | <b>20.2</b>                      | <b>20.5</b>                    | <b>40.2</b>     |
| <b>Enjoying Work</b>             | <b>13.2</b>                      | <b>15.7</b>                    | <b>28.7</b>     |
| <b>Making Friends</b>            | <b>25.2</b>                      | <b>28.3</b>                    | <b>36.1</b>     |

**Source: Army Experience Survey, 1986**



**Table G-1. AVERAGE AFQT PERCENTILE OF ENLISTED MEMBERS BY GRADE AND SERVICE, 1987**

| <b>Enlisted Grade</b> | <b>Army</b> | <b>Navy</b> | <b>Air Force</b> | <b>Marine Corps</b> |
|-----------------------|-------------|-------------|------------------|---------------------|
| E-9                   | n/a         | n/a         | n/a              | n/a                 |
| E-8                   | n/a         | 72.9        | 77.7             | n/a                 |
| E-7                   | 61.8        | 77.8        | 76.0             | 61.6                |
| E-6                   | 47.6        | 65.2        | 70.2             | 56.2                |
| E-5                   | 47.5        | 61.6        | 60.8             | 55.6                |
| E-4                   | 52.4        | 60.1        | 59.1             | 59.1                |
| E-3                   | 58.3        | 55.0        | 63.6             | 54.6                |
| E-2                   | 58.2        | 56.0        | 62.0             | 58.3                |
| E-1                   | 57.2        | 51.5        | 61.8             | 54.9                |

Source: Department of Defense statistics