Implementing Force Integration: Issues and Challenges

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Photo credit: U.S. Marines from 3rd Marine Aircraft Wing listen to a brief as they begin training as part of the Lioness Team on Camp Korean Village, Iraq, July 31, 2006. (U.S. Marine Corps photo by Sgt Jennifer L. Jones)

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Executive summary

In this paper, we analyze potential "leader versus led" and occupationally based implementation challenges associated with the expansion of gender integration in the Marine Corps. To conduct our analysis, we use data from the Marine Corps Women in Combat Units Survey fielded during the summer of 2012, feedback from unit commanders, sergeants major, and female Marines assigned to ground combat units under the Exception to Policy (ETP) program, and Marine Corps Total Force System personnel data.

We find that, in the summer of 2012, male Marine survey respondents generally did not support the voluntary classification of female Marines into combat arms primary military occupational specialties (PMOSs) or the involuntary assignment of female Marines in previously open PMOSs to ground combat units. In comparison, a majority of female survey respondents did support these changes. As the Marine Corps implements these changes, we recommend that it emphasize in its written plans and internal and external engagements that its implementation of the expansion of gender integration is consistent with the All-Volunteer Force (AVF) philosophy, as well as with the Marine Corps' existing recruiting and personnel assignment policies and practices.

With regard to potential outcomes associated with force gender integration, a majority of male survey respondents tended to indicate that force gender integration would have an adverse effect on readiness, unit cohesion, morale, quality standards, and female career opportunities. Female Marine survey respondents tended to believe that force gender integration would have a positive effect or no effect on the aforementioned outcomes. Using regression analysis techniques, we found that junior Marines (paygrades E1–E3) were more optimistic about potential readiness, unit cohesion, and morale outcomes compared with male staff noncommissioned officer (SNCOs, paygrades E6–E9). Male noncommissioned officers (NCOs, paygrades E4–E5) were the most pessimistic regarding potential outcomes compared with SNCOs, and male company-grade officers also were more pessi-

mistic about potential outcomes compared with field grade officers. It is possible that junior Marines may be more receptive to gender integration policy changes, whereas company-grade officers may be less receptive. If these attitudes are representative of the total force and they persist, they could complicate the Marine Corps' force integration efforts because company-grade officers provide leadership to NCOs and junior Marines at the platoon and squad level. We note that the majority of unit leadership ETP program feedback indicates that the introduction of female Marines in open PMOSs to ground combat units has improved or had no effect on unit readiness.

From the survey data, we find that retrospective propensity to serve for male Marine respondents, particularly those in the infantry and other combat arms PMOSs, was dampened significantly by proposed gender integration changes. Female Marine survey respondents' retrospective propensity was not significantly dampened by the proposal to allow women to voluntarily serve in combat arms PMOSs, although there were indications that it might be dampened by involuntary assignment of female Marines in open PMOSs to ground combat element (GCE) units. The Marine Corps will need to assess if it needs to adjust its recruiting operations to address potential recruit concerns regarding gender integration. It will be important for recruiters to have a thorough understanding of Marine Corps gender integration policies and practices.

Approximately 7 percent of Marines are women. Maintaining the Chairman of the Joint Chiefs of Staff's requirement to have a cadre of female Marines in ground combat units may be a challenge for the Marine Corps over time. A female population that already is spread thin will be even more so. Also, the role of the cadre is not clear. The chairman's guidance suggests that female cadre Marines are to provide mentorship to junior female Marines assigned to ground combat units. However, cadre Marines, first and foremost, are assigned to the unit to do a specific jobs. Doing their jobs is their primary responsibility. If the Marine Corps wants these Marines to provide collateral "cadre" responsibilities, it needs to clearly define these duties so that unit commanders can communicate expectations to these Marines.

The survey results and ETP program feedback indicate that fitting into the unit, job performance, and personal sanitary/hygiene concerns are among the top concerns regarding assignment to a ground

combat unit or holding a combat arms PMOS. In addition, female enlisted survey respondents tended to indicate items as "definite concerns" whereas female officers indicated items as "slight concerns." For example, roughly 52 percent of female officer survey respondents indicated having the physical strength required for an assignment to a GCE unit as a slight concern, whereas 52 percent of enlisted female survey respondents indicated having the physical strength required as a definite concern. These survey response patterns suggest that enlisted women are less sure or have more questions about these types of assignments and classifications. We recommend that the Marine Corps inform unit leaders and cadre Marines about these concerns to provide them with insights regarding potential gender integration implementation issues.

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Introduction

The Deputy Commandant, Manpower and Reserve Affairs (DC M&RA) asked CNA to identify potential "leader versus led" and occupationally based implementation challenges associated with the Marine Corps Force Integration Plan and to recommend how the Corps might mitigate these challenges. DC M&RA will use the study's results to inform the Commandant of the Marine Corps' (CMC's) decisions regarding which additional units and primary military occupational specialties (PMOSs) to open to gender-neutral assignment and classification as the Marine Corps continues its phased approach to expanding the assignment of women to ground combat element (GCE) units and combat arms occupations.

Background

In 1993, Congress repealed the statutory restrictions on the assignment of women in the armed services and delegated the responsibility for determining assignment policy for women to combat units and positions to the Secretary of Defense (SecDef) and the service secretaries [1]. At the same time, Congress required the SecDef and the service secretaries to notify it of any policy changes to open or close the assignment of women to combat units [1]. In response, on January 13, 1994, the SecDef issued the Direct Ground Combat Definition and Assignment Rule [2]. Effective as policy on October 1, 1994, the SecDef memorandum noted:

> Service members are eligible to be assigned to all positions for which they are qualified, except that women shall be excluded from assignments to units below the brigade level whose primary mission is to engage in direct combat on the ground as defined.... [2]

The memorandum defined direct ground combat as

> engaging an enemy on the ground with individual or crew served weapons, while being exposed to hostile fire and to a high probability of direct physical contact with the hostile force's personnel. [2]

In February 2012, the Department of Defense (DOD) notified Congress that the SecDef had

> approved an exception to the 1994 policy that would allow the United States Army, the United States Marine Corps, and the United States Navy to open positions at the ***battalion*** level of direct ground combat units, in select occupational specialties currently open to women. [3]

In addition, DOD notified Congress that it was rescinding the restriction of female assignments to units that are collocated with ground combat units [3]. Less than one year later, in January 2013, the SecDef rescinded the 1994 Direct Ground Combat Definition and Assignment Rule, opening the assignment of women to previously closed occupations and units [4]. Nearly concurrent with the SecDef's announcement, the Chairman of the Joint Chiefs of Staff (CJCS) promulgated guiding principles and a phased approach to implementing the change [5]. These guiding principles follow:

- Ensuring the success of our Nation's warfighting forces by preserving unit readiness, cohesion, and morale
- Ensuring all Service men and women are given the opportunity to succeed and are set up for success with viable career paths
- Retaining the trust and confidence of the American people to defend this nation by promoting policies that maintain the best quality and most qualified people
- Validating occupational performance standards, both physical and mental, for all military occupational specialties (MOSs), specifically those that remain closed to women….For occupational specialties open to women, the occupation performance standards must be gender-neutral as required by Public Law 103-160, Section 542 (1993)
- Ensuring that a sufficient cadre of midgrade/senior women enlisted and officers are assigned to commands at the point of introduction to ensure success in the long run….[5]

Issues

In this study, we determine whether the views of Marine Corps leadership regarding the assignment of women to combat units and combat arms PMOSs differ from those of rank-and-file Marines. We consider the following issues:

- Are there viewpoint differences between those who lead and those who are led, essentially representing generation gaps?
- Do viewpoints vary by Marines' occupations and assignment experiences?
- Are there indications of a gender gap in leader-versus-led viewpoints? Does a gender gap show up in certain communities? To what extent do our findings of leader-versus-led viewpoints diverge or converge with findings from earlier Marine Corps studies of this topic?
- What do our findings suggest regarding potential implementation challenges, disconnects, and other obstacles as the Marine Corps lifts gender-based restrictions? How might the Marine Corps mitigate these challenges?

In our analysis, we focus on those issues that correspond—either directly or indirectly—with the aforementioned CJCS guiding principles for integrating female servicemembers into combat positions and units.

Data

For this report, our primary data source is the Marine Corps Women in Combat Units Survey (fielded by the Marine Corps from May 30, 2012, to July 31, 2012). We supplement these data with Exception to Policy (ETP) program feedback provided by female Marines in unrestricted occupations who were assigned to previously closed units and by their unit commanders, and Marine Corps personnel data. We describe each source in this subsection.

As noted earlier, our primary data source for this study was the 2012 Marine Corps Women in Combat Units Survey. CNA developed the survey working closely with the Marine Corps' Women in Service Restrictions Review operational planning team, representatives from

Manpower Plans Integration and Analysis (MPP-50), and the Manpower Information Systems Division (MI). MI fielded the survey online through the M&RA Marine Online portal. After the survey was closed, MI linked the survey data to certain demographic information held in the Operation Data Store Enterprise (ODSE).[1] MI matched the two datasets and stripped the resulting merged dataset of all personally identifiable information before securely transmitting it to CNA's secure server where we retained it for analysis.

The target population for this survey was all active component Marines and all members of the Selected Marine Corps Reserve. Overall, 53,851 Marines (23 percent of the relevant Marine Corps population) completed the survey. The survey's purpose was to collect information from Marines on their opinions about gender-based ground combat restriction policies. Survey questions focused on measuring past experiences, attitudes toward current ground combat exclusion policies, and potential benefits and concerns associated with lifting gender-based restrictions. Female Marines were asked additional questions about perceived benefits and concerns associated with their own potential classification to combat arms PMOSs or assignment to previously closed Ground Combat Element (GCE) units. Although the Marine Corps fielded this survey before rescission of the 1994 Direct Ground Combat Definition and Assignment Rule, we use it here to help identify potential issues that the Marine Corps may face as it opens previously restricted occupations and assignments to female Marines. Strauss et al. provide additional information about the survey design, implementation, and response rates [6].

Since June 2012, the Marine Corps has assigned 58 female Marines to units opened by the Marine Corps' ETP program. In addition, the Navy has assigned 26 officers and chiefs to these units; 24 Sailors have reported to date.[2] Under the ETP program, the Marine Corps has

1. Characteristics included such items as PMOS, physical fitness test (PFT) score, and combat fitness test (CFT) score.
2. The Marine Corps initially assigned 47 female Marines to ETP units by the fall 2012. Since that time, 8 have moved on to new assignments or transitioned from the active component. The Navy initially assigned 15 female Sailors to ETP units; 2 have gone on to new assignments. As of April 2014, the Marine Corps has 50 female Marines and 22 female Sailors assigned to ETP units; of these, 9 Marines and 1 Sailor will be rotating during the 2014 spring/summer season [7].

opened a total of 437 Marine Corps and 60 associated Navy positions at 21 different battalion/battery staffs across the Marine Corps (Artillery, Tanks, Amphibious Assault Vehicle (AAV), Combat Engineer, Combat Assault, and Low Altitude Air Defense (LAAD)).

The Manpower Policy Branch, Manpower Plans and Policy Division, Headquarters, M&RA (HQMC M&RA) solicited feedback on the ETP program from the female Marines assigned to previously closed units and the receiving units' commanders and sergeants major in September 2012, March 2013, and July 2013. In September 2012, 43 female Marines participating in the ETP program had reported to their units. By the spring of 2013, the number had increased to 48; by the spring of 2014, the number was 50. Although the number of participants in the Marine Corps' ETP program is small and the number of survey respondents is even smaller, this feedback provides the only systematically collected data on the experiences of ETP program participants to date.

Finally, we incorporate Marine Corps Total Force System (MCTFS) end-of-fiscal-year, monthly snapshot data from September 2013 to examine the female Marine inventory by PMOS. Doing so allows us to assess the Marine Corps' integration challenges in terms of the number of female Marines potentially available for assignment to ground combat units.

Organization

In this paper, we present the results of our occupationally based leader-versus-led analysis of survey responses. We begin by describing the Marine Corps' baseline climate in FY 2012 regarding potential policy changes that would expand the assignment of women to combat units and combat arms occupations. Using the 2012 Women in Combat Units Survey data, we combine descriptive statistics and regression analysis to determine the relative significance of demographic characteristics, military characteristics, quality measures, and deployment history on Marines' opinions regarding force gender integration. Next, we consider how Marines might respond to force gender integration, again drawing from the survey data. Our primary focus is to identify leader-to-led and occupationally based differences by gender and to consider how survey response can help the Marine Corps in its force gender integration efforts. Finally, we describe the

Marine Corps' approach to meeting the CJCS's cadre requirement, examine female sourcing issues, and discuss female Marines' concerns about serving in combat arms units. We conclude with a summary of our findings and recommendations for mitigating force integration implementation challenges.

Defining occupationally based leader-to-led groups

In this section, we define the occupationally based leader-to-led groups for survey respondents. CNA designed the Women in Combat Units Survey, and the Marine Corps fielded it to all active component and Selected Reserve Marines in the summer of 2012, six months before the SecDef rescinded the 1994 Direct Ground Combat Definition and Assignment rule [6].[3] Therefore, the results of this survey reflect views expressed before the policy change.

The overall survey response rate was 23 percent. Only 13 percent of Marines in the E1–E3 paygrades completed the survey; their responses constitute only 21 percent of total survey respondents, even though they make up about 40 percent of the Corps. Conversely, officers had a much higher survey response rate and are overrepresented in the respondent population relative to their share of the overall Marine Corps population. Also, because 77 percent of Marines did not complete the survey, it is difficult to determine self-selection bias among those who did. It is possible that the Marines who completed the survey were those with strong opinions—either positive or negative—about the role of women in the Marine Corps, whereas those who did not respond might have been more ambivalent on the topic of whether women should be allowed to serve in ground combat units or occupations.

Given potential self-selection and response bias, the survey results cannot be interpreted as representative of Marines' opposition to or support for force gender integration. They are useful, however, for understanding Marines' concerns regarding force gender integration and potential challenges associated with integration. In addition, Strauss et al. [6] found that some differences are so large that they likely outweigh any self-selection bias in the respondent population.

3. Appendix A provides a copy of the Women in Combat Units Survey.

We focus primarily on those survey results that tend to point to those issues and concerns to which Marine Corps' decision-makers need to pay attention in terms of potential implementation challenges.

For this report, we group Marine respondents by PMOS into one of four occupational categories: aviation, other noncombat, infantry, and other combat.[4] Table 1 shows the distribution of survey respondents by occupational group, enlisted versus officer status, and gender.

Table 1. Women in Combat Units Survey respondents by occupational group, enlisted-versus-officer status, and gender

Respondents	E1–E3	E4–E5	E6–E9	O1–O3	O4–O6[a]	W1–W5	Total
Female Marines							
Aviation	290 (28.2%)	365 (35.5%)	181 (17.6%)	137 (13.3%)	47 (4.6%)	8 (0.8%)	1,028 (100.0%)
Other noncombat	1,020 (25.8%)	1,456 (36.8%)	804 (203%)	427 (10.8%)	188 (4.8%)	60 (1.5%)	3,955 (100.0%)
Total	1,310 (26.3%)	1,821 (36.5%)	985 (19.8%)	564 (11.3%)	235 (4.7%)	68 (1.4%)	4,983 (100.0%)
Male Marines							
Aviation	1,496 (15.5%)	2,617 (27.1%)	2,667 (27.6%)	1,475 (15.3%)	1,219 (12.6%)	189 (2/0%)	9,663 (100.0%)
Other noncombat	5,200 (19.8%)	8,418 (32.1%)	7,703 (29.4%)	2,332 (8.9%)	1,800 (6.9%)	767 (2.9%)	26,220 (100.0%)
Infantry	2,962 (31.6%)	2,896 (30.9%)	1,813 (19.4%)	1,063 (11.4%)	559 (6.0%)	68 (0.7%)	9,361 (100.0%)
Other combat arms	565 (15.9%)	977 (27.4%)	862 (24.2%)	782 (22.0%)	326 (9.2%)	48 (1.3%)	3,560 (100.0%)
General officers O7–O10	N/A	N/A	N/A	N/A	N/A	N/A	57 (100.0%)
Total	10,223 (20.9%)	14,908 (30.5%)	13,045 (26.7%)	5,652 (11.6%)	3,904 (8.0%)	1,072 (2.0%)	48,861

a. Because of small sample size, we include female general officers in the O4–O6 category.

Although we show the number of warrant officer survey responses in table 1, we exclude them from our analysis because of their small

4. In appendix B, we describe how we grouped PMOSs into occupational categories.

numbers. We analyze these occupational groups by enlisted-versus-officer status, paygrade, and gender. We categorize paygrade groups as follows: junior enlisted Marines (E1–E3), noncommissioned officers (NCOs) (E4–E5), staff NCOs (SNCOs) (E6–E9), company-grade officers (O1-O3), and field-grade and general officers (O4–O10). With regard to force gender integration challenges, we think about leader-versus-led categories from several perspectives: officers versus enlisted, field-grade versus company-grade officers, SNCOs versus NCOs and junior Marines, and NCOs versus junior Marines.

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Baseline climate regarding gender integration

The survey asked respondents for their opinions on potential policy changes regarding the integration of female Marines into GCE units and combat arms occupational specialties. These potential policy changes included allowing female Marines to serve in the following capacities:

- To be eligible for classification into combat arms PMOSs, but only if they volunteer
- To be assigned to ground combat units, regardless of PMOS and whether they volunteer

These potential policy changes coincide generally with the Marine Corps' historical policies regarding PMOS classification and unit assignment, as explained below. Marines' responses to these questions provide an indication of the baseline climate for force gender integration *before* the SecDef rescinded the 1994 Direct Ground Combat Definition and Assignment Rule in January 2013, opening the assignment of women to previously closed occupations and units [4].

Voluntary assignment to combat arms PMOSs

The U.S. armed services transitioned to an All-Volunteer Force (AVF) in 1973. Under the AVF, Marine recruits choose to enlist into the Marine Corps. As part of the recruiting process, enlisted recruits negotiate for the occupations that they want. Based on their accession qualifications, recruits self-select into various programs enlisted for (PEFs), most of which include several PMOSs. The Marine Corps typically does not involuntarily classify a Marine to a specific PEF (recruits who do not get the PEF that they want can choose not to enlist). We note that, in some cases, it becomes apparent that recruits will not qualify for their original PEFs during bootcamp, and some Marines attrite from initial training. If women qualify for and choose a combat arms PEF and attrite from training, the Marine Corps will need to reclassify them to another PEF for which they qualify (just as it currently does for men). As part of this reclassification process, recruits are allowed to request a new PEF, and the Marine Corps tries to

honor these requests. Again, typically only those recruits who request a combat arms PEF receive that reclassification.

Officer PMOS classification occurs during initial officer training at The Basic School (TBS).[5] The Marine Corps assigns officers to the PMOS for which they are deemed best suited based on how they perform at TBS, although second lieutenants have the opportunity to indicate their top three PMOS choices during the selection process.

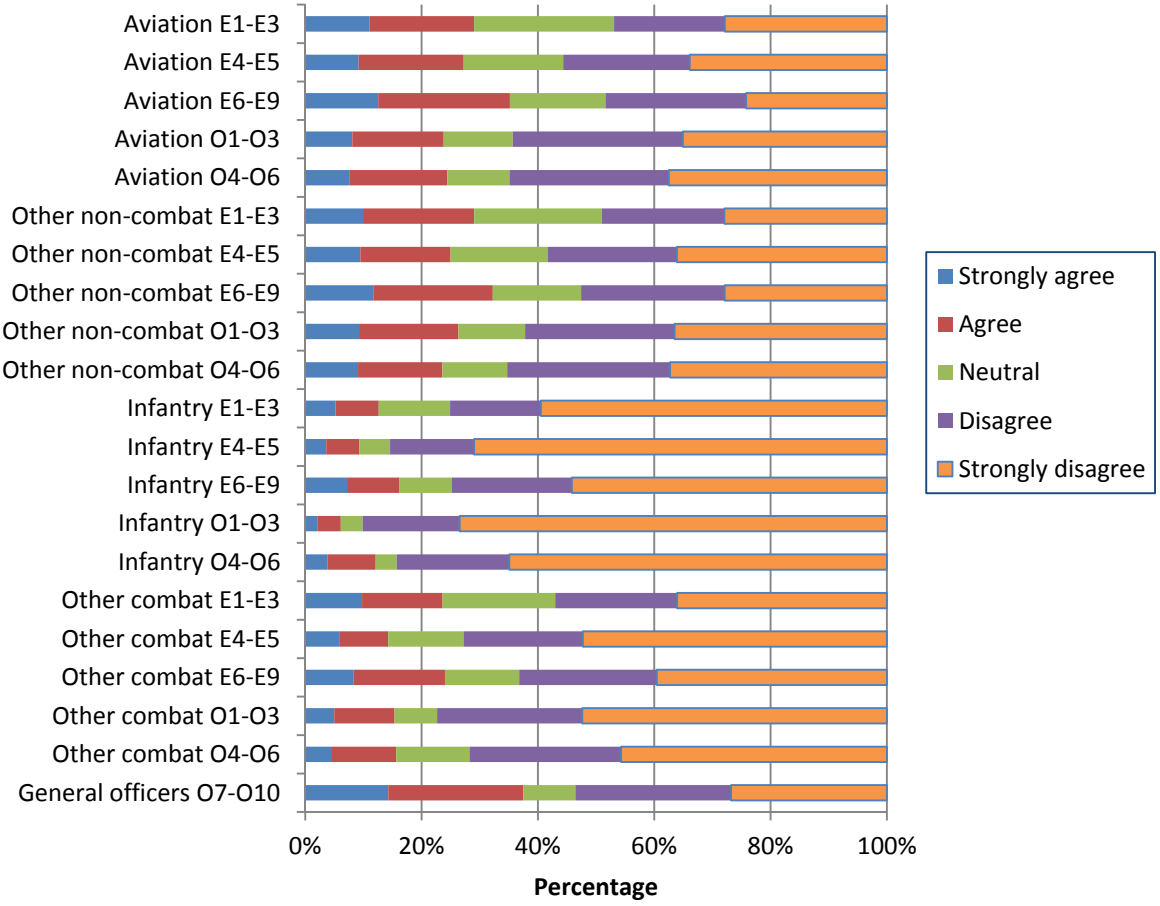
Figures 1 and 2, respectively, reflect male and female respondents' opinions regarding women's voluntary classification to combat arms occupations. In each figure, we provide descriptive statistics, stratifying survey responses by occupational group and paygrade. Overall, across occupational groups and paygrades, male survey respondents overwhelmingly were opposed to allowing female Marines to volunteer to serve in combat arms occupations. Male respondents in the infantry and other combat arms PMOSs in paygrades E4–E5 and O1–O3 expressed the greatest opposition to the idea of opening combat arms occupations to female Marines. Junior Marines in aviation and other noncombat PMOSs and general officers expressed comparatively less opposition to this potential policy change.

Compared with male survey respondents, female respondents were more open to the idea of opening combat arms occupations to women on a voluntary basis. In addition, we find that—across all paygrade groups—a slightly higher percentage of enlisted female aviation and noncombat enlisted Marines than female officers in these occupation groups supported voluntary classification to combat arms PMOSs. We also conducted regression analysis by gender and enlisted/officer categories to determine if these patterns hold when controlling for demographic, military, quality, and other service characteristics on the odds that a Marine supports the voluntary assignment of women in combat PMOSs. We find that regression analysis confirms the patterns for male enlisted, male officers, and female officers between occupational groups, paygrade levels and support for women in combat arms PMOSs.[6]

5. Aviation and legal contracts are the exception to this practice.

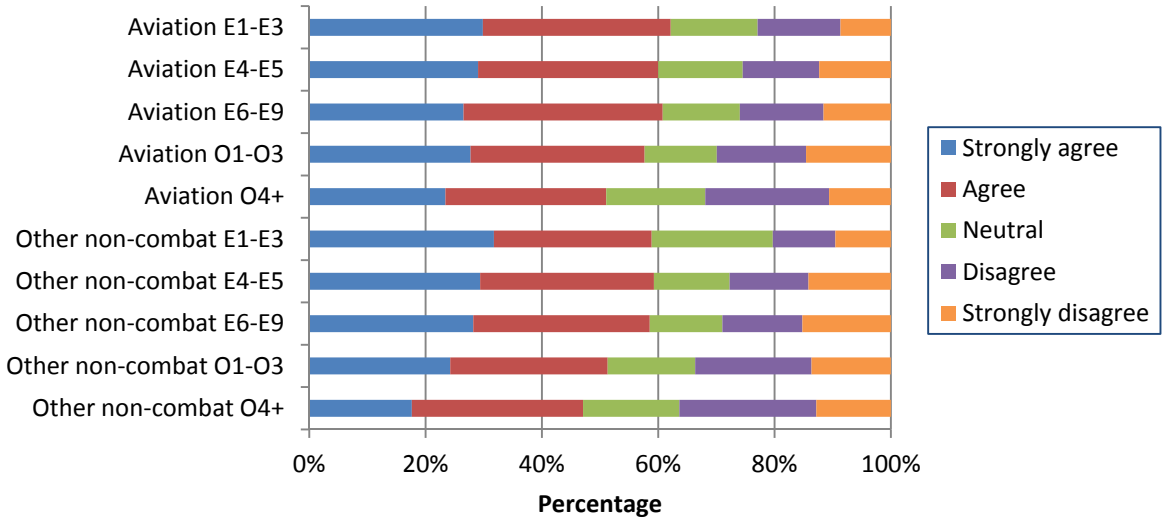
6. See appendix C for regression results.

Figure 1. Male responses by occupational group and paygrade: Support for women in combat arms PMOSs only if they volunteer (Q12)



Given that joining the Marine Corps is voluntary and the Marine Corps' policies and practices provide recruits and officer candidates significant influence over what their occupations will be, voluntary classification of female recruits to combat arms PMOSs did not appear to be an issue for female Marine survey respondents in 2012. Male Marine respondents, particularly those in combat arms occupations, expressed high levels of opposition to this type of policy change. As the Marine Corps implements force gender integration, we recommend that it emphasize in its written plans and internal and external engagements that its approach is consistent with the AVF philosophy that the armed services have followed since 1973, as well as with the Marine Corps' existing recruiting policies and practices.

Figure 2. Female responses by occupational group and paygrade: Support for women in combat arms PMOSs only if they volunteer (Q12)



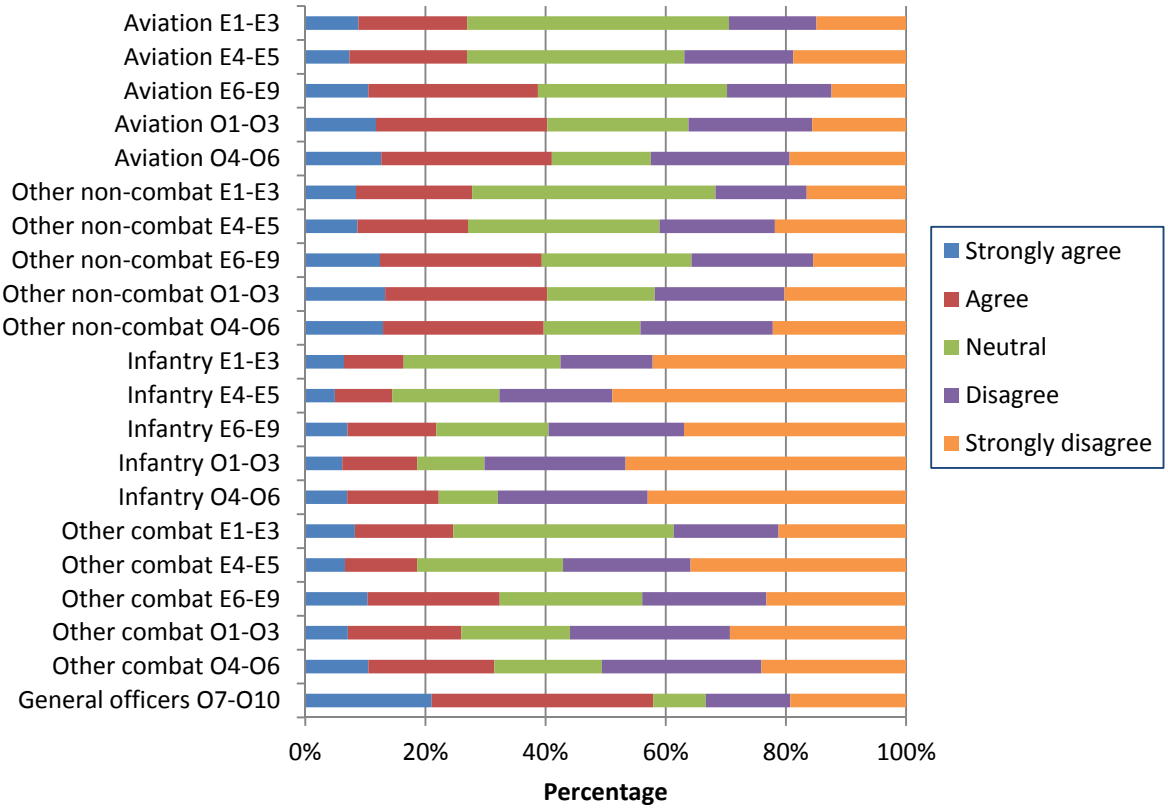
Involuntary assignment to a ground combat unit

Current Marine Corps assignment policy directs that Marines be assigned to billets based on the needs of the Corps. Consistent with this policy, the Marine Corps gradually is assigning female Marines in open PMOSs to GCE units as part of its ETP program, focusing initially at the battalion level.

