
REGRESSION RESULTS

Tables D.1–D.8 contain regression results by service for the following models:

- Main-effect probit model of reenlistment: first term.
- Main-effect probit model of reenlistment: second term.
- Full-interaction probit model of reenlistment: first term.
- Full-interaction probit model of reenlistment: second term.
- Main-effect probit model of reenlistment: first-term members with no dependents at the time of their reenlistment decision.
- Main-effect probit model of reenlistment: first-term members with dependents at the time of their reenlistment decision.
- Tobit/probit model of time to promotion to E-5 and reenlistment: first term.
- Tobit/probit model of time to promotion to E-5 and reenlistment: second term.

(For complete definitions of the variables used in this appendix, please see Appendix E.)

Table D.1
Main-Effect Probit Model of Reenlistment: First Term

Variable	Army	Navy	Air Force	Marine Corps
Const2	-3.2649 *** (0.1699)	-3.7470 *** (0.1784)	0.6997 *** (0.1641)	-1.4717 *** (0.0188)
N1	0.2659 *** (0.0113)	0.0676 *** (0.0139)	0.3048 *** (0.0137)	0.0431 *** (0.0124)
N2	0.4282 *** (0.0201)	0.0617 *** (0.0150)	0.4454 *** (0.0311)	0.0977 *** (0.0156)
N3	0.5547 *** (0.0437)	0.2168 *** (0.0159)	0.3772 *** (0.0631)	0.2143 *** (0.0236)
H1	0.1709 *** (0.0123)	-0.0728 *** (0.0124)	0.0292 ** (0.0118)	0.0426 *** (0.0134)
H2	0.1742 *** (0.0243)	-0.0170 (0.0157)	-0.0094 (0.0182)	0.0156 (0.0229)
H3	0.2412 *** (0.0544)	0.1987 *** (0.0397)	0.0396 * (0.0235)	0.0429 (0.0629)
AFQTI_II	-0.0420 *** (0.0149)	-0.0018 (0.0137)	-0.1217 *** (0.0140)	0.0853 *** (0.0135)
AFQTIII	0.0098 (0.0149)	-0.0359 ** (0.0143)	-0.0650 *** (0.0147)	0.0614 *** (0.0138)
AFQTIIV	-0.0342 (0.0498)	0.2748 *** (0.1059)	0.0601 (0.1330)	0.0011 (0.1159)
AFQTMISS	0.0328 (0.0277)	0.1785 *** (0.0245)	-0.0144 (0.0278)	-0.0025 (0.0236)
GED	0.0796 ** (0.0340)	0.0681 ** (0.0317)	-0.0869 (0.1132)	-0.0208 (0.0294)
NHSG	-0.1006 (0.0870)	0.1148 ** (0.0572)	0.7512 (0.5129)	0.0179 (0.1863)
SPSS	-0.1193 *** (0.0244)	0.0462 (0.0400)	-0.1482 *** (0.0114)	-0.0276 (0.0460)
FEMALE	0.1312 *** (0.0139)	-0.1893 *** (0.0157)	0.0093 (0.0122)	0.0791 *** (0.0246)
BLACK	0.4282 *** (0.0127)	0.4567 *** (0.0142)	0.3967 *** (0.0142)	0.3717 *** (0.0149)
HISPANIC	0.2499 *** (0.0198)	0.0886 *** (0.0171)	0.0589 ** (0.0231)	0.1281 *** (0.0162)
DEPEND	0.2327 *** (0.0101)	0.4153 *** (0.0104)	0.2040 *** (0.0094)	0.3436 *** (0.0109)

Table D.1—continued

Variable	Army	Navy	Air Force	Marine Corps
PMOS_I1	-0.0104 (0.0191)	0.4956 *** (0.0235)	0.3079 *** (0.0198)	0.3947 *** (0.0234)
PMOS_I2	0.0198 (0.0196)	0.4565 *** (0.0222)	0.3174 *** (0.0227)	0.2232 *** (0.0200)
PMOS_I3	0.1654 *** (0.0191)	0.3985 *** (0.0249)	0.3326 *** (0.0211)	
PMOS_I4	0.1754 *** (0.0303)	0.5163 *** (0.0470)	0.0361 (0.0266)	0.3576 *** (0.0346)
PMOS_I5	0.2011 *** (0.0177)	0.3151 *** (0.0226)	0.4115 *** (0.0179)	0.4376 *** (0.0167)
PMOS_I6	-0.0104 (0.0182)	0.1237 *** (0.0193)	0.3248 *** (0.0167)	0.3057 *** (0.0157)
PMOS_I7	-0.0035 (0.0286)	-0.0102 (0.0268)	0.1935 *** (0.0248)	0.2060 *** (0.0302)
PMOS_I8	0.0563 *** (0.0197)	0.2466 *** (0.0270)	0.1743 *** (0.0215)	0.1876 *** (0.0162)
UNEPLY_A	-0.2149 *** (0.0082)	0.0078 (0.0105)	-0.5134 *** (0.0075)	
UNEPLY_R	0.7480 *** (0.0299)	0.4854 *** (0.0310)	0.4971 *** (0.0291)	
ETS97	0.4002 *** (0.0167)	0.1423 *** (0.0183)	-0.0185 (0.0166)	0.0363 ** (0.0146)
ETS98	0.6020 *** (0.0300)	0.5105 *** (0.0316)	-0.1121 *** (0.0294)	0.0608 *** (0.0148)
ETS99	0.6424 *** (0.0380)	0.5684 *** (0.0399)	-0.3789 *** (0.0367)	0.0572 *** (0.0147)

NOTE: Standard errors in parentheses. *** = significant at 0.01, ** = significant at 0.05, * = significant at 0.10.

