



**Telling the Story of U.S. Army
Women:
Opportunities, Challenges and
Benefits of Service**

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About the U.S. Army Women’s Foundation

The U.S. Army Women’s Foundation is a private, non-profit 501(c)(3) organization originally established in 1969. The mission of the U.S. Army Women’s Foundation is to promote public interest in the Army and the women who serve in the Army. The Foundation recognizes and honors the service of Army women and supports the U.S. Army Women’s Museum located at Fort Lee, Virginia.

The Army Women’s Museum is a showplace for the history of women in the Army from the Revolutionary War to conflict in Iraq. The Museum preserves this history and captures our current history. It is the only museum in the world dedicated to Army women. In addition to supporting the Museum, other Foundation programs help to spread the word about service in the U.S. Army.

For more information about the U.S. Army Women’s Foundation, visit the website at www.AWFDN.org.

About the George Mason University Center for Regional Analysis

The Center for Regional Analysis conducts research and analytical studies on economic, fiscal, demographic, and social and policy issues. Through its range of research and programs—major economic impact studies, economic forecasts, fiscal analyses, conferences and seminars, publications, information services, and data products—the Center's activities strengthen decision-making by businesses, governments, and other institutions.

The Center’s research reports and analysis can be found at the website: www.cra-gmu.org.

Executive Summary

Service in the United States Army has had a substantial impact on the lives of respondents to the U.S. Army Women’s Foundation (USAWF) survey. Results from this pilot study indicate that service in the Army was a major influence on the educational advancement of respondents. Army service was also very important to respondents in the post-Army civilian careers. By and large, survey respondents were more economically successful than women nationally and many state that the Army was a primary reason for their achievements.

The following are some of the highlights from this report:

- The USAWF sample included women who joined the WAACs in 1942 up to women who began service in 2002. **The reasons respondents joined the Army varied significantly depending on the era in which they joined.** Nearly three-quarters of respondents who joined the Army during World War II stated that they joined the Army to serve their country. Respondents who had joined in 1975 or later were more likely to say they had joined to obtain an education compared with earlier cohorts.

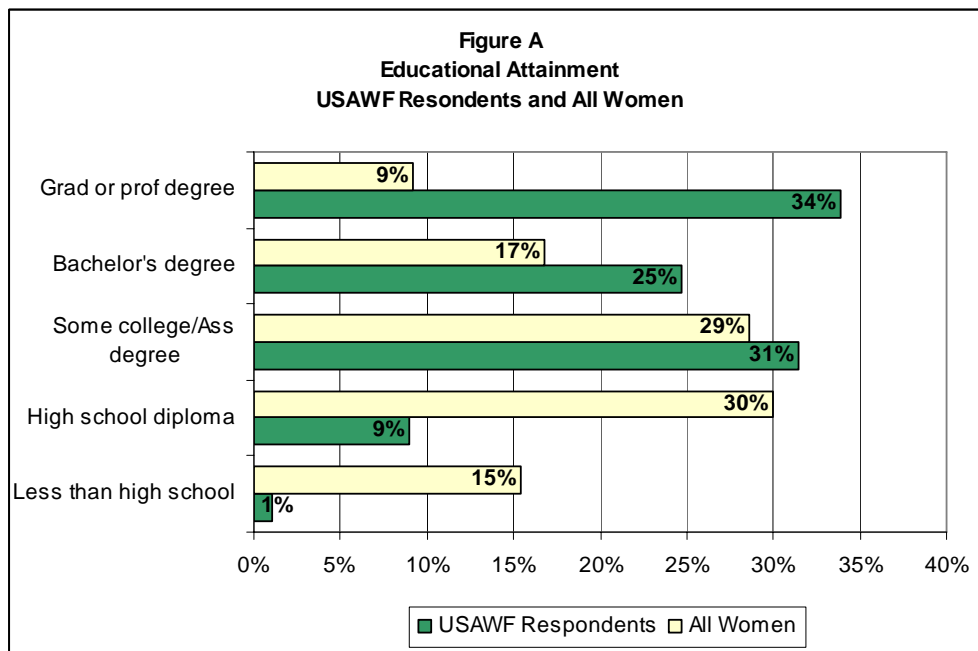
Table A
Most Important Reason for Joining
By Era

	Era			
	1942 - 1949	1950 - 1959	1960 - 1974	1975 – 2002
Gain Job Skills	1.6%	9.2%	7.0%	12.5%
Travel / Leave Home	8.5%	25.1%	16.2%	26.3%
Military career	2.3%	12.3%	9.7%	6.6%
Veteran's Benefits	0.8%	0.5%	4.3%	3.3%
To Serve Country	71.3%	35.9%	31.4%	23.7%
Obtain Education	1.6%	8.2%	11.9%	16.5%
Other	14.0%	8.7%	19.5%	11.2%
Total	100.0%	100.0%	100.0%	100.0%

- Respondents who joined the Army in the 1950s, 1960s, and early 1970s were **very likely to make a career out of the Army.** Almost 62 percent of these women served 20 years or more. The survey respondents were comprised by 59 percent enlisted personnel and 41 percent officers. Nearly half of the officers

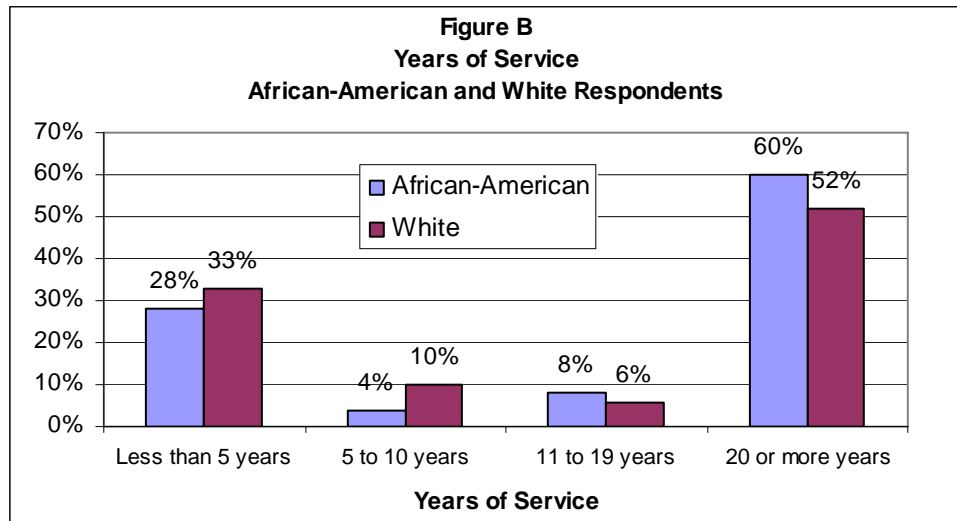
were commissioned directly into service. About one-quarter became officers through Officer Training School or Office Candidate School.

- Survey respondents were much more highly educated than women nationally and **many women advanced their education either while in the Army or when they left.** Nearly 60 percent of respondents had a bachelor’s degree or higher compared with 26 percent of women nationally. More than half of respondents had used the GI Bill to attend college or otherwise advance their education. Thirty-seven percent of respondents who had only a high school diploma when they entered the Army went on to complete a bachelor’s degree. More than two-thirds of women who were college graduates when they joined the Army eventually earned a graduate or professional degree.



- A large share of respondents made a career in the Army and many others had very accomplished civilian careers. As a result, **respondents had high personal incomes** compared with women nationally. More than one-third of respondents who had left the Army had annual *personal* incomes of \$60,000 or more, compared with only about 10 percent of women nationally. Many respondents received Army retirement benefits and others had successful employment after their Army service. Retirees generally had higher incomes than respondents who were either still serving in the Army or had civilian jobs.
- These survey results suggest that **Army service has an even bigger influence on the educational and employment achievements of minority women.** African-American survey respondents were more likely to make a career out of the Army

compared to white respondents. They made greater gains in their educational attainment levels. A greater share of African-American respondents used the GI Bill—59 percent compared with 53 percent of white respondents. Forty-one percent of African-American respondents had only a high school diploma at the time they joined the Army. At the time of the survey in spring 2006, all of these women had completed at least some college. Nearly 70 percent had a bachelor’s degree or higher and 44 percent had earned a graduate or professional degree.



- Respondents to the USAWF survey felt strongly that their Army service was important to their economic success. Nearly 60 percent agreed with the statements that **the Army made them more economically successful today than if they had not served** and **the skills they learned in the Army were critical to their career advancement**. Many respondents wrote lengthy testimonials about the self-confidence and leadership skills they gained from their service.
- The professional opportunities afforded by the Army did not come without a cost. Many survey **respondents sacrificed personal or family experiences for their Army experience**. Forty-three percent of survey respondents had never been married and 59 percent had not had children. When asked explicitly, more than 85 percent of respondents indicated they had to make personal sacrifices as a result of serving in the Army.

Purpose of the Study

The George Mason University Center for Regional Analysis (CRA) received a research contract from the U.S. Army Women's Foundation (USAWF) to conduct a pilot survey of female Army soldiers and veterans in order to assess the impact Army service has had on the economic well-being of women. This study represents groundbreaking research on the impact of the Army on the educational achievements, employment advancements and economic success on generations of Army women. This pilot study also sets the stage for follow-up research, including focus groups and a large-scale survey of a representative sample of all female soldiers and veterans.

Methodology

The sampling frame for the survey was the USAWF membership list. The mission of the USAWF is to promote public interest in the Army and the women who serve in the Army. Mailings were sent to 1,450 women, including Army veterans and women currently serving. The packet included a letter from the President of the U.S. Army Women's Foundation, a return envelope, and the 60-question survey. (See Appendix A for copy of cover letter and survey instrument.)

The survey instrument initially was developed by CRA based on a review of existing military and employment surveys. The survey questions were reviewed and edited by USAWF staff and members to ensure appropriate wording.

Participants were given the option of completing the hard-copy survey and mailing it back to CRA or completing the survey online. The web address of the online survey was included in the introduction to the survey instrument. The online survey was set up by CRA and hosted on the website www.qualtrics.com. Responses from hard-copy surveys were entered into the online hosting site by CRA staff.

The survey was administered from April 1 through May 31, 2006. A total of 709 responses were received for a response rate of 48.9 percent. Approximately one-half of the surveys were completed online by respondents while the other half were returned in hard-copy format.

Survey data were cleaned. Tabulations were done for each of the survey questions. Caution must be used when drawing conclusions from these analyses. Because the survey sampling frame was the USAWF membership list, one cannot generalize results presented in this report to the broader U.S. Army women population.

In addition, subgroup analyses were also done for many questions. In some cases, the small sample size and the characteristics of the women in the sampling frame led to very small subgroups. For example, some analyses are presented by race/ethnicity but non-whites make up a very small proportion of the respondents. Thus, interpretations of the

subgroup analysis must be made cautiously. Data on the number of observations in each subgroup tabulation are included in the detail tables in the Appendix.

Background on Women in the U.S. Army

Women have served the U.S. in military operations since even before the country was born. However, a formal role for women in the Army was first established during World War II. In 1942, the U.S. Congress established the Women's Army Auxiliary Corps (WAAC) to work *with* the Army "for the purpose of making available to the national defense the knowledge, skill, and special training of the women of the nation."¹ The Women's Army Corps (WAC), the successor to WAAC, was created in 1943 to be an integral *part* of the U.S. Army. Over 150,000 women served in the WAC during World War II. These women held a variety of jobs in the Aircraft Warning Sensors unit, Transportation Corps, Chemical Warfare Services unit, Quartermaster Corps, Signal Corps and other units. The women serving in World War II were file clerks, stenographers, motor pool drivers, mechanics, electricians, and radio operators. In April 1945, there were more than 16,000 WACs serving overseas.

New enlistments in the WAC were terminated in August 1945 in preparation for the closure of the last WAC training center at Fort Des Moines, Iowa. Women with prior WAC service were permitted to re-enlist, but women without prior service could not enlist until September 1948 following the passage of the Women's Armed Forces Integration Act (PL 80-625). By 1948 the number of women in the WAC on active duty had declined to about 5,000. The WAC Training Center at Fort Lee, Virginia opened in 1948 and the first new regular Army recruits graduated in December 1948.²

Congress passed the Women's Armed Forces Integration Act in 1948, which admitted women into the regular Army and Reserves. By the time the Korean War began in June 1950, the WAC had doubled to more than 7,000. No WAC unit was sent to Korea because no commander sought a WAC unit and because WAC recruiting was low. However, many WACs served in support positions in Japan, working as telephone operators, drivers, supply clerks, and medical specialists.

WAC strength increased again as the U.S. Army built up forces for the Vietnam War. In June 1971, there were a total of 12,781 women serving in the WAC. By September 1978, total strength was nearly 53,000 women.

Examination of the women-in-combat issue resulted in the loosening of policies authorizing women to serve in any officer and enlisted specialty except Infantry, Armor, Cannon Field Artillery, Combat Engineer, and Low Altitude Air Defense Artillery units of battalion squadron or smaller size.³ At the same time, laws preventing women from

¹ <http://www.army.mil/cmh-pg/brochures/wac/wac.htm>

² Morden, Bettie J. 1990. *The Women's Army Corps, 1945-1978*. Center for Military History, United States Army: Washington DC.

³ *Ibid.*, p. 384.

serving on ships and aircraft were modified to permit women to service on ships and aircraft that would not be in combat.

In the late 1970s and early 1980s, women were faced with regularly changing requirements for service in the Army. The WAC was abolished in 1978 by Public Law 95-584. Henceforth women were integrated with men. All enlistment qualifications became the same for men and women in 1979. In 1982, the Army returned to “separate basic training” for men and women.

Table 1. Women in the Army

Year	Officers	Enlisted	Total
1945	62,775	93,095	155,870
1950	4,431	6,551	10,982
1955	5,222	7,716	12,938
1960	4,263	8,279	12,542
1965	3,806	8,520	12,326
1970	5,248	11,476	16,724
1975	4,594	37,701	42,295
1980	7,609	61,279	69,338
1985	10,828	68,419	79,247
1990	12,404	71,217	83,621
1995	10,786	57,260	68,046
2000	10,814	62,889	73,703
2004	12,309	61,034	73,343

Source: U.S. Department of Defense, Washington Headquarters Service, Information Technology Management Directorate.

Key policy changes during this time included the following:

- In November 1967, President Lyndon Johnson signed Public Law 90-130, which lifted promotion restrictions on WAC servicewomen and opened promotions to colonel (a rank previously limited to the Director) and general officer. The law also removed the 2 percent restriction on the strength of women.
- In December 1972, Army policy changed to allow women to command men. Thus, WACs could command any unit in the Army except one that had a combat mission.⁴
- Between 1972 and 1974, WAC detachments merged with male units. The number of women commanders increased by 30 percent during this time.⁵

⁴ Ibid., p. 274.

⁵ Ibid., p. 274.

- In 1972, policies of the Army (and other services) changed to allow women in aviation. The first WAC entered rotary wing course in late 1973 and received her wings in June 1974.⁶
- In 1976, women were admitted to the service academies.

During the 1980s, the number of female active duty personnel serving in the Army increased 25 percent—from 69,338 in 1980 to 86,494 in 1989.⁷

Army women played important roles in U.S. military efforts in the late 1980s and 1990s. The first modern woman credited with combat action was Capt. Bray, who led MPs in the capture of a weapons cache in 1989 in Operation Just Cause in Panama. Approximately 24,000 Army women served in the Persian Gulf War in 1991. A number of women were killed in action in Gulf War I and two Army women were captured during the conflict. Women soldiers went into Somalia as a part of a United Nations coalition to assist in humanitarian aid to the Somali people. Army women took part in the 1994 invasion of Haiti which was undertaken to remove a repressive military regime and install the duly elected leader.

Women have become increasingly visible in the current war in Iraq. There are about 9,000 Army women in Iraq, accounting for more than one-quarter of the total Army strength. While women are still not technically allowed to serve in combat, many are often faced with combat situations in a war with no frontlines. The experience of the Iraq war will likely lead to more changes in the roles and responsibilities of women in the U.S. Army and perceptions of U.S. Army women.

⁶ Ibid., p. 272.

⁷ U.S. Department of Defense, Table 2-19 Female Active Duty Personnel – 1945 Through Present, Prepared by Washington Headquarters Services, Information Technology Management Directorate.

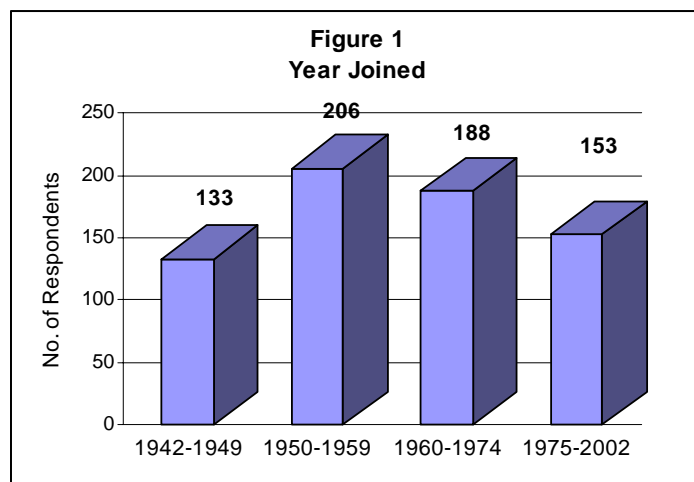
Who We Are

This survey offers a unique look at the characteristics of Army women who served during World War II, the Korean War, the Vietnam War and the post-Vietnam era. In general, survey respondents joined the Army when they were younger than 25, were white and were less likely to be married or have children than women who did not serve. More recent Army servicewomen were more likely to be minority, be married and have children. The respondents that served during the 1940s comprise a unique group, with a substantial share marrying and having children. This finding is likely due to the short period of service many of the earliest respondents experienced.

Year Joined

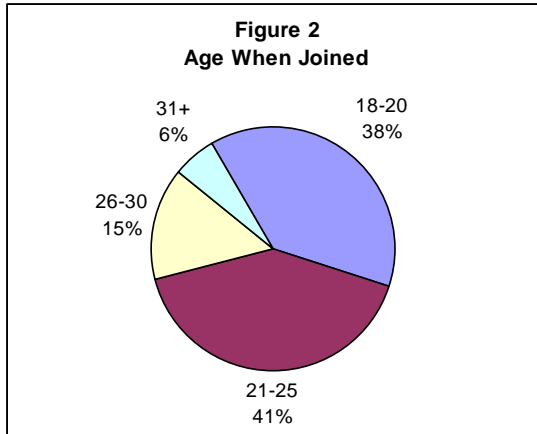
The USAWF sample included women who joined the WAACs in 1942 up to women who began service in 2002. The time period that women joined had a significant impact on their experience in the Army and their later course in civilian life. Survey respondents were categorized into four *eras* based on the year in which they joined, which corresponded generally to the World War II era (1942–1949), Korean War era (1950–1959), Vietnam War era (1960–1974) and post-Vietnam War era (1975–2002).

The survey respondents were fairly evenly split into respondents who joined the Army in each of these four eras (Figure 1). The largest group (30.3 percent) had joined the Army in the 1950s. Nearly 28 percent had joined between 1960 and 1974 and 22.5 percent had joined in 1975 or later. While the smallest group was the World War II era Army women, they made up a substantial share of the study respondents (19.6 percent) because they comprise a large portion of the USAWF membership.



Age When Joined

More than three-quarters of the women surveyed joined the Army when they were age 25 or younger (Figure 2). Thirty-eight percent of respondents joined when they were



between the ages 18 and 20 and 41 percent joined when they were between the ages of 21 and 25. Fifteen percent joined between the ages 26 and 30. Six percent joined when they were thirty years or older.

The age distribution for women who joined in the 1940s varied significantly from the age distribution of women who served during other eras (Table 2). Only 15.7 percent of respondents who joined in the 1940s were between the ages of 18 and 20, compared with 50.0 percent of respondents joining in the 1950s, 39.5 percent of respondents joining between 1960 and

1974, and 40.0 percent of women who joined in 1975 or later. The majority of women who joined in the 1940s (61.2 percent) were between the ages of 21 and 25.

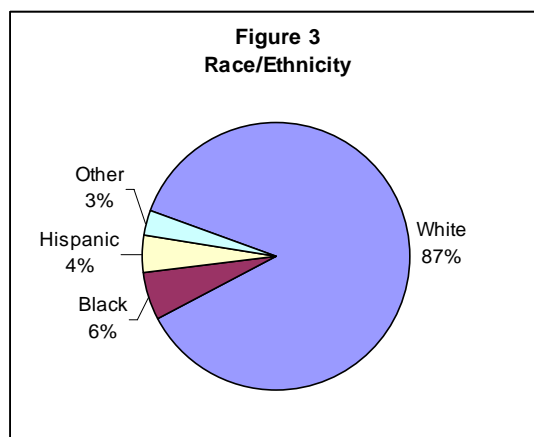
Table 2. Age When Joined By Era

Age	Era			
	1942-1949	1950-1959	1960-1974	1975-2002
18 to 20	15.7%	50.0%	39.5%	40.0%
21 to 25	61.2%	29.2%	42.4%	37.7%
26 to 30	15.7%	15.1%	14.7%	14.6%
31+	7.4%	5.7%	3.4%	7.7%
Total	100.0%	100.0%	100.0%	100.0%

Race and Ethnicity

The vast majority of the women who responded to the USAWF survey were white. The respondents' race was divided into four categories—White, Black, Hispanic, and Other. Eighty-six percent of the women surveyed were white. Six percent were black, four percent were of Hispanic origin, and three percent were in the other category (Figure 3).

Based on responses from the USAWF sample, minorities have become an increasing share of new Army servicewomen. More than 95 percent of the respondents who joined the Army in the 1940s were white. Among the most recent group that joined between 1975 and 2002, the share had dropped to 72.3 percent (Table 3). These trends among USAWF survey respondents mirror wider trends of minority service in the Armed Forces.⁸



**Table 3.
Race/Ethnicity
By Era**

Race/ Ethnicity	Era			
	1942 - 1949	1950 – 1959	1960 – 1974	1975 - 2002
White	95.4%	93.6%	83.9%	72.3%
Black	3.1%	3.0%	7.5%	10.2%
Hispanic	0.8%	2.0%	5.4%	10.2%
Other	0.8%	1.5%	3.2%	7.3%
Total	100.0%	100.0%	100.0%	100.0%

Marital Status and Children

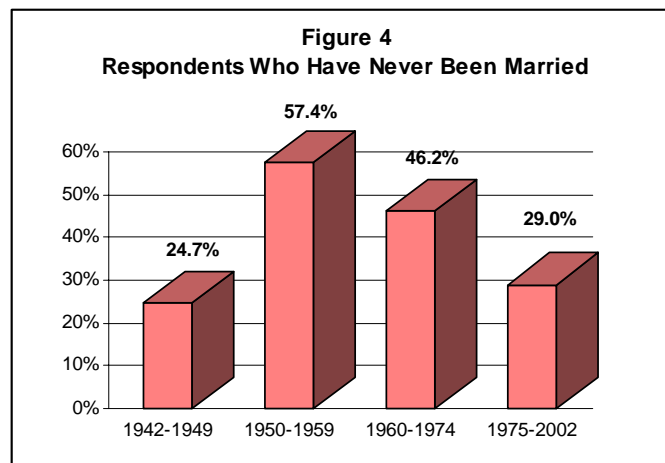
The survey data indicate that many women who serve in the Army do not marry or have children, suggesting a difficulty of combining military life and family life. However, there is some evidence that combining Army service and family life has become easier

⁸ U.S. Department of Defense. 1998. *Population Representation in the Military Services: FY97*, <http://www.dod.gov/prhome/poprep97/index.html>. According to this report, just 64.4 percent of all military service personnel were white in 1997, compared with 76.7 percent in 1973.

more recently, which likely reflect changes in Army policies and attitudes about female military service.

Forty-three percent of survey respondents had never been married. Twenty-eight percent were married or living as married, nearly 16 percent were divorced or separated, and 13 percent were widowed. Survey respondents were much more likely to be single compared with all women nationally. According to the 2005 American Community Survey, 25.5 percent of women aged 15 and older had never been married, 14.1 percent were divorced or separated and 9.4 percent were widowed.

Fifty-seven percent of respondents who served during the Korean War era had never married, compared with 46.2 percent of respondents who joined between 1960 and 1974 and just 28.8 percent of respondents who joined in 1975 or later (Figure 4).



Fifty-nine percent of survey respondents did not have children.⁹ In a trend reflecting the trend in marital status, the younger respondents were more likely to have had children than the older respondents. While 71.1 percent of respondents who served during the Korean War era did not have children, the figure dropped to 61.1 percent for respondents who had joined the Army during the Vietnam era and 47.5 percent of respondents who had joined in 1975 or later.

The one anomaly to this trend is the World War II era respondents. Only 35.6 percent of these respondents had never been married and 51.5 percent had not had children. These differences are likely related not only to different characteristics of women joining the Army in the 1940s but also the nature of the service. In particular, women who joined the Army during World War II served for much shorter durations than later Army women.