In figures 3 and 4 respectively, we report male and female respondents' opinions stratified by occupational group and paygrade regarding the involuntary assignment of female Marines in open PMOSs to ground combat units. Again, we find that female Marine survey respondents were more supportive of a change in policy authorizing the involuntary assignment of women in open PMOSs to ground combat units; in comparison, male Marines were less supportive of this change, with the greatest opposition expressed by infantry Marines, particularly in the company and field grades. Junior Marines and SNCOs in aviation, other noncombat, and other combat occupations were more receptive to this policy change, either supporting the change or expressing a neutral stance. Furthermore, among male general officers responding to the survey, nearly 60 percent support-

ed assigning female Marines in open PMOSs to ground combat units. Furthermore, among male survey respondents, top leadership support for the involuntary assignment of women in open PMOSs to ground combat units was the greatest.

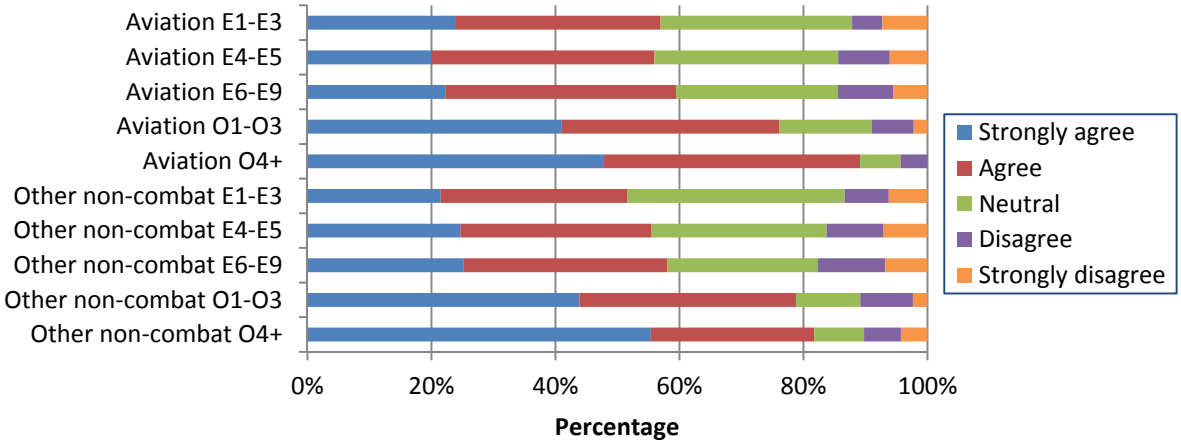
Figure 3. Male responses by occupational group and paygrade: Support for female Marines in PMOSs currently open to them to serve in GCE units, including those at the regiment level and below (Q21)



A majority of female Marine respondents across occupational groups and paygrades indicated support of a policy change that would open ground combat units to female assignments. Female field-grade officers were most supportive, followed by those in the company grades.

Female enlisted support increased with paygrade level, although it somewhat lagged the levels of support indicated by female officers.[7]

Figure 4. Female responses by occupational group and paygrade: Support for female Marines in PMOSs currently open to them to serve in GCE units at the Regiment level and below (Q21)



The high levels of female support for assigning women in open PMOSs to ground combat units suggests that women may be more receptive to this change, although given the potential for response bias we cannot conclude that the overall female Marine population shares this opinion. One potential concern for the Marine Corps as it expands the assignment of female Marines in open PMOSs to ground combat units is that a disproportionate number may refuse orders. If a Marine refuses orders during the reenlistment process, the Marine Corps can deny the Marine's reenlistment request. If many female Marines refuse orders, this could pose additional manpower management challenges to the Corps in terms of retention, diversity, and morale. Alternatively, if female Marines come to view such assignments as career enhancing, the Marine Corps may find that opening

7. Regression analysis confirms the relationships for male enlisted, male officers, female enlisted, and female officers between occupational groups, paygrade levels, and support for women in combat arms PMOSs or GCE units (see appendix C).

ground combat units to the assignment of female Marines has a positive effect on female career development, retention, and overall force diversity. These are potential patterns and attitudes that we recommend the Marine Corps monitor over time.

Other attitudes regarding potential outcomes associated with gender integration policy changes

In addition to asking Marines about their support for potential gender integration policy changes, the Women in Combat Units Survey included questions about benefits and challenges associated with changing the ground combat assignment rule for female servicemembers. Responses to these questions provide additional insights into the extent to which Marines may or may not be receptive to gender integration policy changes by gender, occupation groups, and paygrade levels. The questions both begin with, "in your opinion":

1. Would the following outcomes increase or decrease if women could serve in ground combat PMOSs? (Q18a–u)
2. Which of the following outcomes would result if female Marines serving in currently open PMOSs could be assigned to GCE units at the Regiment level or below? (Q27a–t)[8]

These questions asked survey respondents to indicate, in their opinion, if certain outcomes would increase or decrease if women could serve in combat arms PMOSs or could be assigned to ground combat units in open PMOSs. We estimate the impact of demographic, military, quality, and other select characteristics on the odds that a Marine's response indicates an adverse impact for the various subquestions included in the two questions above, by gender and enlisted/officer category.

In this subsection, we summarize our regression results, grouping the list of outcomes by (1) readiness, unit cohesion, and morale, (2) female career opportunities, and (3) quality and standards.[9]

8. See appendix A for the specific survey questions.
9. Appendix D shows how we categorize the outcome questions.

We provide the summary results for male and female Marines, respectively, in tables 2 and 3. Our characteristics of interest include occupational group, paygrade level, and whether the survey respondent indicated that he/she had previous deployments or any military experience with a Female Engagement Team (FET). We denote the relative comparison group for the occupational and paygrade categories in bold and highlight those rows in light blue. Estimated effects for a given characteristic are noted as likely to have a positive effect on outcomes, no effect on outcomes, or an adverse effect.[10]

Table 2. Summary regression results by outcome category for male enlisted and officers

Characteristics of male respondents	Readiness, unit cohesion, and morale		Female Marine career opportunities		Quality and standards	
	Enlisted	Officers	Enlisted	Officers	Enlisted	Officers
Occupation group						
Aviation	Positive/ N.S.[a]	N.S.	N.S.	Positive	N.S.	N.S.
Other noncombat						
Infantry	Adverse	Adverse	Adverse	No effect	Adverse	Adverse
Other combat arms	Adverse	Adverse/ N.S.	N.S.	Positive/ N.S.	Adverse	N.S.
Paygrade category						
E1–E3	Positive/ N.S.	--	Adverse	--	Positive/ N.S.	--
E4–E5	Adverse/ N.S.	--	Adverse	--	N.S.	--
E6–E9						
O1–O3	--	Adverse/ N.S.	--	N.S.	--	N.S.
O4–O6						
O7–O10	--	N.S.	--	N.S.	--	N.S.
Military experience						
Any deployments	Adverse	N.S.	N.S.	Adverse/ N.S.	Adverse	N.S.
FET-like experience	Adverse/ N.S.	Adverse/ N.S.	Adverse	N.S.	Adverse	Adverse

a. N.S.: not statistically significant.

10. Appendix E provides the regression results from which we derive our summary information.

Table 3. Summary regression results by outcome category for female enlisted and officers

Characteristics of female respondents	Readiness, unit cohesion, and morale		Female Marine career opportunities		Quality and standards	
	Enlisted	Officers	Enlisted	Officers	Enlisted	Officers
Occupation group						
Aviation	Positive	N.S.[a]	N.S.	N.S.	N.S.	N.S.
Other noncombat						
Paygrade category						
E1–E3	N.S.	--	N.S.	--	N.S.	--
E4–E5	N.S.	--	N.S.	--	N.S.	--
E6–E9						
O1–O3	--	N.S.	--	N.S.	--	N.S.
O4–O10						
Military experience						
Any deployments	Positive/ N.S.	Positive/ no effect	N.S.	N.S.	N.S.	N.S.
FET-like experience	Positive/ N.S.	Positive/ N.S.	Positive/ N.S.	Adverse/ N.S.	N.S.	N.S.

a. N.S.: not statistically significant.

Overall, male respondents tended to be more pessimistic regarding potential outcomes resulting from gender integration in terms of (a) allowing the assignment of female Marines in open PMOSs to ground combat units and (b) allowing women to volunteer for classification to combat arms PMOSs. Female respondents tended to be more optimistic about outcomes.

Overall, regression result patterns indicate that, compared with male Marines in noncombat arms occupations, those in the infantry and other combat arms occupations tended to anticipate significantly greater adverse effects on readiness, unit cohesion, morale, female career opportunities, quality, and standards. Male junior enlisted Marines were more optimistic compared with SNCOs regarding the impact of gender integration on readiness, unit cohesion, morale, quality, and standards whereas NCOs were more pessimistic. Both male junior enlisted and NCO survey respondents, however, were more likely to feel that gender integration would have an adverse effect on female Marines' career opportunities. Male Marines with any deployments or FET-like experience were more likely to believe that

gender integration of combat arms units would produce negative outcomes.

Overall, female survey respondents were more optimistic about potential outcomes associated with possible gender integration policy changes. The regression results for female enlisted and officers, however, provide little indication of significant differences by occupation or paygrade on expected outcomes given gender integration. This result suggests that, among female Marine survey respondents, optimism is at somewhat comparable levels by occupational and paygrade groups when statistically evaluated using regression techniques.

We note, however, that female enlisted and officers who had any deployments or FET-like experiences were more likely to anticipate positive effects on readiness, unit cohesion, and morale. Female enlisted Marines with FET-like experience were more likely to anticipate positive impacts on female Marines' careers with gender integration policy changes, whereas female officers with FET-like experience were more likely to anticipate adverse effects on female Marines' careers. This difference in opinion potentially could reflect a tendency among female enlisted to view FET-like experiences as career-enhancing, B-billet-type assignments, whereas female officers may have seen them as detracting from junior company-grade female officers' ability to establish MOS credibility.

Implications of findings on gender integration implementation

In the summer of 2012, most male Marines who responded to the Women in Combat Units Survey did not support classifying women into combat arms PMOSs and did not support the assignment of female Marines in open PMOSs to GCE units. Marines in the infantry and other combat arms PMOSs expressed the greatest levels of dislike for these changes. Female Marines who responded to the survey were more optimistic about potential gender integration policy changes and potential outcomes, particularly with respect to likely effects on readiness, unit cohesion, and morale.

Overall regression results for male Marines regarding the potential impact on various outcomes indicate that junior Marines who responded to the survey were comparatively more open than SNCOs to

the potential for positive effects on outcomes—particularly with regard to readiness, unit cohesion, morale, quality, and standards—whereas NCOs were more likely than SNCOs to anticipate adverse effects on these outcomes. Male company-grade officer survey respondents also were significantly more pessimistic about potential readiness, unit cohesion, and morale outcomes compared with those in the field grades.

Overall, female survey respondents were more optimistic than male respondents about potential outcomes associated with possible gender integration policy changes. Our regression analysis for female enlisted and officers responding to the survey indicated no differences by occupation or paygrade characteristics on expected outcomes given gender integration. Among female Marine survey respondents, optimism regarding the effect of gender integration on outcomes was comparable by occupational and paygrade groups.

These findings suggest (1) that junior enlisted male Marines may be receptive to gender integration policy changes and (2) that company-grade male officers may be less receptive to gender integration.

Being relatively new to the Marine Corps, junior Marines—both male and female—essentially are open to what they are taught during their first term regarding institutional norms and expectations. By the same token, they also do not yet have the occupational experience of NCOs and SNCOs against which to shape their opinions. Company-grade officers provide squad- and platoon-level leadership to junior Marines and NCOs. Baseline climate findings indicate that male company-grade officer survey respondents were less receptive to gender integration than female respondents. If these differences in attitudes are representative of the male Marine population, this could present, at least initially, an implementation challenge for the Marine Corps as it expands force gender integration because company-grade officers provide leadership to NCOs and junior Marines at the platoon and squad levels. Battalion commanders may need to increase their engagements with their junior officers. The Marine Corps also may need to examine its initial officer training programs to determine if there is some aspect of initial officer training that is influencing officers' perceptions regarding the roles and responsibilities of Marines by gender.

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How might Marines respond to total force gender integration?

Opening combat arms PMOSs to women and assigning female Marines in open PMOSs to ground combat units represent a major change for the Marine Corps and for American culture. The propensity of American youth to volunteer for the armed services is lowest for the Marine Corps [8], and DOD Joint Advertising Market Research Studies (JAMRS) program research indicates that it has been declining in recent years [9]. How will America's youth react to these changes? Will force gender integration affect youth propensity?

Another concern for the Marine Corps is how Marines will respond to total force gender integration. To what degree will women be interested in pursuing combat arms occupations [10]? There are no historical Marine Corps recruiting and personnel data that can provide direct answers to these concerns. In this section, we turn our attention to how Marines *might respond* to force gender integration based on Women in Combat Units Survey responses.

Retrospective propensity to serve

The survey included retrospective questions asking Marines if they would have joined the Marine Corps if it had allowed the following:

- Women to *volunteer* to serve in infantry, armor, and artillery PMOSs
- The *involuntary* assignment of female Marines in open PMOSs to the GCE at the regiment level and below

Relying on retrospective propensity survey questions as an indication of current or future youth propensity to serve is inappropriate for several reasons. First, research finds that stated intentions do not always correspond with actual behavior [11, 12]. Second, Marines responding to the survey are not representative of today's youth population. Third, Marines responding to the survey are not repre-

sentative of the Marine Corps population; responses may be biased in favor of or opposition to gender integration. Consequently, we analyze responses to these questions to motivate our thinking about potential recruiting operations challenges vice actual indications of youth propensity to serve.

In figures 5 through 8, we compare survey respondents' retrospective thoughts on whether they still would have joined the Marine Corps if women had been allowed to volunteer for classification in combat arms PMOSs (see figures 5 and 6) or if the Marine Corps had involuntarily assigned female Marines in open PMOSs to GCE units (see figures 7 and 8).

Figure 5. Male enlisted and officer responses by occupational group and paygrade: Still would have joined the Marine Corps if women could have volunteered for combat arms PMOSs (Q14)

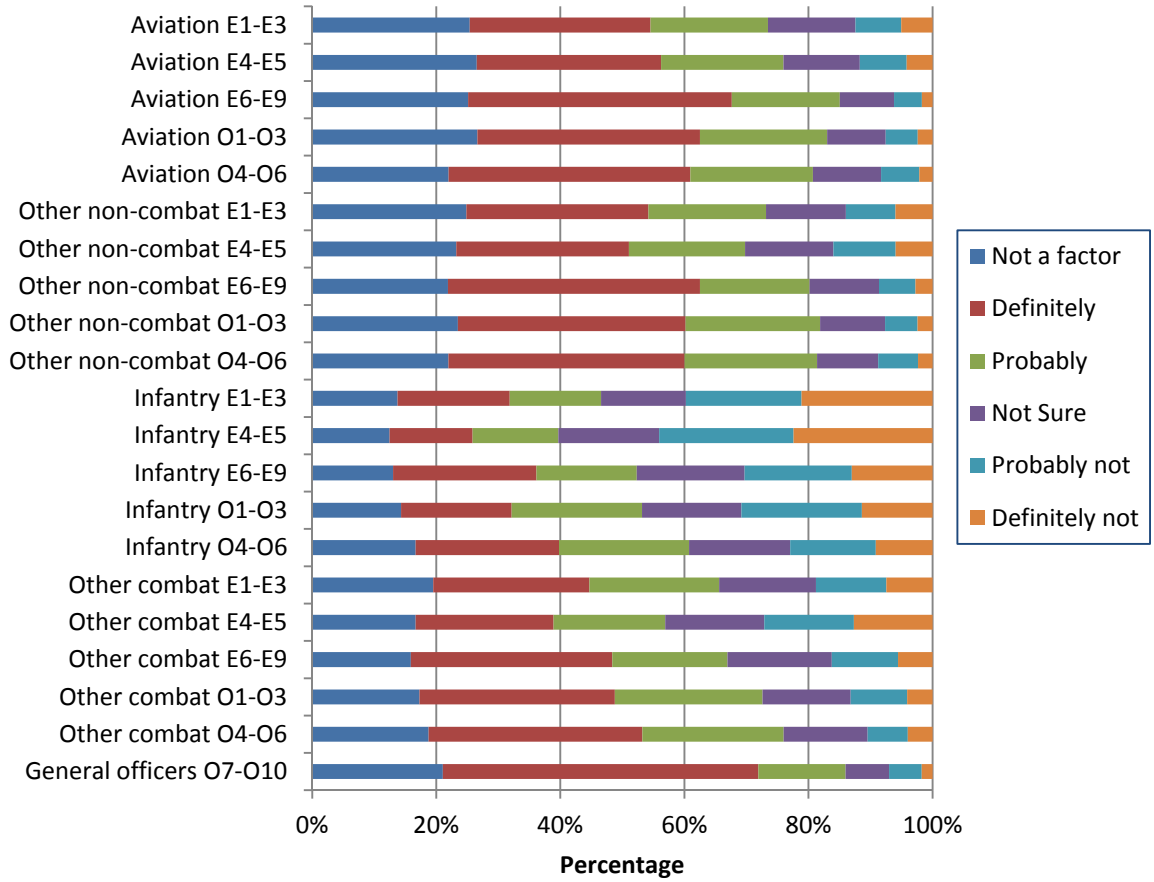
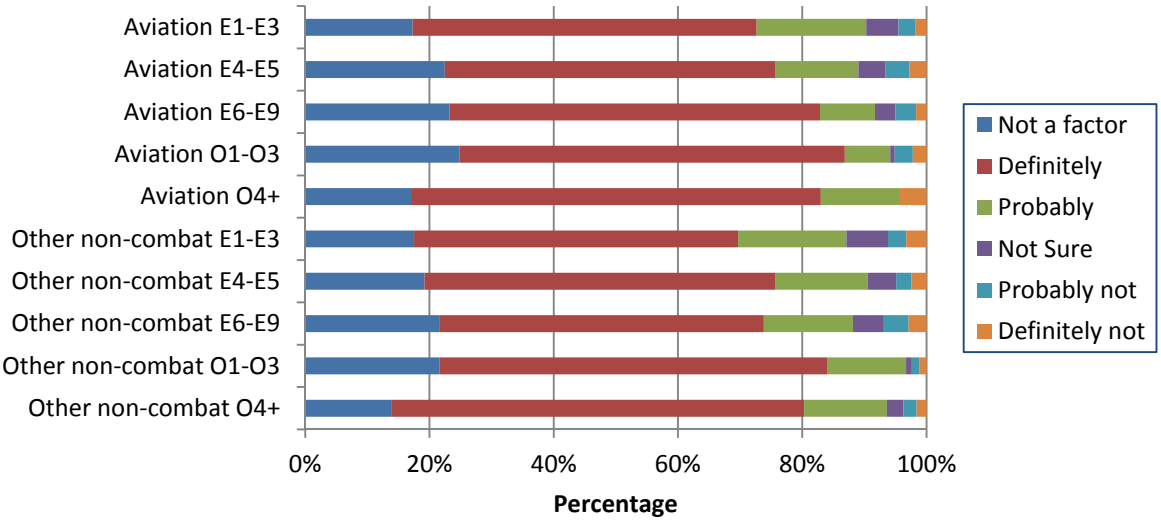


Figure 6. Female enlisted and officer responses by occupational group and paygrade: Still would have joined the Marine Corps if women could have volunteered for combat arms PMOSs (Q14)



In comparing male responses across occupational groups, we find that 75 to 85 percent of male Marines in the aviation and other non-combat occupations indicated that gender integration in combat arms PMOSs would not have been a factor in their decisions to join or that they still would have joined. Retrospective indications of propensity were lower among male respondents in the infantry and other combat arms PMOSs. Furthermore, among enlisted male Marines, the percentage indicating that they still would have joined was the lowest, falling below 50 percent, for junior Marines and NCOs in the infantry. Among male survey respondents, well over 50 percent of SNCOs, field grade, and general officers indicated that they still would have joined the Marine Corps.

Female respondents overwhelmingly indicated that they still would have joined the Marine Corps if it had allowed the voluntary classification of women to combat arms PMOSs. Notably, 90 percent or more of female respondents across occupations and paygrade levels indicated that such a policy would not have dampened their willingness to join the Corps. Retrospective propensity for female enlisted junior Marines was the lowest; roughly 60 percent of respondents indicated that they still would have joined the Marine Corps.

Looking at figures 7 and 8, respondents' retrospective propensity decreased with regard to involuntary assignment to GCE units, among female respondents overall and enlisted female respondents in particular. Male respondents were the least enthusiastic in their retrospective propensity, with the lowest percentages found among junior enlisted, NCOs, and company-grade officers in the infantry. Slightly less than 40 percent of junior Marines and NCOs in the infantry and just over 50 percent of infantry company-grade officers indicated that they still would have joined the Marine Corps.

Figure 7. Male enlisted and officer responses by occupational group and paygrade: Still would have joined the Marine Corps if female Marines in open PMOSs could have been involuntarily assigned to GCE unit assignments (Q24)

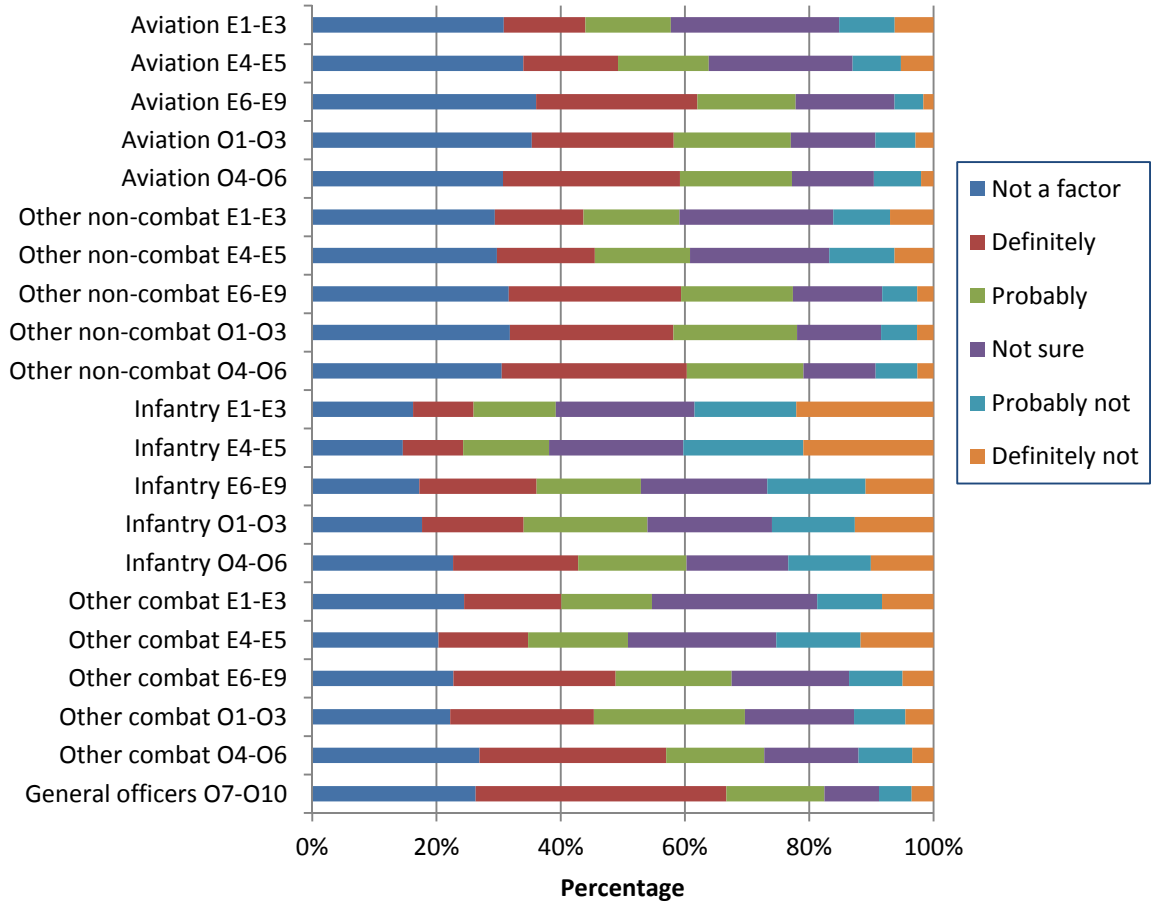
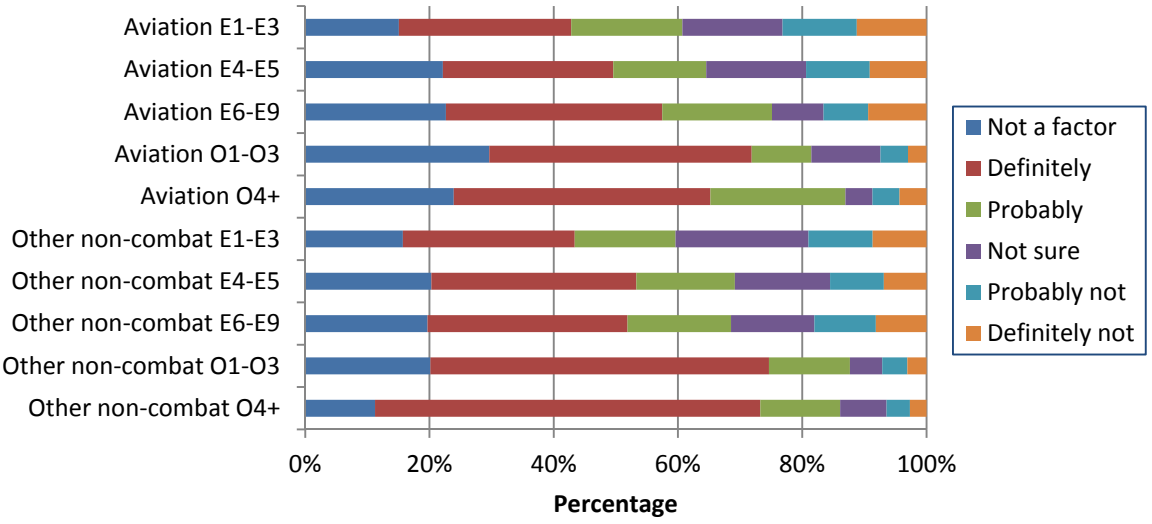


Figure 8. Female enlisted and officer responses by occupational group and paygrade: Still would have joined the Marine Corps if female Marines in open PMOSs could have been involuntarily assigned to GCE unit assignments (Q24)



To assess the strength of the relationship between retrospective intensity and occupational and paygrade levels, we estimate the likelihood that a Marine responds that he/she would have still joined the Marine Corps as a function of his or her demographic, military, deployment history characteristics, and FET-like experiences. We estimate the impact of each characteristic on the odds that a Marine responds that he/she still would have joined the Marine Corps under each gender integration scenario by gender and enlisted/officer category. This results in four estimations: one for enlisted men, one for male officers, one for enlisted women, and one for female officers. We summarize these results in table 4 for male respondents and in table 5 for female respondents.[11]

11. Appendix F provides the specific regression results.

Table 4. Summary retrospective recruiting regression results by gender integration policy option for male enlisted and officers

	Enlisted		Officers	
Characteristic	PMOS	GCE	PMOS	GCE
Aviation	Not significant	Less likely to join	Not significant	Less likely to join
Other noncombat				
Infantry	Less likely to join	Less likely to join	Less likely to join	Less likely to join
Other combat arms	Less likely to join	Not significant	Not significant	Not significant
E1–E3	Less likely to join	Less likely to join	--	--
E4–E5	Less likely to join	Less likely to join	--	--
E6–E9			--	--
O1–O3	--	--	Not significant	Not significant
O4–O6	--	--		
O7–O10	--	--	Not significant	Not significant
Any deployments	Less likely to join	Less likely to join	Less likely to join	Not significant
FET-like experience	Less likely to join	Less likely to join	Less likely to join	Not significant

Table 5. Summary retrospective recruiting regression results by gender integration policy option for female enlisted and officers

	Enlisted		Officers	
Characteristic	PMOS	GCE	PMOS	GCE
Aviation	Not significant	More likely to join	Not significant	Less likely to join
Other noncombat	--	--	--	--
E1–E3	Not significant	Not significant	--	--
E4–E5	Not significant	Not significant	--	--
E6–E9	--	--	--	--
O1–O3	--	--	Not significant	Less likely to join
O4–O10	--	--	--	--
Any deployments	Not significant	Not significant	Not significant	Not significant
FET-like experience	More likely to join	More likely to join	More likely to join	More likely to join

Several findings are noteworthy. First, there is much more statistical significance in the male estimations than the female estimations. Some of this difference is due to the much smaller sample of women in the survey. Second, the regression results establish a strong statistically significant relationship between retrospective propensity, occupation, and paygrade groups. Among male enlisted, only the GCE change has a detrimental impact for aviators (that is, they indicated that they would be less likely to join than those in other noncombat

occupations), but only the PMOS change has a significant negative impact for those in other noncombat occupations. Conversely, those in infantry indicated that they would have been less likely to join the Marine Corps in the event of a policy change, regardless of which policy is in question, although the specific estimation results indicated that they do respond more negatively to a PMOS change than to a GCE assignment change. These findings hold regardless of whether they are officers or enlisted.

