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REPORT

Improving the Deployment of Army Health Care Professionals

An Evaluation of PROFIS

Appendixes D–N

*Melony E. Sorbero • Stuart S. Olmsted • Kristy Gonzalez Morganti • Rachel M. Burns
Ann C. Haas • Kimberlie Biever*

Prepared for the United States Army
Approved for public release; distribution unlimited



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Preface

This document contains additional appendixes for *Improving the Deployment of Army Health Care Professionals: An Evaluation of PROFIS*, by Melony E. Sorbero, Stuart S. Olmsted, Kristy Gonzalez Morganti, Rachel M. Burns, Ann C. Haas, and Kimberlie Biever, Santa Monica, Calif.: RAND Corporation, TR-1227-OSD, 2013. Available at http://www.rand.org/pubs/technical_reports/TR1227.html.

Contents

Preface	iii
Figures	vii
Tables	ix

APPENDIXES

D. Corps-Specific Analyses: Medical Corps	1
E. Corps-Specific Analyses: Army Nurse Corps	7
F. Corps-Specific Analyses: Medical Specialists	13
G. Corps-Specific Analyses: Dental Corps	19
H. Corps-Specific Analyses: Veterinary Corps	25
I. Corps-Specific Analyses: Medical Service Corps	27
J. Corps-Specific Analyses: Enlisted Corps	33
K. Detailed Survey Results	39
L. Survey Regression Results	57
M. Deployment Regression Results	67
N. Retention Regression Results	83

Figures

D.1.	Percentage of Personnel-Time Deployed by Medical Corps Strata, by Quarter (PROFIS and Organic).....	3
D.2.	Number of Deployments (PROFIS and Organic) per Individual, by Medical Corps Strata, for Personnel in the Army in December 2009.....	3
D.3.	Percentage of PROFIS Deployments Starting in 2009 That Were Less Than or Equal to Nine Months or Greater Than Nine Months in Duration, by Medical Corps Strata	4
D.4.	Views of Medical Corps Personnel by Strata on Equity of PROFIS	4
D.5.	Impact of Deployment on Clinical and Surgical Skills for Medical Corps, by Strata.....	5
D.6.	Intentions of Medical Corps, by Strata, to Remain on Active Duty After Their Current Service Obligation Ends	6
E.1.	Percentage of Personnel-Time Deployed by Army Nurse Corps AOC, by Quarter (PROFIS and Organic).....	8
E.2.	Number of Deployments (PROFIS and Organic) per Individual, by Army Nurse Corps AOC, for Personnel in the Army in December 2009	9
E.3.	Percentage of PROFIS Deployments Starting in 2009 That Were Less Than or Equal to Nine Months or Greater Than Nine Months in Duration, by Army Nurse Corps AOC.....	9
E.4.	Views of Army Nurse Corps Personnel on Equity of PROFIS	10
E.5.	Impact of Deployment on Clinical and Surgical Skills for Nurses	10
E.6.	Intentions of Nurses to Remain on Active Duty After Their Current Service Obligation Ends.....	11
F.1.	Percentage of Personnel-Time Deployed by Medical Specialist Corps Category, by Quarter (PROFIS and Organic).....	14
F.2.	Number of Deployments (PROFIS and Organic) per Individual, by Medical Specialist Corps AOC, for Personnel in the Army in December 2009	14
F.3.	Percentage of PROFIS Deployments Starting in 2009 That Were Less Than or Equal to Nine Months or Greater Than Nine Months in Duration, by Medical Specialist Corps Category	15
F.4.	Views of Medical Specialist Corps Personnel on Equity of PROFIS	15
F.5.	Impact of Deployment on Medical Specialist Corps Clinical Skills	16
F.6.	Intentions of Medical Specialist Corps Personnel to Remain on Active Duty After Their Current Service Obligation Ends	17
G.1.	Percentage of Personnel-Time Deployed by Dental Corps Category, by Quarter (PROFIS and Organic).....	20
G.2.	Number of Deployments (PROFIS and Organic) per Individual, by Dental Corps Category, for Personnel in the Army in December 2009	20

G.3.	Percentage of PROFIS Deployments Starting in 2009 That Were Less Than or Equal to Nine Months or Greater Than Nine Months in Duration by Dental Corps Category	21
G.4.	Views of Medical Specialist Corps Personnel on Equity of PROFIS	21
G.5.	Impact of Deployment on Dental Corps Clinical Skills	22
G.6.	Intentions of Dentists to Remain on Active Duty After Their Current Service Obligation Ends.....	23
H.1.	Number of Deployments (PROFIS and Organic) per Individual by Veterinary Corps Category for Personnel in the Army in December 2009.....	25
I.1.	Percentage of Personnel-Time Deployed by Medical Service Corps Category, by Quarter (PROFIS and Organic).....	29
I.2.	Number of Deployments (PROFIS and Organic) per Individual, by Medical Service Corps Category, for Personnel in the Army in December 2009.....	30
I.3.	Percentage of PROFIS Deployments Starting in 2009 That Were Less Than or Equal to Nine Months or Greater Than Nine Months in Duration by Medical Service Corps Category	30
I.4.	Views of Medical Service Corps Personnel on Equity of PROFIS	31
I.5.	Impact of Deployment on Medical Service Corps Personnel Clinical Skills	31
I.6.	Intentions of Medical Service Corps Personnel to Remain on Active Duty After Their Current Service Obligation Ends	32
J.1.	Percentage of Personnel-Time Deployed by Enlisted Corps Categories, by Quarter (PROFIS and Organic).....	35
J.2.	Number of Deployments (PROFIS and Organic) per Individual, by Enlisted Corps MOS, for Personnel in the Army in December 2009	35
J.3.	Percentage of PROFIS Deployments Starting in 2009 That Were Less Than or Equal to Nine Months or Greater Than Nine Months in Duration by Enlisted Corps Categories.....	36
J.4.	Views of Enlisted Corps Personnel on Equity of PROFIS	36
J.5.	Impact of Deployment on Enlisted Corps Personnel’s Clinical Skills	37
J.6.	Intentions of Enlisted Corps Personnel to Remain on Active Duty After Their Current Service Obligation Ends	38

Tables

D.1.	AOC Categories Used in Personnel and Deployment Data Analyses for the Medical Corps	2
D.2.	Impact of Deployment on Physicians' Leadership Skills.....	5
E.1.	AOC/SI Categories Used in Personnel and Deployment Data Analyses for the Army Nurse Corps.....	8
E.2.	AOC/SI Categories Used in Survey Data Analyses for the Army Nurse Corps.....	8
E.3.	Impact of Deployment on Nurses' Leadership Skills.....	11
F.1.	AOC Categories Used in Data Analyses for the Medical Specialist Corps	13
F.2.	Impact of Deployment on Medical Specialist Corps Personnel's Leadership Skills	16
G.1.	AOC Categories Used in Data Analyses for the Dental Corps	19
G.2.	Impact of Deployment on Dentists' Leadership Skills	22
I.1.	AOC/SI Categories Used in Data Analyses for the Medical Service Corps	28
I.2.	AOC/SI Categories Used in Deployment Data Analyses for the Medical Service Corps.....	29
I.3.	Impact of Deployment on Medical Service Corps Personnel's Leadership Skills	32
J.1.	MOS Categories Used in Number of Deployment Data Analyses for the Enlisted Corps	34
J.2.	Impact of Deployment on Enlisted Corps Personnel's Leadership Skills	37
K.1.	Was Last Deployment PROFIS or Organic?	39
K.2.	Type of Unit on Last Deployment, by Corps	39
K.3.	Rank Mismatch on Last Deployment, by Corps	40
K.4.	Length of Most Recent Deployment	40
K.5.	Length of Most Recent Deployment by PROFIS/Organic, by Corps.....	40
K.6.	Timing of Notification of Deployment and Satisfaction with Notification for Most Recent Deployment.....	41
K.7.	Cross-Tabulation Between Satisfaction and Timing of Notification and Receipt of Official Orders for Most Recent Deployment.....	42
K.8.	Importance of PROFIS Personnel Participating in Training for Most Recent Deployment	43
K.9.	Importance of Training for Integration	43
K.10.	Importance of Training to Ability to Perform Duties.....	44
K.11.	Importance of Soldier/Predeployment Training to Ability to Perform Soldier Duties...	44
K.12.	Skill Match and Preparation for Duties During Most Recent Deployment.....	45
K.13.	Cross Tabulation of Preparedness for Clinical Duties and Percentage of Duties Within Primary Specialty During Most Recent Deployment.....	46

K.14.	Cross Tabulation of Clinical/Surgical/Procedural Skill Loss and Percentage of Duties Within Primary Specialty During Most Recent Deployment	47
K.15.	Impact of Most Recent Deployment on Clinical and Surgical Skills by Corps.....	47
K.16.	Impact of Most Recent Deployment on Leadership Skills, by Corps	48
K.17.	How Those with Skill Loss Occurring During Most Recent Deployment Regained Clinical Skills, by Corps	48
K.18.	How Long Did It Take to Get Back to Predeployment Level of Clinical Skills, by Corps	48
K.19.	Perceived Longest Potential Deployment That Would Not Significantly Affect Clinical Skills, by Corps	49
K.20.	Satisfaction with Support Provided to Family While on Deployment	49
K.21.	How Long Redeployed at Deploying Unit Home Station Before Returning to your Permanent Duty Station	50
K.22.	Satisfaction with Speed with Which You Returned to your Permanent Duty Station... ..	50
K.23.	Satisfaction with Reintegration at Permanent Station.....	51
K.24.	Impact of Deployment on Your Department/Division, by Corps	52
K.25.	Backfill, by Corps.....	52
K.26.	Impact of Deployment on Your Department/Division, with and without Backfill, by Corps	53
K.27.	Perception of PROFIS Equity/Fairness, by Corps.....	54
K.28.	Retention, by Corps	55
K.29.	Spouse Retention Intentions by Satisfaction with Support Provided to Family During Deployment	55
L.1.	Logistic Regression Model Predicting “Overall, the PROFIS system is inequitable or very inequitable”	58
L.2.	Logistic Regression Model Predicting “Unlikely or very unlikely to stay on active duty at completion of ADSO”	61
L.3.	Logistic Regression Model Predicting “Unlikely to remain in the military for 20 years”	63
M.1	Regression Results Predicting Being Deployed at Least Once Between October 2001 and the End of 2009 Among Those in the Army in December 2009	68
M.2.	Regression Results Predicting Being Deployed at Least Twice Between October 2001 and the End of 2009 Among Those in the Army in December 2009 Who Were Deployed at Least Once.....	74
M.3.	Regression Results Predicting Being Deployed at Least Three Times Between October 2001 and the End of 2009 Among Those in the Army in December 2009 Who Were Deployed at Least Twice	80
N.1.	Results of Corps-Specific Discrete Time Duration Models for Time to Leaving Active Duty for Officers	84
N.2.	Results of Linear Probability Models for Deciding to Reenlist Among Enlisted Corps Health Care Professionals	88

Corps-Specific Analyses: Medical Corps

This appendix shows the extent to which there is within-corps variation for the Medical Corps for a subset of the results presented in Chapter Four. AOCs are reported by strata for these analyses (Table D.1). The figures and tables from Chapter Four for which we present this drill-down are

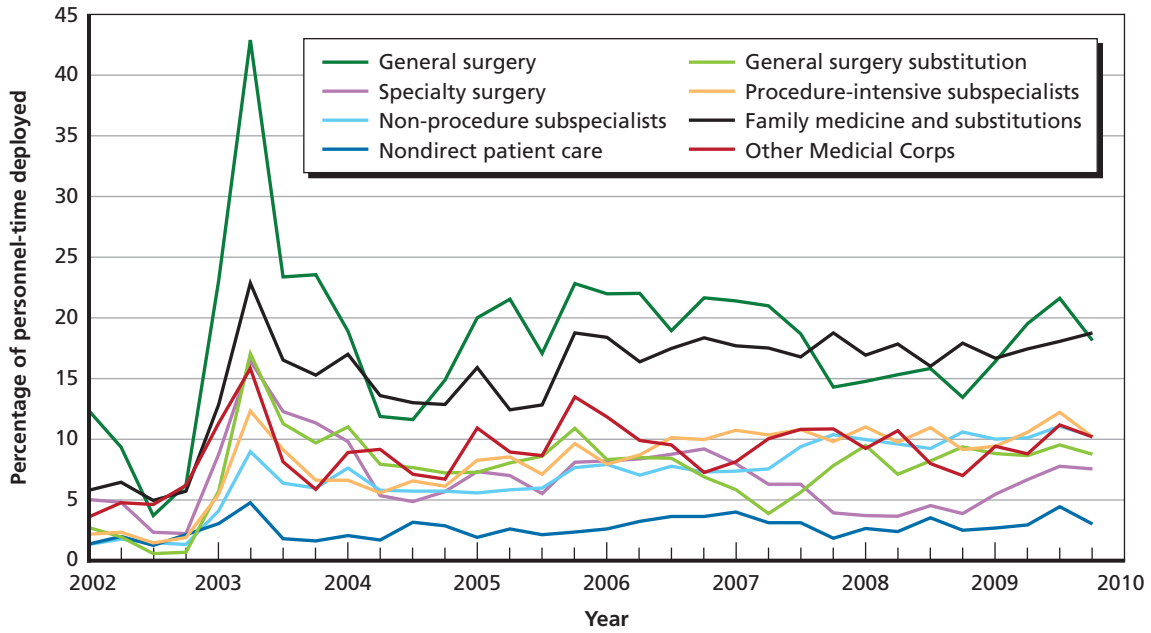
- Figure 4.1. Percentage of Personnel-Time Deployed, by Corps and Quarter (PROFIS and Organic) (Figure D.1)
- Figure 4.3. Number of Deployments (PROFIS and Organic) per Individual, by Corps, for Personnel in the Army in December 2009 (Figure D.2)
- Figure 4.4. Percentage of PROFIS Deployments Starting in 2009 That Were Less Than or Equal to Nine Months and Greater Than Nine Months in Duration, by Corps (Figure D.3)
- Figure 4.5. Views of Personnel on Equity of PROFIS (Figure D.4)
- Figure 4.14. Impact of Deployment on Clinical and Surgical Skills (Figure D.5)
- Table 4.3. Impact of Deployment on Leadership Skills (Table D.2)
- Figure 4.16. Intentions of Health Care Professionals to Remain on Active Duty After Their Current Service Obligation Ends (Figure D.6)

Please refer to Chapter Three for a description of the analytic methods.