Table D.2
Main-Effect Probit Model of Reenlistment: Second Term

Variable	Army	Navy	Air Force	Marine Corps
Const2	-1.5824 *** (0.2607)	-1.5888 *** (0.3095)	-0.2478 (0.2029)	-0.1953 ** (0.0772)
N1	0.2626 *** (0.0175)	0.3022 *** (0.0224)	0.1938 *** (0.0148)	0.2766 *** (0.0402)
N2	0.2879 *** (0.0270)	0.3296 *** (0.0316)	0.1726 *** (0.0270)	0.5082 *** (0.0537)
N3	0.3396 *** (0.0593)	0.6113 *** (0.0402)	0.2507 *** (0.0517)	0.8119 *** (0.0833)
H1	0.2283 *** (0.0192)	0.1636 *** (0.0222)	0.1134 *** (0.0145)	0.2981 *** (0.0530)
H2	0.3133 *** (0.0370)	0.4758 *** (0.0392)	0.1727 *** (0.0241)	0.5275 *** (0.1107)
H3	0.1282 (0.0814)	0.6317 *** (0.1021)	0.1804 *** (0.0290)	0.4269 (0.3686)
AFQTI_II	0.0311 (0.0202)	0.1202 *** (0.0256)	0.0877 *** (0.0163)	0.1079 ** (0.0460)
AFQTIHA	0.0369 * (0.0193)	0.0298 (0.0245)	0.0713 *** (0.0169)	0.1234 *** (0.0450)
AFQTIIV	-0.1657 *** (0.0417)	-0.1128 *** (0.0279)	-0.3079 *** (0.1156)	-0.0384 (0.3922)
AFQTIMISS	0.2454 *** (0.0564)	0.2590 *** (0.0409)	0.2218 *** (0.0505)	0.3024 * (0.1756)
GED	-0.0561 (0.0425)	-0.1571 *** (0.0488)	0.1923 (0.2838)	-0.0964 (0.0896)
NHSG	-0.1351 (0.1259)	-0.2173 *** (0.0592)	0.7512 (0.0000)	-0.9308 (0.7936)
SPSS	0.2455 *** (0.0481)	0.1393 ** (0.0552)	0.1174 *** (0.0253)	-0.1158 (0.1306)
FEMALE	0.1129 *** (0.0236)	-0.1438 *** (0.0263)	-0.1064 *** (0.0158)	-0.0539 (0.0700)
BLACK	0.2994 *** (0.0175)	0.0144 (0.0202)	0.1492 *** (0.0160)	0.2180 *** (0.0437)
HISPANIC	0.1355 *** (0.0327)	0.0286 (0.0309)	0.1161 *** (0.0310)	0.1081 * (0.0578)
DEPEND	0.2371 *** (0.0201)	0.1527 *** (0.0219)	0.1564 *** (0.0142)	0.0763 * (0.0462)

Table D.2—continued

Variable	Army	Navy	Air Force	Marine Corps
PMOS_I1	-0.0208 (0.0321)	0.4409 *** (0.0431)	0.0137 (0.0269)	-0.0624 (0.0881)
PMOS_I2	0.1101 *** (0.0303)	0.2214 *** (0.0406)	-0.0777 *** (0.0295)	0.1215 (0.0764)
PMOS_I3	0.1837 *** (0.0314)	0.3995 *** (0.0362)	0.1264 *** (0.0291)	
PMOS_I4	0.3607 *** (0.0509)	0.2626 *** (0.0777)	-0.0118 (0.0354)	0.2258 ** (0.1134)
PMOS_I5	0.2428 *** (0.0264)	0.3590 *** (0.0379)	0.1727 *** (0.0247)	0.1196 ** (0.0574)
PMOS_I6	0.0295 (0.0246)	0.0224 (0.0311)	0.1390 *** (0.0238)	0.0155 (0.0585)
PMOS_I7	0.1765 *** (0.0524)	0.1770 *** (0.0446)	0.1005 *** (0.0331)	0.1430 (0.1101)
PMOS_I8	-0.0040 (0.0270)	-0.1220 *** (0.0389)	0.1736 *** (0.0308)	0.0840 (0.0587)
UNEPLY_A	0.1488 *** (0.0115)	0.1364 *** (0.0143)	-0.0670 *** (0.0094)	
UNEPLY_R	-0.0407 (0.0445)	0.0820 (0.0530)	0.0768 ** (0.0343)	
ETS97	0.5416 *** (0.0249)	0.0548 * (0.0331)	-0.0048 (0.0199)	0.0701 (0.0574)
ETS98	0.3479 *** (0.0446)	0.0534 (0.0548)	0.0727 ** (0.0342)	-0.0127 (0.0536)
ETS99	0.2629 *** (0.0554)	0.1196 * (0.0666)	0.0565 (0.0424)	-0.4736 *** (0.0564)

NOTE: Standard errors in parentheses. *** = significant at 0.01, ** = significant at 0.05, * = significant at 0.10.

