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ABSTRACT

These proceedings of a pre-conference workshop on the quality of family life in the military begin with an overview and the texts of the introduction to the workshop. Three presentations providing an orientation to military family programs and policies are included. Enrichment and support needs of military families and research needs of military families are the subjects of two presentations on the changing dimensions of military family life. Texts of five workshop summary reports (on military family research, military family policy, marriage and family enrichment, military family stress, and counseling military families) are provided. Appendixes, constituting half the proceedings, include a workshop evaluation, a Navy family program fact sheet, and text of seven conference reports. The titles of these reports are "Military Family Stress," "Counseling the Military Family," "Gender Roles and Coping," "Navy Family Separations and Physician Utilization," "Family Dissolution among Air Force Officers," "Attitudes toward Family Enrichment and Support Programs among Military Families," and "Navy Family Assistance Initiatives." (MN)

National Council on Family Relations

Pre-Conference Workshop

"QUALITY OF FAMILY LIFE IN THE MILITARY"

PROCEEDINGS REPORT

Coordinators:

Dr. Dennis K. Orthner

Dr. Barbara A. Chandler

Supported by:

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For the local arrangements, we are especially grateful to Capt. and Mrs. William Ingraham and the Portland Council of the Navy League of the United States for their assistance in local arrangements and for the fine reception they gave. Ron Yoder and the Metropolitan Family Service Association of Portland, Oregon are thanked and congratulated for the fine performance of the Play for Living, "Coming Home ...Again." We also thank Gary and Donna Bowen of the University of North Carolina at Greensboro for their able assistance in the preparation and presentation of the workshop.

There are many others who played important roles in the workshop, particularly our fine presenters and workshop session coordinators: Dr. Ann O'Keefe, Mrs. Cecile Landrum, Lt. Col. Tyler Tugwell, USA, Dr. Hamilton I. McCubbin, Dr. Edna Jo Hunter, Capt. David Hunsicker, CHC, USN, Dr. Robert M. Rice, Mr. Richard Brown, and Mr. Gerald Croan. We also thank the many fine professionals and interested persons in and out of the military who came to the meeting to learn and share. From them we learned as much as we imparted.

Dennis K. Orthner
Barbara A. Chandler

Greensboro, Nor
November 30

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Workshop Overview

The National Council on Family Relations Pre-Conference workshop, "Quality of Family Life in the Military," was held October 21, 1980, at the Hilton Hotel, Portland, Oregon. This workshop was sponsored by the Navy Family Support Program, the National Council on Family Relations and Family Research and Analysis, Inc.

Purpose of the Workshop

The primary purposes of the workshop were to:

a) Acquaint the membership of the National Council on Family Relations with growing efforts in the military to improve the quality of life for families

b) Foster an interest group among civilian professionals who can provide on-going assistance to military family support efforts

c) Promote continuing interagency dialogue between military and civilian professionals on family issues and resources

d) Solicit suggestions from the participants on ways that military family research, policy, enrichment and counseling can be improved.

Participants

Of the 114 who registered and participated, approximately 42% were active duty military personnel. Of these, 25% were from the Air Force, 31% from the Army, 41% from the Navy and Marines, and 2% from the Coast Guard. These persons represented many agencies from each of the services that attempt to understand and meet family needs. The civilians who attended represented military families, universities, private research centers, counseling services agencies, private consulting firms, as well as agencies such as the Red Cross, USO, United Way, YMCA, Navy League, Community Mental Health Centers, Family Service Associations, and many others.

Program

a. Addresses (copies of these are included in the Proceedings)

- Orientation to military family issues: Dr. Barbara Chandler and Dr. Dennis Orthner
- Orientation to service concerns and programs:
  - Dr. Ann O'Keefe, U.S. Navy and Marine Corps.

- Mrs. Cecile Landrum, U.S. Air Force

- Lt. Col. Tyler Tugwell, U.S. Army

- Needs for Military Family Enrichment and Military Family Research:

  - Mr. Richard Brown and Mr. Gerald Croan

b. Workshop Sessions (summaries of these are included in the Proceedings)

Alternative sessions were offered in Military Family Research, Military Family Policy, Military Family Enrichment, Military Family Stress, Counseling Military Families. Each working group attempted to identify major issues and priorities, obstacles to development, needed resources, and strategies for improvement.

c. Play for Living

Presentation of play for living - Coming Home-Again - with audience review and discussion.

Selected Outcomes

General

- Interagency Dialogue between family service providers
- Civilian resource people and agencies identified and contacted
- New resources identified
- Publication of a new military family journal and/or newsletter planned
- Exposure and professional review of new Navy play for living
- Family issues raised and carefully discussed by professionals in the field.

Workshop Outcomes

- Family research workshop identified 12 critical issues and priorities, important research obstacles that need examination, new resources for funding and support, and identified needs for more team research, more inter-service research, more military-civilian exchanges of information, and a new journal to report and review developments.

- Family policy workshop identified at least 5 major issues and priorities, several policy obstacles that need review, and suggested that improvements are needed on available data, policy evaluation, family support group influences on policy, proactive policies, and base level policy developments.

- Family enrichment workshop identified 10 critical issues and priorities, several major obstacles to enrichment efforts, many new and effective resource programs, and identified need for more command personnel involvement, better communication of programs, more research, community networking, new programs for singles and single parents, child-care availability, intern assistance, hot-line developments, duty hour programming, medical referrals, and ombudsman assistance.

- Family stress workshop identified 5 critical issues and priorities, important obstacles that need to be reviewed, and suggested the need for more family influence on policies, better communication with families, more briefings of commanders, more integrative services and programs, and a new inter-service task force on families issues.

- Family Counseling workshop identified 7 major issues and priorities, a number of major obstacles to family service improvements, and identified the need for education of command personnel, money for staff training, flexible assignment policies for some families, better coordination of counseling, and a joint armed-services/civilian task force on military families.

Evaluation

Of the 114 people who officially registered, and attended the workshop, 52 (46%) completed an evaluation questionnaire. (A statistical summary of these is included in the Appendix.) The information these persons provided indicates that they came largely to learn about military families and programs (40%), to improve their understanding of family programs and possibilities (29%), exchange ideas (21%), and to increase their skills in working with families (10%). In terms of useful information that they learned, 64% felt they learned "a great deal" and 36% felt they learned "a fair amount." No one took away "little or no" new information.

For increasing their awareness of military family needs, the general session presentations were considered "very helpful" to 36% and "somewhat helpful" to 60% of the attenders. The workshop sessions were considered to be "very helpful" to 44% and "somewhat helpful" to 56% of those who attended. No one reported that these sessions were "not helpful" to them.

These positive attitudes are reflected in the overall appraisal by the workshop participants. When asked if they felt that their participation was a good use or investment of their time, 96% said "yes" and only

4% were "undecided." A few negative comments were made about the inadequate amount of time available for the topics to be covered, some speakers' presentations, and the need for more discussion of workshop findings. Still, most comments were positive, including statements such as: "Truly outstanding;" "It was very worthwhile. The liaisons between participants were valuable;" "The workshop was well planned and it afforded the opportunity to voice opinions and ask questions;" and "This session was the most productive one-day session I have ever attended on any topic."

Suggestions for the future included:

- More time for the development of topics
- Continue broad emphasis, research and practice
- More workshops, at least an annual event
- Include military family members in presentations
- Provide for evaluation of specific programs
- More involvement of commanders and policy makers
- More audio-visual use in briefings
- More informal time for participants to interact
- At least three days for the same number of topics.

Workshop Introduction

- Opening Remarks - Dr. Barbara A. Chandler
- Introduction - Dr. Dennis K. Orthner

Opening Remarks

Dr. Barbara A. Chandler
Workshop Co-Coordinator

As we begin our workshop today, we want to express our very special appreciation to all of you for showing your concern about the quality of life in military families. By being here, we're demonstrating that we feel that concerned persons, in and out of the military, working together, can make a difference. Now, let's review briefly the objectives of our workshop.

Today, we are going to be informed about the status and trends for family service programs in the armed forces. We hope this will be a benchmark effort that can be used in program planning in the months and years ahead by representatives from the military services. We are going to consider information and issues that are pertinent to military family concerns. In our work groups, we are going to focus on priorities, resources and strategies that are related to strengthening military family services. Also, in our work groups, we hope to develop recommendations and identify significant related material which may be used by military and community planners and researchers. A workshop report will be prepared and will be made available to all the workshop participants, to planners of military family programs, and to other selected recipients, including service providers. Perhaps most important, we feel that this workshop will encourage and facilitare dialogue among all the various groups that are here. During the day and in our workshops, take advantage of the opportunity to talk to other participants and learn something about the challenging efforts and concerns represented by the people who have come to learn and to share.

Introduction

Dr. Dennis K. Orthner
Workshop Co-Coordinator

Before we hear from our speakers, allow me to set the scene for our workshop today. First of all, we must recognize that we face a changing military in terms of personnel and families. Once a bastion of single men, the military services today are dominated by members with families. Each of our major service branches now finds that it has the direct or indirect responsibility for more dependents, spouses and children than for its members. Military families now comprise some 2% or 3% of all households in the United States today, but their impacts are far greater than that. For many families, military service is a short-term venture, and other families subsequently replace them. This means that if we take a cross-sectional slice in time point of view, we only find 2 to 3 percent of American households in the military at any one point in time. But if we take a longitudinal or long-term perspective, we find that perhaps three to four times as many families may spend part of their lives in the military services.

The composition of military families is also changing, and this reflects many of the contemporary changes that we see in our society. Today, married personnel make up half or more of each of the military branches. I'm sure the specifics of this will be discussed by some of the speakers this morning. Dual-military couples comprise about 2 to 5 percent of the total force of Army, Navy, and Air Force; and their numbers are growing very rapidly. Single parents make up another one percent of the total force, and their numbers are swelling, too, not necessarily from recruitment, but from divorces among military members and pregnancies among single women within the services themselves. You no longer have to recruit single parents to see them grow in numbers. Taken together, we find that the forces in the American society that are encouraging family growth and family change are very much a part of the legacy inherited by military service recruiters and personnel managers.

With the growth of families in the services has come an awareness of their importance. Families are no longer just "dependents" in the traditional vernacular; they are now part of the mission support system on which the services themselves depend. Families are not just appendages to military personnel, but are links to the way of life the military members themselves have sworn to defend.

In my recent study of Air Force families (Families in Blue, 1980), I found this link very important. More Air Force families selected quality of life issues as most attractive to them than any other set of more direct benefits of military life. The erosion of this quality of life, whether real or perceived, is more frustrating than anything else. Certainly, pay is a vital part of this, but so is housing, commissary, the opportunity for travel, and the kind of environment their children

must grow up in. We now find that the lack of support for children is a critical issue for military planners. Such things as good schools, quality child care, attractive recreation programs are rising in importance to military families. As other, more direct benefits erode, considerations such as these rise in importance to military families.

Another factor we must take into consideration today is the increasing link between family support and military career commitments. In the Air Force study, wife support for her husband's Air Force job was more important to the retention decision of married men than any other factor except supervisor's support. Those two factors together--spouse support and supervisor's support--accounted for most of the statistical variance in the decisions of these married men. Other factors, including such things as satisfaction with pay, retirement benefits, and satisfaction with the base, were important at some ranks and grades as well, but spouse support was consistently important across all ranks and grades. Even job morale, a more circumstantial situation, is influenced by family support for military service. The greater their support, the more likely the number will be satisfied with his or her job. No doubt, this link is caused partially by spouses reflecting the degree of satisfaction or dissatisfaction that's expressed by their partner. But it also points out that a frustrated, angry wife can make a job seen intolerable, while a supportive wife (or husband for that matter) can ease the tensions and petty irritations that go with any job at some time.

Certainly families can assist military missions by supporting members, encouraging them through difficult periods, and complementing their responsibilities with the relaxation and comfort offered by a ready-support group. On the other hand, families who feel abused or neglected can strain member commitments and put pressure on them to find more attractive alternatives.

As we look at military family needs today, I would like us to put to rest several prevailing assumptions about these families. First of all, we need to rid ourselves of the presumption of the typical military family as a member husband with a dependent wife and children who are at home, dutifully taking care of the domestic responsibilities while he goes off to fulfill his military responsibilities. There are several flaws in that picture. For one thing, the majority of these civilian wives are now employed, nearly three out of four in the lower enlisted grades and about six out of ten overall. This means that child care is now a necessity in many of these homes, not just a luxury for periodic daytime outings. Many of these wives would also reject the very notion of being called "dependents"--they have careers and an independent, non-military lifestyle that ties them to their husbands' jobs only to the extent that it meets their needs as well. These women are less traditional than their forebears and they are less willing to readily pull up stakes when their husband's duty calls. Many of these women resist career disrupting transfers, the constant coming and going of their husbands, and the frequent duty of being a single parent to their children.

Another assumption we may need to reconsider is that TDY assignments, remote tours, ship departures, and PCS transfers are really not that hard

on families, that most adjust to this quite easily. One colonel told me, "these are growth experiences for families--it gives the wife the opportunity to test her maturity and independence." Few families that we interviewed believed that, particularly if they were at the lower grades with young children and had a second job to maintain. Even short-term temporary duty assignments can be hard on the families left behind. Families today are much more interdependent than ever before. The roles of husbands and wives are not as distinctly separate as they once were. This has given families more importance in terms of emotional support but it has also increased family fragility when these emotional supports are taken away, or inconsistently provided.

We also need to look at the extent to which military communities and back-up support systems really "take care of their own" families, especially when the members are not there. Contrary to the belief of some, base communities do not appear to be that close. Friendships are often tertiary. Most of the married Air Force personnel we interviewed said they had no close friends, a situation that is probably true in other services as well. This lack of close ties probably occurs because of the high mobility we expect of these families but whatever the cause, this sense of alienation can be compounded by a loss of support that occurs during deployments. The net result is a distrust of military policies toward families and a lack of support for the service career of the member.

I hope that during this workshop we will take a look at these and other issues, examine some of the obstacles military families face and discover resources, programs, policies and services to help these families cope more effectively with demands of military missions and member responsibilities. I also hope a positive tone will prevail throughout the workshop. There are problems, to be sure, but let us honestly seek solutions rather than become mired in the recounting of one problem after another. Let us consider these issues rather than problems; needs rather than just frustrations.

I hope we will look for facts rather than assumptions to guide us. Raise assumptions and conjecture as grist for the mill, but look for sound solutions. Let us rest our porochialism and provincialism and try to learn from successes of others and the mistakes we have all made. As civilian and military members alike, we all have a stake in the future of these vital military families.

Orientation to Military Family Programs and Policies

- U.S. Navy and Marine Corps - Dr. Ann O'Keefe
- U.S. Air Force - Mrs. Cecile Landrum
- U.S. Army - Lt. Col. Tyler Tugwell

U.S. Navy and Marine Corps

Dr. Ann O'Keefe
Head, Navy Family Support Program

In my presentation this morning, I would like to fulfill two major goals. For the members of the National Council on Family Relations, interested civilians, and representatives of other military branches, I want to give an introduction to what the Navy is doing for its families today. For those of you who have been working with the military generally, and the Navy specifically, I will provide a brief update on the Navy situation at this time. Since the Marine Corps has been working hand-in-hand with the Navy for about two years now, I have been asked to weave into my presentation information on Marine Corps family needs and programs as well. I will be doing that throughout my remarks instead of having a separate Navy and Marine Corps presentation.

Demographics

While most of the data I have at my disposal are about the Navy, it is important for us to understand at the outset the personnel configurations of the families we will be discussing. In the total population of the Navy, 93 percent of all members are male and 7 percent are female. Approximately 54 percent of these Navy members are married, while 36 percent in the Marine Corps are married members. We have about 4,500 single parents in the Navy--that is single parents who have custodial responsibility for their children. This is quite different from those who have financial responsibility. As a matter of fact, until the very recent studies of Dr. Orthner and his staff, the Navy only had information about the 15,000 single men and women who have financial custody of their children. We should also add that the Navy has some 13,000 members who are married to another military person. Most of these dual-military couples include two Navy members.

Family Stress

In the civilian sector, there are many kinds of stresses that we all face. Economics, of course, is a primary one. But, there is no question that military life tends to exacerbate many of the stresses faced by civilians. For a few moments, let us take a look at some of these stresses, just to give you a picture of what I am talking about.

Relocation. For one thing, relocation is a frequent stressor in the military. In the Navy, about 20 percent of the population move every year. While this percentage is similar to American society as a whole, the problems are not similar. If you are moving at the request of IBM, the hardship on you is not likely to be as great as if you move at the request of Uncle Sam. There is a tremendous financial hardship on Navy people are are moving. I certainly feel that we need studies to document the financial stresses placed on people when they move, even when supposedly reimbursed.

Communication Problems. Navy relocations may mean moving across the world instead of across the street. Now, it is true that we have salesmen in the civilian sector who move a lot as well, but very frequently they are able to pick up the telephone and call their wives if they choose to do so. We have people in the Navy, as you know, who are under water for a long time. Many others are also at sea with slow mail turnaround time and little opportunity to maintain on-going communication with their families. This inadequate base of communication certainly frustrates family separations. And while reunions after deployments are often a happy time, they also have their stresses too, as families try to reopen channels of communication that have been partially closed. Our "Play For Living," Coming Home-Again, aptly demonstrates this point.

Economics. Let us also look at the economic question. Military salaries, first of all, are not keeping up with salaries in comparable civilian jobs. Also, women's salaries are generally lower than men's, but I will assure you that military wives' salaries are far less than their civilian counterparts. Military wives move and are always starting all over again; they simply are not able to build up tenure in their careers. Often they go months without being employed, especially if they are technicians or professionals who have to meet the licensing requirements of different states. Taken together, all kinds of things make it difficult for a stable family financial situation to be established and maintained.

Navy and Marine Corps Family Programs

The Navy and Marine family programs are really an outgrowth of many factors. Actually, a large number of people, including Navy families, have been involved in family concerns for many years. More recently, our programs have resulted from the dedication of a few people who said we need to do something now--something in a visible, tangible, formal way. Yet, it is very important for us to recognize the informal efforts that have been going on for many, many years. I think immediately of the Chaplain Corps, which has been providing a tremendous service on behalf of Navy servicemen and their families for a long time.

Still, it was in November 1978 that the Chief of Naval Operations and the Secretary of the Navy went on record as saying there would be a funded effort specifically geared at supporting family life and the overall quality of life in the Navy. At this time, barely two years ago, the Chief of Naval Operations, Admiral Hayward, the current Vice-Chief of Naval Operations, Admiral Watkins, the former Chief of Chaplains, Bishop John O'Connor, and the Commandant of the Marine Corps, General Barrow, who stated there will be Marine Family Service Centers, all heard the voice of the people and they saw the data on retention. Clearly, one of the driving forces behind quality life concerns is the real problem the military is facing today in retaining its skilled people. Although our effort is definitely seen as "the right thing to do," it is also partially designed to stem the tide of attrition and increase the mission effectiveness of Navy and Marine personnel.

As of the first of February (1981), the Navy Family Support Program will be two years old. The Marine Corps' program will be two years old in March. When the Commandant of the Marine Corps decided that there would be a Marine Corps Service Center Program, he assigned a staff officer to work with us during the initiation of our efforts and to make appropriate adaptations to Marine Corps' needs. Together, we examined what the Army had been doing and the programs other civilian agencies could offer as well. We have developed a guide for planning and operating Navy Family Service Centers and this guide will have a chapter in it on tailoring programs to the Marine Corps.

Let me give you some idea of the philosophy on which both the Marine and the Navy family programs are based. One is the awareness of special needs, and we have already discussed some of those. Another is the awareness of special strengths that military families have. The Commandant of the Marine Corps acknowledged this when he announced there would be sixteen Marine Family Service Centers established for Marine families. He said that these were not programs to support weak families; rather, these are programs to give appropriate support to the strong families of the people who are out doing the business of our country. We have a profound respect for the strengths of military families and their legitimate need for extra help and support at certain times and in the special situations in which they find themselves.

Another very important consideration to all of us is the acknowledgement of and linkage to the many currently existing resources in both military and civilian communities. In an operation like this, the Navy is not going to be able to provide for all family needs by itself; that is ridiculous. My office only has nine people. What we are really trying to do is to unleash the capability of the tremendous talent and dedication and expertise that is already out in the field. It lies in other Navy families; and it lies in existing resources that we need to tap more effectively.