Table D.1
AOC Categories Used in Personnel and Deployment Data Analyses for the Medical Corps

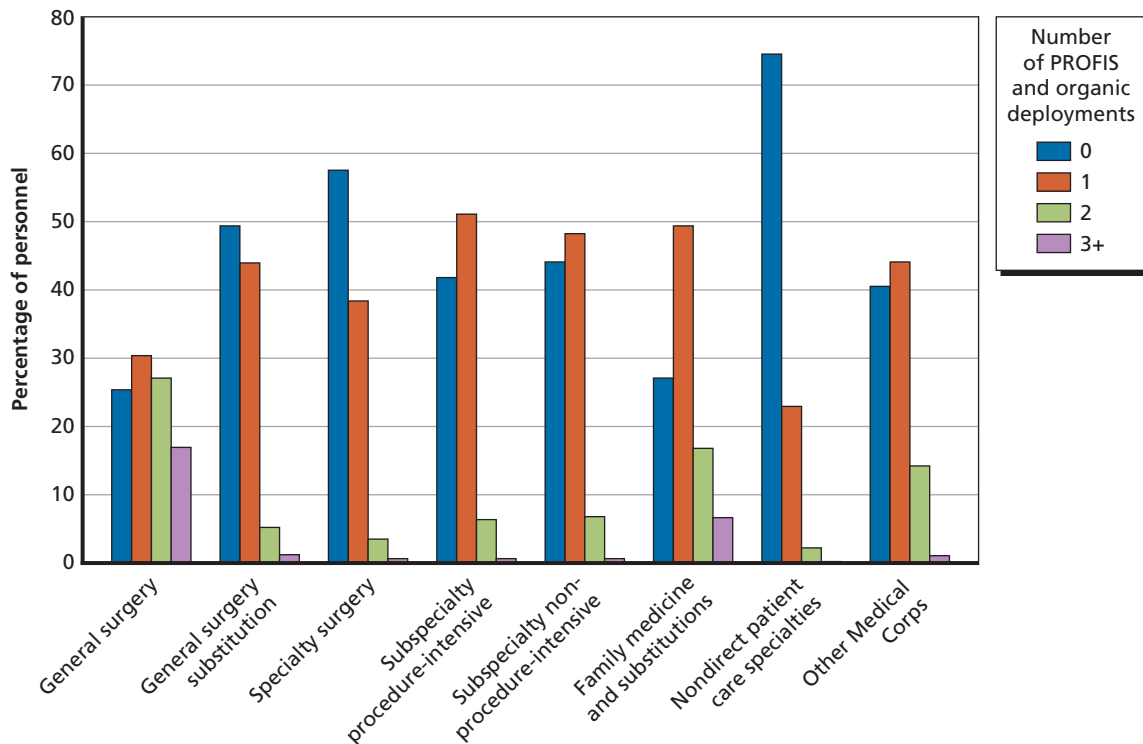
Medical Corps Strata	Included AOCs	Physician specialty
Family medicine and approved substitutions	60P	Pediatrician
	61F	Internist
	61H	Family Medicine
	61N	Flight Surgeon
	62A	Emergency Medicine Physician
	62B	Field Surgeon
General surgery	61J	General Surgery
General surgery approved substitutions	60J	Obstetrician and Gynecologist
	60K	Urologist
	61K	Thoracic Surgeon
	61L	Plastic Surgeon
	61W	Peripheral Vascular Surgeon
Specialty surgery	60S	Ophthalmologist
	60T	Otolaryngologist
	61M	Orthopedic Surgeon
	61Z	Neurosurgeon
Procedure-Intensive subspecialists	60G	Gastroenterologist
	60H	Cardiologist
	60L	Dermatologist
	60N	Anesthesiologist
Non-procedure-intensive subspecialists	60B	Nuclear Medicine Officer
	60F	Pulmonary Disease/Critical Care Officer
	60M	Allergist, Clinical Immunologist
	60Q	Pediatric Subspecialist
	60R	Child Neurologist
	60U	Child Psychiatrist
	60V	Neurologist
	60W	Psychiatrist
	61A	Nephrologist
	61B	Medical Oncologist/Hematologist
	61C	Endocrinologist
	61D	Rheumatologist
	61E	Clinical Pharmacologist
	61G	Infectious Disease Officer
61P	Physiatrist	
Nondirect patient care	61Q	Radiation Oncologist
	61R	Diagnostic Radiologist
	61U	Pathologist
Other	60A	Operational Medicine (immaterial)
	60C	Preventive Medicine Officer
	60D	Occupational Medicine Officer

Figure D.1
Percentage of Personnel-Time Deployed by Medical Corps Strata, by Quarter (PROFIS and Organic)



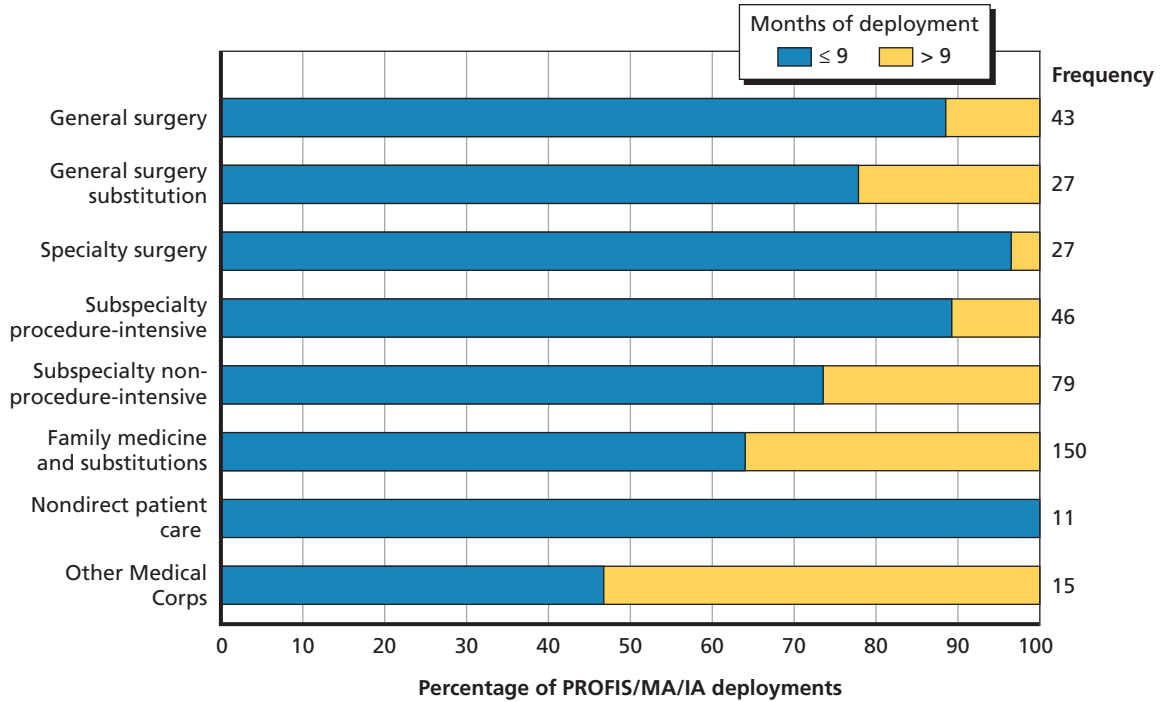
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Figure D.2
Number of Deployments (PROFIS and Organic) per Individual, by Medical Corps Strata, for Personnel in the Army in December 2009



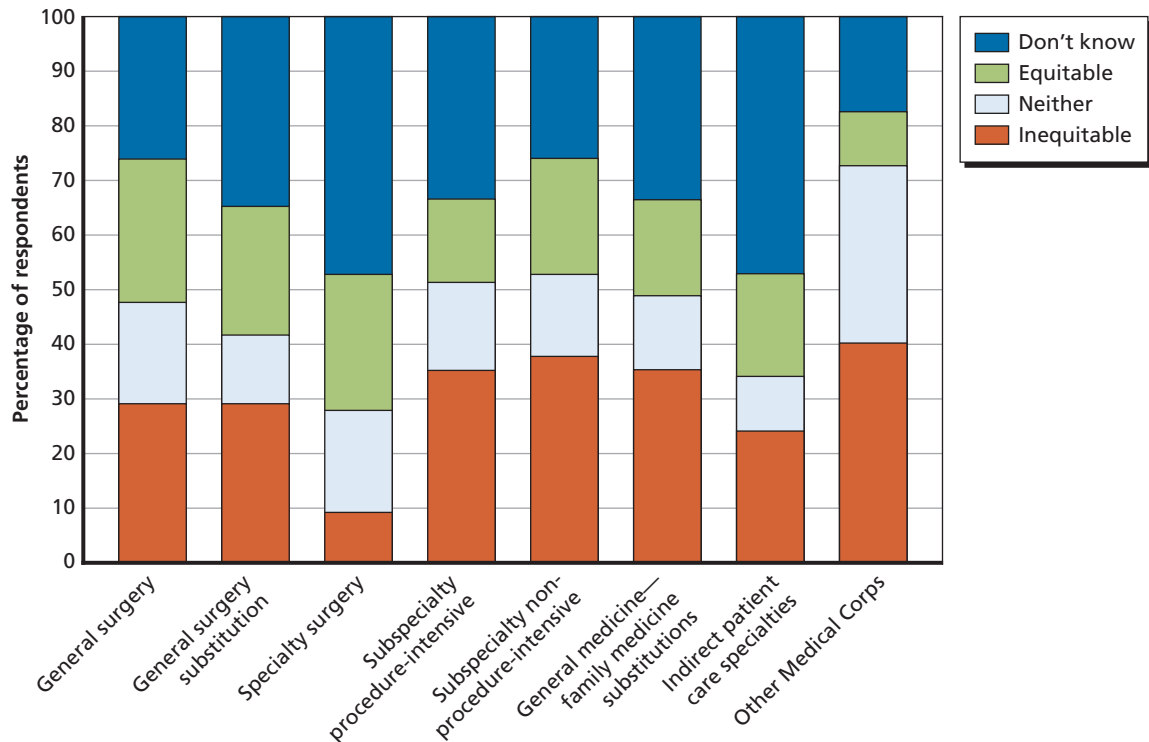
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Figure D.3
Percentage of PROFIS Deployments Starting in 2009 That Were Less Than or Equal to Nine Months or Greater Than Nine Months in Duration, by Medical Corps Strata



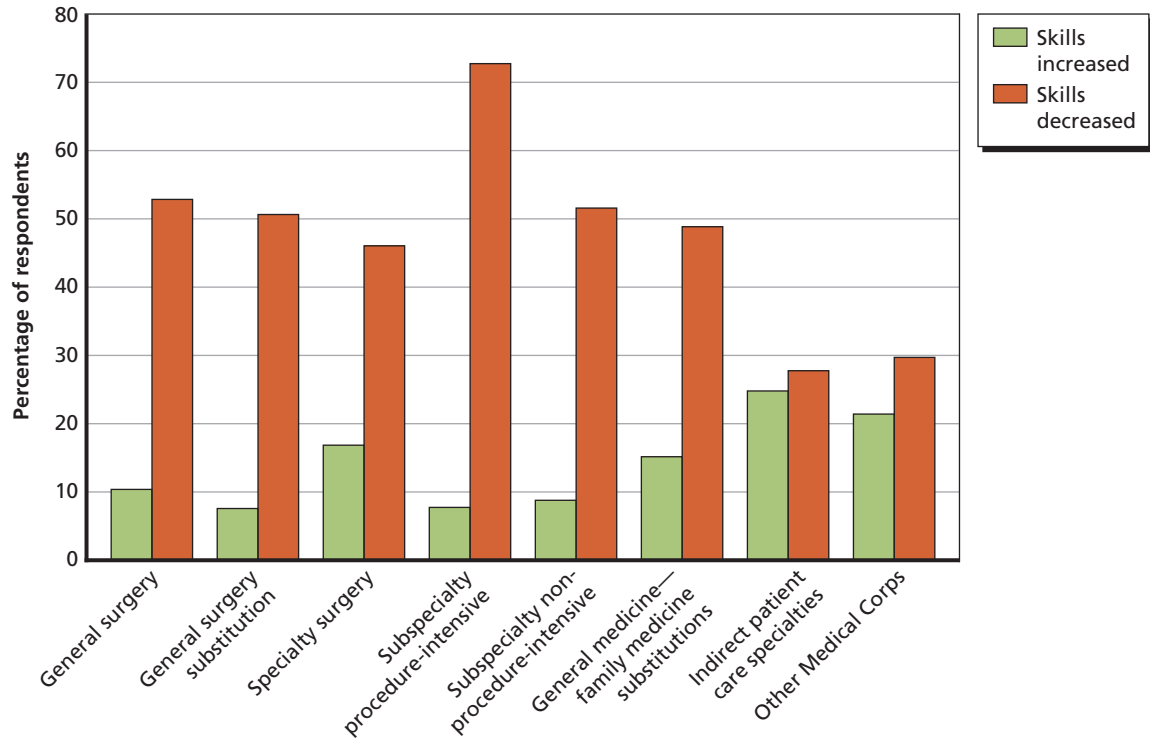
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Figure D.4
Views of Medical Corps Personnel by Strata on Equity of PROFIS