There is, however, some variation across paygrade groups within the enlisted and officer subpopulations. Junior enlisted male survey respondents, for example, were less likely to say that they still would have joined the Marine Corps (regardless of the policy change in question) than those in the E6–E9 paygrade group. This pattern, however, does not hold for officers; there is no significant difference between company- and field-grade officers' likelihood of indicating that they still would have joined the Marine Corps in the presence of a policy change.

We see similarly interesting differences in the impacts of "FET-like experiences" and deployments for male enlisted versus male officers. Specifically, having at least one deployment decreases the probability of a response of "definitely" or "probably" would have joined to the PMOS question by roughly 20 percent for both male enlisted and officers, but it only decreases the probability of the corresponding responses on the GCE question by 9 percent for male enlisted and has no effect for male officers. The same pattern is found regarding FET-like experience: it decreases the probability of "still joining" in the event of a change to *either* PMOS or GCE assignment policy for both male enlisted and officers, but it would only decrease the probability for officers if a PMOS policy change were to be enacted. The negative impact of FET-like experience on male Marines' willingness to be a part of a more integrated Marine Corps is of interest. Marine Corps publications as well as articles in the public press tend to describe the FET program as successful. Our regression results, however, indicate that male Marines who responded to the survey do not have positive impressions of that program based on their own FET-like experiences.

There is also a significant impact of FET-like experiences on female Marines' responses, though in the opposite direction. In both the of-

ficer and enlisted populations, those women who have worked with a FET, a cultural support team (CST), or the Lioness program in any capacity are significantly more likely to indicate that they still would have joined the Marine Corps in the event of a policy change. This holds for both enlisted and officers, and for both the PMOS and the GCE policy changes. The varying impacts of FET-like experience on male and female Marines is probably worthy of further investigation. As the Marine Corps moves toward greater force integration, it will be important to understand why experiences like these affect men and women differently.

Marine Corps Recruiting Command's activities are aimed at building youth military propensity and recruiting. The Marine Corps' traditional market has been young men. The retrospective propensity survey responses for male Marines, particularly those in the infantry and other combat arms PMOSs, point to a potential concern regarding male youth propensity under policy changes opening combat arms PMOSs and GCE unit assignments to women. In addition, although retrospective propensity for women may not be dampened by their eligibility to serve in combat arms PMOSs, the Marine Corps many find that female youths are concerned about the possibility of involuntary assignment of female Marines in open PMOSs to GCE units. The immediate challenge for the Marine Corps will be training a mostly male recruiter force to adjust how it communicates information about life and opportunities in the Marine Corps to potential male and female recruits. This does not mean that the Marine Corps needs to draw undue attention to total force gender integration. To the extent that recruiters previously emphasized opportunities by gender, it will need to reconsider such an approach but be prepared to answer recruits' questions on this topic. It will be important for recruiters to be able to clearly articulate Marine Corps policy and practices regarding recruits' eligibility to serve in combat arms PMOSs and GCE unit assignment.

To what degree might women pursue combat arms PMOSs?

The survey included several questions regarding female Marines' interest in serving in combat arms PMOSs or seeking assignments in GCE units. One question addressed retrospective interest in combat arms PMOSs. Another queried respondents on their interest in a lateral move to a combat arms PMOS. In this subsection, we examine

responses to these two questions and characteristics of female Marines to provide proxy information on the degree to which women may pursue combat arms PMOSs.

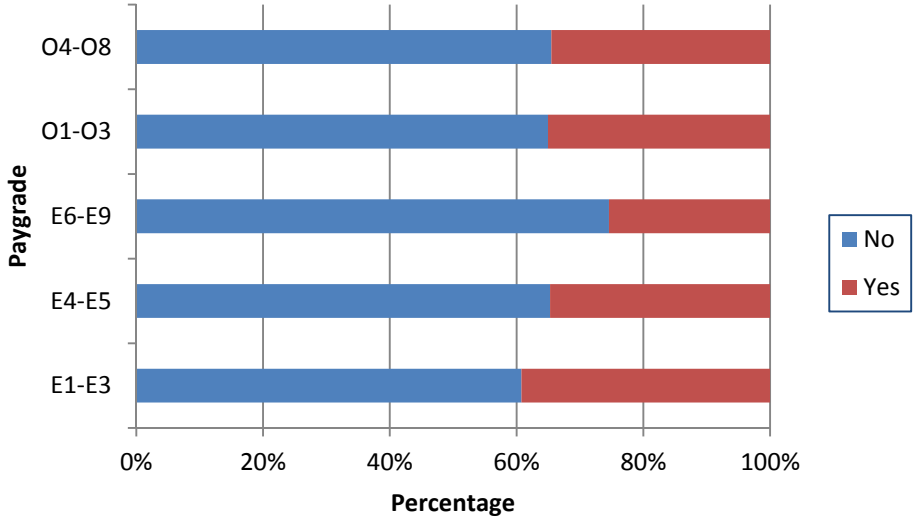
Retrospective interest

This question was posed only to female Marines: if you could have chosen to serve in a ground PMOS when you joined the Marine Corps, which occupational field would you have chosen? Respondents were asked to check all answers that applied:

a. Infantry
b. Armor
c. Artillery
d. I would not have chosen a ground combat PMOS

In figure 9, we provide the percentage breakout of female retrospective interest in obtaining an infantry, armor, or artillery PMOS by paygrade. Potential retrospective interest ranged from 33 percent among female SNCOs to 35 percent for company- and field-grade officers, to just under 40 percent for female junior Marines. We note that these results provide a sense of interest but not intent.

Figure 9. Female Marines' retrospective interest in a combat arms PMOS (Q41)



In table 6, we compare the characteristics of female Marines who expressed no retrospective interest in combat arms PMOSs with those who expressed some interest. Female enlisted Marine survey respondents who expressed some retrospective interest in a combat arms PMOS, on average, had significantly lower AFQT scores, were younger, had less time since their last deployment, and less time in the service. A significantly higher percentage also had first-class CFT scores. Among female officers who expressed retrospective interest in a combat arms PMOS, the only characteristics that were significantly different from those who did not was the percentage with a first or second class CFT.

Table 6. Comparison of female Marine demographic characteristics by retrospective interest in a combat arms PMOS (Q41)[a]

Characteristic	Number and mean	Enlisted		Officers	
		No	Yes	No	Yes
AFQT	N	2,189	1,705	99	71
	Mean	63.6***	61.5***	79.8	82.0
Age	N	2,194	1,709	424	336
	Mean	26.4***	24.9***	31.9	31.5
Months since last deployment	N	795	569	241	181
	Mean	40.5**	37.8**	46.1	41.9
Months of service	N	2,194	1,709	424	336
	Mean	84.1***	64.9***	121.2	116.0
Physical Fitness Test (PFT) class 1	N	1,643	1,310	318	249
	Mean	89.1%	88.5%	98.1%	97.6%
PFT class 2	N	232	203	60	46
	Mean	12.8%	13.7%	18.5%	18.2%
PFT class 3	N	55	41	0	0
	Mean	3.0%	2.8%	N/A	N/A
PFT class 4	N	46	33	0	2
	Mean	2.5%	2.2%	N/A	0.8%
Combat Fitness Test (CFT) class 1	N	1,510	1,258	307	238
	Mean	81.7%***	86.4%***	94.7%*	98.8%*
CFT class 2	N	320	189	17	2
	Mean	17.4%***	13.0%***	5.8%***	0.8%***
CFT class 3	N	68	4	0	0
	Mean	0.4%	0.3%	N/A	N/A
CFT class 4	N	109	5	0	1
	Mean	0.6%	0.3%	N/A	0.4%

a. Significance levels are denoted as follows: * p-value < 0.1, ** p-value < 0.5, and *** p-value < 0.01.

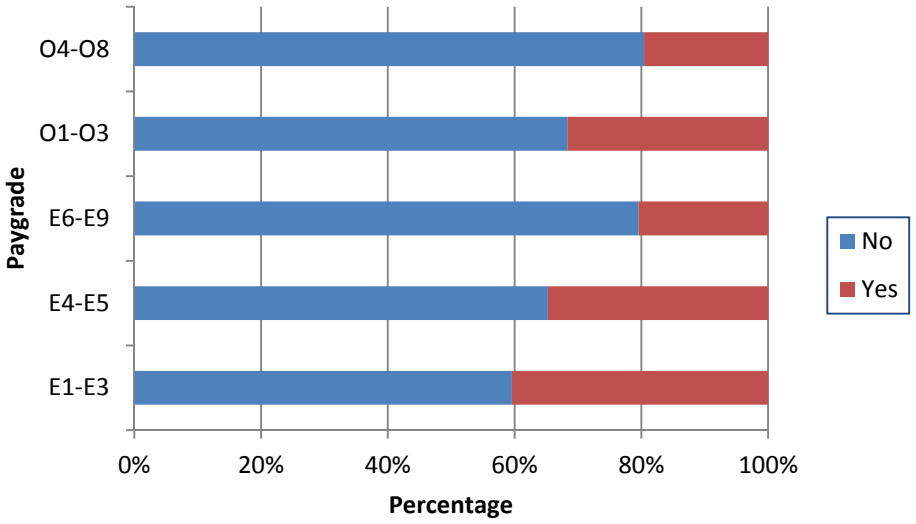
Lateral move interest

Question 20 asked all respondents, male and female, to answer the following: If you were qualified and if it were allowed, would you consider a lateral move to a ground combat PMOS? Respondents were asked to check all answers that applied:

a. I am currently in one of these PMOSs
b. Yes—an infantry PMOS (03XX)
c. Yes—an artillery PMOS (08XX)
d. Yes—a tank and assault amphibious vehicle PMOS (18XX)
e. No—I would not consider a lateral move of this type
f. No—I would not consider a lateral move of any type

Figure 10 provides the percentage breakout of female lateral move interest by paygrade. We find that female junior Marine respondents indicated the greatest level of interest in a potential lateral move to a combat arms PMOS. Approximately 35 percent of female company-grade officers responded that they also would be interested in a lateral move. The level of interest declines as paygrade levels increase.

Figure 10. Female Marines' interest in a lateral move to a combat arms PMOS (Q20)



Again, we note that these results provide a sense of interest but not intent. They may suggest an upper bound of female Marines' interest in initiating a lateral move to a combat arms occupation, but we cannot infer what female Marines' actual behavior may be with regard to pursuing a lateral move to a combat arms occupation.

In table 7, we compare the characteristics of female Marines who expressed no interest in making a lateral move to a combat arms PMOS with those who expressed some interest. Female enlisted Marines who expressed interest in a lateral move to a combat arms PMOS, on average, had significantly lower AFQT scores, were younger, had less time since their last deployment, and less time in the service. They also had a significantly higher percentage with first-class CFT scores. Female officers who expressed interest in a lateral move to a combat arms PMOS, on average, compared with those who did not, were significantly younger, had significantly less time in service, and a significantly higher percentage had first-class CFT scores.

Implications of findings on implementing gender integration

Our analysis indicates that both male and female survey respondents had some second thoughts regarding whether they still would have joined a fully-integrated Marine Corps. However, we cannot infer from these results what the estimate effect of gender integration may be on youth propensity because these Marines did not represent American youth, in general, at the time they responded to the survey. What their response indicate is that recruiters will need to be prepared to respond to questions about gender integration from *both* male and female youths.

We also cannot infer from the survey results how many recruits or female Marines will pursue a combat arms PMOS. New career options will garner interest and generate questions most likely regarding job qualifications and expectations, but the Marine Corps will not obtain data on actual intent until it provides female recruits with the opportunity to volunteer for these PMOSs.

Table 7. Comparison of female Marine demographic characteristics by indication of interest in making a lateral move to a combat arms PMOS (Q20)[a]

Characteristic	Number and mean	Enlisted		Officers	
		No	Yes	No	Yes
AFQT	N	2,712	1,304	128	48
	Mean	63.2***	61.5***	80.3	81.8
Age	N	2,718	1,307	566	219
	Mean	26.2***	24.2***	32.2***	30.4***
Months since last deployment	N	997	406	326	108
	Mean	40.4***	35.8***	44.4	42.0
Months of service	N	2,718	1,307	566	219
	Mean	83.0***	59.4***	123.4***	102.7***
PFT class 1	N	1,896	936	423	166
	Mean	81.8%	81.7%	98.1%	97.7%
PFT class 2	N	292	156	6	4
	Mean	12.6%	13.6%	1.4%	2.4%
PFT class 3	N	68	33	0	0
	Mean	2.9%	2.9%	N/A	N/A
PFT class 4	N	62	21	2	0
	Mean	2.7%	1.8%	0.5%	N/A
CFT class 1	N	1,869	978	401	160
	Mean	81.6%***	87.4%***	95.9%*	98.8*
CFT class 2	N	398	134	16	2
	Mean	17.4%***	12.0%***	3.8%	1.2%
CFT class 3	N	8	2	0	0
	Mean	0.3%	0.2%	N/A	N/A
CFT class 4	N	3	1	1	0
	Mean	0.1%	0.1%	0.2%	N/A

a. Significance levels follow: * p-value < 0.1, ** p-value < 0.5, and *** p-value < 0.01.

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The cadre requirement and the female Marine inventory

CJCS guidance directs that the services ensure that a sufficient cadre of midgrade/senior women is assigned to commands as they expand force gender integration. Specifically, the guidance requires that midgrade and senior female Marines be in the units before female NCOs and junior Marines are assigned. The guidance does not specify how many women constitute a cadre or the proximity of female Marines to each other within a unit. The guidance also does not indicate how long the female cadre must be in place before the service assigns more junior women to the unit, nor does it not specify the role of the cadre. In this section, we describe the Marine Corps' approach to meeting the cadre requirement, examine female sourcing issues, and discuss female Marines' concerns about serving in ground combat units.

The Marine Corps' cadre approach

Although the CJCS's cadre requirement did not exist when the Marine Corps implemented its ETP program in June 2012, the initial assignment of female SNCOs and officers to ground combat units essentially provides a cadre presence at these units. As of April 2014, the Marine Corps had 50 female SNCOs and officers assigned to 21 participating ETP units. The cadres number two to three female Marines, usually at least one SNCO and one officer per unit. Their primary purpose is to do the job required in the billet to which they are assigned. In addition, they are providing (1) feedback on challenges that they face in the unit and how they have dealt with these challenges (as are these units' commanders and sergeants major) and (2) an initial female presence that is more senior, giving male Marines an opportunity to get used to having female Marines in GCE units.

Currently, the Marine Corps is preparing to expand its ETP program to allow the assignment of active and reserve female unrestricted officers and enlisted Marines in the ranks of corporal through master gunnery sergeants and sergeants major in their current MOSs to artil-

lery, tank, AAV, combat engineer, combat assault, LAAD, and Air Naval Gunfire Liaison Companies (ANGLICO). Under the ETP expansion, the Marine Corps may assign female Marines in administration, logistics, communications, supply, or motor transport MOSs to the above units. In addition, these Marines may be assigned at all unit levels and no longer will be restricted to assignment at the battalion headquarters level. The Marine Corps also plans to authorize unit commanders to assign female Marines anywhere in the unit in order to maintain combat readiness.

A continuing concern for the Marine Corps is its ability to provide female Marines to all the units that will require them as it expands gender integration across the total force since only about 7 percent of Marines are women.[12] Next, we investigate this sourcing issue further by analyzing current female PMOS inventories by paygrade.

Inventory of female Marines

As of September 30, 2013, female Marines held 302 of 388 possible open PMOSs, leaving 86 open PMOSs held by no women. When thinking about the cadre issue and ETP expansion, one must consider how many female Marines hold the necessary PMOSs, in the appropriate paygrades to match a GCE unit's Table of Organization requirements. Table 8 shows the inventory of available female Marines holding the targeted occupational fields by paygrade of interest.

As the data show, there are very few female Marines holding some of the specified PMOSs. For example, there are only two female ground supply operations officers and one female motor transport maintenance officer. One must also keep in mind that women with these PMOSs might not be available for rotation or assignment to a GCE unit for various reasons, so growing the cadre or expanding the ETP to additional units could be difficult in some PMOSs. Although these numbers do not account for female Marines coming directly from training, they illustrate the small numbers of women in certain PMOSs. A female population that is already spread thin will likely be spread more thinly across the force with ETP expansion.

12. As of September 30, 2013, female Marines represented slightly over 7 percent of the enlisted force and 6.5 percent of the officer corps.

Table 8. Female Marine inventory by paygrade level and PMOS[a]

PMOS	E4–E5	E6–E9	O1–O3	O4-–O6	WO
0111 Administrative Specialist	679	220	n/a	n/a	n/a
0170 Personnel Officer	n/a	n/a	n/a	n/a	30
0180 Adjutant	n/a	n/a	107	50	n/a
0402 Logistics Officer	n/a	n/a	162	42	n/a
0602 Communications Officer	n/a	n/a	53	21	n/a
3002 Ground Supply Officer	n/a	n/a	51	27	n/a
3010 Ground Supply Operations Officer	n/a	n/a	n/a	n/a	2
3510 Motor Transport Maintenance Officer	n/a	n/a	n/a	n/a	1
3529 Motor Transport Maintenance Chief	n/a	18	n/a	n/a	n/a

a. Source: MCTFS end of FY 2013 monthly snapshot.

A second concern is the role of the cadre and the expectations of the senior female Marines who have been assigned to these units. The female Marines making up each ETP unit's cadre are assigned to a specific billet to do a job. Doing their job is their primary responsibility. When the Marine Corps begins to assign female NCOs to the units participating in the ETP, what expectations and responsibilities will be placed on the cadre Marines? Will their cadre responsibilities be considered a collateral duty? If so, they will need to be informed of this, and of what is expected of them, likely by the unit commander.

It is also important to consider that junior female Marines assigned to GCE units in the ETP program expansion may not work in proximity to more senior cadre Marines since they can be assigned anywhere in the unit. HQMC Manpower Management Division does not require that female NCOs be assigned in proximity to the cadre Marines. HQMC Manpower Management personnel have received no specific guidance from HQMC Manpower Plans and Policy Division to assign NCOs in proximity of cadre Marines and given the randomness of which billets need to be filled at any time, this may not be possible. If the true intent of the cadre is to provide mentorship and leadership to junior female Marines, the Marine Corps will need to think about formal or informal ways to bring female Marines in the ETP units together on a recurring basis.

Concerns about allowing women to serve in GCE units

ETP pilot program assessment feedback

Since June 2012, 58 Marines have been assigned to units opened by the ETP. In addition, the Navy has assigned 26 officers and chiefs to these units. A CMC-approved assessment was distributed to the commanders of all previously closed units that received female Marines and Sailors, as well as the female Marines and Sailors who were assigned to these units, soliciting feedback. Assessments were conducted in September 2012, March 2013, and July 2013.

Commanders were asked to assess the impact that newly assigned women had had thus far on unit readiness, effectiveness, unit cohesion, facilities, and individual performance. Participants were asked to address any impacts that the assignment was having on career goals, challenges and opportunities encountered, and any other recommendations or concerns regarding current and future assignments under the ETP.

Here, we summarize the findings of these assessments. We derive this summary from a series of information papers written by Canepa (see [13 through 18]). Despite the small sample size, these findings are extremely valuable because they capture the real-world challenges that female participants are currently facing and bolster the Women in Combat Units Survey findings. Next, we discuss how these findings relate to the survey data and the implications for the Marine Corps as it considers expanding the ETP.

Leadership views

Overall, the leadership is impressed with the performance of the female participants to date. According to the leadership feedback, challenges generally have been overcome and the units continue to perform their missions effectively. Leadership attributes this success largely to the grades, maturity levels, and high levels of physical fitness of the female Marines in the units. These factors combined led to minimal concerns for continued assignment of SNCOs and officers within open PMOS billets. However, leadership is more concerned about program expansion to include more junior, less mature Marines. Commanders noted that this is a huge cultural paradigm shift and that more time is needed to ease this transition.

Common themes from leadership follow:

- Leaders reported that unit readiness, unit effectiveness, and unit cohesion either remained unaffected or were positively affected.
- The division commanders noted a high level of performance from the women assigned in their units and minimal impact to the units' effectiveness; they attributed this to the high quality and maturity of the Marines assigned.
- There is concern regarding the introduction of female NCOs to the units. Close, deliberate interaction with gaining units was recommended, as well as screening of the Marines assigned.

General concerns. Although the leadership's feedback on the contributions and performance of the participants has been largely positive, the assessments highlighted several leadership concerns:

- Facilities issues pose problems, and these problems will be exacerbated if more women are added to units.
- Privacy and hygiene concerns are an issue in the field, but units have adapted and found solutions.
- Employing additional women (regardless of rank) at levels lower than the battalion was a great concern for companies directly supporting the infantry and routinely conducting provisional infantry missions.
- The ideal number of women to be assigned needs to be large enough to ensure mutual teamwork and support and enable an effective billeting plan. However, more female Marines would potentially limit the commander's flexibility to efficiently task-organize when building teams to support infantry missions, assuming the infantry remains closed to women.
- The current small number of women assigned does not allow exploration of the full potential impacts of integration.

Specific concerns. Three concerns relate to the expansion of the ETP to NCOs:

- The responses that indicated readiness to integrate still urged caution and a deliberate approach that first would ensure (a)

resolution of facilities issues, (b) strong mentorship with the existing female leadership in the command, and (c) placement into the units in a large enough cohort to provide mutual support.

- Those who supported expansion mostly concurred with its expansion within the headquarters element versus to the lowest unit levels, and within open PMOS billets only.
- Other concerns from the leadership were the fraternization and social interaction that may occur when putting young Marines of both genders together in common work and living environments.

Recommendations for expansion/continuation of ETP. Four recommendations were offered:

- Commanders recommended continued assignment of current ETP participants in company-grade/SNCO ranks, as inventory supports.
- Commanders recommended that any decision to expand to NCOs occur following the completion of Doctrine, Organization, Training, Materiel, Leadership and Education, Personnel and Facilities (DOTMLPF) assessment. Particularly in the realm of facilities, the units that are currently struggling to properly accommodate both genders will face further challenges once more junior female Marines are assigned.
- When the decision is made to expand the ETP program to NCOs, leaders recommended that only those units in which the commander has "verified" his or her unit's readiness to integrate would initially receive female Marine NCOs. It is not clear, however, what metrics are in place to determine that a unit is ready to receive female Marines.
- Commanders recommended that NCOs be screened before assignment within these selected units and that there be a minimum of four to six assigned per unit to ensure mutual support.

Participant views

On the whole, Marines assigned under the ETP pilot program have had positive experiences and are contributing to their units. They

acknowledge that their assignments are not necessarily suitable for all female Marines, but the general consensus from the participants is that mature, strong professionals will be successful in these previously closed billets.

A summary of participants' views follows:

- Most of the participants responded that the assignment to the GCE did not affect their long-term career goals to serve. A few participants did express, however, that this assignment had prompted them to decide to leave military service at the earliest opportunity.
- Those who commented on whether the assignment should be voluntary stated, without exception, that such assignments should be voluntary.
- Most stated that they did not feel that the assignment affected their competitiveness either positively or adversely, but rather that individual performance was the key to a successful assignment.

Challenges encountered. Participants described four types of challenges:

- *Operational tempo.* Overall, the participants cited high operational tempo as the primary challenge encountered during their assignments thus far.
- *Privacy and hygiene in the field.* Many of the participants had spent some time in the field environment with their units and some were preparing to deploy. As noted by the leadership assessments, the field posed challenges in terms of privacy and hygiene.
- *Increased scrutiny.* Most participants stated that they felt "under the microscope" because the ETP program and stressed that utmost professionalism in this environment was the only way that women would succeed.
- *Isolation.* Another common theme was that of isolation—being one of only two women, or in some cases the sole women in the unit.

Concerns. Participants were concerned about the following:

- Female participants expressed concern that the current female Marine population is already so small that spreading that population thinner across the Corps would make integration more difficult for those female Marines; achieving a "critical mass" of female Marines seemed to point toward more successful integration.
- A few expressed concern for an increased number of sexual assaults if the program is expanded to more junior Marines where a very small number of female Marines will be billeted with a large number of male Marines.
- Female respondents expressed concerns about high operational tempo and the need for solid, reliable family care plans. Those with families noted the additional stress of the longer work hours and increased field time.

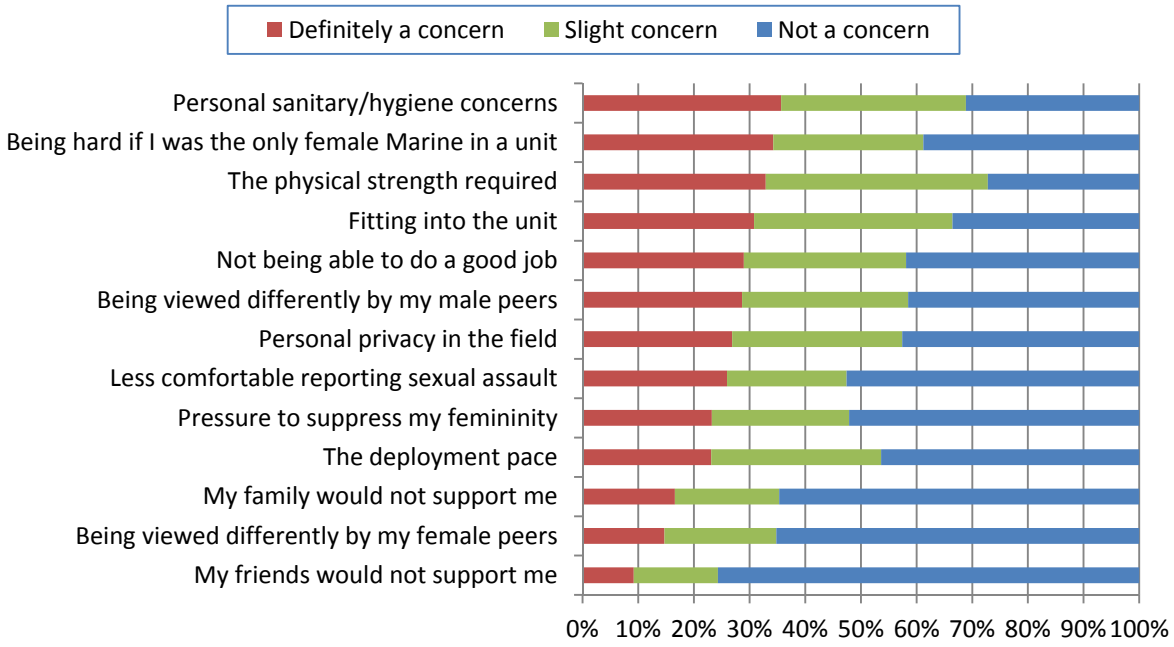
Recommendations for expansion/continuation of ETP. Overwhelmingly, the participants recommended that any women who are assigned to these units must maintain a high level of physical conditioning to be successful and to have a chance at being accepted. Although many participants acknowledged that female NCOs could be successful at their units, it was remarked that only the top-performing, professional, and confident female NCOs would thrive. If junior women are placed in these GCE units, participants recommended that they be highly professional and physically fit Marines. They also noted that putting solid female mentorship in place before their arrival was key. They thought that the rank, maturity, and PMOS credibility of current participants would help balance some of the challenges that a female NCO would encounter.