It is important for you to understand that this is a military program with a goal of improved and maintained readiness for the military mission. That is something we live with at all times. Our effectiveness is evaluated and will be evaluated in terms of retention issues, in terms of productivity issues, in terms of the military's mission, and that is a very key consideration. We talk in terms of what our family support effort will mean and can mean to the Navy. When I am addressing prospective commanding officers, our discussions center on what this program can mean to them, their effectiveness, and the people in their commands.

Where are we now? Eight Navy programs are now receiving funding and we are in the process of building up to 62 family service centers over the next few years. The Marine Corps has 16 centers to be funded this year. The Navy Family Service Center at Norfolk is fully operational right now and there are family service centers in the San Diego area and at Pearl Harbor that have been providing services for some time.

Nevertheless, it is important for you to remember that the funding of centers alone is not what we are after. We want a system that is

recognized, understood and approved throughout the Navy; a system that will support the many "grassroots" efforts that have been struggling as well as thriving in various Navy commands. We want to provide whatever assistance we can to any Navy command that feels a need for help and support.

It is my pleasure to see all of you here and to know that we are many steps along the road of this military and civilian endeavor. Thank you.

U.S. Air Force

Mrs. Cecile Landrum
Department of the Air Force

It is a pleasure to be here today and an honor to serve on such a prestigious panel as a representative of the Air Force staff. While I am here representing the Air Force, let me say just that I am one among many in our service who have clearly recognized the fact that family issues cut across all functional lines--and in order to address them, we must all work together.

I first met Dennis Orthner several years ago when he was working on his first family project with Chaplain Richard Carr, Air Force Chief of Chaplains, and today he is a key person in the forefront of family issues. Since that time we have come a long way in addressing family issues. And I have joined the Secretary's Staff Group to be our Under Secretary's Special Assistant on Family matters.

Given that role, let me lay out a few of the issues as I view them.

Goals

The overreaching goals in the Air Force are to maximize the retention and the readiness state of military members--male and female, to make it feasible for them to maintain their commitment to the military mission.

Challenges

The challenge facing combat forces in coping with the human problems of these members is unique--these stresses include:

- Isolation (physical and/or cultural)
- Separation from the extended (and often the immediate) family
- Large numbers of bi-cultural families
- Perceived (and sometimes real) career risks in seeking medical help (particularly in areas of mental health, drug and alcohol abuse)
- Family violence--not unique, not stress, result of stress
- Migration (constant moves combined with absence of father)
- Economic impact

- Continuous adaptation and pressures for instant involvement
- No established career paths for family members as predetermined jobs such as military members have
- Wife suppressing personal goals and aspirations

Equilibrium

Equilibrium is based on traditional negotiation and transaction. Family policies have been established "not on the basis of sentiment, but as a basic need for generating combat capability." The previous research addressing this equilibrium viewed the person as a "passive agent whose behavior is the product of forces which play upon him while is is recruited, developed, advanced, and eventually discharged from the organization." This previous equilibrium was based on certain assumptions about relations between the military person and his employer.

Change

Today this equilibrium is being upset. For one thing, the new role of women has changed this equilibrium. The decision to integrate women into the services, allowing women to enter more nontraditional career fields and allowing married and single military women and men with dependent children to remain in the service has changed military force makeup.

The military has shifted from a predominately single force up until World War II to a married one. Today, over 56 percent of all military personnel are married. (Still, however, considerably below the national norm, primarily because so many in the military are young.) In the Air Force there are also approximately 20,000 married military couples; 8,000 (40 percent) of them have dependents and there are approximately 6,500 (1.2 percent of the force) single parents. And these numbers are growing.

Most common, though, is the serviceman whose wife is a civilian. Air Force men with civilian wives account for 65.2 percent of the total male force; 69.2 percent of our enlisted men, and 83 percent of our male officers are in this category. Sixty-seven percent of the wives of enlisted men and 45 percent of the wives of officers are employed outside the home. This accounts for a substantial proportion of the force. The shift to a younger married force with new attitudes--both among enlisted people and officers--is reflected by the fact that many of these military marriages remain childless--despite the growing numbers of military couples with dependents. And, despite this family status, most employed wives are working to supply needed additional income. Some work just to obtain the personal satisfaction. Others work for both reasons. This pattern, too, has many implications for the Air Force.

There has also been pressure from women's groups. These pressures have encouraged us to move toward including women in all career fields, particularly those combat-related jobs which are perceived to be career enhancing.

There are growing economical needs creating more two paycheck families. The two paycheck family existed before--the difference now is that more women are employed away from the home and children. As a result, children experience separations from both mothers and fathers. The "not so dependent civilian spouses's" careers are growing factors in retention and mibility--or family breakups which sometimes give custody of children to the military member. And, as Caroline Bird has noted--when there are two paychecks, the man no longer has to tolerate the "lousy" job in order to feed his wife and family. If he leaves the job, his wife's paycheck can sustain them for at least a while.

Problems can also arise in the traditional family model as well. In particular, more acceptance of divorce undermines the long-term anticipated benefits by family members in return for sticking out a difficult life style (moves, separations, isolation).

A growing number of women are facing conflicts in exercising their rights to enter expanded and more demanding careers and exercising choice to have a family. Again, the military has not been immune from this phenomena. In the past, when the military member got his new assignment --he would go home and tell his family to start packing. His expectation was that his wife and children would continuously adapt and seek "instant involvement" in a community that knows no geographical bounds. Their personal goals and aspirations were traditionally suppressed. Because, clearly, the needs of the military institution took precedence. Child care issues enter here.

Today when the military member gets any choice about a new assignment, the response is more often than not, "I have to discuss it with my family." The military family has now moved from a passive appendage to that of an active component of the military profession--and they are demanding more say in assignments, career planning, relocations, and separations. Clearly, family considerations have moved into the forefront of retention, readiness matters, and the quality of Air Force life. Clearly, the changing institution called family is in direct conflict and competition for the military member's time and commitment to a virtually unchanged institution called the military.

Today, the decision as to whether the military member will take the "new assignment" can well lead to several other options as they relate to the status of the family. The spouse may elect not to move with the military member. This decision can be based on economics, career motivation, or schooling needs of dependent children. Already, a substantial number of military men with civilian wives are living apart due to the inability or unwillingness of their spouses to follow them to next assignments. Of these, some represent remote assignments but more are for the personal reasons mentioned. In some cases, the military member may decide that the spouse's career situation is too valuable to lose--and in assessing his future potential in the service and pay and benefits--some military members use this rationale as a factor to resign or retire from active duty. While this appears to be a small but growing trend, retention studies have not yet specifically broken out these numbers.

Corporate Structure

The corporate structure's mobility patterns once coincided with the military's, in that they too assumed that the wives would be more than willing to subjugate themselves for the "good of their husbands' careers --and the good of the company." Corporate wives who moved constantly also faced the realities that their status was tied to their husbands'. They too suffered from having no direct career pattern. This phenomena, and the related stress factors--often identified as problems not symptoms --are well defined in the classic study by psychiatrist Robert Seidenberg in Corporate Wives--Corporate Casualties? The women's movement and more recent economic indicators show that any research done before the 1970's no longer reflects the true dimension of the wives' impact on mobility decisions. But the influence was felt. Some corporations, however, could act immediately--and did so--particularly in light of the fact that highly qualified and trained personnel were making decisions whether to accept job transfers based on their family needs and aspirations. Corporations began to underwrite mortgage differentials, pay some spouses's employment fees, and in some cases even guaranteed the spouse a job of stature, at least the equivalent of that being given up. This was a far more financially sound approach for profit-motivated companies than to have to train, age, and grade executives who were exiting their companies.

Air Force Agenda

Unfortunately, the similarities stop here, because the military, as a government institution, does not underwrite programs which pay for spouse relocation, employment services or for other unique family moving costs. But, as an institution, the military is quite cognizant of the fact that the costs associated with recruiting, training, aging, and grading new members far exceeds those associated with flexibility in addressing personal and family goals. And in place of the highly financed industry programs, the Air Force is taking some dynamic and time-sensitive initiatives.

The Air Force has established a new office for Family Matters in the Directorate of Personnel Plans. This office is serving as:

- A focal point of information, facts, research and demographic projections and evaluations of pilot projects.
- An avenue to cut across functional lines and provide outreach and communication to the operational world.
- A catalyst for conferences, symposia, and colloquia which can stimulate new policy considerations.
- An interface between civilian policy makers and the military (the corporate world has faced similar problems in grooming their executive force).

To launch this office, a major conference was held in September at the Air Force Manpower and Personnel Center in San Antonio, Texas. The objectives of the conference were to introduce the new role of the Air Force family office, to provide a forum to discuss major family needs and concerns, and to identify those family concerns that are becoming commonly recognized as priority issues for possible development into working family programs. Conference attendees included Air Force commanders and functional managers from such areas as Manpower and Personnel, the Surgeon General, the Chaplain and Judge Advocate. Key Air Force civilian and military leaders also attended.

The conference was structured into three subworking groups that discussed numerous family issues and concerns. The three groups were Family and Health and Education, Family and Economics, and Family and Community.

The Health and Education group addressed issues and designed initiatives to improve medical services, provide better family educational opportunities, increase knowledge about family issues, and improve communication on family matters. The Family and Economics delegation addressed ideas to upgrade family entitlements, streamline the relocation process, improve housing options, and help spouses and family members find employment. Family and Community examined issues such as child care, youth activities, on and off-base recreation, and family support systems and assistance programs. The output of each working group was a prioritized list of initiatives which will be staffed by the appropriate functional manager to identify feasibility, cost and manpower considerations. After staffing, specific tasking will be initiated for program modification or new program implementation.

The conference was the first major initiative of the newly formed Air Force family office. From this conference, we will continue to focus and direct a consolidated and coordinated Air Force Family Program for the Eighties.

U.S. Army

Lt. Col. Tyler Tugwell
Army Community Service

What we are discussing today is the family. The reason we are discussing the family and the reason for real participation on the part of the military is the undeniable evidence that the family has a direct impact on the readiness of the armed forces today. This cannot be denied; it cannot be ignored; and it is the basic fact we are dealing with. And to the extent that the family interrupts the business of readiness, we have to pay attention to all sorts of things that the soldier and his or her family need. This takes into account many things that we are not historically accustomed to dealing with. It requires new talents on our part; it requires a whole new set of services on the part of the agencies that deal with family problems; and it has come upon us in a rather unexpected way.

Some years ago, we made the decision to pay the soldier more, and I do not know whether we really thought to ourselves at that time, "You know, this may mean that the soldier will be able to afford to get married." Unfortunately, the money we provide yields only a minimal sort of existence, especially as inflation gets worse. But the net result is an Army with an enromous number of emerging social and family problems that commanders are not able to deal with. This led to a need for additional agencies within our service to help commanders deal with these peoblems. Today, we have in the Army an institution called Army Community Services, which has been erected for the sole purpose of dealing with these many new problems.

Military Life--A Scenerio

Let me just give you a picture. I do not want to be pessimistic and I do not want to give you a distorted view of what the Army is like. But just let me give you a case in point. As I relate this story to you, which is not uncommon, I want those of you who are married to think back to your own early days of marriage and see if your marriage could have survived this sort of situation.

Let's take a new recruit. He is coming out of high school, we hope, but not always. He comes out of a small town in Georgia; goes into basic training; he is not getting paid much; he graduates, and that is a good thing, because he has succeeded in something. So he says, I can marry my sweetheart, and he does. Then he goes to AIT for training. When he graduates, from AIT, he is going to Europe.

Now, if he is a very fortunate soldier, in terms of keeping the family together, he will be able to take his wife overseas, but the government will not pay for this. When he gets overseas, and gets to Frankfort, where all incoming personnel go, he has got his wife and perhaps a child or two in tow. When he gets there, he goes to the placement batallian and gets a

ticket. That ticket will take him on the German railroad to his new assignment in Neuremberg or any number of places in Germany. He gets on that German railroad, where no one speaks English, with his wife and small child. He gets off the train at the town near his assigned post and he has to make his way to the base.

He then finds he is not authorized government housing and he has to live on the civilian economy, and the German economy is not cheap. Automobile insurance in Germany is out of sight. He has to put his wife in an apartment which requires an enormous downpayment, because historically soldiers have not treated their apartments well over there. He puts his wife in that apartment and it does not have a television, because that is only for people who live on base. And then, he finds out that he has to go in the field for six months. Now, the commissary is not located near this apartment--it's ten miles or so down the road--and the medical facilities are in the other direction. The PX is in a completely different direction. Now she is on the economy; her neighbors speak German, and she does not. There are no social services available to which she can go. The story could easily go on and on.

Now, if this situation does not provide built-in stress, I do not know what does. Perhaps, you say, this is an exaggerated case; but it may apply at some time to about half the people in the Army.

Army Community Services

The question is how do we deal with this sort of thing? I do not want to be philosophical but there are some real problems associated with situations like this example I just gave you. If we do not do something to make life easier for this soldier as he goes on through this kind of transition, we are not going to keep him in the Army. No matter how much you pay him, and no matter how much you tell him he is on the "cutting edge," every time he goes home at night his wife is going to remind him (if she is at home and not working) of how miserable the Army is, because the Army is responsible for getting him where he is.

Now, it is basically the commander's problem to deal with these things. That must be foremost in our minds. It is not the Army Community Service System that is responsible for tending to the soldier's needs; it is the commander's responsibility. The Army Community Services system that we have is a commander's tool. This service may be headquartered in the high reaches of the Pentagon, but the commander on the installation is the guy who runs that ACS program, and it is going to succeed just to the extent that he places emphasis on it.

I am not going to go into all the programs under ACS; I am just going to give you an example of the sorts of things in which we are involved. We run an information and referral system for all 160 ACS centers that we have worldwide. This system, which I consider to be the key to ACS, allows ACS to solve numerous emerging problems by referring people to the right places. It's run by approximately 400 civil servants and officer

personnel, and about 6,000 volunteers. I mention that, because even though the family is of such importance to the Army, it is largely a volunteer effort that is ensuring the success of the Army Community Service program.

We have other programs as well. We have a financial planning assistance program, which is geared to helping the soldier who gets deeply in debt and needs to find a way out. Believe me, this is big business these days for all the reasons we have discussed this morning. We have relocation services, which are geared toward making relocation easier for the soldier all along the way. We have a handicapped assistance program, which is geared toward helping parents with handicapped children find assignments where there are services for handicapped dependents. This is a very important program because, according to our medical branch, 20 to 25 percent of our military dependents can be considered handicapped. We also have a family-child advocacy program and we have child-support services. We have enormous numbers of child-care centers on bases around the world.

Unfortunately, we have had very poor luck so far in getting Congressional dollars to help with these and other family support programs in the Army. Hopefully, this will change more and more as it becomes evident to everyone, including Congress, that the business of satisfying family needs is critical to the readiness of the armed forces.

Family Life Centers

I do not want to give the impression that the only ones on Army installations that are involved with family problems are the staffs of Army Community Services. One of our most important resources are chaplains, who put in an enormous amount of effort on behalf of families. They have a Family Life Center network that operates throughout the United States and even overseas. These offer programs and counseling to deal with nearly every aspect of family life.

In conclusion, please understand that we in the Army are into the family business in a major way. We have had conferences and workshops on family life for some time now. We are stretching our resources to the limit to make sure that there is a general understanding of the importance of families and that there is an understanding on the part of commanders of the techniques that can be applied to solve family problems among his troops. In the long run, this will help us ensure the readiness of the Army and the Armed Forces in general.

Changing Dimensions of Military Family Life

- Enrichment and Support Needs of Military Families -

  Mr. Richard R. Brown

- Research Needs of Military Families -

  Mr. Gerald Croan

Enrichment and Support Needs of Military Families

Mr. Richard J. Brown, III
Chaplain, Major, USAFR

For several years, specifically focused studies of families in the military, including the Air Force, have been conducted by social scientists inside and outside the military. During most of the year 1979 and the spring of 1980, the tools of scientific research and the growing body of knowledge in the field of family studies were brought to bear on family life in the Air Force in a broadly designed and systematically conducted study of Air Force families. Sponsored by the Office of the Chief of Chaplains of the U.S. Air Force and conducted by Family Research and Analysis, Inc., this study was designed to identify the strengths and weaknesses of Air Force families. It is based upon data derived from personal interviews of husbands and wives from 331 married families and 131 single-parent families. A total of 763, approximately hour-long interviews, were conducted with a stratified probability sample of Air Force members, spouses, and single parents from 16 bases in the continental United States and Germany. The results of this study comprise the most accurate and comprehensive picture now available to the quality of life within Air Force families.

The first report of these results was published in August of this year in Families in Blue: A Study of Married and Single-Parent Families in the U.S. Air Force. My report will attempt to speak only to the factors related to the support needs of Air Force families. We will examine the kinds of programs and services available and the nature of family support offered by each. We will also examine the attitudes Air Force family members have toward the availability and use of these programs and attempt to identify several recommendations for these programs designed to help meet the support needs of Air Force members and families.

Family Needs

Dr. Orthner and the other speakers this morning have already identified many of the stresses experienced by military families. But allow me to briefly set the scene once again.

A quick overall look at the Air Force, and family life in it, reveals that at least a majority of married members, spouses, and single parents report they are satisfied with the quality of life the Air Force offers them and their families. They report satisfaction in relationships with their children and marital partners, and most say they are experiencing only moderate to low-levels of family and personal stress. That's the majority. However, when we look on a more focused level, we find that low marital quality is reported by one out of three married couples.

Problems with marital communication and companionship are especially widespread. Concerns about relationships with children are reported by one out of three parents. Less than half of the parents interviewed are satisfied that the Air Force is a good place to rear children. (More information on these problem areas is provided in the paper by Orthner and Bowen later in this report.)

The financial pressure of today's economy is also affecting Air Force families. As a result, one out of five married men and single parents report that they have had to secure second jobs in order to meet their financial commitments. In general, it appears that Air Force families are experiencing the same kinds of relational and financial stress as families in the general population. But still, despite these pressures, 85 percent of these couples are still in their first marriages and very few of them have seriously discussed divorce.

Programs

What are the attitudes of Air Force family members toward various types of programs that will either help them maintain or improve their marital and family quality? That question has become very important to Air Force leaders, particularly chaplains. How many Air Force members and family members are aware of the various services we have been offering? What are their attitudes toward utilization of the service center programs or services? How likely would they be to participate if given an opportunity? Hopefully, this part of our study will give us a better idea of those we are reaching and those we are not reaching with various family programs.

Therapy Programs. First of all, we looked at marriage and family counseling or therapy. Surprisingly, only three out of four married couples and single parents indicated that they were even aware that marriage and family therapy existed. About half of the husbands and less than half of the wives knew whether or not it was available on their base. Among single parents three out of four thought that counseling was available. It is apparent that even with a program as well known as marriage counseling, there is quite a bit of public education or public relations work to do. Of the family members reporting marital difficulty, three out of four wives and two out of three husbands expressed interest in getting help through marital therapy. The two major constraints to the use of this source of help were: (1) lack of knowledge about the existence of counseling services, and (2) concern about confidentiality.

Parent Education. The second program we examined was parent education. There was no attempt to focus on any one type of parent education program, but rather to look at a representative sample of those programs generally designed to help parents better understand and communicate more effectively with their children. Parent education programs can be highly steuctured and they can be behavioral skills oriented, or they can be less structured and more informal. Overall, two out of three Air Force parents had heard of some type of parent education program. Women were

much more aware of these programs than men, especially single-parent men. Less than half of all single-parent fathers were aware of their availability.

The majority of those who had heard of parent education or who had attended such a program were white parents who attended church regularly. The majority of the non-white parents or those who are less religiously involved were not aware of parent education programs. There is obviously some stratification along minority lines and especially among people who are most often reached by chapel programs on base. But these programs are going to have to reach beyond those who normally have contact with chaplains if we are to have any success impacting upon family life on Air Force bases.

In terms of their interest in attending parent education programs, 73 percent of single-parent women, 55 percent of single-parent men, 63 percent of the wives, and 49 percent of the husbands indicated that they were likely to attend. So, we do have an open door. Still, only 12 percent of married fathers said they were "very" likely to attend a parent education class. This seems to reflect the still traditional bias that childrearing is the mother's responsibility. Interestingly, parents who reported poor parent-child relationships seemed to recognize their problems, and were the most likely to want these programs. Non-white parents also indicated a high likelihood of attending parent education programs, both mothers and fathers. The parents of young children were more interested in parent education than parents of adolescents, but parents of adolescents more often report conflict within their marriage over parenting decisions. So, there is some disparity among those who need parent education and their recognition of that need.