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Figure D.5
Impact of Deployment on Clinical and Surgical Skills for Medical Corps, by Strata

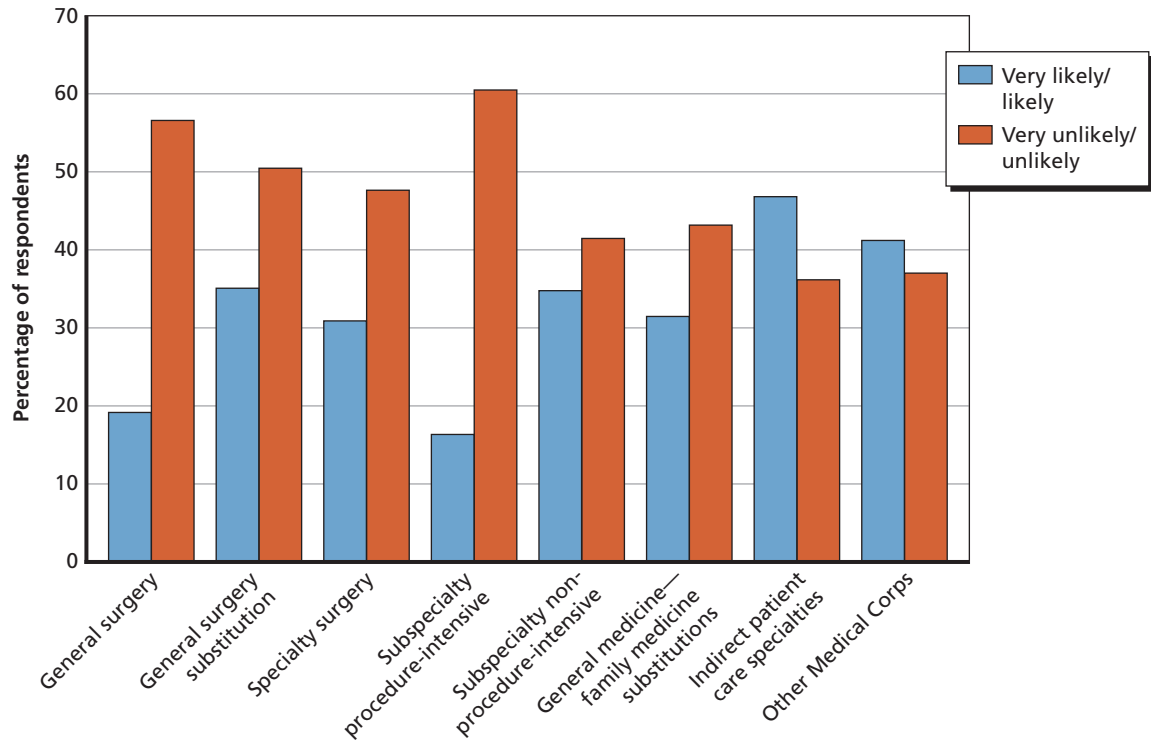


RAND TR1227-D.5

Table D.2
Impact of Deployment on Physicians' Leadership Skills

Percentage Reported	General Surgery	General Surgery Subs	Specialty Surgery	Subspecialty Procedure-Intensive	Subspecialty Non-Procedure-Intensive	General Medicine - Family Med Subs	Indirect Patient Care Specialties	Other
Skills greatly increased	9.37	24.01	11.75	7.95	10.44	20.19	6.61	28.13
Skills increased	33.72	33.05	35.53	37.52	39.35	45.38	68.03	43.59
Skills neither increased nor decreased	28.00	27.43	44.00	25.12	34.55	22.30	16.83	18.78
Skills decreased	18.52	7.74	7.02	18.42	13.56	9.26	.	2.58
Skills greatly decreased	10.39	7.78	1.71	10.98	2.10	2.88	8.53	6.91

Figure D.6
Intentions of Medical Corps, by Strata, to Remain on Active Duty After Their Current Service Obligation Ends



Corps-Specific Analyses: Army Nurse Corps

This appendix shows the extent to which there is within-corps variation for the Army Nurse Corps for a subset of the results presented in Chapter Four.

Individual AOCs were reported separately for the analyses of personnel and deployment data (Figures E.1, E.2, E.3), with the exception of 66N, which was combined with 66H. We further separated the medical/surgical nurses who had a skills identifier for critical care nursing or emergency nursing and handled them as a separate group (Table E.1).

For analyses of the survey data, we combined some of the above groupings to ensure an adequate number of survey respondents in each category (Table E.2). For example, we combined the AOCs that required an advanced degree (nurse anesthetist and family nurse practitioner). Figures E.5 and E.6 and Table E.3 report survey results.

The figures and tables from Chapter Four for which we present this drilldown are

- Figure 4.1. Percentage of Personnel-Time Deployed, by Corps and Quarter (PROFIS and Organic) (Figure E.1)
- Figure 4.3. Number of Deployments (PROFIS and Organic) per Individual, by Corps, for Personnel in the Army in December 2009 (Figure E.2)
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- Table 4.3. Impact of Deployment on Leadership Skills (Table E.3)
- Figure 4.16. Intentions of Health Care Professionals to Remain on Active Duty After Their Current Service Obligation Ends (Figure E.6)

Please refer to Chapter Three for a description of the analytic methods.

Table E.1
AOC/SI Categories Used in Personnel and Deployment Data Analyses for the Army Nurse Corps

AOC	ASI	Specialty
66B		Army Public Health Nurse
66C		Psychiatric/Mental Health Nurse
66E		Perioperative Nurse
66F		Nurse Anesthetist
66G		Obstetric and Gynecologic Nurse
66H	8A or M5	Critical Care Nursing or Emergency Nursing
All other 66H or 66N		Medical Surgical Nurse Operational Nursing
66P		Family Nurse Practitioner (NP)

Table E.2
AOC/SI Categories Used in Survey Data Analyses for the Army Nurse Corps

AOC	ASI	Specialty
66B or 66C		Army Public Health Nurse or Psychiatric/Mental Health Nurse
66E		Perioperative Nurse
66F or 66P		Nurse Anesthetist or Family Nurse Practitioner (NP)
66H	8A or M5	Critical Care Nursing or Emergency Nursing
All other 66H or 66G or 66N		Medical Surgical Nurse or Obstetric and Gynecologic Nurse or Operational Nursing

Figure E.1
Percentage of Personnel-Time Deployed by Army Nurse Corps AOC, by Quarter (PROFIS and Organic)

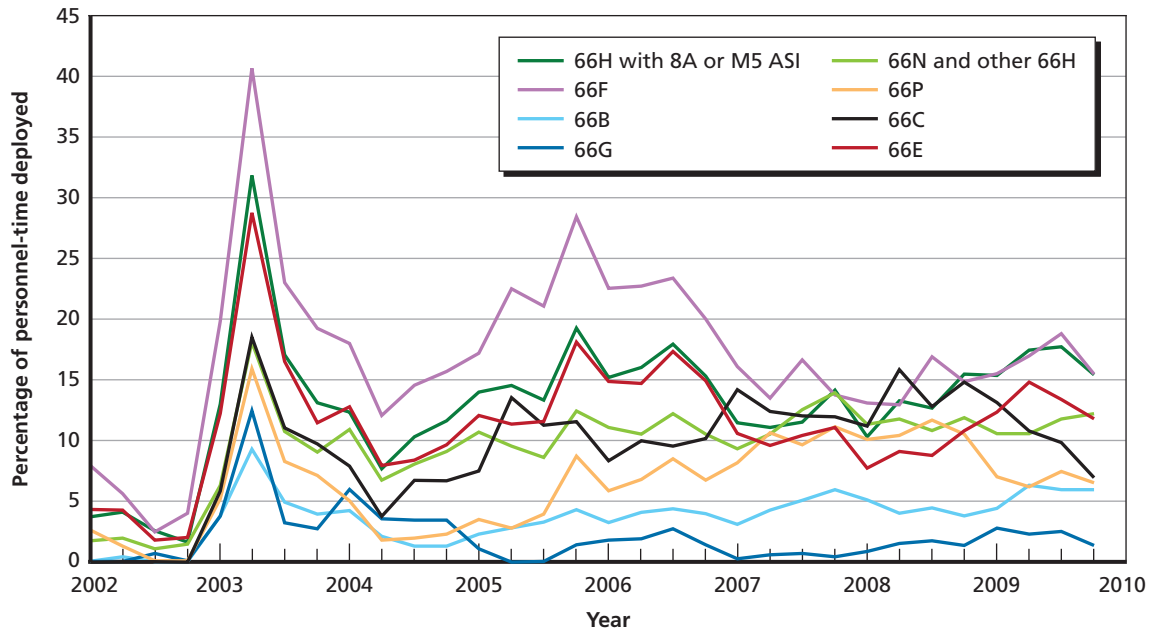
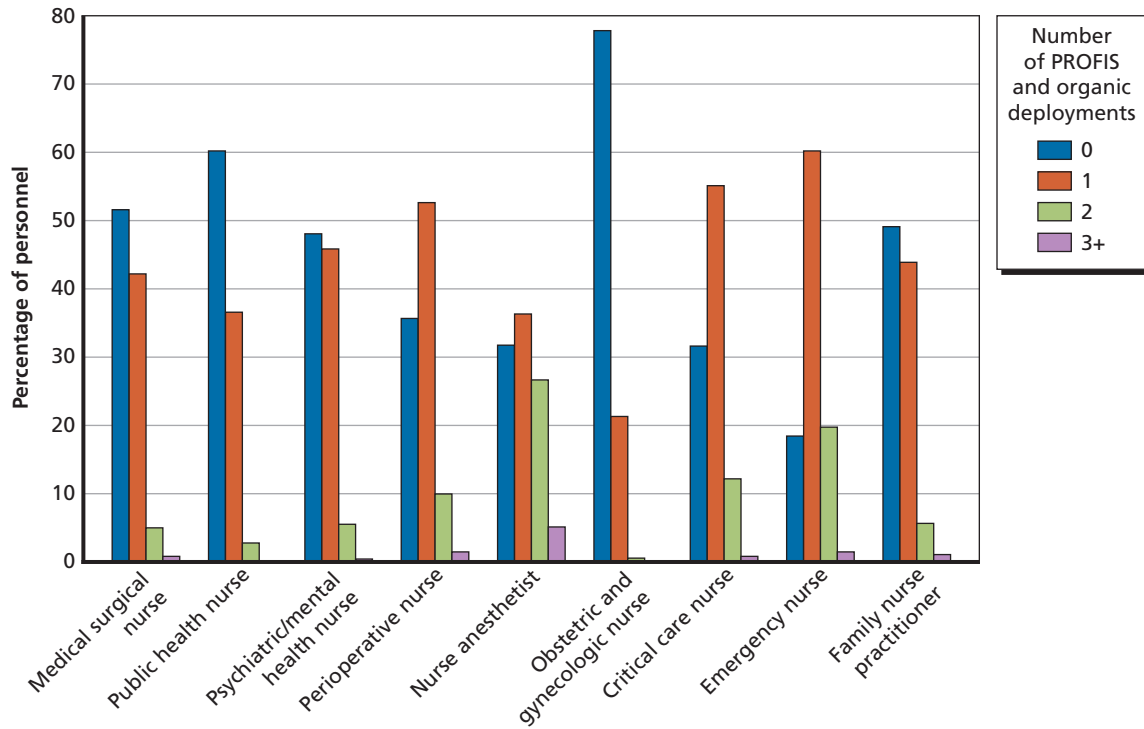
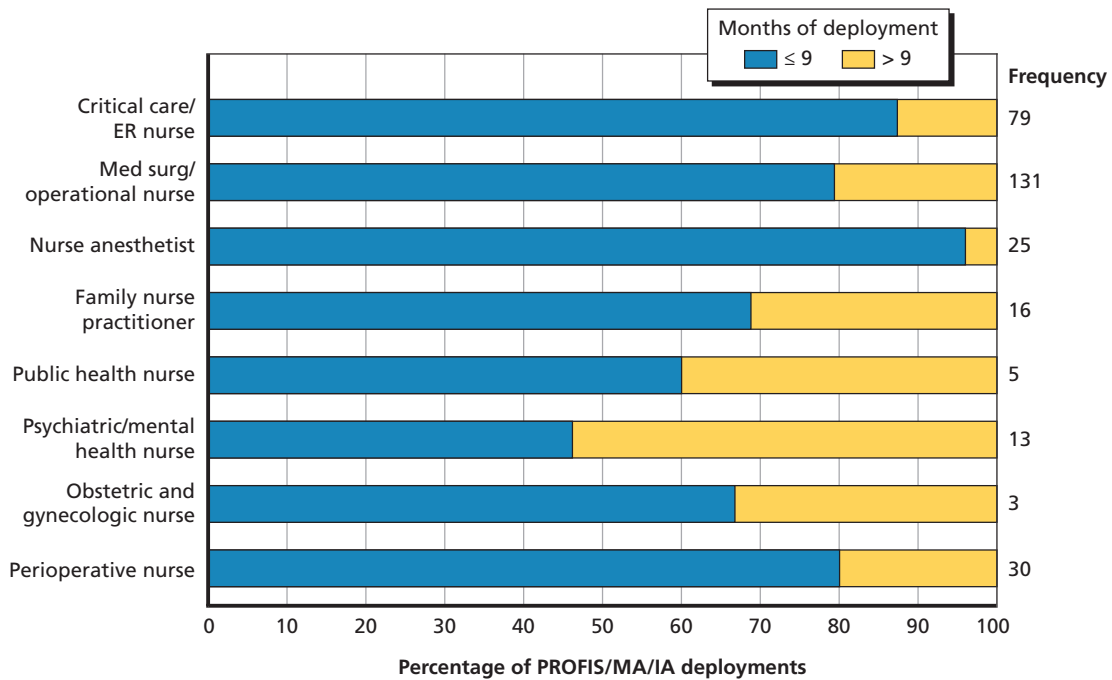