Table D.3
Full-Interaction Probit Model of Reenlistment: First Term

Variable	Army	Navy	Air Force	Marine Corps
N1H0	0.2775 *** (0.0131)	0.1556 *** (0.0216)	0.3456 *** (0.0166)	0.0426 *** (0.0145)
N2H0	0.4297 *** (0.0222)	0.1364 *** (0.0237)	0.4994 *** (0.0378)	0.0971 *** (0.0175)
N3H0	0.5554 *** (0.0479)	0.3176 *** (0.0222)	0.3772 *** (0.0734)	0.2129 *** (0.0254)
N0H1	0.1820 *** (0.0149)	0.0483 ** (0.0208)	0.0534 *** (0.0130)	0.0390 ** (0.0195)
N1H1	0.4214 *** (0.0228)	0.0189 (0.0198)	0.2654 *** (0.0272)	0.0811 *** (0.0217)
N2H1	0.5881 *** (0.0501)	0.0415 ** (0.0209)	0.3481 *** (0.0664)	0.1547 *** (0.0323)
N3H1	0.7608 *** (0.1141)	0.1273 *** (0.0245)	0.4086 *** (0.1526)	0.2854 *** (0.0636)
N0H2	0.1949 *** (0.0280)	0.0756 *** (0.0262)	0.0084 (0.0199)	0.0301 (0.0291)
N1H2	0.3460 *** (0.0536)	0.0890 *** (0.0260)	0.2458 *** (0.0469)	0.0583 (0.0411)
N2H2	0.7919 *** (0.1256)	0.0492 * (0.0294)	0.3604 *** (0.1096)	0.0233 (0.0816)
N3H2	0.7350 ** (0.3418)	0.2548 *** (0.0363)	0.4923 ** (0.2432)	0.0165 (0.2119)
N0H3	0.2251 *** (0.0624)	0.3345 *** (0.0614)	0.0498 ** (0.0249)	-0.0390 (0.0744)
N1H3	0.6413 *** (0.1267)	0.3131 *** (0.0682)	0.3063 *** (0.0747)	0.3174 ** (0.1266)
N2H3	0.5541 ** (0.2467)	0.2047 ** (0.0898)	0.5522 *** (0.1777)	0.2448 (0.3472)
N3H3	0.2607 (0.6023)	0.2426 (0.1543)	0.3496 (0.3970)	

NOTE: The regression also contains all the other explanatory variables in Table D.1. Standard errors in parentheses. *** = significant at 0.01, ** = significant at 0.05, * = significant at 0.10.

Table D.4
Full-Interaction Probit Model of Reenlistment: Second Term

Variable	Army	Navy	Air Force	Marine Corps
N1H0	0.2822 *** (0.0202)	0.3835 *** (0.0273)	0.2083 *** (0.0179)	0.2757 *** (0.0437)
N2H0	0.3068 *** (0.0301)	0.4408 *** (0.0434)	0.1711 *** (0.0323)	0.4935 *** (0.0572)
N3H0	0.3627 *** (0.0658)	0.6760 *** (0.0544)	0.2010 *** (0.0603)	0.8585 *** (0.0897)
N0H1	0.2530 *** (0.0237)	0.2684 *** (0.0306)	0.1257 *** (0.0168)	0.2546 *** (0.0763)
N1H1	0.4691 *** (0.0351)	0.4042 *** (0.0367)	0.2621 *** (0.0293)	0.6152 *** (0.0868)
N2H1	0.5064 *** (0.0654)	0.4611 *** (0.0479)	0.3155 *** (0.0577)	0.9065 *** (0.1383)
N3H1	0.4279 *** (0.1458)	0.8013 *** (0.0643)	0.4047 *** (0.1177)	0.9273 *** (0.2609)
N0H2	0.3420 *** (0.0439)	0.6539 *** (0.0595)	0.1785 *** (0.0277)	0.7379 *** (0.1562)
N1H2	0.5414 *** (0.0760)	0.7200 *** (0.0703)	0.3512 *** (0.0535)	0.5889 *** (0.1839)
N2H2	0.4190 *** (0.1602)	0.7051 *** (0.0859)	0.2139 ** (0.1014)	1.1714 (0.7195)
N3H2	1.2338 *** (0.4295)	0.9580 *** (0.1193)	1.1520 *** (0.2664)	0.4279 (0.4420)
N0H3	0.2286 ** (0.0942)	0.8589 *** (0.1400)	0.1605 *** (0.0320)	0.4238 (0.4029)
N1H3	0.1542 (0.1856)	0.8659 *** (0.1994)	0.4611 *** (0.0731)	0.7237 (0.9090)
N2H3	-0.1787 (0.4307)	0.5501 * (0.2961)	0.5374 *** (0.1546)	0.1657 *** (0.0000)
N3H3	0.2607 (0.0000)	0.5205 (0.4895)	0.3197 (0.3084)	1.0144 *** (0.0000)

NOTE: The regression also contains all the other explanatory variables in Table D.2. Standard errors in parentheses. *** = significant at 0.01, ** = significant at 0.05, * = significant at 0.10.

Table D.5

Main-Effect Probit Model of Reenlistment: First Term with No Dependents

Variable	Army	Navy	Air Force	Marine Corps
Const2	-4.1180 *** (0.2631)	-3.9443 *** (0.2601)	0.5958 ** (0.2542)	-1.4069 *** (0.0278)
N1	0.1641 *** (0.0177)	-0.0540 ** (0.0215)	0.1832 *** (0.0244)	-0.0198 (0.0205)
N2	0.3181 *** (0.0365)	-0.0840 *** (0.0218)	0.1617 ** (0.0762)	-0.0457 * (0.0275)
N3	0.3498 *** (0.0742)	0.0461 ** (0.0217)	0.1045 (0.1609)	-0.0165 (0.0554)
H1	0.1519 *** (0.0183)	-0.0985 *** (0.0181)	0.0328 * (0.0176)	0.0120 (0.0202)
H2	0.0883 ** (0.0351)	-0.0810 *** (0.0221)	-0.0196 (0.0253)	-0.0827 ** (0.0324)
H3	0.1083 (0.0785)	0.2072 *** (0.0526)	0.0075 (0.0312)	-0.1798 ** (0.0820)
AFQTI_II	-0.0483 ** (0.0236)	-0.0270 (0.0199)	-0.1471 *** (0.0216)	0.0432 ** (0.0207)
AFQTIII	0.0237 (0.0238)	-0.0520 ** (0.0212)	-0.0793 *** (0.0226)	0.0249 (0.0216)
AFQTIIV	0.1108 (0.0828)	0.2497 (0.1593)	0.1601 (0.2099)	-0.3945 * (0.2162)
AFQTMIS	0.0642 (0.0422)	0.1040 *** (0.0362)	-0.0454 (0.0432)	-0.0099 (0.0360)
GED	0.1851 *** (0.0611)	-0.0041 (0.0518)	-0.0768 (0.2030)	-0.0091 (0.0518)
NHSG	-0.0369 (0.1273)	0.1825 ** (0.0873)	0.8453 (0.8089)	0.0889 (0.2943)
SPSS	-0.0803 ** (0.0396)	0.0596 (0.0583)	-0.1764 *** (0.0174)	-0.0092 (0.0713)
FEMALE	0.2511 *** (0.0234)	0.1037 *** (0.0250)	0.1431 *** (0.0198)	0.3224 *** (0.0460)
BLACK	0.4674 *** (0.0200)	0.5365 *** (0.0214)	0.4234 *** (0.0211)	0.4690 *** (0.0235)
HISPANIC	0.1917 *** (0.0318)	0.0715 *** (0.0257)	-0.0296 (0.0365)	0.1064 *** (0.0266)
PMOS_I1	-0.0037 (0.0282)	0.5081 *** (0.0335)	0.2828 *** (0.0298)	0.3727 *** (0.0367)