⁹ A woman with children was defined as “having children of her own or children she had raised/was raising as her own.”

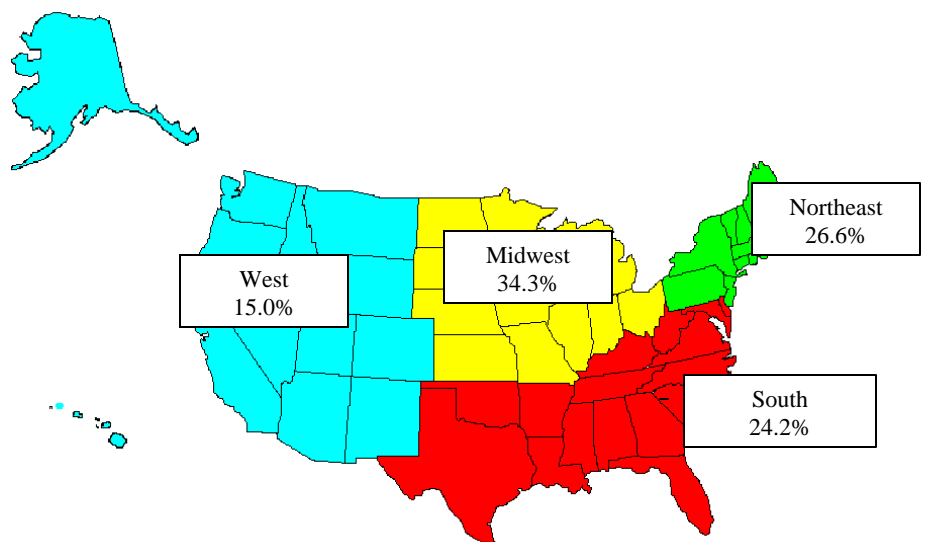
Where We Came From

Geographic and socioeconomic backgrounds are important influences on women's decision to join the Army and their Army experience. USAWF survey respondents included women with a variety of backgrounds, though most had more education than their parents and many had relatives that had served in the military. The most illuminating finding is related to the primary reason respondents chose to join the Army. While patriotism, a sense of duty, and a desire for adventure were most important to the oldest Army women, while opportunities for education and career advancement opportunities became increasingly important to many younger respondents, particularly women of color.

Region of Origin

The USAWF survey respondents lived in all parts of the country at the time they joined the Army. The largest share of survey respondents (34.3 percent) were living in the Midwest when they joined the Army. (Figure 5). In the Midwest, respondents were most likely to come from Illinois, Michigan, Ohio, Wisconsin, or Minnesota. About 27 percent of respondents were living in the Northeast when they joined the Army. New York, Massachusetts, and Pennsylvania were the states with the greatest number to join. The South accounted for 24.2 percent of respondents regions of origin, with Florida, Georgia, and Texas constituting the most prevalent states. Finally, the smallest share (15.0 percent) was living in Western states, primarily in California, when they joined the Army.

Figure 5
Region of Origin



The respondents' regions of origin varied significantly depending on the era in which they joined the Army. This shift is somewhat related to more general trends in the geographic distribution of the population over the last half of the 20th century. The Northeast accounted for 36.4 percent of all survey respondents who joined the Army in the 1940s, compared with 30.5 percent of respondents who joined in the 1950s, 21.5 percent of respondents who joined between 1960 and 1974, and just 17.9 percent of the most recent soldiers. Only 6.1 percent of respondents who joined the Army in the 1940s lived in the West, compared with 17.8 percent of Korean War era respondents, 20.4 percent of Vietnam War era respondents and 12.9 percent of the most recent Army women. The largest share of respondents lived in the Midwest when they joined, regardless of the era in which they joined, in spite of the fact that the Midwest lost population in the second half of the 20th century. This trend suggests a strong Army connection in the Midwest that superseded this population loss.

Table 4
Region of Origin
By Era

Region	Era			
	1942 – 1949	1950 - 1959	1960 - 1975	1976 – 2006
Northeast	36.4%	30.5%	21.5%	17.9%
Midwest	33.3%	32.5%	33.9%	39.3%
South	24.2%	19.3%	24.2%	30.0%
West	6.1%	17.8%	20.4%	12.9%
Total	100.0%	100.0%	100.0%	100.0%

Table 5
Region of Origin
By Race/Ethnicity

Region	Race/Ethnicity			
	White	Black	Hispanic	Other
Northeast	28.6%	18.9%	15.4%	15.8%
Midwest	37.1%	24.3%	3.9%	31.6%
South	20.9%	54.1%	30.8%	10.5%
West	13.4%	2.7%	50.0%	42.1%
Total	100.0%	100.0%	100.0%	100.0%

There are also significant differences in region of origin for respondents of different races; these differences are representative of the larger geographic pattern of the population by race in the United States. Thirty-seven percent of white respondents lived in the Midwest, compared with 17.1 percent of non-white respondents (Table 5). The majority of black respondents (54.1 percent) lived in the South when they joined the Army and Western states were home to 50.0 percent of Hispanic respondents when they joined the Army.

Mother’s and Father’s Education

Overall, the parents of the survey respondents had lower levels of education than the respondents themselves and respondents’ mothers tended to be better educated than respondents’ fathers. The relatively higher education levels of respondents’ mothers could be one reason they felt encouraged to explore opportunities in the Army.

Surprisingly, the average education level of respondents’ mothers declined for women entering the Army more recently. At the same time, fathers’ education levels increased (Table 6). Twenty-seven percent of respondents who joined the Army in the 1940s had mothers with less than a high school education. For the most recent cohort, nearly 40 percent of respondents had a mother with less than a high school education. The percentage of mothers with a bachelor’s degree or higher was 19.3 percent for women who joined during the World War II era, but only 11.5 percent for respondents who joined in 1975 or later.

Table 6. Mother’s and Father’s Education by Era

	Era							
	1942-1949		1950-1959		1960-1974		1975-2002	
	Mother	Father	Mother	Father	Mother	Father	Mother	Father
Less than HS	26.9%	49.6%	29.2%	54.3%	40.8%	35.1%	39.9%	24.8%
HS diploma/GED	34.5%	9.9%	30.8%	15.1%	28.8%	31.4%	28.4%	34.9%
Some college/ Assoc degree	16.0%	10.7%	19.0%	12.7%	13.0%	16.2%	12.8%	14.1%
BA/BS degree	14.3%	5.3%	10.8%	2.5%	8.2%	4.3%	6.8%	10.1%
Grad or Prof Degree	5.0%	4.6%	4.1%	4.0%	2.7%	8.7%	4.7%	9.4%
Don’t Know	3.4%	19.9%	6.2%	12.1%	6.5%	4.3%	7.4%	6.7%
Total	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

**Table 7. Mother’s and Father’s Education
by Race/Ethnicity**

	Race/Ethnicity							
	White		Black		Hispanic		Other	
	Mother	Father	Mother	Father	Mother	Father	Mother	Father
Less than HS	34.7%	40.6%	21.1%	46.2%	34.5%	57.1%	45.0%	35.0%
HS diploma/GED	29.7%	23.6%	50.0%	18.0%	24.1%	21.4%	30.0%	20.0%
Some college/ Assoc degree	14.2%	14.9%	15.8%	5.1%	31.0%	3.6%	15.0%	5.0%
BA/BS degree	10.3%	5.3%	7.9%	5.1%	3.5%	3.6%	10.0%	5.0%
Grad or Prof Degree	4.4%	6.4%	0.0%	0.0%	3.5%	3.6%	0.0%	20.0%
Don’t Know	6.6%	9.2%	5.3%	25.6%	3.5%	10.7%	0.0%	15.0%
Total	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

Another interesting finding from this question is the large percentage of respondents that did not know the education level of their fathers. Nearly 20 percent of respondents from the World War II era did not know their father’s education (only 3 percent did not know their mother’s education.) It is not clear whether this indicates a reduced role of the father in these women’s lives or whether education was simply not discussed between fathers and daughters at the time. These omissions make it difficult to draw conclusions confidently about the trends in respondents’ fathers’ education.

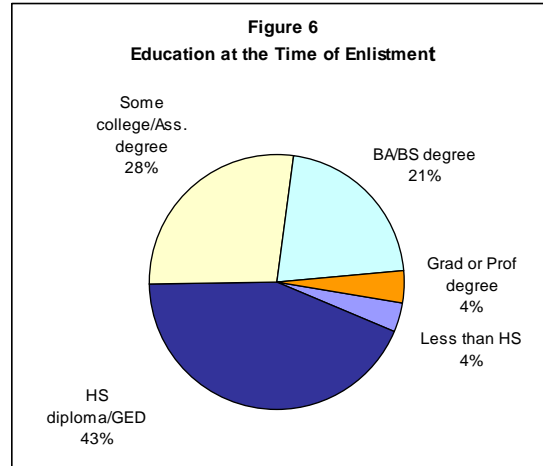
The education level of respondents’ mothers also differed by race (Table 7). Mothers of black respondents were more likely to have a high school diploma than women of other races. Nearly 74 percent had a high school diploma, compared with 59.1 percent of the mothers of white respondents and 62.1 percent of the mothers of Hispanic respondents. However, white respondents were much more likely to have a mother with a bachelor’s degree or higher. The mothers of Hispanic respondents were about twice as likely to have some college or an Associate degree, compared with the mothers of white or black respondents.

Father’s education did not vary as dramatically by race as mother’s education did. Hispanic respondents were more likely to report having a father with no high school diploma compared with other respondents. White respondents were most likely to have a father with a bachelor’s degree or higher. Women were much more likely not to know their father’s education level. More than nine percent of white respondents, 25.6 percent of black respondents and 10.7 percent of Hispanic respondents did not know the education level of their fathers.

Own Education at the Time of Enlistment

Respondents tended to have higher education levels than their parents when they joined the Army. The education levels were generally higher for respondents who had served more recently.

Forty-three percent of women who completed the survey had a high school diploma or equivalent when they joined the Army. Twenty-seven percent had some college or an Associate’s degree, 21 percent had a bachelor’s degree, and four percent had a graduate or professional degree at the time they entered the Army. Only 3.6 percent had less than a high school education (Figure 6).



The education level of respondents when they entered the Army varied notably across eras. The biggest changes occurred in the 1960s. While 23.3 percent of respondents who joined the Army in the 1950s had a bachelor’s degree or higher, nearly 35 percent of those who joined between 1960 and 1974 had a college degree (Table 8). This percentage fell for the most recent cohort, with only 24.8 percent having a bachelor’s degree or higher when they joined the Army.

Table 8. Education at Time of Enlistment by Era

	Era			
	1942 - 1949	1950 - 1959	1960 - 1974	1975 - 2002
Less than HS	7.5%	4.0%	0.5%	2.0%
HS dip / GED	45.1%	52.5%	34.8%	39.6%
Some college / Assoc degree	30.1%	20.3%	29.9%	33.6%
BA/BS degree	12.0%	19.3%	31.0%	20.8%
Grad or Prof	5.3%	4.0%	3.8%	4.0%
Total	100.0%	100.0%	100.0%	100.0%

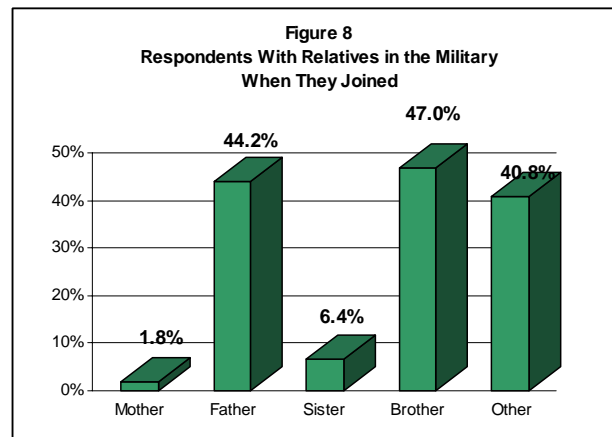
**Table 9. Education at Time of Enlistment
by Race/Ethnicity**

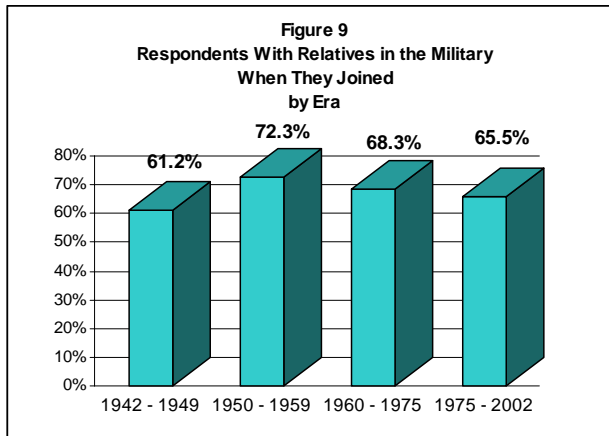
	Race/Ethnicity			
	White	Black	Hispanic	Other
Less than HS	3.7%	2.6%	0.0%	5.0%
HS dip / GED	43.4%	41.0%	31.0%	50.0%
Some college / Assoc degree	25.4%	48.7%	51.7%	15.0%
BA/BS degree	22.8%	7.7%	17.2%	30.0%
Grad or Prof	4.76%	0.0%	0.0%	0.0%
Total	100.0%	100.0%	100.0%	100.0%

The pre-service education level of USAWF respondents varied by race. The survey indicated that 43.4 percent of white respondents had only a high school diploma when they joined, compared to 41.0 percent of black respondents and 31.0 percent of Hispanic respondents (Table 9). Black women in the survey were the least likely to enter the Army with a bachelor’s degree. Eight percent had at least a bachelor’s degrees at the time they joined compared to 27.5 percent of whites and 17.2 percent of Hispanics. Hispanic respondents were the most likely to have had an Associate degree or some college when they joined. Nearly 52 percent had some college or an Associate degree, compared with 48.7 percent of black respondents and 25.4 percent of white respondents.

Relatives in the Military

About two-thirds of survey respondents had an immediate relative who had served or was serving in the military at the time they joined the Army. Of these women, 44 percent had a father who served in the military and 47 percent had a brother who served. Less than two percent of the women in this category had a mother who served and six percent had a sister who served. Forty-one percent had another relative (i.e. aunt, uncle, cousin, grandparent) who had served in the military (Figure 8).





The percentage of women with an immediate relative in the service varied somewhat depending on when the respondent joined the Army. Respondents who joined the Army in the 1950s were the most likely to have had an immediate relative who had served in the military (Figure 9). Nearly 40 percent of those women had a brother serving and 22.8 percent had a father who had served. All of the respondents with a mother who had served in the military had joined the Army between 1960 and

1974.

The percentage of black women in the survey who had an immediate relative in the military was lower than that of other races. Forty-nine percent of black women had an immediate relative in the Army at the time they joined, compared to 68.8 percent of white respondents and 62.1 percent of Hispanic respondents.

Reasons for joining

Respondents indicated a wide range of reasons for joining the Army. Most cited more than one reason for their decision. The most popular reason given for joining the Army was to serve one's country. More than five hundred women in the sample (72 percent) cited this reason (Table 10). Having the opportunity to travel/leave hometown was given by 61.8 percent of respondents.

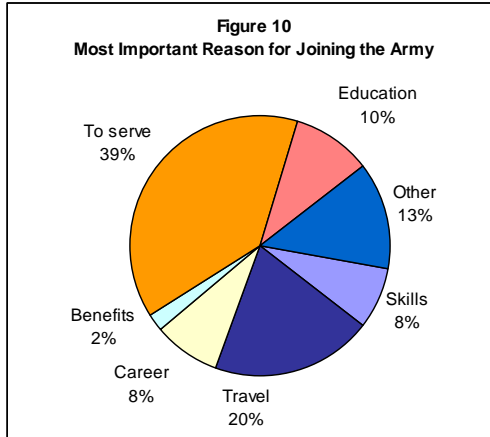
Table 10
Reason for Joining^a

Reason for Joining	Number	Percent of Total
To Serve Country	514	72.5%
Travel / Leave Home	438	61.8%
Gain Job Skills	204	28.8%
Obtain Education	201	28.4%
Military career	179	25.3%
Veteran's Benefits	112	15.8%
Other	151	21.3%

^aNumbers add up to more than the total because respondents could indicate more than one reason.

When women were asked to cite the one most important reason they joined, nearly 39 percent said that it was to serve their country (Figure 10). Twenty percent said that to travel or leave their hometown was the most important reason. Gaining job skills, a career in the Army, and getting an education were also important reasons to join. Securing veteran’s benefits was the least cited as the most important reason to join the Army.

Respondents who joined the Army during World War II were more than twice as likely to say they primarily joined to serve their country compared with respondents who joined during later eras. The respondents who joined the Army in 1975 or later were the least likely to give service to one’s country as their primary motivator (23.7 percent). For respondents who joined in the 1950s, 1960s and early 1970s, to serve one’s country and to travel were the most important reasons given for joining the Army. Education became an increasingly important motivator for respondents who joined more recently. Travel and education were the most important reasons given by respondents who joined in 1975 or later (Table 11).



The most important reason to join also varied across races. Serving one’s country was cited as the most important reasons by 42.1 percent of white respondents, 18.9 percent of black respondents and 21.4 percent of Hispanic respondents (Table 12). To have a career in the Army was most the most important reason for joining for 16.2 percent of black respondents, compared to only 7.0 percent of white respondents and 14.3 percent of Hispanic respondents. Obtaining an education was the most important reason for about 14 percent of both black and Hispanic respondents, compared with just 9.5 percent of white respondents.

Table 11
Most Important Reason for Joining
By Era

	Era			
	1942 - 1949	1950 - 1959	1960 - 1974	1975 - 2002
Gain Job Skills	1.6%	9.2%	7.0%	12.5%
Travel / Leave Home	8.5%	25.1%	16.2%	26.3%
Military career	2.3%	12.3%	9.7%	6.6%
Veteran's Benefits	0.8%	0.5%	4.3%	3.3%
To Serve Country	71.3%	35.9%	31.4%	23.7%
Obtain Education	1.6%	8.2%	11.9%	16.5%
Other	14.0%	8.7%	19.5%	11.2%
Total	100.0%	100.0%	100.0%	100.0%

Table 12
Most Important Reason for Joining
By Race/Ethnicity

	Race/Ethnicity			
	White	Black	Hispanic	Other
Gain Job Skills	6.8%	10.8%	3.6%	19.1
Travel / Leave Home	19.4%	16.2%	21.4%	28.6%
Military career	7.0%	21.6%	14.3%	9.5%
Veteran's Benefits	2.0%	5.4%	3.6%	4.8%
To Serve Country	42.1%	18.9%	21.4%	28.6%
Obtain Education	9.5%	13.5%	14.3%	4.8%
Other	13.1%	13.5%	21.4%	4.8%
Total	100.0%	100.0%	100.0%	100.0%

Our Army Experience

The respondents to the USAWF survey experienced Army service in many different ways. Some were in the Army only briefly; others made a career out of service. Some were officers and some were enlisted personnel. The majority served overseas at least once. Veterans left for diverse reasons, too, ranging from retirement and family reasons to dissatisfaction and discrimination.

Length of Service

Approximately 4 percent of respondents served in the Army one year or less; 38 percent served between two and 10 years; 39 percent served between 11 and 25 years; and 19 percent served more than 25 years (Figure 11).

Women serving during the World War II era were most likely to have short lengths of service, but there was a substantial minority that served 20 years or more (Table 13). Nearly two-thirds of women who joined the Army during the World War II era served less than five years. Five percent served between 11 and 20 years and 29 percent served 20 years or more.

Women who joined the Army in the 1950s, 1960s and early 1970s were very likely to make a career out of the Army. (It is too early to tell if the most recent era of Army soldiers will rival these statistics.) Almost 62 percent of these women serve 20 years or more. Eighteen percent served less than five years, 21 percent served between five and 10 years, and five percent served between 11 and 19 years.

White respondents were no more or less likely to make a career out of the Army compared with minority (i.e. black, Hispanic and Other) respondents. About 52 percent of white respondents served 20 years or more, compared with 60.0 percent of black respondents and 47.4 percent of Hispanic respondents (Table 14). White respondents were more likely to have a short period of service. Nearly one-third of white respondents served less than five years, compared with 28.0 percent of black respondents and 26.3 percent of Hispanic respondents.

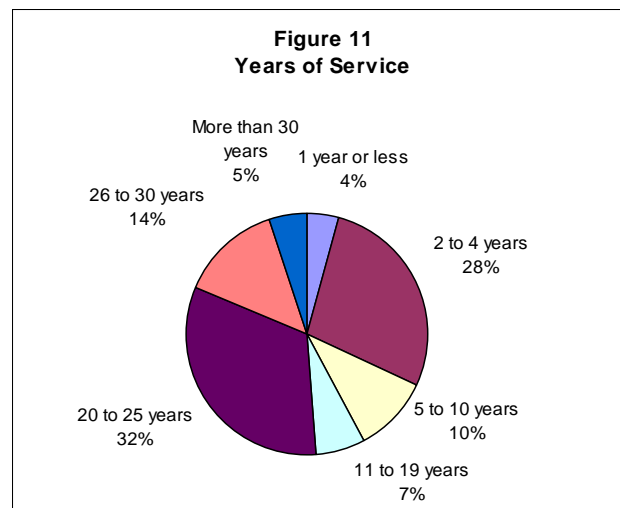


Table 14
Length of Service
By Era

# of years	Era			
	1942-1949	1950-1959	1960-1974	1975-2002
1 or less	9.0%	2.0%	4.7%	1.3%
2 to 4	54.9%	22.5%	18.0%	20.8%
5 to 10	2.5%	10.2%	10.5%	22.1%
11 to 19	4.9%	3.6%	6.4%	18.2%
20 to 25	15.6%	40.3%	37.8%	27.3%
More than 25	13.1%	21.4%	22.7%	10.4%
Total	100.0%	100.0%	100.0%	100.0%

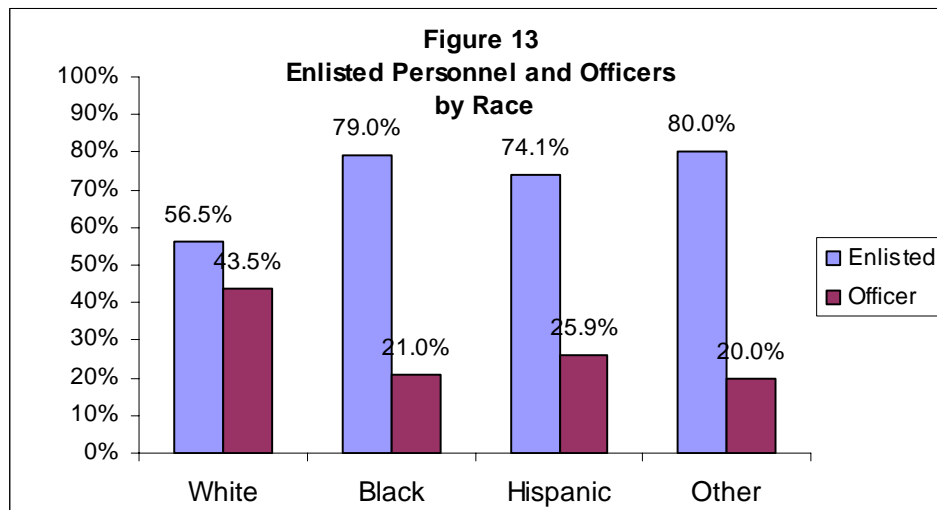
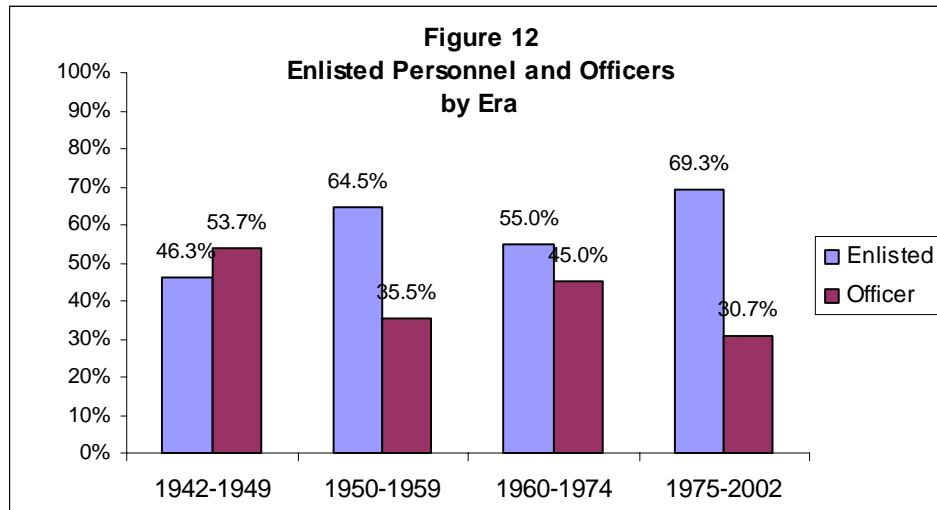
Table 14
Length of Service
By Race/Ethnicity

# of years	Race/Ethnicity			
	White	Black	Hispanic	Other
1 or less	4.2%	4.0%	5.3%	5.9%
2 to 4	28.7%	24.0%	21.1%	11.8%
5 to 10	9.8%	4.0%	15.8%	17.7%
11 to 19	5.6%	8.0%	10.5%	23.5%
20 to 25	32.9%	32.0%	26.3%	17.7%
More than 25	18.9%	28.0%	21.1%	23.5%
Total	100.0%	100.0%	100.0%	100.0%

Rank or Rate

The survey respondents were comprised by 59 percent enlisted personnel and 41 percent officers. Among the officers, the largest group (46.9%) was commissioned directly into service. Nearly one quarter (23.3%) became officers by attending Officer Training School (OTS) or Office Candidate School (OCS). Less than 10 percent received their commission through a service academy or ROTC.