Figure E.2
Number of Deployments (PROFIS and Organic) per Individual, by Army Nurse Corps AOC, for Personnel in the Army in December 2009



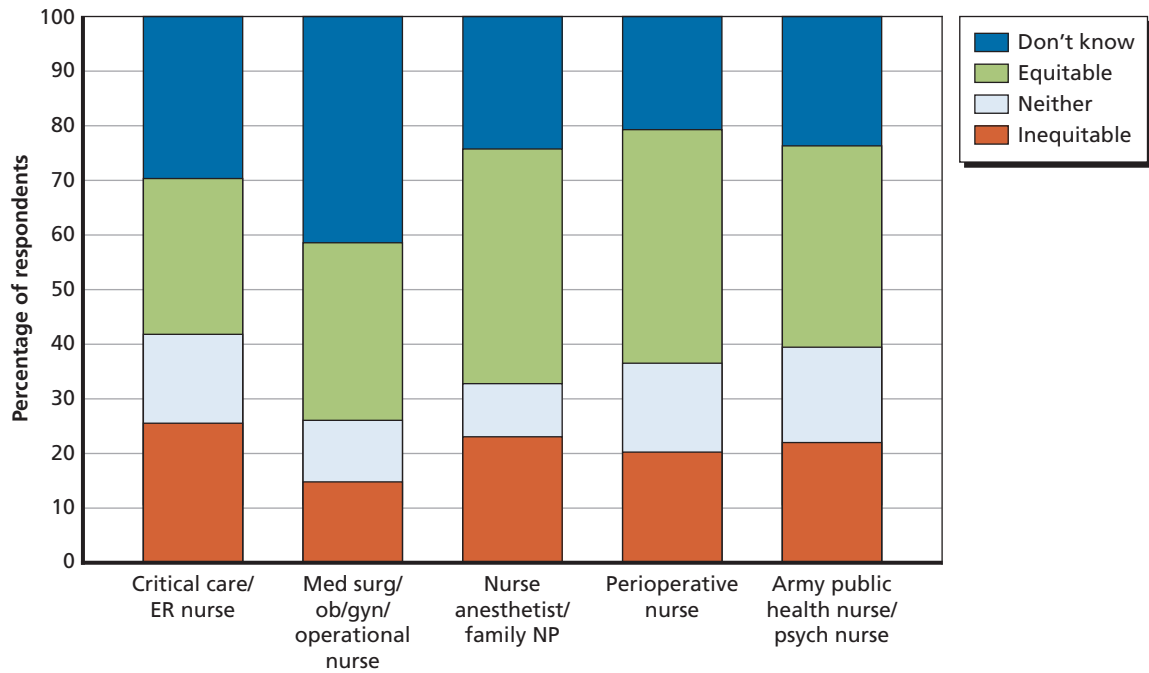
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Figure E.3
Percentage of PROFIS Deployments Starting in 2009 That Were Less Than or Equal to Nine Months or Greater Than Nine Months in Duration, by Army Nurse Corps AOC



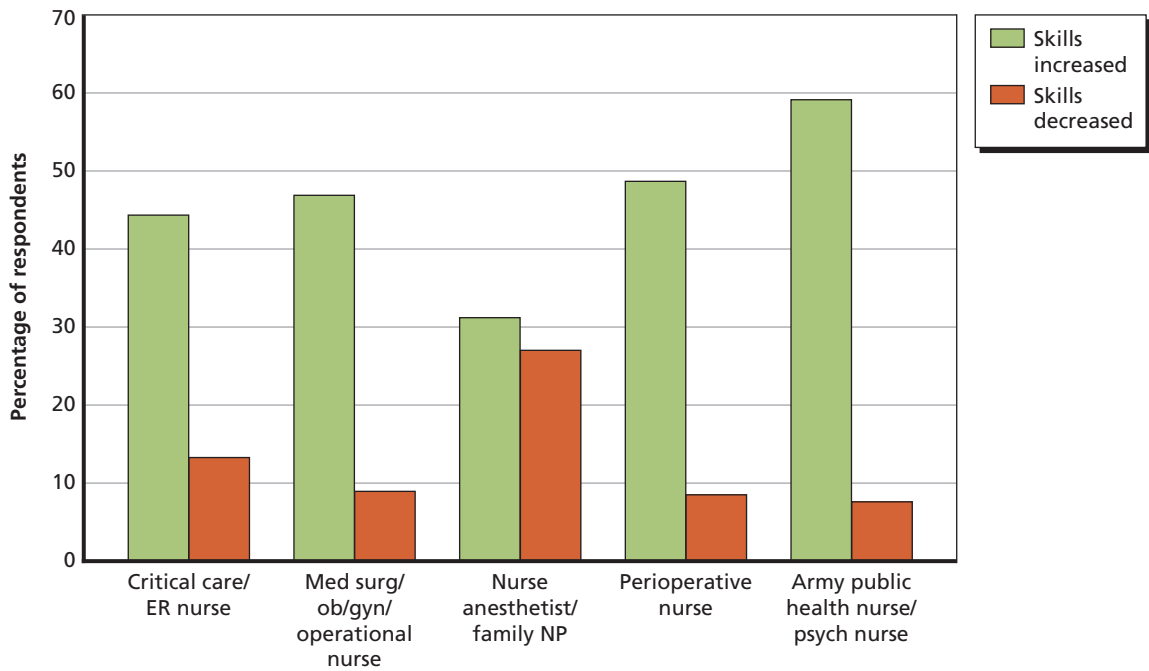
RAND TR1227-E.3

Figure E.4
Views of Army Nurse Corps Personnel on Equity of PROFIS



RAND TR1227-E.4

Figure E.5
Impact of Deployment on Clinical and Surgical Skills for Nurses

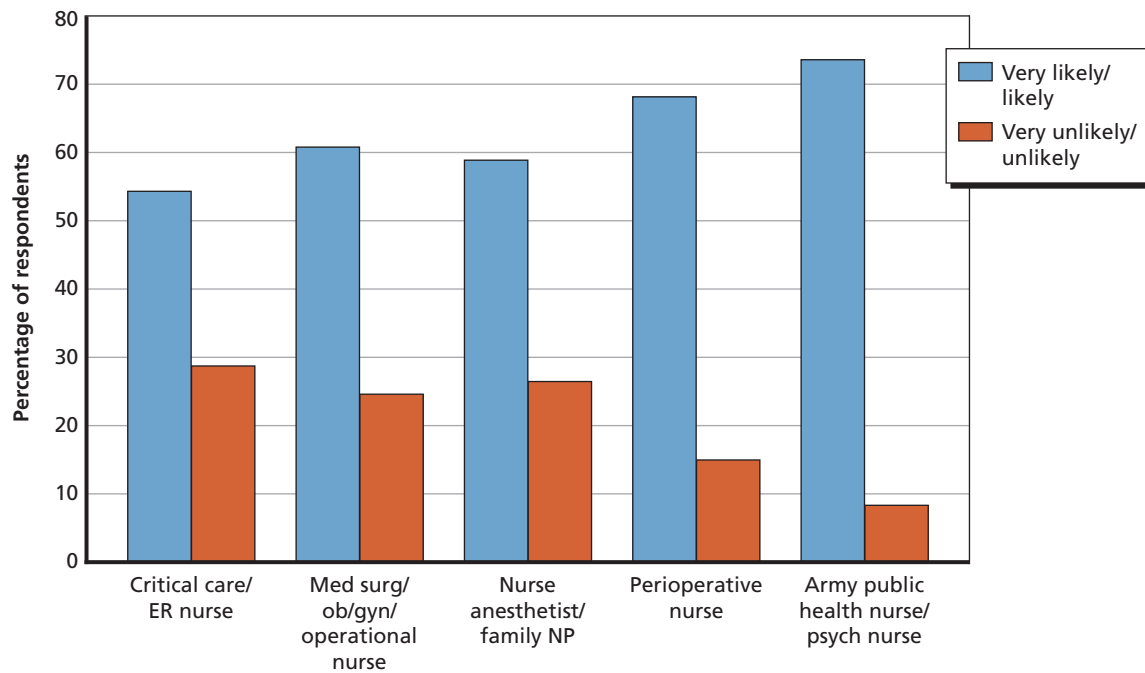


RAND TR1227-E.5

Table E.3
Impact of Deployment on Nurses' Leadership Skills

Percentage Reported	Critical Care/ ER Nurse	Med Surg/ OBG/ YN/ Operational Nurse	Nurse Anesthetist/ Family Nurse Practitioner	Peri-operative Nurse	Army Public Health Nurse/ Psych Nurse
Skills greatly increased	19.7	30.8	18.7	24.9	25.9
Skills increased	46.2	50.5	44.4	44.6	52.5
Skills neither increased nor decreased	28.7	15.6	25.4	30.5	13.5
Skills decreased	1.7	1.7	11.5	.	8.2
Skills greatly decreased	3.7	1.5	.	.	.

Figure E.6
Intentions of Nurses to Remain on Active Duty After Their Current Service Obligation Ends



Corps-Specific Analyses: Medical Specialists

This appendix shows the extent to which there is within-corps variation for the Medical Specialists Corps for a subset of the results presented in Chapter Four. We present results for physician assistants separately from all other AOCs in this corps (Table F.1), with the exception of number of deployments, which are presented separately for each AOC. The figures and tables from Chapter Four for which we present this drilldown are

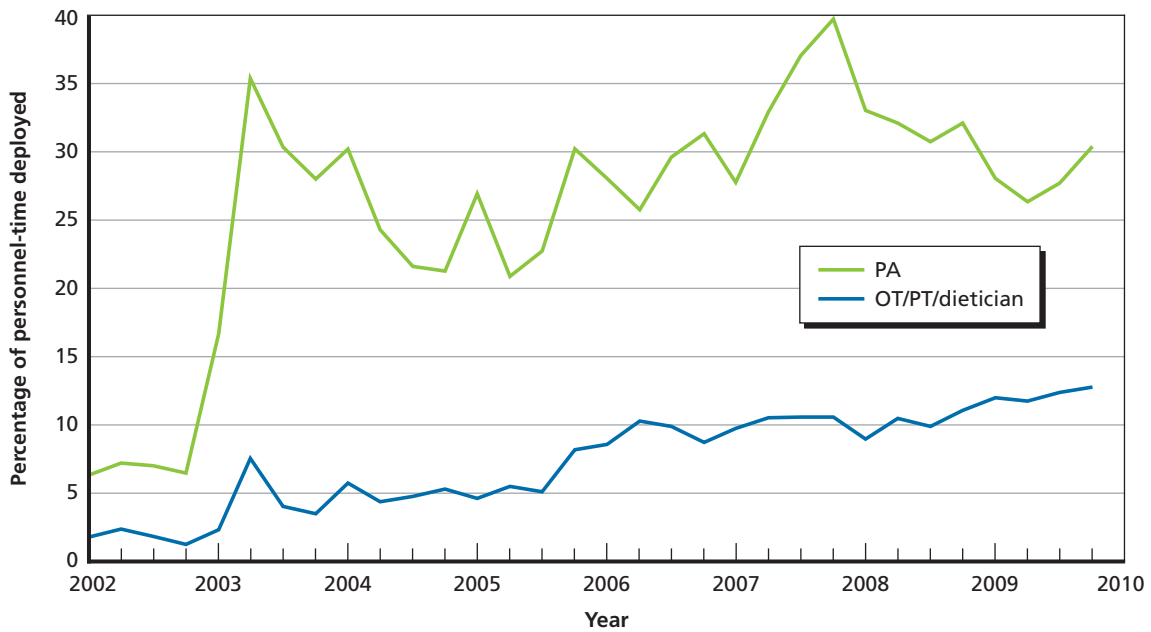
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Please refer to Chapter Three for a description of the analytic methods.