It is important to note that the study itself supports the need for expanded parent education programs. Nearly one-third of the Air Force parents felt they have inadequate relationships with their children. Many of these relationships could be improved with help and guidance and knowledge of parenting alternatives. Knowledge about children and about behavioral principles of parenting have been found to be a major need of Air Force families.

Couple Communication Training. The third program examined was couple communication training. While this is the title of a particular program, it was described in a general sense that would relate to any other program which attempted to enhance marital or relational communication skills. Usually, this is a structured skills development program. It is taught in groups of five to eight couples. It is required that both partners attend and is used both as a growth experience (that is, outside of more serious intervention), and as an adjunct to marital therapy.

Awareness of couple communication training in the Air Force is very minimal. Only one out of five husbands and wives had ever heard of this kind of program. However, half of the husbands and wives indicated that they were very likely or somewhat likely to attend this kind of program if it were available. Therefore, couple communication training appears to have good potential for the support of families.

The need for couple communication in Air Force marriages is supported by the finding that one-fourth of these marriages have poor marital communication. Many studies have found that good communication provides a foundation for healthy marital adjustments. The relationship between open communication and marital satisfaction also holds in the Air Force. The couples with the greatest need for couple communication training appear to be those with young preschool children and those in the senior enlisted ranks. Couples with young children often have to learn to communicate more effectively, especially once the presence of children begins to form a wedge between them. Among senior enlisted men, less than half feel they can confide in their wives, a situation which we believe places considerable strain on these marriages.

It is recommended, then, that various forms of marital and family communication training be promoted as widely as possible in the Air Force and other services. We believe this should be expanded, especially to include non-white couples, parents of young children, and couples who are experiencing more serious marital stress.

Marriage Enrichment. Marriage enrichment and marriage encounter, the next programs we examined, are designed to help couples gain additional skills by which they can strengthen their marriages. Compared to the other family enrichment programs, like couple communication, these programs are often very experiential, but sometimes they have a didactic or educational methodology included. The majority of Air Force husbands and wives have heard of some type of marriage enrichment or marriage encounter program. However, wives are somewhat more aware than husbands of the existence of these programs. One interesting finding is that couples in Europe are more likely to be familiar with them than couples in the continental United States. Again, as we mentioned earlier, those who attend church frequently are more likely to have heard of these programs, perhaps, because many of them are sponsored through the chapel.

Although more couples are aware of marriage enrichment programs than are interested in attending them, approximately half of the wives and husbands say they are very likely or somewhat likely to attend one of these programs. More black husbands and wives expressed interest than white husbands and wives. Since church attendance is associated with interest in attending these family enrichment programs, it is recommended that populations be targeted outside the church to help them understand the potential for these programs and involvement in them.

Family Clusters. Another program examined was family clustering. This program, and there are several major formats in the field, requires that all members of the family be present. Sometimes there are cutoffs at about six years of age, but that depends on the particular model being used. They are not "heavy" programs, but are more "play" oriented with families doing things together that benefit mutual learning and increased communication. At the present time, very few couples in the Air Force are aware of these programs. Only about one out of ten Air Force husbands and wives have ever heard of this kind of experience.

Single-Parent Groups. Finally, let us look briefly at single-parent support groups. With the exception of parent education, the support programs examined up to this point are not likely to be very helpful to single parents due to their marital orientation. However, in relation to support group involvements of single parents, it was found that less than half of Air Force single parents were even aware of single-parent support groups or single-parent organizations such as Parents Without Partners. Given the increasing numbers of single parents in and outside of the military, it is surprising that the level of support program awareness is not any higher.

Moving from awareness of support groups to participation in such groups, we find that fewer than one-tenth of Air Force single parents have actually participated in a single-parent support group. Most of those who had participated were white single parents and frequent church attenders. When the ages of the children were considered, it was found that parents of elementary school age children were more than twice as likely to have attended support groups than parents of preschool or adolescent children. Single parents in the lower enlisted ranks were the least likely to have participated in a single-parent support group. Overall, however, more than half of the sampled single parents expressed interest in attending one of these groups.

Conclusion

The results of this study suggest strongly that Air Force families will respond to the availability of family support programs and can benefit from participation in these programs. Most of the sampled husbands and wives who had participated in various family support programs found them helpful. Couple communication was found to be especially helpful by those who had attended.

Probably, the most striking finding in regard to the various family support programs is that practically none of the programs are well known enough to expect very many families to have participated in them. More effective promotion and wider availability of all of these support programs are needed.

We believe that the knowledge that has been derived from this study will help agencies, chaplains, and all personnel related to or involved in direct family services to better identify those families needing help. We hope it will assist in the design and development of family support programs and strategies. Also, greater understanding of Air Force families may also enable chaplains and other family service agents to more effectively communicate the availability of family support services. But unfortunately, at the present time, most military members admit that they do not feel very comfortable going to anyone for help. We hope that this is the beginning of a change in that area.

Research Needs of Military Families

Mr. Gerald Croan

I'd like to share with all of you very briefly this morning a very interesting question that was posed to me just a little over a year ago. That question basically was: What are the unanswered questions about families in the Navy that are most important for the Navy to find answers to? Now let me put that in a slightly different way, more in the context in which it was actually posed. The Navy said in essence, we have a modest sum of funds which we will dedicate to research on family issues in the Navy over the next several years. What we would like to know is, what is the most important type of research that we need to be conducting? What do we most need to find out that we do not now know? What will help us with some of the family programs and policies that people have been talking about today?

That was an interesting question to have posed to you, especially when you know there are limited resources and a limited number of questions which you can attempt to answer. In fact, I would like to ask each of you to help in that process and consider for a moment: What are the questions that you feel would be most important for the Navy or any branch of the military to ask about families in the military and the issues they pose? I think your thoughts about that will be useful in future discussions, because in some ways that is an issue that is still very much under consideration.

Research Roadmap Project

The question that I posed is a question that Westinghouse National Issues Center attempted to answer through a contract with the Office of Naval Research over the past year. This morning I would like to tell you very briefly about this project and a little bit about some of the answers we found. I think the answers from our research tell us something, not only about our state of knowledge of families in the military, but also about some of the future directions for programs and policies for military families in the 1980's. I will just be able to highlight briefly this morning some of the key topics that emerged in that plan. It will be just a teaser, because there are a total of 108 areas that are identified in the research plan. I have brought with me this morning some copies of the portion of the plan that lists those research areas.

I will give you a little background on the reason this contract came into being. As the family program grew within the Navy and concern over retention and family program and policy also grew, people like Dr. O'Keefe in the Navy Family Support Program and Robert Hayles in the Office of Naval Research felt it was important to develop a program of research to go hand-in-hand with the service programming and policy that was being developed. The objective was to come up with a research plan or road map that would indicate the type of research the Navy needed to

be conducting over the next several years with respect to family issues. Basically, we used a two-prong approach. First, we interviewed people, asking them questions in much the same way I asked you a couple of minutes ago. In particular, we asked them what they felt was important. Second, we looked at the research literature on military families.

We started by asking, what are the objectives of the Navy with respect to families, because research ought to make a contribution to accomplishing those objectives. After talking to people, we identified three major objectives for the program. The first objective was to improve the awareness within the Navy of the relationship between family issues and the Navy mission. The second objective was to increase the level and quality of family support services; and the third was to improve family support policies and practices through the chain of command. An interview instrument was designed to identify research needed to help accomplish those three objectives. We then interviewed 96 carefully selected people in different degrees of association with the Navy--people who might have a stake in the research and the answers it might produce. They included representatives of policy makers within the Navy, including representatives from the Office of Chief of Naval Operations. We went to bases and talked with commanding officers and others in operations positions about the types of questions which were most important for them to have answered. We spoke to family practicioners, people who deliver services to families themselves in a variety of capacities; we talked to researchers in the field; and we talked to family constituency groups, wives' clubs, and other groups that directly represent families. And finally, we talked to representatives having policy-making responsibilities in other federal agencies that deal with families.

That set of interviews generated a tremendous volume of research questions that people felt were important to answer. What we attempted to do was to synthesize those suggestions, to categorize them, and to organize them into a sequence of research that would make the most sense in meeting the objectives which the Navy had in the family area.

We then went to each major research area that was identified and did a search of the literature. We reviewed in excess of 400 studies that were related to military families, with a great deal of assistance from Edna Jo Hunter since she was aware of many of the masters theses or other studies that are squirreled away some place. Only a few of the studies are of the calibre and scale of Families in Blue, and some others that have been done recently. For each research area we attempted to assess the state of current knowledge and the key gaps in our knowledge base. The result was this document, which we call the Roadmap to Navy Family Research. It is a plan that provides a relatively comprehensive description of everything you need to know or might need to know about family issues in the Navy. It arranges questions into a logical sequence of research that might be performed and provides an assessment of existing knowledge gaps for each research area.

Critical Issues

The research topics were divided into several arrays or categories: generic family issues which tended to cluster around specific problem areas associated with Navy life--deployment, relocation, and a variety of particular family service needs. One type of question that arose frequently had to do with availability of basic information about Navy families--basic demographic information which was unavailable or difficult to obtain in any systematic fashion. Recent work by Dr. Orthner and his associates has begun to provide some insights into basic information on dependents, dual-career couples, single parents, etc. There is a considerable degree of difficulty in obtaining even this basic level of information on a routine, systematic basis. Questions were raised also about the needs of specific sub-groups in the Navy, such as young enlisted families, for instance. What types of services do we most need to be able to provide for these families?

One major category of questions that emerged consistently throughout the study had to do with the relationship between family issues and the Navy's mission of readiness for battle. These questions tended to focus around three issues: performance of personnel, the recruitment of qualified personnel, and finally, the relationship between family issues and the retention of qualified personnel within the Navy. The last one on retention was mentioned by almost every respondent in our study as a critical issue on which more information was needed. Both supporters of family programs and skeptics agreed that this issue is important to the survival of family programs and services within the military. Differences in the factors that influence retention for specific groups in the Navy need to be explored; we need to know how family related concerns affect retention for first-term enlisted families compared to mid-term officers with school-age children. The feeling was that retention factors would operate differently for different groups. Another question raised about retention was, what are the characteristics of people who leave the military for family related reasons? Are they high performers in critical skills' areas, or low performers who present multiple problems for the Navy?

Another major research emphasis that evolved was a preference for action-oriented research. Many felt that it is time to get on with actual delivery of services and interventions to see what impact they have. Even among skeptics, there was a feeling that the proof was in the pudding that the most persuasive research which might be done would be to experiment with actual interventions and see what impact they have, both on family problems and on issues like retention and performance of personnel.

The types of interventions that are suggested were of two types: 1) the provision of services to families to help them cope with different aspects of Navy life and the strains which are inherent in it; and 2) changes in routine Navy policies and practices, both at the headquarters and command levels, which might eliminate or reduce the amount of stress generated. The suggested interventions fell into a couple of different areas, centering particularly on deployment, relocation, and specific

family service areas. For example, from a policy perspective, the question was raised as to whether or not it would be feasible to design, test, and implement variations in the length and frequency of deployment. How do different patterns affect families, and do these have a differential affect on performance and retention? We might also examine practices of commanding officers aboard ships during deployment with respect to family-ship communications, petitions for emergency leave, etc. Similarly, we can look at relocation flexibility and criteria which might take into account the special needs of families in transfers. We need to know more about the development of support services around relocation, such as assistance in locating jobs for spouses in new areas. What types of impact would these have on families, their attitudes toward the military, and the retention and performance of personnel?

An interesting caution that was raised on the issue of designing service interventions was: How do we communicate with families who are most in need of services? What are the communication patterns of some of those groups. How do we break into their communication patterns to make them aware of services and to provide services in a way in which families are most likely to accept? As one base officer indicated, "I do not want to run into the problem again of throwing a party to which no one came." How do we break that type of a cycle?

Finally, we asked people to look at over 20 family services and tell us which of these they felt were most important to get more information about, both because of the severity and prevalence of the service need and because of a lack of information in that area. Each of these service areas was then ranked in importance. The highest on the list, not surprisingly, was medical and dental services for families. Close behind that was information and referral services. These were followed by deployment assistance, housing services, financial counseling, child care, and marital counseling in that order. In several of these areas, there is information in the research plan on some of the critical topics that need careful research and exploration.

I have been able to cover only a few highlights this morning. More detailed information is contained in the Roadmap, which is available through the Defense Technical Information Service.

Workshop Summary Reports

- Military Family Research - Dr. Dennis K. Orthner
- Military Family Policy - Dr. Robert M. Rice
- Marriage and Family Enrichment - Capt. David Hunsicker
- Military Family Stress - Dr. Hamilton I. McCubbin
- Counseling Military Families - Dr. Edna Jo Hunter

Research Session

Dr. Dennis K. Orthner, Coordinator

Introduction (from summary presentation by Dr. Orthner)

Research on military families has really been mushrooming over the past several years, but it is evident from our session that we have only just begun to learn some of the things that we need to know. At the present time, our efforts are fragmented, competitive and often oriented toward situational problems. Clearly, what we need is some basic information about demographics and sure base-line information about the quality of life in military families today.

Too often, military researchers and research on military families has been artificially separated from mission concerns. This separation has alienated many commanders, particularly those who see these efforts as the work of do-gooders. We need to recognize where these leaders are coming from, work with them, and let them see that we can offer them help in solving the day-to-day problems they face. When we do that, we will gain their respect and their cooperation and we will begin to gather and disseminate the information that is needed to improve leadership as well as needed family services.

Critical Issues and Priorities

- More understanding of the impact of families on retention decisions is needed, particularly the process through which these decisions are made and the outcomes of this process. We have poor information on this process to date.
- We need to know more about the attitudes of local communities toward military bases and members and how these attitudes influence member and family morale.
- The respective desires and willingness to utilize military and civilian personnel and family services are not well understood. What is the cost effectiveness of providing comprehensive military benefits in CONUS?
- Need more good longitudinal and experimental research that will address causal issues.
- Links between program developments and mission responsibilities must be more carefully spelled out in future efforts.
- Retrospective, post-hoc research efforts should be avoided as much as possible and given a less important role in setting policy.

- Need to recognize complexity of family typologies in the military and gather data which reflect the situations and needs of these many different kinds of families.

- Problems of confidentiality must be more carefully addressed, particularly as they impact on the research generated by service agencies.

- More studies of family separations are needed. We do not yet know the factors that determine the differences between families who do and do not cope well with those separations. Knowledge of these factors is important for proper intervention and programming.

- To what extent do such things as benefits, wages and expectations impact upon the morale of military members and families? Which quality of life issues are most important to which families? We do not know the answers to these questions as yet.

- There are few studies which have compared military and civilian families. Therefore, we do not understand very well the difference between the needs of these families or the way in which family programs must be tailored to meet these needs.

- Since most members come in unmarried, we need to know more about the expectations of spouses who are coming into the system and the extent to which these are realistic.

Obstacles

- Too much emphasis on "quick and dirty" studies with limited impact. Not enough support for large scale, longitudinal, or experimental research.

- Inadequate funding for family related research in the military services. There is a lack of sponsoring agencies for this research, particularly in the Air Force and in the other services as well.

- Commanders often feel threatened by research. Some would prefer not to know and to lead by their hunches. Others are afraid that research will upset the order of their command and threaten their leadership. Outside researchers are particularly vulnerable to this obstacle.

- Privacy Act problems. Access to records, personnel and families is often blocked with little or no substantial basis.

- Access to spouses and children is often limited, thereby giving an inadequate picture of family dynamics and needs.

- The Office of Management and Budget places limits on surveys and also adds delays and costs to projects even when other service agencies have already given a thorough review of the research methodology and instruments.

- Lack of research knowledge by commanders. This results in the equal weighting of good and poor research and an overall poor regard for the benefits of quality research efforts.

- Ignorance of military situations, language, and need on the part of the civilian family research community. This lack of understanding leads to inadequate methodologies and poor inferences drawn from the research.

Resources

- Professional personnel inside the services who work with families. These include such personnel as psychiatrists, psychologists, social workers, chaplains, and personnel officers, including many commanders. These and other interested persons should be contacted regarding research plans.

- Outside research community, including academic and private researchers. Usuall more up-to-date competencies in methodology and statistics among civilian researchers.

- Funding requests for unsolicited research proposals on military families can be submitted to the Office of Naval Research and the Army Research Institute. In the Air Force, AFSOR has very limited funds for this.

- The National Institutes of Health have been welcoming proposals on military families over the past two years.

- Various agencies within the services have the potential for sponsoring research, if they become aware of the need for good information and the value of quality research data. Evaluative research is particularly needed by many agencies that service the needs of military families.

- Some state and federal agencies have an interest in some of the populations represented among military families. The Office on Aging, for example, may sponsor research on three generational families where an elderly parent is a dependent of the military member.

Strategies for Improvement

- More team research should be employed. This could include research teams with representatives from in-service and civilian research programs or cooperative research efforts that bring together the skills of persons from several organizations. Interdisciplinary teams would be particularly advised since problem areas are often quite complex.

- More inter-service research is needed. Family research should be coordinated in many areas in which there are overlapping interests of the services. A Department of Defense level agency would best handle these kinds of research efforts, but at the present time there does not appear to be an appropriate family agency at that level. DOD should be appraised of this need and become involved in this effort.

- More opportunities for exchange are needed between military and civilian personnel interested in research policy and program developments in the military. More tri-service exchange is also necessary so that duplication of efforts is reduced and information can be exchanged.

- A journal or comprehensive newsletter on military families is needed. This would provide a forum for the exchange of new information and improve the peer review process so that the quality of military family research can be improved.

Comments From the Session

"There are some tremendous problems in deployment separations among a subset of people but to make statements like, 'all these families are going to hell because their husbands leave,' is inaccurate yet we don't know the answers. This area desperately needs research."

"What about the man? How does he cope with these military separations? We don't know much about what he thinks about when he is gone and how this influences his reintegration into his family."

"Instead of paying the member a minimum salary and then providing benefits which are often inadequate, maybe we should consider providing our military people with a good salary which can be put into the marketplace to purchase the quality of life the member chooses. What impact would this have?"

"We are going to have a very difficult time improving the situation for our military people unless we can affect their attitudes and the attitudes of the general society toward the efficacy and desirability of military service. We just don't know how malleable these attitudes are and what we can do to change them."

"The Privacy Act is often used as an excuse to limit access to military families when the real issue is the military leaders do not want to know the truth."

"So much poor research is relied upon by commanders that good research is thus overshadowed, simply because the sample sizes are smaller. Commanders are often awed by the numbers of people in the sample without looking at the response rates or the sampling procedures used."

"When planning future research efforts, we really should look at the implications for all the services and, when possible, get comparative data from members of the different branches."

"The kind of research that has unfortunately been most influential in influencing military policy makers has been retrospective research. Questions such as 'Why did you leave the service?' are unlikely to yield valid information."

"Links must be carefully made between the family support systems on bases and the missions of those bases. We need to know how directly linked those are, not just assume a tangential link."

"We do not know how much the availability of confidentiality influences the use on attitudes toward family and personal services. Medical people often do not see this as a problem and this may lead to selective utilization and the misperceptions of problems."

Policy Session

Dr. Robert Rice, Coordinator

Introduction (from the summary presentation by Dr. Rice)

Social policy is a rational effort to change our environment for a purpose. It is purposeful intervention and an exercise of power. Some policies which affect military families are explicit and debatable, which means they can be exposed and discussed. Other policies are implicit, not in print and more difficult to expose and debate. Both types of policy were brought out into the open and discussed.

Some of us began to say, how can we really affect policy? How can we get more powerful in the whole policy area than we are? What are the components of getting some strength in policy? We came up with several ideas, among them that one of the areas of power in policy development is information. We found that our activities in working with families give us access to information that can be communicated to people who are making decisions about policy. We also found we could increase our strength by working hard building linkages and coalitions with others. That did not mean just other organizations on the outside, but it also meant developing more cooperation with people within and throughout the military.

There was some discussion about, and probably some tension between, two particular kinds of networks for policy to impact: informal support networks, and support networks made up of formal organizations. The issue was raised that if we pay attention only to formal organizations, then we get more of the same. We would be emphasizing problems, turning around and explaining those problems, and wanting more help for those problems. Hopefully, issues facing us in military family policy are broader than that. Therefore, we became concerned also with the development of informal networks that can be used not so much for pathology, but rather to strengthen intact functioning families.

Critical Issues and Priorities

- There is a serious need at the present time for involvement in the development of policies for special populations. This includes single parents, military couples, even married members in general to some extent.
- More information about families and family needs is required before effective policies can be built. Data gathering should be the first phase in building family policy.
- Lack of cooperation between agencies and groups interested in military families leads to a splintering of efforts and little effect on policy making.