Nearly 54 percent of women who joined in the Army in the 1940s were classified as officers. About 36 percent of the 1950s-era Army women were officers and 45 percent of women who joined between 1960 and 1974 were officers. Among those who joined



between 1975 and 2002 (including those still serving), 30.7 percent were officers (Figure 12).

There were substantial differences in the proportion of Army servicewomen that were officers by race. About 44 percent of white respondents were officers, compared with 21 percent of black respondents and 26 percent of Hispanic respondents (Figure 13). Black officers were more likely to become an officer through ROTC compared with white officers—30 percent compared with 9 percent. Black officers were quite unlikely to

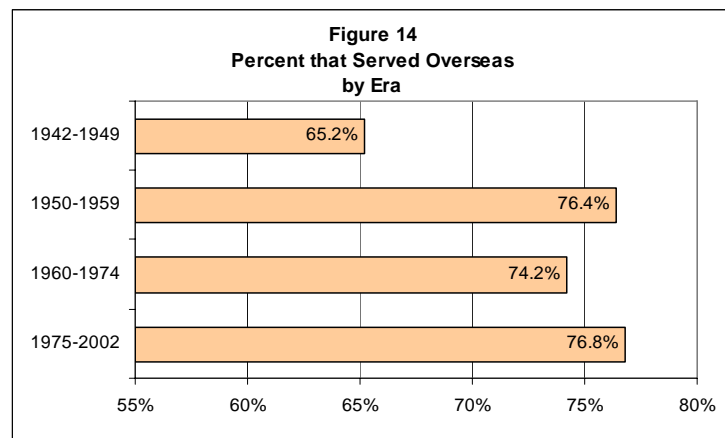
become officers through OTS or OCS; among the survey respondents, no black officers stated that OTS or OCS was the source of their commission.

Overseas Tours

Nearly three-quarters of the survey respondents were stationed overseas during their service in the Army. More than 90 percent of respondents who had made a career in the Army (serving 20 years or more) had served at least one overseas tour. About 40 percent of those serving overseas served one tour, 29 percent served two tours, 18 percent served three tours and 12 percent served four or more tours.

The most recent cohort of respondents was more likely to have served overseas compared with those joining in the 1960s and early 1970s. About 77 percent of women joining the Army between 1975 and 2002 served at least one overseas tour, compared with 74 percent of those joining between 1960 and 1974 and 76 percent of those joining during the 1950s. A substantial portion of World War II era servicewomen served overseas—65 percent—but it was markedly lower than for women serving during other eras (Figure 14.)

Black respondents were significantly more likely than white respondents to have served overseas. While 73.3 percent of white respondents indicated they had served overseas, 79.5 percent of black respondents had had at least one overseas tour. Hispanic respondents were somewhat less likely to have served overseas (69.0%).



USAWF respondents had served in more than 20 different countries, including Afghanistan, Algeria, Bosnia, Egypt, Italy, Japan, Kuwait, Panama, Saudi Arabia, Kuwait, Somalia, and Vietnam. Germany was the most common location of overseas tours, with nearly three-quarters of respondents indicating service in that country. Korea was the next most common location with about one in four indicating a tour in that country.

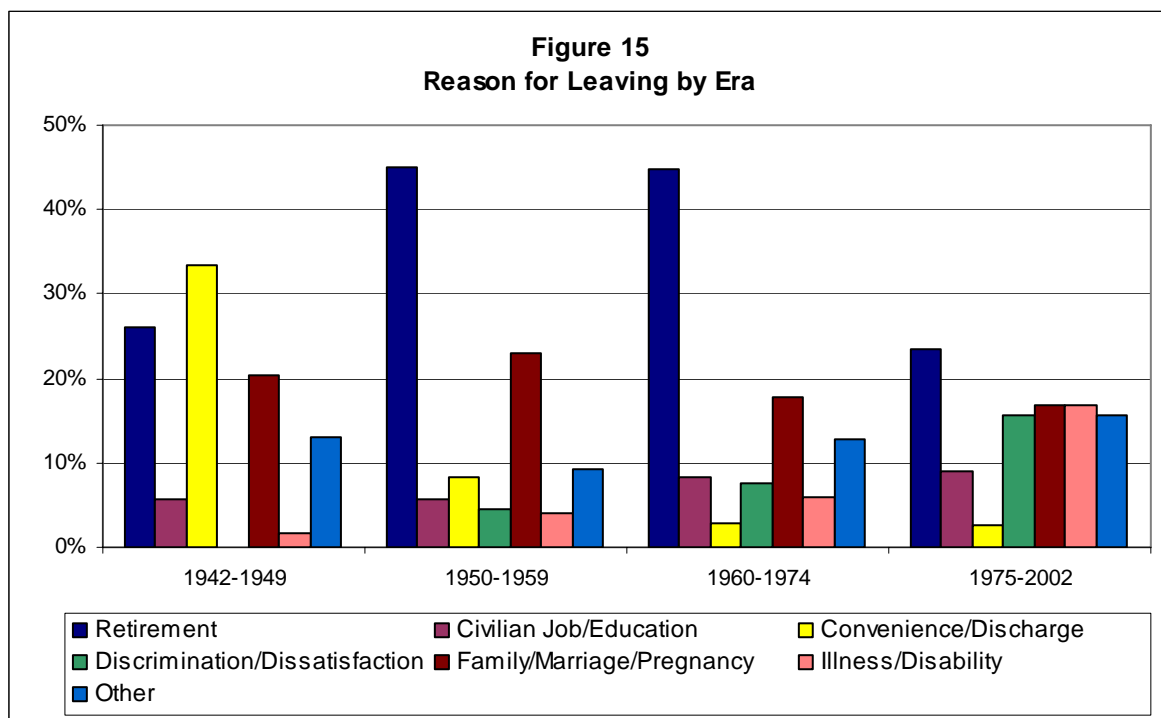
Reasons for Leaving

Nearly 88 percent of survey respondents were no longer serving at the time of the survey in the spring 2006. They cited a variety of reasons for leaving the Army. The most common reason given was retirement, followed by family, marriage and/or pregnancy. Not surprisingly, the reason for leaving was correlated with length of service. Nearly 70 percent of women who had served 20 years or more cited retirement as their reason for

leaving. More than 37 percent of women serving 10 years or less said they left for family, marriage or pregnancy.

The reasons for leaving varied significantly for women serving during different eras, which likely reflects changes in Army policies and attitudes (Figure 15). Nearly one-third of women who served during the 1940s indicated they left the Army “at the convenience of the U.S. government,” meaning their service was no longer required. Twenty-six percent cited retirement as the reasons for leaving and 20 percent indicated family, marriage or pregnancy as their exit reason.

Respondents who had served more recently were more likely to indicate discrimination and/or dissatisfaction with the Army as the reason for leaving. No respondent who had served in the 1940s indicated that discrimination or dissatisfaction was the reason they left. For women who joined in the 1950s, nearly five percent cited discrimination/dissatisfaction. Among the most recent cohort, nearly 16 percent of respondents indicated they left the Army because of discrimination or dissatisfaction.



Respondents serving most recently were also more likely to cite illness or disability as their reason for leaving. Only about five percent of women who joined the Army in the 1950s, 1960s, or early 1970s said they left due to illness or disability. In contrast, nearly 17 percent of respondents who joined between 1975 and 2002 cited illness or disability as their reason for leaving.

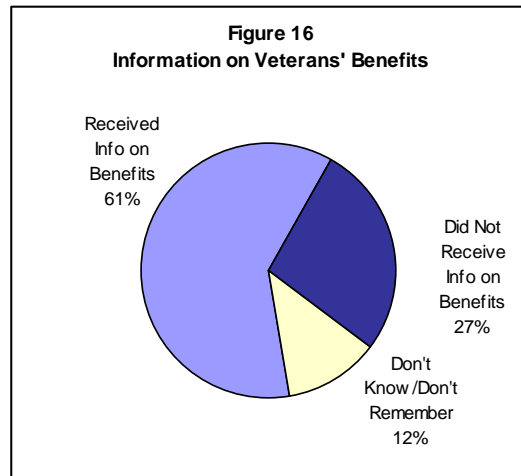
Veterans' Benefits

The Army continues to provide valuable benefits to women after their service, which is why it is important that they receive information on their veterans' benefits when they leave the Army.

According to the survey respondents, more than 61 percent had received information about veterans' benefits, 26.9 percent had not, and 12.1 percent did not know or did not remember (Figure 16).

Women who joined between 1960 and 1974 were the most likely to have received information on veterans' benefits when they left the Army. Seventy-six percent indicated they had received information, 20.0 percent indicated they had not, and 3.8 percent indicated they did not know or could not remember. The respondents who joined between 1995 and 2002 were the least likely to have received information on veterans' benefits. Only 53 percent said they had received information, compared with 31.3 percent who had not received any information and 15.7 percent who did not know or could not remember.

Black respondents were more likely than whites or other racial/ethnic groups to say they received information on veterans' benefits. About 71 percent of black respondents indicated they had received veterans' benefits information, compared with 62.1 percent of whites and 48.3 percent of Hispanics.

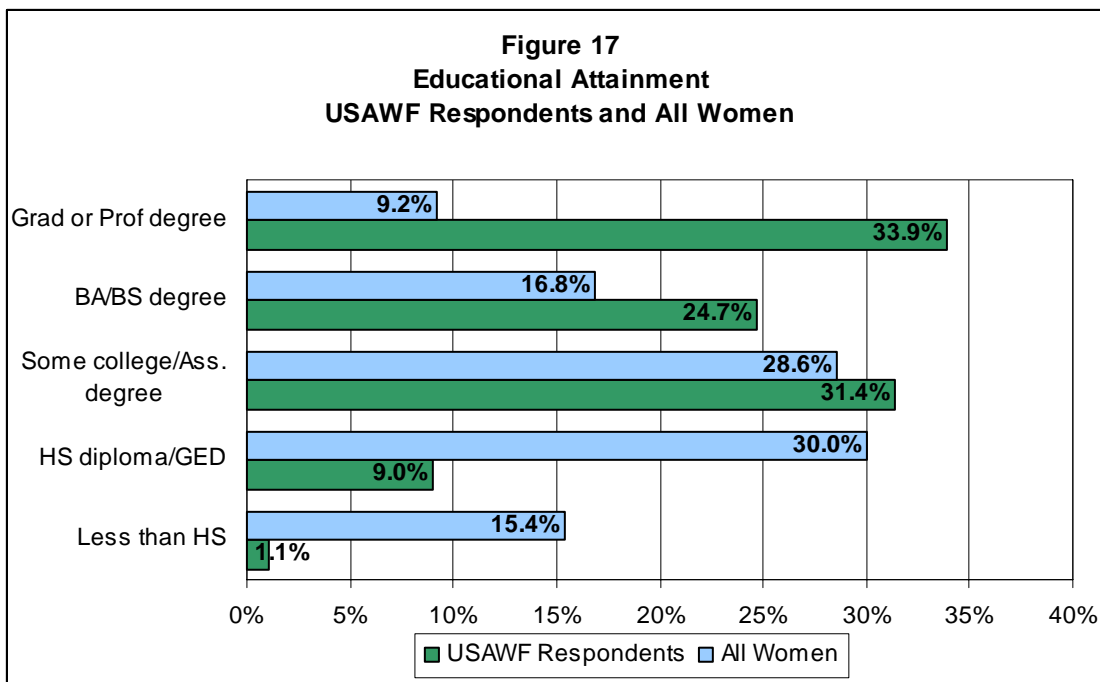


How We Benefited

Army service had a major impact on the educational achievements and economic success of the USAWF survey respondents. A substantial share pursued their education either while in the Army or after leaving. Many have had interesting and successful civilian careers. By many measures, including educational attainment and income, USAWF respondents fare much better than women nationally.

Educational Attainment

The respondents to the USAWF survey are an extremely well-educated group of women. A substantial share of survey respondents advanced their education either during or after their service in the Army. Nearly all of the respondents had a high school diploma at the time of the survey. Nearly 60 percent had a bachelor's degree or higher and 33.9 percent had a graduate or professional degree. According to the 2005 American Community Survey, Census, only 84.6 percent of all women ages 25 and older had a high school diploma, 26.0 percent had a college degree and 9.2 percent had a graduate or professional degree (Figure 17).



Women who joined during the 1960 to 1974 period were the most educated group of respondents (Table 15). Nearly three-quarters had a bachelor's degree or higher and 44 percent had a graduate or professional degree. However, the 1940s era respondents had a

significantly higher level of education compared with other women of that era. Forty-three percent of these respondents had a college degree or more and 25.2 percent had a graduate or professional degree. Among women aged 65 and older nationally, only 11.8 percent of women have a college degree and 4.5 percent have a graduate or professional degree.

Table 15
Educational Attainment
by Era

	Era			
	1942-1949	1950-1959	1960-1975	1976-2005
Less than HS	2.4%	2.0%	0.0%	0.0%
HS diploma/GED	17.3%	15.8%	2.2%	1.4%
Some College/Assoc Degree	37.8%	35.0%	24.4%	27.7%
BA/BS Degree	17.3%	17.7%	29.4%	35.1%
Grad or Prof Degree	25.2%	29.6%	44.0%	35.8%
Total	100.0%	100.0%	100.0%	100.0%

Table 16
Educational Attainment
by Race/Ethnicity

	Race/Ethnicity			
	White	Black	Hispanic	Other
Less than HS	1.1%	0.0%	0.0%	0.0%
HS diploma/GED	10.3%	0.0%	3.5%	5.0%
Some College/Assoc Degree	30.3%	30.8%	34.5%	45.0%
BA/BS Degree	23.9%	25.6%	41.4%	20.0%
Grad or Prof Degree	34.4%	43.6%	20.7%	30.0%
Total	100.0%	100.0%	100.0%	100.0%

Black respondents had higher levels of education than white respondents. More than 69 percent of black respondents had a bachelor's degree or higher, compared with 58.3 percent of white respondents. About 44 percent of black respondents had a graduate or professional degree, compared with 34.4 percent of white respondents (Table 16). This result is in contrast to the data on education level before service in the Army. Black respondents indicated much lower levels of education than white respondents at the time they joined the Army. These survey data suggest the importance of Army service to the educational advancement of black survey respondents.

The most appropriate indicator of the educational benefits afforded women by service in the Army is to compare respondents' educational attainment at the time they joined the Army with their ultimate educational attainment. There is a significant correlation

between the number of years of Army service and a respondent's ultimate educational attainment level. This association suggests that more time in the Army creates more opportunities for educational advancements. Sixty-eight percent of respondents that had served 20 years or more had a bachelor's degree or higher and 42.2 percent had a graduate or professional degree. In contrast, among women that had served 10 years or less, only 43.0 percent had a bachelor's degree or higher and 23.9 percent had a graduate or professional degree. Fifteen percent of these respondents had only a high school diploma, compared with 6.5 percent of respondents that had served 20 years or more in the Army.

Table 17 shows the relationship between pre-service educational attainment level and the educational attainment level at the time of the survey in spring 2006. Eighteen percent of respondents that had just a high school diploma when they joined the Army had attained a bachelor's degree at the time of the survey; 18.8 percent had earned a graduate or professional degree. Among women who had some college at the time they joined the Army, 11.3 percent ultimately got an Associate's degree, 32.1 percent earned a bachelor's degree and 25.2 percent got a graduate or professional degree. More than two-thirds of the respondents that had a college degree when they joined the Army eventually earned a graduate or professional degree.

Table 17
Educational Attainment Before and After Service

Level of Education Before Service	Level of Education Today					
	Less than HS	HS diploma	Some college	Associate Degree	BA/BS	Grad or Prof Degree
Less than HS	22.7%	9.1%	27.3%	9.1%	18.2%	13.6%
HS diploma	0.3%	19.5%	29.1%	14.0%	18.2%	18.8%
Some college	0.0%	0.0%	31.4%	11.3%	32.1%	25.2%
Associate degree	0.0%	0.0%	8.3%	25.0%	37.5%	29.2%
BA/BS	0.0%	0.0%	0.0%	0.0%	33.6%	66.4%
Grad or prof degree	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%

One of the reasons servicewomen were able to advance their education was the GI Bill. More than half (53.0%) of respondents used the GI Bill to attend college or otherwise advance their education. Black respondents were somewhat more likely than white respondents to have used the GI Bill—59.0% versus 53.4%. Respondents who joined the Army between 1960 and 1975 were, not surprisingly, the most likely to have used the GI Bill. Nearly three-quarters of respondents who joined in the 1960s and early 1970s took advantage of the GI Bill to further their education.

Employment

Employment history and experiences are often used to explore economic self-sufficiency. Respondents to the USAWF survey reveal a wide range of work experiences, both in the Army and in civilian life. Their experiences generally have led to economic success and job satisfaction.

More than 40 percent of the survey respondents were employed at the time of the survey; more than 55 percent were retired. Less than four percent were unemployed and/or looking for work at the time of the survey.

The survey elicited information about each respondent's job or their most recent job if they were unemployed or retired at the time of the survey. Table 18 summarizes respondents' current or more recent (if retired or unemployed) employer type. Nearly 13 percent of survey respondents were still serving in the Army at the time of the survey. Thirty-two percent worked for a private company, 18.4 percent worked for state or local government, 15.0 percent worked for the federal civilian government, 10.1 percent worked for the military (non-Army) and 7.1 percent were self-employed (Table 18). Five percent did not provide information on most recent type of employer.

Table 18
Current or Most Recent Employer

	Number	Percent
Still Serving in Army	84	12.6%
Current or Most Recent Employer (Not in Army)		
Private	213	32.0%
Local Government	55	8.3%
State Government	67	10.1%
Federal Government	100	15.0%
Military (non-Army)	67	10.1%
Self-employed	47	7.1%
Employer type not provided	33	5.0%
Total	666	100.0%

Many Army women take civilian jobs after their service in the Army. The biggest share of respondents who left the Army held jobs in the private sector, regardless of the era in which they joined the Army. The likelihood that a respondent worked for a private company increased for more recent cohorts. For example, 44.4% of the respondents who joined the Army between 1975 and 2002 worked for a private company, compared with 43.2% of women who joined the Army in the 1960s/early 1970s and 34.2 percent of women who joined during the 1950s.¹⁰

¹⁰ The percentages reported here only apply to respondents who held a job after Army service.

Significantly more respondents from the most recent cohort worked for the federal civilian government. Twenty-five percent of Army respondents that joined in 1975 or later had worked for the federal civilian government after serving, compared with 22.5 percent of the 1960-1975 cohort, 17.9 percent of the 1950-1959 cohort and 7.8 percent of the 1942-1949 cohort (Table 19).

Women who joined the Army in the 1940s were more likely to work for state or local government after service. About 32 percent of respondents who served in World War II held jobs in state or local government. Many of these jobs were as teachers or librarians. Among respondents who joined the Army in the 1950s, only 21.5 percent held jobs in state or local government and for women who joined in the 1960s and early 1970s, an even smaller percentage—17.2 percent—had jobs in state or local government. There was a slight uptick in the percentage of respondents from the most recent cohort, with 20.9 % of this group having had a job in state or local government.

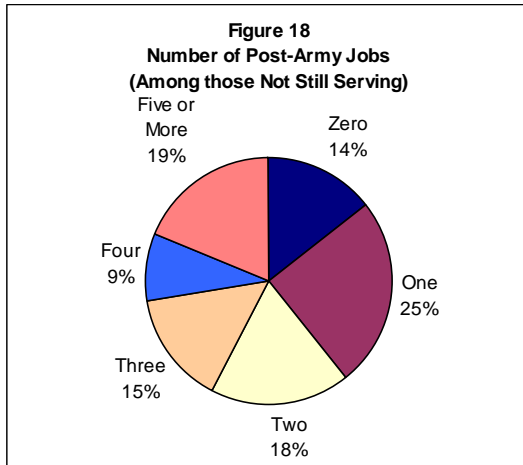
Table 19
Post-Army Employment
by Era

Post-Army Employer Type	Era			
	1942-1949	1950-1959	1960-1974	1975-2002
Private	36.2%	34.2%	43.2%	44.4%
State/Local Govt	31.9%	21.6%	17.2%	20.8%
Federal Civilian Govt	7.8%	17.9%	22.5%	25.0%
Military	14.7%	16.8%	8.9%	4.2%
Self-employed	9.5%	9.5%	8.3%	5.6%

Table 20
Post-Army Employment
by Race/Ethnicity

Post-Army Employer Type	Era			
	White	Black	Hispanic	Other
Private	38.7%	28.6%	47.4%	41.2%
State/Local Govt	23.3%	19.0%	15.8%	5.9%
Federal Civilian Govt	17.2%	33.3%	10.5%	35.3%
Military	12.3%	14.3%	10.5%	11.8%
Self-employed	8.6%	4.8%	15.8%	5.9%

Among those who have left the Army, white respondents were much more likely to have jobs with a private company compared to black respondents (Table 20). Black respondents were more likely than white respondents to have had a job with state or federal government. Nearly 40 percent of white respondents worked for a private company, compared with 28.6 percent of black respondents. Approximately 17 percent of white respondents worked for the federal civilian government; about 33 percent of black respondents reported jobs federal civilian government.



Respondents have had an average of three post-Army jobs (among those who were not still serving in the Army at the time of the survey.) About 14 percent had no job after leaving the Army, 25 percent have had one job, 18 percent have had two jobs, 15 percent have had three jobs, 9 percent have had four jobs, and 19 percent have had five or more jobs (Figure 18). The majority of multiple job holders (60.1%) indicated that they changed fields; 39.9 percent indicated the job changes were to advance in their current field.

The benefit of service to a post-Army career can only be capitalized on with sufficient information on the transition from military to civilian life. This is information in addition to veterans' benefits information. About 35 percent of respondents who were no longer serving in the Army indicated that they had received information about transition to civilian life and civilian careers from the Army; 45.5 percent said they had not received any information and 19.2 percent did not know or could not remember. This information included the formal Army Career and Alumni Program (ACAP), as well as other briefings on benefits, information on resume writing and interviewing, and skills assessments. More than three-quarters of respondents that received this type of transition information reported finding the information helpful; 12.6 percent said it was not helpful and 11.1 percent did not know or could not remember.

Income

The survey respondents had relatively high personal incomes. More than 37 percent of respondents reported *personal* monthly earnings of \$5,000 per month (\$60,000 per year) or more (Table 21). Only 10.7% of women nationally reported personal earnings of \$55,000 or more in the 2004 American Community Survey. Thirty-eight percent of respondents earned between \$2,500 and \$4,999 per month; 19.0 percent earned between \$1,000 and \$2,499 per month; and 5.5 percent had personal earnings of less than \$1,000 per month.

Table 21
Monthly Income

	Active Duty	Veterans
Less than \$500	0.0%	2.3%
\$500-999	0.0%	3.6%
\$1,000-2,499	6.7%	20.6%
\$2,500-4,999	36.7%	38.3%
\$5,000-7,499	31.7%	15.4%
\$7,500-9,999	8.3%	4.5%
\$10,000 or more	16.7%	15.4%

Data from survey respondents indicate that women who are still serving in the Army have substantial higher personal incomes than women who were retired or unemployed at the time of the survey. While 56.7% of women still serving earned more than \$5,000 per month, only 35.3% of women no longer serving had that level of income.

Retirees had higher personal incomes than women who were working at the time of the survey. While 41.3% of retirees had incomes of \$5,000 per month or more, only 31.4% of women employed outside of the Army had incomes in that range.¹¹ About one half of respondents indicated that they received Army retirement income.

This information on personal income suggests that the respondents to the USAWF have been relatively successfully financially. While many are not married and therefore do not have a second person's income, these data suggest that personal earnings alone provide a high level of economic self-sufficiency for these survey respondents.