Table F.1
AOC Categories Used in Data Analyses for the Medical Specialist Corps

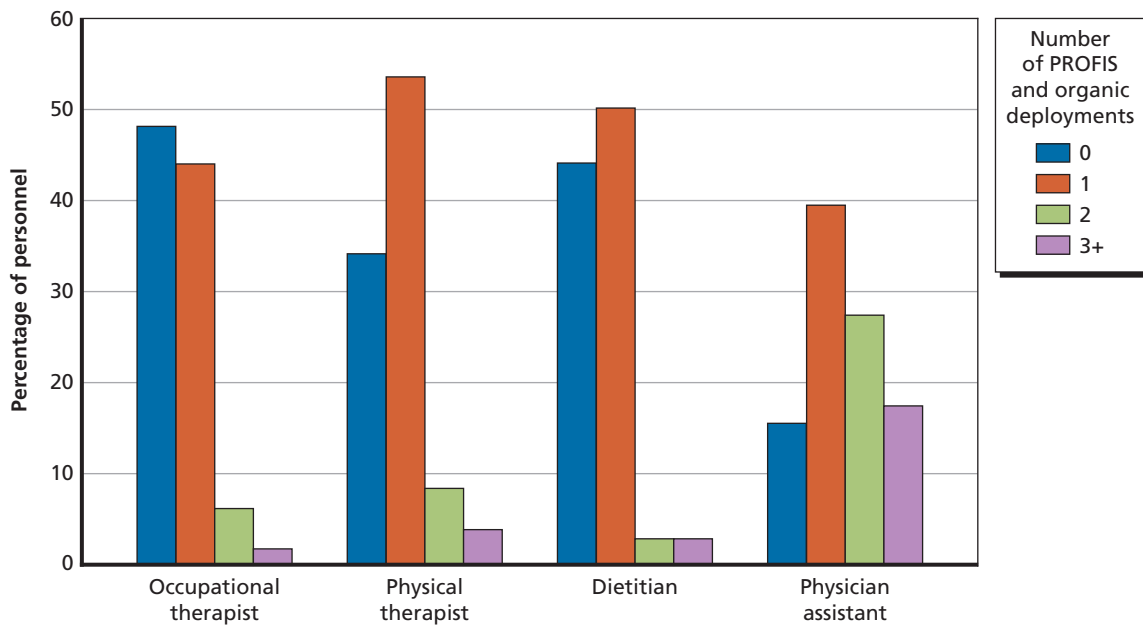
Category	AOC	Specialty
Physician assistants	65D	Physician Assistant
Other medical specialists (occupational therapist/physical therapist/dietician)	65A	Occupational Therapist
	65B	Physical Therapist
	65C	Dietitian

Figure F.1
Percentage of Personnel-Time Deployed by Medical Specialist Corps Category, by Quarter (PROFIS and Organic)



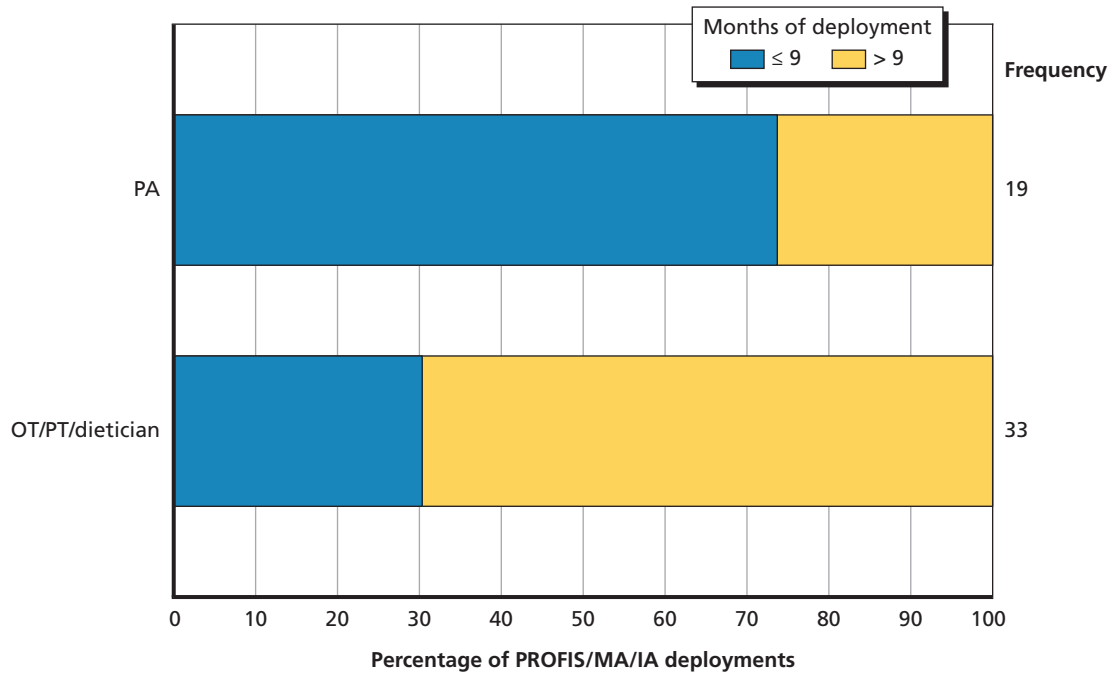
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Figure F.2
Number of Deployments (PROFIS and Organic) per Individual, by Medical Specialist Corps AOC, for Personnel in the Army in December 2009



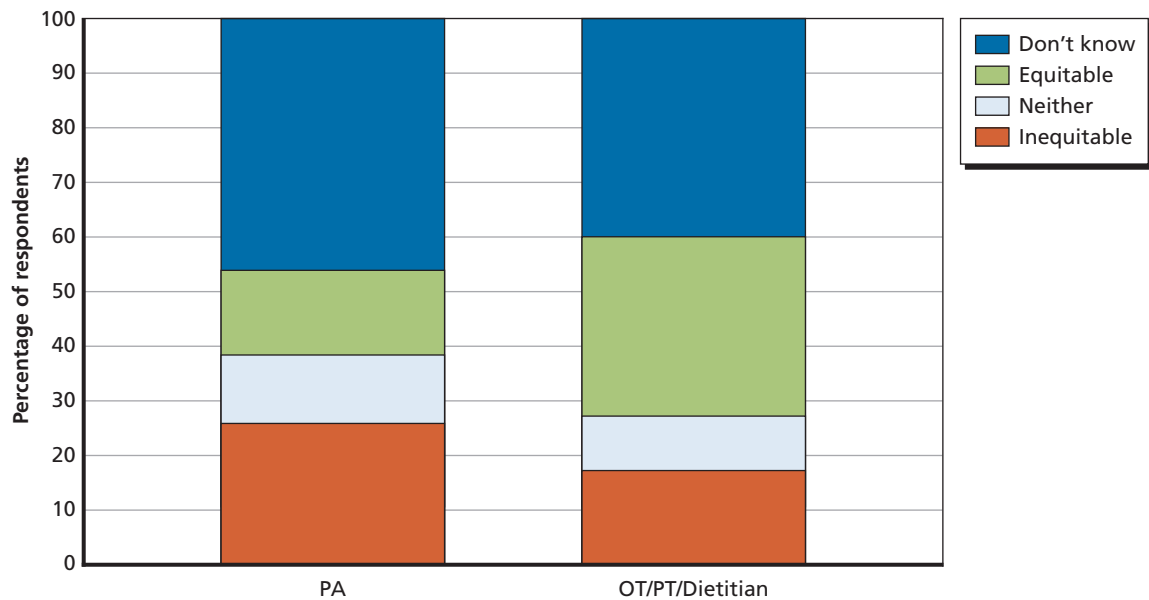
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Figure F.3
Percentage of PROFIS Deployments Starting in 2009 That Were Less Than or Equal to Nine Months or Greater Than Nine Months in Duration, by Medical Specialist Corps Category



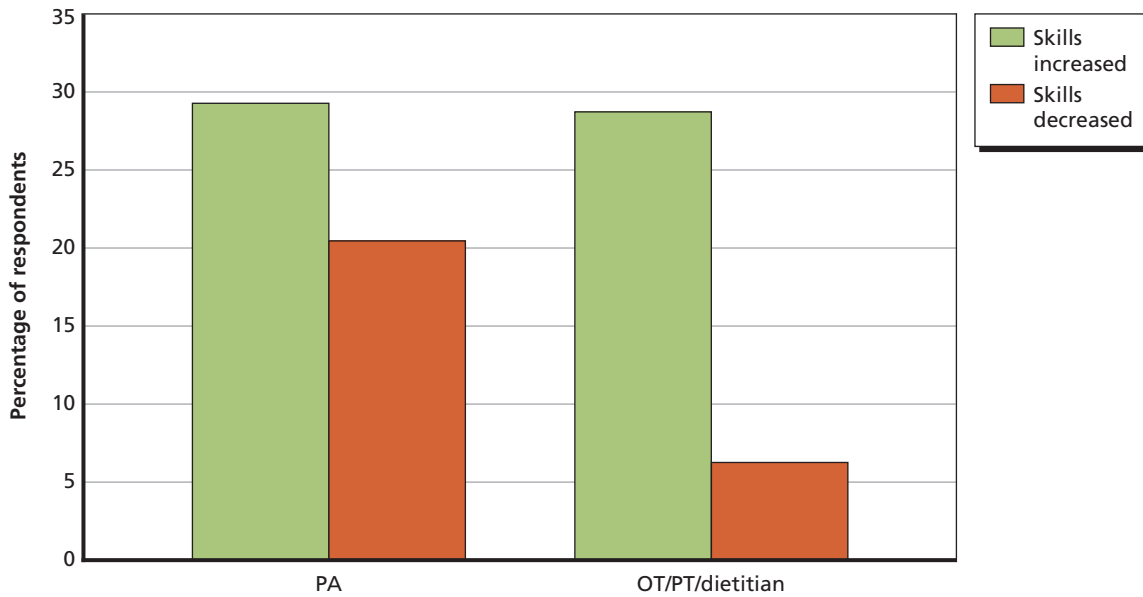
RAND TR1227-F.3

Figure F.4
Views of Medical Specialist Corps Personnel on Equity of PROFIS



RAND TR1227-F.4

Figure F.5
Impact of Deployment on Medical Specialist Corps Clinical Skills

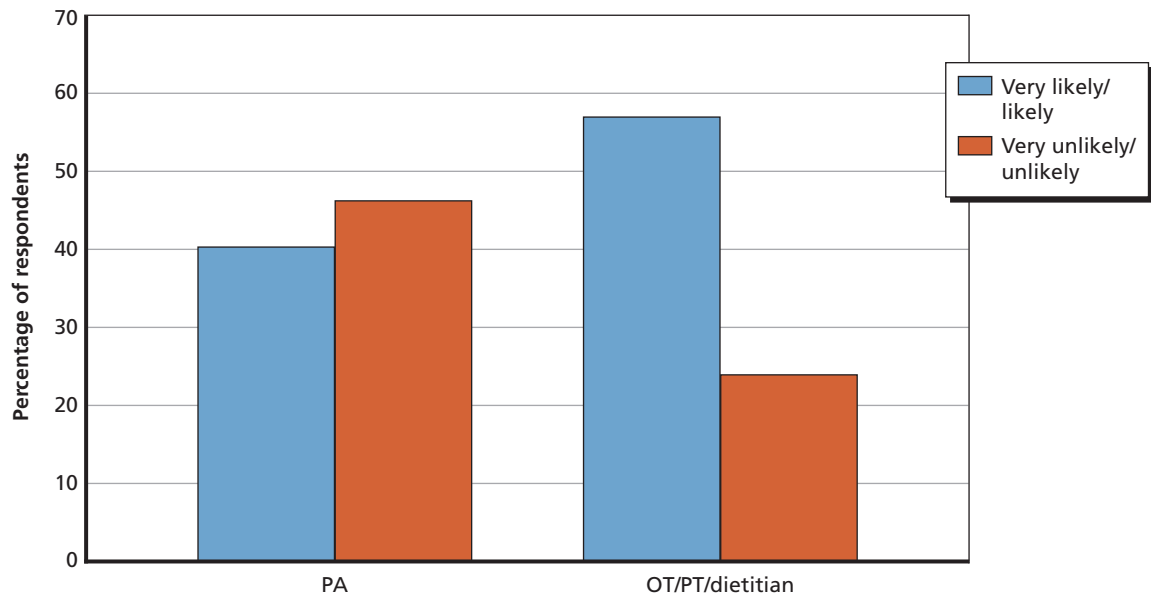


RAND TR1227-F.5

Table F.2
Impact of Deployment on Medical Specialist Corps Personnel's Leadership Skills

	PA	OT/PT/Dietitian
Skills greatly increased	15.9	28.6
Skills increased	51.1	46.3
Skills neither increased nor decreased	24.7	23.2
Skills decreased	6.1	1.9
Skills greatly decreased	2.2	.