Women in Combat Units Survey information

The survey included two sets of questions asking female Marines about their concerns. Figures 11 and 12, respectively, report the stat-

ed probability of anticipated outcomes, for female enlisted and officer respondents.[13]

Figure 11. Enlisted female respondents: Perceived concerns about their own assignment to a GCE unit (Q48)

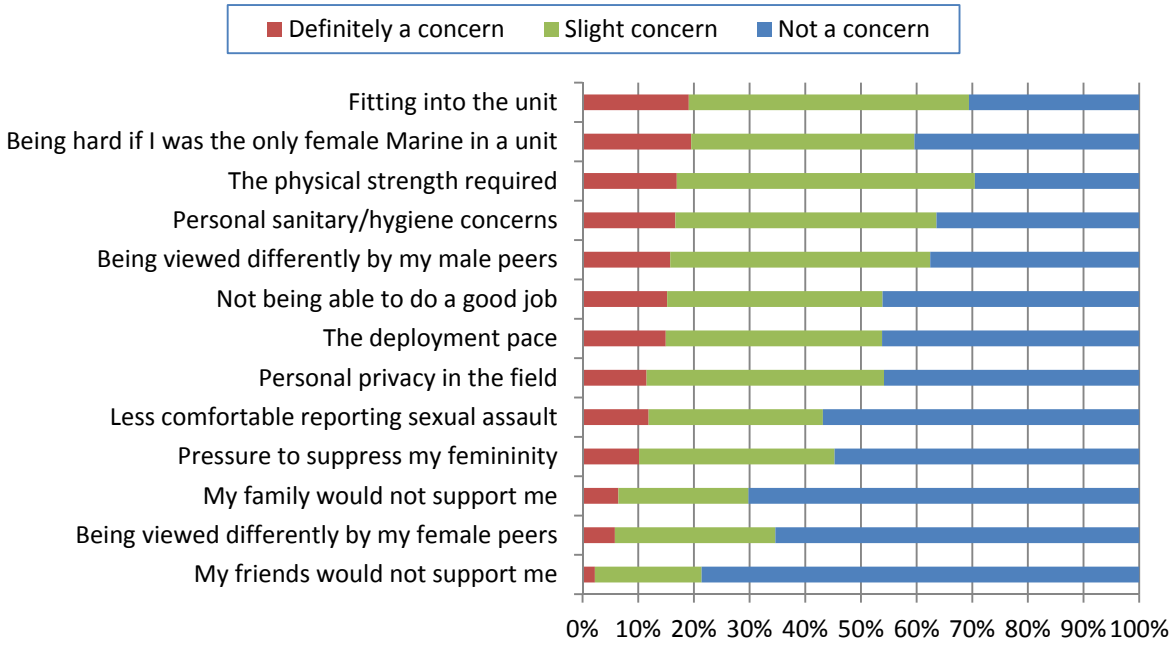


The top concern about assignment to a GCE unit for enlisted women was personal and sanitary/hygiene followed by concerns about being the only woman in a unit, having the physical strength required, fitting into the unit, and not being able to do a good job. In comparison, female Marine officers have a different set of top concerns. Their number one concern was fitting into the unit, followed by being the only woman in the unit, having the physical strength required, personal and sanitary/hygiene concerns, and being viewed differently by male peers. Although not ranked in exactly the same order, female enlisted Marines and officers shared four out of five of

13. We discuss how these responses differ by enlisted and officer status because they differ little by occupational group.

the same top concerns. In addition, a lower percentage of women officers compared with enlisted respondents indicated that something was definitely a concern.

Figure 12. Female officer respondents: Perceived concerns about their own assignment to a GCE unit (Q48)



Females Marines' concerns about serving in combat arms PMOSs

Next we review female Marines' responses to survey questions regarding concerns that they would have if they personally could serve in combat arms PMOSs. Figure 13 reports the stated probability of anticipated outcomes for enlisted female respondents.

Looking just at the percentage of enlisted female respondents who stated that something was definitely a concern, personal sanitary/hygiene concerns top the list, followed by the physical strength required, and the challenge of being the only woman in a unit. Two additional acceptance-related concerns (namely, fitting into the unit and being viewed differently by male peers) round out the top five

concerns. Other factors for which a large share of female respondents expressed concern related to abilities (e.g., not being able to do a good job, failing at the PMOS-producing school). The three factors that the smallest share of female respondents considered to be concerns were related to peer pressure (e.g., my family would not support me, being viewed differently by my female peers, my friends would not support me).

Figure 13. Female enlisted respondents: Perceived concerns about their own classification into a combat arms PMOS (Q43)

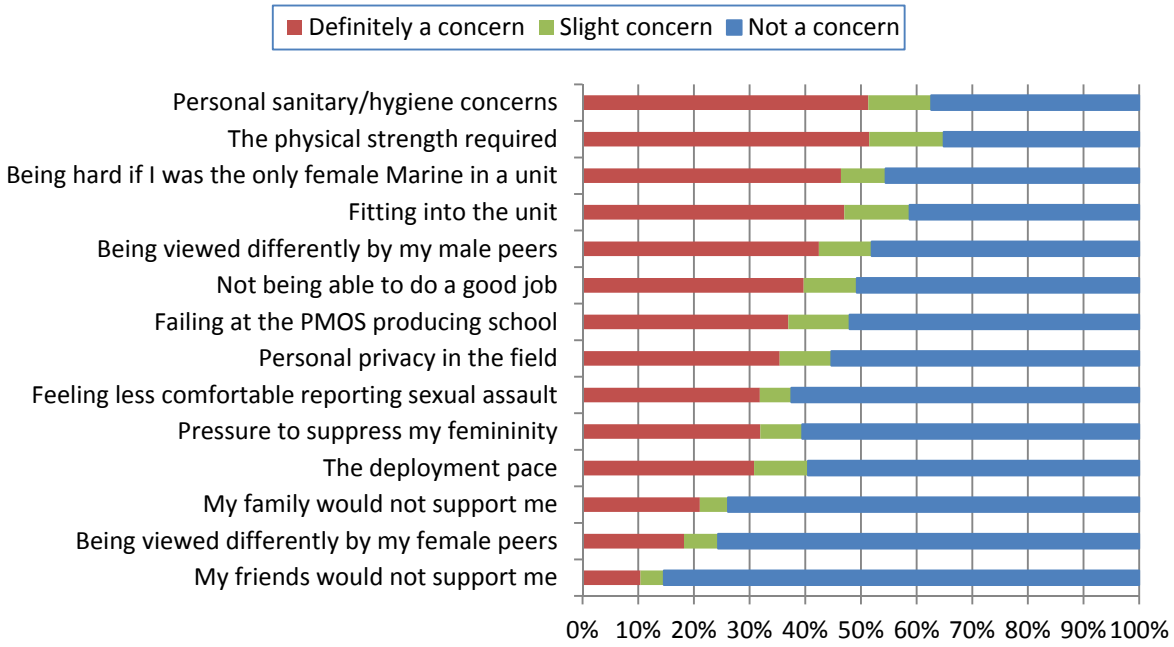
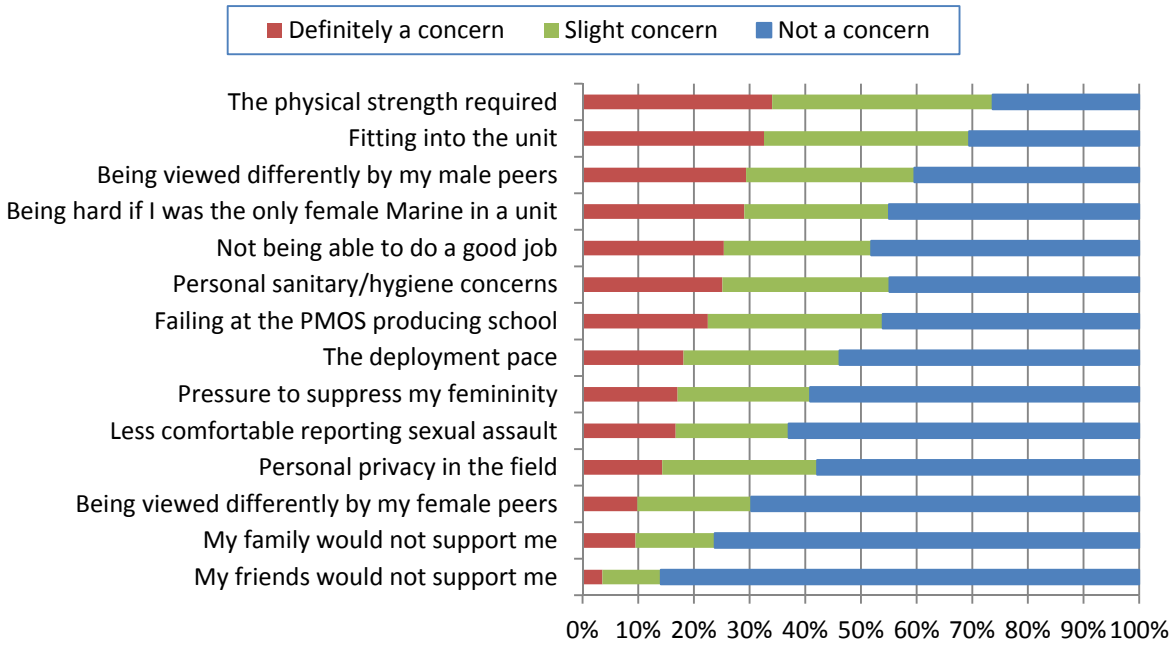


Figure 14 presents female officer responses to see if there are any important differences that should be taken into account. The top concerns of female officers associated with being classified into combat arms PMOSs differ from those of enlisted women. As the figure shows, looking just at the percentage of female officer respondents who stated that something was definitely a concern, the physical strength required tops the list, followed by fitting into the unit and being viewed differently by male peers. Additional concerns about be-

ing the only female Marine in the unit and not being able to do a good job round out the top five issues for female officers.

Figure 14. Female officer respondents: Perceived concerns about their own classification into a combat arms PMOS (Q43)



The three factors that the smallest share of female respondents considered to be concerns were the same as for enlisted women and related to peer pressure (e.g., being viewed differently by my female peers, my family would not support me, my friends would not support me). Again, a lower percentage of female officers compared with enlisted women indicated that something was definitely a concern. This suggests that enlisted women have greater concerns and are less sure about these types of classifications than officers.

As the Marine Corps expands force gender integration and establishes what the role of the cadre will be, it is important to consider that the top concerns of enlisted women may be different from those of female officers and that enlisted women may feel more strongly about these concerns.

We recommend that the Marine Corps inform cadre Marines and unit leadership of female Marines' concerns to include the differing concerns of enlisted Marines and officers, and perhaps the overall survey results, as they prepare to receive NCOs in their units. Such data can help inform topics of discussion when junior Marines are checking in with their units, as well as any training and preparation given to the cadres of SNCOs and officers assigned to these units. If the cadres are to provide a support structure and fill mentorship roles, it will be vital for them to be aware of female Marines' most pressing concerns so they can structure their support accordingly.

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Summary and recommendations

In this section, we present our findings from the comparison of enlisted and officer survey responses by occupational groups and paygrades.

First, in general, male Marine survey respondents did not support classifying female Marines into combat arms PMOSs. Marines in the infantry and other combat arms PMOSs in paygrades E4–E5 and O1–O3 expressed the greatest levels of opposition to the *voluntary classification* of women to combat arms PMOSs. Male junior Marines in aviation and other noncombat PMOSs and general officers expressed comparatively less opposition to this change. Female Marine survey respondents generally were more open to the idea of opening combat arms occupations to women on a voluntary basis. Furthermore, we find that a slightly higher percentage of enlisted female aviation and noncombat enlisted Marines across all paygrades supported voluntary classification to combat arms PMOSs, compared with female officers in these occupations. As the Marine Corps implements force gender integration, we recommend that it emphasize in its written plans and internal and external engagements that voluntary classification of female recruits is consistent with the AVF philosophy, as well as with the Marine Corps' existing recruiting policies and practices.

Second, we find that female Marine survey respondents were more supportive of a change in policy authorizing the *involuntary assignment* of women in open PMOSs to ground combat units; comparatively, male survey respondents were less supportive of this change, with the greatest opposition expressed by infantry Marines, particularly in the company and field grades. Junior Marines and SNCOs in aviation, other noncombat, and other combat occupations were more receptive to this policy change (either supporting the change or expressing a neutral stance). Female field-grade officers were most supportive of involuntary assignment of women in open PMOSs to ground combat units, followed by those in the company grades. Female enlisted support for this change increased with paygrade level but lagged female officers' levels of support.

Again, as the Marine Corps implements force gender integration, we recommend that it emphasize in its written plans and internal and external engagements that the involuntary assignment of female Marines to ground combat units is consistent with the Marine Corps' existing personnel assignment policies and practices. One potential concern for the Marine Corps as it expands the assignment of female Marines in open PMOSs to ground combat units is that a disproportionate number may refuse orders. If a Marine refuses orders during the reenlistment process, the Marine Corps can deny the Marine's reenlistment request. If many female Marines refuse orders, this could pose manpower management challenges in terms of retention, diversity, and morale. Alternatively, if female Marines come to view such assignments as career enhancing, the Marine Corps may find that opening ground combat units to the assignment of female Marines has a positive effect on female career development, retention, and overall force diversity. We recommend that the Marine Corps monitor these patterns over time.

Third, with regard to potential outcomes associated with force gender integration, male survey respondents tended to believe that force gender integration would have an adverse effect on readiness, unit cohesion, morale, quality, standards, and female career opportunities. In contrast, female respondents tended to believe that force gender integration would have either a positive effect or no effect on the aforementioned outcomes. Regression analysis indicated that male junior Marines may be comparatively more open than SNCOs to the potential for positive effects on outcomes, particularly with regard to readiness, unit cohesion, morale, quality, and standards. Male NCOs were more likely than SNCOs to anticipate adverse effects on these outcomes. Male company-grade officers also were more pessimistic about potential readiness, unit cohesion, and morale outcomes compared with those in the field grades. These findings suggest that junior enlisted male Marines may be more receptive to gender integration policy changes, while company-grade officers may be less receptive. If these attitudes hold for the total force, it could complicate Marine Corps force gender integration efforts because company-grade officers provide leadership to NCOs and junior Marines at the platoon and squad levels.

Fourth, the Marine Corps' traditional recruiting market has been young men. From the survey, we find that male Marine survey re-

spondents' retrospective propensity, particularly those in the infantry and other combat arms PMOSs, was dampened by the proposed policy changes to open combat arms PMOSs and GCE unit assignments to women. In comparison, female survey respondents' retrospective propensity was not significantly dampened by allowing women to serve in combat arms PMOSs, although there were indications that it might be dampened by the involuntary assignment of female Marines in open PMOSs to GCE units. The immediate challenge to the Marine Corps may be training a mostly male recruiter force to adjust how it communicates information about life and opportunities in the Marine Corps to potential male and female recruits. We recommend that the Marine Corps further investigate ways to address potential adjustments to recruiting operations and communications as it continues to expand force gender integration.

Only about 7 percent of Marines are women. Assuming that the Marine Corps does not significantly increase its percentage of female Marines, maintaining the CJCS cadre requirement may be a challenge for the Marine Corps. There are few female Marines holding some of the specified open PMOSs for ETP units, and women with these PMOSs may not be due for rotation. A female population that already is spread thin will be even more dispersed.

Another area of concern is the role of the cadre and the expectations of the senior female Marines who have been assigned to these units. The female Marines making up each ETP unit's cadre are assigned to a specific billet to do a job. Doing their job is their primary responsibility. When the Marine Corps begins to assign female NCOs to the units participating in the ETP, it needs to make clear the expectations and responsibilities that will be placed on the cadre Marines. Will their cadre responsibilities be considered a collateral duty? If so, they will need to be informed of this and of what is expected of them, likely by the unit commander.

We also note that junior female Marines assigned to GCE units in the planned ETP program expansion may not work in proximity to more senior cadre Marines since they can be assigned anywhere in the unit. Currently, HQMC Manpower Management Division does not require that female NCOs be assigned in proximity to the cadre Marines and has received no specific guidance from HQMC Manpower Plans and Policy Division to take cadre considerations into account when mak-

ing assignments. If the cadre's role is to provide mentorship to female junior Marines, unit commanders may need to think about formal or informal ways to bring female Marines in the ETP units together on a recurring basis.

We also found from the survey that female enlisted and officers tend to rank fitting into the unit, job performance questions, and personal sanitary/hygiene concerns among their top concerns regarding assignment to a GCE unit or holding a combat arms PMOS. In addition, female enlisted tended to indicate items as definite concerns, while female officers tended to indicate items as slight concerns, suggesting that enlisted women are less sure about these types of assignments and classifications. We recommend that the Marine Corps inform cadre Marines and unit leadership of female Marines' concerns to include the differing concerns of enlisted Marines and officers, and perhaps the overall survey results, as they prepare to receive NCOs in their units. Such data will provide unit commanders with insights regarding potential gender integration implementation issues.

Appendix A: Women in Combat Units survey questionnaire

Your Occupation and Assignments

To get started, please tell us about your occupation and assignments.

1) Are you an active-duty or reserve Marine?
   a. Active-duty
   b. Reservist currently serving on active-duty
   c. Drilling Reservist not currently serving on active-duty (in the Selected Marine Corps Reserve (SMCR) or serving as an Individual Mobilization Augmentee (IMA))
   d. Other

2) What is your current paygrade?
   a. E1-E3
   b. E4-E5
   c. E6-E9
   d. O1-O3
   e. O4-O6
   f. O7 +
   g. WO-CWO5

3) How old are you?
   a. 18-25
   b. 26-34
   c. 35-44
   d. 45 and older

4) What is your gender?
   a. Male
   b. Female

5) Do you currently plan to remain in the Marine Corps beyond your current contract or service obligation?
   a. Yes, until retirement
   b. Yes, for at least one more tour or enlistment
   c. No
   d. Unsure

6) What types of deployments have you done? *Check all that apply.*
   a. OEF (Afghanistan, CJTF-HOA, Philippines, etc.; from Sept 11, 2001 to present)
   b. Iraq, from 2003 to present
   c. MEU
   d. Humanitarian Assistance/Disaster Relief
   e. Unit Deployment Program (UDP)
   f. Other
   g. I have not deployed yet

7) In which of the four Marine Air Ground Task Force (MAGTF) elements have you ever served (include all current and past assignments)? *Check all that apply.*
   a. Command Element/MEF
   b. Ground Combat Element/Division
   c. Aviation Combat Element/Wing
   d. Logistics Combat Element/Marine Logistics Group (MLG)
   e. None of the above
   f. Not sure

8) In which of the following ground combat element units have you ever served? *Check all that apply.*
   a. I have **not** served in an infantry, artillery, armor, or combat engineer unit
   b. I served in an infantry unit
   c. I served in an artillery unit
   d. I served in an armor (tank/assault amphibious vehicle) unit
   e. I served in a combat engineer unit
   f. I was assigned to a unit providing direct or general support to an infantry, artillery, armor, or combat engineer unit
   g. I was an **individual augmentee** attached to an infantry, artillery, armor, or combat engineer unit
   h. Not sure

Your Experiences and Thoughts About Serving with Female Marines

9) Have you ever been assigned to a unit in which you worked on a regular basis with both male and female Marines?
   a. Yes
   b. No

10) If you have been assigned to a unit in which you worked on a regular basis with both male and female Marines, how would you describe that aspect of the experience?
   a. I have not been assigned to a unit that in which I worked on a regular basis with both male and female Marines
   b. Very negative
   c. Somewhat negative
   d. Neutral
   e. Somewhat positive
   f. Very positive

Ground Combat PMOSs

Current policy excludes women from serving in primary military occupational specialties (PMOSs) where the primary mission is to engage in direct combat on the ground. These include PMOSs within several occupational fields, including 03 (infantry), 08 (artillery), and 18 (tank and assault amphibious vehicle). We refer to these as CLOSED PMOSs.

Please indicate how strongly you agree or disagree with the following statements regarding closed PMOSs:

REGARDING CLOSED PMOSs

11) I support women in the Marine Corps being able to serve in all PMOSs, including the ground combat PMOSs (infantry, artillery, tank/amphibious vehicle).
    a. Strongly agree
    b. Agree
    c. Neutral
    d. Disagree
    e. Strongly disagree

12) Women in the Marine Corps should be eligible to serve in infantry, artillery, and tank/amphibious vehicle PMOSs, but **only if they volunteer** for these PMOSs.
    a. Strongly agree
    b. Agree
    c. Neutral
    d. Disagree
    e. Strongly disagree

13) Women in the Marine Corps should be eligible to serve in infantry, artillery, and tank/amphibious vehicle PMOSs, **regardless of whether or not they volunteer** for these PMOSs.
    a. Strongly agree
    b. Agree
    c. Neutral
    d. Disagree
    e. Strongly disagree

Please indicate how potential changes to the policy that prohibits women from serving in closed ground combat PMOSs would change (or would have changed) your personal decisions.

REGARDING CLOSED PMOSs

14) If women could have ***volunteered*** to serve in infantry, armor, and artillery PMOSs when I joined the Marine Corps, I still would have joined.
    a. Definitely
    b. Probably
    c. Not sure
    d. Probably not
    e. Definitely not
    f. This would not have been a factor in my decision to join

15) If women could have been ***involuntarily*** assigned to infantry, armor, and artillery PMOSs when I joined the Marine Corps, I still would have joined.
    a. Definitely
    b. Probably
    c. Not sure
    d. Probably not
    e. Definitely not
    f. This would not have been a factor in my decision to join

16) If the current policy changes and women can ***volunteer*** to serve in any PMOS, including infantry, armor, and artillery PMOSs, this change will cause me to leave the Marine Corps at my first opportunity.
    a. Strongly agree
    b. Agree
    c. Not sure
    d. Disagree
    e. Strongly disagree
    f. This would not be a factor in my decision

17) If the current policy changes and women can be ***involuntarily*** assigned to any PMOS, including infantry, armor, and artillery PMOSs, this change will cause me to leave the Marine Corps at my first opportunity.
    a. Strongly agree
    b. Agree
    c. Not sure
    d. Disagree
    e. Strongly disagree
    f. This would not be a factor in my decision

Some Marines believe that there are benefits and challenges associated with changing the current policy that prohibits women from serving in ground combat PMOSs.

REGARDING CLOSED PMOSs

18) In your opinion, would the following outcomes increase or decrease if women could serve in ground combat PMOSs?

Outcome	Definitely would Increase	Might increase	Would stay the same	Might decrease	Definitely would decrease
a. The best Marine for a job filling it					
b. Intimate relationships among a unit's Marines (or Sailors) causing problems					
c. Enemies targeting women as POWs					
d. Unit combat effectiveness					
e. A unit's Marines being in danger					
f. Male Marines feeling obligated to protect female Marines					
g. Unit cohesion					
h. Male Marines being distracted from their jobs					
i. The number of female Marines not having the physical capabilities required for their jobs					
j. Female Marines being treated equally					
k. Limited duty (due to pregnancy, personal issues, or injury) before deployments affecting unit readiness					
l. A double standard in expectations based on gender					
m. Female Marines getting closer to the action					
n. Female Marines being at risk of sexual harassment or assault					
o. Female Marine career opportunities					
p. Enemies viewing us as vulnerable					
q. The Marine Corps' requirements for billeting and hygiene facilities					

r.	Female Marine promotion opportunities					
s.	Fraternization/Some Marines getting preferential treatment					
t.	Marines fearing false sexual harassment or assault allegations					
u.	Female Marines getting the PMOSs that they want					

19) Please provide any other outcomes NOT listed above that you believe would result from women being able to serve in ground combat PMOSs.
_____(text box)

20) If you were qualified and it were allowed, would you consider a lateral move to a ground combat PMOS? *Check all that apply.*
   a. I am currently in one of these PMOSs
   b. Yes – an Infantry PMOS (03XX)
   c. Yes – an Artillery PMOS (08XX)
   d. Yes – a Tank and Assault Amphibious Vehicle PMOS (18XX)
   e. No – I would not consider a lateral move of ***this*** type
   f. No – I would not consider a lateral move of ***any*** type

Ground Combat Element Assignments

Apart from the policy that restricts women from serving in ground combat PMOSs, current policy also limits where female Marines in any PMOS can be assigned within ground combat element (GCE) units. Female Marines in any PMOS cannot serve in GCE units at the Regiment level or below. (The one exception is that female Marines can serve in the Artillery Regiment (HQ Battery)). For example, a female administrator or communicator cannot serve in an infantry battalion. We refer to these as CLOSED UNITS.

REGARDING CLOSED UNITS

21) How much do you agree or disagree with the following statement regarding closed units? I support allowing female Marines **in PMOSs *currently* open to them** to serve in all GCE units, including those at the Regiment level and below.
    a. Strongly agree
    b. Agree
    c. Neutral
    d. Disagree
    e. Strongly disagree

22) What is the LOWEST command level in which you feel female Marines should be able to serve within the ground combat element?
    a. Division (similar to combat logistics group or aviation wing)
    b. Regiment (similar to combat logistics regiment or aviation group)
    c. Battalion (similar to combat logistics battalion or aviation squadron)
    d. Company (similar to combat logistics company or aviation division)
    e. Platoon (similar to combat logistics detachment/platoon or aviation work center)
    f. Squad
    g. Not sure

Please indicate how potential changes to the policy that prohibits female Marines serving in PMOSs currently open to them from being assigned to GCE units at the Regiment level and below would change (or would have changed) your personal decisions.

REGARDING CLOSED UNITS

23) If female Marines in PMOSs currently open to them could have ***volunteered*** for assignment to GCE units at the Regiment level and below (for example, a female administrator or communicator could volunteer to serve in an infantry battalion) when I joined the Marine Corps, I still would have joined.
    a. Definitely
    b. Probably
    c. Not sure
    d. Probably not
    e. Definitely not
    f. This would not have been a factor in my decision to join

24) If female Marines in PMOSs currently open to them could have been ***involuntarily*** assigned to GCE units at the Regiment level and below (for example, a female administrator or communicator could be involuntarily assigned to serve in an infantry battalion) when I joined the Marine Corps, I still would have joined.
    a. Definitely
    b. Probably
    c. Not sure
    d. Probably not
    e. Definitely not
    f. This would not have been a factor in my decision to join

25) If the current policy changes and female Marines in PMOSs currently open to them can ***volunteer*** for assignments to GCE units at the Regiment level and below (for example, a female administrator or communicator can volunteer to serve in an infantry battalion), this change will cause me to leave the Marine Corps at my first opportunity.
    a. Strongly agree
    b. Agree
    c. Not sure
    d. Disagree
    e. Strongly disagree
    f. This would not be a factor in my decision

26) If the current policy changes and female Marines in PMOSs currently open to them are ***involuntarily*** assigned to GCE units at the Regiment level and below (for example, a female administrator or communicator can be involuntarily assigned to serve in an infantry battalion), this change will cause me to leave the Marine Corps at my first opportunity.
    a. Strongly agree
    b. Agree
    c. Not sure

d. Disagree
e. Strongly disagree
f. This would not be a factor in my decision

Some Marines believe that there are benefits or challenges associated with changing the current policy that prohibits women from being assigned to GCE units at the Regiment level or below.

REGARDING CLOSED UNITS

27) In your opinion, which of the following outcomes would result if female Marines serving in currently open PMOSs could be assigned to GCE units at the Regiment level or below?