Table D.5—continued

Variable	Army	Navy	Air Force	Marine Corps
PMOS_I2	0.0081 (0.0282)	0.4365 *** (0.0314)	0.3233 *** (0.0340)	0.1728 *** (0.0303)
PMOS_I3	0.1305 *** (0.0296)	0.3379 *** (0.0379)	0.2378 *** (0.0329)	
PMOS_I4	0.1737 *** (0.0447)	0.5594 *** (0.0654)	0.0036 (0.0412)	0.4131 *** (0.0518)
PMOS_I5	0.1559 *** (0.0265)	0.3143 *** (0.0331)	0.3852 *** (0.0272)	0.4352 *** (0.0261)
PMOS_I6	0.0042 (0.0278)	0.1572 *** (0.0278)	0.2827 *** (0.0253)	0.3147 *** (0.0242)
PMOS_I7	0.0809 * (0.0453)	0.0248 (0.0402)	0.2008 *** (0.0391)	0.2103 *** (0.0479)
PMOS_I8	0.0990 *** (0.0303)	0.2992 *** (0.0392)	0.1531 *** (0.0332)	0.1728 *** (0.0257)
UNEPLY_A	-0.4023 *** (0.0137)	-0.0191 (0.0159)	-0.7241 *** (0.0118)	
UNEPLY_R	1.1509 *** (0.0466)	0.5700 *** (0.0452)	0.8130 *** (0.0452)	
ETS97	0.5240 *** (0.0263)	0.1860 *** (0.0268)	-0.0170 (0.0261)	0.0016 (0.0227)
ETS98	0.8018 *** (0.0467)	0.5690 *** (0.0463)	-0.0958 ** (0.0459)	0.0568 ** (0.0228)
ETS99	0.8843 *** (0.0592)	0.6609 *** (0.0583)	-0.4313 *** (0.0569)	0.0872 *** (0.0230)

NOTE: Standard errors in parentheses. *** = significant at 0.01, ** = significant at 0.05, * = significant at 0.10.

Table D.6

Main-Effect Probit Model of Reenlistment: First Term with Dependents

Variable	Army	Navy	Air Force	Marine Corps
Const2	-2.2249 *** (0.2244)	-3.0886 *** (0.2465)	1.1558 *** (0.2164)	-1.1794 *** (0.0254)
N1	0.3343 *** (0.0149)	0.1415 *** (0.0183)	0.3525 *** (0.0166)	0.0992 *** (0.0158)
N2	0.4812 *** (0.0241)	0.1698 *** (0.0209)	0.4932 *** (0.0343)	0.1786 *** (0.0193)
N3	0.6703 *** (0.0541)	0.3895 *** (0.0239)	0.4211 *** (0.0691)	0.2916 *** (0.0266)
H1	0.1785 *** (0.0167)	-0.0505 *** (0.0171)	0.0209 (0.0160)	0.0645 *** (0.0180)
H2	0.2325 *** (0.0338)	0.0576 ** (0.0226)	-0.0044 (0.0263)	0.1136 *** (0.0324)
H3	0.3450 *** (0.0752)	0.1605 *** (0.0611)	0.0855 ** (0.0359)	0.3664 *** (0.1011)
AFQTI_II	-0.0314 (0.0194)	0.0194 (0.0190)	-0.1057 *** (0.0185)	0.1194 *** (0.0179)
AFQTI_III	0.0035 (0.0192)	-0.0241 (0.0196)	-0.0520 *** (0.0195)	0.0892 *** (0.0179)
AFQTI_IV	-0.1079 * (0.0629)	0.2902 ** (0.1447)	-0.0069 (0.1759)	0.1846 (0.1385)
AFQTI_MISS	0.0050 (0.0371)	0.2374 *** (0.0334)	0.0109 (0.0367)	0.0002 (0.0315)
GED	0.0349 (0.0413)	0.1038 *** (0.0400)	-0.0915 (0.1379)	-0.0301 (0.0357)
NHSG	-0.1559 (0.1208)	0.0714 (0.0762)	0.7204 (0.6989)	-0.0622 (0.2428)
SPSS	-0.1531 *** (0.0310)	0.0120 (0.0554)	-0.1293 *** (0.0152)	-0.0545 (0.0612)
FEMALE	0.0756 *** (0.0174)	-0.3413 *** (0.0212)	-0.0689 *** (0.0157)	0.0147 (0.0298)
BLACK	0.4031 *** (0.0167)	0.3966 *** (0.0192)	0.3626 *** (0.0193)	0.3083 *** (0.0195)
HISPANIC	0.2836 *** (0.0254)	0.0968 *** (0.0230)	0.1098 *** (0.0298)	0.1384 *** (0.0205)
PMOS_I1	-0.0258 (0.0261)	0.4853 *** (0.0331)	0.3198 *** (0.0267)	0.3835 *** (0.0306)

