This appendix contains the women’s questionnaire. The original was printed in an 8-1/2- by 11-inch format. Although greatly reduced, this representation otherwise proportionally preserves the amount of white space and the font in the original questionnaire.
WOMEN’S VERSION

SURVEY TO SUPPORT THE STUDY OF
“INTEGRATING WOMEN INTO PREVIOUSLY CLOSED
MILITARY OCCUPATIONS”

Providing information on this survey is voluntary. There is no penalty if you choose not to respond. However, maximum participation is encouraged so that the data will be complete and representative. Your survey instrument will be treated as confidential. Identifying information will be used only by persons engaged in, and for the purposes of, the survey. Only group statistics will be reported.

THANK YOU FOR YOUR PARTICIPATION
1. How did you end up in this occupation/career field?
   1. I was recruited for it.
   2. I volunteered for it, and it was my first choice.
   3. I volunteered for it, but it wasn’t my first choice
   4. I was assigned to it / it was the only job open to me.

2. Were you interested in serving in this occupation/career field?
   1. Yes
   2. No
   3. I didn’t care

3. If yes, why? (Circle only the most important one please)
   1. Pay / enlistment bonus
   2. Learn these job skills
   3. Thought it would be a promising career track
   4. Wanted to continue a family tradition in this field
   5. Thought this job would be more challenging than others.
   6. Other ______________________________

4. What are your future plans?
   1. I would like to stay in the service in this occupation/career field.
   2. I would like to stay in the service but transfer into a different occupation/career field.
   3. I would like to leave the service.

5. Has serving in this unit made you more or less interested in staying in the military?
   1. It has made me more interested in staying in.
   2. It has made little difference.
   3. It has made me less interested in staying in.

6. How do you rank your overall work performance compared to the others that you work with?
   1. Top 15%
   2. Above average
   3. Average
   4. Below average
   5. Bottom 15%
7. How do you think your peers would rank your overall work performance?

1. Top 15%
2. Above average
3. Average
4. Below average
5. Bottom 15%

8. Which of the following best describes your attitude toward your unit and its mission?

1. I am very proud of what my unit does and I feel honored to be a part of it.
2. I like what my unit does and I enjoy being a part of it.
3. I am indifferent to what my unit does; I can take it or leave it.
4. I don't like what my unit does and I would rather not be part of it.
5. I intensely dislike what my unit does and I don't want any part of it.

9. How would you rate the morale of your unit?

1. High
2. Medium
3. Low

10. Why do you think your morale and your unit's morale is the way it is?

__________________________________________________________________________________________

11. How would you rate your readiness for a combat mission?

1. High
2. Medium
3. Low

12. How would you rate your unit's readiness for a combat mission?

1. High
2. Medium
3. Low

13. Why do you think your readiness and your unit's readiness is the way it is?
14. Which of the following describes how you feel about your coworkers? (Circle all that apply.)
   a. I believe that I can trust and depend on my coworkers.
   b. I believe that my coworkers and I communicate well.
   c. I believe that my coworkers and I work well together.
   d. I believe that my coworkers and I would respond well to a crisis.

15. How would you describe the cohesiveness of your unit?
   1. We are a very cohesive group
   2. We are a loosely cohesive group
   3. We are divided into conflicting groups

16. Why do you think your unit’s cohesiveness is the way it is?

How do you feel about the possibility of women serving in the following units?

<table>
<thead>
<tr>
<th>Unit</th>
<th>These units should remain closed to women</th>
<th>Qualified women should be allowed to volunteer for these units</th>
<th>Qualified women should be assigned to these units the same way men are</th>
</tr>
</thead>
<tbody>
<tr>
<td>17. Infantry</td>
<td>1</td>
<td>2</td>
<td>3</td>
</tr>
<tr>
<td>18. Armor</td>
<td>1</td>
<td>2</td>
<td>3</td>
</tr>
<tr>
<td>19. Submarines</td>
<td>1</td>
<td>2</td>
<td>3</td>
</tr>
<tr>
<td>20. Special Forces</td>
<td>1</td>
<td>2</td>
<td>3</td>
</tr>
</tbody>
</table>