Outcome	Definitely would Increase	Might increase	Would stay the same	Might decrease	Definitely would decrease
a. The best Marine for a job filling it					
b. Intimate relationships among a unit's Marines (or Sailors) causing problems					
c. Enemies targeting women as POWs					
d. Unit combat effectiveness					
e. A unit's Marines being in danger					
f. Male Marines feeling obligated to protect female Marines					
g. Unit cohesion					
h. Male Marines being distracted from their jobs					
i. The number of female Marines not having the physical capabilities required for their jobs					
j. Female Marines being treated equally					
k. Limited duty (due to pregnancy, personal issues, or injury) before deployments affecting unit readiness					
l. A double standard in expectations based on gender					
m. Female Marines getting closer to the action					
n. Female Marines being at risk of sexual harassment or assault					
o. Female Marine career opportunities					
p. Enemies viewing us as vulnerable					
q. The Marine Corps' requirements for billeting and hygiene facilities					

r.	Female Marine promotion opportunities					
s.	Fraternization/Some Marines getting preferential treatment					
t.	Marines fearing false sexual harassment or assault allegations					

28) Please provide any other outcome NOT listed above that you believe would result from the assignment of female Marines to ground combat element units at the Regiment level or below.
_____(text box)

Physical Demands of Service in Ground Combat

Service in PMOSs currently closed to female Marines—including those in the 03 (infantry), 08 (artillery), and 18 (tank and assault amphibious vehicle) occupational fields—or service in closed ground combat element (GCE) units requires Marines to be foot mobile, carry heavy loads, and spend extended periods in a field environment.

REGARDING CLOSED PMOSs

29) Out of 10 average male Marines at your paygrade, how many do you think can currently meet the physical demands of service in the *ground combat PMOSs* (infantry, artillery, and tank/assault amphibious vehicle)?

    Please choose a number between 0 and 10:

    ○ ○ ○ ○ ○ ○ ○ ○ ○ ○ ○
    0 1 2 3 4 5 6 7 8 9 10

30) Out of 10 average female Marines at your paygrade, how many do you think can currently meet the physical demands of service in the *ground combat PMOSs* (infantry, artillery, and tank/assault amphibious vehicle)?

    Please choose a number between 0 and 10:

    ○ ○ ○ ○ ○ ○ ○ ○ ○ ○ ○
    0 1 2 3 4 5 6 7 8 9 10

31) For those female Marines who can meet the physical demands of service in the *ground combat PMOSs* (infantry, artillery, and tank/assault amphibious vehicle), how strongly would you support or oppose their service in a ground combat PMOS?
    a. Strongly support
    b. Somewhat support
    c. Neither support not oppose
    d. Somewhat oppose
    e. Strongly oppose
    f. Not sure

REGARDING CLOSED UNITS

32) Out of 10 average male Marines at your paygrade, how many do you think can currently meet the physical demands of service in the *ground combat element* (GCE), regardless of PMOS?

Please choose a number between 0 and 10:

o	o	o	o	o	o	o	o	o	o	o
0	1	2	3	4	5	6	7	8	9	10

33) Out of 10 average female Marines at your paygrade, how many do you think can currently meet the physical demands of service in the *ground combat element* (GCE), regardless of PMOS?

Please choose a number between 0 and 10:

o	o	o	o	o	o	o	o	o	o	o
0	1	2	3	4	5	6	7	8	9	10

34) How strongly would you support or oppose putting into place a screening test to determine whether a Marine (male or female) was physically qualified to serve in the *ground combat element (GCE)*, regardless of PMOS?

a. Strongly support
b. Somewhat support
c. Neither support nor oppose
d. Somewhat oppose
e. Strongly oppose
f. Not sure

35) For those female Marines who could pass a GCE physical screening test, how strongly would you support or oppose their service in the GCE, regardless of PMOS?

a. Strongly support
b. Somewhat support
c. Neither support nor oppose
d. Somewhat oppose
e. Strongly oppose
f. Not sure

Lioness Program/Female Engagement Teams/Cultural Support Teams

Some units have worked with female Marines on a variety of mission-specific teams that are unique to recent conflicts.

36) Have you ever been involved with the Lioness Program, Female Engagement Teams, or Cultural Support Teams? *Check all that apply.*
    a. I have no experience with any of these
    b. I participated in the Lioness Program
    c. I was on a Female Engagement Team (FET)
    d. I was on a Cultural Support Team (CST)
    e. My unit worked with the Lioness Program
    f. My unit worked with a Female Engagement Team (FET)
    g. My unit worked with a Cultural Support Team (CST)

37) If you have been involved with the Lioness Program, Female Engagement Teams, or Cultural Support Teams, how would you describe your experience working with female Marines on that mission?
    a. I have no experience with any of these
    b. Very positive
    c. Somewhat positive
    d. Neutral
    e. Somewhat negative
    f. Very negative

38) How much do you agree or disagree with the following statement? The Lioness Program, Female Engagement Teams, and Cultural Support Teams are good indicators of female Marines' future suitability to serve in GCE units at or below the Regimental level.
    a. I have no experience with any of these
    b. Strongly agree
    c. Agree
    d. Neutral
    e. Disagree
    f. Strongly disagree

39) Please provide any other comments about your experience working with female Marines in the Lioness program, Female Engagement Teams, or Cultural Support Teams.
    _____(text box)

OTHER COMMENTS

40) Are there any other comments, concerns, or issues about allowing female Marines to serve in ground combat PMOSs and units that you feel the Marine Corps leadership should be made aware of? If so, please provide them below.

_____(text box)

Female Marines Only

REGARDING CLOSED PMOSs

41) If you could have chosen to serve in a ground combat PMOS when you joined the Marine Corps, which occupational field would you have chosen? *Check all that apply*
    a. Infantry
    b. Armor
    c. Artillery
    d. I would not have chosen a ground combat PMOS

REGARDING CLOSED PMOSs

42) What additional outcomes would you anticipate if you personally could have been assigned to serve in a ground combat PMOSs?

Outcome	Definitely would happen	Might happen	Would not happen
a. I would have the PMOS that I wanted			
b. I would have more career opportunities			
c. I would have more promotion opportunities			
d. I would be treated equally			
e. I would get a better understanding of the Marine Corps			
f. I would get closer to the action			

REGARDING CLOSED PMOSs

43) What additional concerns would you have if you personally could serve in a ground combat PMOSs?

Outcome	Definitely a concern	Slight concern	Not a concern
a. The deployment pace			
b. My family would not support me			
c. My friends would not support me			
d. The physical strength required			
e. Pressure to suppress my femininity			
f. Being viewed differently by my male peers			
g. Being viewed differently by my female peers			
h. Fitting into the unit			
i. It being hard if I was the only female Marine in a unit			

j. Personal sanitary/hygiene concerns			
k. Feeling less comfortable reporting sexual assault/harassment			
l. Personal privacy in the field			
m. Failing at the PMOS-producing school			
n. Not being able to do a good job			

44) Please provide any other concerns NOT listed above that you would have from serving in a ground combat PMOS.

_____(text box)

Please indicate how strongly you agree or disagree with the following two statements:

REGARDING CLOSED UNITS

45) If policy changes and female Marines in any PMOS are allowed to be assigned to GCE units at the Regiment level and below (for example, you could be assigned to an infantry battalion), I will volunteer for such an assignment.
    a. Strongly agree
    b. Agree
    c. Not sure
    d. Disagree
    e. Strongly disagree

46) What is the LOWEST command level at which you would volunteer for assignment to a GCE unit?
    a. Division (similar to combat logistics group or aviation wing)
    b. Regiment (similar to combat logistics regiment or aviation group)
    c. Battalion (similar to combat logistics battalion or aviation squadron)
    d. Company (similar to combat logistics company or aviation division)
    e. Platoon (similar to combat logistics detachment/platoon or aviation work center)
    f. Squad
    g. Not sure

REGARDING CLOSED UNITS

47) What additional outcomes would you anticipate if, serving in your current PMOS, you personally could be assigned to a GCE unit at the Regiment level or below (for example you could be assigned to an infantry battalion)?

Outcome	Definitely would happen	Might happen	Would not happen
a. I would have more career opportunities			
b. I would have more promotion opportunities			
c. I would be treated equally			
d. I would get a better understanding of the Marine Corps			
e. I could get closer to the action			

REGARDING CLOSED UNITS

48) What additional concerns would you have if you personally could be assigned to a GCE unit at the Regiment level or below (for example you could be assigned to an infantry battalion)?

Outcome	Definitely a concern	Slight concern	Not a concern
a. The deployment pace			
b. My family would not support me			
c. My friends would not support me			
d. The physical strength required			
e. Pressure to suppress my femininity			
f. Being viewed differently by my male peers			
g. Being viewed differently by my female peers			
h. Fitting into the unit			
i. It being hard if I was the only female Marine in a unit			
j. Personal sanitary/hygiene concerns			
k. Feeling less comfortable reporting sexual assault/harassment			
l. Personal privacy in the field			
m. Not being able to do a good job			

49) Please provide any other concerns NOT listed above that you would have from being assigned to a GCE unit at the Regiment level or below.

_____(text box)

Appendix B: Defining occupation groups

In table 9, we list the occupational fields for the PMOSs that correspond to our aviation, other noncombat, infantry, and other combat occupational groups.

Table 9. Occupational fields for PMOSs that correspond to our occupation groups

Occupational field number	Description
	Aviation occupation group
60XX	Aircraft Maintenance
61XX	Aircraft Maintenance (Rotary-Wing)
62XX	Aircraft Maintenance (Fixed Wing)
63XX	Organizational Avionics Maintenance
64XX	Intermediate Avionics Maintenance
65XX	Aviation Ordnance
66XX	Aviation Logistics
68XX	Meteorology and Oceanography (Metoc)
70XX	Airfield Services
72XX	Air Control/Air Support/Anti-air Warfare/Air Traffic Control
73XX	Navigation Officer and Enlisted Flight Crews
75XX	Pilots/Naval Flight Officers
	Other noncombat occupation group
01XX	Personnel and Administration
02XX	Intelligence
04XX	Logistics
05XX	Marine Air Ground Task Force (MAGTF) Plans
06XX	Communications
09XX	Training
13XX	Engineer, Construction, Facilities, and Equipment
23XX	Ammunition and Explosive Ordnance Disposal
26XX	Signals Intelligence/Ground Electronic Warfare
27XX	Linguist
28XX	Ground Electronics Maintenance
30XX	Supply Administration and Operations
31XX	Distribution Management
33XX	Food Service
34XX	Financial Management
35XX	Motor Transport

Table 9. Occupational fields for PMOSs that correspond to our occupation groups

Occupational field number	Description
41XX	Marine Corps Community Services (MCCS)
43XX	Public Affairs
44XX	Legal Affairs
46XX	Combat Camera (ComCam)
48XX	Recruiting
55XX	Music
57XX	Chemical, Biological, Radiological, and Nuclear (CBRN) Defense
58XX	Military Police, Investigations, and Corrections
59XX	Electronics Maintenance
80XX	Miscellaneous Military Occupational Specialties for certain ranks
	Infantry occupation group
03XX	Infantry
	Other combat occupation group
08XX	Field Artillery
18XX	Tanks and Assault Amphibious Vehicle
21XX	Ground Ordnance Maintenance

Appendix C: Policy change regression results

Tables 10 and 11 provide our policy change regression results.

Table 10. Q12: "To what extent do you agree with the statement, 'Women in the Marine Corps should be eligible to serve in infantry, artillery, and tank/amphibious vehicle PMOSs, but only if they volunteer for these PMOSs'?"[1,2]

	Men		Women	
	Enlisted	Officers	Enlisted	Officers
AFQT	0.996***	--	1.002	--
Postgraduate education	--	1.167*	--	1.543
Age	1.016**	0.994	1.044**	0.944
Time in service	1.001	1.002**	0.993***	1.002
Married	1.010	1.029	0.816**	1.056
PFT class 2	1.154***	0.674	0.973	0.644
PFT class 3	1.365***	0.791	0.541***	dropped
PFT class 4	1.055	1.000	1.076	dropped
PFT missing	1.000	1.000	1.000	1.000
CFT class 2	1.201***	1.003	1.025	0.353
CFT class 3	2.512***	dropped	2.439	dropped
CFT class 4	0.552*	1.000	0.917	dropped
CFT missing	1.000	1.000	1.000	1.000
Aviation	1.049	0.928	1.125	1.561**
Other combat	0.663***	0.654***	--	--
Infantry	0.422***	0.334***	--	--
E1-E3	0.901	--	0.627**	--
E4-E5	0.817***	--	0.795	--
O1-O3	--	1.260**	--	0.760
O7-O10[3]	--	1.227	--	--
Any deployments	0.745***	0.9655312	1.044	0.618*
FET-like experience	0.731***	0.793***	0.958	0.864
Constant	0.443***	0.282***	1.013	7.152
Pseudo R-squared	0.034	0.027	0.008	0.029
Observations	28,647	6,519	3,064	491

Numbers reported are odds ratios. *** represents statistical significant at the 1-percent level; ** represents significance at the 5-percent level, and * at the 10-percent level.

[1]Responses "Definitely," "Probably," and "Not sure" were coded as 1s, all other responses take a value of 0. In the table, "dropped" indicates that the variable was dropped from the regression due to collinearity and "--" indicates that the variable was not used in that estimation.
[2]These estimations were restricted to the population of Marines who indicated in the beginning of the survey that they planned to stay in the USMC beyond their current contract or service obligation.
[3]In the female estimations, we combine the O4-O6 and O7-O10 paygrade groups, since there are so few female general officers. O4-O10 thus becomes the relevant comparison group for the O1-O3 female officers.

Table 11. Q21: "To what extent do you agree with the statement, 'I support allowing female Marines in PMOSs currently open to them to serve in all GCE units, including those at the Regiment level and below'?"[1,2]

	Men		Women	
	Enlisted	Officers	Enlisted	Officers
AFQT	1.005***	--	1.012***	--
Postgraduate education	--	1.157**	--	1.299
Age	1.014**	1.022*	1.038**	0.977
Time in service	1.003***	1.000	0.997*	0.999
Married	1.042	1.051	0.776***	0.957
PFT class 2	1.116***	0.859	1.100	0.455
PFT class 3	1.139	dropped	1.029	dropped
PFT class 4	1.037	0.196	0.754	dropped
PFT missing	1.000	1.000	1.000	1.000
CFT class 2	1.205***	0.982	1.086	0.585
CFT class 3	1.465	--	1.800	dropped
CFT class 4	0.825	1.000	0.679	dropped
CFT missing	1.000	1.000	1.000	1.000
Aviation	0.913***	1.054	1.057	1.910**
Other combat	0.764***	0.627***	--	--
Infantry	0.524***	0.396***	--	--
E1-E3	0.862**	--	0.733	--
E4-E5	0.822***	--	0.885	--
O1-O3	--	1.181*	--	0.371**
O7-O10[3]	--	1.009	--	--
Any deployments	0.750***	0.906	0.950	0.678
FET-like experience	0.860***	0.919	1.166	1.539
Constant	0.236***	0.319***	0.364**	22.378**
Pseudo R-squared	0.032	0.026	0.014	0.032
Observations	28,529	6,509	3,048	489

Numbers reported are odds ratios. *** represents statistical significant at the 1-percent level; ** represents significance at the 5-percent level, and * at the 10-percent level.

[1]Responses "Definitely," "Probably," and "Not sure" were coded as 1's, all other responses take a value of 0. In the table, "dropped" indicates that the variable was dropped from the regression due to collinearity and "--" indicates that the variable was not used in that estimation.
[2]These estimations were restricted to the population of Marines who indicated in the beginning of the survey that they planned to stay in the USMC beyond their current contract or service obligation.
[3]In the female estimations, we combine the O4-O6 and O7-O10 paygrade groups, since there are so few female general officers. O4-O10 thus becomes the relevant comparison group for the O1-O3 female officers.

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Appendix D: Categorization of outcome questions

The Women in Combat Units Survey included questions about benefits and challenges associated with changing the ground combat assignment rule for female servicemembers. For our analysis of other attitudes regarding potential outcomes associated with gender integration policy changes, we group the list of outcome questions into the three following categories

- Readiness, unit cohesion, and moral
- Female career opportunities
- Quality and standards

In this appendix, we list the questions grouped under each category.

Readiness, unit cohesion, and morale outcome questions

Q18b/Q27b	Intimate relationships among a unit's Marines (or Sailors) causing problems
Q18c/Q27c	Enemies targeting women as POWs
Q18d/Q27d	Unit combat effectiveness
Q18e/Q27e	A unit's Marines being in danger
Q18f/Q27f	Male Marines feeling obligated to protect female Marines
Q18g/Q27g	Male Marines being distracted from their jobs
Q18k/Q27k	Limited duty (due to pregnancy, personal issues, or injury) before deployments affecting unit readiness
Q18n/Q27n	Female Marines being at risk of sexual harassment or assault

Q18p/Q27p	Enemies viewing us as vulnerable
Q18s/Q27s	Fraternization/some Marines getting preferential treatment
Q18t/Q27t	Marines fearing false sexual harassment or assault allegations

Female career opportunities outcome questions

Q18m/Q27m	Female Marines getting closer to the action
Q18o/27o	Female career opportunities
Q18r/Q27r	Female Marine promotion opportunities
Q18u	Female Marines getting the PMOSs that they want

Quality and standards outcome questions

Q18a/Q27a	The best Marine for a job filling it
Q18i/Q27i	The number of female Marines not having the physical capabilities required for their jobs
Q18l/Q27l	A double standard in expectations based on gender

Appendix E: Outcome measure regression results

In tables 12 through 37, we provide the regression results for unit readiness, cohesion, and morale outcome measures.

In tables 38 through 44, we provide the regression results for female Marine career opportunities.

In tables 45 through 50, we provide the regression results for quality and standards outcome measures.

Table 12. Q18c: "Would there be an increase in enemies targeting women as POWs if women were allowed to serve in ground combat PMOSs?"[1]

	Men		Women	
	Enlisted	Officers	Enlisted	Officers
AFQT	1.007***	--	1.000	--
Postgraduate education	--	0.968	--	0.872
Age	1.001	1.037**	0.976	0.946
Time in service	1.001	0.999	1.004*	1.004
Married	1.054	0.998	1.180*	1.263
PFT class 2	0.989	1.150	1.065	0.526
PFT class 3	0.924	0.147**	0.764	dropped
PFT class 4	0.941	dropped	1.563	dropped
PFT missing	dropped	dropped	dropped	dropped
CFT class 2	0.969	1.230	0.938	2.596
CFT class 3	0.763	0.362	0.895	dropped
CFT class 4	1.031	dropped	0.550	dropped
CFT missing	dropped	dropped	dropped	dropped
Aviation	1.112**	1.214**	1.127	1.335
Other combat	0.948	0.866	--	--
Infantry	1.010	0.820*	--	--
E1-E3	1.087	--	1.195	--
E4-E5	1.174**	--	1.255	--
O1-O3	--	1.325**	--	1.186
O7-O10[2]	--	0.581	--	--
Oppose question 31[3]	3.143***	1.941***	3.284***	4.473***
Ambivalent question 31	1.126***	0.600***	0.837	0.360***
Any deployments	0.969	0.744**	0.904	0.885
FET-like experience	0.818***	0.914	0.806	0.540**
Constant	1.962***	1.575	4.297***	10.94*
Pseudo R-squared	0.043	0.046	0.035	0.132
Observations	28,264	6,474	3,029	488

Numbers reported are odds ratios. *** represents statistical significant at the 1-percent level; ** represents significance at the 5-percent level, and * at the 10-percent level.

[1]Responses "Definitely would increase" and "Might increase" were coded as 1's, all other responses take a value of 0. In the table, "dropped" indicates that the variable was dropped from the regression due to collinearity and "--" indicates that the variable was not used in that estimation.

[2]In the female estimations, we combine the O4-O6 and O7-O10 paygrade groups, since there are so few female general officers. O4-O10 thus becomes the relevant comparison group for the O1-O3 female officers.

[3]Question 31 asks Marines if they support allowing female Marines who can meet the physical demands of service in the ground combat PMOSs to serve in them.

Table 13. Q27c: "Would there be an increase in enemies targeting women as POWs if women could be assigned to GCE units at the Regiment level or below?"[1]

	Men		Women	
	Enlisted	Officers	Enlisted	Officers
AFQT	1.005***	--	0.996	--
Postgraduate education	--	0.880	--	0.756
Age	1.029***	1.033**	1.007	1.009
Time in service	0.999	0.999	1.000	1.000
Married	0.982	0.914	1.092	1.412*
PFT class 2	0.939	1.342	1.152	0.786
PFT class 3	0.925	0.222	1.175	dropped
PFT class 4	0.960	dropped	1.472	dropped
PFT missing	dropped	dropped	dropped	dropped
CFT class 2	0.966	1.094	0.895	3.823*
CFT class 3	1.122	dropped	1.348	dropped
CFT class 4	0.809	1.639	0.934	dropped
CFT missing	dropped	dropped	dropped	dropped
Aviation	1.102**	1.240***	1.193*	1.818**
Other combat	0.971	0.784**	--	--
Infantry	1.119**	0.992	--	--
E1-E3	1.022	--	0.931	--
E4-E5	1.101*	--	1.067	--
O1-O3	--	1.272**	--	1.273
O7-O10[2]	--	0.663	--	--
Oppose question 31[3]	3.612***	2.149***	3.205***	2.389**
Ambivalent question 31	1.213***	0.612***	0.923	0.429***
Any deployments	0.938	0.871	0.867	0.851
FET-like experience	0.809***	0.922	0.760**	0.651*
Constant	0.791	0.951	2.329*	0.954
Pseudo R-squared	0.056	0.055	0.035	0.101
Observations	28,087	6,432	3,016	485

Numbers reported are odds ratios. *** represents statistical significant at the 1% level; ** represents significance at the 5 percent level, and * at the 10 percent level.

[1]Responses "Definitely would increase" and "Might increase" were coded as 1's, all other responses take a value of 0. In the table, "dropped" indicates that the variable was dropped from the regression due to collinearity and "--" indicates that the variable was not used in that estimation.

[2]In the female estimations, we combine the O4-O6 and O7-O10 paygrade groups, since there are so few female general officers. O4-O10 thus becomes the relevant comparison group for the O1-O3 female Marines.

[3]Question 31 asks Marines if they support allowing female Marines who can meet the physical demands of service in the ground combat PMOSs to serve in them.

Table 14. Q18d: "Would there be a decrease in unit combat effectiveness if women were allowed to serve in ground combat PMOSs?"[1]

	Men		Women	
	Enlisted	Officers	Enlisted	Officers
AFQT	1.012***	--	1.008***	--
Postgraduate education	--	0.866	--	0.994
Age	0.989	0.998	0.957**	0.978
Time in service	1.001	1.000	1.006***	1.000
Married	0.981	0.920	1.126	0.777
PFT class 2	0.840***	0.777	0.840	0.149
PFT class 3	0.728***	2.174	1.149	dropped
PFT class 4	0.907	1.271	0.484**	dropped
PFT missing	dropped	dropped	dropped	dropped
CFT class 2	0.853***	1.006	0.978	2.594
CFT class 3	0.602	dropped	3.326*	dropped
CFT class 4	1.431	dropped	0.621	dropped
CFT missing	dropped	dropped	dropped	dropped
Aviation	0.933*	0.965	1.007	0.977
Other combat	1.209***	1.226*	--	--
Infantry	1.489***	1.802***	--	--
E1-E3	1.056	--	1.376	--
E4-E5	1.146**	--	1.480**	--
O1-O3	--	0.988	--	0.842
O7-O10[2]	--	1.031	--	--
Oppose question 31[3]	7.300***	9.459***	4.572***	4.768***
Ambivalent question 31	0.507***	0.369***	0.373***	0.194***
Any deployments	1.309***	0.938	0.810**	0.580*
FET-like experience	1.280***	1.140	1.140	0.828
Constant	0.488***	1.855	0.777	5.184
Pseudo R-squared	0.23	0.302	0.158	0.251
Observations	28,188	6,455	3,019	487

Numbers reported are odds ratios. *** represents statistical significant at the 1-percent level; ** represents significance at the 5-percent level, and * at the 10-percent level.

[1]Responses "Definitely would decrease" and "Might decrease" were coded as 1's, all other responses take a value of 0. In the table, "dropped" indicates that the variable was dropped from the regression due to collinearity and "--" indicates that the variable was not used in that estimation.

[2]In the female estimations, we combine the O4-O6 and O7-O10 paygrade groups, since there are so few female general officers. O4-O10 thus becomes the relevant comparison group for the O1-O3 female officers.

[3]Question 31 asks Marines if they support allowing female Marines who can meet the physical demands of service in the ground combat PMOSs to serve in them.

Table 15. Q27d: "Would there be a decrease in unit combat effectiveness if women could be assigned to GCE units at the Regiment level or below?"[1]

	Males		Females	
	Enlisted	Officers	Enlisted	Officers
AFQT	1.009***	--	1.006**	--
Postgraduate education	--	0.868*	--	1.050
Age	1.005	1.009	0.989	0.994
Time in service	1.000	1.000	1.002	1.004
Married	0.987	0.967	1.159	1.423
PFT class 2	0.883***	0.980	0.911	dropped
PFT class 3	0.887	1.143	1.610*	dropped
PFT class 4	0.874	2.829	1.075	dropped
PFT missing	dropped	dropped	dropped	dropped
CFT class 2	0.875***	0.931	0.911	5.757**
CFT class 3	0.658	dropped	1.644	dropped
CFT class 4	1.320	0.459	1.832	dropped
CFT missing	dropped	dropped	dropped	dropped
Aviation	0.950	0.993	1.045	0.808
Other combat	1.248***	1.110	--	--
Infantry	1.490***	1.667***	--	--
E1-E3	1.018	--	0.881	--
E4-E5	1.061	--	1.000	--
O1-O3	--	1.080	--	1.717
O7-O10[2]	--	1.398	--	--
Oppose question 31[3]	5.672***	4.478***	3.613***	2.666***
Ambivalent question 31	0.606***	0.409***	0.373***	0.226***
Any deployments	1.239***	1.150	0.847	0.522**
FET-like experience	1.161***	1.055	1.241*	0.944
Constant	0.289***	0.583	0.422*	0.418
Pseudo R-squared	0.187	0.197	0.146	0.196
Observations	28,066	6,432	3,009	476

Numbers reported are odds ratios. *** represents statistical significant at the 1-percent level; ** represents significance at the 5-percent level, and * at the 10-percent level.

[1]Responses "Definitely would decrease" and "Might decrease" were coded as 1's, all other responses take a value of 0. In the table, "dropped" indicates that the variable was dropped from the regression due to collinearity and "--" indicates that the variable was not used in that estimation.

[2]In the female estimations, we combine the O4-O6 and O7-O10 paygrade groups, since there are so few female general officers. O4-O10 thus becomes the relevant comparison group for the O1-O3 female officers.

[3]Question 31 asks Marines if they support allowing female Marines who can meet the physical demands of service in the ground combat PMOSs to serve in them.

Table 16. Q18e: "Would there be an increase in a unit's Marines being in danger if women were allowed to serve in ground combat PMOSs?"[1]

	Men		Women	
	Enlisted	Officers	Enlisted	Officers
AFQT	0.999*	--	0.991***	--
Postgraduate education	--	0.877	--	0.540
Age	1.002	1.028**	1.003	0.915
Time in service	0.998***	0.998*	0.998	1.000
Married	0.984	0.871*	0.975	0.862
PFT class 2	0.956	1.196	1.077	1.625
PFT class 3	0.972	0.257	1.356	dropped
PFT class 4	0.868	2.098	1.102	dropped
PFT missing	dropped	dropped	dropped	dropped
CFT class 2	0.910**	0.955	0.854	6.281**
CFT class 3	0.585*	dropped	0.204	dropped
CFT class 4	1.260	4.400	0.513	dropped
CFT missing	dropped	dropped	dropped	dropped
Aviation	0.989	1.105	0.924	0.711
Other combat	1.127**	0.886	--	--
Infantry	1.212***	1.177*	--	--
E1-E3	1.158**	--	1.058	--
E4-E5	1.253***	--	1.117	--
O1-O3	--	1.101	--	0.525
O7-O10[2]	--	0.938	--	--
Oppose question 31[3]	3.941***	4.500***	3.434***	2.964***
Ambivalent question 31	0.698***	0.591***	0.440***	0.178***
Any deployments	1.109***	0.997	0.922	0.909
FET-like experience	1.105***	1.138**	1.068	0.847
Constant	0.832	0.275***	1.487	16.18
Pseudo R-squared	0.12	0.149	0.109	0.256
Observations	28,173	6,446	3,013	484

Numbers reported are odds ratios. *** represents statistical significant at the 1-percent level; ** represents significance at the 5-percent level, and * at the 10-percent level.