Table D.6—continued

Variable	Army	Navy	Air Force	Marine Corps
PMOS_I2	0.0261 (0.0274)	0.4746 *** (0.0315)	0.2999 *** (0.0307)	0.2444 *** (0.0267)
PMOS_I3	0.1755 *** (0.0254)	0.4253 *** (0.0336)	0.3835 *** (0.0276)	
PMOS_I4	0.1535 *** (0.0417)	0.4589 *** (0.0688)	0.0518 (0.0350)	0.2790 *** (0.0472)
PMOS_I5	0.2221 *** (0.0241)	0.3166 *** (0.0313)	0.4248 *** (0.0239)	0.4207 *** (0.0221)
PMOS_I6	-0.0315 (0.0244)	0.0892 *** (0.0269)	0.3473 *** (0.0224)	0.2825 *** (0.0209)
PMOS_I7	-0.0783 ** (0.0374)	-0.0574 (0.0365)	0.1779 *** (0.0324)	0.1725 *** (0.0392)
PMOS_I8	0.0249 (0.0262)	0.2072 *** (0.0376)	0.1857 *** (0.0285)	0.1800 *** (0.0210)
UNEPLY_A	-0.1236 *** (0.0104)	0.0282 ** (0.0142)	-0.4067 *** (0.0098)	
UNEPLY_R	0.4841 *** (0.0394)	0.4084 *** (0.0428)	0.3015 *** (0.0383)	
ETS97	0.3026 *** (0.0217)	0.1002 *** (0.0253)	-0.0373 * (0.0218)	0.0601 *** (0.0192)
ETS98	0.4141 *** (0.0395)	0.4528 *** (0.0436)	-0.1659 *** (0.0387)	0.0625 *** (0.0195)
ETS99	0.4020 *** (0.0500)	0.4735 *** (0.0550)	-0.3901 *** (0.0484)	0.0377 ** (0.0192)

NOTE: Standard errors in parentheses. *** = significant at 0.01, ** = significant at 0.05, * = significant at 0.10.

Table D.7
Tobit/Probit Model of Time to E-5 Promotion and Reenlistment:
First Term

Variable	Army	Navy	Air Force	Marine Corps
Time to E-5				
Constant	79.0260 *** (0.5788)	14.4412 *** (0.1019)	92.0762 *** (0.8376)	72.4699 *** (0.2640)
N1_	-2.4963 *** (0.2038)	-0.4191 *** (0.0458)	-2.5776 *** (0.2842)	-0.2699 *** (0.0993)
N2_	-4.8638 *** (0.3389)	-0.4073 *** (0.0482)	-3.3523 *** (0.5666)	-0.6574 *** (0.1280)
N3_	-7.0300 *** (0.7017)	-0.5805 *** (0.0542)	-3.4793 *** (1.2606)	-1.5251 *** (0.1926)
H1_	-0.3363 (0.2229)	0.0767 ** (0.0380)	-0.9036 *** (0.2911)	-0.9035 *** (0.1093)
H2_	0.6530 (0.4427)	0.1336 *** (0.0503)	-0.7276 (0.4764)	-0.7189 *** (0.1959)
H3_	1.7086 * (1.0138)	-0.1507 (0.1255)	-0.8575 (0.6019)	-0.9924 ** (0.4804)
AFQTI_II	-4.2657 *** (0.2680)	-2.6159 *** (0.0542)	-11.3531 *** (0.4027)	-0.8294 *** (0.1185)
AFQTIHA	-1.8571 *** (0.2746)	-1.2857 *** (0.0548)	-3.8293 *** (0.4338)	-0.3886 *** (0.1249)
AFQTIV	4.3763 *** (0.9968)	0.6708 * (0.3616)	3.7651 (4.9253)	0.0580 (1.3257)
AFQTMISS	-3.5764 *** (0.5239)	-2.2430 *** (0.0909)	-8.2319 *** (0.7797)	-0.6016 *** (0.2197)
GED_	2.3292 *** (0.6407)	0.3731 *** (0.1231)	0.0000	0.3416 (0.2664)
NHSG_	-1.0196 (1.9144)	0.7317 *** (0.2258)	0.0000	0.6796 (1.7819)
SPSS_	-7.7190 *** (0.4268)	-1.3496 *** (0.1328)	-1.2233 ** (0.5749)	-1.7899 *** (0.3522)
E4P25	-14.0700 *** (0.4228)		3.9738 *** (0.4920)	-21.3550 *** (0.1777)
E4P50	-8.6137 *** (0.4148)	-0.3758 (0.2990)	0.1014 (0.5476)	-15.1257 *** (0.1799)
E4P75	-5.5581 *** (0.6115)		1.6865 *** (0.5252)	-9.2692 *** (0.1869)