- Family policy is very complex with many impinging variables. Therefore, expertise is needed from as many different areas as possible.

- Military family policies are set at many different levels, including federal, service, base, etc. Policies must be separated according to their level to find out their source, flexibility and resources for implementation.

Obstacles

- There are many informal policies that influence military families but these are not easily made subject to debate and reconsideration.

- Commanders can and do block the implementation of policies and programs that do not conform to their definitions of mission support.

- Lack of data with which to impress military leadership of the need to change or to develop policies for military families.

- Lack of knowledge as to how current policies are viewed limits the pressure that can be brought to change policies.

- Competitiveness between family support groups makes it difficult for them to join together to influence the development of common policy needs.

Resources

- Outside agencies that can more objectively assist the military in developing family policies.

- Family support and service agencies within the services should be more explicit in their policy-making roles.

Strategies for Improvement

- Data gathering efforts need to be expanded so that sound information is available for policy makers. This is the first step to developing effective policies.

- Formal and informal linkages must be made between family support groups in order to consolidate interests and more strongly influence the making of policies that affect families.

- Policy evaluation is needed at this time. Not enough is known about the effects of current policies and the extent to which they are implemented.

- More proactive policies need to be established. This means developing and reinterpreting policies to improve family life and other than only addressing family problems.

- Family service centers and agencies must begin to advocate family policies at the base level instead of just interpreting them. This means working more closely with commanders to affect changes instead of just reacting to it.

Comments From the Session

"A serviceman may hear time after time after time that the service 'takes care of it's own' but he also learns pretty quickly that this does not include 'his own' wife and children."

"There is a mythology that dependents are being taken care of which the member is deployed, but no such policy really exists in fact."

"We really need to make our family service centers advocates for family policy in the services. They should be helping to make policy, not just reacting to policies made elsewhere."

"We need to be helping families to understand current family policies in their service. Many are ignorant of the policies that impact upon them. Wives, for example, should be encouraged to learn about their role in national defense."

"We must begin to catalogue and review our military policies that impact upon families and determine what their real effects are."

"To assist us in making family policies; we need to have better connections to resources and agencies that can help us interpret what we are doing and how we can do it better."

"Commanders often set policies but these change with every change of command so the troops learn that policies are inconsistent instead of consistent."

"The policies which govern best are those which govern least; that is, they are well understood by everyone from the top to the bottom. We need more of these in the family area."

Enrichment Session

Capt. David Hunsicker, CHC, USN
Coordinator

Introduction (from summary presentation by Capt. Hunsicker)

In terms of priorities and issues, we decided that our first priority is awareness, awareness, awareness. In terms of family needs and whatever enrichment opportunities are going to flow out of those needs, we found that research is necessary, particularly in making the linkage between needs and these things we talked about this morning--retention and readiness. We have to make that kind of direct linkage. We also have to have policies in support of enrichment so that when an individual moves off the scene, you do not lose your whole momentum and begin back at square one again.

We also noted that cross-generational models for enrichment seem to have the best capacity for dealing with many of our family issues. They have a holding power to them or an interest power to them that a lot of the other enrichment programs do not possess. We also need to address ourselves to those individuals who are out in the main stream. It is easy to touch those who are easily accessible to enrichment strategies, but what about those individuals who cannot read the nice brochures you put out? Or can't read and understand the media blitz? We have a growing community of those people in the military who are in that category. We need strategies for getting those people involved in our enrichment programs. They are the ones who so often desperately need enrichment in many different areas of their lives.

Critical Issues and Priorities

- There is little community awareness of the personal and family enrichment programs and possibilities offered on bases. This is particularly true of the families with the greatest need for enrichment.
- Research is needed to justify the expansion of enrichment programs. Commanders do not understand the need without the facts to back it up.
- Policies that support enrichment must be established at the highest levels so that there is continuity in program support when changes in command occur.
- More cross-generational programs that include whole families need to be developed and implemented on bases.
- Lack of communication channels to families hinder efforts to advertise programs and help families realize that there are support systems available to them.

- There has been a decline in the supportive nature of the military community, increasing the need for new support group developments. Commanders are often unaware of this significant change.
- Enrichment programs for singles are important as well, not only to help them with their personal skills but to help them form more realistic marriage objectives.
- Programs are often developed on bases with little communication to other bases of how they were developed and what effects they have. This leads to splintering of efforts.
- Many of our good programs are middle-class in orientation and character. Often, these are not very useful or acceptable to lower-educated couples and families.
- Enrichment programs for some groups are not yet well developed, particularly single parents and blended families.

Obstacles

- Commanders who do not understand the importance of family growth can effectively block enrichment efforts.
- Information may not get to families because it is withheld by members who fear that enrichment will threaten their authority in the home.
- Program possibilities and modalities are often spread by word-of-mouth since there are few effective channels of communication to exchange information across service or between service agencies that support families.
- Local community agencies can feel overtaxed by military personnel and not understand the needs of military families.
- Child care is not often available for enrichment groups, thereby limiting access to these programs by many parents who cannot afford to pay for this care.
- Families with problems are not often part of groups that support family enrichment so they have no pressure and see little opportunity for change.

Resources

- Chaplain boards in the services often have full use and information about enrichment programs.
- Educational institutions, such as universities, have students who can do research, provide need assessments, and help in the development of programs.

- Media resources such as J. C. Penney provide valuable and interesting packages to complement family programs.
- United Way agencies have developed a scheme for identifying and categorizing enrichment programs. This can be used to select the programs that best fit needs.
- Army Family Life Centers can provide information on the utility of selected programs among military families.
- Marriage enrichment programs that have demonstrated their value include: marriage encounter, AGAPE, serendipity, and ACME.
- Couple communication training programs have also been found to be very valuable.
- Family enrichment programs that are intergenerational in scope include INTERACT, Understanding Us, and Family Clusters programs. The Family Time program is also valuable.
- For parents, PET, STEP, and the Adlerian programs have been well received and useful. Programs particularly oriented toward adolescents and parents of adolescents are needed.
- For couples anticipating marriage, a new program, PREPARE, is now available.

Strategies for Improvement

- Commanders should be involved in the programs from the very beginning. Not only should they be informed, but encouraged to participate and lend their support.
- Communication about enrichment possibilities and needs should be entered into the command network so that leaders are aware of their potential impact on mission concerns. This will encourage continuity in changes of command.
- Research efforts on the linkage between family programming and morale and retention should be initiated immediately. This will enhance the development of program efforts.
- Free public announcements on radio and television should be utilized to make families aware of programs.
- Community networking needs to be done. Contact local agencies and work with them to help them provide more effective services for military families.
- Enrichment programs for singles should be implemented, particularly those that help these men and women deal with anger and loneliness and develop coping skills.

- Develop community calendars that inform base personnel and agencies of enrichment opportunities in the local community.
- Provide child-care opportunities at very low rates for family programs. Teenagers or older parents on the base can be used for this.
- Contact local and state universities for assistance in program developments. Offer them internship possibilities for their students.
- Develop hot-lines for contact and referral. These can help troubled families and provide an avenue by which they can learn of needed resources available to them.
- Offer programs during duty hours and get the commanders' support for attendance.
- Medical personnel should be thoroughly briefed and regularly informed of family support efforts. They can help them in their referral.
- Ombudsmen must be fully briefed so that they know there are preventative programs to which families can be directed.

Comments From the Session

"Among 50% of the families I counsel with, the problem is lack of commitment or lack of support by the service member for their family. We need to strengthen these commitments."

"It is important to remember that family enrichment programs need to strengthen individuals as well as relationships because when a family is separated, the member has to carry his or her family with them in their head."

"Many programs and possibilities are initiated in the upper echelons but they never really get the support they need at the base level."

"We have not been effective in getting the word out on what we are doing and offering. It takes more than passing out flyers."

"Very few bases have a hot line where they can call to get help."

"The commanders are in a different system from us. They are all mission if they want to be promoted and many of them could care less about the enrichment of families."

"Research is critical. I need to be able to go to my commander with data to show him that enrichment is important. Then if I tell him what my office can do to program this enrichment, he can command-direct the effort and I accomplish my objective.

"We really need better information on programs, what works or what doesn't. We need more evaluation of our programs."

"We need public awareness of the problems we are having keeping good personnel. It is politically feasible to say we are going to build more ships but we can't even man those that we have."

"We need to get our leaders involved in our programs, because once they have gotten the emotional-psychological support they offer, then they will be effective salesmen for them."

"We have found that if you want the troops to come, you do your programming during duty hours and you get the commanders' support."

Family Stress Session

Dr. Hamilton I. McCubbin, Coordinator

Introduction (from summary presentation by Dr. McCubbin)

Our group tried to focus on the major stress areas or hardships military families face. We tried to isolate what appear to be the obstacles in meeting family needs and then skipped the resources and went right to strategies. In setting the stage for the issue on stress, I think we emphasized a couple of major points which we would like to share with you.

When you focus on stress, you move away from the traditional notion that families have problems toward the belief that families have stresses and hardships. It's a shift in emphasis away from the treatment of families - pathology - to the prevention of family hardships. It's a movement away from treating families and telling families what to do to figuring out strategies to help families help themselves. We also thought it was a shift in emphasis away from specific programs like child abuse, wife abuse, or fighting in the family. Instead of a reactive strategy in working with families, we need an active strategy. In other words, an emphasis on policy.

Effective policies should address and improve a family's well-being instead of waiting for them to face a major disaster when shaping programs to fit that specific need. This requires a shift in emphasis away from issues--specific problems that families have--toward a look at the larger question of why families in general have problems.

The final point that we wanted to make was that we'd like to figure out ways to help families cope, and adapt better, one of the themes emphasized in this morning's session. This brings us to some of the basic issues regarding the stresses families experience.

Critical Issues and Priorities

- There is a lack of preventative programming to help families cope more effectively with stress. To much emphasis have been placed solely on treatment programs.
- Better communication is necessary. The lack of direct communication between the military service leaders and families often yields miscommunication, anxiety, and family stress. It also suggests insensitivity to what goes on in families and to family needs.
- Ignorance of programs that are available compound problems. Many families are really unaware of what is available to them. Often, this goes back to the communication problem, especially since information is filtered through the service member.

- Housing is a frequent stress point for families, especially in terms of allocation by need.

- Financial problems are a basic source of stress. Temporary relief has come from Congress, but families remain anxious about future raises, inflation pressures, and alternatives in the civilian labor market.

- The legitimation of families in the military is unsure. There remain real questions about whether family issues are really important to military leaders. Many doubt the long-term commitment of the military to family needs.

- Separation and relocation are regular predictable events in the military, but they are stressors nonetheless. We need to know more about who does and does not adapt well to varying kinds of assignments.

- The lack of coordination in services is a real problem for families, particularly those in the most need.

- Inter-service and intra-service program competitiveness often places an emphasis on quantity rather than quality of programming. The quality of a program is not measured by the number of social workers or chaplains involved but by the ability of that program to meet a need with competence.

- Commanders often increase stress, perhaps unknowingly, by taking the attitude that family concerns are the problem of the troops. Only when they disrupt unit or base operations do they want to get involved.

Obstacles

- The Privacy Act is used to limit a program's ability to get information directly to families. Instead, they must go through the member who does not always pass along needed information.

- Lack of congressional commitment to family issues in the military is evident. Hardware rates more concern than the people who run the hardware.

- Military leaders are not equally committed to reducing family stress so this leads to spotty programming, rises and falls in emphasis, and an unsure future for current program efforts. Quality, stress-reducing programs must have continuity and visibility to be effective. This takes time and consistent support.

- There is an ambiguous fear of government intervention in family life. Efforts to improve the life of families run the risk of being labeled as "intruders." This slows down programs that are really needed and wanted by families.

Strategies

- Military families should form a power group that advocates their needs. Military leaders react to evidence of power and families should band together to influence policies that will help themselves and the military in the long run.
- Communication channels need to be opened up so that the military organization can communicate directly with families. They will get information more accurately and quickly to families and also make military leaders more aware of the needs of their families.
- Regular briefings should be held for commanders at all levels, informing them not only about families having problems, but about things families need in the long run.
- Programs and resources for families must be better coordinated. The Family Service Centers are a start, but this effort must spread and be adopted by the other services as well.
- An inter-service task force on family issues should be formed at the DOD level. This would reduce competition and increase the exchange of information and cooperation between family support agencies in the branches of the military service.

Comments From the Session

"We need to focus on prevention. The military has been geared for too long on treatment problems. Our past emphasis has been on reacting to stress, not dealing with its source."

"The basic assumption of commanders is that 'I have my unit to take care of and what a man does with his family is his problem.' As is often said, 'Christopher Columbus didn't need a family support center'."

"I have a lot of wives I deal with that say no one recognized me as important, no one sees me as real. I am not real to my husband's command, not real to the people in the community. What am I?"

"There is a command attitude problem that I refer to as 'fraternity hazing'--I went through it and made it without any of these supports so why should I be willing to give them to anyone else?"

"We have inconsistency at the top command in support of family-oriented policies."

"The military services--Army, Navy, Air Force and Marines--need to work more together. There are not Air Force needs, Army needs, and so on. There are military needs."

"We need to have more innovative programs that reach out to these very isolated families."

"It seems like there should be a lot of high-level coordination of family programs in the different services so that each service can find out directly how the other services are approaching a particular problem and how it is working for them. Instead of competition at that level, let's be cooperative and share ideas."

Counseling Session

Dr. Edna J. Hunter, Coordinator

Introduction (from summary presentation by Dr. Hunter)

We started out by saying, what are we talking about? What is counseling military families? Are we talking about a very narrow definition of counseling or looking at it very broadly? We finally decided on a very broad definition of counseling.

Many problems were mentioned, but the lack of money certainly came up over and over again. Also, reaching high-risk families that the service really doesn't care are major problems. Actual fear of service appears to be rampant, not only general fear, but fear that if they ask for help they will handicap their service member. Families are afraid that what they say will not be held confidential. This is a real problem we need to get through to them so that they really understand what a program is, what it can do for them, and how to take advantage of it.

Critical Issues and Priorities

- More positive emphasis on family mental health is needed. There should be more proactive and preventative programs for military families. Accentuate the positive.
- Family separations and reunions is an area still needing attention.
- More family life education is needed, especially information for family members, wives' briefings on missions, information on how to cope with the stress of separation, and information on base and community resources.
- There is a problem with the lack of coordination of existing services, both military and civilian.
- Special need families should be highlighted. These include families with children having special physical or learning problems, single-parent families, bicultural/ethnic families, joint-spouse families, blended families, and younger, high-risk families.
- Basic demographic information is needed so that program planners can know something of their potential clientele.
- Need to know more about prevalence of family violence and drug and alcohol abuse.

Major Obstacles

- Lack of basic demographic information and the Privacy Act as a barrier to collecting statistics and updating them on a regular basis.
- Inadequate funding to develop treatment and preventative programs.
- Senior and commanding officers who do not realize the importance of family concerns to the mission.
- Inter-service and inter-agency rivalries that limit the growth of programs.
- Lack of competent staff both in number and training. Too much mobility of staff with little continuity in programming.
- Inadequate information distribution about the availability of family programs.
- Inability to provide the confidentiality that service members need.

Strategies for Improvement

- There is a need for education of commanding officers and education of base communities to make them more aware of family support services that are available to them.
- Money is needed for the training of family service staffs, to upgrade their skills and increase their competences for working with families with special problems.
- More flexible assignment policies are needed for high-risk and special-needs families.
- Better coordination of counseling programs should be developed. Counseling is currently being offered by a variety of different agencies, often with little awareness of what the others are doing.
- A joint armed services/civilian task force on military families should be established. This task force would advise in the coordination and establishment of military family services and policies.

Comments From the Session

"Let's accentuate the positive. Let's look at more active, preventative programs instead of just programs that simply react to problems."

"We need to make the base community more aware of the sources that are available. This means not only briefing commanders, but service members and families as well."

"Specialized programs for high-risk and special-needs families are desperately needed. This includes family violence, drugs, alcohol, chemical abuse, families with handicapped individuals or other special problems."

"A major obstacle to quality programming is the transiency of military staff, especially since they are usually there for only a short time. Not only are they overloaded, they cannot follow up. And they move on so there isn't any continuity of service delivery."

"The lack of adequate staffing is complemented by a lack of hot lines and a lack of continuity of policy in family programming. Programs seem to come and go depending on the enthusiasm and motivation of the person in charge at the time."

"We need to have more hot lines and dial-a-regulation lines to which families can call for information when they have problems."

Appendices

A. List of Registrants

B. Workshop Evaluation

C. Conference Reports

1. "Military Family Stress"

   Capt. Kathleen Meiss-Dommeyer, USAF

2. "Counseling the Military Family"

   Capt. Kathleen Meiss-Dommeyer, USAF

3. "Gender Roles and Coping"

   Joan M. Patterson and Dr. Hamilton I. McCubbin

4. "Navy Family Separations and Physician Utilization"

   Dr. D. Stephen Nice

5. "Family Dissolution Among Air Force Officers"

   Col. John Williams, USAF

6. "Attitudes Toward Family Enrichment and Support Programs Among Military Families"

   Dr. Dennis K. Orthner and Dr. Gary L. Bowen

7. "Navy Family Assistance Initiatives"

   CDR Robert Moffitt, CHC, USN

D. Navy Family Program: Fact Sheet

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Workshop Evaluation

(Based on 52 responses - 46% of those who attended)

Primary goal for attending the workshop:

Exchange of ideas-	21%
Increase skills in working with military families-	10%
Learn about military families and programs-	40%
Improve understanding of programs and possibilities-	29%

Amount of useful information learned:

A great deal-	64%
A fair amount-	36%
Little or None-	0%

Helpfulness of the sessions in increasing awareness of military family needs:

Morning General Sessions		Afternoon Workshop Sessions
36%	Very helpful	44%
60%	Somewhat helpful	56%
4%	Not sure	0%
0%	Not helpful	0%

Overall, do you feel your participation was a good use or investment of your time?

Yes-	96%
No-	0%
Undecided-	4%

MILITARY FAMILY STRESS

Capt Kathleen A. Meiss-Dommeyer, BSC, ACSW
USAF Hospital, Yokota AB, Japan

Presentation for the National Council on Family Relations
"Quality of Family Life in the Military"
21 October 1980
Portland, Oregon

I. INTRODUCTION:

The Air Force Community today has become unequivocally aware and increasingly articulate at all levels of leadership and participation about the concerns for the stresses of military life on the family. It is a particular pleasure for me, as an Air Force Social Work Clinician, to be able to discuss my personal experiences, thoughts and ideas on the important issue of family stress in 1980, the Air Force's "year of the family".

While stationed at Yokota AB, Japan, over the past two years, I have personally observed the effects of the stresses of military life overseas on the Air Force family. From this experience, I have come to the opinion that family stresses are one of the basic environmental factors that must be addressed to maintain a vital, ready military force in the future. I come to this conclusion because I believe the well-being of the family is the backbone to a strong, capable and productive military member.

II. BASIC ASSUMPTIONS AND GOALS:

From the vantage point that (1) families are experiencing significant stress; (2) this stress affects the well-being of the family; and (3) the well-being of the family directly contributes to the capability and performance of the military member - the first concern of the clinician is for the quality and adequacy of professional services available to the military family. These services must be capable of treating the family - in distress, maintaining the family bordering on difficulties and preventing the family from succumbing to the stresses of military life. In order to achieve these goals, attention must ultimately focus on the issues of service effectiveness and cost efficiency as an inherent and necessary part of any evaluation of current services and proposal for future changes. This in turn can only be achieved when adequate knowledge of the problem exists. For the clinician, this requires applied research.

What I want to propose is one basic approach to the conceptualization of our topic - Family Stress - by the presentation of what might be one building block towards the development of a better, systematic evaluation of human service needs for the military family and a foundation for future program development.

III. FAMILY STRESS: A DEFINITION.

Family stress is a function of three specific "factors-in-relationship" for any given family. These are: quantity of stress factors, intensity of stress factors and capabilities of the given family. This definition of family stress lends itself easily to an algebraic formula for the purposes of research.

$$IFS = \frac{\sum_{i=1}^{n} X_i \left[LS_i\right]}{C}$$

(IFS = Individual Family Stress Score, $\sum_{i=1}^{n}$ = the sum of individual X factors, X_i = individual stress factor i, LS_i = individual life stress weight factor i.)