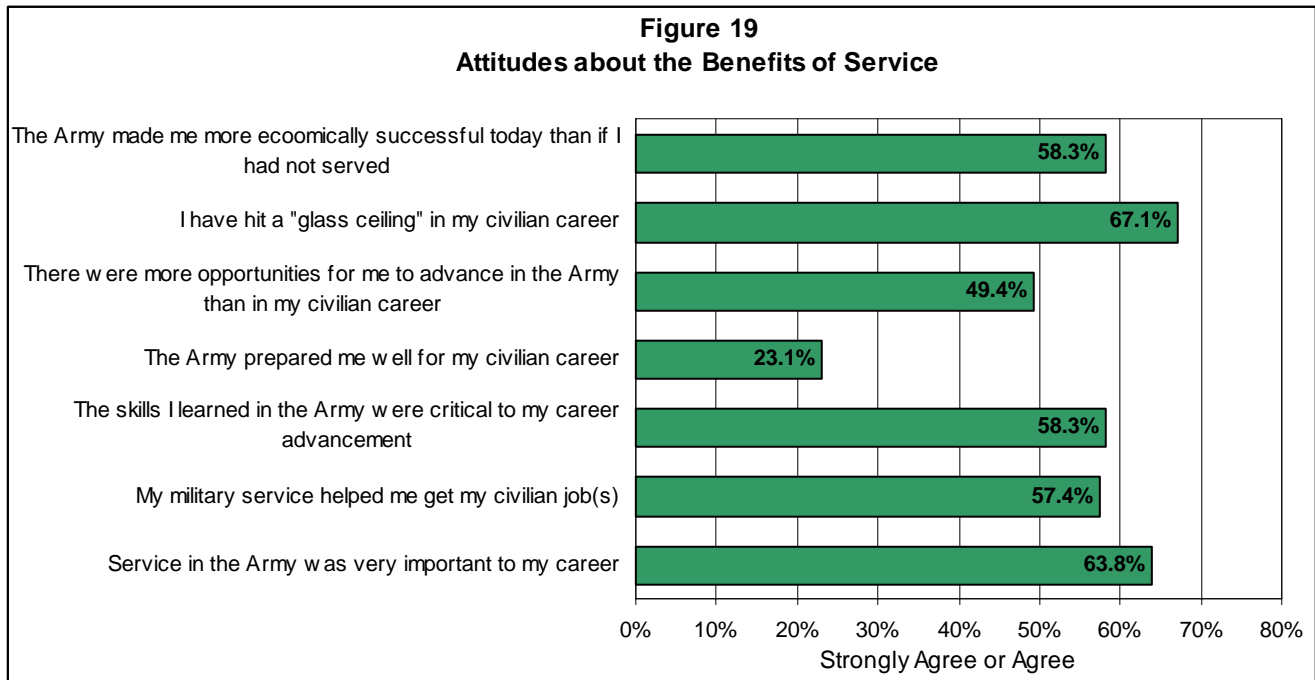
Attitudes About Economic Benefit of Service

The survey included several questions to gauge respondents' attitudes about how the Army prepared them for employment after service and to what extent service increased their economic opportunities in the civilian world. Overall, these responses indicate that the respondents felt as though their service in the Army was an important contributor to their success in their post-Army careers.

Nearly two-thirds (63.8%) of respondents who were not still in the Army at the time of the survey agreed with the statement that **service in the Army was very important to their civilian career**. Eighteen percent disagreed or strongly disagreed with the statement and 18 percent said they did not know. White respondents were notably more

¹¹ Income data are notoriously difficult to collect through a survey. The question about income in the USAWF survey is somewhat more complicated because it asks for **monthly** income and for the respondent's **own** income, rather than household income. Therefore, the data collected on income are probably not as reliable as the other information collected via the survey.

likely to indicate that service in the Army was important compared with minority respondents. More than 65% of white respondents indicated they agreed or strongly agreed with the statement, compared with just 54.1 percent of minority respondents.



About 57 percent of respondents agreed with the statement that **military service helped them get their civilian job(s)**. Twenty-three percent disagreed and 20.0 percent did not know. White respondents were again more likely to say they agreed that military service helped them in their civilian job. Fifty-eight percent of white respondents agreed or strongly agreed with the statement above, compared with 50 percent of minority respondents.

About 58 percent of respondents agreed with the statement that **the skills they learned in the Army were critical to their career advancement**. Twenty-five percent disagreed or strongly disagreed and 16.4 percent did not know. In contrast to the previous statements, white respondents and minority respondents were about as likely to say they agreed with the statement about skills learned in the Army. About 58% of white respondents agreed or strongly agreed while 55% of minority respondents said they agreed or strongly agreed. However, a substantially greater share of minority respondents said they disagreed or strongly disagreed. While 33 percent of minority respondents disagreed that Army skills were critical to their career advancement, only 24.3 percent of white respondents made that assertion.

Despite agreeing with the specific statements about how the Army served them in their civilian careers, a relatively small percentage of respondents—23.1 percent—indicated

that they agreed or strongly agreed with the statement that **the Army prepared them well for the civilian careers**. Thirty-seven percent of respondents disagreed with the statement and 33.3 percent strongly disagreed. Minority respondents were more likely than white respondents to disagree or strongly disagree. While 69.7 percent of white respondents said they disagreed with the statement, 76.7 percent of minority respondents disagreed.

Part of the explanation for these responses is that many respondents felt like they could not progress as fast or as far in their civilian careers as they would have liked. Nearly half of respondents agreed with the statement that **there were more opportunities for them to advance in the Army than in their civilian careers**. White respondents were more likely to express disappointment with their civilian career prospects relative to the Army prospects. While 49.9 percent of white respondents agreed the Army offered more opportunities for advancement, the percentage was 43.4 for minority respondents. A full 40 percent of minority respondents disagreed or strongly disagreed, compared with 31.3 percent of white respondents.

More than two-thirds of respondents agreed that **they had hit a “glass ceiling” in their civilian careers**. Again, white respondents were more likely to be dissatisfied with their civilian careers than were minority respondents. Sixty-seven percent of white respondents agreed they had hit a glass ceiling compared with 63 percent of minority respondents.

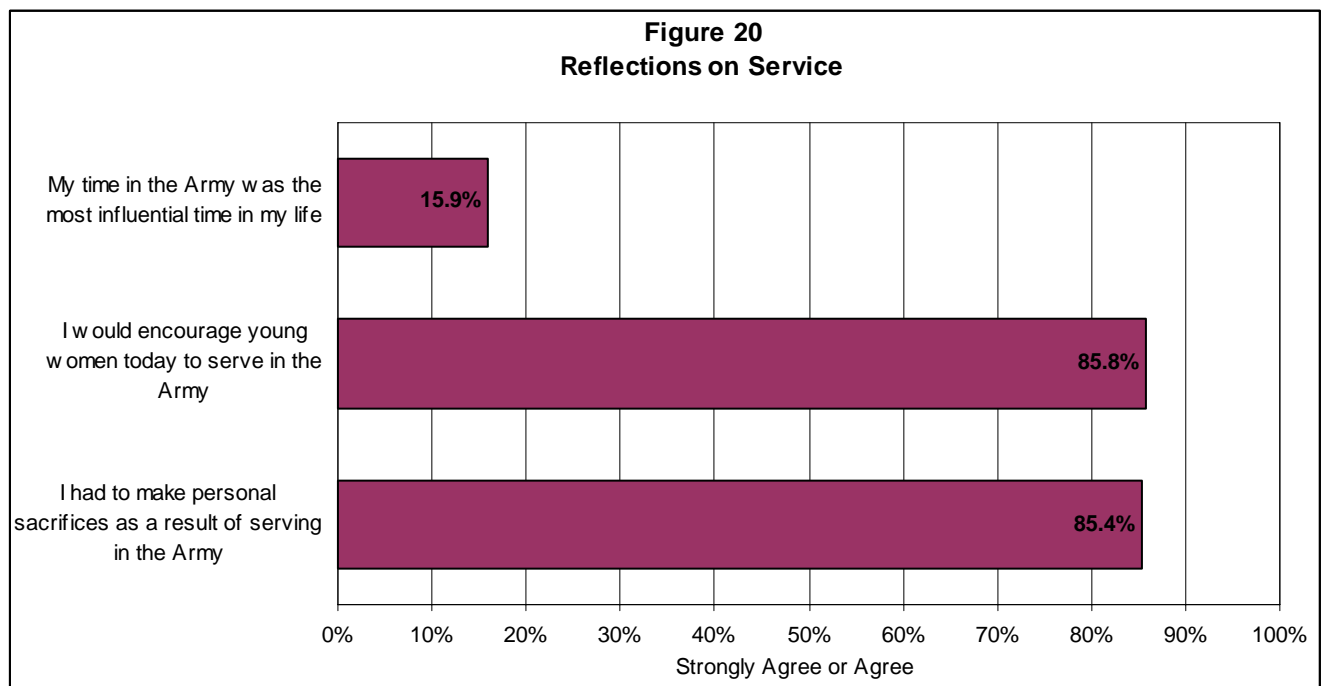
All in all, though, respondents felt strongly that their Army service was important to their economic success. Fifty-nine percent agreed with the statement that **the Army made them more economically successful today than if they had not served**; 20.5 percent disagreed or strongly disagreed and 20.9 percent did not know. There were not significant differences across races of respondents.

Reflections on Service

Service means more to Army women than just the economic opportunity it provides. While the focus of the USAWF survey was on the economic impact of service, the survey did include several questions about other aspects of service. Respondents were also given the opportunity to provide additional information about their experiences. These comments, perhaps more than any other survey responses, reveal how service in the Army enhanced the lives of USAWF survey respondents.

Personal Sacrifices

More than 85 percent of respondents indicated **they had to make personal sacrifices as a result of serving in the Army**. Survey data indicate that respondents who served in the 1940s were somewhat more likely to indicate they had made personal sacrifices, though there was still a strong indication of personal sacrifice. While 87.6 percent of respondents who joined the Army in the 1940s stated they agreed or strongly agreed with the above statement, 80.6 percent of the most recent cohort (those who joined in 1975 or later) agreed or strongly agreed.



Encourage Young Women to Serve

Despite the personal sacrifices Army servicewomen had made, the survey data indicate respondents feel very positive about the Army and would recommend service to other women. About 86 percent of respondents stated they agreed or strongly agreed that **they would encourage young women today to serve in the Army**. White respondents were more likely to recommend Army service, with 86.6 percent agreeing, compared with 79.8 percent of minority respondents. The respondents who had served during World War II were the least likely to say they would recommend Army service to women today. About 77 percent of respondents who joined in the 1940s agreed they would encourage young women today to enter the Army, compared with 88.2 percent of respondents who joined in 1975 or later.

Most Influential Time

While Army service was obviously very important to the survey respondents, only 15.9 percent agreed or strongly agreed with the statement that **their time in the Army was the most influential time in their lives**. The women who joined during the 1960s—and therefore could have experienced Army service during Vietnam—were the most likely to say that their time in the Army was the most influential of their lives. About 24 percent of the 1960s era respondents agreed or strongly agreed with the statement. The women who joined in the 1940s—many of whom served only a short time during World War II—were the least likely to say Army service was the most important time of their lives—just 8.8 percent agreed or strongly agreed.

Most Important Things Gained by Serving

Survey respondents listed a litany of things they felt they gained by the service in the Army. Among the most often-cited were confidence/self-esteem (20.1%), adaptability/discipline/responsibility (10.4%), and honor/pride/courage (6.7%) (Table 21).

Table 21 Most Important Thing Gained by Service in Army

	Number	Percent
Confidence / Self-Esteem	120	20.1%
Other	105	17.6%
Adaptability / Discipline / Responsibility	62	10.4%
Tolerance / Cultural Understanding	44	7.4%
Honor / Pride / Courage	40	6.7%
Independence / Maturity	37	6.2%
Leadership	37	6.2%
Friends / Meeting New People	35	5.9%
Patriotism / Country Appreciation	30	5.0%
Career / Job Skills	28	4.7%
Education	23	3.8%
Sense of Accomplishment / Fulfillment	13	2.2%
Retirement	10	1.7%
Spouse	7	1.2%
Travel	7	1.2%
Total	598	100.0%

In Our Own Words

Respondents were given the opportunity to share additional information and attitudes about their service in the Army. Many took this opportunity to write lengthy essays on what service meant to them. Others wrote short, poignant statements about how they felt about the Army. Still others used the opportunity to comment on aspects of Army service not covered in-depth by the survey, including separation of men and women in the Army, discrimination and sexual harassment.

A complete catalogue of responses is available from the USAWF. Below is a selection of quotes chosen to represent some of the most common themes raised by respondents. All in all, these personal words convey better than the rest of the survey questions how service in the Army has impacted the lives of these women.

“Prior to joining the WAAC I worked in the Aircraft Warning Service...I attended the first OCS class at Ft. Des Moines, IA and was appointed a 3rd officer. When the WAAC became WAC I was a captain commanding a WAC Detachment. As a captain, I commanded a two-company battalion at Camp Attebury, Indiana. On promotion to field grade I was assigned as Adjutant at Utah Military District in Fort Douglas, Utah. There I met and married my husband, a career Army man, and left the service to raise a family.”

“I left my teaching career for my commission and intended to stay two years. Ended up staying 22 years. AS a WAC I always had to prove myself before being accepted. That was OK. It just motivated you to learn fast and excel. When the WAC was disestablished, and assignments were made by branches, acceptance in new assignments became routine. I commanded two companies, a battalion, and a school. It doesn’t get any better than that.”

“I feel that I paved the way for women now serving in the Army. I was in the only unit of women considered ground forces in WWII. Serving with General Bradley’s 12 Army group, we went ashore at Omaha Beach August 1, 1944. As the armies advanced we followed...It was great being part of the command that had the largest army ever to exist.”

“I enlisted in the Army in January 1973, soon after completing high school, because I wanted to be part of something greater than myself. That fact that the ‘something greater’ was a patriotic venture was important an personally fulfilling because, in addition to the fact that numerous family members (although no women) had served in World War II, I grew up very near West Point, N.Y. and was much impressed by the ‘pride, pomp, and circumstance’ displayed at the U.S. Military Academy....My military service was a mixed blessing. I enjoyed traveling throughout this country and Europe and learned much from numerous experiences that I would not have had as a civilian. However, I and many other women also waged ongoing battles to be accepted by the men with whom we served....We endured frequent harassment and discrimination and often were regarded as renegades, misfits, and burdens. On a more positive note, I tried to do well and believed then, as I do now, that I made a contribution to my country.”

“I spent 16 months in China, Burma and India. Before WWII I had never left the state of Louisiana...Service experience gave me the desire to see more and new places and to meet new, interesting people. Every day I have beautiful memories the share with all whom I come in contact.”

“It enriched my life in many ways. I became more aware of being an American and loving my country (more patriotic).”

“I have such fond memories of the WAC band and its members, a group of true professionals. It was an honor to serve with them.”

“I firmly believe the Army gives you opportunities to be what you set your goals to be. I know to do that you may have to work 7 days a week, 15, 16, or 18 hours a day. But if you believe in what you are doing you can do it and you must set realistic goals, re-evaluate and motivate yourself to set even higher goals when you see how much you really can do. The Army helps you mature and grow (sometimes a little painful) but both the mentoring and financial support is there.”

“I loved every minute I served and felt very fortunate to obtain my degrees as a result of the Army. I had great positions from clinical to education research and administration. I don’t think I would have all that experience without serving in the Army. I loved the camaraderie, the expertise of the professional and paraprofessional staff, and the opportunities to see different parts of the U.S. and Europe.”

“Joining was the most important and best decision of my life. I would do it again.”

Appendices

The Benefits of Service in the Army: Telling Your Story

The U.S. Army Women's Foundation (USAWF), working in concert with the George Mason University School of Public Policy, is sponsoring this survey in order to better understand the impact that US Army experience, however long, has had on women who have served. Your participation in this survey will provide valuable information to the USAWF and help raise awareness about women in the Army. All responses are completely anonymous and information provided on this survey will be reported only in the aggregate.

You can fill out this survey online by going to the following Internet site:

http://new.qualtrics.com/SE/?SID=SV_7V2B7G9JPRVB&SVID=Prod

You can also fill out this hard copy survey and mail it back to the USAWF in the enclosed envelope.

Please only fill out one survey, either the online version or the hard copy version. We ask that only those who served in the US Army complete this survey.

We appreciate your time and effort in responding to the survey!

1. Think back to when you first joined the Army. Which of the following describe the reasons you joined the Army? (Mark all that apply.)

- To gain skills valued in the civilian job market _____
- To have an opportunity to travel/leave hometown _____
- To have a career in the military _____
- To earn veterans' benefits _____
- To serve my country _____
- To obtain an education _____
- Other (please specify): _____ _____

2. Of all the reasons listed above, which is the most important reason why you joined?

3. In what year did you join the Army? _____

4. Are you still serving in the Army?

- Yes _____  **Go to Question 7**
- No _____

5. In what year were you discharged/retired from the Army? _____

6. What was your primary reason for leaving the Army?

7. Where were you living when you entered the Army?

County/city _____ State _____

8. What is the highest level of education your parents achieved?

Mother

Less than 9th grade _____
9th through 12th grade, no diploma _____
High school diploma or GED _____
Some college _____
Associate degree _____
Bachelor's degree _____
Graduate or professional degree _____
Don't know _____

Father

Less than 9th grade _____
9th through 12th grade, no diploma _____
High school diploma or GED _____
Some college _____
Associate degree _____
Bachelor's degree _____
Graduate or professional degree _____
Don't know _____

9. At the time you joined the Army, how much education had you completed?

9th through 12th grade, no diploma _____
High school diploma or GED _____
Some college _____
Associate degree _____
Bachelor's degree _____
Graduate or professional degree _____

10. What is the highest level of education you have attained today?

9th through 12th grade, no diploma _____
High school diploma or GED _____
Some college _____
Associate degree _____
Bachelor's degree _____
Graduate or professional degree _____


11. When you first joined the Army, did Army personnel present you with information about military careers, civilian careers, or both?

Yes, military careers only _____
Yes, civilian careers only _____
Yes, both military and civilian careers _____
No _____
Don't know/Don't remember _____

12. Did you receive information about your veteran's benefits when you left the Army?

Yes _____ No _____ Don't know / Don't remember _____

13. Did you use the GI Bill to attend college or otherwise advance your education?

Yes _____  **Go to Question 15**

No _____

14. During what years did you use the GI Bill to attend school? _____

15. At the time you joined the Army, did you have immediate relatives that had served or were serving in the military?

Yes _____

No _____



Go to Question 17

16. Which of your relatives had served or were serving in the military at the time you joined the Army?
(Please check all that apply.)

Mother _____

Father _____

Sister(s) _____

Brother(s) _____

Other (please specify): _____

17. What is the highest rank/rate you reached? _____

18. If you were an officer, what was the source of your commission?

Service academy _____

OCS or OTS _____

ROTC _____

Direct _____

Commissioned after
prior enlisted service _____

19. During your service in the Army, were you stationed overseas?

Yes _____

No _____



Go to Question 22

20. How many overseas tours did you serve? _____

21. In what countries did you serve? _____

22. What was your final military assignment? _____

23. What was your final military...

Job Title _____

Military Unit _____

Location _____

24. What year were you born? _____

25. What is your marital status?

Single _____

Married _____

Living as married _____

Separated _____

Divorced _____

Widowed _____

Never married _____

26. Do you have any children, either your own or children you have raised/are raising as your own?

Yes _____

No _____



Go to Question 28

27. How many children do you have? _____

28. Are you Hispanic/Latina?

Yes _____

No _____

29. Which of the following best describes your race?

American Indian or Alaska Native _____

Asian _____

Black or African American _____

Native Hawaiian or Other Pacific Islander _____

White _____

30. Are you currently employed?

Yes _____

No, retired _____

No, looking for work _____

No, unemployed _____



Go to Question 32

31. If you are not currently employed, in what year were you last employed? _____

32. For what type of employer do you work for or did you work most recently? (Mark only one.)

Private Company _____

Local Government _____

State Government _____



Federal Civilian Government _____

Military _____
Self-Employed _____

33. What is your current (or most recent) job title? _____

34. What are the most important duties of your current (or most recent) job?

35. How many different jobs have you had since leaving the Army?

0 _____  **Go to Question 37**
1 _____  **Go to Question 37**
2 _____
3 _____
4 _____
5+ _____

36. Would you characterize these job changes as primary changing fields or advancement within the same field?

Changing fields _____
Advancement within the same field _____

37. Do you receive any income from any of the following sources? (Mark all that apply.)

A second job _____
Army retirement income _____
Alimony _____
Child support _____
Supplemental Security Income _____
Unemployment or worker's compensation _____
State funded child care assistance _____
Women, Infants and Children _____
Food Stamp program _____
Medicaid _____
Other (please specify): _____

38. What is your total **monthly** gross (before-tax) personal income from all sources? (Please include your wages, any military earnings and/or retirement, and income or financial support from any other sources.)

Less than \$500 _____
\$500 – 999 _____
\$1,000 – 2,499 _____

- \$2,500 – 4,999 _____
- \$5,000 – 7,499 _____
- \$7,500 – 9,999 _____
- \$10,000 or More _____

39. Please indicate the military service and current occupation of any brother(s)/sister(s). Please leave blank if you have no brothers or sisters.

40-51. Please indicate whether you agree or disagree with the following statements.

(NA = Not Applicable)

	Strongly Agree	Agree	Disagree	Strongly Disagree	Don't Know/NA
40. Service in the Army was very important to my civilian career.					
41. My military service helped me get my civilian job(s).					
42. The skills I learned in the Army were critical to my career advancement.					
43. There were more opportunities for me to advance in the Army than in my civilian career.					
44. I would be more economically successful today if I had not served in the Army.					
45. The Army made me more economically successful today than if I had not served.					
46. The Army prepared me well for my civilian career(s).					
47. My service in the Army was not what I expected.					
48. I have had to make personal sacrifices as a result of serving in the Army.					
49. I would encourage young women today to serve in the Army.					
50. My time in the Army was the most influential time in my life.					
51. I have hit a "glass ceiling" in my civilian career.					

52. Did you receive information about transition to civilian life and civilian careers from the Army?

Yes _____

No _____

Don't know / Don't remember _____



Go to Question 55



Go to Question 55

53. What information did you receive?

54. Was this information helpful?
Yes _____ No _____ Don't know / Don't remember _____

55. What skills or experiences were most important in your post-military career?

56. What was the one most important thing you feel you gained by serving in the Army?

57. How would your life have been different if you had not served in the Army?

58. Do you perform volunteer or charity work in your community or for any organization?

Yes _____

No _____



Go to Question 60

59. For what kind of organization(s) have you volunteered?

60. What else would you like to tell us about your experience in the Army? (Please use the back of the page, if necessary.)

Thank you so much for completing this survey of U.S. Army women! Please return your completed survey using the enclosed envelope.

If you would be willing to participate in a small focus group or other follow-up interview, please provide us with your contact information.

Name _____

Street _____

City _____ State _____ Zip _____

Email (if available) _____

Phone _____

U.S. Army Women's Foundation
P.O. Box 5030
Fort Lee, Virginia 23801-0030

29 March 2006

Dear Friend,

The U.S. Army Women's Foundation is embarking on an exciting project to document our understanding, and to expand the public's awareness, of the roles Army women played in their communities, the workforce, and our country. Service in the Army is honorable. The benefits and impact of this service are far-reaching, but they have not been cataloged or studied.

While much has been written about the historical aspects of women in the U.S. Army, there is a very limited record of the full accomplishments of women or how the Army influenced or directed women's entire lives during and after service. The USAWF, in collaboration with the School of Public Policy at George Mason University in Virginia, has initiated a groundbreaking research study to look more deeply at Women in the Army. This important research project will examine women's achievements in the Army, and in the larger community and how their Army experience translated into civilian careers, and lives. From this information, we also will be able to contribute to the lives of future women in the Army.

We are asking that you play a critical role in this study. We ask you to take the time to complete the enclosed survey and tell us about your experiences within the Army. Your answers are important to us and to this 'first of its kind' research study. We need to hear from you! Of course, all responses are confidential. You will not be identified in any report.

A survey form is enclosed. You have the option of responding to the paper version, or you may respond on-line at the following web location: http://new.qualtrics.com/SE/?SID=SV_7V2B7G9JPRVB&SVID=Prod
Please complete the survey only once. *We ask that only those who have served in the U.S. Army complete this form.*

We appreciate your help, input and support on this important project. Your experiences count. Please share them with us. We will share the results with you. We also expect to provide reports to the Army, to Congress, and to the public.

We will keep you posted on the results through our newsletter and our website. I thank you once again for your help, your support, and your service.

Best wishes,



Patricia A. Sigle
President

P.S. Please respond by May 1st so that we can include your answers in our report.