Table D.7—continued

Variable	Army	Navy	Air Force	Marine Corps
PMOS_I1_	4.4979 *** (0.3642)	-1.1040 *** (0.0878)	2.2076 *** (0.6679)	0.6098 *** (0.1657)
PMOS_I2_	-0.1267 (0.3669)	-1.9755 *** (0.0834)	3.2808 *** (0.4546)	-1.5412 *** (0.1631)
PMOS_I3_	6.7906 *** (0.3333)	2.5940 *** (0.0974)	2.9830 *** (0.4480)	
PMOS_I4_	-1.9248 *** (0.5363)	-1.4233 *** (0.1537)	5.6860 *** (0.7226)	-3.5548 *** (0.2630)
PMOS_I5_	4.5219 *** (0.3201)	-0.6485 *** (0.0823)	1.9280 *** (0.5786)	2.1087 *** (0.1391)
PMOS_I6_	6.4390 *** (0.3453)	0.2127 *** (0.0727)	0.3225 (0.2654)	-0.2436 * (0.1280)
PMOS_I7_	4.8972 *** (0.5330)	-0.9112 *** (0.0919)	1.5648 *** (0.3382)	1.4110 *** (0.2651)
PMOS_I8_	3.7661 *** (0.3631)	1.4425 *** (0.1029)	3.1178 *** (0.4861)	1.8103 *** (0.1511)
ETS97_	-1.5512 *** (0.2353)	0.7138 *** (0.0491)	0.6051 *** (0.1627)	-0.3998 *** (0.1277)
ETS98_	-1.4862 *** (0.2595)	0.7102 *** (0.0534)	0.9408 *** (0.2167)	-1.8459 *** (0.1321)
ETS99_	-1.4415 *** (0.2921)	0.5537 *** (0.0563)	0.1511 (0.1151)	-3.6736 *** (0.1358)
ACQ2	0.8997 *** (0.2552)	-0.0468 * (0.0269)	-12.1567 *** (2.4525)	-0.2042 (0.1298)
ACQ3	1.2248 *** (0.2305)	-0.0365 (0.0266)	0.5991 *** (0.0681)	-0.0184 (0.1191)
ACQ4	-0.3963 (0.2493)	0.0648 ** (0.0294)	0.8269 *** (0.1070)	-0.0432 (0.1251)
Reenlistment				
Const2	-3.8520 *** (0.1892)	4.1126 *** (1.1651)	0.7363 *** (0.1785)	0.4590 *** (0.0428)
N1	0.2924 *** (0.0119)	-0.1402 *** (0.0345)	0.1315 *** (0.0420)	0.0335 *** (0.0125)
N2	0.4876 *** (0.0212)	-0.1458 *** (0.0376)	0.0677 (0.0603)	0.0625 *** (0.0158)
N3	0.6306 *** (0.0447)	-0.0865 * (0.0472)	0.1432 * (0.0767)	0.1439 *** (0.0237)

Table D.7—continued

Variable	Army	Navy	Air Force	Marine Corps
H1	0.1653 *** (0.0127)	-0.0370 * (0.0218)	1.1736 *** (0.3048)	-0.0111 (0.0135)
H2	0.1541 *** (0.0250)	0.0359 (0.0286)	0.3757 *** (0.1137)	-0.0433 * (0.0228)
H3	0.1797 *** (0.0553)	0.1038 (0.0690)	-0.3795 (0.5995)	-0.0894 (0.0622)
AFQTI_II	-0.0073 (0.0165)	-1.4011 *** (0.2109)	0.9378 *** (0.2395)	-0.0233 * (0.0138)
AFQTIII A	0.0223 (0.0157)	-0.7261 *** (0.1073)	-0.0033 (0.1659)	0.0104 (0.0141)
AFQTI V	-0.0719 (0.0525)	0.6494 *** (0.2112)	0.8280 (0.6377)	-0.0020 (0.1324)
AFQTMIS S	0.0618 ** (0.0293)	-1.0153 *** (0.1859)	1.0382 *** (0.0739)	-0.0393 (0.0241)
GED	0.0578 (0.0354)	0.2822 *** (0.0751)	0.1887 *** (0.0223)	0.0636 ** (0.0300)
NHSG	-0.0706 (0.0898)	0.5156 *** (0.1368)	0.4903 *** (0.0218)	0.1702 (0.1939)
SPSS	-0.0433 (0.0280)	-0.6711 *** (0.1270)	1.7466 *** (0.0376)	-0.2026 *** (0.0449)
FEMALE	0.1326 *** (0.0136)	-0.1352 *** (0.0154)	0.0012 (0.0125)	0.0761 *** (0.0244)
BLACK	0.4192 *** (0.0125)	0.4893 *** (0.0139)	0.4057 *** (0.0145)	0.4251 *** (0.0152)
HISPANIC	0.2271 *** (0.0194)	0.1007 *** (0.0167)	0.0752 *** (0.0240)	0.1338 *** (0.0163)
DEPEND	0.2113 *** (0.0099)	0.3888 *** (0.0103)	0.2171 *** (0.0097)	0.3264 *** (0.0109)
PMOS_I1	-0.0412 ** (0.0205)	-0.0971 (0.1011)	-0.1797 (0.1236)	0.3949 *** (0.0230)
PMOS_I2	0.0259 (0.0205)	-0.6116 *** (0.1641)	0.3413 *** (0.0679)	0.2003 *** (0.0201)
PMOS_I3	0.1151 *** (0.0212)	1.7849 *** (0.2157)	0.1106 (0.0798)	
PMOS_I4	0.1992 *** (0.0318)	-0.2579 * (0.1435)	-0.1536 (0.1011)	0.2378 *** (0.0338)