The individual family stress score (IFS) provides a basic definitional relationship by which researcher can begin to collect and review data, select or develop meaningful instruments to measure the elements in family stress and begin the task of applying advanced statistical analysis. In summary, the formula proposed here clears the way for applied research to begin defining family stress in practical, concrete terms. Only after this is accomplished can specific strategies be evaluated for their potential to influence the nature of stress on military families.

The usefulness of adopting the Individual Family Stress Score for the basis of future research lies in its power to collect and organize our data; to change, control or alleviate specific stress factors; to develop diagnostic tools and screening procedures for families slated for particularly stressful duty assignments; and to establish policies which will achieve the results desired. Last but not least, utilization of this fundamental theoretical approach to the study of family stress, provides the framework to evaluate in advance the cost-effectiveness of one strategy over another.

For persons interested in further exploration of the development of the Individual Family Stress Score as a basis for research, please contact the author in care of USAF Hospital Yokota AB, APO San Francisco, California 96328. Autovon 225-5555 or 225-7329.

COUNSELING THE MILITARY FAMILY

Captain Meiss-Dommeyer, BSC, ACSW
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Presentation for the National Council on Family Relations

"Quality of Family Life in the Military"
21 October 1980
Portland, Oregon

Counseling is a broad and frequently confusing term. It has become a term used to cover an almost limitless range of exchanges between a socially defined "expert" and a "person-in-need". Counseling occurs when some type of information or advice is provided to an individual, couple, or family, to inable them to more effectively carry out a life activity. Foremost to the effective counselor-counselee encounter must be the clear and explicit definition of needs of the individual and the purpose for the counseling activity. The activity of counseling typically includes the assessment of an individual's ability, knowledge and/or interpersonal skills to deal with a particular issue of concern.

The typical Air Force community has a wide variety of counseling resources and services available. These include: military career counseling, financial counseling, drug and alcohol counseling, equal opportunity counseling, spiritual counseling and mental health counseling. Overseas, these resources take on a special importance because they often represent the only resources available to an Air Force member and his or her family.

Over the two years I have been serving overseas as a Clinical Social Worker, I have become increasingly concerned about the manner and timing of professional intervention with problems of marital discord and spouse abuse. I have observed that the majority of Air Force counseling resources are not tasked, and at times unqualified to handle marital problems. Those tasked to provide marital counseling, chiefly the chaplains and mental health professionals, are frequently not perceived as available and/or appropriate to those "couples-in-need". The result all too often is that the couple does not obtain help at a time when they could most effectively use it. When they are seen by a professional, it is often upon demand of the sponsor's first sergeant or commander, and frequently beyond a point when the couple can benefit from the professional's expertise.

How does this actually happen? At Yokota AB, I have found people very resistant to seeking help on their own for marital problems through the traditional mental health clinic. Real or not, military members perceive the clinic as an administrative arm of the Air Force which has the capability of taking away or preventing access to security clearances and with the potential to jeopardize one's military career. Some active duty members feel so strongly about this "preceived threat" that they will forbid their spouses from going there for help.

Non-active duty spouses have reported to me when they have referred themselves

to the mental health clinic: "I just have to talk to someone, ----- but I don't want my husband to know I have come to see you. He told me it would ruin his career and told me never to go see anyone at mental health." These spouses overwhelmingly report that the problem is: "It's my marriage, but my husband refuses to see anyone. He says it's not anyone's business".

At Yokota AB, we have a high percentage of bi-cultural couples where the non-active duty spouse is Asian born. Of this, approximately 39% of base families, the majority are non-Christian faiths. This group often has difficulty relating to pastoral marital counseling.

Still another significant factor which affects the acquisition and timing of marital services provided Air Force couples is a consequence of the unwillingness of our population-in-need to use the traditional professional resources. The couple who cannot resolve its marital issues without help typically becomes increasingly frustrated and emotionally depleted until they result in having a domestic incident. This frequently also involves spouse abuse. A domestic incident is responded to immediately by the security police who control the situation until the sponsor's first sergeant or unit commander arrives on the scene. At this point, the first sergeant, or commander interviews the couple, assesses the situation and determines the appropriate action. Follow-up appointments with the first sergeant are a routine procedure. Basic counseling advice about "living in harmony" is provided. If the problem appears to need additional attention, information and referral is provided to the couple about the availability of counseling through the chaplains and the mental health clinic.

This procedure is pitted with problems. It places first sergeants in the implicit position of clinical diagnosticians. The first sergeants I have had the opportunity to work with are highly dedicated, concerned people who frequently have education and sometimes credentials in counseling. The real problem is that counseling and diagnostic skills are different. To the unknowledgeable diagnostician, one couple arguing frequently looks like another, and those couples with serious need for professional help frequently do not present obvious symptoms of the severity of their need to the counselor unknowledgeable of what to look for and ask about. Likewise, one counseling strategy may work for one couple, but unless the counselor can diagnose the marital situation adequately and select from a variety of the therapeutic strategies, one problem is treated like another. These are some of the counseling dilemmas I have observed in my Air Force community. They represent problems resulting from a gap in family counseling services to the military family that I have, in collaboration with Dr. Kip Patterson, Yokota's Base Psychologist, attempted to respond to in our local community.

In January 1980, Dr. Patterson and I opened a pilot human service center called the Taproot for the treatment of family problems. The community has responded well to this new center. Clients report a significant subjective difference in the willingness to accept services as compared to our past experience in the mental health clinic. This is largely attributed to differences in atmosphere and in-take procedures. We have also begun to receive increasing encouragement by command leadership for our program.

In June 1980, we established a special marital consultation team specifically for one-time marital evaluation visits. This team includes our psychologist, social worker, and two drug and alcohol counselors from our social actions unit at Yokota AB. Our team has been very excited by the results of our evaluations and will follow, over the next year, the impact they have on service utilization, course of treatment, and outcome of marital situations. We hope to have some significant clinical observations from this work in terms of diagnostic strategies and clinical research in the future. For more information concerning the Taproot project contact either Dr. Kip Patterson or myself in care of: USAF Hospital Yokota AB/SG, APO San Francisco 96328.

GENDER ROLES AND COPING**

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In an effort to describe the process of family adaptation to stress, recent investigators have viewed coping as both a psychological resource and as a behavioral repertoire (Hill, 1964; Pearlin & Schooler, 1978; Boss, McCubbin, & Lester, 1979; McCubbin & Patterson, in press). Using this coping paradigm, gender role orientation has been studied as one psychological coping resource mitigating the impact of stress (Brown & Manela, 1978; Felton, Brown Lehmann, & Liberatos, 1980). Other investigators have focused on identifying coping behaviors which individual members and families use to adapt to stressful life circumstances (McCubbin, Dahl, Lester, Benson, & Robertson, 1976; Boss, McCubbin, & Lester, 1979). To date, the literature does not reveal any investigations which examine the relationship between gender role orientation as a psychological coping resource and specific behavioral coping patterns in the management of stress. This study will use wives who are faced with the dual stressor of a long-term, military induced separation and reunion to examine the association between gender role orientation and specific coping behaviors in mitigating stress.

Families in the military are frequently faced with long-term separations and reunions. Separations of a duration of eight months to a year, even though routine, require changes in roles, processes, and boundaries in order to manage family life. The return of a spouse requires further shifts in roles to facilitate the reintegration of the husband into the family system. The literature indicates that this is a dual source of stress which may have a disturbing effect

on family stability, especially since coping behaviors which facilitate adjustment to the separation may precipitate difficulties at the time of reunion (Hill, 1949; McCubbin & Lester, 1977; McCubbin, 197). Although early research focused on the traumatic effects of separation and resulting family dysfunction, more recent research has attempted to identify and describe the adaptive coping patterns wives employ to successfully manage the hardships of this stressor sequence (McCubbin, Dahl, Lester, & Ross, 1975; McCubbin, Boss, Wilson, Lester, in press).

McCubbin (1979), in a review of three coping with separation studies of varying degrees of severity, reported three aspects of coping behavior: (a) management of family stability and individual anxiety; (b) procurement of social support from the community, the family, and interpersonal relationships; and (c) direct attack on the stressor through individual and collective efforts. The coping patterns identified, particularly the pattern of a wife working to establish independence and develop herself, suggest there be underlying psychological variables associated with certain patterns of coping (Boss, et al., 1979). Although McCubbin et al. (1976) found that specific coping behaviors were related to background variables of husbands and wives (e.g., education), the developmental stage of the family, and the hardships of the separation, no specific individual psychological resources were identified by them as characteristics of wives who coped more successfully with this stressor of separation.

Pearlin and Schooler (1978), in their analysis of how men and women cope with normative role strain (e.g., as parents, marital partners, etc.), have differentiated coping resources (i.e., person-

ality characteristics persons draw on to help them withstand stress) from coping responses (i.e., actual behaviors people engage in to manage life strains). Their findings revealed significant differences between men and women in the way they cope with role related stress. Men employed psychological resources (self esteem, mastery, and lack of self denigration) along with adaptive coping responses which all worked to reduce stress; whereas, women employed only a limited range of coping responses which primarily served to exacerbate stress. Although these findings reveal gender differences, they did not examine gender role orientation as a possible psychological resource interacting with coping behaviors to mitigate stress.

In an effort to identify the characteristics of successful copers and to expand upon the relationship between coping resources and coping behaviors, a person's gender role orientation[1] might be considered as one possible resource impacting coping behavior. Felton, et al., (1980) reported that gender role orientation, operationalized by them as non-traditional sex role attitudes, functioned as a coping resource to ameliorate the distress of marital disruption for women. They found that non-traditional sex role attitudes represented a break from conventional social norms which provided the flexibility needed to cope with the demands and hardships of a situational stressor. Similarly, Brown and Manela (1978) have emphasized that non-traditional attitudes guid and support women to develop a sense of autonomy and independence which facilitates their adaptation to divorce. Although these investigators imply that gender role orientation influences coping behavior, coping behavior per se was not measured but only inferred from different levels of experienced stress.

Other investigators who have examined gender role orientation in relationship to indices of stress have obtained mixed results. Boss (1980) found that while a gender orientation characterized by both high masculine and feminine attributes (androgyny) was not related to the degree of family functioning in families where husbands were missing in action or prisoners of war, it was related to the wives' ease in performing instrumental family roles. Furthermore, a high masculine (or instrumental) gender role orientation was related to the wives' personal and emotional adjustment. Nice (1978), in a study of military wives coping with a separation-reunion stressor, found that an androgynous (i.e., high masculine and high feminine attributes), as compared to a non-androgynous, gender role orientation did not predict differences in experienced stress as measured by their children's personality adjustment.

Several investigators have emphasized that how one perceives oneself (i.e., one's gender role orientation) in relationship to the demands of a stressful situation influences the amount of stress experienced. Maracek (1978) has pointed out that one's ability to cope successfully is related to a person's awareness that the culture approves the behavior needed to reduce stress. Since gender role orientation derives from one's perception of culturally sanctioned behavior for each gender, the link between gender roles and coping is further suggested. For example, a feminine oriented woman whose major identity derives from nurturing her spouse and children (i.e., being expressive) while being dependent on her spouse to make decisions and provide for her might be expected to experience a separation as more stressful than a woman who is more independent and engages in instrumental, "masculine" behaviors. Lazarus (1977) has

pointed out that cognitive appraisal influences both the (a) initial emotional response to the stressor as well as (b) the subsequent behavior engaged in to manage the stressor.

Several studies of behavioral coping (McCubbin, et al., 1976; Pearlin & Schooler, 1978) have emphasized that persons who use a variety of coping behaviors experience less distress. Findings from the emerging gender role research would seem to suggest that expectations regarding gender appropriate behavior influence one's flexibility to respond to diverse situations requiring a broad range of responses. More specifically, the concept of "androgyny" has been advanced to describe a gender role orientation characterized by both masculine and feminine attributes (Bem, 1974).

Until recently, gender roles have been conceptualized as dichotomous, with masculinity and femininity at the opposite ends of a continuum. Furthermore, the conventional view has been that psychologically healthy men and women have internalized the values, attitudes, and behavior specific to their gender such that a "healthy" male is instrumental, agentic, and masculine and a "healthy" female is expressive, communal, and feminine. However, numerous studies have found that holding such traditional, very gender-specific role standards for oneself is associated with measures of high anxiety, low self esteem, and low self acceptance (Consentino & Heilbrun, 1964; Harford, Willis, & Deabler, 1967; Gall, 1969). Marecek (1978) has pointed out that psychological disorders of women and men are characterized by behaviors which are exaggerations of stereotypes of femininity and masculinity, respectively, suggesting that rigid, extreme, gender standards for oneself are associated with psychological disorder.

A number of current investigations have rejected this traditional gender role dichotomy, viewing masculinity and feminity as separate dimensions which vary independently, each of which is present in both men and women in varying degrees. In studies by Spence, Helmreich, and Stapp (1974, 1975), androgynous persons who possess both masculine and feminine attributes, scored higher on measures of self esteem and social competence than persons who were primarily masculine or primarily feminine or possessed few attributes of either gender.

Given that a person will be motivated to keep his or her behavior consistent with one's internalized gender role orientation (Kagan, 1964; Kohlberg, 1966), the androgynous person is not restricted to just masculine or feminine behaviors, but can respond to the changing demands of the situation. One might argue that role adaptability should be an important resource for military wives coping with the separation-reunion stressor since, in her husband's absence, she may need to assume aspects of his role while maintaining her existing role (i.e., be both instrumental and expressive). When her spouse returns, further flexibility is called for to reestablish role complementarity so that the military husband can be reintegrated into the family.

To date, the literature hints at the association between gender role orientation (a psychological resource) and coping behaviors, but there appears to be no specific data which examines this relationship. Therefore, this investigation attempts to examine two basic research issues. First, is there any direct relationship between gender role orientation and the distress wives may experience in response to separation? Second, is there an association between gender role orientation and the coping patterns wives employ in the management of this separation?

Methods

Sample

The subjects were 82 wives of Navy aviator and support personnel who were assigned to an eight month deployment aboard a U.S. Navy carrier. They were randomly selected from the total population of married officer and enlisted personnel assigned to the carrier. The average age for these wives was 29 years (range, 18-44 years) and they averaged 13.5 years of formal education (range, 2-17 years). Their husbands represented both levels of military rank with 44 (53.7%) enlisted and 38 (46.3%) officers. The husbands' mean age was 30 years (range, 19-44 years) and they averaged 14 years of formal education (range, 10-18 years). Eighteen of these couples had no children and the remaining families averaged 1.6 children (range, 1-6). These families had experienced an average of two prior military-induced, long-term separation, although for 28% this was their first military separation and for 27%, it was their second separation.

Data Sources

Data for this report were obtained from structured interviews and questionnaires with wives and husbands 1-4 months before the separation, with the wives 4-6 months into the separation period, and from follow-up interviews with both husbands and wives 1-3 months after the family's reunion.

Personal Attributes Questionnaire (PAQ). The short version of the PAQ (Spence, Helmreich, & Stapp, 1974, 1975) was used to assess wives' gender role orientation. The PAQ contains 24 bipolar items describing personal characteristics and the subject rates herself for each on a five-point Likert-type scale. The PAQ has three eight-item

scales labeled: (a) masculinity (M-scale) with items which reflect what Parsons and Bales (1955) have called "instrumental" characteristics (e.g., independent, can make decisions easily), (b) femininity (F-scale). The findings of Spence, et al., (1975) with a college age population and Nice (1978) with a military sample indicate that the items on the M-scale and the F-scale are socially desirable characteristics of both genders and hence are not dicohtomous. In contrast, the M-F scale items are characteristics desirable of either the ideal male or the ideal female, but not of both. This study employs Spence and Helmreich's (1978) method of scoring, using only the M-scale and the F-scale. The sample was divided into two groups. The androgynous group consisted of those women who were above the median in masculine responses on the M-scale and above the median in feminine responses on the F-scale. These women possess a high proportion of the characteristics typical of both sexes. The other group (non-androgynous) was comprised of all other women.

Coping with Separation Inventory (CSI). The CSI (McCubbin, et al., 1975) was used to obtain a measure of the wives' coping behaviors, patterns, and strategy. It is an 84 item questionnaire focused on the wife's view of her response to the separation. She is asked to rate how helpful (from 0-3) each specific coping behavior has been in overcoming the hardships encountered during the separation. The construction of the CSI, described in prior coping studies (McCubbin, et al., 1976), basically involved identifying specific desirable and undesirable coping behaviors which were factor analyzed to identify coping patterns. The combination of coping patterns a wife uses indicates her overall coping strategy. Thus, there are three levels

of coping: behaviors, patterns, and a strategy.

For this sample, many of the original 84 items were not applicable to the respondents' situation. Several additional items had no variance in that everyone responded the same to the item. Thus, the original 84 items were reduced to 30 items that had applicability and variance for this sample.

The factor analysis of these 30 items (reported more fully in McCubbin, et al., in press) revealed five factors or coping patterns:

1. Maintaining family integrity--seven behavior items centered around investing herself in her children and in her husband's career to maintain family stability (alpha, .84),

2. Developing interpersonal relationships and social support--five items which focus on developing meaningful and supportive relationships outside the family unit (alpha, .82),

3. Managing psychological tension and strain--six coping behaviors focused on reducing perceived stress and the demands of the situation (alpha, .74),

4. Believing in lifestyle and optimism--eight behaviors focused on perceiving the benefits of a spouse's military career and having faith in God and the future (alpha, .85),

5. Developing self reliance and self esteem--four behaviors focused on active self-development of the wife by becoming more independent and competent (alpha, .71).

Duke Health Inventory. The Duke Health Inventory was used to obtain a dependent measure of wives' distress resulting from the separation. It is a comprehensive self report checklist of the respondent's current health status covering medical and psychological symptoms and the use of prescribed medications, alcohol, and cigarettes. This inventory was administered to the wives in this sample

twice, before the separation and during the separation, so that changes, during this time period, in the use of drugs and reported medical symptoms could be recorded. Two specific criterion measures were obtained: (a) an index of increase in the use of prescribed drugs (sleeping pills, tranquilizers, antidepressants and/or narcotics) for the management of stress, and (b) an index of an increase in the number of symptoms of emotional strain (anxiety, sleeplessness, and psychosomatic symptoms of strain).

Specific Hypotheses

When military wives are faced with a long term separation from their husbands, they are called upon to perform a dual role in order to manage family life. Since this seemingly would involve both instrumental and expressive behaviors, those wives with a gender role orientation which includes both masculine and feminine attributes (androgyny) would be expected to have greater role flexibility than non-androgynous wives and would utilize many more coping behaviors, resulting in adaptive coping patterns and an overall balanced coping strategy. Thus, androgynous wives would be expected to experience less distress during the separation. In addition, wives who use adaptive coping patterns and a balanced overall coping strategy would be expected to experience less distress during the separation. These predicted relationships are diagrammed in Figure 1.

Insert Figure 1 about here

The specific research hypotheses examined in this investigation are:

Hypothesis 1. When distressed and non-distressed wives experiencing a military induced family separation are compared, a higher percentage of wives in the non-distressed group will have an androgynous gender role orientation.

Hypothesis 2. When distressed and non-distressed wives experiencing a military induced family separation are compared, the wives in the non-distressed group will reveal higher scores on each of five coping patterns:

(a) maintaining family integrity,

(b) developing interpersonal relationships and social support,

(c) managing psychological tension and strain,

(d) maintaining an optimistic definition of the situation, and

(e) developing self reliance and self esteem.

Hypothesis 3. Additionally, when the distressed and non-distressed wives are compared, the non-distressed wives will indicate a more balanced coping strategy, that is a higher than average score on each of the five coping patterns.[2]

Hypothesis 4. Wives' androgynous gender role orientation will be positively associated with each of the five coping patterns and a balanced coping strategy used to manage a military induced family separation.

Strategies of Analysis

Matched Subsample. In an effort to control for the effect of certain demographic variables on gender role orientation and coping, a matched subsample, drawn from the total sample, was used for many of the analyses reported in this paper. Fourteen wives were identified as "distressed" on the basis of their increased use of prescribed stress management medications as recorded on the Duke Health Inventory before and during the separation. They were matched with fourteen non-distressed wives (no increase or non-use of prescribed stress management medications) by age, years of formal education, children versus no children, husband's rank, and number of prior military

separations. To further validate that these two groups differed in terms of experienced stress, a t-test ($t=3.00$, $p < .005$) revealed significant differences between the groups on the number of medical/psychological symptoms reported during the separation as recorded on the Duke Health Inventory. Table 1 shows the characteristics of the matched subsample.