Figure F.6
Intentions of Medical Specialist Corps Personnel to Remain on Active Duty After Their Current Service Obligation Ends



Corps-Specific Analyses: Dental Corps

This appendix shows the extent to which there is within-corps variation for the Dental Corps for a subset of the results presented in Chapter Four. We present results separately for general dentists, comprehensive dentists, and specialist dentists (Table G.1). The figures and tables from Chapter Four for which we present this drilldown are

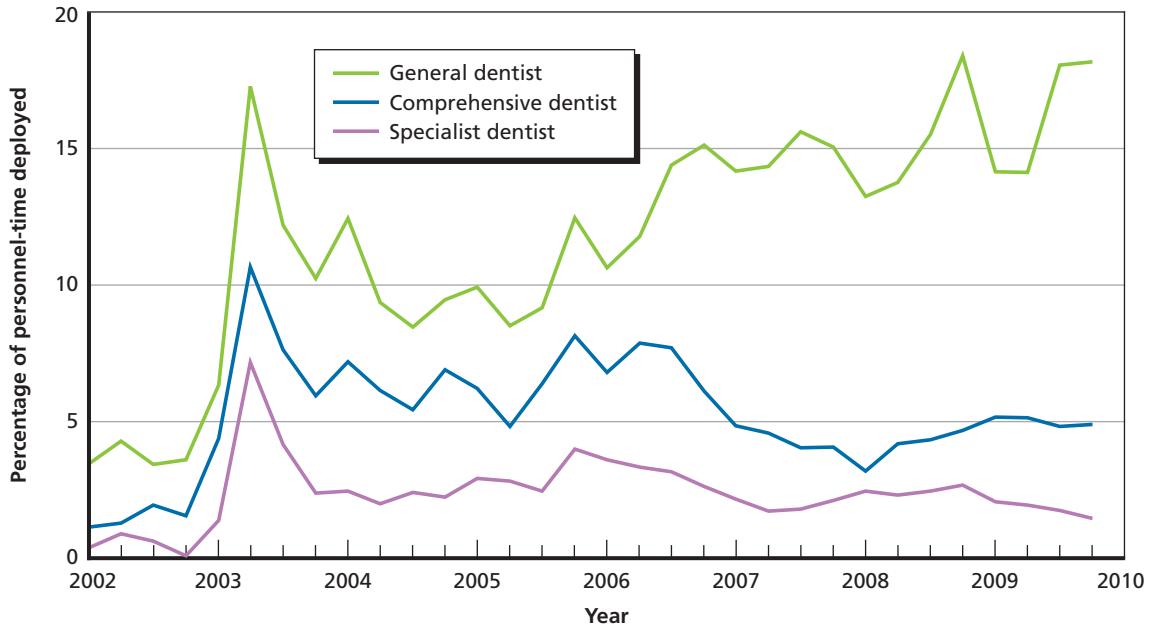
- Figure 4.1. Percentage of Personnel-Time Deployed, by Corps and Quarter (PROFIS and Organic) (Figure G.1)
- Figure 4.3. Number of Deployments (PROFIS and Organic) per Individual, by Corps, for Personnel in the Army in December 2009 (Figure G.2)
- Figure 4.4. Percentage of PROFIS Deployments Starting in 2009 That Were Less Than or Equal to Nine Months and Greater Than Nine Months in Duration by Corps (Figure G.3)
- Figure 4.5. Views of Personnel on Equity of PROFIS (Figure G.4)
- Figure 4.14. Impact of Deployment on Clinical and Surgical Skills (Figure G.5)
- Table 4.3. Impact of Deployment on Leadership Skills (Table G.2)
- Figure 4.16. Intentions of Health Care Professionals to Remain on Active Duty After Their Current Service Obligation Ends (Figure G.6)

Please refer to Chapter Three for a description of the analytic methods.

Table G.1
AOC Categories Used in Data Analyses for the Dental Corps

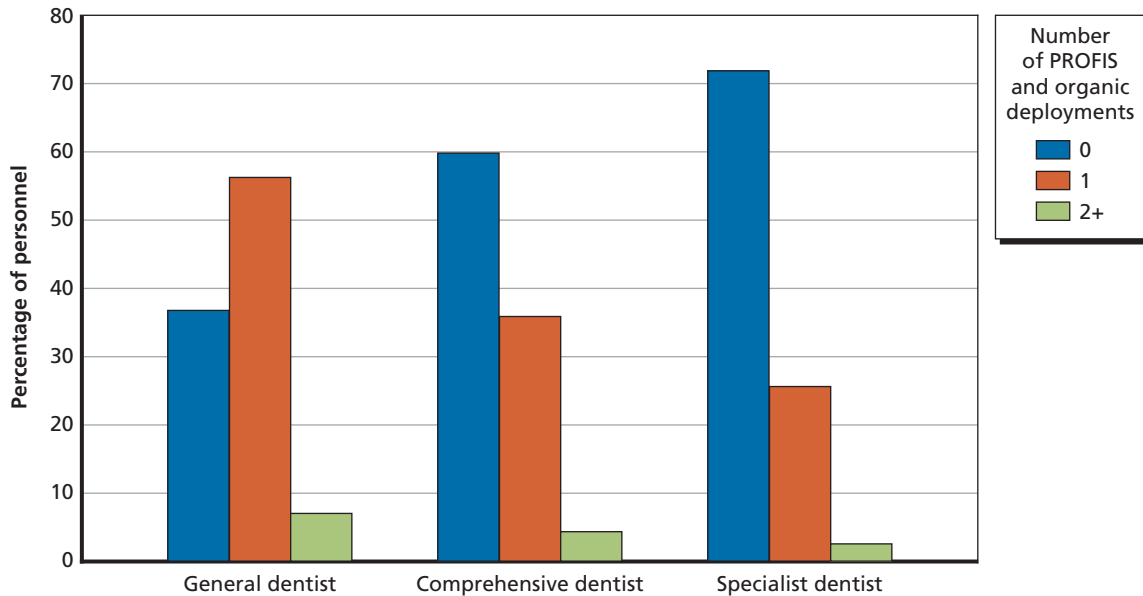
Category	AOC	Specialty
General dentist	63A	General Dentist
Comprehensive dentist	63B	Comprehensive Dentist
Specialist dentist	63D	Periodontist
	63E	Endodontist
	63F	Prosthodontist
	63H	Public Health Dentist
	63K	Pediatric Dentist
	63M	Orthodontist
	63N	Oral & Maxillofacial Surgeon
	63P	Oral Pathologist
	63R	Executive Dentist

Figure G.1
Percentage of Personnel-Time Deployed by Dental Corps Category, by Quarter (PROFIS and Organic)



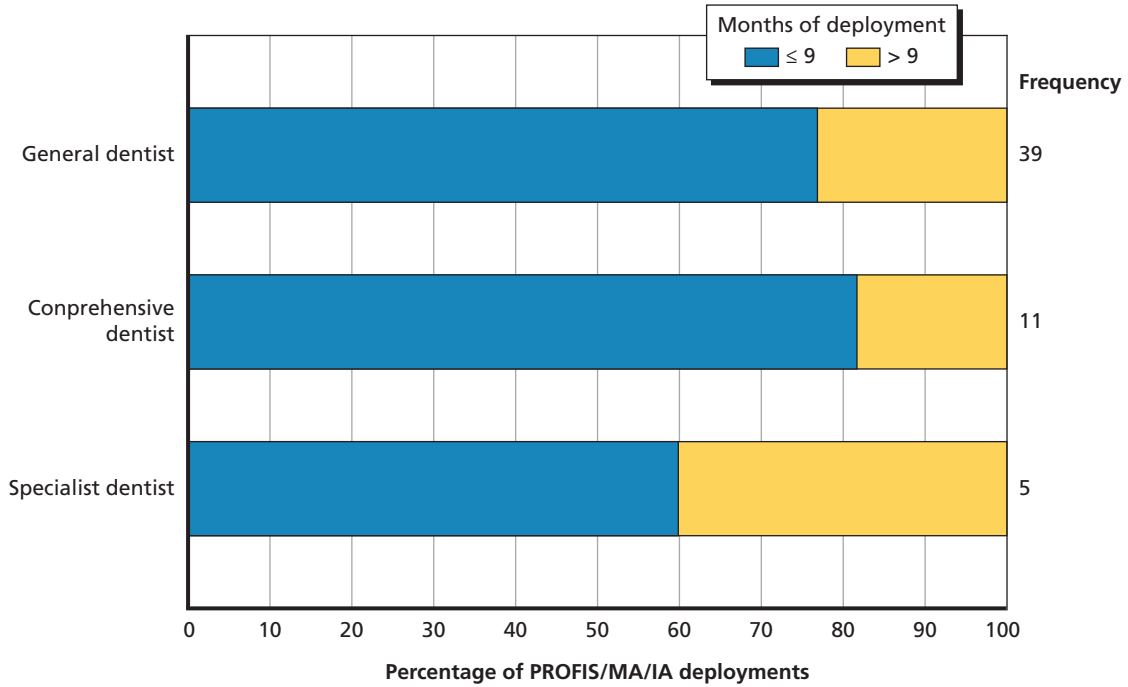
RAND TR1227-G.1

Figure G.2
Number of Deployments (PROFIS and Organic) per Individual, by Dental Corps Category, for Personnel in the Army in December 2009



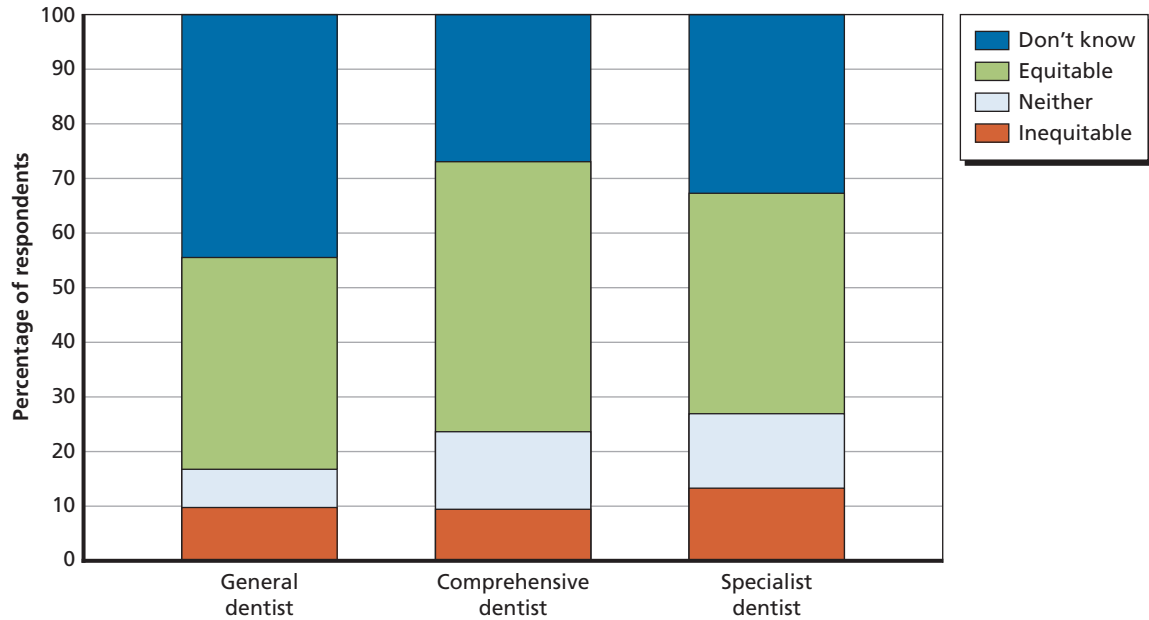
RAND TR1227-G.2

Figure G.3
Percentage of PROFIS Deployments Starting in 2009 That Were Less Than or Equal to Nine Months or Greater Than Nine Months in Duration by Dental Corps Category



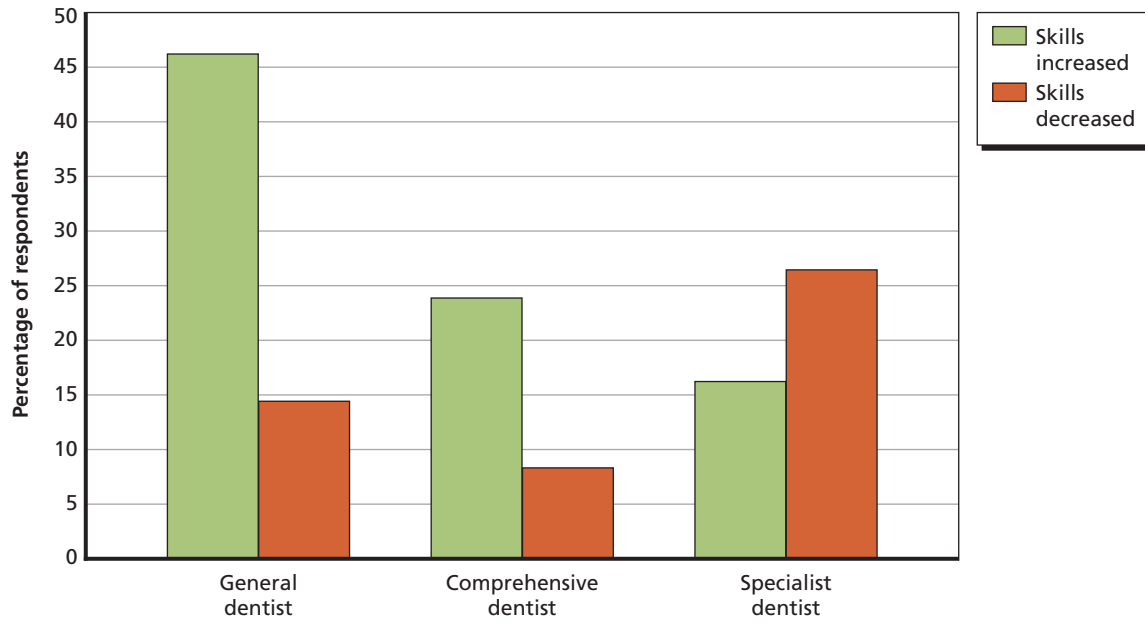
RAND TR1227-G.3

Figure G.4
Views of Medical Specialist Corps Personnel on Equity of PROFIS



RAND TR1227-G.4

Figure G.5
Impact of Deployment on Dental Corps Clinical Skills

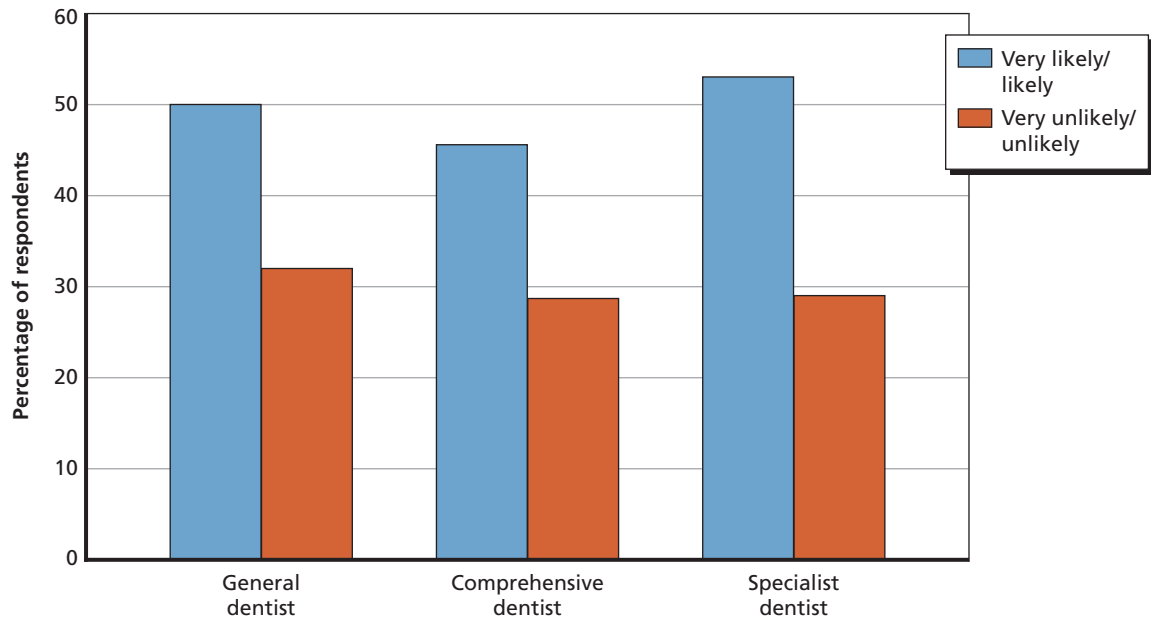


RAND TR1227-G.5

Table G.2
Impact of Deployment on Dentists' Leadership Skills

	General Dentist	Comprehensive Dentist	Specialist Dentist
Skills greatly increased	27.7	25.9	9.4
Skills increased	57.7	38.4	43.5
Skills neither increased nor decreased	9.8	32.1	40.8
Skills decreased	4.7	.	6.2
Skills greatly decreased	.	3.6	.