21. Which one of these three options comes closest to your own opinion?
   1. I am satisfied with the present military regulations that exclude women from certain direct combat roles
   2. I think that women who want to volunteer for the combat arms should be allowed to do so
   3. I think that women should be treated exactly like men and serve in the combat arms just like men
22. Do you think men and women should be segregated during basic training, or integrated?
   1. Segregated for both enlisted and officers
   2. Segregated for enlisted, but integrated for officers
   3. Integrated for enlisted, but segregated for officers
   4. Integrated for both enlisted and officers

23. When women are integrated into previously all-male units, how should they be assigned?
   1. We should try to assign women evenly across all the units.
   2. We should try to assign women only to some units so there will be more of them at each site.
   3. We shouldn’t pay attention to gender when assigning women to previously all-male units.

24. Do you believe you have been treated differently by your coworkers in this unit because you are a woman?
   1. Yes
   2. No

25. Do you believe you have been treated differently by the commander of your unit because you are a woman?
   1. Yes
   2. No

26. If you believe you have been treated differently, how have you been treated differently? (Circle all that apply)
   a. I have received more mentoring/instruction/support than the men.
   b. I have received less mentoring/instruction/support than the men.
   c. I have been given more of the “dirty work.”
   d. I have been given less of the “dirty work.”
   e. Others pay more attention to me/single me out.
   f. Others pay less attention to me/ignore me.
   g. I have been teased or harassed because I am a woman.
   h. More is expected of me than the men.
   i. Less is expected of me than the men.
   j. I tend to get better assignments than the men.
   k. I tend to get worse assignments than the men.
   l. I tend to receive overly positive work evaluations
   m. I tend to receive overly negative work evaluations
   n. I have a better chance of being selected for promotion than the men.
   o. I have a worse chance of being selected for promotion than the men.
27. Have you been sexually harassed since you arrived at this unit?
   By sexual harassment, we mean unwanted sexually-oriented comments,
   advances, or touching.
   1. No
   2. Yes, but rarely
   3. Yes, sometimes
   4. Yes, frequently

28. If so, did you report it?
   1. Yes
   2. No

   If you were being sexually harassed and you reported it, what do you think
   would happen...

29. ....with your complaint?
   1. No action would be taken.
   2. It would take a long time to handle the complaint.
   3. The complaint would be dealt with quickly.

30. ....with the harassment?
   1. The harassment would stop.
   2. The harassment would decrease.
   3. The harassment would not change.
   4. The harassment would increase.

31. ....to the harasser?
   1. The harasser would be properly disciplined.
   2. The harasser would receive more punishment than is fair.
   3. The harasser would receive too little punishment.
   4. The harasser would receive no punishment at all.

32. ....in a case where it was one person’s word against another?
   1. The woman would probably be believed over the man.
   2. The man would probably be believed over the woman.
   3. The higher-ranking person would probably be believed.
   4. The lower-ranking person would probably be believed.
   5. No one is more likely to be believed
33. If you were being sexually harassed, who would you be more comfortable reporting it to?

1. A woman in my chain of command
2. A man in my chain of command
3. A woman outside of my chain of command
4. A man outside of my chain of command
5. It makes no difference

34. Does the proportion of women to men at work matter to you?

1. No, it doesn’t matter
2. Yes, I prefer to work mostly with men.
3. Yes, I prefer to work where the ratio of men to women is about the same.
4. Yes, I prefer to work mostly with women.

35. Prior to this assignment, which of the following have you worked with? (Circle all that apply.)

a. a woman superior
b. women coworkers
c. women subordinates

36. Do your male coworkers seem to think that women should be allowed to serve in your occupation/career field?

1. Most seem to think women should be allowed to serve in my occupation.
2. Some think that women should be allowed, others do not.
3. Most seem to think women should not be allowed to serve in my occupation.
4. I can’t really tell what they think.