Insert Table 1 about here

Statistics used. Analyses were conducted in two parts. The first set of analyses used the matched subsample of distressed and non-distressed wives. A chi square test of significance was used to test the direct relationship between an androgynous gender role orientation and non-distress during the family separation. To examine the relationship between coping behavior and distress, a paired t-test was used to determine differences between distressed and non-distressed wives in their use of each of the five coping patterns and a balanced coping strategy. A one tailed probability table was used to determine the significance of the t value. Finally, using the matched sample, an androgynous versus a non-androgynous gender role orientation was correlated (using patterns and the combined overall coping strategy score.)

The second part of the analysis involved the whole sample of 83 wives. Their gender role orientations (androgynous versus non-androgynous) recorded during the separation, were correlated with each of the coping patterns and the balanced coping strategy score using a product moment correlation.

For the total sample of 82 w[illegible] e identified as androgynous, in that their self perceptions included more masculine and more feminine attributes than at least half of the remaining wives.

Within the matched subsample, 10 of the 28 wives were androgynous, with six of these androgynous wives in the non-distressed group and four in the distressed group (see Table 2). A chi square test of

Insert Table 2 about here

differences revealed that androgyny was not significantly related to non-distress. Thus the first research hypothesis stating that an androgynous gender role orientation would be positively related to non-distress during family separation was not substantiated by the data.

Table 3 shows the results of the comparative analysis of the coping patterns employed by the wives in the matched subsample. Non-distressed wives scored significantly higher than distressed wives on two of the

Insert Table 3 about here

five coping patterns: (a) maintaining an optimistic definition of the situation ($t=-2.01$, $p < .05$), which includes cognitive behaviors emphasizing the positive aspects of a military lifestyle, believing in God, and acceptance of the stressful situation; and (b) developing self esteem and self reliance ($t=-2.26$, $p < .025$), which emphasizes the wife's independence and active personal development. Non-distressed wives scored higher on the other three coping patterns, but the differences were not statistically significant. The most significant difference in coping was that non-distressed wives were much more likely

to use a balance coping strategy (i.e., a higher than average score on all five patterns reflecting the use of a wide variety of coping behaviors) than distressed wives ($t=-4.58$, $p < .0005$). Figure 2 reveals the overall strength of the non-distressed wives' coping repertoire. Hypothesis two that non-distressed wives would obtain

Insert Figure 2 about here

higher scores on the five basic coping patterns was thus partially supported (by patterns IV and V) and hypothesis three predicting a positive relationship between a balanced coping strategy and non-distress was also supported by the data.

The results reported in Table 4 reveal that hypothesis four was only supported in part. Using the whole sample of 82 wives, androgynous gender role orientation was positively correlated with each of the five major coping patterns, but the association was only significant for

Insert Table 4 about here

four of the five patterns. Specifically, an androgynous gender role orientation was significantly correlated with the wives' efforts at (a) maintaining family integrity ($r=+.26$, $p < .025$), (b) developing interpersonal relationships and social support ($r=+.23$, $p < .05$), (c) managing psychological tension and strain ($r=+.18$, $p < .05$), and maintaining an optimistic definition of the situation ($r=+.28$, $p < .01$). The use of a balanced overall coping strategy was also positively correlated with an androgynous gender role orientation ($r=+.26$, $p < .025$). Contrary to expectations, wives' androgynous gender role orientation was not significantly correlated with coping pattern V--developing

self reliance and self esteem--which appeared to be one of the critical patterns distinguishing the distressed wives from the non-distressed wives in this investigation.

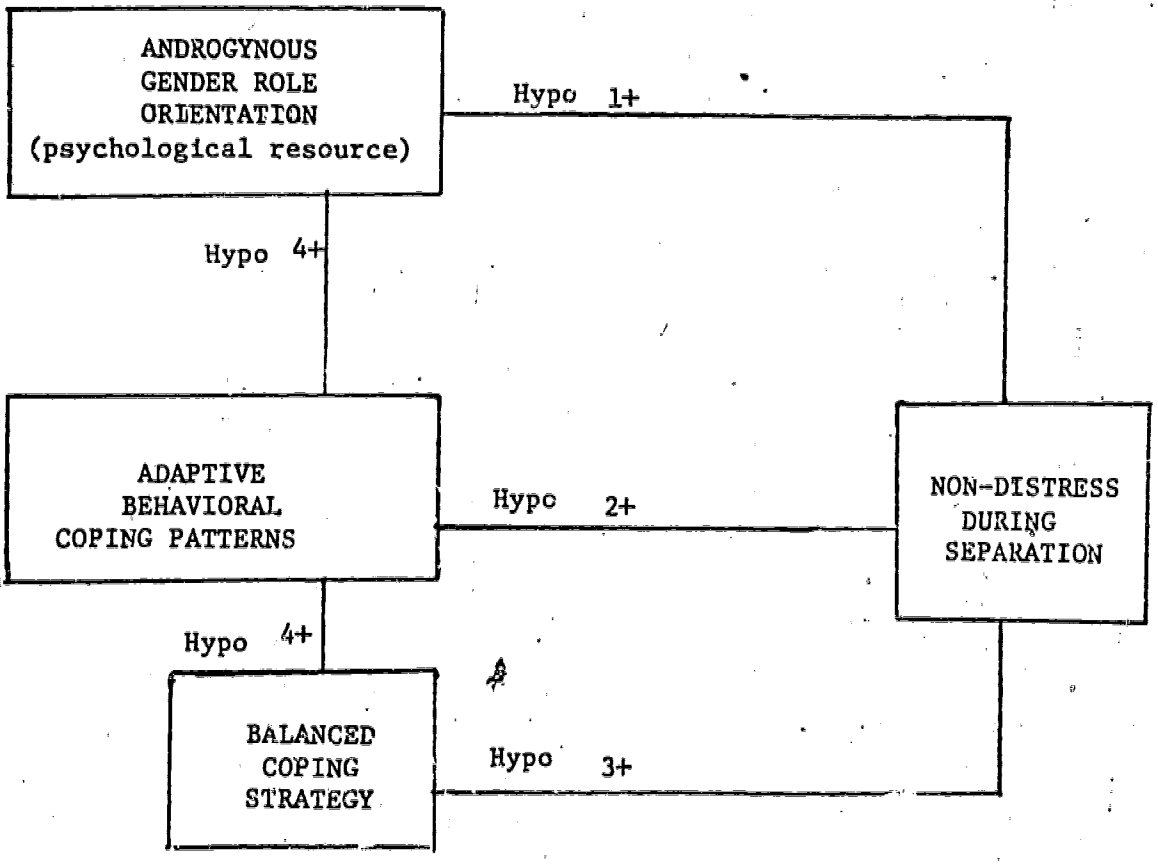

FIGURE 1. Research Hypotheses tested in this study.

Table 1

Comparison of Matched Distressed and Non-Distressed Subsample of Wives on Critical Variables

	$\overline{D}$	S_D	t*	p
Age	.93	3.47	1.00	NS
Education	.21	2.15	.37	NS
No. of prior separations	.71	1.98	1.35	NS
Time in Military	3.50	60.82	.22	NS
Husband's rank	perfect match			
Children vs. No Children	perfect match			
No. of medical/psychological symptoms during separation	2.93	3.65	3.00	.005

Table 2

Androgynous Gender Role Orientation of
Distressed and Non-Distressed Wives
During Family Separation

	Matched Sample	
	DISTRESSED[1] WIVES	NON-DISTRESSED[2] WIVES
Androgynous Gender Role Orientation	4	6
Non-Androgynous Gender Role Orientation	10	8
	N=14	N=14

$X^2=1.29$
df=1
p=NS

[1]Distressed Wives - increased their use of prescribed stress management medications as recorded on the Duke Health Inventory before and during the separation period.

[2]Non-Distressed Wives - showed no increase or non-use of prescribed stress management medications as recorded on the Duke Health Inventory before and during the separation.

Table 3

Comparative Analysis of Matched Subsample of Distressed and Non-Distressed Wives on the Use of Five Coping Patterns and a Balanced Coping Strategy

	DISTRESSED WIVES	NON-DISTRESSED WIVES				
	Mean	Mean	$\bar{D}$	S_D	t^1	p
Coping Patterns:						
I. Maintaining family integrity.	14.2	15.3	-1.07	3.04	-1.32	NS
II. Developing interpersonal relationships and social support.	11.7	13.2	-1.50	4.16	-1.35	NS
III. Managing psychological tension and strain.	9.8	11.5	-1.43	4.07	-1.31	NS
IV. Acceptance of lifestyle and optimism.	17.5	19.0	-1.50	2.79	-2.01	.05
V. Developing self-reliance and self-esteem.	7.8	9.7	-1.53	2.34	-2.26	.025
Balanced Coping Strategy[2]	3	4.5	-1.50	1.22	-4.58	.0005

[1]Paired t test of differences between distressed and non-distressed wives.

[2]Balanced coping strategy score was obtained by summing the number of coping patterns on which a subject scored above the mean.

Table 4

Correlations Between an Androgynous Gender Role Orientation and Coping in the Management of Family Separation (N=82)

	ANDROGYNOUS GENDER ROLE ORIENTATION	
	r	P≤
Coping Patterns:		
I. Maintaining family integrity.	+.26	.025
II. Developing interpersonal relationships and social support.	+.23	.05
III. Managing psychological tension and strain.	+.18	.05
IV. Acceptance of lifestyle and optimism.	+.28	.01
V. Developing self reliance and self esteem.	+.16	NS
Balanced Coping Strategy	+.26	.025

Navy Family Separation and Physical Illness: A Failure to Confirm

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In the Navy community, family life is often interrupted as the husbands deploy for sea duty. The majority of these separations require substantial family adjustments as the wife assimilates new roles, adapts to single parenting, and adjusts to increased strains associated with the separation. Adjustment difficulties are often exacerbated by the concurrent reduction in social support from the absent husband and may become manifest in increased physical symptoms and physician utilization. (Meyers, Lindenthal, & Pepper, 1975; Snyder, 1978).

A sizable body of literature links stressful life events to both physical and psychiatric illness (Dean & Lin, 1979; Dohrenwend & Dohrenwend, 1974; Gunderson & Rahe, 1974; Hong, Wirt, Yellin & Hopwood, 1979; Lin, Simeone, Ensel & Kuo, 1979; Rabkin & Struening, 1976). Separation from spouse due to work is considered a major life event (Holmes & Rahe, 1967; Snyder, 1978) and may therefore increase the probability of illness. Hinkle (1974) reports that changes in significant social or interpersonal relationships are often accompanied by changes in habits, patterns of activities, intake of food and medication, and exposure to potential sources

Footnotes

[1] We chose to use the term "gender" role orientation instead of "sex" role orientation to avoid the excess of meanings often associated with "sex roles"--e.g., behavior related to sexual preference or sexual activity.

of infection or trauma. They are also frequently associated with changes in mood and with physiological changes directly mediated by the central nervous system. Any or all of these changes might affect the frequency or severity of illness. Because separation from spouse has been identified as both a major life event and as a significant source of stress among military wives (Beckman, Marsella & Finney, 1979; Dickerson & Arthur, 1965; Isay, 1968; MacIntosh, 1968; Pearlman, 1970), Navy wives may represent a special risk group during periods of family separation.

In retrospective study of the wives of Fleet Ballistic Submarine personnel, Snyder (1978) reported that wives recalled being far more ill and seeking more medical attention when their husbands were at sea than when their husbands were at home. It must be pointed out, however, that the accuracy of retrospective data in health related studies has been seriously challenged in the literature (Cartwright, 1963; Cornfield & Haenszel, 1960; McKinley, 1972). Snyder acknowledged this point and suggested the incorporation of a control group and the collection of concurrent data to validate her findings.

The impact of family separation may affect physician utilization either directly through increased illness and physical symptoms or indirectly through altered utilization motives and expectations. It is estimated that 50% of all people entering the Navy health care delivery system present problems which are caused or aggravated by social or emotional needs (Sears, 1977). There presently exists a considerable body of literature which indicates that psychologically distressed persons disproportionately use medical services (Cooper, 1964; Cummings & Follette, 1968;

Roughmann & Haggerty, 1975; Tessler, Mechanic & Dimond, 1976). Because the separation experience is extremely difficult for many wives, the probability of psychological distress and associated physician utilization may be increased significantly (Henderson, 1977).

Of course all wives are not equally likely to demonstrate an increase in illness or physician utilization as a function of family separation. Individual difference factors such as demographic characteristics, socioeconomic status, social supports, level of experience, situational factors, and expectancy orientation have demonstrated important relationships with health and health seeking behaviors.

Among Navy populations, men who are black, young, and low in rank experience a higher incidence of illness and sick call visits than those who are non-black, older, or higher in rank (Pugh, Gunderson, Erickson Rahe & Rubin, 1972; Rahe, Gunderson, Pugh, Rubin & Arthur, 1972). Similarly, Tessler, Mechanic and Dimond (1976) found illness and utilization rates in a prepaid medical plan were affected by age, race and income variables. Social supports have been found to be of crucial importance in field studies of the epidemiology of illness (Cassel, 1974; Cobb, 1976; Dean & Lin, 1977; Dohrenwend & Dohrenwend, 1974). Individuals with adequate social supports typically experience fewer and less severe illnesses. Experience is another important factor in illness. The impact of a stressful life event on illness is believed to be heightened in those cases in which an individual has had little or no prior experience with similar stressful events (Cassel, 1976; Rabkin & Strueing, 1976). Situational factors are also believed to influence an individual's ability to "contain" symptoms.

In situations where commitment and involvement are greater, individuals may be less inclined to assume the sick role (Alonzo, 1979). Therefore, wives who have children or who are working may experience fewer illnesses. In a review of the literature, Walston and Walston (1978) cite evidence that the locus of control construct is relevant to the prediction of health behaviors and sick-role behaviors. Individuals who are internals (i.e., those who believe that reinforcement is contingent upon the individual's behavior) are more likely to engage in behaviors that facilitate physical well being. Similarly, Tessler,Mechanic and Dimond (1976) found that people who had perceived control over illness exhibited fewer symptom initiated physician visits. Therefore it is expected that variables such as age, race, income, social supports, prior separation experience, number of children, employment status, psychological distress, and external locus of control are predictors of illness and physician utilization among separated wives.

Method

Subjects

The sample consisted of wives of enlisted men aboard three similar amphibious assault ships. A separation group included 59 wives of personnel aboard two ships that were preparing to deploy for a seven-month period. A control group consisted of 29 wives of personnel aboard a ship scheduled to remain in port.[1] As the study progressed over the seven-month data collection period, 28 wives in the separation group and 9 wives in the control group were lost from the sample due to their husbands' transfers or departures from the Navy. The final sample consisted of 31 wives in

the separation group and 20 wives in the control group. The wives averaged 31 years of age, had been married for an average of 7 years, had an average of 2 children, and had completed approximately 12 years of education. Differences between the separation and control groups on each of the demographic variables were negligible.

Measures

Psychological Distress. A battery of instruments including the Health Opinion Survey (Macmillian, 1957), Stress Scales (Pearlin & Schooler, 1978), Depressive Affect (Ryman, Biersner & LaRocco, 1974), Self Esteem (Rosenberg, 1966) and Loneliness (Rubenstein, Shaver, & Peplon, 1979) were administered to assess psychological distress. The average intercorrelation of these measures was .50. Because of the significant intercorrelation among the measures, the Depressive Affect scale was selected as a representative measure of psychological distress. In the present sample this scale had an internal reliability (coefficient alpha) of .91.

Social Support. A seven-item social support scale was constructed to assess the proximity, accessibility, and strength of friendship networks. Each item was rated on a three-point Likert scale. The scale focused on non-kin relationships because recent literature indicated that weak ties serve useful support functions (Granovetter, 1973; Lin, Ensel, Simeone & Kuo, 1979), and non-kin interactions are important in health-related behavior (Langlie, 1977). The internal consistency (coefficient alpha) of the scale was .74. A separate item was included to assess the proximity and perceived helpfulness of kinship support.

Health Locus of Control. The multidimensional health locus of control scale (MHLC) is an expectancy measure specific to the area of health. It was developed to explain variance in health behaviors and, to some extent, health status. The MHLC was used to assess locus of control orientation on the dimensions of internal, chance, and powerful others. Both the chance and powerful others dimensions are considered external orientations. The internal consistencies (coefficient alpha) of the internal, chance, and powerful others scales were .74, .53, and .75 respectively. Further information regarding the development and psychometri properties of this scale is presented elsewhere (Wallston, Wallston & DeVellis, 1978).

Illness. The measure of illness was composed of a checklist of 35 common physical symptoms compiled by the Biological Sciences Department of the Naval Health Research Center.

Procedure

Approximately six weeks prior to the departure of the separation group ships, all married men were contacted by mail and introduced to the research project. In subsequent telephone follow-ups, 80% of the wives of those men who could be located agreed to participate in the study. The refusal rates did not differ substantially between ships. Informed consent was obtained after procedures had been fully explained to the subjects. Wives were divided equally among four trained interviewers who collected demographic data and administered the research protocol during a home interview four months after the departure of the husbands in the separation group. The depressive affect scale, the number of symptoms and physician visits were collected on a biweekly basis and mailed to [illegible] during

the course of the seven-month separation. Those wives who completed 10 or more of the biweekly reports were included in the analysis (N = 51).

Results

An analysis of the effects of family separation on the physical symptoms of wives was computed using a *t* test for independent samples. The difference in the average number of physical symptoms between the separated and control wives was not significant [$t(49) = .25$, $p > .05$). In both groups those symptoms reported most frequently (i.e., an average of two or more times per wife over the 16 biweekly phases) were a) head colds; b) sinus problems; c) sore throat; d) back problems; e) headaches; f) stomach-intestinal upset; g) muscle aches or cramps; h) sleep difficulties; and i) weight loss or gain.

In order to examine the effects of family separation on physician utilization, the degree of utilization of each subject was prorated by dividing the total number of doctor visits by the number of reporting phases completed. The distribution obtained by this procedure was highly skewed in the positive direction and was therefore transformed by dividing individuals into three utilization categories. The bottom third of the sample did not visit a doctor during any reporting period and received a score of zero. The middle third of the sample visited a doctor between 6 and 17% of the time periods sampled and received a score of one. The remaining third of the sample visited a doctor between 20 and 100% of the time periods sampled and received a score of two. This transformation eliminated the skew from the utilization data and thus permitted further statistical analyses. An

examination of the differences between the separated and control wives on physician utilization revealed that the separated wives went to the doctor significantly more often than the control wives [$t(49) = 2.67$, $p < .05$].

In order to derive a composite of variables to identify those separated wives who have a higher probability of illness or physician utilization, those variables conceptually related to symptoms and physician utilization were entered into a Pearson product-moment correlation matrix with the criterion measures of symptoms and utilization (Table 1).

[Insert Table 1 about here]

This procedure permitted the elimination of those variables which did not obtain a statistically significant relationship with the criterion. The chance subscale of the MHLC, age (younger vs older), race (white vs non-white), and psychological distress were all positively related to the criterion of symptoms and were entered into a stepwise multiple regression analysis. Those variables which made a significant contribution to the equation were retained. The final regression equation included all four predictor variables and yielded a multiple R^2 of .64. With an appropriate allowance for shrinkage (Kerlinger & Pedhazur, 1973), the multiple R^2 was .58.

The variables which were significantly related to the criterion of physician visits included physical symptoms, race and work status. Those wives who had more symptoms, were white and were working tended to have more doctor visits. The number of symptoms and work status contributed

significantly to the equation and yielded a multiple R^2 of .25. The adjusted R^2 was .19.

Discussion

The results of this investigation supported the hypothesis that wives of Navy personnel who are at sea for prolonged periods of time seek medical care more frequently than wives of Navy personnel who are at home. The lack of support for the hypothesis that separated wives have more illnesses or physical symptoms than nonseparated wives argues against a strictly medical interpretation of the differential utilization rates. An alternative explanation could be that the psychological distress associated with the separation experience promotes an increase in physician utilization for non-medical problems. While the direction of the relationship between psychological distress and utilization among the separated wives is positive ($r = .26$), the correlation between these variables is not significant and therefore does not lend strong support to the distress hypothesis.

A second explanation for the increase in utilization among separated wives is that they become more oriented toward preventive medicine and visit the d[illegible]oms they might otherwise treat at home. Based on interviews with wives of submarine personnel, Snyder (1978) deduced that there is a great concern over one's health when the husband is at sea. Many women offered the comment that they could not afford to be sick when their husbands were gone because there were too many responsibilities to be faced [illegible] no one to help. This preve[illegible]on hypothesis is supported in the present study by the significant positive relationship between work

status and doctor visits. Those wives who were working could least afford to assume the sick role and despite obvious logistical difficulties found time to visit the doctor more frequently than those wives who were not working.

