

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
-------	-----	--------

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
-------	-----	--------

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	

.sum

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

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

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 21.74	26 20.31	16 23.88	14 22.58	101 21.77
Agree	61 29.47	36 28.13	11 16.42	10 16.13	118 25.43
Disagree	54 26.09	33 25.78	17 25.37	20 32.26	124 26.72
Strongly Disagree	13 6.28	5 3.91	13 19.40	4 6.45	35 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
--	--------	--------	--------	--------	--------

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