1. Which of the following best describes the reasons you joined the Army? (Mark all that apply.)

Variable	Obs	Percent
skills	204	28.73
travel	439	61.83
career	179	25.21
benefits	514	72.39
serve	514	72.39
education	201	28.31
other	152	21.41

***These percentages are the number that responded to the question divided by the total. Remember that each question was separate in this case.*

2. Of all the reasons listed above, which is the most important reason why you joined?

Q2a	Freq.	Percent	Cum.
skills	52	7.81	7.81
travel	133	19.97	27.78
career	55	8.26	36.04
benefits	15	2.25	38.29
serve	258	38.74	77.03
education	65	9.76	86.79
other	88	13.21	100.00
Total	666	100.00	

3. In what year did you join the army?

Year Joined	Freq.	Percent	Cum.
1942 - 1949	133	19.56	19.56
1950 - 1959	206	30.29	49.85
1960 - 1974	188	27.65	77.50
1976 - 2006	153	22.50	100.00
Total	680	100.00	

4. Are you still serving in the army?

Q4	Freq.	Percent	Cum.
Yes	84	12.30	12.30
No	599	87.70	100.00
Total	683	100.00	

5. In what year were you discharged?

How many years did you spend (have you spent) in total?

years	Freq.	Percent	Cum.
1 or less	23	4.06	4.06
2 to 4	158	27.92	31.98
5 to 10	58	10.25	42.23
11 to 19	38	6.71	48.94
20 to 25	184	32.51	81.45
26 to 30	77	13.60	95.05
more than 30	28	4.95	100.00
Total	566	100.00	

6. What was your primary reason for leaving the army?

Reason for leaving (revised)	Freq.	Percent	Cum.
Civilian Job/Education	39	6.81	6.81
Convenience/Discharged/Enlistment	65	11.34	18.15
Discrimination/Dissatisfaction/Lack of	34	5.93	24.08
Family/Marriage/Pregnancy	116	20.24	44.33
Illness/Disability	33	5.76	50.09
Other	69	12.04	62.13
Retirement	217	37.87	100.00
Total	573	100.00	

7. Where were you living when you entered the army?

Region

Q7c_add	Freq.	Percent	Cum.
Northeast	176	26.59	26.59
Midwest	227	34.29	60.88
South	160	24.17	85.05
West	99	14.95	100.00
Total	662	100.00	

Division

Q7d_add	Freq.	Percent	Cum.
New England	52	7.85	7.85
Middle Atlantic	124	18.73	26.59
East North Central	155	23.41	50.00
West North Central	72	10.88	60.88
South Atlantic	82	12.39	73.26
East South Central	33	4.98	78.25
West South Central	45	6.80	85.05
Mountain	27	4.08	89.12
Pacific	72	10.88	100.00
Total	662	100.00	

8. What is the highest level of education you parents achieved?

a. Mother

Q8a	Freq.	Percent	Cum.
Less than 9th	147	21.81	21.81
9-12, no dip	87	12.91	34.72
HS dip or GED	204	30.27	64.99
Some college	73	10.83	75.82
Assoc Degree	31	4.60	80.42
BA/BS Degree	64	9.50	89.91
Grad or Prof	28	4.15	94.07
Dont know	40	5.93	100.00
Total	674	100.00	

b. Father

Q8b	Freq.	Percent	Cum.
Less than 9th	184	27.38	27.38
9-12, no dip	93	13.84	41.22
HS dip or GED	155	23.07	64.29
Some college	72	10.71	75.00
Assoc Degree	17	2.53	77.53
BA/BS Degree	35	5.21	82.74
Grad or Prof	45	6.70	89.43
Dont know	71	10.57	100.00
Total	672	100.00	

9. At the time you joined the Army, how much education had you completed?

Educ Level before	Freq.	Percent	Cum.
Less than HS	24	3.56	3.56
HS dip or GED	293	43.41	46.96
Some college	161	23.85	70.81
Assoc Degree	25	3.70	74.52
BA/BS degree	144	21.33	95.85
Grad or Prof	28	4.15	100.00
Total	675	100.00	

10. What is the highest level of education you have attained today?

Educ Level today	Freq.	Percent	Cum.
Less than HS	7	1.05	1.05
HS dip or GED	60	8.97	10.01
Some college	143	21.38	31.39
Assoc Degree	67	10.01	41.41
BA/BS degree	165	24.66	66.07
Grad or Prof	227	33.93	100.00
Total	669	100.00	

11. When you first joined the Army, did Army personnel present you with information about military careers, civilian careers, or both?

Variable	Obs
mil only	297
civ only	1
mil and civ	66
No	156
DK/Dont rem	155

12. Did you receive information about you veteran's benefits when you left the Army?

Q12	Freq.	Percent	Cum.
Yes	404	61.03	61.03
No	178	26.89	87.92
DK/DR	80	12.08	100.00
Total	662	100.00	

13. Did you use the GI Bill to attend college or otherwise advance your education?

Q13	Freq.	Percent	Cum.
Yes	353	52.92	52.92
No	314	47.08	100.00
Total	667	100.00	

14. During what years did you use the GI bill?

*Did you use the GI Bill to attend school while still in service?

Used GI bill while in service	Freq.	Percent	Cum.
1	82	100.00	100.00
Total	82	100.00	

**For how many years did you use the GI bill to attend school?

Q14add_3	Freq.	Percent	Cum.
1	75	32.75	32.75
2	49	21.40	54.15
3	29	12.66	66.81
4	34	14.85	81.66
5	14	6.11	87.77
6	14	6.11	93.89
7	2	0.87	94.76
8	4	1.75	96.51
9	2	0.87	97.38
10 or more	6	2.62	100.00
Total	229	100.00	

15. At the time you joined the Army, did you have immediate relatives that had served or were serving in the military?

Q15	Freq.	Percent	Cum.
Yes	452	67.36	67.36
No	219	32.64	100.00
Total	671	100.00	

16. Which of your relatives had served or were serving in the military at the time you joined the Army? (Please check all that apply)

Variable	Obs	Percentage
mother	8	1.13
father	201	28.31
sister(s)	30	4.23
brother(s)	215	30.28
other	187	26.34

17. What is the highest rank/rate you reached?

rank	Freq.	Percent	Cum.
enlisted	387	59.54	59.54
officer	263	40.46	100.00
Total	650	100.00	

Q17add	Freq.	Percent	Cum.
E1	4	0.61	0.61
E3	24	3.69	4.30
E4	65	9.98	14.29
E5	68	10.45	24.73
E6	47	7.22	31.95
E7	55	8.45	40.40
E8	67	10.29	50.69
E9	57	8.76	59.45
O1	4	0.61	60.06
O2	14	2.15	62.21
O3	28	4.30	66.51
O4	39	5.99	72.50
O5	81	12.44	84.95
O6	51	7.83	92.78
O7	3	0.46	93.24
O8	3	0.46	93.70
O9	1	0.15	93.86
T3	5	0.77	94.62
T4	4	0.61	95.24
T5	14	2.15	97.39
W2	1	0.15	97.54
W3	8	1.23	98.77
W4	7	1.08	99.85
W5	1	0.15	100.00
Total	651	100.00	

224 officers (O rank)
 264 officers (O, T, & W rank)
 34.41% of respondents (n = 651)

18. If you were an officer, what was the source of your commission?

Q18	Freq.	Percent	Cum.
Serv Acad	1	0.39	0.39
OCS or OTS	60	23.26	23.64
ROTC	23	8.91	32.56
Direct	121	46.90	79.46
Com aft enl	39	15.12	94.57
Other	14	5.43	100.00
Total	258	100.00	

19. During your service in the Army, were you stationed overseas?

Q19	Freq.	Percent	Cum.
Yes	494	73.51	73.51
No	178	26.49	100.00
Total	672	100.00	

20. How many overseas tours did you serve?

Q20	Freq.	Percent	Cum.
1	194	40.25	40.25
2	141	29.25	69.50
3	87	18.05	87.55
4	39	8.09	95.64
5 or more	21	4.35	100.00
Total	482	100.00	

21. In what countries did you serve?

afghanistan	4
africa	5
alaska	7
algeria	4
australia	4
belgium	15
bosnia	6
egypt	6
england	18
france	50
germany	310
hawaii	27
iraq	15
italy	23
japan	99
korea	115
kuwait	15
panama	22
saudiarabia	21
somalia	3
vietnam	45
other	56

22. What was your final military assignment?

23. What was your final military... Job Title, Military Unit, Location?

24. What year were you born?

25. What is your marital status?

Q25	Freq.	Percent	Cum.
Single	227	34.08	34.08
Married	175	26.28	60.36
Living as married	11	1.65	62.01
Separated	10	1.50	63.51
Divorced	95	14.26	77.78
Widowed	86	12.91	90.69
Never Married	62	9.31	100.00
Total	666	100.00	

	Freq.	Percent	Cum.
Single and/or never married	289	43.46	43.46
Married / Living as married	185	27.82	71.28
Divorced or Separated	105	15.79	87.07
Widowed	86	12.93	100.00

Total	665	100.00
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25ex. Were you ever married?

Q25ex	Freq.	Percent	Cum.
No	131	49.25	49.25
Yes, separated	14	5.26	54.51
Yes, divorced	82	30.83	85.34
Yes, widowed	39	14.66	100.00
Total	266	100.00	

26. Do you have any children, either your own or children you have raised/are raising as your own?

Q26	Freq.	Percent	Cum.
Yes	270	40.72	40.72
No	393	59.28	100.00
Total	663	100.00	

27. How many children do you have?

kids	Freq.	Percent	Cum.
One	84	32.31	32.31
Two	86	33.08	65.38
Three	48	18.46	83.85
Four	25	9.62	93.46
Five or more	17	6.54	100.00
Total	260	100.00	

28. Are you Hispanic/Latina?

Q28	Freq.	Percent	Cum.
Yes	29	4.40	4.40
No	630	95.60	100.00
Total	659	100.00	

29. Which of the following best describes your race?

Q29	Freq.	Percent	Cum.
AmerInd/AlaskNat	9	1.36	1.36
Asian	2	0.30	1.66
Black/AfrAmer	43	6.50	8.16
Hawaiian/PacIsland	3	0.45	8.61
White/Caucasian	588	88.82	97.43
Other	17	2.57	100.00
Total	662	100.00	

30. Are you currently employed? (Only those not in service)

Currently employed?	Freq.	Percent	Cum.
Yes	196	33.68	33.68
No, retired	363	62.37	96.05

No, looking	5	0.86	96.91
No, unemployed	18	3.09	100.00

Total	582	100.00	

31. If you are not currently employed, in what year were you last employed?

32. For what type of employer do you work for or did you work for most recently?

Q32	Freq.	Percent	Cum.
Private	124	33.51	33.51
Local Govt	43	11.62	45.14
State govt	49	13.24	58.38
Federal govt	59	15.95	74.32
Military	64	17.30	91.62
Self-employd	31	8.38	100.00

Total	370	100.00	

33. What is your current (or most recent) job title?

34. What are the most important duties of your current (or most recent) job?

35. How many different jobs have you had since leaving the Army? (Only those not in service)

Q35	Freq.	Percent	Cum.
0	82	14.44	14.44
1	140	24.65	39.08
2	104	18.31	57.39
3	84	14.79	72.18
4	51	8.98	81.16
5 or more	107	18.84	100.00

Total	568	100.00	

36. Would you characterize these job changes as primarily changing fields or advancement within the same field?

Q36(1=Change)	Freq.	Percent	Cum.
Changing fields	208	60.12	60.12
Advancement	138	39.88	100.00

Total	346	100.00	

37. Do you receive income from any of the following sources?

Variable	Obs
Second job	92
Army retire	298
Alimony	0
Child Support	12
Supp Sec Inc	58
Unemploy/Work Comp	15
State child care	2
WIC	3
Food Stamps	4
Medicaid	10
Other	300

38. What is your monthly gross (before-tax) personal income from all sources?

For those no longer in service

Monthly gross income	Freq.	Percent	Cum.
Less than \$500	12	2.25	2.25
\$500 - 999	19	3.56	5.82
\$1000 - 2499	110	20.64	26.45
\$2500 - 4999	204	38.27	64.73
\$5000 - 7499	82	15.38	80.11
\$7500 - 9999	24	4.50	84.62
\$10K or more	82	15.38	100.00
Total	533	100.00	

For those still in service

Monthly gross income	Freq.	Percent	Cum.
\$1000 - 2499	4	6.67	6.67
\$2500 - 4999	22	36.67	43.33
\$5000 - 7499	19	31.67	75.00
\$7500 - 9999	5	8.33	83.33
\$10K or more	10	16.67	100.00
Total	60	100.00	

39. Please indicate the military service and current occupation of any brother(s)/sister(s). Please leave blank if you have no brothers or sisters.

52. Did you receive information about transition to civilian life and civilian careers from the Army?

Q52	Freq.	Percent	Cum.
Yes	228	36.13	36.13
No	282	44.69	80.82
DK/DR	121	19.18	100.00
Total	631	100.00	

53. What information did you receive?

54. Was this information helpful?

Q54	Freq.	Percent	Cum.
Yes	163	77.25	77.25
No	25	11.85	89.10
DK/DR	23	10.90	100.00
Total	211	100.00	

56. What was the one most important thing you feel you gained by serving in the Army?

Q56add	Freq.	Percent	Cum.
Adaptability / Discipline / Responsibility	62	10.37	10.37
Career / Job Skills	28	4.68	15.05
Confidence / Self-Esteem	120	20.07	35.12
Education	23	3.85	38.96

Friends / Meeting New People	35	5.85	44.82
Honor / Pride / Courage	40	6.69	51.51
Independence / Maturity	37	6.19	57.69
Leadership	37	6.19	63.88
Other	105	17.56	81.44
Patrtism / Cntry Apprctn / Having Srvd	30	5.02	86.45
Retirement	10	1.67	88.13
Sense of Accomplishment / Fulfillment	13	2.17	90.30
Spouse	7	1.17	91.47
Tolerance / Cultural Understanding	44	7.36	98.83
Travel	7	1.17	100.00

Total	598	100.00	

57. How would your life have been different if you had not served in the Army?

58. Do you perform volunteer or charity work in your community or for any organization?

Q58	Freq.	Percent	Cum.

Yes	453	73.42	73.42
No	164	26.58	100.00

Total	617	100.00	

ATTITUDE QUESTIONS

40. Service in the army was important to my civilian career. (not in service)

Q40	Freq.	Percent	Cum.

Strongly Agree	181	32.73	32.73
Agree	172	31.10	63.83
Disagree	79	14.29	78.12
Strongly Disagree	21	3.80	81.92
DK / NA	100	18.08	100.00

Total	553	100.00	

41. My military service helped me get my civilian job(s). (not in service)

Q41	Freq.	Percent	Cum.

Strongly Agree	157	28.60	28.60
Agree	158	28.78	57.38
Disagree	88	16.03	73.41
Strongly Disagree	36	6.56	79.96
DK / NA	110	20.04	100.00

Total	549	100.00	

42. The skills I learned in the Army were critical to my career advancement. (not in service)

Q42	Freq.	Percent	Cum.

Strongly Agree	159	28.96	28.96
Agree	161	29.33	58.29
Disagree	108	19.67	77.96
Strongly Disagree	31	5.65	83.61

DK / NA		90	16.39	100.00

Total		549	100.00	

43. There were more opportunities for me to advance in the Army than in my civilian career. (not in service)

Q43		Freq.	Percent	Cum.

Strongly Agree		134	24.41	24.41
Agree		137	24.95	49.36
Disagree		138	25.14	74.50
Strongly Disagree		41	7.47	81.97
DK / NA		99	18.03	100.00

Total		549	100.00	

44. I would be more economically successful today if I had not served in the Army.

Q44		Freq.	Percent	Cum.

Strongly Agree		19	3.02	3.02
Agree		23	3.65	6.67
Disagree		230	36.51	43.17
Strongly Disagree		251	39.84	83.02
Dont know / NA		107	16.98	100.00

Total		630	100.00	

45. The Army made me more economically successful today than if I had not served.

Q45		Freq.	Percent	Cum.

Strongly Agree		157	24.80	24.80
Agree		214	33.81	58.61
Disagree		97	15.32	73.93
Strongly Disagree		33	5.21	79.15
Dont know / NA		132	20.85	100.00

Total		633	100.00	

46. The Army prepared me well for my civilian career(s). (not in service)

Q46		Freq.	Percent	Cum.

Strongly Agree		34	6.19	6.19
Agree		93	16.94	23.13
Disagree		204	37.16	60.29
Strongly Disagree		183	33.33	93.62
DK / NA		35	6.38	100.00

Total		549	100.00	

47. My service in the Army was not what I expected.

Q47		Freq.	Percent	Cum.

Strongly Agree		127	20.16	20.16
Agree		155	24.60	44.76
Disagree		167	26.51	71.27
Strongly Disagree		154	24.44	95.71
Dont know / NA		27	4.29	100.00

Total	630	100.00
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48. I had to make personal sacrifices as a result of serving in the Army.

Q48	Freq.	Percent	Cum.
Strongly Agree	293	45.85	45.85
Agree	253	39.59	85.45
Disagree	36	5.63	91.08
Strongly Disagree	21	3.29	94.37
Dont know / NA	36	5.63	100.00
Total	639	100.00	

49. I would encourage young women today to serve in the Army.

Q49	Freq.	Percent	Cum.
Strongly Agree	329	51.49	51.49
Agree	219	34.27	85.76
Disagree	53	8.29	94.05
Strongly Disagree	8	1.25	95.31
Dont know / NA	30	4.69	100.00
Total	639	100.00	

50. My time in the Army was the most influential time in my life.

Q50	Freq.	Percent	Cum.
Strongly Agree	28	4.64	4.64
Agree	68	11.26	15.89
Disagree	167	27.65	43.54
Strongly Disagree	81	13.41	56.95
Dont know / NA	260	43.05	100.00
Total	604	100.00	

51. I have hit a "glass" ceiling in my civilian career. (not in service)

Q51	Freq.	Percent	Cum.
Strongly Agree	171	31.26	31.26
Agree	196	35.83	67.09
Disagree	66	12.07	79.16
Strongly Disagree	28	5.12	84.28
DK / NA	86	15.72	100.00
Total	547	100.00	

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Variable	Obs	Mean	Std. Dev.	Min	Max
responseid	0				
name	0				
externalda~e	0				
ipaddress	0				
startdate	0				
enddate	0				
q1a	204	1	0	1	1
q1b	439	1	0	1	1
q1c	179	1	0	1	1
q1d	112	1	0	1	1
q1e	514	1	0	1	1
q1f	201	1	0	1	1
q1g	152	1	0	1	1
q2a	666	4.262763	1.867416	1	7
q2b	0				
q3	681	1963.376	15.08563	1942	2002
q4	683	1.877013	.3286628	1	2
q5	575	1975.777	18.54618	1942	2006
**q6	0				
**q7a	0				
**q7b	0				
q8b	672	3.424107	2.3349	1	8
q9	676	4.08284	1.361568	1	7
q10	670	5.502985	1.422378	2	7
q11a	297	1	0	1	1
q11b	1	1	.	1	1
q11c	66	1	0	1	1
q11d	156	1	0	1	1
q11e	155	1	0	1	1
q12	662	1.510574	.7016578	1	3
q13	667	1.470765	.4995192	1	2
**q14	0				
q15	671	1.326379	.4692374	1	2
q16a	8	1	0	1	1
q16b	201	1	0	1	1
q16c	30	1	0	1	1
q16d	215	1	0	1	1
q16e	187	1	0	1	1
**q17	0				
**q17add	0				

q18	258	3.693798	1.154942	1	6
q18ex	0				
q19	672	1.264881	.4415985	1	2
**q20	0				
**q21	0				
**q22	0				
**q23	0				
**q24	0				
q25	666	3.115616	2.203926	1	7
q25ex	266	2.109023	1.174956	1	4
q261no	663	1.40724	.4916912	1	2
q27	260	2.284615	1.334048	0	8
q281no	659	1.044006	.2052644	1	2
q29	662	4.835347	.6969274	1	6
q29ex	0				
q30	660	1.669697	.6541498	1	4
q31	354	1983.706	69.90993	1056	2006
q32	370	2.97027	1.75202	1	6
**q33	0				
**q34	0				
q32alt	262	3.003817	1.807812	1	6
**q33alt	0				
**q34alt	0				
q35	622	3.262058	1.728926	1	6
q36	346	1.398844	.4903697	1	2
q37a	92	1	0	1	1
q37b	298	1	0	1	1
q37c	0				
q37d	12	1	0	1	1
q37e	58	1	0	1	1
q37f	15	1	0	1	1
q37g	2	1	0	1	1
q37h	3	1	0	1	1
q37i	4	1	0	1	1
q37j	10	1	0	1	1
q37k	300	1	0	1	1
q38	599	4.407346	1.447295	1	7
**q39	0				
q52	631	1.830428	.7246847	1	3
**q53	0				
q54	211	1.336493	.665865	1	3
**q55	0				
**q56	0				
**q57	0				
q58	617	1.265802	.4421179	1	2
**q59	0				
**q60	0				
address	0				

4. Years Served x Era

Years served	Year Joined (by time period)				Total
	1942 - 19	1950 - 19	1960 - 19	1976 - 20	
1 or less	11	4	8	1	24
	9.02	2.04	4.65	1.30	4.23

2 to 4	67	44	31	16	158
	54.92	22.45	18.02	20.78	27.87
5 to 10	3	20	18	17	58
	2.46	10.20	10.47	22.08	10.23
11 to 19	6	7	11	14	38
	4.92	3.57	6.40	18.18	6.70
20 to 25	19	79	65	21	184
	15.57	40.31	37.79	27.27	32.45
more than 25	16	42	39	8	105
	13.11	21.43	22.67	10.39	18.52
Total	122	196	172	77	567
	100.00	100.00	100.00	100.00	100.00

Pearson chi2(15) = 112.0719 Pr = 0.000
Cramér's V = 0.2567

4. Years Served x Race

Years served	Race - Black, White, Hispanic, Other				Total
	White/Cau	Black/Afr	Hispanic	Other	
1 or less	21	1	1	1	24
	4.18	4.00	5.26	5.88	4.26
2 to 4	144	6	4	2	156
	28.69	24.00	21.05	11.76	27.71
5 to 10	49	1	3	3	56
	9.76	4.00	15.79	17.65	9.95
11 to 19	28	2	2	4	36
	5.58	8.00	10.53	23.53	6.39
20 to 25	165	8	5	3	181
	32.87	32.00	26.32	17.65	32.15
more than 25	95	7	4	4	110
	18.92	28.00	21.05	23.53	19.54
Total	502	25	19	17	563
	100.00	100.00	100.00	100.00	100.00

Pearson chi2(15) = 16.3985 Pr = 0.356
Cramér's V = 0.0985

4. Years Served x Reason for Leaving

Years served	Reason for leaving (revised)							Total
	Civilian	Convenien	Discrimin	Family/Ma	Illness/D	Other	Retiremen	
1 or less	1 2.63	3 4.62	0 0.00	13 11.21	2 6.06	3 4.41	0 0.00	22 3.87
2 to 4	19 50.00	51 78.46	11 32.35	52 44.83	4 12.12	19 27.94	0 0.00	156 27.42
5 to 10	6 15.79	4 6.15	7 20.59	23 19.83	6 18.18	11 16.18	1 0.47	58 10.19
11 to 19	3 7.89	1 1.54	7 20.59	7 6.03	6 18.18	6 8.82	8 3.72	38 6.68
20 to 25	8 21.05	4 6.15	4 11.76	11 9.48	11 33.33	19 27.94	126 58.60	183 32.16
more than 25	1 2.63	2 3.08	5 14.71	10 8.62	4 12.12	10 14.71	80 37.21	112 19.68
Total	38 100.00	65 100.00	34 100.00	116 100.00	33 100.00	68 100.00	215 100.00	569 100.00

Pearson chi2(30) = 376.3684 Pr = 0.000
 Cramér's V = 0.3637

6. Reason for leaving x Era

Reason for leaving (revised)	Year Joined (by time period)				Total
	1942 - 19	1950 - 19	1960 - 19	1976 - 20	
Civilian Job/Educatio	7 5.69	11 5.64	14 8.24	7 9.09	39 6.90
Convenience/Discharge	41 33.33	16 8.21	5 2.94	2 2.60	64 11.33
Discrimination/Dissat	0 0.00	9 4.62	13 7.65	12 15.58	34 6.02
Family/Marriage/Pregn	25 20.33	45 23.08	30 17.65	13 16.88	113 20.00
Illness/Disability	2 1.63	8 4.10	10 5.88	13 16.88	33 5.84
Other	16 13.01	18 9.23	22 12.94	12 15.58	68 12.04
Retirement	32 26.02	88 45.13	76 44.71	18 23.38	214 37.88
Total	123 100.00	195 100.00	170 100.00	77 100.00	565 100.00

Pearson chi2(18) = 130.7153 Pr = 0.000
Cramér's V = 0.2777

6. Reason for leaving x Race

Reason for leaving (revised)	Race - Black, White, Hispanic, Other				Total
	White/Cau	Black/Afr	Hispanic	Other	
Civilian Job/Educatio	35 6.99	3 12.50	0 0.00	1 5.88	39 6.95
Convenience/Discharge	57 11.38	3 12.50	1 5.26	3 17.65	64 11.41
Discrimination/Dissat	29 5.79	1 4.17	2 10.53	1 5.88	33 5.88
Family/Marriage/Pregn	102 20.36	2 8.33	7 36.84	4 23.53	115 20.50
Illness/Disability	26 5.19	3 12.50	2 10.53	2 11.76	33 5.88
Other	62 12.38	0 0.00	0 0.00	3 17.65	65 11.59
Retirement	190 37.92	12 50.00	7 36.84	3 17.65	212 37.79
Total	501 100.00	24 100.00	19 100.00	17 100.00	561 100.00