[1]Responses "Definitely would increase" and "Might increase" were coded as 1's, all other responses take a value of 0. In the table, "dropped" indicates that the variable was dropped from the regression due to collinearity and "--" indicates that the variable was not used in that estimation.

[2]In the female estimations, we combine the O4-O6 and O7-O10 paygrade groups, since there are so few female general officers. O4-O10 thus becomes the relevant comparison group for the O1-O3 female officers.

[3]Question 31 asks Marines if they support allowing female Marines who can meet the physical demands of service in the ground combat PMOSs to serve in them.

Table 17. Q27e: "Would there be an increase in a unit's Marines being in danger if women could be assigned to GCE units at the Regiment level or below?"[1]

	Men		Women	
	Enlisted	Officers	Enlisted	Officers
AFQT	0.995***	--	0.987***	--
Postgraduate education	--	0.946	--	0.281**
Age	1.019***	1.038***	0.999	0.980
Time in service	0.997***	0.999	0.999	1.001
Married	0.934**	0.936	1.108	1.418
PFT class 2	0.967	1.207	1.075	0.317
PFT class 3	0.941	dropped	0.981	dropped
PFT class 4	0.886	3.669	1.062	dropped
PFT missing	dropped	dropped	dropped	dropped
CFT class 2	0.929*	1.152	0.812*	6.374**
CFT class 3	0.666	dropped	1.332	dropped
CFT class 4	1.150	4.568	1.332	dropped
CFT missing	dropped	dropped	dropped	dropped
Aviation	1.061*	1.120*	1.057	0.623
Other combat	1.074	0.994	--	--
Infantry	1.249***	1.222**	--	--
E1-E3	1.082	--	0.866	--
E4-E5	1.173***	--	0.967	--
O1-O3	--	1.300***	--	0.898
O7-O10[2]	--	0.588	--	--
Oppose question 31[3]	4.177***	3.793***	3.028***	2.528**
Ambivalent question 31	0.822***	0.611***	0.502***	0.272***
Any deployments	0.986	0.913	0.827*	0.710
FET-like experience	0.995	1.029	0.925	0.719
Constant	0.879	0.160***	2.450*	0.963
Pseudo R-squared	0.107	0.119	0.089	0.196
Observations	28,078	6,423	3,011	480

Numbers reported are odds ratios. *** represents statistical significant at the 1-percent level; ** represents significance at the 5-percent level, and * at the 10-percent level.

[1]Responses "Definitely would increase" and "Might increase" were coded as 1's, all other responses take a value of 0. In the table, "dropped" indicates that the variable was dropped from the regression due to collinearity and "--" indicates that the variable was not used in that estimation.

[2]In the female estimations, we combine the O4-O6 and O7-O10 paygrade groups, since there are so few female general officers. O4-O10 thus becomes the relevant comparison group for the O1-O3 female officers.

[3]Question 31 asks Marines if they support allowing female Marines who can meet the physical demands of service in the ground combat PMOSs to serve in them.

Table 18. Q18h: "Would there be an increase in male Marines being distracted from their jobs if women were allowed to serve in ground combat PMOSs?"[1]

	Men		Women	
	Enlisted	Officers	Enlisted	Officers
AFQT	1.003***	--	0.996*	--
Postgraduate education	--	1.010	--	0.639
Age	0.983**	1.017	0.961**	0.941
Time in service	1.000	0.999	1.003	1.006*
Married	1.069*	0.904	1.185**	0.978
PFT class 2	0.949	1.009	0.764**	0.619
PFT class 3	0.882	0.163*	0.770	dropped
PFT class 4	0.872	2.740	0.641*	dropped
PFT missing	dropped	dropped	dropped	dropped
CFT class 2	0.879***	0.874	1.114	1.162
CFT class 3	0.909	dropped	1.398	dropped
CFT class 4	1.337	1.150	1.558	dropped
CFT missing	dropped	dropped	dropped	dropped
Aviation	0.964	1.120	0.880	0.785
Other combat	1.358***	1.244*	--	--
Infantry	1.259***	1.260**	--	--
E1-E3	0.871*	--	0.874	--
E4-E5	1.041	--	1.086	--
O1-O3	--	1.154	--	0.853
O7-O10[2]	--	0.662	--	--
Oppose question 31[3]	3.446***	2.580***	3.404***	5.312***
Ambivalent question 31	0.834***	0.558***	0.597***	0.618
Any deployments	1.110**	1.057	0.889	0.799
FET-like experience	1.048	1.027	0.996	1.161
Constant	3.673***	1.817	6.959***	5.040
Pseudo R-squared	0.073	0.085	0.064	0.117
Observations	28,178	6,439	3,017	485

Numbers reported are odds ratios. *** represents statistical significant at the 1-percent level; ** represents significance at the 5-percent level, and * at the 10-percent level.

[1]Responses "Definitely would increase" and "Might increase" were coded as 1's, all other responses take a value of 0. In the table, "dropped" indicates that the variable was dropped from the regression due to collinearity and "--" indicates that the variable was not used in that estimation.

[2]In the female estimations, we combine the O4-O6 and O7-O10 paygrade groups, since there are so few female general officers. O4-O10 thus becomes the relevant comparison group for the O1-O3 female officers.

[3]Question 31 asks Marines if they support allowing female Marines who can meet the physical demands of service in the ground combat PMOSs to serve in them.

Table 19. Q27h: "Would there be an increase in male Marines being distracted from their jobs if women could be assigned to GCE units at the Regiment level or below?"[1]

	Men		Women	
	Enlisted	Officers	Enlisted	Officers
AFQT	1.007***	--	0.997	--
Postgraduate education	--	0.910	--	0.898
Age	0.995	1.005	0.976	0.971
Time in service	1.001	1.000	1.002	1.006*
Married	1.020	0.921	1.091	0.798
PFT class 2	0.910**	0.875	0.882	0.678
PFT class 3	0.920	0.937	1.158	dropped
PFT class 4	0.769**	dropped	0.613*	dropped
PFT missing	dropped	dropped	dropped	dropped
CFT class 2	0.882***	0.896	0.999	2.022
CFT class 3	0.842	dropped	0.995	dropped
CFT class 4	0.683	dropped	1.592	dropped
CFT missing	dropped	dropped	dropped	dropped
Aviation	0.888***	0.999	1.031	0.751
Other combat	1.275***	1.466***	--	--
Infantry	1.350***	1.326**	--	--
E1-E3	0.837**	--	0.850	--
E4-E5	1.014	--	1.078	--
O1-O3	--	1.125	--	1.602
O7-O10[2]	--	0.467**	--	--
Oppose question 31[3]	4.516***	2.610***	3.624***	5.668***
Ambivalent question 31	1.136***	0.565***	0.694***	0.541*
Any deployments	1.134***	1.003	0.974	0.806
FET-like experience	1.025	1.153*	0.786**	1.022
Constant	1.525**	2.933**	4.127***	1.178
Pseudo R-squared	0.086	0.087	0.056	0.137
Observations	28,039	6,411	3,006	483

Numbers reported are odds ratios. *** represents statistical significant at the 1-percent level; ** represents significance at the 5-percent level, and * at the 10-percent level.

[1]Responses "Definitely would increase" and "Might increase" were coded as 1's, all other responses take a value of 0. In the table, "dropped" indicates that the variable was dropped from the regression due to collinearity and "--" indicates that the variable was not used in that estimation.

[2]In the female estimations, we combine the O4-O6 and O7-O10 paygrade groups, since there are so few female general officers. O4-O10 thus becomes the relevant comparison group for the O1-O3 female officers.

[3]Question 31 asks Marines if they support allowing female Marines who can meet the physical demands of service in the ground combat PMOSs to serve in them.

Table 20. Q18k: "Would there be an increase in limited duty before deployments affecting unit readiness if women were allowed to serve in ground combat PMOSs?"[1]

	Men		Women	
	Enlisted	Officers	Enlisted	Officers
AFQT	1.009***	--	0.996	--
Postgraduate education	--	0.727***	--	1.179
Age	0.975***	0.990	0.999	0.910**
Time in service	1.001	1.002	1.000	1.008**
Married	1.096**	0.797**	1.009	1.239
PFT class 2	0.936	1.153	0.953	0.403
PFT class 3	0.811	dropped	1.261	dropped
PFT class 4	0.849	dropped	0.637*	dropped
PFT missing	dropped	dropped	dropped	dropped
CFT class 2	0.901*	0.791	0.912	1.797
CFT class 3	1.219	dropped	4.445	dropped
CFT class 4	0.756	0.232*	0.836	dropped
CFT missing	dropped	dropped	dropped	dropped
Aviation	0.957	1.093	0.969	0.832
Other combat	1.297***	1.264	--	--
Infantry	1.297***	1.563***	--	--
E1-E3	0.683***	--	0.833	--
E4-E5	0.962	--	1.108	--
O1-O3	--	1.198	--	1.024
O7-O10[2]	--	0.693	--	--
Oppose question 31[3]	4.262***	3.332***	2.839***	2.018
Ambivalent question 31	1.071*	0.606***	0.581***	0.241***
Any deployments	1.068	1.115	0.885	0.623*
FET-like experience	1.035	1.130	0.766**	0.666
Constant	3.923***	5.329***	4.038***	34.34***
Pseudo R-squared	0.078	0.1	0.054	0.128
Observations	28,216	6,462	3,018	487

Numbers reported are odds ratios. *** represents statistical significant at the 1-percent level; ** represents significance at the 5-percent level, and * at the 10-percent level.

[1]Responses "Definitely would increase" and "Might increase" were coded as 1's, all other responses take a value of 0. In the table, "dropped" indicates that the variable was dropped from the regression due to collinearity and "--" indicates that the variable was not used in that estimation.

[2]In the female estimations, we combine the O4-O6 and O7-O10 paygrade groups, since there are so few female general officers. O4-O10 thus becomes the relevant comparison group for the O1-O3 female officers.

[3]Question 31 asks Marines if they support allowing female Marines who can meet the physical demands of service in the ground combat PMOSs to serve in them.

Table 21. Q27k: "Would there be an increase in limited duty before deployments affecting unit readiness if women could be assigned to GCE units at the Regiment level or below?"[1]

	Men		Women	
	Enlisted	Officers	Enlisted	Officers
AFQT	1.011***	--	0.997	--
Postgraduate education	--	0.790**	--	0.804
Age	0.989	0.991	1.036*	0.920*
Time in service	1.001*	1.001	0.997	1.009**
Married	0.993	0.907	1.124	1.229
PFT class 2	0.932	1.055	1.086	0.426
PFT class 3	0.974	0.641	1.355	dropped
PFT class 4	0.844	dropped	0.697	dropped
PFT missing	dropped	dropped	dropped	dropped
CFT class 2	0.975	0.778	1.019	1.547
CFT class 3	0.935	dropped	2.272	dropped
CFT class 4	0.790	0.587	1.113	dropped
CFT missing	dropped	dropped	dropped	dropped
Aviation	0.906**	1.106	0.840*	0.909
Other combat	1.177**	0.962	--	--
Infantry	1.316***	1.324*	--	--
E1-E3	0.638***	--	0.926	--
E4-E5	0.895*	--	1.118	--
O1-O3	--	0.997	--	1.245
O7-O10[2]	--	0.940	--	--
Oppose question 31[3]	4.668***	3.216***	2.980***	2.572**
Ambivalent question 31	1.371***	0.612***	0.693***	0.467**
Any deployments	1.098**	1.325**	0.984	0.588**
FET-like experience	1.078*	1.188*	0.836	0.980
Constant	1.613***	5.373***	1.199	10.69*
Pseudo R-squared	0.089	0.09	0.048	0.088
Observations	28,038	6,412	3,004	481

Numbers reported are odds ratios. *** represents statistical significant at the 1-percent level; ** represents significance at the 5-percent level, and * at the 10-percent level.

[1]Responses "Definitely would increase" and "Might increase" were coded as 1's, all other responses take a value of 0. In the table, "dropped" indicates that the variable was dropped from the regression due to collinearity and "--" indicates that the variable was not used in that estimation.

[2]In the female estimations, we combine the O4-O6 and O7-O10 paygrade groups, since there are so few female general officers. O4-O10 thus becomes the relevant comparison group for the O1-O3 female officers.

[3]Question 31 asks Marines if they support allowing female Marines who can meet the physical demands of service in the ground combat PMOSs to serve in them.

Table 22. Q18p: "Would there be an increase in enemies viewing us as vulnerable if women were allowed to serve in ground combat PMOSs?"[1]

	Men		Women	
	Enlisted	Officers	Enlisted	Officers
AFQT	0.998***	--	0.985***	--
Postgraduate education	--	0.878	--	0.558*
Age	1.016**	1.021	0.986	0.946
Time in service	0.997***	1.000	1.001	1.004
Married	0.978	1.024	1.078	1.551**
PFT class 2	0.939	1.198	1.127	1.481
PFT class 3	0.871	0.120*	0.916	dropped
PFT class 4	0.853	dropped	0.695	dropped
PFT missing	dropped	dropped	dropped	dropped
CFT class 2	0.882***	1.230	0.879	1.799
CFT class 3	0.739	dropped	0.615	dropped
CFT class 4	0.811	2.390	0.691	dropped
CFT missing	dropped	dropped	dropped	dropped
Aviation	0.992	1.127*	0.978	1.186
Other combat	1.246***	1.143	--	--
Infantry	1.371***	1.454***	--	--
E1-E3	1.029	--	1.059	--
E4-E5	1.082	--	1.233	--
O1-O3	--	1.397***	--	1.222
O7-O10[2]	--	0.923	--	--
Oppose question 31[3]	4.331***	3.223***	3.103***	3.020***
Ambivalent question 31	0.774***	0.666***	0.539***	0.450**
Any deployments	1.070	0.850*	0.885	0.873
FET-like experience	0.965	1.104	0.803*	0.941
Constant	1.796***	0.498*	6.026***	2.017
Pseudo R-squared	0.106	0.098	0.077	0.128
Observations	28,212	6,460	3,022	482

Numbers reported are odds ratios. *** represents statistical significant at the 1-percent level; ** represents significance at the 5-percent level, and * at the 10-percent level.

[1]Responses "Definitely would increase" and "Might increase" were coded as 1's, all other responses take a value of 0. In the table, "dropped" indicates that the variable was dropped from the regression due to collinearity and "--" indicates that the variable was not used in that estimation.

[2]In the female estimations, we combine the O4-O6 and O7-O10 paygrade groups, since there are so few female general officers. O4-O10 thus becomes the relevant comparison group for the O1-O3 female officers.

[3]Question 31 asks Marines if they support allowing female Marines who can meet the physical demands of service in the ground combat PMOSs to serve in them.

Table 23. Q27p: "Would there be an increase in enemies viewing us as vulnerable if women could be assigned to GCE units at the Regiment level or below?"[1]

	Men		Women	
	Enlisted	Officers	Enlisted	Officers
AFQT	0.999*	--	0.986***	--
Postgraduate education	--	0.887	--	0.621
Age	1.023***	1.035***	1.004	0.943
Time in service	0.997***	1.000	1.000	1.007*
Married	0.936**	1.043	1.083	1.367
PFT class 2	0.944	1.439*	1.125	0.757
PFT class 3	0.949	dropped	1.172	dropped
PFT class 4	0.947	dropped	0.899	dropped
PFT missing	dropped	dropped	dropped	dropped
CFT class 2	0.938	1.199	0.746***	1.855
CFT class 3	0.797	dropped	0.681	dropped
CFT class 4	0.654	3.063	1.046	dropped
CFT missing	dropped	dropped	dropped	dropped
Aviation	0.992	1.158**	1.005	1.210
Other combat	1.150**	1.056	--	--
Infantry	1.349***	1.350***	--	--
E1-E3	1.054	--	1.063	--
E4-E5	1.078	--	1.137	--
O1-O3	--	1.425***	--	1.334
O7-O10[2]	--	1.187	--	--
Oppose question 31[3]	4.061***	2.726***	2.867***	2.510**
Ambivalent question 31	0.924**	0.653***	0.646***	0.488**
Any deployments	1.020	0.892	0.861	0.895
FET-like experience	0.997	1.063	0.814*	0.928
Constant	0.989	0.296***	2.933**	1.321
Pseudo R-squared	0.089	0.08	0.06	0.097
Observations	28,043	6,420	3,006	483

Numbers reported are odds ratios. *** represents statistical significant at the 1-percent level; ** represents significance at the 5-percent level, and * at the 10-percent level.

[1]Responses "Definitely would increase" and "Might increase" were coded as 1's, all other responses take a value of 0. In the table, "dropped" indicates that the variable was dropped from the regression due to collinearity and "--" indicates that the variable was not used in that estimation.

[2]In the female estimations, we combine the O4-O6 and O7-O10 paygrade groups, since there are so few female general officers. O4-O10 thus becomes the relevant comparison group for the O1-O3 female officers.

[3]Question 31 asks Marines if they support allowing female Marines who can meet the physical demands of service in the ground combat PMOSs to serve in them.

Table 24. Q18b: "Would there be an increase in intimate relationships among a unit's Marines (or Sailors) causing problems if women were allowed to serve in ground combat PMOSs?"[1]

	Men		Women	
	Enlisted	Officers	Enlisted	Officers
AFQT	1.015***	--	1.010***	--
Postgraduate education	--	1.013	--	1.103
Age	0.965***	0.995	0.947***	0.913*
Time in service	1.003***	0.999	1.003	1.007*
Married	1.035	0.979	1.214**	1.278
PFT class 2	0.933	1.21	0.888	0.367
PFT class 3	0.963	dropped	0.958	dropped
PFT class 4	0.985	dropped	1.050	dropped
PFT missing	dropped	dropped	dropped	dropped
CFT class 2	0.942	1.026	0.878	0.911
CFT class 3	0.918	dropped	1.341	dropped
CFT class 4	1.107	dropped	0.806	dropped
CFT missing	dropped	dropped	dropped	dropped
Aviation	0.864***	1.022	0.746***	0.840
Other combat	1.651***	1.595***	--	--
Infantry	1.457***	1.591***	--	--
E1-E3	0.702***	--	1.007	--
E4-E5	0.935	--	1.281	--
O1-O3	--	0.991	--	1.207
O7-O10[2]	--	0.711	--	--
Oppose question 31[3]	3.849***	2.379***	2.825***	4.589**
Ambivalent question 31	1.173***	0.601***	0.695***	0.439**
Any deployments	1.140**	0.85	1.080	1.020
FET-like experience	1.03	1.135	0.972	0.762
Constant	3.066***	11.130***	5.321***	27.640**
Pseudo R-squared	0.079	0.07	0.047	0.098
Observations	28,315	6,482	3,035	488

Numbers reported are odds ratios. *** represents statistical significant at the 1-percent level; ** represents significance at the 5-percent level, and * at the 10-percent level.

[1]Responses "Definitely would increase" and "Might increase" were coded as 1's, all other responses take a value of 0. In the table, "dropped" indicates that the variable was dropped from the regression due to collinearity and "--" indicates that the variable was not used in that estimation.

[2]In the female estimations, we combine the O4-O6 and O7-O10 paygrade groups, since there are so few female general officers. O4-O10 thus becomes the relevant comparison group for the O1-O3 female officers.

[3]Question 31 asks Marines if they support allowing female Marines who can meet the physical demands of service in the ground combat PMOSs to serve in them.

Table 25. Q27b: "Would there be an increase in intimate relationships among a unit's Marines (or Sailors) causing problems if women could be assigned to GCE units at the Regiment level or below?"[1]

	Men		Women	
	Enlisted	Officers	Enlisted	Officers
AFQT	1.014***	--	1.003	--
Postgraduate education	--	0.803*	--	0.851
Age	0.982**	1.003	0.987	0.960
Time in service	1.003***	0.999	1.002	1.006*
Married	0.997	0.874	1.134	1.151
PFT class 2	0.936	1.288	0.941	0.348
PFT class 3	1.08	0.471	1.197	dropped
PFT class 4	0.866	dropped	0.785	dropped
PFT missing	dropped	dropped	dropped	dropped
CFT class 2	0.887**	0.803	0.883	1.536
CFT class 3	0.839	dropped	3.857	dropped
CFT class 4	0.655	dropped	1.123	dropped
CFT missing	dropped	dropped	dropped	dropped
Aviation	0.859***	0.964	0.763***	1.164
Other combat	1.284***	1.782***	--	--
Infantry	1.403***	1.905***	--	--
E1-E3	0.692***	--	1.124	--
E4-E5	0.939	--	1.392*	--
O1-O3	--	0.888	--	1.350
O7-O10[2]	--	0.605	--	--
Oppose question 31[3]	5.062***	2.787***	3.230***	4.340***
Ambivalent question 31	1.407***	0.551***	0.773**	0.505**
Any deployments	1.116**	1.18	1.022	0.849
FET-like experience	1.069	1.079	0.789*	1.050
Constant	1.490**	8.834***	2.113	3.130
Pseudo R-squared	0.101	0.095	0.045	0.097
Observations	28,109	6,445	3,009	483

Numbers reported are odds ratios. *** represents statistical significant at the 1-percent level; ** represents significance at the 5-percent level, and * at the 10-percent level.

[1]Responses "Definitely would increase" and "Might increase" were coded as 1's, all other responses take a value of 0. In the table, "dropped" indicates that the variable was dropped from the regression due to collinearity and "--" indicates that the variable was not used in that estimation.

[2]In the female estimations, we combine the O4-O6 and O7-O10 paygrade groups, since there are so few female general officers. O4-O10 thus becomes the relevant comparison group for the O1-O3 female officers.

[3]Question 31 asks Marines if they support allowing female Marines who can meet the physical demands of service in the ground combat PMOSs to serve in them.

Table 26. Q18f: "Would there be an increase in male Marines feeling obligated to protect female Marines if women were allowed to serve in ground combat PMOSs?"[1]

	Men		Women	
	Enlisted	Officers	Enlisted	Officers
AFQT	1.007***	--	0.996	--
Postgraduate education	--	0.876	--	0.882
Age	0.991	1.018	0.978	0.947
Time in service	1.001	0.999	1.002	1.004
Married	0.971	0.976	0.934	0.953
PFT class 2	0.926	1.152	0.953	0.607
PFT class 3	0.861	0.750	1.078	dropped
PFT class 4	0.965	dropped	0.784	dropped
PFT missing	dropped	dropped	dropped	dropped
CFT class 2	0.926	1.151	1.075	2.791
CFT class 3	0.968	dropped	2.768	dropped
CFT class 4	1.335	0.833	1.249	dropped
CFT missing	dropped	dropped	dropped	dropped
Aviation	0.872***	1.134	0.985	0.984
Other combat	1.168*	1.026	--	--
Infantry	1.118**	1.181	--	--
E1-E3	0.769***	--	0.849	--
E4-E5	0.899	--	0.988	--
O1-O3	--	0.999	--	0.865
O7-O10[2]	--	0.720	--	--
Oppose question 31[3]	3.264***	2.569***	2.841***	4.366***
Ambivalent question 31	1.179***	0.514***	0.759**	0.392***
Any deployments	1.015	0.727**	1.032	0.888
FET-like experience	0.976	1.115	0.776**	0.806
Constant	3.464***	3.884***	7.101***	10.27*
Pseudo R-squared	0.048	0.083	0.034	0.115
Observations	28,232	6,466	3,021	484

Numbers reported are odds ratios. *** represents statistical significant at the 1-percent level; ** represents significance at the 5-percent level, and * at the 10-percent level.

[1]Responses "Definitely would increase" and "Might increase" were coded as 1's, all other responses take a value of 0. In the table, "dropped" indicates that the variable was dropped from the regression due to collinearity and "--" indicates that the variable was not used in that estimation.

[2]In the female estimations, we combine the O4-O6 and O7-O10 paygrade groups, since there are so few female general officers. O4-O10 thus becomes the relevant comparison group for the O1-O3 female officers.

[3]Question 31 asks Marines if they support allowing female Marines who can meet the physical demands of service in the ground combat PMOSs to serve in them.

Table 27. Q27f: "Would there be an increase in male Marines feeling obligated to protect female Marines if women could be assigned to GCE units at the Regiment level or below?"[1]

	Men		Women	
	Enlisted	Officers	Enlisted	Officers
AFQT	1.008***	--	0.994**	--
Postgraduate education	--	0.968	--	0.74
Age	1.008	1.030*	0.991	0.98
Time in service	1.001	0.999	1.002	1.002
Married	0.947	1.072	0.926	0.948
PFT class 2	0.959	1.108	1.024	1.331
PFT class 3	0.972	0.305	1.052	dropped
PFT class 4	0.910	dropped	1	dropped
PFT missing	dropped	dropped	dropped	dropped
CFT class 2	0.898**	0.845	0.852	2.755
CFT class 3	0.857	dropped	1.357	dropped
CFT class 4	0.650	0.404	0.934	dropped
CFT missing	dropped	dropped	dropped	dropped
Aviation	0.873***	1.132	1.03	1.234
Other combat	1.124	0.980	--	--
Infantry	1.090*	1.261*	--	--
E1-E3	0.681***	--	0.929	--
E4-E5	0.835***	--	1.064	--
O1-O3	--	1.184	--	0.876
O7-O10[2]	--	0.782	--	--
Oppose question 31[3]	3.729***	2.436***	3.014***	2.692**
Ambivalent question 31	1.443***	0.579***	0.89	0.401***
Any deployments	0.993	0.854	0.871	1.138
FET-like experience	0.962	1.030	0.801*	0.937
Constant	1.506**	1.734	4.212***	2.929
Pseudo R-squared	0.062	0.068	0.032	0.092
Observations	28,104	6,439	3,011	484

Numbers reported are odds ratios. *** represents statistical significant at the 1-percent level; ** represents significance at the 5-percent level, and * at the 10-percent level.

[1]Responses "Definitely would increase" and "Might increase" were coded as 1's, all other responses take a value of 0. In the table, "dropped" indicates that the variable was dropped from the regression due to collinearity and "--" indicates that the variable was not used in that estimation.

[2]In the female estimations, we combine the O4-O6 and O7-O10 paygrade groups, since there are so few female general officers. O4-O10 thus becomes the relevant comparison group for the O1-O3 female officers.

[3]Question 31 asks Marines if they support allowing female Marines who can meet the physical demands of service in the ground combat PMOSs to serve in them.

Table 28. Q18g: "Would there be a decrease in unit cohesion if women were allowed to serve in ground combat PMOSs?"[1]

	Men		Women	
	Enlisted	Officers	Enlisted	Officers
AFQT	1.016***	--	1.010***	--
Postgraduate education	--	0.909	--	0.969
Age	0.996	0.998	0.992	0.937
Time in service	1.000	0.999	1.002	1.005
Married	1.041	0.897	1.177*	1.497
PFT class 2	0.873***	0.810	0.902	0.0917
PFT class 3	0.936	0.784	1.326	dropped
PFT class 4	0.966	1.728	0.838	dropped
PFT missing	dropped	dropped	dropped	dropped
CFT class 2	0.916**	0.848	1.113	3.468*
CFT class 3	0.723	dropped	1.43	dropped
CFT class 4	1.161	1.474	0.846	dropped
CFT missing	dropped	dropped	dropped	dropped
Aviation	0.946	1.024	1.101	1.129
Other combat	1.248***	1.387***	--	--
Infantry	1.494***	1.917***	--	--
E1-E3	0.870*	--	0.673*	--
E4-E5	1.076	--	0.914	--
O1-O3	--	0.923	--	1.728
O7-O10[2]	--	0.617	--	--
Oppose question 31[3]	5.549***	5.360***	3.309***	8.015***
Ambivalent question 31	0.557***	0.406***	0.492***	0.193***
Any deployments	1.354***	1.016	1.112	0.675
FET-like experience	1.334***	1.232***	0.978	0.897
Constant	0.250***	1.656	0.475	4.679
Pseudo R-squared	0.203	0.23	0.111	0.286
Observations	28,129	6,407	3,001	481

Numbers reported are odds ratios. *** represents statistical significant at the 1-percent level; ** represents significance at the 5-percent level, and * at the 10-percent level.

[1]Responses "Definitely would decrease" and "Might decrease" were coded as 1's, all other responses take a value of 0. In the table, "dropped" indicates that the variable was dropped from the regression due to collinearity and "--" indicates that the variable was not used in that estimation.

[2]In the female estimations, we combine the O4-O6 and O7-O10 paygrade groups, since there are so few female general officers. O4-O10 thus becomes the relevant comparison group for the O1-O3 female officers.

[3]Question 31 asks Marines if they support allowing female Marines who can meet the physical demands of service in the ground combat PMOSs to serve in them.