37. Do the men in your unit seem worried about how to conduct themselves around the women?

1. No
2. Yes, a little worried
3. Yes, somewhat worried
4. Yes, very worried
38. How would you rank the other women in your unit?

1. They tend to perform better than the men
2. They tend to perform in the same range as men do
3. They tend to perform worse than the men
4. I don’t know: I don’t really have much interaction with them

BACKGROUND INFORMATION

39. Which of the armed services are you a member?

1. Army
2. Navy
3. Air Force
4. Marines

40. What is your grade?

1. E-1 to E-3 6. Warrant officer
2. E-4 7. O-1 to O-2
3. E-5 8. O-3
4. E-6 9. O-4
5. E-7 to E-9 10. O-5 and above

41. What category does your occupation or career field fall into?

0. Infantry, Gun Crews and Allied Specialists, including armor and amphibious, combat engineering, combat air crew and military police
1. Electronic Equipment Repair
2. Communications and Intelligence Specialists
3. Medical and Dental Specialists
4. Other Technical and Allied Specialists, including photography, drafting, surveying, mapping, weather, ordinance disposal and diving, scientific and engineering aides, musicians
5. Administrative Specialists and Clerks
6. Electrical/Mechanical Equipment Repair
7. Craftsworker including metalworking, construction, utilities, lithography, gas and fuel production, fabric, leather and rubber repair, marine operating crafts, fire fighting and damage control
8. Service and Supply Handlers, including food service, motor transport, material receipt, forward area equipment support
42. What is your job title?
(please write out a title, such as F-15 pilot, truck mechanic, or cook, rather than giving a skill code such as “11B”)
____________________

43. How long have you been in your current occupation/career field?
________ year(s) and _________ month(s)

44. How long have you been in your current unit?
________ year(s) and _________ month(s)

45. Are you (mark only one)
   1. Hispanic
   2. Black
   3. White
   4. Other

46. What is the highest grade of regular school that you have completed?
   1. High school, but not a graduate
   2. High school diploma or GED
   3. Associate’s or other two year degree
   4. Bachelor’s degree
   5. Graduate study or graduate degree

47. What is your gender?
   1. Male
   2. Female

48. What is your family status?
   1. Never married, no children
   2. Married but no children
   3. Never married, with children
   4. Married, with children
   5. Divorced or separated, no children
   6. Divorced or separated, with children
49. If you are currently married, is your spouse

1. On active military duty?
2. A civilian, but formerly in the military?
3. A civilian, never in the military?
4. N/A I am single

50. If you are currently married does your spouse...

1. Work full-time?
2. Work part-time?
3. Stay home full-time?
4. N/A I am single

51. Which of your family members are or were in the military? (Circle all that apply)

a. Father
b. Mother
c. Brother(s)
d. Sister(s)
e. Son(s)
f. Daughter(s)
g. Other
h. None of my family are in the military

52. If one or both of your parents were in the military, which of the following are true? (circle all that apply)

a. Father career enlisted
b. Father short term enlisted
c. Father career officer
d. Father short term officer
e. Mother career enlisted
f. Mother short term enlisted
g. Mother career officer
h. Mother short term officer
i. Neither of my parents served in the military
53. Have you served in any recent U.S. operations? (Check all that apply.)

___ Operation Just Cause in Panama
___ Operations Desert Storm/Shield
___ Operation Joint Task Force Hurricane Andrew in Florida
___ Operation Restore Hope in Somalia
___ Operation Able Sentry in Macedonia
___ Operation Uphold Democracy in Haiti
___ Operation Joint Endeavor in Bosnia
___ Other ____________________________

54. Would you like to stay in the military until retirement?

1. Yes
2. No
3. Not sure

55. Is there anything on the topic of women serving in your unit that you would feel uncomfortable saying in front of other service members or to the research interviewers?

1. Yes
2. No

If yes, which issues or opinions would you feel uncomfortable discussing?

_____________________________________________________

Thank you for completing this survey. If there are any other comments you would like to make or any other issues you would like to bring up, please feel free to write about them below.