Pearson chi2(18) = 21.2215 Pr = 0.268
Cramér's V = 0.1123

7. Region x Era

Census region	Year Joined (by time period)				Total
	1942 - 19	1950 - 19	1960 - 19	1976 - 20	
Northeast	48 36.36	60 30.46	40 21.51	25 17.86	173 26.41
Midwest	44 33.33	64 32.49	63 33.87	55 39.29	226 34.50
South	32 24.24	38 19.29	45 24.19	42 30.00	157 23.97
West	8 6.06	35 17.77	38 20.43	18 12.86	99 15.11
Total	132 100.00	197 100.00	186 100.00	140 100.00	655 100.00

Pearson chi2(9) = 28.9356 Pr = 0.001
Cramér's V = 0.1213

8a. Mother's Education x Era

Mother's education	Year Joined (by time period)				Total
	1942 - 19	1950 - 19	1960 - 19	1976 - 20	
Less than 9th	16 13.45	35 17.95	50 27.17	39 26.35	140 21.67
9-12, no dip	16 13.45	22 11.28	25 13.59	20 13.51	83 12.85
HS dip or GED	41 34.45	60 30.77	53 28.80	42 28.38	196 30.34
Some college	13 10.92	21 10.77	20 10.87	14 9.46	68 10.53
Assoc Degree	6 5.04	16 8.21	4 2.17	5 3.38	31 4.80
BA/BS degree	17 14.29	21 10.77	15 8.15	10 6.76	63 9.75
Grad or Prof	6 5.04	8 4.10	5 2.72	7 4.73	26 4.02
Dont know	4 3.36	12 6.15	12 6.52	11 7.43	39 6.04
Total	119 100.00	195 100.00	184 100.00	148 100.00	646 100.00

Pearson chi2(21) = 26.5699 Pr = 0.186
Cramér's V = 0.1171

8b. Father's Education x Era

Father's education	Year Joined (by time period)				Total
	1942 - 19	1950 - 19	1960 - 19	1976 - 20	
Less than 9th	43 32.82	73 36.68	44 23.78	22 14.77	182 27.41
9-12, no dip	22 16.79	35 17.59	21 11.35	15 10.07	93 14.01
HS dip or GED	13 9.92	30 15.08	58 31.35	52 34.90	153 23.04
Some college	13 9.92	21 10.55	22 11.89	16 10.74	72 10.84
Assoc Degree	1 0.76	3 1.51	8 4.32	5 3.36	17 2.56
BA/BS degree	7 5.34	5 2.51	8 4.32	15 10.07	35 5.27
Grad or Prof	6 4.58	8 4.02	16 8.65	14 9.40	44 6.63
Dont know	26 19.85	24 12.06	8 4.32	10 6.71	68 10.24
Total	131 100.00	199 100.00	185 100.00	149 100.00	664 100.00
Pearson chi2(21) =		93.7014	Pr = 0.000		
Cramér's V =		0.2169			

8a. Mother's Education x Race

Mother's education	Race - Black, White, Hispanic, Other				Total
	White/Cau	Black/Afr	Hispanic	Other	
Less than 9th	113 20.85	7 18.42	8 27.59	8 40.00	136 21.62
9-12, no dip	75 13.84	1 2.63	2 6.90	1 5.00	79 12.56
HS dip or GED	161 29.70	19 50.00	7 24.14	6 30.00	193 30.68
Some college	52 9.59	3 7.89	7 24.14	3 15.00	65 10.33
Assoc Degree	25 4.61	3 7.89	2 6.90	0 0.00	30 4.77
BA/BS degree	56 10.33	3 7.89	1 3.45	2 10.00	62 9.86
Grad or Prof	24 4.43	0 0.00	1 3.45	0 0.00	25 3.97
Dont know	36 6.64	2 5.26	1 3.45	0 0.00	39 6.20
Total	542 100.00	38 100.00	29 100.00	20 100.00	629 100.00
Pearson chi2(21) =		28.6828	Pr = 0.122		
Cramér's V =		0.1233			

8b. Father's Education x Race

Father's education	Race - Black, White, Hispanic, Other				Total
	White/Cau	Black/Afr	Hispanic	Other	
Less than 9th	152 26.95	12 30.77	10 35.71	5 25.00	179 27.50
9-12, no dip	77 13.65	6 15.38	6 21.43	2 10.00	91 13.98
HS dip or GED	133 23.58	7 17.95	6 21.43	4 20.00	150 23.04
Some college	67 11.88	2 5.13	1 3.57	1 5.00	71 10.91
Assoc Degree	17 3.01	0 0.00	0 0.00	0 0.00	17 2.61
BA/BS degree	30 5.32	2 5.13	1 3.57	1 5.00	34 5.22
Grad or Prof	36 6.38	0 0.00	1 3.57	4 20.00	41 6.30
Dont know	52 9.22	10 25.64	3 10.71	3 15.00	68 10.45
Total	564 100.00	39 100.00	28 100.00	20 100.00	651 100.00

Pearson chi2(21) = 28.0771 Pr = 0.138
Cramér's V = 0.1199

Education Level Before and After

Level of education before service	Level of education today					
	Less than HS	HS dip or	Some coll	Assoc Deg	BA/BS deg	Grad or P
Less than HS	5 83.33	2 3.39	6 4.20	2 2.99	4 2.42	3 1.32
HS dip or GED	1 16.67	57 96.61	85 59.44	41 61.19	53 32.12	55 24.23
Some college	0 0.00	0 0.00	50 34.97	18 26.87	51 30.91	40 17.62
Assoc Degree	0 0.00	0 0.00	2 1.40	6 8.96	9 5.45	7 3.08
BA/BS degree	0 0.00	0 0.00	0 0.00	0 0.00	48 29.09	95 41.85
Grad or Prof	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00	27 11.89

9. Pre Education x Era

Level of education before service	Year Joined (by time period)				Total
	1942 - 19	1950 - 19	1960 - 19	1976 - 20	
Less than HS	10 7.52	8 3.96	1 0.54	3 2.01	22 3.29
HS dip or GED	60 45.11	106 52.48	64 34.78	59 39.60	289 43.26
Some college	35 26.32	40 19.80	46 25.00	40 26.85	161 24.10
Assoc Degree	5 3.76	1 0.50	9 4.89	10 6.71	25 3.74
BA/BS degree	16 12.03	39 19.31	57 30.98	31 20.81	143 21.41
Grad or Prof	7 5.26	8 3.96	7 3.80	6 4.03	28 4.19
Total	133 100.00	202 100.00	184 100.00	149 100.00	668 100.00

Pearson chi2(15) = 46.4792 Pr = 0.000
Cramér's V = 0.1523

10. Post Education x Era

Level of education today	Year Joined (by time period)				Total
	1942 - 19	1950 - 19	1960 - 19	1976 - 20	
Less than HS	3 2.36	4 1.97	0 0.00	0 0.00	7 1.06
HS dip or GED	22 17.32	32 15.76	4 2.17	2 1.35	60 9.06
Some college	40 31.50	52 25.62	24 13.04	22 14.86	138 20.85
Assoc Degree	8 6.30	19 9.36	21 11.41	19 12.84	67 10.12
BA/BS degree	22 17.32	36 17.73	54 29.35	52 35.14	164 24.77
Grad or Prof	32 25.20	60 29.56	81 44.02	53 35.81	226 34.14
Total	127 100.00	203 100.00	184 100.00	148 100.00	662 100.00

Pearson chi2(15) = 90.9718 Pr = 0.000
Cramér's V = 0.2140

9. Pre Education x Race

Level of education before service	Race - Black, White, Hispanic, Other				Total
	White/Cau	Black/Afr	Hispanic	Other	
Less than HS	21 3.70	1 2.56	0 0.00	1 5.00	23 3.51
HS dip or GED	246 43.39	16 41.03	9 31.03	10 50.00	281 42.90
Some college	124 21.87	18 46.15	15 51.72	2 10.00	159 24.27
Assoc Degree	20 3.53	1 2.56	0 0.00	1 5.00	22 3.36
BA/BS degree	129 22.75	3 7.69	5 17.24	6 30.00	143 21.83
Grad or Prof	27 4.76	0 0.00	0 0.00	0 0.00	27 4.12
Total	567 100.00	39 100.00	29 100.00	20 100.00	655 100.00

Pearson chi2(15) = 32.4043 Pr = 0.006
 Cramér's V = 0.1284

10. Post Education x Race

Level of education today	Race - Black, White, Hispanic, Other				Total
	White/Cau	Black/Afr	Hispanic	Other	
Less than HS	6 1.07	0 0.00	0 0.00	0 0.00	6 0.92
HS dip or GED	58 10.34	0 0.00	1 3.45	1 5.00	60 9.24
Some college	121 21.57	3 7.69	7 24.14	5 25.00	136 20.96
Assoc Degree	49 8.73	9 23.08	3 10.34	4 20.00	65 10.02
BA/BS degree	134 23.89	10 25.64	12 41.38	4 20.00	160 24.65
Grad or Prof	193 34.40	17 43.59	6 20.69	6 30.00	222 34.21
Total	561 100.00	39 100.00	29 100.00	20 100.00	649 100.00

Pearson chi2(15) = 26.2222 Pr = 0.036
 Cramér's V = 0.1161

Post Education x Years Served

Level of education today	Years served						Total
	1 or less	2 to 4	5 to 10	11 to 19	20 to 25	more than	
Less than HS	0 0.00	4 2.67	0 0.00	0 0.00	2 1.09	1 0.91	7 1.25
HS dip or GED	3 13.04	26 17.33	6 10.53	1 2.70	15 8.15	4 3.64	55 9.80
Some college	8 34.78	46 30.67	20 35.09	10 27.03	24 13.04	19 17.27	127 22.64
Assoc Degree	2 8.70	12 8.00	4 7.02	4 10.81	25 13.59	4 3.64	51 9.09
BA/BS degree	3 13.04	25 16.67	16 28.07	11 29.73	51 27.72	25 22.73	131 23.35
Grad or Prof	7 30.43	37 24.67	11 19.30	11 29.73	67 36.41	57 51.82	190 33.87
Total	23 100.00	150 100.00	57 100.00	37 100.00	184 100.00	110 100.00	561 100.00

Pearson chi2(25) = 71.8344 Pr = 0.000
 Cramér's V = 0.1600

11. Information Received x Era

Military Only

Q11a	Year Joined (by time period)				Total
	1942 - 19	1950 - 19	1960 - 19	1976 - 20	
1	16	88	93	99	296
Total	16	88	93	99	296

Civilian Only

Military and Civilian

Q11c	Year Joined (by time period)				Total
	1942 - 19	1950 - 19	1960 - 19	1976 - 20	
1	9	17	26	13	65
Total	9	17	26	13	65

No

Q11d	Year Joined (by time period)				Total
	1942 - 19	1950 - 19	1960 - 19	1976 - 20	
1	59	48	29	16	152
Total	59	48	29	16	152

Don't Know / Don't remember

Q11e	Year Joined (by time period)				Total
	1942 - 19	1950 - 19	1960 - 19	1976 - 20	
1	46	49	38	19	152
Total	46	49	38	19	152

11. Information Received x Race

Military Only

Q11a	Race - Black, White, Hispanic, Other				Total
	White/Cau	Black/Afr	Hispanic	Other	
1	239	18	18	11	286
Total	239	18	18	11	286

Civilian Only

Military and Civilian

Q11c	Race - Black, White, Hispanic, Other				Total
	White/Cau	Black/Afr	Hispanic	Other	
1	52	10	1	1	64
Total	52	10	1	1	64

No

Q11d	Race - Black, White, Hispanic, Other				Total
	White/Cau	Black/Afr	Hispanic	Other	
1	139	7	5	2	153

Total	139	7	5	2	153
Don't Know / Don't remember					

Q11e	Race - Black, White, Hispanic, Other				Total
	White/Cau	Black/Afr	Hispanic	Other	
1	137	3	5	6	151
Total	137	3	5	6	151

12. Receive info on benefits x Era

Received info	Year Joined (by time period)				Total
	1942 - 19	1950 - 19	1960 - 19	1976 - 20	
Yes	72	116	139	71	398
	54.55	56.86	75.96	52.99	60.95
No	35	62	37	42	176
	26.52	30.39	20.22	31.34	26.95
DK/DR	25	26	7	21	79
	18.94	12.75	3.83	15.67	12.10
Total	132	204	183	134	653
	100.00	100.00	100.00	100.00	100.00

Pearson chi2(6) = 31.4902 Pr = 0.000
Cramér's V = 0.1553

12. Receive info on benefits x Race

Received info	Race - Black, White, Hispanic, Other				Total
	White/Cau	Black/Afr	Hispanic	Other	
Yes	347	24	14	10	395
	62.08	70.59	48.28	50.00	61.53
No	145	8	13	8	174
	25.94	23.53	44.83	40.00	27.10
DK/DR	67	2	2	2	73
	11.99	5.88	6.90	10.00	11.37
Total	559	34	29	20	642
	100.00	100.00	100.00	100.00	100.00

Pearson chi2(6) = 8.3993 Pr = 0.210
Cramér's V = 0.0809

12. Receive info on benefits x Years Served

left the Army?	Years served						Total
	1 or less	2 to 4	5 to 10	11 to 19	20 to 25	more than	
Yes	10	70	24	25	150	83	362
	41.67	44.30	42.86	65.79	81.52	75.45	63.51
No	11	62	24	9	22	20	148
	45.83	39.24	42.86	23.68	11.96	18.18	25.96
DK/DR	3	26	8	4	12	7	60
	12.50	16.46	14.29	10.53	6.52	6.36	10.53
Total	24	158	56	38	184	110	570
	100.00	100.00	100.00	100.00	100.00	100.00	100.00

Pearson chi2(10) = 74.4508 Pr = 0.000
 Cramér's V = 0.2556

13. Used GI Bill x Era

use GI Bill?	Year Joined (by time period)				Total
	1942 - 19	1950 - 19	1960 - 19	1976 - 20	
Yes	60 46.51	96 48.24	136 74.32	59 40.14	351 53.34
No	69 53.49	103 51.76	47 25.68	88 59.86	307 46.66
Total	129 100.00	199 100.00	183 100.00	147 100.00	658 100.00

Pearson chi2(3) = 47.1480 Pr = 0.000
 Cramér's V = 0.2677

13. Used GI Bill x Race

use GI Bill?	Race - Black, White, Hispanic, Other				Total
	White/Cau	Black/Afr	Hispanic	Other	
Yes	299 53.39	23 58.97	16 57.14	7 35.00	345 53.32
No	261 46.61	16 41.03	12 42.86	13 65.00	302 46.68
Total	560 100.00	39 100.00	28 100.00	20 100.00	647 100.00

Pearson chi2(3) = 3.3635 Pr = 0.339
 Cramér's V = 0.0721

13. Used GI Bill in Service x Race

bill while in service	Year Joined (by time period)				Total
	1942 - 19	1950 - 19	1960 - 19	1976 - 20	
1	6	23	41	12	82
Total	6	23	41	12	82

14. Used GI Bill in Service x Race

bill while in service	Race - Black, White, Hispanic, Other				Total
	White/Cau	Black/Afr	Hispanic	Other	
1	73	3	1	3	80
Total	73	3	1	3	80

15. Relative served x Era

Relatives served?	Year Joined (by time period)				Total
	1942 - 19	1950 - 19	1960 - 19	1976 - 20	
Yes	79 61.24	146 72.28	127 68.28	95 65.52	447 67.52
No	50 38.76	56 27.72	59 31.72	50 34.48	215 32.48

Total	129	202	186	145	662
	100.00	100.00	100.00	100.00	100.00
Pearson chi2(3) =		4.7185	Pr = 0.194		
Cramér's V =		0.0844			

15. Relative served x Race

relatives served?	Race - Black, White, Hispanic, Other				Total
	White/Cau	Black/Afr	Hispanic	Other	
Yes	388	19	18	15	440
	68.79	48.72	62.07	71.43	67.38
No	176	20	11	6	213
	31.21	51.28	37.93	28.57	32.62
Total	564	39	29	21	653
	100.00	100.00	100.00	100.00	100.00

Pearson chi2(3) = 7.2219 Pr = 0.065
Cramér's V = 0.1052

15. Relatives Served x Years Served

that served?	Years served						Total
	1 or less	2 to 4	5 to 10	11 to 19	20 to 25	more than	
Yes	15	99	44	20	132	75	385
	62.50	63.87	75.86	52.63	72.53	69.44	68.14
No	9	56	14	18	50	33	180
	37.50	36.13	24.14	47.37	27.47	30.56	31.86
Total	24	155	58	38	182	108	565
	100.00	100.00	100.00	100.00	100.00	100.00	100.00

Pearson chi2(5) = 9.1546 Pr = 0.103
Cramér's V = 0.1273

17. Rank x Era

rank	Year Joined (by time period)				Total
	1942 - 19	1950 - 19	1960 - 19	1976 - 20	
enlisted	57	129	99	97	382
	46.34	64.50	55.00	69.29	59.41
officer	66	71	81	43	261
	53.66	35.50	45.00	30.71	40.59
Total	123	200	180	140	643
	100.00	100.00	100.00	100.00	100.00

Pearson chi2(3) = 17.9738 Pr = 0.000
Cramér's V = 0.1672

17. Rank x Race

rank	Race - Black, White, Hispanic, Other				Total
	White/Cau	Black/Afr	Hispanic	Other	
enlisted	312	30	20	16	378
	56.52	78.95	74.07	80.00	59.34
officer	240	8	7	4	259
	43.48	21.05	25.93	20.00	40.66

Total	552	38	27	20	637
	100.00	100.00	100.00	100.00	100.00

Pearson chi2(3) = 13.8396 Pr = 0.003
Cramér's V = 0.1474

18. Source of Commission x Era

Source of commission	Year Joined (by time period)				Total
	1942 - 19	1950 - 19	1960 - 19	1976 - 20	
Serv Acad	0	0	0	1	1
	0.00	0.00	0.00	2.00	0.39
OCS or OTS	26	17	9	8	60
	57.78	22.08	10.71	16.00	23.44
ROTC	0	0	2	21	23
	0.00	0.00	2.38	42.00	8.98
Direct	11	43	56	10	120
	24.44	55.84	66.67	20.00	46.88
Com aft enls	7	15	13	3	38
	15.56	19.48	15.48	6.00	14.84
Other	1	2	4	7	14
	2.22	2.60	4.76	14.00	5.47
Total	45	77	84	50	256
	100.00	100.00	100.00	100.00	100.00

Pearson chi2(15) = 142.9269 Pr = 0.000
Cramér's V = 0.4314

18. Source of Commission x Race

Source of commission	Race - Black, White, Hispanic, Other				Total
	White/Cau	Black/Afr	Hispanic	Other	
Serv Acad	1	0	0	0	1
	0.43	0.00	0.00	0.00	0.40
OCS or OTS	54	0	2	3	59
	23.48	0.00	28.57	50.00	23.32
ROTC	20	3	0	0	23
	8.70	30.00	0.00	0.00	9.09
Direct	111	2	3	2	118
	48.26	20.00	42.86	33.33	46.64
Com aft enls	33	3	2	1	39
	14.35	30.00	28.57	16.67	15.42
Other	11	2	0	0	13
	4.78	20.00	0.00	0.00	5.14
Total	230	10	7	6	253
	100.00	100.00	100.00	100.00	100.00

Pearson chi2(15) = 19.6446 Pr = 0.186
Cramér's V = 0.1609

18. Source of Commission x Years Served

Source of commission	Years served						Total
	1 or less	2 to 4	5 to 10	11 to 19	20 to 25	more than	
Serv Acad	0 0.00	0 0.00	0 0.00	1 6.25	0 0.00	0 0.00	1 0.47
OCS or OTS	1 25.00	9 40.91	5 31.25	3 18.75	16 18.18	20 28.99	54 25.12
ROTC	0 0.00	0 0.00	1 6.25	1 6.25	3 3.41	3 4.35	8 3.72
Direct	2 50.00	11 50.00	6 37.50	8 50.00	50 56.82	34 49.28	111 51.63
Com aft enls	1 25.00	2 9.09	3 18.75	0 0.00	14 15.91	10 14.49	30 13.95
Other	0 0.00	0 0.00	1 6.25	3 18.75	5 5.68	2 2.90	11 5.12
Total	4 100.00	22 100.00	16 100.00	16 100.00	88 100.00	69 100.00	215 100.00

Pearson chi2(25) = 31.3790 Pr = 0.177
Cramér's V = 0.1709

19. Stationed Overseas x Era

stationed overseas?	Year Joined (by time period)				Total
	1942 - 19	1950 - 19	1960 - 19	1976 - 20	
Yes	86 65.15	155 76.35	138 74.19	109 76.76	488 73.60
No	46 34.85	48 23.65	48 25.81	33 23.24	175 26.40
Total	132 100.00	203 100.00	186 100.00	142 100.00	663 100.00

Pearson chi2(3) = 6.4062 Pr = 0.093
Cramér's V = 0.0983

19. Stationed Overseas x Race

Were you stationed overseas?	Race - Black, White, Hispanic, Other				Total
	White/Cau	Black/Afr	Hispanic	Other	
Yes	417 73.29	31 79.49	20 68.97	15 75.00	483 73.52
No	152 26.71	8 20.51	9 31.03	5 25.00	174 26.48
Total	569 100.00	39 100.00	29 100.00	20 100.00	657 100.00

Pearson chi2(3) = 1.0606 Pr = 0.787
 Cramér's V = 0.0402

19. Stationed Overseas x Years Served

stationed overseas?	Years served						Total
	1 or less	2 to 4	5 to 10	11 to 19	20 to 25	more than	
Yes	4 16.67	81 51.92	41 70.69	31 83.78	172 93.99	91 83.49	420 74.07
No	20 83.33	75 48.08	17 29.31	6 16.22	11 6.01	18 16.51	147 25.93
Total	24 100.00	156 100.00	58 100.00	37 100.00	183 100.00	109 100.00	567 100.00

Pearson chi2(5) = 126.0267 Pr = 0.000
 Cramér's V = 0.4715

25. Marital Status x Era

Marital Status	Year Joined (by time period)				Total
	1942 - 19	1950 - 19	1960 - 19	1976 - 20	
Single	31 23.48	97 48.02	67 36.02	32 23.19	227 34.50
Married	20 15.15	35 17.33	58 31.18	58 42.03	171 25.99
Living as married	0 0.00	0 0.00	6 3.23	5 3.62	11 1.67
Separated	0 0.00	0 0.00	3 1.61	7 5.07	10 1.52
Divorced	8 6.06	32 15.84	29 15.59	24 17.39	93 14.13
Widowed	57 43.18	19 9.41	4 2.15	4 2.90	84 12.77
Never married	16 12.12	19 9.41	19 10.22	8 5.80	62 9.42
Total	132 100.00	202 100.00	186 100.00	138 100.00	658 100.00

Pearson chi2(18) = 211.2180 Pr = 0.000
 Cramér's V = 0.3271

25. Marital Status x Race

Marital Status	Race - Black, White, Hispanic, Other				Total
	White/Cau	Black/Afr	Hispanic	Other	
Single	196 34.21	13 33.33	7 24.14	11 52.38	227 34.29
Married	149 26.00	9 23.08	10 34.48	4 19.05	172 25.98
Living as married	9 1.57	0 0.00	1 3.45	1 4.76	11 1.66
Separated	8 1.40	2 5.13	0 0.00	0 0.00	10 1.51
Divorced	79 13.79	7 17.95	6 20.69	3 14.29	95 14.35
Widowed	72 12.57	7 17.95	4 13.79	2 9.52	85 12.84
Never married	60 10.47	1 2.56	1 3.45	0 0.00	62 9.37
Total	573 100.00	39 100.00	29 100.00	21 100.00	662 100.00

Pearson chi2(18) = 18.8845 Pr = 0.399
Cramér's V = 0.0975

25. Marital Status x Years Served

Marital Status	Years served						Total
	1 or less	2 to 4	5 to 10	11 to 19	20 to 25	more than	
Single	2 8.33	31 19.87	15 26.79	15 40.54	89 49.17	45 40.54	197 34.87
Married	9 37.50	53 33.97	20 35.71	9 24.32	30 16.57	21 18.92	142 25.13
Living as married	1 4.17	3 1.92	1 1.79	2 5.41	1 0.55	1 0.90	9 1.59
Separated	1 4.17	1 0.64	2 3.57	0 0.00	0 0.00	0 0.00	4 0.71
Divorced	2 8.33	20 12.82	7 12.50	3 8.11	24 13.26	26 23.42	82 14.51
Widowed	8 33.33	41 26.28	5 8.93	6 16.22	8 4.42	7 6.31	75 13.27
Never married	1	7	6	2	29	11	56

	4.17	4.49	10.71	5.41	16.02	9.91	9.91
Total	24	156	56	37	181	111	565
	100.00	100.00	100.00	100.00	100.00	100.00	100.00