Table 29. Q27g: "Would there be a decrease in unit cohesion if women could be assigned to GCE units at the Regiment level or below?"[1]

	Men		Women	
	Enlisted	Officers	Enlisted	Officers
AFQT	1.014***	--	1.013***	--
Postgraduate education	--	1.004	--	0.827
Age	1.002	1.021	0.985	0.993
Time in service	1.000	0.998	1.002	1.004
Married	1.019	0.930	1.311***	1.511*
PFT class 2	0.906**	0.981	0.86	0.165
PFT class 3	0.999	3.452	1.262	dropped
PFT class 4	0.922	2.771	1.216	dropped
PFT missing	dropped	dropped	dropped	dropped
CFT class 2	0.938	0.789	0.975	5.983**
CFT class 3	0.490**	dropped	1.855	dropped
CFT class 4	1.385	0.837	1.033	dropped
CFT missing	dropped	dropped	dropped	dropped
Aviation	0.950	1.008	0.972	1.227
Other combat	1.187***	1.294**	--	--
Infantry	1.548***	1.798***	--	--
E1-E3	0.863**	--	0.736	--
E4-E5	1.039	--	0.915	--
O1-O3	--	1.117	--	2.329**
O7-O10[2]	--	0.881	--	--
Oppose question 31[3]	5.272***	4.323***	3.269***	2.468**
Ambivalent question 31	0.592***	0.444***	0.490***	0.183***
Any deployments	1.219***	1.228**	1.165	0.709
FET-like experience	1.290***	1.145*	0.918	1.211
Constant	0.213***	0.487*	0.360**	0.5
Pseudo R-squared	0.189	0.19	0.114	0.215
Observations	28,054	6,403	3,013	482

Numbers reported are odds ratios. *** represents statistical significant at the 1-percent level; ** represents significance at the 5-percent level, and * at the 10-percent level.

[1]Responses "Definitely would decrease" and "Might decrease" were coded as 1's, all other responses take a value of 0. In the table, "dropped" indicates that the variable was dropped from the regression due to collinearity and "--" indicates that the variable was not used in that estimation.

[2]In the female estimations, we combine the O4-O6 and O7-O10 paygrade groups, since there are so few female general officers. O4-O10 thus becomes the relevant comparison group for the O1-O3 female officers.

[3]Question 31 asks Marines if they support allowing female Marines who can meet the physical demands of service in the ground combat PMOSs to serve in them.

Table 30. Q18l: "Would there be an increase double standards in expectations based on gender if women were allowed to serve in ground combat PMOSs?"[1]

	Men		Women	
	Enlisted	Officers	Enlisted	Officers
AFQT	1.014***	--	1.001	--
Postgraduate education	--	0.908	--	1.213
Age	0.982**	0.98	0.991	0.957
Time in service	1.002**	1.001	1.001	1.005
Married	1.100**	0.931	1.020	1.167
PFT class 2	0.995	0.83	1.183	0.418
PFT class 3	0.899		1.887**	dropped
PFT class 4	0.942	0.725	0.721	dropped
PFT missing	dropped	dropped	dropped	dropped
CFT class 2	0.932	0.550***	0.927	6.956**
CFT class 3	0.919	dropped	0.848	dropped
CFT class 4	0.679	0.626	0.797	dropped
CFT missing	dropped	dropped	dropped	dropped
Aviation	0.964	1.113	1.021	0.895
Other combat	1.250***	1.559***	--	--
Infantry	1.400***	1.376**	--	--
E1-E3	0.729***	--	0.741	--
E4-E5	1.023	--	0.875	--
O1-O3	0.729***	0.894	--	1.711
O7-O10[2]	1.023	0.61	--	--
Oppose question 31[3]	4.275***	3.723***	2.519***	2.388**
Ambivalent question 31	0.975	0.582***	0.722***	0.331***
Any deployments	1.180***	0.936	1.032	1.091
FET-like experience	1.137***	1.125	0.910	0.822
Constant	1.378*	8.546***	3.384***	3.019
Pseudo R-squared	0.1	0.114	0.036	0.116
Observations	28,183	6,453	3,004	486

Numbers reported are odds ratios. *** represents statistical significant at the 1-percent level; ** represents significance at the 5-percent level, and * at the 10-percent level.

[1]Responses "Definitely would increase" and "Might increase" were coded as 1's, all other responses take a value of 0. In the table, "dropped" indicates that the variable was dropped from the regression due to collinearity and "--" indicates that the variable was not used in that estimation.

[2]In the female estimations, we combine the O4-O6 and O7-O10 paygrade groups, since there are so few female general officers. O4-O10 thus becomes the relevant comparison group for the O1-O3 female officers.

[3]Question 31 asks Marines if they support allowing female Marines who can meet the physical demands of service in the ground combat PMOSs to serve in them.

Table 31. Q27l: "Would there be an increase in double standards in expectations based on gender if women could be assigned to GCE units at the Regiment level or below?"[1]

	Men		Women	
	Enlisted	Officers	Enlisted	Officers
AFQT	1.014***	--	0.997	--
Postgraduate education	--	0.961	--	0.826
Age	0.987*	1.021	0.987	0.974
Time in service	1.002***	0.998	1.002	1.002
Married	1.053	0.980	1.094	1.019
PFT class 2	0.966	0.926	0.959	0.809
PFT class 3	0.942	0.356	1.301	dropped
PFT class 4	0.951	dropped	0.650*	dropped
PFT missing	dropped	dropped	dropped	dropped
CFT class 2	0.945	0.749*	0.829*	2.421
CFT class 3	0.607	0.549	1.945	dropped
CFT class 4	0.520**	dropped	1.070	dropped
CFT missing	dropped	dropped	dropped	dropped
Aviation	0.880***	1.107	0.959	1.372
Other combat	1.299***	1.231*	--	--
Infantry	1.365***	1.609***	--	--
E1-E3	0.738***	--	0.943	--
E4-E5	0.968	--	1.026	--
O1-O3	--	1.180	--	0.916
O7-O10[2]	--	0.688	--	--
Oppose question 31[3]	4.550***	2.912***	2.865***	2.632**
Ambivalent question 31	1.156***	0.565***	0.877	0.389***
Any deployments	1.158***	1.073	1.057	0.731
FET-like experience	1.185***	1.202**	0.749**	0.827
Constant	0.873	1.828	2.561**	4.081
Pseudo R-squared	0.104	0.101	0.036	0.096
Observations	28,011	6,426	3,007	478

Numbers reported are odds ratios. *** represents statistical significant at the 1-percent level; ** represents significance at the 5-percent level, and * at the 10-percent level.

[1]Responses "Definitely would increase" and "Might increase" were coded as 1's, all other responses take a value of 0. In the table, "dropped" indicates that the variable was dropped from the regression due to collinearity and "--" indicates that the variable was not used in that estimation.

[2]In the female estimations, we combine the O4-O6 and O7-O10 paygrade groups, since there are so few female general officers. O4-O10 thus becomes the relevant comparison group for the O1-O3 female officers.

[3]Question 31 asks Marines if they support allowing female Marines who can meet the physical demands of service in the ground combat PMOSs to serve in them.

Table 32. Q18n: "Would there be an increase in female Marines being at risk of sexual harassment or assault if women were allowed to serve in ground combat PMOSs?"[1]

	Men		Women	
	Enlisted	Officers	Enlisted	Officers
AFQT	1.004***	--	0.991***	--
Postgraduate education	--	0.870	--	0.864
Age	0.978***	0.967**	1.016	0.973
Time in service	1.001	1.001	0.998	1.007*
Married	1.065	1.115	1.128	0.889
PFT class 2	0.905**	1.201	0.766**	0.471
PFT class 3	0.760**	1.337	1.134	dropped
PFT class 4	0.845	dropped	0.833	dropped
PFT missing	dropped	dropped	dropped	dropped
CFT class 2	0.917*	0.898	0.823	2.152
CFT class 3	0.818	dropped	2.385	dropped
CFT class 4	0.956	0.757	0.754	dropped
CFT missing	dropped	dropped	dropped	dropped
Aviation	0.821***	0.941	0.976	1.621**
Other combat	1.048	0.967	--	--
Infantry	1.158***	1.028	--	--
E1-E3	0.913	--	0.893	--
E4-E5	1.115*	--	1.245	--
O1-O3	0.913	1.284**	--	1.434
O7-O10[2]	1.115*	1.977	--	--
Oppose question 31[3]	3.860***	2.275***	3.524***	1.626
Ambivalent question 31	1.078*	0.790***	0.757**	0.313***
Any deployments	1.042	0.815*	0.943	0.738
FET-like experience	1.021	1.106	0.733**	1.040
Constant	4.256***	7.354***	5.328***	3.722
Pseudo R-squared	0.065	0.054	0.048	0.082
Observations	28,201	6,454	3,028	484

Numbers reported are odds ratios. *** represents statistical significant at the 1-percent level; ** represents significance at the 5-percent level, and * at the 10-percent level.

[1]Responses "Definitely would increase" and "Might increase" were coded as 1's, all other responses take a value of 0. In the table, "dropped" indicates that the variable was dropped from the regression due to collinearity and "--" indicates that the variable was not used in that estimation.

[2]In the female estimations, we combine the O4-O6 and O7-O10 paygrade groups, since there are so few female general officers. O4-O10 thus becomes the relevant comparison group for the O1-O3 female officers.

[3]Question 31 asks Marines if they support allowing female Marines who can meet the physical demands of service in the ground combat PMOSs to serve in them.

Table 33. Q27n: "Would there be an increase in female Marines being at risk of sexual harassment or assault if women could be assigned to GCE units at the Regiment level or below?"[1]

	Men		Women	
	Enlisted	Officers	Enlisted	Officers
AFQT	1.005***	--	0.991***	--
Postgraduate education	--	0.859*	--	0.859
Age	0.999	0.990	1.025	0.990
Time in service	1.001	1.001	0.998	1.004
Married	0.979	1.101	1.146	1.314
PFT class 2	0.916**	1.098	0.852	0.569
PFT class 3	0.990	0.478	1.005	dropped
PFT class 4	0.839	dropped	0.693	dropped
PFT missing	dropped	dropped	dropped	dropped
CFT class 2	0.939	0.916	0.801*	1.615
CFT class 3	0.937	dropped	3.661	dropped
CFT class 4	0.648	0.751	1.675	dropped
CFT missing	dropped	dropped	dropped	dropped
Aviation	0.773***	0.845**	0.960	1.376
Other combat	1.129*	1.027	--	--
Infantry	1.243***	1.208*	--	--
E1-E3	0.865*	--	0.891	--
E4-E5	1.040	--	1.140	--
O1-O3	--	1.390***	--	1.316
O7-O10[2]	--	0.874	--	--
Oppose question 31[3]	4.016***	2.156***	3.524***	2.989***
Ambivalent question 31	1.299***	0.741***	0.859	0.583*
Any deployments	1.039	0.841	0.970	0.692
FET-like experience	1.028	1.077	0.864	0.956
Constant	1.638***	3.437***	2.564**	1.347
Pseudo R-squared	0.069	0.054	0.046	0.071
Observations	28,043	6,421	3,009	480

Numbers reported are odds ratios. *** represents statistical significant at the 1-percent level; ** represents significance at the 5-percent level, and * at the 10-percent level.

[1]Responses "Definitely would increase" and "Might increase" were coded as 1's, all other responses take a value of 0. In the table, "dropped" indicates that the variable was dropped from the regression due to collinearity and "--" indicates that the variable was not used in that estimation.

[2]In the female estimations, we combine the O4-O6 and O7-O10 paygrade groups, since there are so few female general officers. O4-O10 thus becomes the relevant comparison group for the O1-O3 female officers.

[3]Question 31 asks Marines if they support allowing female Marines who can meet the physical demands of service in the ground combat PMOSs to serve in them.

Table 34. Q18s: "Would there be an increase in fraternization/some Marines getting preferential treatment if women were allowed to serve in ground combat PMOSs?"[1]

	Men		Women	
	Enlisted	Officers	Enlisted	Officers
AFQT	1.011***	--	0.995**	--
Postgraduate education	--	0.885	--	1.076
Age	0.973***	0.982	0.964*	0.968
Time in service	1.001	1.000	1.003	1.003
Married	1.014	0.794**	1.013	0.955
PFT class 2	0.861***	1.141	0.934	0.296
PFT class 3	0.788*	0.838	1.385	dropped
PFT class 4	0.732**	dropped	0.848	dropped
PFT missing	dropped	dropped	dropped	dropped
CFT class 2	0.922	0.813	1.069	2.620
CFT class 3	0.824	dropped	1.049	dropped
CFT class 4	0.858	dropped	1.194	dropped
CFT missing	dropped	dropped	dropped	dropped
Aviation	0.898**	1.007	0.969	0.704
Other combat	1.425***	1.340**	--	--
Infantry	1.143**	1.712***	--	--
E1-E3	0.822**	--	0.990	--
E4-E5	1.099	--	1.143	--
O1-O3	0.822**	1.102	--	1.362
O7-O10[2]	1.099	0.818	--	--
Oppose question 31[3]	6.332***	2.932***	3.907***	3.427***
Ambivalent question 31	1.019	0.548***	0.605***	0.280***
Any deployments	1.272***	1.149	1.052	0.767
FET-like experience	1.176***	1.228**	0.979	0.731
Constant	2.960***	6.944***	6.832***	4.243
Pseudo R-squared	0.113	0.109	0.063	0.159
Observations	28,205	6,473	3,021	485

Numbers reported are odds ratios. *** represents statistical significant at the 1-percent level; ** represents significance at the 5-percent level, and * at the 10-percent level.

[1]Responses "Definitely would increase" and "Might increase" were coded as 1's, all other responses take a value of 0. In the table, "dropped" indicates that the variable was dropped from the regression due to collinearity and "--" indicates that the variable was not used in that estimation.

[2]In the female estimations, we combine the O4-O6 and O7-O10 paygrade groups, since there are so few female general officers. O4-O10 thus becomes the relevant comparison group for the O1-O3 female officers.

[3]Question 31 asks Marines if they support allowing female Marines who can meet the physical demands of service in the ground combat PMOSs to serve in them.

Table 35. Q27s: "Would there be an increase fraternization/some Marines getting preferential treatment if women were allowed to serve in ground combat PMOSs?"[1]

	Men		Women	
	Enlisted	Officers	Enlisted	Officers
AFQT	1.011***	--	0.996*	--
Postgraduate education	--	0.903	--	0.824
Age	0.994	1.005	0.991	0.977
Time in service	1.001	0.999	1.001	1.006*
Married	0.941	0.884	1.167*	1.120
PFT class 2	0.919*	1.415	1.027	0.921
PFT class 3	0.985	dropped	1.376	dropped
PFT class 4	0.829	dropped	0.830	dropped
PFT missing	dropped	dropped	dropped	dropped
CFT class 2	0.934	0.876	0.834	2.555
CFT class 3	0.911	dropped	1.126	dropped
CFT class 4	0.737	dropped	2.060	dropped
CFT missing	dropped	dropped	dropped	dropped
Aviation	0.885***	0.933	0.979	1.081
Other combat	1.334***	1.193	--	--
Infantry	1.304***	1.764***	--	--
E1-E3	0.710***	--	0.879	--
E4-E5	0.948	--	1.096	--
O1-O3	--	1.259*	--	1.555
O7-O10[2]	--	0.710	--	--
Oppose question 31[3]	5.596***	3.412***	3.541***	3.231***
Ambivalent question 31	1.189***	0.614***	0.689***	0.345***
Any deployments	1.158***	1.137	0.964	0.602*
FET-like experience	1.137***	1.281***	0.884	1.168
Constant	1.476**	2.828**	3.083**	1.597
Pseudo R-squared	0.105	0.113	0.056	0.128
Observations	28,021	6,405	2,996	483

Numbers reported are odds ratios. *** represents statistical significant at the 1-percent level; ** represents significance at the 5-percent level, and * at the 10-percent level.

[1]Responses "Definitely would increase" and "Might increase" were coded as 1's, all other responses take a value of 0. In the table, "dropped" indicates that the variable was dropped from the regression due to collinearity and "--" indicates that the variable was not used in that estimation.

[2]In the female estimations, we combine the O4-O6 and O7-O10 paygrade groups, since there are so few female general officers. O4-O10 thus becomes the relevant comparison group for the O1-O3 female officers.

[3]Question 31 asks Marines if they support allowing female Marines who can meet the physical demands of service in the ground combat PMOSs to serve in them.

Table 36. Q18t: "Would there be an increase in Marines fearing false sexual harassment or assault allegations if women could be assigned to GCE units at the Regiment level or below?"[1]

	Men		Women	
	Enlisted	Officers	Enlisted	Officers
AFQT	1.009***	--	1.000	--
Postgraduate education	--	0.820**	--	0.653
Age	0.984*	0.966**	0.983	1.026
Time in service	0.999	1.001	1.001	1.001
Married	1.051	0.959	1.085	0.863
PFT class 2	0.916*	1.072	0.937	0.166*
PFT class 3	0.797		1.356	dropped
PFT class 4	0.746**	0.963	0.687	dropped
PFT missing	dropped	dropped	dropped	dropped
CFT class 2	0.942	0.790	0.960	3.802*
CFT class 3	1.237	dropped	1.948	dropped
CFT class 4	0.883	dropped	1.245	dropped
CFT missing	dropped	dropped	dropped	dropped
Aviation	0.878***	0.913	0.876	1.099
Other combat	1.690***	1.376**	--	--
Infantry	1.754***	1.726***	--	--
E1-E3	0.861	--	0.895	--
E4-E5	1.070	--	1.118	--
O1-O3	0.861	1.290**	--	0.999
O7-O10[2]	1.070	0.600	--	--
Oppose question 31[3]	5.421***	2.661***	3.959***	3.323***
Ambivalent question 31	1.124***	0.626***	0.544***	0.380***
Any deployments	1.200***	0.977	0.952	0.731
FET-like experience	1.111**	1.125	0.960	1.031
Constant	2.840***	9.845***	4.200***	1.154
Pseudo R-squared	0.1	0.098	0.069	0.12
Observations	28,178	6,457	3,016	487

Numbers reported are odds ratios. *** represents statistical significant at the 1-percent level; ** represents significance at the 5-percent level, and * at the 10-percent level.

[1]Responses "Definitely would increase" and "Might increase" were coded as 1's, all other responses take a value of 0. In the table, "dropped" indicates that the variable was dropped from the regression due to collinearity and "--" indicates that the variable was not used in that estimation.

[2]In the female estimations, we combine the O4-O6 and O7-O10 paygrade groups, since there are so few female general officers. O4-O10 thus becomes the relevant comparison group for the O1-O3 female officers.

[3]Question 31 asks Marines if they support allowing female Marines who can meet the physical demands of service in the ground combat PMOSs to serve in them.

Table 37. Q27t: "Would there be an increase in Marines fearing false sexual harassment or assault allegations if women could be assigned to GCE units at the Regiment level or below?"[1]

	Men		Women	
	Enlisted	Officers	Enlisted	Officers
AFQT	1.009***	--	0.998	--
Postgraduate education	--	0.823**	--	0.737
Age	0.996	0.995	1.005	1.011
Time in service	1.000	1.001	0.998	1.001
Married	0.977	1.020	1.115	1.369
PFT class 2	0.922*	0.838	0.961	0.456
PFT class 3	1.030	0.998	1.269	dropped
PFT class 4	0.842	dropped	0.737	dropped
PFT missing		dropped	dropped	dropped
CFT class 2	0.918*	0.852	0.874	2.170
CFT class 3	0.890	dropped	2.000	dropped
CFT class 4	0.838	0.258*	2.045	dropped
CFT missing		dropped	dropped	dropped
Aviation	0.822***	0.970	0.965	0.943
Other combat	1.357***	1.331**	--	--
Infantry	1.585***	1.894***	--	--
E1-E3	0.762***	--	0.708	--
E4-E5	0.978	--	0.954	--
O1-O3	--	1.587***	--	1.063
O7-O10[2]	--	0.445**	--	--
Oppose question 31[3]	5.280***	2.753***	3.494***	2.872**
Ambivalent question 31	1.311***	0.660***	0.742***	0.370***
Any deployments	1.073	1.018	0.941	0.881
FET-like experience	1.114**	1.177**	1.029	0.997
Constant	1.556**	2.760**	2.669**	1.190
Pseudo R-squared	0.097	0.095	0.05	0.11
Observations	28,051	6,419	3,009	483

Numbers reported are odds ratios. *** represents statistical significant at the 1-percent level; ** represents significance at the 5-percent level, and * at the 10-percent level.

[1]Responses "Definitely would increase" and "Might increase" were coded as 1's, all other responses take a value of 0. In the table, "dropped" indicates that the variable was dropped from the regression due to collinearity and "--" indicates that the variable was not used in that estimation.

[2]In the female estimations, we combine the O4-O6 and O7-O10 paygrade groups, since there are so few female general officers. O4-O10 thus becomes the relevant comparison group for the O1-O3 female officers.

[3]Question 31 asks Marines if they support allowing female Marines who can meet the physical demands of service in the ground combat PMOSs to serve in them.

Table 38. Q18m: "Would there be a decrease in female Marines getting closer to the action if women were allowed to serve in ground combat PMOSs?"[1]

	Men		Women	
	Enlisted	Officers	Enlisted	Officers
AFQT	0.956***	--	0.970***	--
Postgraduate education	--	9.919	--	1.782**
Age	1.029	1.219	1.010	0.964
Time in service	0.998	0.983	0.997***	1.000
Married	1.053	dropped	1.022	1.053
PFT class 2	0.861	dropped	0.916	2.106
PFT class 3	1.175	dropped	0.889	dropped
PFT class 4	0.830	dropped	1.278	dropped
PFT missing		6.917	dropped	dropped
CFT class 2	0.894	dropped	0.855**	1.780
CFT class 3	3.729	dropped	1.031	dropped
CFT class 4	dropped	dropped	0.800	9.227**
CFT missing		8.201	dropped	dropped
Aviation	0.954	dropped	1.002	0.478**
Other combat	--	--	0.965	0.478*
Infantry	--	--	1.223***	0.934
E1-E3	1.501	--	1.638***	--
E4-E5	1.090	--	1.180*	--
O1-O3	--	1.518	--	1.259
O7-O10[2]	--	--	--	2.337
Oppose question 31[3]	2.001***	3.179e+07	1.858***	1.795*
Ambivalent question 31	0.538***	1.046e+06	0.598***	0.321**
Any deployments	0.945	0.284	1.211***	3.436***
FET-like experience	0.753	2.031	1.166***	0.717
Constant	0.346	0	0.287***	0.013***
Pseudo R-squared	0.095	0.331	0.073	0.061
Observations	3,012	746	28,189	6,458

Numbers reported are odds ratios. *** represents statistical significant at the 1-percent level; ** represents significance at the 5-percent level, and * at the 10-percent level.

[1]Responses "Definitely would decrease" and "Might decrease" were coded as 1's, all other responses take a value of 0. In the table, "dropped" indicates that the variable was dropped from the regression due to collinearity and "--" indicates that the variable was not used in that estimation.

[2]In the female estimations, we combine the O4-O6 and O7-O10 paygrade groups, since there are so few female general officers. O4-O10 thus becomes the relevant comparison group for the O1-O3 female officers.

[3]Question 31 asks Marines if they support allowing female Marines who can meet the physical demands of service in the ground combat PMOSs to serve in them.

Table 39. Q27m: "Would there decrease in female Marines getting closer to the action if women could be assigned to GCE units at the Regiment level or below?"[1]

	Men		Women	
	Enlisted	Officers	Enlisted	Officers
AFQT	0.962***	--	0.971***	--
Postgraduate education	--	dropped	--	0.912
Age	1.013	0.887	1.011	0.975
Time in service	0.999	1.010	0.999	1.004
Married	1.272	1.038	0.958	0.527**
PFT class 2	0.935	dropped	0.989	1.374
PFT class 3	0.733	dropped	0.908	dropped
PFT class 4	0.229	dropped	0.967	dropped
PFT missing	dropped	dropped	dropped	dropped
CFT class 2	0.998	dropped	0.918	1.736
CFT class 3	dropped	dropped	0.764	dropped
CFT class 4	2.334	dropped	0.428	10.26**
CFT missing	dropped	dropped	dropped	dropped
Aviation	1.365	dropped	0.977	0.635
Other combat	--	--	1.190*	0.100**
Infantry	--	--	1.198***	0.773
E1-E3	1.619	--	2.474***	--
E4-E5	1.187	--	1.604***	--
O1-O3	--	dropped	--	1.843
O7-O10[2]	--	--	--	dropped
Oppose question 31[3]	1.282	dropped	1.884***	1.361
Ambivalent question 31	0.312***	0.393	0.567***	0.489
Any deployments	0.808	dropped	1.060	2.172*
FET-like experience	0.529*	3.258	1.270***	0.612
Constant	0.380	0.0393	0.158***	0.010***
Pseudo R-squared	0.103	0.043	0.074	0.051
Observations	3,006	763	28,044	6,410

Numbers reported are odds ratios. *** represents statistical significant at the 1-percent level; ** represents significance at the 5-percent level, and * at the 10-percent level.

[1]Responses "Definitely would decrease" and "Might decrease" were coded as 1's, all other responses take a value of 0. In the table, "dropped" indicates that the variable was dropped from the regression due to collinearity and "--" indicates that the variable was not used in that estimation.

[2]In the female estimations, we combine the O4-O6 and O7-O10 paygrade groups, since there are so few female general officers. O4-O10 thus becomes the relevant comparison group for the O1-O3 female officers.

[3]Question 31 asks Marines if they support allowing female Marines who can meet the physical demands of service in the ground combat PMOSs to serve in them.

Table 40. Q18o: "Would there be a decrease in female Marine career opportunities if women were allowed to serve in ground combat PMOSs?"[1]

	Men		Women	
	Enlisted	Officers	Enlisted	Officers
AFQT	0.978***	--	0.981***	--
Postgraduate education	--	2.374	--	1.219
Age	1.079**	0.716**	0.999	1.075***
Time in service	0.997	1.020**	1.000	0.998
Married	1.245	0.860	1.009	0.898
PFT class 2	0.536**	dropped	1.022	0.978
PFT class 3	0.750	dropped	0.953	15.97***
PFT class 4	0.821	dropped	1.097	2.706
PFT missing		0.758	dropped	dropped
CFT class 2	1.060	dropped	0.941	1.770**
CFT class 3	dropped	dropped	2.633**	dropped
CFT class 4	1.245	dropped	0.733	dropped
CFT missing		1.322	dropped	dropped
Aviation	1.154	0.762	0.961	0.643**
Other combat	--	--	0.988	0.944
Infantry	--	--	1.375***	1.356*
E1-E3	1.051	--	2.047***	--
E4-E5	1.104	--	1.377***	--
O1-O3	--	0.537	--	1.294
O7-O10[2]	--	--	--	0.560
Oppose question 31[3]	1.796***	0.756	2.506***	2.072***
Ambivalent question 31	0.317***	0.183***	0.594***	0.437***
Any deployments	0.934	0.526	1.057	0.880
FET-like experience	0.676*	2.087	1.276***	1.167
Constant	0.0643***	629.0*	0.123***	0.00323***
Pseudo R-squared	0.1	0.112	0.075	0.063
Observations	3,011	752	28,179	6,448

Numbers reported are odds ratios. *** represents statistical significant at the 1-percent level; ** represents significance at the 5-percent level, and * at the 10-percent level.

[1]Responses "Definitely would decrease" and "Might decrease" were coded as 1's, all other responses take a value of 0. In the table, "dropped" indicates that the variable was dropped from the regression due to collinearity and "--" indicates that the variable was not used in that estimation.

[2]In the female estimations, we combine the O4-O6 and O7-O10 paygrade groups, since there are so few female general officers. O4-O10 thus becomes the relevant comparison group for the O1-O3 female officers.

[3]Question 31 asks Marines if they support allowing female Marines who can meet the physical demands of service in the ground combat PMOSs to serve in them.