Figure G.6
Intentions of Dentists to Remain on Active Duty After Their Current Service Obligation Ends



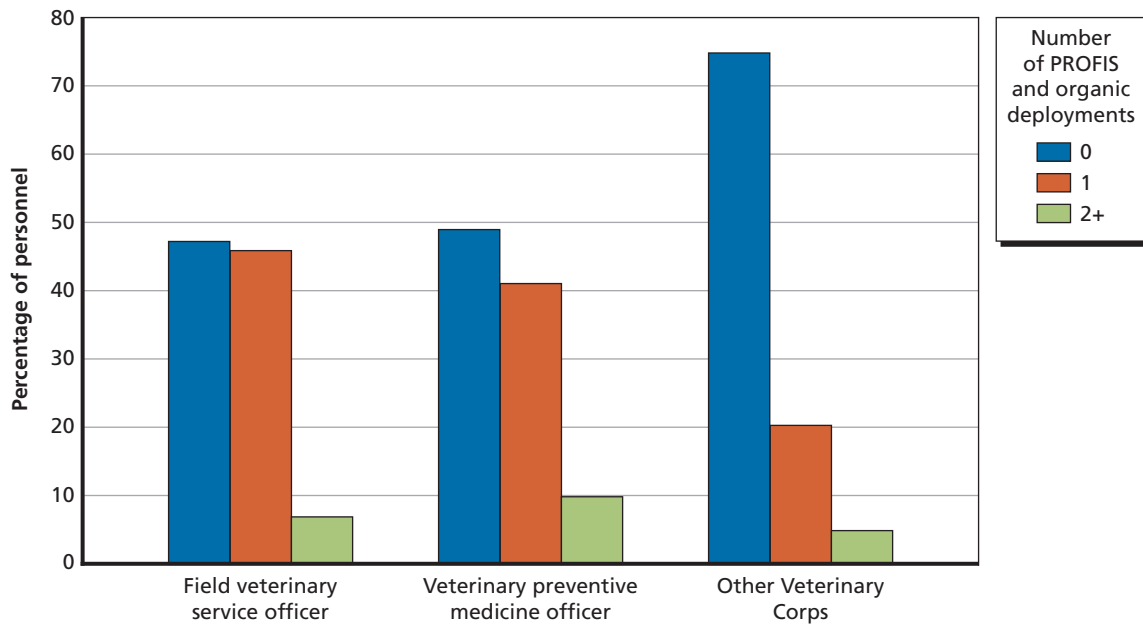
RAND TR1227-G.6

Corps-Specific Analyses: Veterinary Corps

This appendix shows the extent to which there is within-corps variation for the Veterinary Corps only for the number of deployments. We present results separately for field veterinary service officer (64A), veterinary preventive medicine officer (64B), and veterinary laboratory animal medicine officer and veterinary pathologist (64C and 64D) together. We did not have a large enough sample size to present other results within this corps. The figure from Chapter Four for which we present this drilldown is Figure 4.3, “Number of Deployments (PROFIS and Organic) per Individual by Corps for Personnel in the Army in December 2009” (Figure H.1).

Please refer to Chapter Three for a description of the analytic methods.

Figure H.1
Number of Deployments (PROFIS and Organic) per Individual by Veterinary Corps Category for Personnel in the Army in December 2009



RAND TR1227-H.1

Corps-Specific Analyses: Medical Service Corps

This appendix shows the extent to which there is within-corps variation for the Medical Service Corps for a subset of the results presented in Chapter Four. We present results separately for behavioral health specialists, health care administrators, and other specialties (Table I.1). For number of deployments, we present more specific breakdown by AOC where we include all of the 70/71/72 AOCs with their associated general 67 category (Table I.2). The figures and tables from Chapter Four for which we present this drilldown are

- Figure 4.1. Percentage of Personnel-Time Deployed, by Corps and Quarter (PROFIS and Organic) (Figure I.1)
- Figure 4.3. Number of Deployments (PROFIS and Organic) per Individual, by Corps, for Personnel in the Army in December 2009 (Figure I.2)
- Figure 4.4. Percentage of PROFIS Deployments Starting in 2009 That Were Less Than or Equal to Nine Months and Greater Than Nine Months in Duration, by Corps (Figure I.3)
- Figure 4.5. Views of Personnel on Equity of PROFIS (Figure I.4)
- Figure 4.14. Impact of Deployment on Clinical and Surgical Skills (Figure I.5)
- Table 4.3. Impact of Deployment on Leadership Skills (Table I.3)
- Figure 4.16. Intentions of Health Care Professionals to Remain on Active Duty After Their Current Service Obligation Ends (Figure I.6)

Please refer to Chapter Three for a description of the analytic methods.

Table I.1
AOC/SI Categories Used in Data Analyses for the Medical Service Corps

Category	AOC	Specialty
Behavioral sciences	67D	Behavioral Science Officer (immaterial)
	73A	Social Worker
	73B	Clinical Psychologist
Health care administrators	67A	Health Services Officer (immaterial)
	70A	Health Care Administrator
	70B	Health Services Administration
	70C	Health Services Comptroller
	70D	Health Services System Manager
	70E	Patient Administrator
	70F	Health Services Human Resources Manager
	70H	Health Services Plans, Operations, Intelligence, Security, and Training
	70K	Health Services Material Officer
Lab/research/other	67B	Laboratory Sciences Officer (Immaterial)
	67C	Preventive Medicine Officer (Immaterial)
	67E	Pharmacist
	67F	Optometrist
	67G	Podiatrist
	67J	Aeromedical Evacuation Officer
	71A	Microbiologist
	71B	Biochemist
	71E	Clinical Laboratory Officer
	71F	Research Psychologist
	72A	Nuclear Medicine Science Officer
	72B	Entomologist
	72C	Audiologist
	72D	Environmental Science & Engineer Officer
72E	Sanitary Engineering	

Table I.2
AOC/SI Categories Used in Deployment Data
Analyses for the Medical Service Corps

Label AOC	Included AOCs
67A	67A, 70A, 70B, 70C, 70D, 70E, 70F, 70H, 70K
67B	67B, 71A, 71B, 71E, 71F
67C	67C, 72A, 72B, 72C, 72D
67D	67D, 73A, 73B
67E	67E
67F	67F
67G	67G
67J	67J

Figure I.1
Percentage of Personnel-Time Deployed by Medical Service Corps Category, by Quarter (PROFIS and Organic)

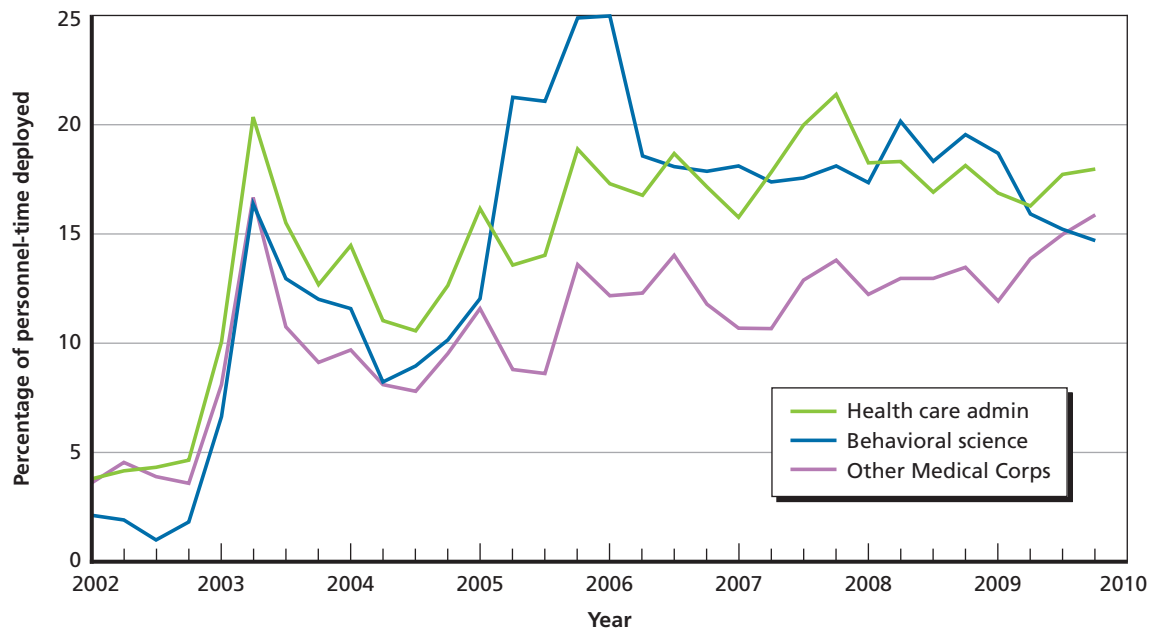
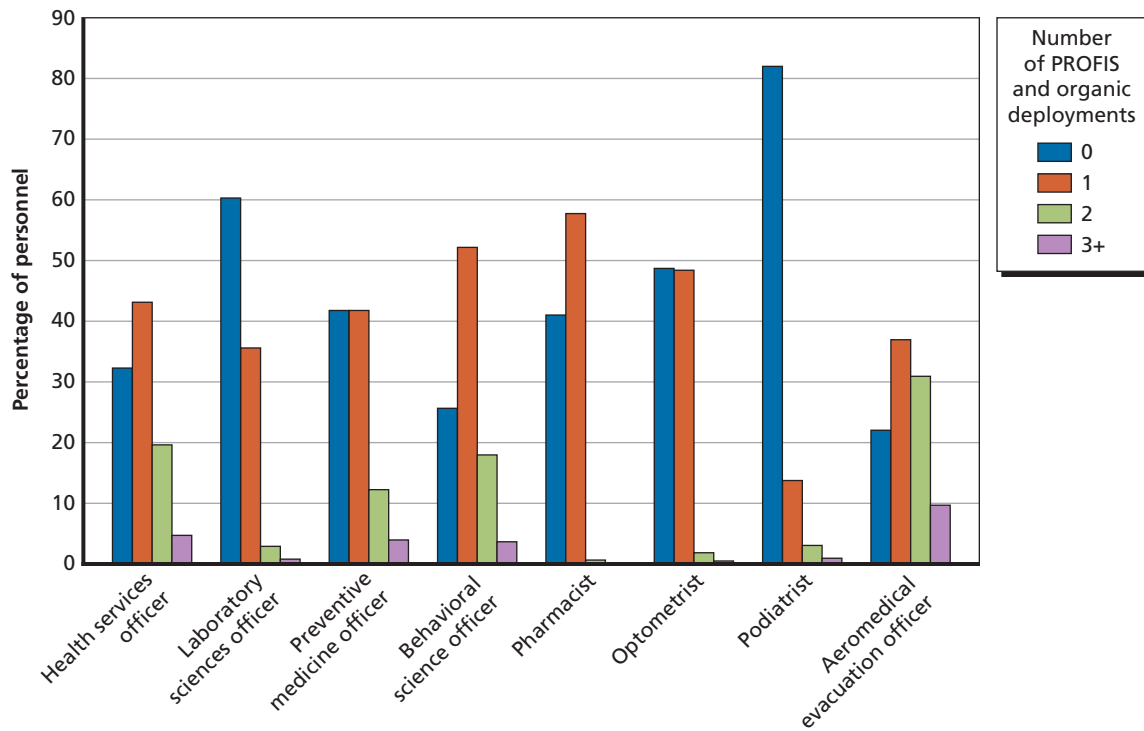
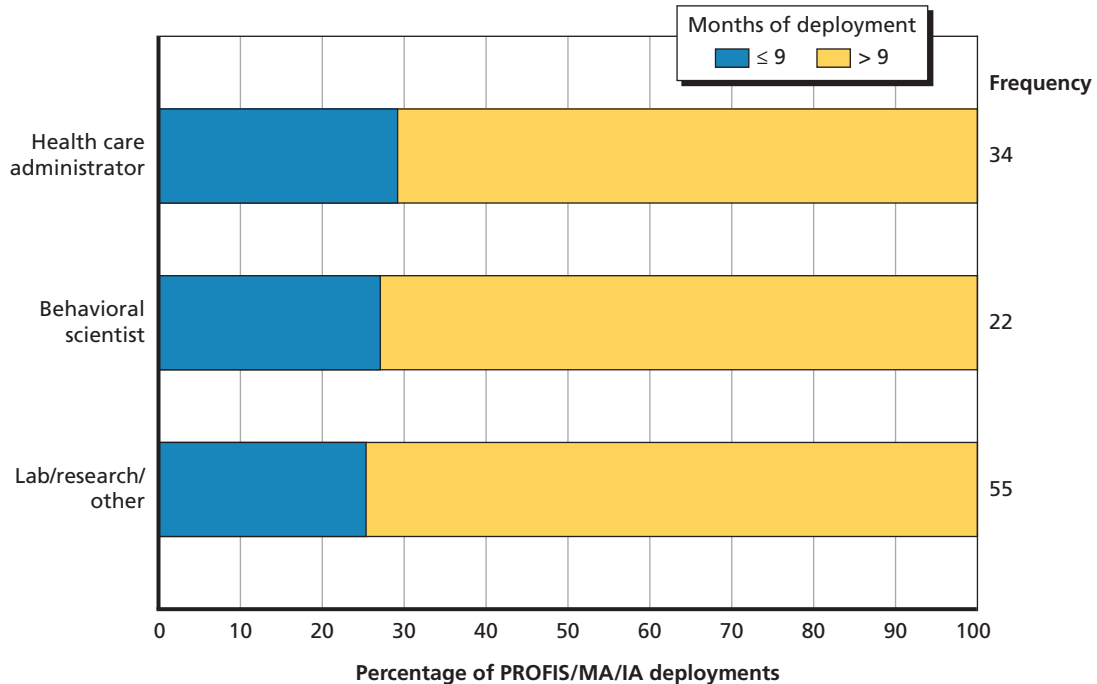


