
ACKNOWLEDGMENTS

We are grateful for the support we received from a number of individuals in our sponsoring office. Keith Maxie initially managed the DoD study and actively supported our effort, providing guidance on focus and facilitating the visits we made to service headquarters offices and installations. We also valued highly the productive working relationship we had with Dr. Curtis Gilroy and Dr. John Enns in the later stages of the project. Frank Rush provided, as he always does, support and guidance throughout our effort. We also benefited from interactions with Dr. Steven Mehay, Dr. Mark Eitelberg, and their students at the Naval Postgraduate School, who conducted companion research. The Defense Manpower Data Center provided data files and, as always, answered our many questions about the data.

This project would not have been possible without the generous support of those responsible for officer management policy in each of the military services, who provided volumes of materials and answers to our many questions. We are equally indebted to the many officers who participated in focus groups and interviews; their thoughtful discussion of their own careers and their observation of fellow officers' careers form the backbone of our research. Organizing our visits required a considerable effort by the base personnel offices, and we would like to thank the personnel in these offices who bore the burden.

We would also like to thank our RAND colleagues who contributed in various ways to the project. Krista Perreira assisted with an analysis of the career progression of Army officers. Paul Koegel helped develop our interview protocols and participated in some of the inter-