Table 41. Q27o: "Would there decrease in female Marine career opportunities if women could be assigned to GCE units at the Regiment level or below?"[1]

	Men		Women	
	Enlisted	Officers	Enlisted	Officers
AFQT	0.984***	--	0.980***	--
Postgraduate education	--	1.563	--	1.106
Age	1.025	0.959	1.000	1.071**
Time in service	0.998	1.012	0.999	0.999
Married	1.312	0.173	0.953	0.868
PFT class 2	0.817	dropped	0.987	0.523
PFT class 3	1.123	dropped	1.109	8.050*
PFT class 4	0.631	dropped	1.017	1.627
PFT missing	dropped	1.160	dropped	dropped
CFT class 2	1.309	dropped	0.908	1.994**
CFT class 3	dropped	dropped	0.672	dropped
CFT class 4	3.956*	dropped	0.790	dropped
CFT missing	dropped	dropped	dropped	dropped
Aviation	0.807	dropped	0.900	0.548***
Other combat	--	--	1.031	0.915
Infantry	--	--	1.356***	1.422*
E1-E3	1.105	--	1.852***	--
E4-E5	1.057	--	1.206*	--
O1-O3	--	dropped	--	1.374
O7-O10[2]	--	--	--	1.201
Oppose question 31[3]	1.825***	0.862	2.260***	1.975***
Ambivalent question 31	0.320***	0.209	0.535***	0.395***
Any deployments	0.837	0.200	0.935	0.844
FET-like experience	1.031	6.497**	1.375***	1.116
Constant	0.110**	0.115	0.155***	0.003***
Pseudo R-squared	0.084	0.17	0.075	0.062
Observations	3,009	417	28,017	6,414

Numbers reported are odds ratios. *** represents statistical significant at the 1-percent level; ** represents significance at the 5-percent level, and * at the 10-percent level.

[1]Responses "Definitely would decrease" and "Might decrease" were coded as 1's, all other responses take a value of 0. In the table, "dropped" indicates that the variable was dropped from the regression due to collinearity and "--" indicates that the variable was not used in that estimation.

[2]In the female estimations, we combine the O4-O6 and O7-O10 paygrade groups, since there are so few female general officers. O4-O10 thus becomes the relevant comparison group for the O1-O3 female officers.

[3]Question 31 asks Marines if they support allowing female Marines who can meet the physical demands of service in the ground combat PMOSs to serve in them.

Table 42. Q18r: "Would there be a decrease in female promotion opportunities if women were allowed to serve in ground combat PMOSs?"[1]

	Men		Women	
	Enlisted	Officers	Enlisted	Officers
AFQT	0.996	--	0.990***	--
Postgraduate education	--	1.568	--	1.064
Age	0.959	0.876	0.987	1.014
Time in service	1.003	1.006	1.000	1.002
Married	1.167	0.525	0.982	1.029
PFT class 2	0.856	dropped	0.963	0.594
PFT class 3	0.888	dropped	0.947	14.69***
PFT class 4	0.983	dropped	1.080	4.247**
PFT missing		1.321	dropped	dropped
CFT class 2	1.197	1.693	0.902	2.102***
CFT class 3	4.738*	dropped	0.900	dropped
CFT class 4	2.111	dropped	0.796	1.316
CFT missing		dropped	dropped	dropped
Aviation	1.141	0.496	0.899	0.574***
Other combat	--	--	1.083	0.998
Infantry	--	--	1.715***	1.194
E1-E3	0.951	--	1.715***	--
E4-E5	1.234	--	1.228**	--
O1-O3	--	0.807	--	1.256
O7-O10[2]	--	--	--	0.613
Oppose question 31[3]	1.602**	1.314	2.060***	2.131***
Ambivalent question 31	0.494***	0.634	0.745***	0.652*
Any deployments	0.882	0.814	0.952	0.950
FET-like experience	1.267	2.261*	1.356***	1.233
Constant	0.258	2.511	0.118***	0.0117***
Pseudo R-squared	0.042	0.06	0.059	0.052
Observations	3,013	559	28,200	6,458

Numbers reported are odds ratios. *** represents statistical significant at the 1-percent level; ** represents significance at the 5-percent level, and * at the 10-percent level.

[1]Responses "Definitely would decrease" and "Might decrease" were coded as 1's, all other responses take a value of 0. In the table, "dropped" indicates that the variable was dropped from the regression due to collinearity and "--" indicates that the variable was not used in that estimation.

[2]In the female estimations, we combine the O4-O6 and O7-O10 paygrade groups, since there are so few female general officers. O4-O10 thus becomes the relevant comparison group for the O1-O3 female officers.

[3]Question 31 asks Marines if they support allowing female Marines who can meet the physical demands of service in the ground combat PMOSs to serve in them.

Table 43. Q27r: "Would there decrease in female Marine promotion opportunities if women could be assigned to GCE units at the Regiment level or below?"[1]

	Men		Women	
	Enlisted	Officers	Enlisted	Officers
AFQT	0.994	--	0.986***	--
Postgraduate education	--	dropped	--	1.201
Age	1.046	1.044	0.996	1.025
Time in service	0.998	1.004	0.999	1.001
Married	1.089	0.241*	0.918	1.133
PFT class 2	0.829	dropped	0.927	0.581
PFT class 3	1.037	dropped	0.946	6.968*
PFT class 4	1.025	dropped	1.183	1.480
PFT missing	dropped	2.463	dropped	dropped
CFT class 2	0.977	6.430	0.966	2.660***
CFT class 3	2.800	dropped	0.675	dropped
CFT class 4	1.232	dropped	0.580	dropped
CFT missing	dropped	dropped	dropped	dropped
Aviation	1.044	0.986	0.891	0.657**
Other combat	--	--	1.094	1.053
Infantry	--	--	1.662***	1.533**
E1-E3	0.871	--	1.773***	--
E4-E5	1.243	--	1.163	--
O1-O3	--	2.767	--	1.042
O7-O10[2]	--	--	--	0.801
Oppose question 31[3]	1.789***	1.603	2.086***	1.527**
Ambivalent question 31	0.458***	0.925	0.658***	0.384***
Any deployments	0.928	0.185**	0.922	0.725
FET-like experience	1.158	3.920*	1.344***	1.275
Constant	0.041***	0.005	0.113***	0.012***
Pseudo R-squared	0.052	0.116	0.064	0.055
Observations	3,000	452	28,015	6,413

Numbers reported are odds ratios. *** represents statistical significant at the 1-percent level; ** represents significance at the 5-percent level, and * at the 10-percent level.

[1]Responses "Definitely would decrease" and "Might decrease" were coded as 1's, all other responses take a value of 0. In the table, "dropped" indicates that the variable was dropped from the regression due to collinearity and "--" indicates that the variable was not used in that estimation.

[2]In the female estimations, we combine the O4-O6 and O7-O10 paygrade groups, since there are so few female general officers. O4-O10 thus becomes the relevant comparison group for the O1-O3 female officers.

[3]Question 31 asks Marines if they support allowing female Marines who can meet the physical demands of service in the ground combat PMOSs to serve in them.

Table 44. Q18u: "Would there be a decrease in female Marines getting the PMOSs that they want if women were allowed to serve in ground combat PMOSs?"[1]

	Men		Women	
	Enlisted	Officers	Enlisted	Officers
AFQT	.992**	--	0.986***	--
Postgraduate education	--	1.407	--	1.324*
Age	1.038	0.953	0.979*	1.057**
Time in service	0.995	1.006	1.003**	0.998
Married	0.852	0.733	0.993	1.233
PFT class 2	0.1794	dropped	1.090	1.465
PFT class 3	1.336	dropped	0.881	11.00**
PFT class 4	0.479	dropped	1.194	1.091
PFT missing	dropped	0.726	dropped	dropped
CFT class 2	1.217	1.673	0.891	1.129
CFT class 3	dropped	dropped	1.105	dropped
CFT class 4	dropped	dropped	0.463	dropped
CFT missing	dropped	dropped	dropped	dropped
Aviation	0.983	0.758	0.825**	0.875
Other combat	--	--	0.933	1.418**
Infantry	--	--	1.275***	1.221
E1-E3	0.596	--	2.113***	--
E4-E5	0.659	--	1.287**	--
O1-O3	--	0.975	--	1.188
O7-O10[2]	--	--	--	0.926
Oppose question 31[3]	1.262	4.093*	1.917***	1.775***
Ambivalent question 31	0.499***	1.169	0.789***	0.708
Any deployments	0.877	1.082	0.966	0.972
FET-like experience	1.186	1.403	1.282***	1.201
Constant	0.173**	0.085	0.116***	0.006***
Pseudo R-squared	0.029	0.061	0.041	0.034
Observations	3,026	557	28,212	6,464

Numbers reported are odds ratios. *** represents statistical significant at the 1-percent level; ** represents significance at the 5-percent level, and * at the 10-percent level.

[1]Responses "Definitely would decrease" and "Might decrease" were coded as 1's, all other responses take a value of 0. In the table, "dropped" indicates that the variable was dropped from the regression due to collinearity and "--" indicates that the variable was not used in that estimation.

[2]In the female estimations, we combine the O4-O6 and O7-O10 paygrade groups, since there are so few female general officers. O4-O10 thus becomes the relevant comparison group for the O1-O3 female officers.

[3]Question 31 asks Marines if they support allowing female Marines who can meet the physical demands of service in the ground combat PMOSs to serve in them.

Table 45. Q18a: "Would there be a decrease in the prevalence of the best Marine for a job filling it if women were allowed to serve in ground combat PMOSs?"[1]

	Men		Women	
	Enlisted	Officers	Enlisted	Officers
AFQT	1.015***	--	1.009***	--
Postgraduate education	--	0.837**	--	1.665
Age	0.988*	1.008	0.960*	0.906*
Time in service	0.999	0.999	1.005*	1.003
Married	1.017	0.899	1.055	0.660
PFT class 2	0.920**	1.279	0.856	0.420
PFT class 3	0.814*	1.184	0.846	dropped
PFT class 4	0.845	2.777	1.062	dropped
PFT missing	dropped	dropped	dropped	dropped
CFT class 2	0.868***	0.989	0.991	1.798
CFT class 3	0.928	dropped	0.457	dropped
CFT class 4	0.972	dropped	0.703	dropped
CFT missing	dropped	dropped	dropped	dropped
Aviation	0.966	1.147*	1.199	0.801
Other combat	1.274***	1.281**	--	--
Infantry	1.390***	1.189*	--	--
E1-E3	0.904	--	0.938	--
E4-E5	1.089*	--	1.175	--
O1-O3	--	1.044	--	0.858
O7-O10[2]	--	0.781	--	--
Oppose question 31[3]	4.882***	5.678***	3.213***	3.009***
Ambivalent question 31	0.574***	0.591***	0.398***	0.177***
Any deployments	1.332***	0.822*	0.815*	0.824
FET-like experience	1.302***	1.197***	1.019	1.015
Constant	0.272***	0.897	0.465	18.01*
Pseudo R-squared	0.186	0.187	0.128	0.233
Observations	28,236	6,473	3,025	488

Numbers reported are odds ratios. *** represents statistical significant at the 1-percent level; ** represents significance at the 5-percent level, and * at the 10-percent level.

[1]Responses "Definitely would decrease" and "Might decrease" were coded as 1's, all other responses take a value of 0. In the table, "dropped" indicates that the variable was dropped from the regression due to collinearity and "--" indicates that the variable was not used in that estimation.

[2]In the female estimations, we combine the O4-O6 and O7-O10 paygrade groups, since there are so few female general officers. O4-O10 thus becomes the relevant comparison group for the O1-O3 female officers.

[3]Question 31 asks Marines if they support allowing female Marines who can meet the physical demands of service in the ground combat PMOSs to serve in them.

Table 46. Q27a: "Would there be a decrease in the prevalence of the best Marine for a job filling it if women could be assigned to GCE units at the Regiment level or below?"[1]

	Men		Women	
	Enlisted	Officers	Enlisted	Officers
AFQT	1.013***	--	1.007**	--
Postgraduate education	--	0.867*	--	1.251
Age	0.994	1.012	1.018	0.937
Time in service	1.000	0.999	0.998	1.005
Married	1.002	1.020	1.192	1.070
PFT class 2	0.915**	1.200	1.015	1.504
PFT class 3	1.008	0.298	1.357	dropped
PFT class 4	0.971	1.468	1.608	dropped
PFT missing	dropped	dropped	dropped	dropped
CFT class 2	0.890***	0.943	1.086	1.732
CFT class 3	1.014	3.964	0.920	dropped
CFT class 4	1.236	5.876	0.334	dropped
CFT missing	dropped	dropped	dropped	dropped
Aviation	1.010	1.032	1.289*	1.087
Other combat	1.195***	1.110	--	--
Infantry	1.450***	1.367***	--	--
E1-E3	1.005	--	0.807	--
E4-E5	1.064	--	1.073	--
O1-O3	--	1.002	--	2.289
O7-O10[2]	--	0.767	--	--
Oppose question 31[3]	4.741***	4.061***	2.937***	2.759**
Ambivalent question 31	0.638***	0.494***	0.363***	0.201***
Any deployments	1.269***	0.977	0.946	0.759
FET-like experience	1.273***	1.119*	1.104	0.563
Constant	0.130***	0.338***	0.0833***	0.694
Pseudo R-squared	0.166	0.152	0.128	0.206
Observations	28,124	6,449	3,025	486

Numbers reported are odds ratios. *** represents statistical significant at the 1-percent level; ** represents significance at the 5-percent level, and * at the 10-percent level.

[1]Responses "Definitely would decrease" and "Might decrease" were coded as 1's, all other responses take a value of 0. In the table, "dropped" indicates that the variable was dropped from the regression due to collinearity and "--" indicates that the variable was not used in that estimation.

[2]In the female estimations, we combine the O4-O6 and O7-O10 paygrade groups, since there are so few female general officers. O4-O10 thus becomes the relevant comparison group for the O1-O3 female officers.

[3]Question 31 asks Marines if they support allowing female Marines who can meet the physical demands of service in the ground combat PMOSs to serve in them.

Table 47. Q18i: "Would there be an increase in the number of female Marines not having the physical capabilities required for their jobs if women were allowed to serve in ground combat PMOSs?"[1]

	Men		Women	
	Enlisted	Officers	Enlisted	Officers
AFQT	1.006***	--	1.003	--
Postgraduate education	--	0.915	--	1.196
Age	0.990	0.994	1.002	0.972
Time in service	1.001	1.000	1.000	1.003
Married	1.006	0.865	1.339***	0.978
PFT class 2	0.871***	0.942	1.069	0.790
PFT class 3	0.845	0.364	0.963	dropped
PFT class 4	0.722***	2.249	0.636*	dropped
PFT missing	dropped	dropped	dropped	dropped
CFT class 2	0.840***	0.724*	0.847	2.560
CFT class 3	0.573*	0.404	1.841	dropped
CFT class 4	0.989	0.900	1.084	dropped
CFT missing	dropped	dropped	dropped	dropped
Aviation	0.929**	0.929	1.006	0.848
Other combat	1.516***	1.100	--	--
Infantry	1.262***	1.055	--	--
E1-E3	0.800***	--	1.017	--
E4-E5	0.959	--	1.191	--
O1-O3	--	0.915	--	1.299
O7-O10[2]	--	1.039	--	--
Oppose question 31[3]	3.295***	2.896***	2.247***	5.359***
Ambivalent question 31	0.945	0.679***	0.574***	0.380***
Any deployments	1.129***	1.069	0.933	0.795
FET-like experience	1.057	1.196**	1.081	0.606*
Constant	1.652***	4.360***	1.086	3.110
Pseudo R-squared	0.072	0.076	0.053	0.146
Observations	28,183	6,469	3,016	488

Numbers reported are odds ratios. *** represents statistical significant at the 1-percent level; ** represents significance at the 5-percent level, and * at the 10-percent level.

[1]Responses "Definitely would increase" and "Might increase" were coded as 1's, all other responses take a value of 0. In the table, "dropped" indicates that the variable was dropped from the regression due to collinearity and "--" indicates that the variable was not used in that estimation.

[2]In the female estimations, we combine the O4-O6 and O7-O10 paygrade groups, since there are so few female general officers. O4-O10 thus becomes the relevant comparison group for the O1-O3 female officers.

[3]Question 31 asks Marines if they support allowing female Marines who can meet the physical demands of service in the ground combat PMOSs to serve in them.

Table 48. Q27i: "Would there be an increase in the number of female Marines not having the physical capabilities required for their jobs if women could be assigned to GCE units at the Regiment level or below?"[1]

	Men		Women	
	Enlisted	Officers	Enlisted	Officers
AFQT	1.003***	--	0.994***	--
Postgraduate education	--	0.879	--	0.769
Age	0.995	1.012	0.981	0.994
Time in service	1.000	1.000	0.999	1.000
Married	0.997	0.945	1.108	1.335
PFT class 2	0.905***	1.206	1.021	1.031
PFT class 3	0.929	0.116*	0.953	dropped
PFT class 4	0.829*	1.754	0.841	dropped
PFT missing	dropped	dropped	dropped	dropped
CFT class 2	0.903**	0.808	1.081	2.404
CFT class 3	0.591*	dropped	1.545	dropped
CFT class 4	0.756	2.216	1.459	dropped
CFT missing	dropped	dropped	dropped	dropped
Aviation	0.992	1.050	0.876	1.049
Other combat	1.360***	1.129	--	--
Infantry	1.271***	1.401***	--	--
E1-E3	0.860**	--	0.761	--
E4-E5	1.000	--	0.983	--
O1-O3	--	1.087	--	0.947
O7-O10[2]	--	0.769	--	--
Oppose question 31[3]	3.163***	2.377***	2.109***	2.150**
Ambivalent question 31	1.134***	0.765***	0.611***	0.528*
Any deployments	1.053	0.969	0.916	0.811
FET-like experience	1.120***	1.026	1.040	0.833
Constant	1.123	0.991	3.197***	0.866
Pseudo R-squared	0.059	0.055	0.044	0.069
Observations	28,024	6,434	3,005	483

Numbers reported are odds ratios. *** represents statistical significant at the 1-percent level; ** represents significance at the 5-percent level, and * at the 10-percent level.

[1]Responses "Definitely would increase" and "Might increase" were coded as 1's, all other responses take a value of 0. In the table, "dropped" indicates that the variable was dropped from the regression due to collinearity and "--" indicates that the variable was not used in that estimation.

[2]In the female estimations, we combine the O4-O6 and O7-O10 paygrade groups, since there are so few female general officers. O4-O10 thus becomes the relevant comparison group for the O1-O3 female officers.

[3]Question 31 asks Marines if they support allowing female Marines who can meet the physical demands of service in the ground combat PMOSs to serve in them.

Table 49. Q18j: "Would there be a decrease in female Marines being treated equally if women were allowed to serve in ground combat PMOSs?"[1]

	Men		Women	
	Enlisted	Officers	Enlisted	Officers
AFQT	1.005***	--	1.000	--
Postgraduate education	--	0.951	--	0.912
Age	0.988**	0.967***	0.960**	0.909**
Time in service	1.000	1.002**	1.004**	1.006*
Married	1.022	0.958	1.118	0.882
PFT class 2	0.926**	0.781	0.982	0.514
PFT class 3	0.960	1.694	1.414	dropped
PFT class 4	1.054	0.708	0.878	dropped
PFT missing	dropped	dropped	dropped	dropped
CFT class 2	0.939	1.048	1.027	1.240
CFT class 3	0.402***	dropped	0.809	dropped
CFT class 4	0.969	1.446	1.832	dropped
CFT missing	dropped	dropped	dropped	dropped
Aviation	0.908***	0.942	1.154	0.890
Other combat	1.094	1.008	--	--
Infantry	1.342***	1.243**	--	--
E1-E3	0.847**	--	0.748	--
E4-E5	0.997	--	0.844	--
O1-O3	--	1.252**	--	1.058
O7-O10[2]	--	0.847	--	--
Oppose question 31[3]	3.435***	2.635***	2.278***	1.735
Ambivalent question 31	0.762***	0.707***	0.717***	0.437***
Any deployments	1.207***	1.032	1.036	1.292
FET-like experience	1.206***	1.129**	1.014	1.020
Constant	0.621***	1.408	2.386**	9.762*
Pseudo R-squared	0.103	0.077	0.043	0.071
Observations	28,158	6,454	3,014	486

Numbers reported are odds ratios. *** represents statistical significant at the 1-percent level; ** represents significance at the 5-percent level, and * at the 10-percent level.

[1]Responses "Definitely would decrease" and "Might decrease" were coded as 1's, all other responses take a value of 0. In the table, "dropped" indicates that the variable was dropped from the regression due to collinearity and "--" indicates that the variable was not used in that estimation.

[2]In the female estimations, we combine the O4-O6 and O7-O10 paygrade groups, since there are so few female general officers. O4-O10 thus becomes the relevant comparison group for the O1-O3 female officers.

[3]Question 31 asks Marines if they support allowing female Marines who can meet the physical demands of service in the ground combat PMOSs to serve in them.

Table 50. Q27j: "Would there decrease in female Marines being treated equally if women could be assigned to GCE units at the Regiment level or below?"[1]

	Men		Women	
	Enlisted	Officers	Enlisted	Officers
AFQT	1.007***	--	1.001	--
Postgraduate education	--	0.972	--	0.794
Age	0.988**	0.965***	0.922***	0.974
Time in service	1.000	1.002**	1.007***	1.002
Married	1.043	1.015	1.150*	1.118
PFT class 2	0.980	0.904	0.925	0.561
PFT class 3	1.002	0.337	1.261	dropped
PFT class 4	1.151	1.174	0.789	dropped
PFT missing	dropped	dropped	dropped	dropped
CFT class 2	0.956	1.065	0.971	3.505*
CFT class 3	0.496**	dropped	0.660	dropped
CFT class 4	0.978	0.426	1.948	dropped
CFT missing	dropped	dropped	dropped	dropped
Aviation	0.867***	0.924	1.161	0.925
Other combat	0.957	0.971	--	--
Infantry	1.291***	1.125	--	--
E1-E3	0.885*	--	0.648**	--
E4-E5	1.018	--	0.817	--
O1-O3	--	1.388***	--	1.092
O7-O10[2]	--	1.045	--	--
Oppose question 31[3]	3.681***	2.530***	2.335***	1.147
Ambivalent question 31	0.832***	0.661***	0.713***	0.303***
Any deployments	1.187***	1.252**	1.016	1.140
FET-like experience	1.170***	1.071	0.845	1.159
Constant	0.405***	0.936	4.253***	1.685
Pseudo R-squared	0.104	0.075	0.051	0.076
Observations	28,040	6,423	3,007	482

Numbers reported are odds ratios. *** represents statistical significant at the 1-percent level; ** represents significance at the 5-percent level, and * at the 10-percent level.

[1]Responses "Definitely would decrease" and "Might decrease" were coded as 1's, all other responses take a value of 0. In the table, "dropped" indicates that the variable was dropped from the regression due to collinearity and "--" indicates that the variable was not used in that estimation.

[2]In the female estimations, we combine the O4-O6 and O7-O10 paygrade groups, since there are so few female general officers. O4-O10 thus becomes the relevant comparison group for the O1-O3 female officers.

[3]Question 31 asks Marines if they support allowing female Marines who can meet the physical demands of service in the ground combat PMOSs to serve in them.

Appendix F: Retrospective recruiting regression results

Tables 51 and 52 provide our retrospective recruiting regression results.

Table 51. Q14: "If women could have volunteered for infantry, armor, and artillery PMOSs, would you still have joined the Marine Corps?"[1]

	Men		Women	
	Enlisted	Officers	Enlisted	Officers
AFQT	0.997***	--	1.004*	--
Postgraduate education	--	1.108	--	1.389
Age	1.031***	1.017	0.982	0.940
Time in service	1.000	1.000	0.998	1.003
Married	1.052*	0.984	.859*	0.860
PFT class 2	0.975	0.868	0.960	2.874
PFT class 3	0.925	0.461	0.742	dropped
PFT class 4	0.834*	0.652	0.982	dropped
PFT missing	1.000	1.000	1.000	1.000
CFT class 2	1.003	0.847	0.839	3.272
CFT class 3	0.930	dropped	1.561	dropped
CFT class 4	0.589**	0.410	1.597	dropped
CFT missing	1.000	1.000	1.000	1.000
Aviation	1.025	0.942	0.954	0.876
Other combat	0.834***	0.927	--	--
Infantry	0.553***	0.560***	--	--
E1-E3	0.831***	--	1.050	--
E4-E5	0.777***	--	1.204	--
O1-O3	--	0.998	--	0.900
O7-O10[2]	--	1.169	--	--
Any deployments	0.822***	0.804**	1.159	1.384
FET-like experience	0.777***	0.798***	1.221*	2.201*
Constant	0.809	1.024	3.060***	13.064*
Pseudo R-squared	.026	.017	.008	.030
Observations	28,676	6,547	3,066	491

Numbers reported are odds ratios. *** represents statistical significant at the 1-percent level; ** represents significance at the 5-percent level, and * at the 10-percent level.

[1]Responses "Definitely" and "Probably" were coded as 1s, all other responses take a value of 0. In the table, "dropped" indicates that the variable was dropped from the regression due to collinearity and "--" indicates that the variable was not used in that estimation.

[2]In the female estimations, we combine the O4-O6 and O7-O10 paygrade groups, since there are so few female general officers. O4-O10 thus becomes the relevant comparison group for the O1-O3 female officers.

Table 52. Q24: "If women could have been involuntarily assigned to GCE units, would you still have joined the Marine Corps?"[1]

	Men		Women	
	Enlisted	Officers	Enlisted	Officers
AFQT	1.000	--	1.005**	--
Postgraduate education	--	1.085	--	1.569
Age	1.023***	1.017	1.029	0.982
Time in service	1.001*	1.000	0.997	0.998
Married	1.089**	0.947	0.718***	1.173
PFT class 2	0.905***	0.751	0.818*	1.332
PFT class 3	0.826*	dropped	0.895	dropped
PFT class 4	0.806*	0.951	1.067	dropped
PFT missing	1.000	1.000	1.000	1.000
CFT class 2	0.984	1.104	0.874	0.325*
CFT class 3	1.064	dropped	4.372*	dropped
CFT class 4	0.517**	0.335	1.511	dropped
CFT missing	1.000	1.000	1.000	1.000
Aviation	0.890***	0.870**	0.895	0.586**
Other combat	1.017	1.016	--	--
Infantry	0.741***	0.708***	--	--
E1-E3	0.787***	--	0.759	--
E4-E5	0.763***	--	0.898	--
O1-O3	--	1.058	--	0.542*
O7-O10[2]	--	1.174	--	--
Any deployments	0.911**	0.877	0.980	1.357
FET-like experience	0.881***	0.916	1.218*	1.890**
Constant	0.340***	0.588	0.521	5.189
Pseudo R-squared	.023	.006	.012	.041
Observations	28,622	6,535	3,055	490

Numbers reported are odds ratios. *** represents statistical significant at the 1-percent level; ** represents significance at the 5-percent level, and * at the 10-percent level.

[1]Responses "Definitely" and "Probably" were coded as 1s, all other responses take a value of 0. In the table, "dropped" indicates that the variable was dropped from the regression due to collinearity and "--" indicates that the variable was not used in that estimation.

[2]In the female estimations, we combine the O4-O6 and O7-O10 paygrade groups, since there are so few female general officers. O4-O10 thus becomes the relevant comparison group for the O1-O3 female officers.

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Glossary

AAV	Amphibious Assault Vehicle
ANGLICO	Air Naval Gunfire Liaison Company
AVF	All-Volunteer Force
CBRN	Chemical, Biological, Radiological, and Nuclear
CFT	Combat Fitness Test
CJCS	Chairman of the Joint Chiefs of Staff
CMC	Commandant of the Marine Corps
ComCam	Combat Camera
CST	Cultural Support Team
DC	Deputy Commandant
DOD	Department of Defense
DOTMLPF	Doctrine, Organization, Training, Materiel, Leadership and education, Personnel, Facilities
ETP	Exception to Policy
FET	Female Engagement Team
GCE	Ground Combat Element
HQMC	Headquarters Marine Corps

JAMRS	Joint Advertising Market Research Studies
LAAD	Low Altitude Air Defense
M&RA	Manpower and Reserve Affairs
MAGTF	Marine Air Ground Task Force
MCCS	Marine Corps Community Services
MCTFS	Marine Corps Total Force System
Metoc	Meteorology and Oceanography
MI	Manpower Information Systems Division
MOS	Military Occupational Specialty
MPP-50	Manpower Plans Integration and Analysis
NCO	Noncommissioned Officer
ODSE	Operation Data Store Enterprise
PEF	Program Enlisted For
PFT	Physical Fitness Test
PMOS	Primary Military Occupational Specialty
POW	Prisoner of War
SecDef	Secretary of Defense
SNCO	Staff Noncommissioned Officer
TBS	The Basic School

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