The best predictors of physical symptoms among the separated wives were age, psychological distress, external health locus of control and race. The higher level of symptoms among younger wives is consistent with previous literature (Tessler, et al., 1976). Similarly, the relationship between psychological distress and physical symptomatology is supported in other work (Cassel, 1976; Moss, 1973). The influence of external health locus of control on physical symptoms might be accounted for by the fact that externals are less likely to engage in behaviors that facilitate physical well being (Wallston & Wallston, 1978). Race was one of the more interesting predictors of physical symptoms in this study. Contrary to other literature (Tessler, et al., 1976), the white wives had more symptoms than the non-white wives. A closer examination of the non-white sample, however, revealed that blacks, the predominate non-white constituent in other studies, accounted for only 13% of the non-white sample in the present study. The majority of the non-white wives were Pacific Islanders. Thus, race appears to be an important variable to consider in studies of illness and symptomatology among Navy wives.

In conclusion the results of this study demonstrate that during periods of family separation Navy wives tend to visit their physician more frequently than when their husbands are at home. The most convincing explanation for

this result is that separated wives adopt a more prevention oriented approach to illness and seek treatment for less severe symptoms. The relatively small sample size, however, precluded the cross-validation of these results. Although the sample was small, these results are important as they represent the only controlled investigation of health and health care utilization among Navy wives. The validity of the findings is further strengthened by the use of concurrent data on both symptoms and utilization collected over a seven-month period. Further research appears necessary to investigate the causes of separation-related physician utilization among Navy wives and to assess the appropriateness of this utilization.

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Footnote

[1]Although the control ship was scheduled to remain in port, routine periods of operation at sea occurred throughout the seven-month period. These periods ranged from one or two days to one or two weeks.

Table 1

Zero-Order Correlations Among Predictors and Criterion Measures of Symptoms and Physician Visits (N = 31)

	Internal	Chance	Powerful Other	Age	Pay	Race	Work	Children	Psychological Distress	Symptoms
Multidimensional Health Locus of Control										
Internal										
Chance										
Powerful Other		.47								
Age										
Pay Grade			-.47	.50						
Race (0 = non-white 1 = white)										
Work Status (0 = not working, 1 = working)										
Children				.32						
Psychological Distress		.45								
Symptoms		.48		-.33		.39			.57	
Physician Visits						.32	.32			.33

FAMILY DISSOLUTION AMONG AIR FORCE OFFICERS

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All available evidence points up the fact that the divorce rate in the United States continues to exceed that of any other country in the world (U.S. Demographic Yearbook, 1978). Beginning in the 1960's and continuing through the seventies, the divorce rate increased dramatically and steadily until in 1975 it was the highest ever reached (U.S. Department of Health, Education, and Welfare, Monthly Vital Statistics Report, 1978). In 1976, for the first time in American history, more than one million divorces were granted in a single year (U.S. Bureau of the Census, Statistical Abstract, 1978). In 1977 the divorce rate was 5.1 per 1000 population, more than double the 2.5 rate of 1965. These government documents also report that in the late seventies there was a ratio of about one divorce for every two weddings; however, that is not equivalent to saying that one in two marriages ends in divorce, since the divorces granted in any year represent, for the most part, marriages that began before that year. Most researchers agree that caution should be used in using such figures to determine the proportion of marriages that will ultimately fail. Glick and Norton point out that it is better to use demographic projection methods using mathematical formulas based on a series of assumptions to estimate the number of people likely to experience a divorce in the future (Glick and Norton, 1976). Using this strategy, Bowman and Spanier predict that for persons born between 1950 and 1960, approximately 40 to 50 percent of all marriages will end in divorce (Bowman and Spanier, 1978). Most studies agree that divorce rates continue to remain high but began to show some signs of leveling off toward the very end of the seventies.

Although there is an abundance of material available on divorce and family dissolution in American society, there is a paucity of material on

specific groups. The author knows of no comprehensive studies on, say, airline pilots, nurses, school teachers, college professors, sociologists, policeman, or any other occupational group. The author's 1971 study of divorce among Air Force officers was an attempt to examine a specific group in our society in order to provide a basis of comparison for others undertaking a similar project; however, to date we are unaware of any similar studies. Perhaps someday we will be able to compare divorce and family dissolution rates among many specific occupational groups.

The author's study of divorce among military officers was an effort to determine if divorce rates for Air Force officers were different from rates in the overall American population. Additionally, we wanted to know if subgroups within this military population were different in regards to divorce and dissolution rates. For example, we wanted to know if flying personnel have different rates from non-flying support personnel; if rates were different among Commands (Strategic Air Command, Air University, Tactical Air Command, etc.); if education was a factor; and if rates were different by age, sex and religion. Some of the findings from this study and follow-up studies were:

(1) In general, divorce rates among Air Force officers are lower than in the general population. This can be explained by reference to sociological theory which predicts that those with good incomes, a high level of education, a respected occupational status, a visible marriage, who share a common set of norms and values and who are separated from their kin-groups have a better chance of success. Air Force officers fit this criteria very well.

(2) Higher educated officers have lower divorce rates than lower educated ones.

(3) Divorce rates for those who fly are higher than for those who do not. Flying officers experience more disruption, are away from home more and are subject to leaving on short notice for lengthy periods of time.

(4) Officers in the Military Airlift Command and in the Tactical Air Command have higher divorce rates than those in other commands. Officers in these two commands are away from home more, are on alert for short or no-notice departure and lead more stressful lives as a result of the flying missions of these commands.

(5) Those officers graduated from the Air Force Academy have lower divorce rates than those who enter service through ROTC, Officer Training School and other sources of commission.

(6) There were no significant differences between black officers and white officers. This finding suggests that in situations where these two groups have similar income, education and life style they will have similar divorce rates.

(7) Officers who served in the Vietnam conflict have higher dissolution rates than those who did not serve there. This supports the sociological proposition that long family separations are dysfunctional for the marriage. We have also found that divorce rates among former Vietnam POW's are much higher than expected.

Our latest effort to better understand the phenomenon of divorce among Air Force officers has been directed at Air Force Academy graduates. We are especially interested in determining if divorce rates among those who marry in "June Week" ceremonies immediately after graduation are different from those who wait until later in their career to marry. We predicted that those who married immediately after graduation would have higher divorce rates than those who married later.

The results of this investigation are shown in Table 1. Classes compared were from 1959 through 1973. The class of 1959 was the first class to graduate from the Academy. We ended with the class of 1973 because reliable data are not yet available for later classes. Our original intention was to have the full comparison completed prior to this conference; however, the laborious task of checking the yearly marital status of over 8000 officers precluded that. What we were able to do to date, however, does support our original hypothesis. Table 1 shows the number and percentage of the officers in every class who have ever been divorced. We have compared the divorce rate for each class with the rate for those who graduated and were married in June Week. In every case the rate is higher for the June Week group. This is a conservative finding since the June Week group is included in the overall group. Once we are able to directly compare the June Week group with the non-June Week group the differences will be even greater. In terms of theory, the June Week group would be expected to have higher divorce rates for the following reasons:

(1) They are younger when they marry.

(2) Their financial situation is still tenuous since second lieutenants do not make a lot of money.

(3) Most of them (approximately 70%) go immediately into fifteen months of Air Force pilot training where they are subjected to a rigorous demanding environment that leaves little time for family activities and where they are physically and mentally stressed.

(4) Many of them are caught up in the "glamour" of a cadet chapel wedding with arched swords, the formal dress uniform and all the other illustrious activities associated with a formal military wedding.

(5) Many of them marry girls (and beginning last year--boys) whom they have known for very short periods of time.

(6) Young officers are highly mobile, moving from training environments to schools to flying assignments with very little opportunity to put down any roots, or establish themselves in a community.

(7) The young wife has difficulty establishing herself in any kind of career or work situation because of extremely high mobility among young officers. She must depend on the husband for almost all her emotional needs and his priority is getting his own career established. This is a vulnerable period for the young officer and it is very important that he do well; otherwise, the family's future security is threatened.

These and other variables help us understand why June Week weddings are more susceptible to divorce.

This current research effort is also directed toward divorce rates among those Academy graduates who remain in the Air Force past their obligated tour of duty and those who return to civilian life at the first opportunity. We refer to the first group as careerists and the second group as non-careerists. Our prediction is that those who leave the service have higher divorce rates than those who stay in. From a recent survey of Air Force Academy graduates, we were able to compare divorce rates between the two groups. For every one of the 15 observed year groups, divorce rates for those who left service have been higher than for those who stayed in (Table 2). This supports earlier research findings that officers who choose the military as a career have relatively low rates of family dissolution (Williams, 1971). It may be that dissatisfaction with the military carries over into dissatisfaction with the spouse or perhaps those who are dissatisfied with Air Force life leave service, hoping things will be better in the civilian world. Oftentimes they are not, and divorce occurs. Interviews are now being conducted with former Air Force

officers who are divorced or were divorced and are remarried in order to gain better insight into this particular aspect of family dissolution in the military. In closing I would like to point out that Orthner's recent research supports the author's findings that Air Force couples are less divorce prone (Orthner, 1980). He found that 90% of Air Force husbands and 95% of Air Force wives feel very positive about the overall quality of their marriages and that there appears to be little serious difficulty in most of them.

The research on divorce and family dissolution is on-going. Details will be provided as more data become available.

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COMPARISON OF DIVORCES OF GRADUATES MARRIED DURING "JUNE WEEK"* WITH DIVORCES AMONG ENTIRE CLASS

Graduating Class		"June Week" Marriages Ending in Divorce		Total Class Overall Divorce Rate	
Year	Size	Number	Percentage	Number	Percentage
1959	207	17	24	41	20
1960	227	8	17	34	15
1961	217	12	21	33	15
1962	298	9	17	36	12
1963	499	8	20	55	11
1964	499	5	18	65	13
1965	517	10	24	57	11
1966	470	7	17	42	9
1967	524	8	18	52	10
1968	613	9	20	74	12
1969	683	12	21	96	14
1970	745	11	16	67	9
1971	692	5	10	55	8
1972	754	9	18	75	10
1973	844	5	10	51	6

*"June Week" weddings were held for the first time in the Cadet Chapel in 1964.

Table 1

COMPARISON OF DIVORCE RATES
AMONG ACTIVE DUTY AND NON/ACTIVE DUTY ACADEMY GRADUATES

Graduation Year	ACTIVE DUTY Percentage	NON/ACTIVE DUTY Percentage
1959	20	21
1960	15	25
1961	13	24
1962	12	14
1963	10	14
1964	13	15
1965	10	16
1966	9	13
1967	10	12
1968	12	16
1969	13	13
1970	8	11
1971	6	10
1972	5	9
1973	3	7

Table 2

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ATTITUDES TOWARD FAMILY ENRICHMENT AND SUPPORT PROGRAMS AMONG MILITARY FAMILIES*

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ATTITUDES TOWARD FAMILY ENRICHMENT AND SUPPORT PROGRAMS AMONG MILITARY FAMILIES

Family life throughout the United States is changing and the military services are no exception. Once the bastion of single men, the military has emerged as an institution with many families attached to it. Military members with families now comprise more than half of the total forces of the Army, Navy, and Air Force--and their numbers are increasing (Goldman, 1976; Hunter, 1977; Carr, Orthner, & Brown, 1980; Orthner & Nelson, 1980). No longer do many of these families fit into the traditional mold of military husband, dependent homemaker wife, and children. Contemporary trends in marriage, divorce, single parenthood, dual career patterns, and voluntary childlessness are all reflected in military families today (Carr et al., 1980; Orthner, 1980; Finleyson, 1976; Williams, 1976). These families are also influenced by many of the same strains from inadequate family finances, contrasting values, changing definitions of husband and wife roles, new definitions of parental responsibilities, and lack of family support system as other American families.

One means by which families can be helped to develop relational skills and support systems has been through various forms of marriage and family enrichment and support programs. These programs such as marriage encounter, couple communication training, parent effectiveness training or family clusters can be instrumental in reducing family stress (Gurman and Kniskern, 1977). The purpose of this paper is to determine the extent to which these kinds of programs are offered, utilized and desired by military families. This also has implications for family programming among civilians since many

of the factors that attract military families to these programs are probably similar to other families as well.

The Context for Family Enrichment Programs in the Military

Given the changing profile of American families, it is no longer reasonable to assume that all families can be held together by traditional expectations, strictly delegated family roles, and lack of marital sociability. Today, relationships are increasingly being built upon mutual affection and intimate association instead of instrumental roles and separation (Orthner, 1981; Mace, 1979). Consequently, the quality of family relationships now becomes a critical issue (Lewis and Spanier, 1979). This means that policies and programs are needed that support family relationships and direct them toward maximizing their potential for communication, problem solving, socialization, and interpersonal support.

Recently, there has been an upsurge in interest among military leaders in family issues. This interest parallels the growing recognition of the interdependency between military effectiveness and family functioning (Bennett et al., 1974; Hunter, 1977; McCubbin et al., 1980; Stanton, 1976; Orthner, 1980). It has been found that the extent to which people are satisfied with their family life is reflected in their job performance and ultimately tied to the decision to stay in the military. It is, therefore, to their benefit that military leaders continue to seek better ways of serving their families. After all, these families are now a vital part of the mission support system upon which the military depends. This means that sensitivity and response to the needs of military families is not only humanitarian; it is also based on the knowledge that what is good for military families is good for military responsibilities as well.

This recognition, coupled with the changing profile of the military community and family, has provided the impetus for the increasing incorporation of family enrichment programs into military communities (Moskos, 1976). Ranging from various family enrichment programs to single parent support groups, these programs are oriented toward strengthening families by providing them with the skills and support needed for fostering their relationships. They also serve to protect families against the stresses inherent but not necessarily unique to military family life (such as frequent moves and family separations, weakened ties to extended family and community, and inadequate financial support). The value of enrichment programs seems especially relevant given the recent findings from a study of married and single parent families in the Air Force (Orthner, 1980), documenting the independence and interpersonal isolation of most of these military families, including single parents. Although this tendency toward self-reliance reflects the growing trend in American society to make easy acquaintances but few really close friends, it is especially encouraged by the mobile lifestyle that the military encourages and can be viewed as a shaky foundation for personal and relational growth. Without close ties to others, many military families may find that they cannot always get the support they need to make necessary adjustments. McKain (1976), for example, found relational isolation in the military to be directly related to this incidence of family problems and tension. With the development of family enrichment and support programs, many families may remedy their relational problems and receive the support necessary for making ongoing adjustments.

The widespread introduction of marriage and family enrichment programs in the military is quite recent and parallels the development in civilian communities. Military chaplains have been the primary catalysts for introducing

and maintaining these programs, although some social workers and other mental health personnel have been involved as well. Programs such as marriage encounter and parent effectiveness training have been operating for nearly a decade. Couple communication training, family clusters and other marriage enrichment programs have been introduced in the last several years. Even more recently, support programs for single parents have begun to develop.

To a large degree, military families have had more opportunities to become involved in these programs than their civilian counterparts. Unlike the often inadequate information distribution in many communities, military personnel can more readily contact families and inform them of programs. Also, while many chaplains are not trained in these family programs and their availability is certainly not evenly distributed, proportionally more chaplains are skilled in directing these programs than is normally true in the civilian sector of society. Taken together, this suggests that military families should be more aware of these programs and at least as interested in them as other families.

Methodology

The data for the study were collected from a probability sample of 331 U.S. Air Force married couples and 101 U.S. Air Force single parents on 16 bases in the United States and Germany. The married men and women were randomly selected from listings of married Air Force personnel assigned to these bases. The single parents were randomly selected when sufficient numbers were available. On smaller bases, all of the single parents that were assigned to the base were contacted. The sample was stratified to proportionately represent the families in different geographical areas and command responsibilities.

Personal interviews were conducted with all participants in the study. Nearly seventy percent of those contacted agreed to participate, even though both husbands and wives had to agree to separate interviews to be included. Each of the semi-structured interviews were conducted in private by professionally trained interviewers. The interviews lasted approximately one hour. A total of 763 interviews were completed.

All of the interviews included questions on the subject's knowledge, participation, and interest in family enrichment and support programs. The married couples were asked about such programs as parent education or effectiveness training (if they were parents), marriage enrichment or marriage encounter, couple communication training, and family clusters. Single parents were asked about parent education or effectiveness training, single parent support organizations, and big brother/sister programs. These programs were selected because of their availability on many Air Force bases. The questions on each of these were preceded with a brief description of the program. In the questioning, no program was restricted to a particular format so that, for instance, any parent education program would fit the criteria, not just the formal Parent Effectiveness Training program.

Findings

Parent Education

Overall, two out of three Air Force parents had heard of some type of parent-education program/ (see Table 1). Women were much more aware of these programs than men, especially single-parent men of whom less than half (46 percent) were aware of their availability. The majority of those who had heard of parent education were white parents who attended church regularly. Half or more of the non-white

- Insert Table 1 About Here -

Table 1

Attitudes Toward and Participation in Family Programs

Program	Knowledge of Program				Have Attended				Likely to Attend			
	H %	W %	SPM %	SPW %	H %	W %	SPM %	SPW %	H %	W %	SPM %	SPW %
Parent Education	64	70	46	54	14	13	4.9	6.6	49	63	55	73
Couple Communication Training	18	20	x	x	.6	.6	x	x	48	50	x	x
Marriage Enrichment	68	73	x	x	4.2	4.2	x	x	48	54	x	x
Family Clusters	11	14	x	x	3.0	3.0	x	x	31	38	x	x
Single-Parent Support Group	x	x	49	50	x	x	9.8	10	x	x	55	56
Big Brother/ Sister Programs	x	x	89	95	x	x	3.2	6.6	x	x	39	55

x = Does not apply
H = Husbands
W = Wives
SPM = Single Parent Men
SPW = Single Parent Women

parents or those who were less religiously involved were not aware of parent-education programs, even when they were explained to them.

Less than ten percent of the Air Force parents had actually attended a parent education program. Surprisingly, men were slightly more likely than women to say that they had attended one of these programs. This may be because men have a less rigid definition of parent education and they may be including educational programs that were not deemed to be parent education by their wives or the single parent women in the sample. A higher proportion of those who had attended a parent education program were frequent church attenders and parents of elementary school age children. Parents with adolescent children were the least likely to have attended. The race of the parent had little effect in determining attendance in these programs.

The question of the helpfulness of these programs drew mixed reactions from those who had attended. Although close to half of the single parents (40 percent) and wives (46.2 percent) had found the parent education programs they attended very helpful, only one-quarter of the husbands had found the program they attended very helpful. It may be that husbands find these programs less relevant to their parental needs than single parents and wives.

For the overall sample of parents in the Air Force, interest in attending a parent education program was high. Nearly 73 percent of the single-parent women, 55 percent of the single parent men, 63 percent of the wives, and 49 percent of the husbands indicated they were very likely or somewhat likely to attend such a program in the future. The least support came from fathers. Only 12 percent of the married fathers said they were very likely to attend a parent-education class. This may reflect the still traditional bias that child rearing is the mother's responsibility. Not surprisingly, parents who reported poor parent-child relationships seemed to recognize their problem and were the

most likely to express interest in these programs. Non-white parents also indicated a high likelihood for attending these programs, both mothers and fathers. Parents of younger children were more interested in parent education than parents of adolescents.

Couple Communication Training

Awareness of couple communication training in the Air Force is minimal. Only one out of five husbands (18 percent) and wives (20 percent) had ever heard of this type of program. Men (32 percent) and women (26 percent) overseas were somewhat more likely to be aware of this program than those in the U.S. Infrequent church attenders, especially wives (80 percent) had rarely heard of couple communication training (see Table 1).

Not surprisingly, lack of knowledge of this program is paralleled by a low level of program participation. Less than one percent of the Air Force couples surveyed had attended a couple communication training program. Of the couples who had attended the program, however, all had found it very helpful.

Interest in couple communication is considerable. Half of the husbands (48 percent) and wives (50 percent) indicated they were very likely or somewhat likely to attend one of these programs. Nevertheless, some encouragement may be necessary since a rather large percentage of these couples (35 percent) were only "somewhat likely" to come. Much of this may be attributed to the complete lack of awareness of this type of program on the part of many couples. Better explanations of the purposes and goals of the program may be needed to attract participants.

