Demographic covariates were included in the junior and midgrade officer models to control for various factors affecting retention prior to evaluating the effect of deployment on officer separation. However, these variables can be interpreted in their own right and they provide interesting information about other factors related to retention.

Tables C.1 and C.2 provide the odds and hazard ratios for the relevant demographic factors in the junior and midgrade officer models. (Appendix B presents the complete set of parameter estimates for all of the models.)

Tables C.1 and C.2 show quite consistent effects for gender, family status, and race. Both the Army and Air Force have higher separation rates for junior and midgrade female officers compared with male officers; in the Marine Corps, they are statistically neutral. For the Navy, rates are insignificant for junior officers and, in a departure from consistency, midgrade female officers showed a lower separation rate.

Across all services and ranks, officers with families are more likely to remain on active duty compared with their single colleagues. Also consistent across all of the service models, the odds ratios for the junior officers are smaller than or equal to the hazard ratios for the midgrade officers, which can be interpreted to mean that junior officers with dependents are more likely to be retained past their initial service obligation date as compared with their single peers than are those midgrade officers with dependents, compared with their peers.
With respect to racial differences, at the midgrade ranks minority officers are less likely to leave active duty than their white counterparts. This effect is statistically significant for the comparison between African American midgrade officers and white midgrade officers, though for the other minority categories, the hazard ratios are generally not statistically significant. Similar effects for African Americans resulted in the junior officer models, though the differences for the Navy and Marine Corps were not statistically significant. The one departure from this trend was with Hispanic Navy junior officers who are slightly more likely to leave active duty as compared with their white peers (OR = 1.2). The Army and Marine
Corps also showed hazard ratios greater than one, but they were not statistically significant.

Finally, in the junior officer models there are differing effects for those officers who graduated from their service’s military academy. West Point graduates in the Army are more likely to leave active duty after their minimum service obligation as compared with their non-academy peers. In the Marine Corps the effect is the opposite; in the Navy and Air Force the effect is statistically insignificant and the estimated odds ratios are very close to one.

What is striking about Tables C.1 and C.2 is how consistent many of the effects are across the services. It is striking because the models were fit separately for each service. Such consistency lends credibility to the deployment results and the likelihood that the observed results are not an artifact of one particular service’s personnel policies or practices.