Table D.7—continued

Variable	Army	Navy	Air Force	Marine Corps
PMOS_I5	0.1668 *** (0.0192)	-0.0447 (0.0696)	0.0480 (0.1046)	0.4890 *** (0.0170)
PMOS_I6	-0.0598 *** (0.0204)	0.2378 *** (0.0439)	-0.0412 (0.0969)	0.2922 *** (0.0158)
PMOS_I7	-0.0362 (0.0304)	-0.4942 *** (0.0897)	-0.3655 ** (0.1751)	0.2276 *** (0.0305)
PMOS_I8	0.0344 (0.0209)	1.0178 *** (0.1275)	0.0045 (0.0875)	0.2241 *** (0.0167)
UNEPLY_A	-0.2035 *** (0.0083)	0.0200 * (0.0106)	-0.4977 *** (0.0078)	
UNEPLY_R	0.7314 *** (0.0292)	0.4487 *** (0.0310)	0.6572 *** (0.0303)	
ETS97	0.3978 *** (0.0170)	0.5171 *** (0.0649)	-0.0322 (0.0365)	0.1203 *** (0.0149)
ETS98	0.5914 *** (0.0297)	0.8722 *** (0.0707)	-0.2289 *** (0.0633)	0.1047 *** (0.0149)
ETS99	0.6254 *** (0.0374)	0.8461 *** (0.0660)	-0.7996 *** (0.1024)	0.0656 *** (0.0148)
SigmaE	18.0881 *** (0.1397)	3.2534 *** (0.0302)	14.8882 *** (0.1383)	8.3903 *** (0.0385)
SigmaE2	1.0000	1.0000	1.0000	1.0000
Rho	-0.3460 *** (0.0072)	-0.3234 *** (0.0084)	-0.0661 *** (0.0146)	-0.2894 *** (0.0063)
Gamma	0.0091 *** (0.0012)	-0.5374 *** (0.0802)	0.1153 *** (0.0265)	-0.0328 *** (0.0007)

NOTE: Standard errors in parentheses. *** = significant at 0.01, ** = significant at 0.05, * = significant at 0.10.

Table D.8
Tobit/Probit Model of Time to E-5 Promotion and Reenlistment:
Second Term

Variable	Army	Navy	Air Force	Marine Corps
Time to E-5				
Constant	75.2282 *** (1.3861)	13.3975 *** (0.1202)	60.4898 *** (0.4739)	71.4693 *** (1.8661)
N1_	-1.6812 *** (0.2600)	-1.1380 *** (0.0605)	-1.2766 *** (0.1803)	-0.6597 *** (0.2544)
N2_	-1.6132 *** (0.4289)	-1.6216 *** (0.0814)	-1.1084 *** (0.3301)	-2.1176 *** (0.3472)
N3_	-2.4687 ** (1.0151)	-1.6118 *** (0.1008)	-2.3763 *** (0.6473)	-1.9937 *** (0.5855)
H1_	1.0685 *** (0.2873)	-0.6703 *** (0.0578)	0.6336 *** (0.1765)	-2.8196 *** (0.3283)
H2_	1.9146 *** (0.5901)	-0.8614 *** (0.1086)	0.9453 *** (0.3080)	-2.6659 *** (0.7562)
H3_	7.5347 *** (1.3658)	-0.8376 *** (0.3156)	2.3039 *** (0.3694)	-3.4619 ** (1.7441)
AFQTI _{II}	-4.0863 *** (0.2878)	-1.7053 *** (0.0744)	-4.1528 *** (0.2068)	-1.8234 *** (0.3062)
AFQTI _{III} A	-2.1847 *** (0.2849)	-0.8429 *** (0.0690)	-0.7293 *** (0.2157)	-0.8793 *** (0.2972)
AFQTI _{IV}	4.8053 *** (0.6915)	1.0203 *** (0.0792)	5.0194 *** (1.5387)	1.8463 (2.6204)
AFQTI _{MISS}	-5.2173 *** (0.8675)	-1.4294 *** (0.1170)	-6.1851 *** (0.6161)	-3.2536 ** (1.4405)
GED_	3.3155 *** (0.6683)	0.2866 ** (0.1437)	0.0000	0.5134 (0.6356)
NHSG_	2.0464 (1.7666)	0.1932 (0.1786)	0.0000	2.7026 (3.2928)
SPSS_	-5.8628 *** (0.7814)	-0.4713 *** (0.1523)	3.1078 *** (0.3022)	-1.5954 (1.3093)
E4P25	-10.9021 *** (1.2737)		2.2532 *** (0.3355)	-21.2812 *** (1.7682)
E4P50	-4.4769 *** (1.3784)	-0.8869 *** (0.0531)	1.0000 *** (0.3547)	-9.1697 *** (1.8583)
E4P75	1.2598 (2.5921)		1.4082 *** (0.3524)	-6.7316 *** (1.9843)

Table D.8—continued

Variable	Army	Navy	Air Force	Marine Corps
PMOS_I1_	3.7564 *** (0.5039)	-0.8910 *** (0.1310)	-0.1134 (0.4356)	2.0820 *** (0.5727)
PMOS_I2_	-2.0442 *** (0.4711)	-1.7220 *** (0.1248)	1.6162 *** (0.3007)	1.8310 *** (0.5227)
PMOS_I3_	5.0581 *** (0.4329)	0.7054 *** (0.1034)	1.9983 *** (0.2957)	
PMOS_I4_	-3.3358 *** (0.7689)	-1.3497 *** (0.2262)	1.3684 *** (0.4094)	-4.8485 *** (0.9104)
PMOS_I5_	2.7487 *** (0.3707)	-1.4018 *** (0.1076)	-0.3312 (0.3868)	0.6167 (0.3831)
PMOS_I6_	5.2638 *** (0.3765)	0.0419 (0.0882)	4.4081 *** (0.2212)	0.2631 (0.3984)
PMOS_I7_	0.6670 (0.8341)	-0.2209 * (0.1224)	7.9269 *** (0.2211)	0.1135 (0.7108)
PMOS_I8_	1.9988 *** (0.4002)	1.5396 *** (0.1054)	12.7747 *** (0.2228)	1.9356 *** (0.4000)
ETS97_	-2.2499 *** (0.4745)	-0.0125 (0.0790)	0.5312 ** (0.2112)	-1.9404 *** (0.4622)
ETS98_	-4.1497 *** (0.4880)	0.0907 (0.0785)	1.2346 *** (0.2099)	-2.0408 *** (0.4268)
ETS99_	-2.5473 *** (0.5017)	0.2324 *** (0.0773)	-2.4238 *** (0.1895)	-1.5600 *** (0.4403)
ACQ2	0.7555 ** (0.3442)	0.0598 (0.0776)	0.6840 (0.5202)	-0.1316 (0.3452)
ACQ3	1.0817 *** (0.3060)	-0.1803 *** (0.0697)	0.1735 *** (0.0143)	0.1341 (0.3318)
ACQ4	-0.5030 (0.3188)	0.1115 (0.0727)	0.1695 *** (0.0261)	0.0976 (0.3701)
Reenlistment				
Const2	-0.6661 * (0.3534)	-1.0254 *** (0.3239)	0.1977 *** (0.0486)	-1.1041 *** (0.2729)
N1	0.2041 *** (0.0171)	0.3115 *** (0.0227)	0.0904 *** (0.0139)	0.2719 *** (0.0401)
N2	0.1997 *** (0.0255)	0.3329 *** (0.0316)	0.1266 *** (0.0229)	0.4998 *** (0.0537)
N3	0.2112 *** (0.0555)	0.5912 *** (0.0394)	0.1296 *** (0.0286)	0.7984 *** (0.0829)