Pearson chi2(30) = 127.0791 Pr = 0.000
Cramér's V = 0.2121

26. Have Children x Era

have any children?	Year Joined (by time period)				Total
	1942 - 19	1950 - 19	1960 - 19	1976 - 20	
Yes	64	58	72	72	266
	48.48	28.86	38.92	52.55	40.61
No	68	143	113	65	389
	51.52	71.14	61.08	47.45	59.39
Total	132	201	185	137	655
	100.00	100.00	100.00	100.00	100.00

Pearson chi2(3) = 23.2322 Pr = 0.000
Cramér's V = 0.1883

26. Have Children x Race

have any children?	Race - Black, White, Hispanic, Other				Total
	White/Cau	Black/Afr	Hispanic	Other	
Yes	220	23	16	10	269
	38.46	58.97	57.14	50.00	40.82
No	352	16	12	10	390
	61.54	41.03	42.86	50.00	59.18
Total	572	39	28	20	659
	100.00	100.00	100.00	100.00	100.00

Pearson chi2(3) = 10.4238 Pr = 0.015
Cramér's V = 0.1258

27. Number of Kids x Era

kids	Year Joined (by time period)				Total
	1942 - 19	1950 - 19	1960 - 19	1976 - 20	
One	15	13	26	30	84
	24.59	23.64	37.68	42.25	32.81
Two	19	13	25	27	84
	31.15	23.64	36.23	38.03	32.81
Three	14	18	12	4	48
	22.95	32.73	17.39	5.63	18.75
Four	8	4	4	7	23
	13.11	7.27	5.80	9.86	8.98
Five or more	5	7	2	3	17
	8.20	12.73	2.90	4.23	6.64

Total	61	55	69	71	256
	100.00	100.00	100.00	100.00	100.00

Pearson chi2(12) = 27.8277 Pr = 0.006
Cramér's V = 0.1904

27. Number of Kids x Race

kids	Race - Black, White, Hispanic, Other				Total
	White/Cau	Black/Afr	Hispanic	Other	
One	63 29.86	10 47.62	6 35.29	5 50.00	84 32.43
Two	70 33.18	10 47.62	4 23.53	2 20.00	86 33.20
Three	42 19.91	0 0.00	5 29.41	0 0.00	47 18.15
Four	22 10.43	1 4.76	1 5.88	1 10.00	25 9.65
Five or more	14 6.64	0 0.00	1 5.88	2 20.00	17 6.56
Total	211 100.00	21 100.00	17 100.00	10 100.00	259 100.00

Pearson chi2(12) = 17.4569 Pr = 0.133
Cramér's V = 0.1499

30. Employed x Era (not still serving)

Currently employed?	Year Joined (by time period)				Total
	1942 - 19	1950 - 19	1960 - 19	1976 - 20	
Yes	5 3.79	25 12.50	105 60.00	60 83.33	195 33.68
No, retired	125 94.70	172 86.00	59 33.71	6 8.33	362 62.52
No, looking	0 0.00	0 0.00	3 1.71	2 2.78	5 0.86
No, unemployed	2 1.52	3 1.50	8 4.57	4 5.56	17 2.94
Total	132 100.00	200 100.00	175 100.00	72 100.00	579 100.00

Pearson chi2(9) = 259.8760 Pr = 0.000
Cramér's V = 0.3868

30. Employed x Race (not still serving)

Currently employed?	Race - Black, White, Hispanic, Other				Total
	White/Cau	Black/Afr	Hispanic	Other	

Yes	164 31.72	11 44.00	10 50.00	9 52.94	194 33.51
No, retired	332 64.22	14 56.00	10 50.00	6 35.29	362 62.52
No, looking	5 0.97	0 0.00	0 0.00	0 0.00	5 0.86
No, unemployed	16 3.09	0 0.00	0 0.00	2 11.76	18 3.11
Total	517 100.00	25 100.00	20 100.00	17 100.00	579 100.00
Pearson chi2(9) = 13.8744 Pr = 0.127					
Cramér's V = 0.0894					

32. Type of Employer x Era

employer in last job	Year Joined (by time period)				Total
	1942 - 19	1950 - 19	1960 - 19	1976 - 20	
Private	40 35.71	56 32.94	20 30.30	7 36.84	123 33.51
Local Govt	20 17.86	15 8.82	7 10.61	0 0.00	42 11.44
State govt	18 16.07	21 12.35	10 15.15	0 0.00	49 13.35
Federal govt	9 8.04	32 18.82	13 19.70	4 21.05	58 15.80
Military	17 15.18	32 18.82	11 16.67	4 21.05	64 17.44
Self-employd	8 7.14	14 8.24	5 7.58	4 21.05	31 8.45
Total	112 100.00	170 100.00	66 100.00	19 100.00	367 100.00
Pearson chi2(15) = 21.9183 Pr = 0.110					
Cramér's V = 0.1411					

32. Type of Employer x Race

employer in last job	Race - Black, White, Hispanic, Other				Total
	White/Cau	Black/Afr	Hispanic	Other	
Private	112 33.53	1 8.33	4 40.00	4 44.44	121 33.15
Local Govt	41 12.28	1 8.33	1 10.00	0 0.00	43 11.78
State govt	44 13.17	3 25.00	1 10.00	0 0.00	48 13.15
Federal govt	52 15.57	4 33.33	0 0.00	2 22.22	58 15.89
Military	56 16.77	3 25.00	2 20.00	3 33.33	64 17.53

Self-employd	29 8.68	0 0.00	2 20.00	0 0.00	31 8.49
Total	334 100.00	12 100.00	10 100.00	9 100.00	365 100.00

Pearson chi2(15) = 15.8518 Pr = 0.392
Cramér's V = 0.1203

38. Income x Era (not still serving)

Monthly gross income	Year Joined (by time period)				Total
	1942 - 19	1950 - 19	1960 - 19	1976 - 20	
Less than \$500	1 0.88	3 1.62	5 3.07	3 4.29	12 2.26
\$500 - 999	6 5.31	5 2.70	5 3.07	3 4.29	19 3.58
\$1000 - 2499	31 27.43	39 21.08	26 15.95	12 17.14	108 20.34
\$2500 - 4999	33 29.20	80 43.24	66 40.49	25 35.71	204 38.42
\$5000 - 7499	10 8.85	25 13.51	32 19.63	15 21.43	82 15.44
\$7500 - 9999	6 5.31	4 2.16	9 5.52	5 7.14	24 4.52
\$10K or more	26 23.01	29 15.68	20 12.27	7 10.00	82 15.44
Total	113 100.00	185 100.00	163 100.00	70 100.00	531 100.00

Pearson chi2(18) = 30.8183 Pr = 0.030
Cramér's V = 0.1391

38. Income x Race (not still serving)

Monthly gross income	Race - Black, White, Hispanic, Other				Total
	White/Cau	Black/Afr	Hispanic	Other	
Less than \$500	10 2.13	0 0.00	1 5.26	1 6.67	12 2.28
\$500 - 999	17 3.62	1 4.17	0 0.00	0 0.00	18 3.42
\$1000 - 2499	99 21.11	4 16.67	6 31.58	1 6.67	110 20.87
\$2500 - 4999	179 38.17	9 37.50	6 31.58	8 53.33	202 38.33

\$5000 - 7499	72 15.35	6 25.00	1 5.26	2 13.33	81 15.37
\$7500 - 9999	21 4.48	1 4.17	2 10.53	0 0.00	24 4.55
\$10K or more	71 15.14	3 12.50	3 15.79	3 20.00	80 15.18
Total	469 100.00	24 100.00	19 100.00	15 100.00	527 100.00

Pearson chi2(18) = 12.9729 Pr = 0.793
Cramér's V = 0.0906

52. Received transition info x Era

life and careers	Year Joined (by time period)				Total
	1942 - 19	1950 - 19	1960 - 19	1976 - 20	
Yes	21 16.41	53 27.18	92 50.55	57 48.31	223 35.79
No	60 46.88	103 52.82	70 38.46	47 39.83	280 44.94
DK/DR	47 36.72	39 20.00	20 10.99	14 11.86	120 19.26
Total	128 100.00	195 100.00	182 100.00	118 100.00	623 100.00

Pearson chi2(6) = 69.0263 Pr = 0.000
Cramér's V = 0.2354

52. Received transition info x Race

life and careers	Race - Black, White, Hispanic, Other				Total
	White/Cau	Black/Afr	Hispanic	Other	
Yes	190 34.73	20 66.67	7 25.00	8 44.44	225 36.12
No	248 45.34	6 20.00	16 57.14	9 50.00	279 44.78
DK/DR	109 19.93	4 13.33	5 17.86	1 5.56	119 19.10
Total	547 100.00	30 100.00	28 100.00	18 100.00	623 100.00

Pearson chi2(6) = 17.0317 Pr = 0.009
Cramér's V = 0.1169

52. Received transition info x Years Served

life and careers	Years served						Total
	1 or less	2 to 4	5 to 10	11 to 19	20 to 25	more than	
Yes	4 18.18	23 15.13	10 17.86	14 37.84	88 49.44	58 53.21	197 35.56

No	12	92	38	18	59	35	254
	54.55	60.53	67.86	48.65	33.15	32.11	45.85
DK/DR	6	37	8	5	31	16	103
	27.27	24.34	14.29	13.51	17.42	14.68	18.59
Total	22	152	56	37	178	109	554
	100.00	100.00	100.00	100.00	100.00	100.00	100.00

Pearson chi2(10) = 73.8207 Pr = 0.000

Cramér's V = 0.2581

40. Service imp to Career x Era (not in service & at least 1 job)

Q40	Year Joined (by time period)				Total
	1942 - 19	1950 - 19	1960 - 19	1976 - 20	
Strongly Agree	38	49	55	18	160
	38.00	32.45	35.71	26.47	33.83
Agree	28	52	48	29	157
	28.00	34.44	31.17	42.65	33.19
Disagree	16	19	22	11	68
	16.00	12.58	14.29	16.18	14.38
Strongly Disagree	2	9	5	1	17
	2.00	5.96	3.25	1.47	3.59
DK / NA	16	22	24	9	71
	16.00	14.57	15.58	13.24	15.01
Total	100	151	154	68	473
	100.00	100.00	100.00	100.00	100.00

Pearson chi2(12) = 9.6544 Pr = 0.646

Cramér's V = 0.0825

40. Service imp to Career x Race (not in service & at least 1 job)

Q40	Race - Black, White, Hispanic, Other				Total
	White/Cau	Black/Afr	Hispanic	Other	
Strongly Agree	144	3	8	5	160
	34.70	16.67	44.44	33.33	34.33
Agree	139	6	3	5	153
	33.49	33.33	16.67	33.33	32.83
Disagree	57	5	1	3	66
	13.73	27.78	5.56	20.00	14.16
Strongly Disagree	14	0	2	1	17
	3.37	0.00	11.11	6.67	3.65
DK / NA	61	4	4	1	70
	14.70	22.22	22.22	6.67	15.02

Total	415	18	18	15	466
	100.00	100.00	100.00	100.00	100.00

Pearson chi2(12) = 13.2288 Pr = 0.353
Cramér's V = 0.0973

40. Service imp to Career x Married (not in service & at least 1 job)

Q40	married				Total
	Single an	Married	Divorced	Widowed	
Strongly Agree	71 33.81	43 33.08	26 39.39	20 32.26	160 34.19
Agree	70 33.33	46 35.38	18 27.27	19 30.65	153 32.69
Disagree	26 12.38	18 13.85	13 19.70	10 16.13	67 14.32
Strongly Disagree	9 4.29	3 2.31	4 6.06	1 1.61	17 3.63
DK / NA	34 16.19	20 15.38	5 7.58	12 19.35	71 15.17
Total	210 100.00	130 100.00	66 100.00	62 100.00	468 100.00

Pearson chi2(12) = 9.6951 Pr = 0.643
Cramér's V = 0.0831

40. Service imp to Career x Years (not in service & at least 1 job)

Q40	Years served						Total
	1 or less	2 to 4	5 to 10	11 to 19	20 to 25	more than	
Strongly Agree	6 28.57	47 33.81	16 29.63	9 26.47	51 35.92	26 40.63	155 34.14
Agree	5 23.81	44 31.65	26 48.15	11 32.35	47 33.10	19 29.69	152 33.48
Disagree	4 19.05	22 15.83	6 11.11	9 26.47	17 11.97	6 9.38	64 14.10
Strongly Disagree	3 14.29	3 2.16	0 0.00	1 2.94	6 4.23	2 3.13	15 3.30
DK / NA	3 14.29	23 16.55	6 11.11	4 11.76	21 14.79	11 17.19	68 14.98
Total	21 100.00	139 100.00	54 100.00	34 100.00	142 100.00	64 100.00	454 100.00

Pearson chi2(20) = 24.2799 Pr = 0.230
Cramér's V = 0.1156

41. Service helped get job x Era (not in service & at least 1 job)

Q41	Year Joined (by time period)				Total
	1942 - 19	1950 - 19	1960 - 19	1976 - 20	
Strongly Agree	28 28.28	42 27.81	52 33.99	18 26.87	140 29.79
Agree	27 27.27	50 33.11	41 26.80	27 40.30	145 30.85

Disagree	19	22	24	9	74
	19.19	14.57	15.69	13.43	15.74
Strongly Disagree	3	13	13	3	32
	3.03	8.61	8.50	4.48	6.81
DK / NA	22	24	23	10	79
	22.22	15.89	15.03	14.93	16.81
Total	99	151	153	67	470
	100.00	100.00	100.00	100.00	100.00

Pearson chi2(12) = 12.0920 Pr = 0.438
Cramér's V = 0.0926

41. Service helped get job x Race (not in service & at least 1 job)

Q41	Race - Black, White, Hispanic, Other				Total
	White/Cau	Black/Afr	Hispanic	Other	
Strongly Agree	124	3	6	7	140
	30.02	17.65	33.33	46.67	30.24
Agree	128	5	3	4	140
	30.99	29.41	16.67	26.67	30.24
Disagree	65	3	4	0	72
	15.74	17.65	22.22	0.00	15.55
Strongly Disagree	24	2	3	3	32
	5.81	11.76	16.67	20.00	6.91
DK / NA	72	4	2	1	79
	17.43	23.53	11.11	6.67	17.06
Total	413	17	18	15	463
	100.00	100.00	100.00	100.00	100.00

Pearson chi2(12) = 15.7129 Pr = 0.205
Cramér's V = 0.1064

41. Service helped get job x Married (not in service & at least 1 job)

Q41	married				Total
	Single an	Married	Divorced	Widowed	
Strongly Agree	70	31	24	15	140
	33.33	24.41	35.82	24.59	30.11
Agree	61	43	15	22	141
	29.05	33.86	22.39	36.07	30.32
Disagree	30	22	15	6	73
	14.29	17.32	22.39	9.84	15.70
Strongly Disagree	13	7	8	4	32
	6.19	5.51	11.94	6.56	6.88
DK / NA	36	24	5	14	79
	17.14	18.90	7.46	22.95	16.99
Total	210	127	67	61	465
	100.00	100.00	100.00	100.00	100.00

Pearson chi2(12) = 17.9781 Pr = 0.116

Cramér's V = 0.1135

41. Service helped get job x Years (not in service & at least 1 job)

Q41	Years served						Total
	1 or less	2 to 4	5 to 10	11 to 19	20 to 25	more than	
Strongly Agree	4 19.05	42 30.43	13 24.07	13 38.24	42 30.00	25 39.06	139 30.82
Agree	3 14.29	39 28.26	23 42.59	12 35.29	39 27.86	18 28.13	134 29.71
Disagree	6 28.57	24 17.39	9 16.67	2 5.88	26 18.57	7 10.94	74 16.41
Strongly Disagree	4 19.05	9 6.52	2 3.70	3 8.82	8 5.71	3 4.69	29 6.43
DK / NA	4 19.05	24 17.39	7 12.96	4 11.76	25 17.86	11 17.19	75 16.63
Total	21 100.00	138 100.00	54 100.00	34 100.00	140 100.00	64 100.00	451 100.00

Pearson chi2(20) = 22.7270 Pr = 0.302
Cramér's V = 0.1122

42. Skills helped career x Era (not in service & at least 1 job)

Q42	Year Joined (by time period)				Total
	1942 - 19	1950 - 19	1960 - 19	1976 - 20	
Strongly Agree	19 19.00	45 29.61	52 33.77	18 27.69	134 28.45
Agree	37 37.00	43 28.29	45 29.22	18 27.69	143 30.36
Disagree	21 21.00	28 18.42	31 20.13	18 27.69	98 20.81
Strongly Disagree	5 5.00	10 6.58	10 6.49	1 1.54	26 5.52
DK / NA	18 18.00	26 17.11	16 10.39	10 15.38	70 14.86
Total	100 100.00	152 100.00	154 100.00	65 100.00	471 100.00

Pearson chi2(12) = 14.3214 Pr = 0.281
Cramér's V = 0.1007

42. Skills helped career x Race (not in service & at least 1 job)

Q42	Race - Black, White, Hispanic, Other				Total
	White/Cau	Black/Afr	Hispanic	Other	
Strongly Agree	125 30.27	2 10.53	4 23.53	2 13.33	133 28.66
Agree	117 28.33	8 42.11	5 29.41	8 53.33	138 29.74
Disagree	84 20.34	6 31.58	4 23.53	2 13.33	96 20.69

Strongly Disagree	23	1	1	2	27
	5.57	5.26	5.88	13.33	5.82
DK / NA	64	2	3	1	70
	15.50	10.53	17.65	6.67	15.09
Total	413	19	17	15	464
	100.00	100.00	100.00	100.00	100.00

Pearson chi2(12) = 12.1669 Pr = 0.432
Cramér's V = 0.0935

42. Skills helped career x Married (not in service & at least 1 job)

Q42	married				Total
	Single an	Married	Divorced	Widowed	
Strongly Agree	63	41	20	9	133
	30.29	31.78	30.30	14.29	28.54
Agree	62	34	17	26	139
	29.81	26.36	25.76	41.27	29.83
Disagree	37	34	16	10	97
	17.79	26.36	24.24	15.87	20.82
Strongly Disagree	11	4	9	3	27
	5.29	3.10	13.64	4.76	5.79
DK / NA	35	16	4	15	70
	16.83	12.40	6.06	23.81	15.02
Total	208	129	66	63	466
	100.00	100.00	100.00	100.00	100.00

Pearson chi2(12) = 29.4735 Pr = 0.003
Cramér's V = 0.1452

42. Skills helped career x Years (not in service & at least 1 job)

Q42	Years served						Total
	1 or less	2 to 4	5 to 10	11 to 19	20 to 25	more than	
Strongly Agree	3	35	14	10	45	23	130
	13.64	25.18	25.93	30.30	32.14	35.94	28.76
Agree	8	43	21	12	38	17	139
	36.36	30.94	38.89	36.36	27.14	26.56	30.75
Disagree	4	33	10	8	31	7	93
	18.18	23.74	18.52	24.24	22.14	10.94	20.58
Strongly Disagree	2	9	1	1	7	4	24
	9.09	6.47	1.85	3.03	5.00	6.25	5.31
DK / NA	5	19	8	2	19	13	66
	22.73	13.67	14.81	6.06	13.57	20.31	14.60
Total	22	139	54	33	140	64	452
	100.00	100.00	100.00	100.00	100.00	100.00	100.00

Pearson chi2(20) = 17.9353 Pr = 0.592
Cramér's V = 0.0996

43. More opps in Army x Era (not in service & at least 1 job)

Q43	Year Joined (by time period)				Total
	1942 - 19	1950 - 19	1960 - 19	1976 - 20	

Strongly Agree	18	35	35	16	104
	18.56	23.03	22.88	23.88	22.17
Agree	21	37	47	12	117
	21.65	24.34	30.72	17.91	24.95
Disagree	30	33	42	21	126
	30.93	21.71	27.45	31.34	26.87
Strongly Disagree	5	15	10	6	36
	5.15	9.87	6.54	8.96	7.68
DK / NA	23	32	19	12	86
	23.71	21.05	12.42	17.91	18.34
Total	97	152	153	67	469
	100.00	100.00	100.00	100.00	100.00

Pearson chi2(12) = 14.4071 Pr = 0.275
Cramér's V = 0.1012

43. More opps in Army x Race (not in service & at least 1 job)

Q43	Race - Black, White, Hispanic, Other				Total
	White/Cau	Black/Afr	Hispanic	Other	
Strongly Agree	92	3	3	2	100
	22.28	17.65	17.65	13.33	21.65
Agree	107	3	5	3	118
	25.91	17.65	29.41	20.00	25.54
Disagree	104	7	7	5	123
	25.18	41.18	41.18	33.33	26.62
Strongly Disagree	32	1	0	2	35
	7.75	5.88	0.00	13.33	7.58
DK / NA	78	3	2	3	86
	18.89	17.65	11.76	20.00	18.61
Total	413	17	17	15	462
	100.00	100.00	100.00	100.00	100.00

Pearson chi2(12) = 7.2969 Pr = 0.837
Cramér's V = 0.0726

43. More opps in Army x Married (not in service & at least 1 job)

Q43	married				Total
	Single an	Married	Divorced	Widowed	
Strongly Agree	45	26	16	14	101
	21.74	20.31	23.88	22.58	21.77
Agree	61	36	11	10	118
	29.47	28.13	16.42	16.13	25.43
Disagree	54	33	17	20	124
	26.09	25.78	25.37	32.26	26.72
Strongly Disagree	13	5	13	4	35
	6.28	3.91	19.40	6.45	7.54

DK / NA	34 16.43	28 21.88	10 14.93	14 22.58	86 18.53
Total	207 100.00	128 100.00	67 100.00	62 100.00	464 100.00

Pearson chi2(12) = 24.6127 Pr = 0.017
Cramér's V = 0.1330

43. More opps in Army x Years (not in service & at least 1 job)

Q43	Years served						Total
	1 or less	2 to 4	5 to 10	11 to 19	20 to 25	more than	
Strongly Agree	4 18.18	22 15.94	12 22.64	7 20.59	37 26.24	20 31.75	102 22.62
Agree	3 13.64	28 20.29	13 24.53	8 23.53	42 29.79	19 30.16	113 25.06
Disagree	7 31.82	36 26.09	15 28.30	12 35.29	38 26.95	11 17.46	119 26.39
Strongly Disagree	3 13.64	12 8.70	5 9.43	4 11.76	8 5.67	2 3.17	34 7.54
DK / NA	5 22.73	40 28.99	8 15.09	3 8.82	16 11.35	11 17.46	83 18.40
Total	22 100.00	138 100.00	53 100.00	34 100.00	141 100.00	63 100.00	451 100.00

Pearson chi2(20) = 32.8327 Pr = 0.035
Cramér's V = 0.1349

44. Less econ success x Era

Q44	Year Joined (by time period)				Total
	1942 - 19	1950 - 19	1960 - 19	1976 - 20	
Strongly Agree	5 4.24	5 2.60	6 3.45	3 2.38	19 3.11
Agree	2 1.69	7 3.65	8 4.60	5 3.97	22 3.61
Disagree	41 34.75	73 38.02	61 35.06	48 38.10	223 36.56
Strongly Disagree	51 43.22	74 38.54	68 39.08	49 38.89	242 39.67
DK / NA	19 16.10	33 17.19	31 17.82	21 16.67	104 17.05
Total	118 100.00	192 100.00	174 100.00	126 100.00	610 100.00

Pearson chi2(12) = 3.6474 Pr = 0.989
Cramér's V = 0.0446

44. Less econ success x Race

Q44	Race - Black, White, Hispanic, Other				Total
	White/Cau	Black/Afr	Hispanic	Other	
Strongly Agree	17 3.28	1 2.86	0 0.00	0 0.00	18 2.99

Agree	19	3	0	0	22		
	3.66	8.57	0.00	0.00	3.65		
Disagree	191	11	9	7	218		
	36.80	31.43	32.14	35.00	36.21		
Strongly Disagree	204	11	15	9	239		
	39.31	31.43	53.57	45.00	39.70		
DK / NA	88	9	4	4	105		
	16.96	25.71	14.29	20.00	17.44		
Total	519	35	28	20	602		
	100.00	100.00	100.00	100.00	100.00		
Pearson chi2(12) = 9.8560 Pr = 0.629							
Cramér's V = 0.0739							
44. Less econ success x Married							
	married						
Q44	Single an	Married	Divorced	Widowed	Total		
Strongly Agree	8	6	1	3	18		
	3.01	3.59	1.08	3.85	2.98		
Agree	13	3	4	2	22		
	4.89	1.80	4.30	2.56	3.64		
Disagree	98	60	35	26	219		
	36.84	35.93	37.63	33.33	36.26		
Strongly Disagree	101	69	38	32	240		
	37.97	41.32	40.86	41.03	39.74		
DK / NA	46	29	15	15	105		
	17.29	17.37	16.13	19.23	17.38		
Total	266	167	93	78	604		
	100.00	100.00	100.00	100.00	100.00		
Pearson chi2(12) = 5.4708 Pr = 0.940							
Cramér's V = 0.0549							
44. Less econ success x Years							
	Years served						
Q44	1 or less	2 to 4	5 to 10	11 to 19	20 to 25	more than	Total
Strongly Agree	0	2	2	2	8	2	16
	0.00	1.41	3.70	5.88	4.73	1.90	3.05
Agree	0	4	2	3	6	5	20
	0.00	2.82	3.70	8.82	3.55	4.76	3.81
Disagree	3	57	26	12	65	38	201
	14.29	40.14	48.15	35.29	38.46	36.19	38.29
Strongly Disagree	15	55	13	13	67	41	204
	71.43	38.73	24.07	38.24	39.64	39.05	38.86
DK / NA	3	24	11	4	23	19	84
	14.29	16.90	20.37	11.76	13.61	18.10	16.00
Total	21	142	54	34	169	105	525
	100.00	100.00	100.00	100.00	100.00	100.00	100.00