Overall, there is more interest in communication training among couples overseas compared to those in the United States. This may be because married couples

are more dependent on one another overseas, thereby increasing their awareness of communication inadequacies. Non-white couples and those who attend church more regularly were also more inclined to be interested. Another indication that marital communication inadequacy encourages program interest comes from the findings that husbands and wives with low scores in a marital communication scale (Powers and Hutchinson, 1979) and higher scores on a measured marital disagreements (Spanier, 1976) were the most likely to want to participate in these programs. This was especially true for the men since 55 percent of the husbands who reported low marital communication scores said they were likely to come compared to only 37 percent of those with high marital communication scores.

Marriage Enrichment

Unlike couple communication training, the majority of Air Force husbands and wives had heard of some type of marriage enrichment or marriage encounter program. Wives (73 percent), however, were somewhat more aware of these programs than husbands (68 percent), especially black husbands (54 percent). Couples overseas (80 percent) were more likely to be familiar with them than those in the U.S. (67 percent). Also, frequent church attenders were more likely to have heard of these programs (82 percent) than those less religiously involved (52 percent).

Overall, four percent of the Air Force married couples had attended a marriage enrichment or marriage encounter program at some time. The couples most likely to have attended were white couples, frequent church attenders, and couples stationed overseas. Moreover, these programs were more likely to have attracted couples with older children. It may be that marriages in this stage

of the life cycle are in special need of invigoration and enrichment. They may also have more free time to participate in these programs.

In terms of the perceived helpfulness that couples received from attending a marital enrichment program, wives reported that they were more satisfied than their husbands. Although more than three-quarters of the wives (79 percent) found the program very helpful, only half of the husbands (54 percent) rated the program as being that effective. Nevertheless, fewer than 10 percent of the husbands (7.7 percent) and wives (7.1 percent) reported the program was not helpful at all.

Although more couples were aware of marriage enrichment programs than were interested in attending them, approximately half of the wives (54 percent) and husbands (48 percent) said they are very likely or somewhat likely to attend one of these programs in the future. Again, spouses overseas (55 percent) were slightly more interested in attending than these in the U.S. (50 percent), but the difference is not dramatic. Also, black husbands (79 percent) and wives (67 percent) experienced more interest than white husbands (45 percent) and wives (54 percent). Church attendance was associated with interest in attending family enrichment programs as well. Three-fifths (60 percent) of the frequent church attenders were likely to participate in marital enrichment or marital encounter programs while less than half of the less religiously involved, especially husbands (35 percent), indicated a desire to participate. Unfortunately, the study indicated that spouses who reported low marital marital satisfaction and many marital disagreements expressed more interest in marriage enrichment than those with higher marital quality. This is especially true for those wives who were experiencing low marital satisfaction. Since these programs are not designed for low-quality marriages, this finding

suggests a sincere interest on the part of these couples for some form of relational assistance.

Family Clusters

Few Air Force couples were aware of family cluster programs. Only about one out of ten Air Force husbands (14 percent) and wives (11 percent) had ever heard of this type of program. Couples in the U.S. (10 percent) were less likely to be aware of these programs than husbands (13 percent) and wives (20 percent) overseas. Overall, black husbands (7 percent) and infrequent church attenders (8 percent) were the least likely to have heard of family cluster programs (see Table 1).

Of the couples that know of these programs, three percent had actually attended such a program. The majority of these couples, however, had found the programs very helpful (55 percent) especially wives (100 percent). Although husbands were more critical of these programs than wives, nearly nine out of 10 (88 percent) had found their participation at least somewhat helpful.

Of the programs and services sampled for interest, Air Force families were the least enthusiastic about family cluster type groups. Still, more than one-third of the husbands and wives indicated that they were at least somewhat likely to attend. The low interest in these groups may be partially attributable to the lack of awareness that most couples have of these programs. Moreover, while the emphases of parent education programs and couple communication training are more self-evident, the emphasis of family clusters is more diffuse and requires further explanation. Clarification of the goals and purposes of these programs coupled with encouragement and salesmanship may be needed to attract participants to these groups.

Overall, there was more interest in family clusters overseas than in the U.S. These programs may be especially valuable to families overseas given their greater relative separation from their most frequent family support source, their respective parents. When this is coupled with the possibility that married couples may be more dependent on one another overseas, the greater interest among these couples in family clusters is understandable. Non-white couples and those with inadequate social support systems were the most likely to be interested in these programs. Since non-white couples are in the minority, they may be particularly susceptible to isolation in some assignments, especially overseas. Given this situation, family cluster participation can be especially important to their morale and adjustment.

Single-Parent Support Group

Frequently, single parent families are also socially isolated and need support (Orthner and Brown, 1978) but they may not find this in groups oriented toward married families. For this reason, we examined the support group needs and involvement of single parents to determine the extent to which their support needs could be better met. We found, however, that less than half (49 percent) of the Air Force single parents were aware of single-parent support groups or organizations like Parents without Partners. This percentage was even lower among black single parents (28 percent). These findings were rather surprising given the increasing numbers of single parents in the Air Force and the recent proliferation of these organizations (see Table 1).

Although single-parent organizations were more popular among single parents than Big Brother/Sister programs, still less than one-tenth of these parents had actually participated in a single parent support group. Moreover,

participation in these organizations was not evenly distributed throughout the sample. All of those who had participated were white single parents and frequent church attenders. Furthermore, parents of elementary school age children (33 percent) were more than twice as likely to have attended than parents of preschool (10 percent) and adolescent children (16 percent). Lastly, lower ranking, enlisted single parents and those stationed in the U.S. were the least likely to have attended one of these programs.

Overall, many single parents, especially men, who had participated in a single-parent support group or organization had not found it particularly helpful. Fewer than half of those surveyed (44 percent) felt that the experience was very helpful. Although single-parent men were somewhat more critical of their experience than single-parent women, nearly one-third of both men and women reported that participation in these groups were not helpful at all.

Despite the frustration among those who had attended single parent organizations, more than half (55 percent) of the sampled single parents expressed genuine interest in these groups. This interest was particularly high among lower-grade enlisted men and women (71 percent), those with preschool children (64 percent), those who were divorced (60 percent) or never married (64 percent), and those who expressed difficulty with their parent-child relationships (81 percent). Although most of these single parents acknowledged the potential value of groups like Parents without Partners, they knew little about starting a group and often had little time to do the groundwork to get it started.

Big Brother/Sister Programs

There was considerable awareness among single parents of Big Brother/Sister programs in the Air Force. More than nine out of ten Air Force single parents,

especially females (95 percent) had heard of this kind of program. Although knowledge of this program was high, program participation among single parents was minimal. Only four percent of the single parents had actually used the services of a Big Brother or Sister. All of these parents, however, had found the program very helpful. Moreover, each reported a secure parent-child relationship. Whether this latter finding is a product of program participation, however, is not clear. Parents with better parent-child relationships may be more likely to seek out valuable opportunities for their children.

Although Air Force men were less interested in the Big Brother/Sister program (39 percent) than Air Force women (55 percent), both were more interested in these programs if they were less secure in their parent-child relationship (56 percent), if they were in the lower enlisted grades (65 percent), and if they had preschool children (56 percent). These findings suggest that many single parents would like to have the assistance of another adult but that those who are most anxious about their children and those with younger children have the greatest need for this support.

Implications

American military families are a microcosm of the larger family system in America. Their needs for enrichment and support probably mirror those of other families as well. Certainly, there are special circumstances that military families face but, by and large, their lifestyles, family structures, and family needs are very similar to other U.S. families. Unlike some perceptions, these are not necessarily cloistered families. In the present sample half these families live off-base, most have civilian wives, none of these couples are separated because of military assignments, and most of the members have

standard workweeks. For this reason we should be able to understand the findings of this study within the context of broader family needs than just those of U.S. Air Force families.

The results of this study certainly suggest that families can benefit from the information, skills, and support that family programs often provide. Most men and women who had participated in parent education, couple communication training, marriage enrichment, family clusters, and single parent support groups tended to feel very positive about the results. Some programs, however, appear to have struck an especially responsive chord with those who had participated in them. Couple communication and family cluster programs, for instance, had been attended by a very small proportion of the married couples but they received high support from these couples. Other programs often had mixed reviews but the higher level of commitment required of these two programs might have fostered more positive attitudes from their participants.

In several of the family enrichment programs, women reported more positive experiences than men. To some degree, this seems to reflect the orientation of these programs to foster the personal growth of women while they encourage men to become more egalitarian. Neither parent education or marriage enrichment programs, for example, appear to be as satisfying to men as they are to women. In both cases, men who attend are encouraged to yield some of the power and to adapt family role responsibilities that have been traditionally accorded to women. Likewise, single parent support groups appear to benefit women more than men. Again, this may be because of the inability of these programs to speak to the special needs of fathers. As Russell (1974) earlier discovered, fathers can especially benefit from parent education experiences but these

programs may need to be tailored to develop the role of fathers as a complementary rather than as supplementary parent.

Some family programs do not appear to be reaching the population they need to reach. For example, couple communication training is most desired by those who have poor communication skills but these couples are unlikely to have heard of this program. Also, parents with adolescent children are the least likely to attend parent education but the data from the Air Force sample indicates they are the most likely to report problems with their children (Orthner, 1980). Still, those parents who are experiencing parent-child difficulties do say they want parent education and they may be receptive to programs designed for their respective developmental periods, such as those particularly-oriented toward adolescent development and needs.

The study further suggests that some family situations can stimulate an interest in particular family programs. This is true of overseas assignments which can present families with more isolation from support systems and more dependence on their marital relationship. Not only can this increase potential stress in the marriage but it also can encourage couples to seek relational skills and family support systems to reduce this stress. In the present study, it appears that couple communication and family cluster programs are of greater interest to families overseas, perhaps because of these factors. Family clusters, in particular, are not as attractive to most couples as the other programs surveyed but they do seem to be uniquely attractive to those couples who are the most isolated from their extended family and their support groups. This finding also has implications for other families who may find themselves in locations or situations which can foster a special need for intimate support groups, either temporarily or on a more continuous basis.

In conclusion, it appears that family enrichment and support programs have more promise than has currently been actualized. At the present time, at least in the Air Force, family programs have been concentrated within religious groups and communities and have not ventured far from those who attend religious services regularly. There has also been a noticeable lack of information on most of these programs among non-white families. This kind of provincialism can create a feeling that family programs are uniquely oriented toward on-going groups which in most cases they are not. More efforts need to be made to widely publicize opportunities for attending family enrichment programs, especially indicating the purposes and goals of the programs to be offered. Many of the men and women interviewed simply had no idea that programs like these were offered on their bases and wanted much more information on what these programs were all about.

Clearly, there are some programs which will attract more participants than others. While family clusters are perhaps of interest to a minority of families, couple communication training, marriage enrichment, and parent education are of interest to many families. Among single parents, big brother/sister programs are not considered as valuable as overall single parent support groups. But no matter what the potential interest level, practically none of these programs are known well enough at this time for most families to be exposed to them, let alone benefit from them. More specialists in these programs are needed; more publicity and encouragement is warranted; and more programs must be focused on the needs of particular families. The potential for family enrichment is there but it must be more effectively developed in the years ahead.

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NAVY FAMILY ASSISTANCE INITIATIVES

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Navy Family Assistance Initiatives

The Navy's concern for its families is not new. In reality the Navy has recognized over the years the importance of families to the Navy mission and has sought to provide support to ease the hardships of military life. In recent years the quantity and quality of that support have come into sharper focus. Some very practical issues have caused the increased concern -- not the least of which are attracting and keeping qualified personnel. As the technology of our ships, submarines and planes advances so do the demands for more highly trained men and women; competition with civilian industry is keen.

The majority of today's Navy is married. As a matter-of-fact 55% of our total Navy force is married. That means that over 260,000 people have dependents and that the primary dependent figure stands close to 600,000.

It is also a fact that 80% of our career-oriented personnel, that is, mid level officers and senior enlisted are married. The Navy enlists a single person, and reenlists a married one. It is a trend with which the Navy must deal. Therefore, when one considers retention, family needs are receiving considerable attention. Retention, however, is not the primary reason for concern. Our Chief of Naval Operations, Admiral Thomas Hayward has said we need to care for Navy families because it is "the right thing to do".

In 1978 the Chief of Naval Operations highlighted support to families as part of his main objective for that year. The first Navy-wide Family Awareness Conference, held in November of 1978, recommended the creation of a special office to coordinate the Navy's efforts on behalf of families. On January 30, 1979, the Family Support Program was officially established

within the Office of the Chief of Naval Operations. The program is headed by Dr. Ann O'Keefe, who transferred from H.E.W. to work with the Navy just a month before the November 1978 conference. In addition to Dr. O'Keefe, the headquarters staff now consists of three line officers, a chaplain, a Chief Navy Counselor and a civilian psychologist.

Briefly, the mission of the Family Support Program is to improve the Navy's awareness of and access to reliable and useful information, resources and services that support and enrich the lives of Navy families and single service members. The mission is being implemented in four phases. Two have already been completed. Phase one was the establishment of the Program in January 1979 and subsequent overall Navy planning. Phase two saw the development of two "pilot" Family Service Center projects. Phases three and four are expansion phases. The phase two "pilot" projects are located in San Diego and Norfolk.

The San Diego area has three Family Service Centers, which are coordinated by the Commander, Naval Base, San Diego. These centers serve a large and diverse population ranging from recruits to retirees. Activities and services are tailored to the location and the population of each Naval activity. For instance, an extensive information and referral service exists to provide information on community and military support resources. All in all, the San Diego Family Service Centers and related services provide support in hundreds of ways to the 90,000-plus active duty Navy people and their families in the area.

In addition to the Family Service Centers, there is also a Dependent's Assistance Board (DAB) which was established to provide care especially for fleet personnel and their families. The DAB is staffed by a senior

chaplain, two duty chaplains and two clerical staff. They handle about 5,000 office interviews, phone calls and messages each year.

The Norfolk Family Service Center was based on the results of a careful needs assessment and planning process that was undertaken by the local United Way Planning Council in conjunction with Navy planners. The staff of twenty includes both military and civilian personnel and is supplimented by a number of committed volunteers. The Center includes a 24-hour-a-day Hot Line manned by seasoned Navy and Marine Corps service members who had had special training.

Of special interest, the Norfolk Family Services Center also ties into a community-based computerized information and referral system listing over 3,000 resources available in the Norfolk Tidewater area. This system is serving as a model for some of our future Family Service Centers.

Phase three of the overall Navy plan began on October 1, 1980 (fiscal year 1981), with the establishment of additional Family Service Centers in high-population areas. The new Centers joining those already in place in San Diego and Norfolk will be in Jacksonville, Florida; Charleston, South Carolina; Long Beach, California; and Yokosuka, Japan.

The final phase of our overall program will occur over the next three years (fiscal years 82,83,84), when additional Centers will be added (possibly as many as 61 by October, 1983), forming a Navy-wide network of Family Support Programs.

As mentioned above, each Family Service Center will naturally vary its services depending on the needs of the local population, as well as on the existing military and civilian services. In general, however, all

centers will have three broad, major objectives: to serve as an information, referral, and follow-up system; to coordinate family-related resources (both military and civilian); and to provide direct assistance in selected areas such as personal or marriage counseling.

In general, areas of information or service will include personal and family enrichment; personal, marriage and child counseling, or sexual assault, among others. The Centers seek to avoid a solely "problem-oriented" image. By offering a wide range of services to interested people, we hope they will be seen as natural, helpful, everyday resources of real benefit to "everyday", as well as crisis, needs.

An aspect of the Navy's Family Program that cuts across all phases is that of research, evaluation, and documentation. The Office of Naval Research, the Navy Personnel Research Development Center, and the Family Support Program office have worked closely together from the beginning to ensure that appropriate studies can be undertaken to build a solid knowledge base which can guide future efforts. Three key research documents produced thus far are:

1. "Roadmap for Navy Family Research" by Westinghouse Public Applied Systems Division
2. "Developmental Case Studies of the Navy Family Service Centers, Norfolk and San Diego", prepared by System Development Corporation
3. "A Demographic Profile of U.S. Navy Personnel and Families" by Dennis K. Orthner and Rosemary S. Nelson, Family Research and Analysis, Inc.

In addition to the specific Family Service Center initiative, the Navy is moving out on several other fronts. In a vital effort under the auspices of the Bureau of Medicine and Surgery, the Family Advocacy

Program addresses the issues of spouse abuse, child abuse and the sensitive handling of rape and sexual assualt. In close liaison with the Family Support Program, the Family Advocacy Program is involved in coordinating, for the first time, the many military and civilian agencies which deal with these problems. The thrust of the program is to ameliorate the conditions which lead to such acts as domestic violence; conditions such as family isolation, lack of community support or child care, lack of education, or alchohol and drug abuse. In this tragic area, caring "after the fact" is never enough.

Another group with different problems is composed of Navy families moving overseas. Finding accurate, current information about a country or duty station has been a constant problem. Rumors, opinions, and sporatic communications have been the norm until the creation of O.T.I.S., the Overseas Transfer Information Service. Based in the Navy Annex, Washington D.C., this "Hot Line" answers virtually any question about any overseas location in which a Navy base is found. If the information is not right at hand, O.T.I.S. will find it. Understandably, this service has proven invaluable to hundreds of Navy people and their families going overseas for a tour of duty.

This overview of the Navy's family initiatives has been necessarily brief. Understanding the unique nature of Navy life, and recognizing that the time is right, the Navy has moved out on all fronts to identify, analyze, and address the many and changing need of the military family today.

THE NAVY FAMILY PROGRAM:

FACT SHEET

BACKGROUND

The Navy has long recognized the importance of its families. There are approximately 520,000 Navy men and women on active duty, with a total of 600,000 primary dependents. Fifty-four percent of the total force (officer and enlisted personnel combined) are married, and the percentage increases to 80 percent for service members with four or more years of experience. Further, there is clear evidence that reenlistment decisions and hence, personnel and operational readiness are influenced by spouse and family considerations.

In 1978, the Chief of Naval Operations (CNO) highlighted support to families as part of his Number One objective, and the first Navy-wide Family Awareness Conference recommended the creation of a special office to provide leadership and coordination for the Navy's expanding efforts on behalf of families. As a result, on 30 January 1979, The Family Support Program (OP-152) was established as a Branch of the CNO's Human Resource Management Division.

MISSION

The mission of The Family Program is to improve the Navy's awareness of and access to, reliable and useful information, resources and services that support and enrich the lives of Navy families and single service members.

MAJOR OBJECTIVES

The Family Program has five major objectives:

- o To establish a network of Family Service Centers;
- o To provide training, technical assistance, positive support, and guidance to commands desiring to develop or improve their own family support programs;
- o To develop awareness programs emphasizing the importance of families to the Navy's mission;
- o To increase effective coordination and use of existing Navy and civilian resources;
- o To conduct research and studies which document and guide future Navy family efforts and policy.

FAMILY PROGRAM ACTIVITIES

FAMILY SERVICE CENTERS

A Family Service Center is a focal point of the coordination of a full range of Navy and civilian resources and services for Navy families as well as single Navy men and women. The Centers offer information and referral services for a wide array of personal and family matters, counseling, assistance and crisis intervention. The Centers provide selected services in accordance with local needs, and often serve as a resource to informal support efforts such as Ombudman and sponsor programs. They are staffed by military, professional and volunteer service members and civilians. Navy Family Service Centers are funded for operation during fiscal year 1981 in Norfolk, Virginia; San Diego, California; Long Beach, California; Charleston, South Carolina; Jacksonville, Florida; and Yokosuka, Japan. An additional 14 sites are slated for funding in fiscal year 1982 - (New London, Connecticut; Orlando, Florida; Great Lakes, Illinois; Kings Bay, Georgia; Pearl Harbor, Hawaii; Bremerton, Washington; Port Hueneme, California; Whidby Island, Washington; Alameda, California; Treasure Island, California; Pensacola, Florida; Washington, D.C.; Guam; and Naples, Italy.) A total of 61 Navy Centers are slated for funding by fiscal year 1984. The Marine Corps will have 15 Family Service Centers in operation during fiscal year 1981. In addition, a number of "out-of-hide" Family Service Centers are being developed or strengthened by local commands.

SELF-HELP

The Family Program (OP-152) staff can provide resource information and reference materials, suggest appropriate resource people and offer guidance to Navy commands and activities with regard to analyzing, planning or improving existing family support services and systems.

AWARENESS

The Family Program has an awareness program to highlight existing Navy practices that support and strengthen families. Wide media coverage is directed toward increasing overall awareness of the importance of families to the Navy's mission.

RESEARCH AND STUDIES

An essential element of The Family Program is the development of appropriate data and information with which to formulate and guide future policy and direction of the family program effort.

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