Table D.8—continued

Variable	Army	Navy	Air Force	Marine Corps
H1	0.1766 *** (0.0181)	0.1836 *** (0.0214)	0.0499 ** (0.0214)	0.3102 *** (0.0528)
H2	0.2132 *** (0.0340)	0.4122 *** (0.0372)	0.0662 *** (0.0169)	0.5801 *** (0.1107)
H3	0.0197 (0.0749)	0.5333 *** (0.0954)	-0.2707 ** (0.1180)	0.5192 (0.3889)
AFQTI_II	-0.0244 (0.0255)	0.0675 ** (0.0321)	0.1794 *** (0.0535)	0.1489 *** (0.0481)
AFQTIHA	0.0102 (0.0205)	0.0047 (0.0256)	0.3298 (0.3006)	0.1392 *** (0.0465)
AFQTIIV	-0.1230 *** (0.0471)	-0.0669 ** (0.0307)	0.8280 (0.0000)	-0.0484 (0.4057)
AFQTISS	0.1901 *** (0.0576)	0.2243 *** (0.0438)	0.0419 (0.0257)	0.3543 * (0.1845)
GED	-0.0267 (0.0428)	-0.1196 ** (0.0472)	-0.4006 (0.4165)	-0.1084 (0.0933)
NHSG	-0.0388 (0.1155)	-0.1637 *** (0.0572)	-0.1170 (0.4210)	-0.8400 (0.7994)
SPSS	0.0410 (0.0473)	0.0803 (0.0530)	0.0664 (0.5576)	-0.1380 (0.1293)
FEMALE	0.0843 *** (0.0223)	-0.0758 *** (0.0248)	-0.0848 *** (0.0147)	-0.0721 (0.0694)
BLACK	0.2681 *** (0.0166)	0.1303 *** (0.0195)	0.1591 *** (0.0156)	0.2550 *** (0.0438)
HISPANIC	0.0729 ** (0.0299)	0.0507 * (0.0290)	0.0937 *** (0.0293)	0.1081 * (0.0577)
DEPEND	0.1714 *** (0.0186)	0.0925 *** (0.0206)	0.0760 *** (0.0133)	0.0813 * (0.0458)
PMOS_I1	0.0121 (0.0340)	0.3839 *** (0.0435)	0.0180 (0.0275)	-0.1295 (0.0922)
PMOS_I2	0.0762 ** (0.0297)	0.1360 *** (0.0439)	-0.0726 ** (0.0288)	0.0737 (0.0800)
PMOS_I3	0.2510 *** (0.0358)	0.4594 *** (0.0382)	0.1162 *** (0.0288)	
PMOS_I4	0.3132 *** (0.0493)	0.2202 *** (0.0762)	-0.0140 (0.0343)	0.2990 ** (0.1263)

Table D.8—continued

Variable	Army	Navy	Air Force	Marine Corps
PMOS_I5	0.2841 *** (0.0277)	0.2932 *** (0.0393)	0.1684 *** (0.0247)	0.0845 (0.0598)
PMOS_I6	0.0877 *** (0.0317)	0.0358 (0.0304)	0.1441 *** (0.0244)	0.0017 (0.0609)
PMOS_I7	0.1796 *** (0.0500)	0.1740 *** (0.0433)	0.1099 *** (0.0327)	0.1204 (0.1133)
PMOS_I8	0.0230 (0.0269)	-0.0680 (0.0424)	0.1689 *** (0.0302)	0.0235 (0.0625)
UNEPLY_A	0.0963 *** (0.0104)	0.1531 *** (0.0132)	0.0422 *** (0.0088)	
UNEPLY_R	-0.0026 (0.0419)	0.0438 (0.0509)	-0.0338 (0.0326)	
ETS97	0.5650 *** (0.0302)	0.0314 (0.0322)	-0.0150 (0.0249)	0.1028 * (0.0608)
ETS98	0.4043 *** (0.0477)	0.0085 (0.0528)	0.0043 (0.0436)	0.0175 (0.0567)
ETS99	0.3722 *** (0.0548)	0.0723 (0.0640)	-0.0525 (0.0612)	-0.4701 *** (0.0590)
SigmaE	17.6566 *** (0.1384)	3.3798 *** (0.0293)	14.8699 *** (0.0745)	8.6586 *** (0.0754)
SigmaE2	1.0000	1.0000	1.0000	1.0000
Rho	-0.4921 *** (0.0070)	-0.4366 *** (0.0083)	-0.4810 *** (0.0049)	-0.2214 *** (0.0176)
Gamma	-0.0116 *** (0.0040)	-0.0380 *** (0.0111)	-0.0062 * (0.0036)	0.0185 *** (0.0053)

NOTE: Standard errors in parentheses. *** = significant at 0.01, ** = significant at 0.05, * = significant at 0.10.