Pearson chi2(20) = 24.2745 Pr = 0.231
 Cramér's V = 0.1075

45. More econ success x Era

Q45	Year Joined (by time period)				Total
	1942 - 19	1950 - 19	1960 - 19	1976 - 20	
Strongly Agree	24 20.51	46 23.96	50 28.57	28 21.88	148 24.18
Agree	39 33.33	64 33.33	57 32.57	52 40.63	212 34.64
Disagree	22 18.80	27 14.06	25 14.29	19 14.84	93 15.20
Strongly Disagree	5 4.27	9 4.69	11 6.29	8 6.25	33 5.39
DK / NA	27 23.08	46 23.96	32 18.29	21 16.41	126 20.59
Total	117 100.00	192 100.00	175 100.00	128 100.00	612 100.00

Pearson chi2(12) = 9.1248 Pr = 0.692
 Cramér's V = 0.0705

45. More econ success x Race

Q45	Race - Black, White, Hispanic, Other				Total
	White/Cau	Black/Afr	Hispanic	Other	
Strongly Agree	134 25.62	6 17.65	8 28.57	4 20.00	152 25.12
Agree	175 33.46	10 29.41	9 32.14	11 55.00	205 33.88
Disagree	76 14.53	5 14.71	6 21.43	3 15.00	90 14.88
Strongly Disagree	25 4.78	5 14.71	2 7.14	0 0.00	32 5.29
DK / NA	113 21.61	8 23.53	3 10.71	2 10.00	126 20.83
Total	523 100.00	34 100.00	28 100.00	20 100.00	605 100.00

Pearson chi2(12) = 14.8538 Pr = 0.250
 Cramér's V = 0.0905

45. More econ success x Married

Q45	married				Total
	Single an	Married	Divorced	Widowed	
Strongly Agree	61 22.85	52 30.59	25 27.17	15 19.23	153 25.21
Agree	93	52	33	27	205

	34.83	30.59	35.87	34.62	33.77
Disagree	41	24	16	10	91
	15.36	14.12	17.39	12.82	14.99
Strongly Disagree	14	5	9	3	31
	5.24	2.94	9.78	3.85	5.11
DK / NA	58	37	9	23	127
	21.72	21.76	9.78	29.49	20.92
Total	267	170	92	78	607
	100.00	100.00	100.00	100.00	100.00

Pearson chi2(12) = 19.3167 Pr = 0.081
Cramér's V = 0.1030

45. More econ success x Years

Q45	Years served						Total
	1 or less	2 to 4	5 to 10	11 to 19	20 to 25	more than	
Strongly Agree	3	36	12	8	40	31	130
	13.64	25.35	22.22	22.22	23.95	29.25	24.67
Agree	10	44	23	17	64	25	183
	45.45	30.99	42.59	47.22	38.32	23.58	34.72
Disagree	3	28	7	7	24	9	78
	13.64	19.72	12.96	19.44	14.37	8.49	14.80
Strongly Disagree	1	9	1	0	9	6	26
	4.55	6.34	1.85	0.00	5.39	5.66	4.93
DK / NA	5	25	11	4	30	35	110
	22.73	17.61	20.37	11.11	17.96	33.02	20.87
Total	22	142	54	36	167	106	527
	100.00	100.00	100.00	100.00	100.00	100.00	100.00

Pearson chi2(20) = 30.5750 Pr = 0.061
Cramér's V = 0.1204

46. Prepared for Career x Era (not in service & at least 1 job)

Q46	Year Joined (by time period)				Total
	1942 - 19	1950 - 19	1960 - 19	1976 - 20	
Strongly Agree	11	9	5	6	31
	11.00	6.00	3.29	8.96	6.61
Agree	15	28	30	10	83
	15.00	18.67	19.74	14.93	17.70
Disagree	41	48	52	32	173
	41.00	32.00	34.21	47.76	36.89
Strongly Disagree	26	55	52	17	150
	26.00	36.67	34.21	25.37	31.98
DK / NA	7	10	13	2	32
	7.00	6.67	8.55	2.99	6.82
Total	100	150	152	67	469
	100.00	100.00	100.00	100.00	100.00

Pearson chi2(12) = 16.5268 Pr = 0.168
Cramér's V = 0.1084

46. Prepared for Career x Race (not in service & at least 1 job)

Q46	Race - Black, White, Hispanic, Other				Total
	White/Cau	Black/Afr	Hispanic	Other	
Strongly Agree	30 7.28	1 5.56	0 0.00	0 0.00	31 6.71
Agree	76 18.45	2 11.11	2 11.76	2 13.33	82 17.75
Disagree	151 36.65	7 38.89	7 41.18	6 40.00	171 37.01
Strongly Disagree	130 31.55	6 33.33	5 29.41	6 40.00	147 31.82
DK / NA	25 6.07	2 11.11	3 17.65	1 6.67	31 6.71
Total	412 100.00	18 100.00	17 100.00	15 100.00	462 100.00

Pearson chi2(12) = 7.7706 Pr = 0.803
Cramér's V = 0.0749

46. Prepared for Career x Married (not in service & at least 1 job)

Q46	married				Total
	Single an	Married	Divorced	Widowed	
Strongly Agree	21 10.14	3 2.34	3 4.55	4 6.35	31 6.68
Agree	36 17.39	27 21.09	12 18.18	7 11.11	82 17.67
Disagree	73 35.27	48 37.50	20 30.30	30 47.62	171 36.85
Strongly Disagree	65 31.40	43 33.59	24 36.36	17 26.98	149 32.11
DK / NA	12 5.80	7 5.47	7 10.61	5 7.94	31 6.68
Total	207 100.00	128 100.00	66 100.00	63 100.00	464 100.00

Pearson chi2(12) = 16.2916 Pr = 0.178
Cramér's V = 0.1082

46. Prepared for Career x Years (not in service & at least 1 job)

Q46	Years served						Total
	1 or less	2 to 4	5 to 10	11 to 19	20 to 25	more than	
Strongly Agree	1 4.76	7 5.04	4 7.41	3 8.82	10 7.04	3 5.00	28 6.22
Agree	1 4.76	25 17.99	10 18.52	7 20.59	29 20.42	10 16.67	82 18.22
Disagree	9 42.86	51 36.69	20 37.04	8 23.53	51 35.92	23 38.33	162 36.00

Strongly Disagree	8	46	17	15	41	19	146
	38.10	33.09	31.48	44.12	28.87	31.67	32.44
DK / NA	2	10	3	1	11	5	32
	9.52	7.19	5.56	2.94	7.75	8.33	7.11
Total	21	139	54	34	142	60	450
	100.00	100.00	100.00	100.00	100.00	100.00	100.00
Pearson chi2(20) = 9.3329 Pr = 0.979							
Cramér's V = 0.0720							

47. Not what I expected x Era

Q47	Year Joined (by time period)				Total
	1942 - 19	1950 - 19	1960 - 19	1976 - 20	
Strongly Agree	16	34	46	28	124
	13.45	17.71	26.59	22.22	20.33
Agree	24	51	40	33	148
	20.17	26.56	23.12	26.19	24.26
Disagree	42	47	43	31	163
	35.29	24.48	24.86	24.60	26.72
Strongly Disagree	27	52	39	31	149
	22.69	27.08	22.54	24.60	24.43
DK / NA	10	8	5	3	26
	8.40	4.17	2.89	2.38	4.26
Total	119	192	173	126	610
	100.00	100.00	100.00	100.00	100.00

Pearson chi2(12) = 20.1353 Pr = 0.065
Cramér's V = 0.1049

47. Not what I expected x Race

Q47	Race - Black, White, Hispanic, Other				Total
	White/Cau	Black/Afr	Hispanic	Other	
Strongly Agree	107	5	8	6	126
	20.50	15.63	28.57	28.57	20.90
Agree	128	11	6	3	148
	24.52	34.38	21.43	14.29	24.54
Disagree	133	9	9	7	158
	25.48	28.13	32.14	33.33	26.20
Strongly Disagree	130	6	4	5	145
	24.90	18.75	14.29	23.81	24.05
DK / NA	24	1	1	0	26
	4.60	3.13	3.57	0.00	4.31
Total	522	32	28	21	603
	100.00	100.00	100.00	100.00	100.00

Pearson chi2(12) = 7.8393 Pr = 0.798
Cramér's V = 0.0658

47. Not what I expected x Married

Q47	married				Total
	Single an	Married	Divorced	Widowed	
Strongly Agree	54 20.07	35 21.08	24 25.81	13 16.88	126 20.83
Agree	74 27.51	38 22.89	20 21.51	17 22.08	149 24.63
Disagree	68 25.28	46 27.71	23 24.73	22 28.57	159 26.28
Strongly Disagree	63 23.42	42 25.30	21 22.58	19 24.68	145 23.97
DK / NA	10 3.72	5 3.01	5 5.38	6 7.79	26 4.30
Total	269 100.00	166 100.00	93 100.00	77 100.00	605 100.00

Pearson chi2(12) = 7.4494 Pr = 0.827
Cramér's V = 0.0641

47. Not what I expected x Years

Q47	Years served						Total
	1 or less	2 to 4	5 to 10	11 to 19	20 to 25	more than	
Strongly Agree	6 27.27	24 16.67	13 24.07	7 20.00	38 22.62	21 20.59	109 20.76
Agree	2 9.09	28 19.44	10 18.52	11 31.43	44 26.19	27 26.47	122 23.24
Disagree	6 27.27	42 29.17	16 29.63	9 25.71	42 25.00	30 29.41	145 27.62
Strongly Disagree	5 22.73	44 30.56	12 22.22	7 20.00	38 22.62	21 20.59	127 24.19
DK / NA	3 13.64	6 4.17	3 5.56	1 2.86	6 3.57	3 2.94	22 4.19
Total	22 100.00	144 100.00	54 100.00	35 100.00	168 100.00	102 100.00	525 100.00

Pearson chi2(20) = 17.4753 Pr = 0.622
Cramér's V = 0.0912

48. Made personal sacrifices x Era

Q48	Year Joined (by time period)				Total
	1942 - 19	1950 - 19	1960 - 19	1976 - 20	
Strongly Agree	57 47.11	85 44.27	79 44.89	58 44.96	279 45.15
Agree	49 40.50	81 42.19	72 40.91	46 35.66	248 40.13
Disagree	8 6.61	8 4.17	9 5.11	9 6.98	34 5.50
Strongly Disagree	1 0.83	7 3.65	8 4.55	5 3.88	21 3.40
DK / NA	6	11	8	11	36

	4.96	5.73	4.55	8.53	5.83
Total	121	192	176	129	618
	100.00	100.00	100.00	100.00	100.00

Pearson chi2(12) = 7.8950 Pr = 0.793
Cramér's V = 0.0653

48. Made personal sacrifices x Race

Q48	Race - Black, White, Hispanic, Other				Total
	White/Cau	Black/Afr	Hispanic	Other	
Strongly Agree	250 47.44	10 28.57	11 39.29	7 33.33	278 45.50
Agree	203 38.52	20 57.14	12 42.86	10 47.62	245 40.10
Disagree	27 5.12	2 5.71	2 7.14	2 9.52	33 5.40
Strongly Disagree	17 3.23	1 2.86	2 7.14	0 0.00	20 3.27
DK / NA	30 5.69	2 5.71	1 3.57	2 9.52	35 5.73
Total	527 100.00	35 100.00	28 100.00	21 100.00	611 100.00

Pearson chi2(12) = 10.4199 Pr = 0.579
Cramér's V = 0.0754

48. Made personal sacrifices x Married

Q48	married				Total
	Single an	Married	Divorced	Widowed	
Strongly Agree	115 42.59	82 48.24	43 45.74	39 50.00	279 45.59
Agree	112 41.48	65 38.24	37 39.36	31 39.74	245 40.03
Disagree	16 5.93	9 5.29	3 3.19	5 6.41	33 5.39
Strongly Disagree	11 4.07	4 2.35	4 4.26	1 1.28	20 3.27
DK / NA	16 5.93	10 5.88	7 7.45	2 2.56	35 5.72
Total	270 100.00	170 100.00	94 100.00	78 100.00	612 100.00

Pearson chi2(12) = 6.6277 Pr = 0.881
Cramér's V = 0.0601

48. Made personal sacrifices x Have Kids

Q48	Do you have any children?		Total
	Yes	No	

Strongly Agree	114 46.53	163 44.78	277 45.48
Agree	97 39.59	148 40.66	245 40.23
Disagree	14 5.71	18 4.95	32 5.25
Strongly Disagree	6 2.45	14 3.85	20 3.28
DK / NA	14 5.71	21 5.77	35 5.75
Total	245 100.00	364 100.00	609 100.00

Pearson chi2(4) = 1.1762 Pr = 0.882
Cramér's V = 0.0439

48. Made personal sacrifices x Years

Q48	Years served						Total
	1 or less	2 to 4	5 to 10	11 to 19	20 to 25	more than	
Strongly Agree	14 60.87	61 41.78	25 46.30	17 47.22	70 41.67	50 47.62	237 44.55
Agree	8 34.78	68 46.58	17 31.48	14 38.89	66 39.29	41 39.05	214 40.23
Disagree	1 4.35	6 4.11	6 11.11	3 8.33	11 6.55	3 2.86	30 5.64
Strongly Disagree	0 0.00	1 0.68	3 5.56	1 2.78	10 5.95	3 2.86	18 3.38
DK / NA	0 0.00	10 6.85	3 5.56	1 2.78	11 6.55	8 7.62	33 6.20
Total	23 100.00	146 100.00	54 100.00	36 100.00	168 100.00	105 100.00	532 100.00

Pearson chi2(20) = 21.3855 Pr = 0.375
Cramér's V = 0.1002

49. Would encourage x Era

Q49	Year Joined (by time period)				Total
	1942 - 19	1950 - 19	1960 - 19	1976 - 20	
Strongly Agree	58 47.15	100 52.08	97 55.11	59 46.46	314 50.81
Agree	37 30.08	71 36.98	54 30.68	53 41.73	215 34.79
Disagree	16 13.01	13 6.77	14 7.95	8 6.30	51 8.25
Strongly Disagree	3 2.44	1 0.52	3 1.70	1 0.79	8 1.29
DK / NA	9 7.32	7 3.65	8 4.55	6 4.72	30 4.85
Total	123	192	176	127	618

	100.00	100.00	100.00	100.00	100.00
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Pearson chi2(12) = 14.4161 Pr = 0.275
 Cramér's V = 0.0882

49. Would encourage x Race

Q49	Race - Black, White, Hispanic, Other				Total
	White/Cau	Black/Afr	Hispanic	Other	
Strongly Agree	282 53.41	15 41.67	14 48.28	6 31.58	317 51.80
Agree	175 33.14	15 41.67	7 24.14	10 52.63	207 33.82
Disagree	41 7.77	3 8.33	5 17.24	2 10.53	51 8.33
Strongly Disagree	7 1.33	0 0.00	1 3.45	0 0.00	8 1.31
DK / NA	23 4.36	3 8.33	2 6.90	1 5.26	29 4.74
Total	528 100.00	36 100.00	29 100.00	19 100.00	612 100.00

Pearson chi2(12) = 12.3191 Pr = 0.420
 Cramér's V = 0.0819

49. Would encourage x Married

Q49	married				Total
	Single an	Married	Divorced	Widowed	
Strongly Agree	132 48.71	92 54.44	52 55.91	42 52.50	318 51.88
Agree	104 38.38	55 32.54	27 29.03	21 26.25	207 33.77
Disagree	21 7.75	10 5.92	11 11.83	9 11.25	51 8.32
Strongly Disagree	4 1.48	1 0.59	1 1.08	2 2.50	8 1.31
DK / NA	10 3.69	11 6.51	2 2.15	6 7.50	29 4.73
Total	271 100.00	169 100.00	93 100.00	80 100.00	613 100.00

Pearson chi2(12) = 14.2403 Pr = 0.286
 Cramér's V = 0.0880

49. Would encourage x Kids

Q49	Do you have any children?		Total
	Yes	No	
Strongly Agree	126 51.64	191 52.19	317 51.97

Agree	78 31.97	127 34.70	205 33.61
Disagree	21 8.61	30 8.20	51 8.36
Strongly Disagree	4 1.64	4 1.09	8 1.31
DK / NA	15 6.15	14 3.83	29 4.75
Total	244 100.00	366 100.00	610 100.00

Pearson chi2(4) = 2.3573 Pr = 0.670
Cramér's V = 0.0622

49. Would encourage x Years

Q49	Years served						Total
	1 or less	2 to 4	5 to 10	11 to 19	20 to 25	more than	
Strongly Agree	13 56.52	66 45.83	25 46.30	16 44.44	92 54.12	62 57.94	274 51.31
Agree	6 26.09	54 37.50	22 40.74	16 44.44	53 31.18	33 30.84	184 34.46
Disagree	2 8.70	11 7.64	6 11.11	3 8.33	17 10.00	6 5.61	45 8.43
Strongly Disagree	1 4.35	1 0.69	0 0.00	0 0.00	2 1.18	3 2.80	7 1.31
DK / NA	1 4.35	12 8.33	1 1.85	1 2.78	6 3.53	3 2.80	24 4.49
Total	23 100.00	144 100.00	54 100.00	36 100.00	170 100.00	107 100.00	534 100.00

Pearson chi2(20) = 20.1577 Pr = 0.448
Cramér's V = 0.0971

50. Most influential x Era

Q50	Year Joined (by time period)				Total
	1942 - 19	1950 - 19	1960 - 19	1976 - 20	
Strongly Agree	1 0.88	9 5.06	12 7.06	6 4.88	28 4.79
Agree	9 7.96	12 6.74	28 16.47	16 13.01	65 11.13
Disagree	31 27.43	57 32.02	39 22.94	34 27.64	161 27.57
Strongly Disagree	14 12.39	22 12.36	25 14.71	15 12.20	76 13.01
DK / NA	58 51.33	78 43.82	66 38.82	52 42.28	254 43.49
Total	113 100.00	178 100.00	170 100.00	123 100.00	584 100.00

Pearson chi2(12) = 19.9160 Pr = 0.069
 Cramér's V = 0.1066

50. Most influential x Race

Q50	Race - Black, White, Hispanic, Other				Total
	White/Cau	Black/Afr	Hispanic	Other	
Strongly Agree	23 4.58	2 6.06	1 4.00	2 11.11	28 4.84
Agree	54 10.76	3 9.09	3 12.00	4 22.22	64 11.07
Disagree	137 27.29	11 33.33	10 40.00	2 11.11	160 27.68
Strongly Disagree	67 13.35	2 6.06	2 8.00	3 16.67	74 12.80
DK / NA	221 44.02	15 45.45	9 36.00	7 38.89	252 43.60
Total	502 100.00	33 100.00	25 100.00	18 100.00	578 100.00

Pearson chi2(12) = 9.8527 Pr = 0.629
 Cramér's V = 0.0754

50. Most influential x Married

Q50	married				Total
	Single an	Married	Divorced	Widowed	
Strongly Agree	12 4.72	11 6.83	5 5.62	0 0.00	28 4.84
Agree	28 11.02	15 9.32	14 15.73	7 9.33	64 11.05
Disagree	73 28.74	40 24.84	23 25.84	24 32.00	160 27.63
Strongly Disagree	35 13.78	19 11.80	16 17.98	4 5.33	74 12.78
DK / NA	106 41.73	76 47.20	31 34.83	40 53.33	253 43.70
Total	254 100.00	161 100.00	89 100.00	75 100.00	579 100.00

Pearson chi2(12) = 17.9878 Pr = 0.116
 Cramér's V = 0.1018

50. Most influential x Kids

Q50	Do you have any children?		Total
	Yes	No	
Strongly Agree	10 4.31	17 4.94	27 4.69

Agree	24	40	64
	10.34	11.63	11.11
Disagree	64	94	158
	27.59	27.33	27.43
Strongly Disagree	27	47	74
	11.64	13.66	12.85
DK / NA	107	146	253
	46.12	42.44	43.92
Total	232	344	576
	100.00	100.00	100.00

Pearson chi2(4) = 1.1957 Pr = 0.879
Cramér's V = 0.0456

50. Most influential x Years

Q50	Years served						Total
	1 or less	2 to 4	5 to 10	11 to 19	20 to 25	more than	
Strongly Agree	1	5	2	2	9	5	24
	4.76	3.60	4.08	5.88	5.73	5.00	4.80
Agree	2	8	9	3	25	7	54
	9.52	5.76	18.37	8.82	15.92	7.00	10.80
Disagree	6	38	12	14	43	30	143
	28.57	27.34	24.49	41.18	27.39	30.00	28.60
Strongly Disagree	3	17	6	6	23	12	67
	14.29	12.23	12.24	17.65	14.65	12.00	13.40
DK / NA	9	71	20	9	57	46	212
	42.86	51.08	40.82	26.47	36.31	46.00	42.40
Total	21	139	49	34	157	100	500
	100.00	100.00	100.00	100.00	100.00	100.00	100.00

Pearson chi2(20) = 21.6300 Pr = 0.361
Cramér's V = 0.1040

51. "Glass ceiling" x Era (not in service & at least 1 job)

Q51	Year Joined (by time period)				Total
	1942 - 19	1950 - 19	1960 - 19	1976 - 20	
Strongly Agree	24	51	49	17	141
	25.26	33.77	32.03	24.64	30.13
Agree	37	49	51	31	168
	38.95	32.45	33.33	44.93	35.90
Disagree	10	19	25	7	61
	10.53	12.58	16.34	10.14	13.03
Strongly Disagree	5	9	7	3	24
	5.26	5.96	4.58	4.35	5.13
DK / NA	19	23	21	11	74
	20.00	15.23	13.73	15.94	15.81
Total	95	151	153	69	468
	100.00	100.00	100.00	100.00	100.00

Pearson chi2(12) = 8.9747 Pr = 0.705

Cramér's V = 0.0800

51. "Glass ceiling" x Race (not in service & at least 1 job)

Q51	Race - Black, White, Hispanic, Other				Total
	White/Cau	Black/Afr	Hispanic	Other	
Strongly Agree	127 30.98	3 16.67	6 33.33	5 33.33	141 30.59
Agree	145 35.37	3 16.67	7 38.89	7 46.67	162 35.14
Disagree	54 13.17	3 16.67	2 11.11	1 6.67	60 13.02
Strongly Disagree	22 5.37	2 11.11	0 0.00	0 0.00	24 5.21
DK / NA	62 15.12	7 38.89	3 16.67	2 13.33	74 16.05
Total	410 100.00	18 100.00	18 100.00	15 100.00	461 100.00

Pearson chi2(12) = 13.4278 Pr = 0.339
Cramér's V = 0.0985

51. "Glass ceiling" x Married (not in service & at least 1 job)

Q51	married				Total
	Single an	Married	Divorced	Widowed	
Strongly Agree	70 34.15	38 29.92	19 27.94	14 22.22	141 30.45
Agree	74 36.10	46 36.22	19 27.94	24 38.10	163 35.21
Disagree	24 11.71	20 15.75	10 14.71	7 11.11	61 13.17
Strongly Disagree	12 5.85	3 2.36	5 7.35	4 6.35	24 5.18
DK / NA	25 12.20	20 15.75	15 22.06	14 22.22	74 15.98
Total	205 100.00	127 100.00	68 100.00	63 100.00	463 100.00

Pearson chi2(12) = 12.8827 Pr = 0.378
Cramér's V = 0.0963

51. "Glass ceiling" x Years (not in service & at least 1 job)

Q51	Years served						Total
	1 or less	2 to 4	5 to 10	11 to 19	20 to 25	more than	
Strongly Agree	8 38.10	38 27.74	11 20.37	5 14.71	51 36.43	25 39.68	138 30.73
Agree	5 23.81	48 35.04	25 46.30	18 52.94	46 32.86	18 28.57	160 35.63
Disagree	3 14.29	19 13.87	5 9.26	5 14.71	22 15.71	6 9.52	60 13.36

Strongly Disagree	1 4.76	9 6.57	1 1.85	3 8.82	6 4.29	2 3.17	22 4.90
DK / NA	4 19.05	23 16.79	12 22.22	3 8.82	15 10.71	12 19.05	69 15.37
Total	21 100.00	137 100.00	54 100.00	34 100.00	140 100.00	63 100.00	449 100.00

Pearson chi2(20) = 26.1155 Pr = 0.162
Cramér's V = 0.1206