Figure I.2
Number of Deployments (PROFIS and Organic) per Individual, by Medical Service Corps Category, for Personnel in the Army in December 2009



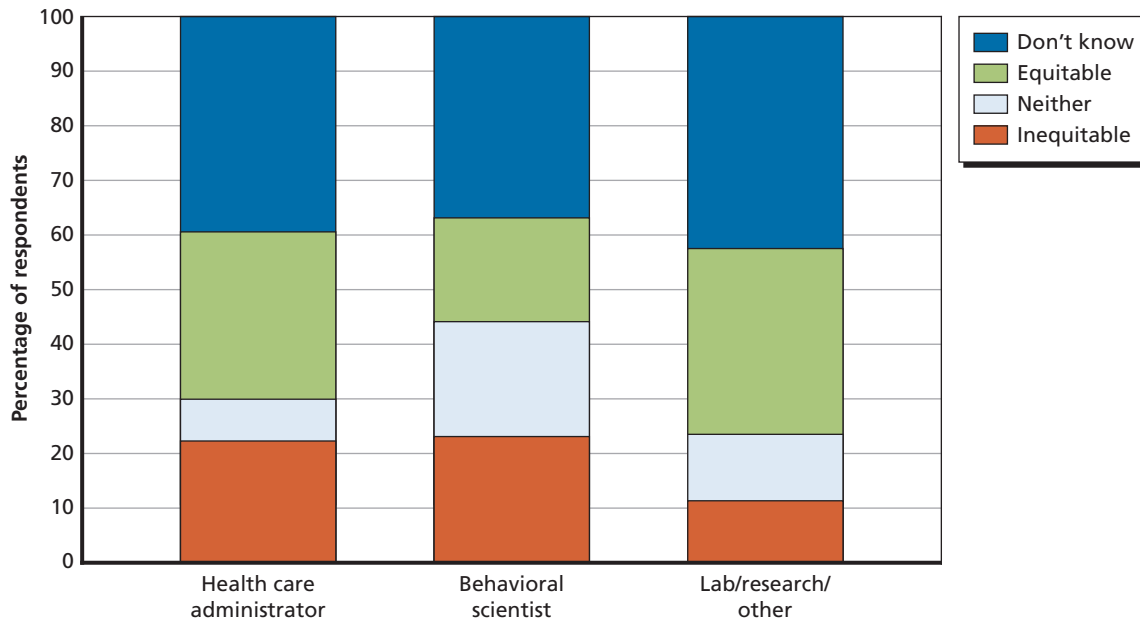
RAND TR1227-I.2

Figure I.3
Percentage of PROFIS Deployments Starting in 2009 That Were Less Than or Equal to Nine Months or Greater Than Nine Months in Duration by Medical Service Corps Category



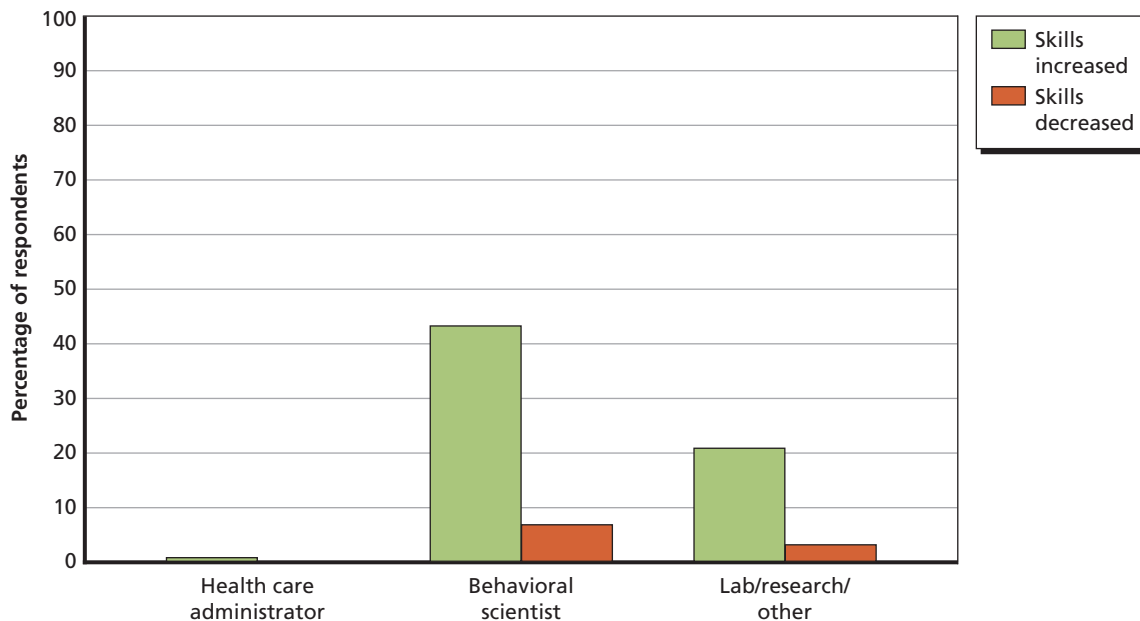
RAND TR1227-I.3

Figure I.4
Views of Medical Service Corps Personnel on Equity of PROFIS



RAND TR1227-I.4

Figure I.5
Impact of Deployment on Medical Service Corps Personnel Clinical Skills

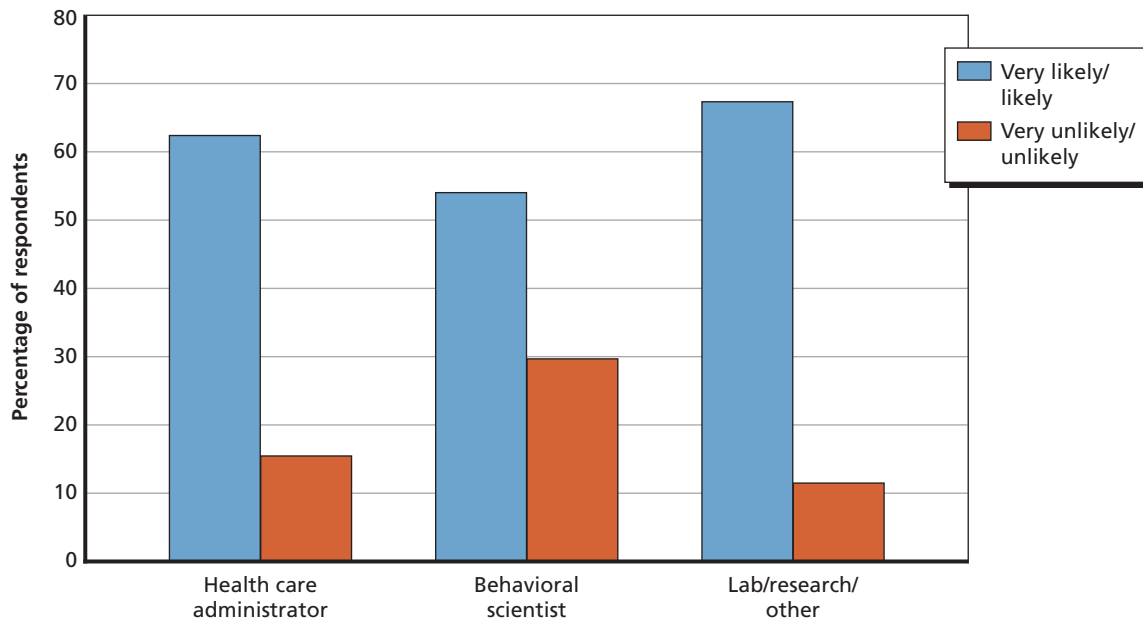


RAND TR1227-I.5

Table I.3
Impact of Deployment on Medical Service Corps Personnel’s Leadership Skills

	Health Care Admin	Behavioral Scientist	Lab/Research/ Other
Skills greatly increased	41.6	24.5	30.1
Skills increased	48.5	59.3	49.1
Skills neither increased nor decreased	7.9	12.8	16.2
Skills decreased	1.2	3.4	1.2
Skills greatly decreased	0.8	.	3.3

Figure I.6
Intentions of Medical Service Corps Personnel to Remain on Active Duty After Their Current Service Obligation Ends



Corps-Specific Analyses: Enlisted Corps

This appendix shows the extent to which there is within-corps variation for the Enlisted Corps for a subset of the results presented in Chapter Four. We present results separately for health care specialists (68W) and all other enlisted corps specialties. For number of deployments, we present each AOC separately (Table J.2). The figures and tables from Chapter Four for which we present this drilldown are

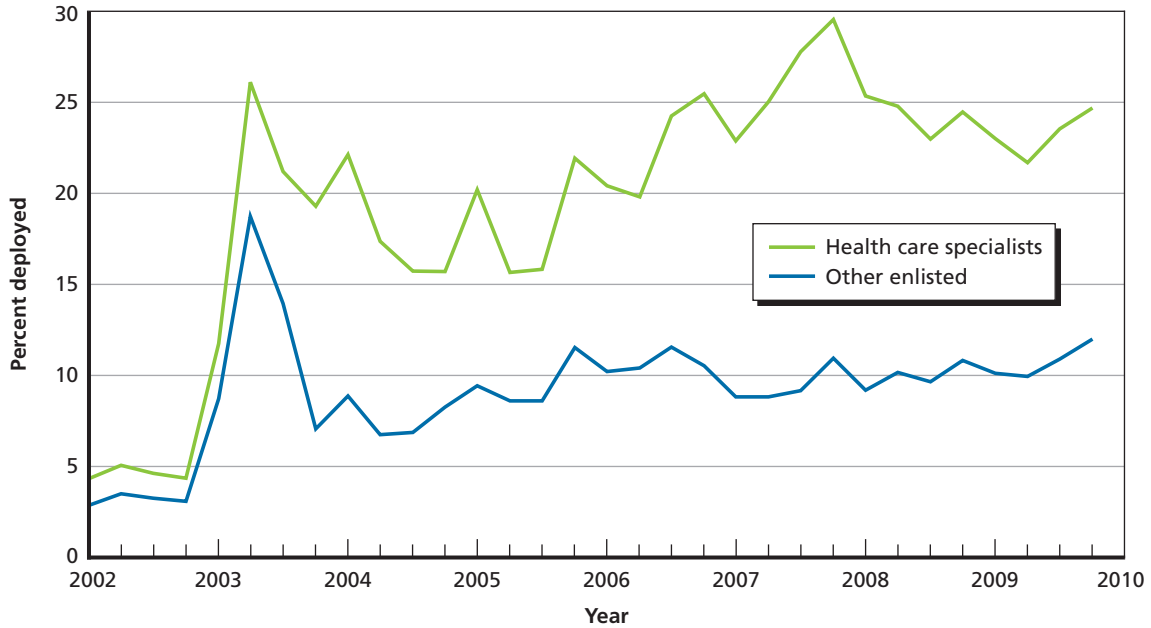
- Figure 4.1. Percentage of Personnel-Time Deployed, by Corps and Quarter (PROFIS and Organic) (Figure J.1)
- Figure 4.3. Number of Deployments (PROFIS and Organic) per Individual, by Corps, for Personnel in the Army in December 2009 (Figure J.2)
- Figure 4.4. Percentage of PROFIS Deployments Starting in 2009 That Were Less Than or Equal to Nine Months and Greater Than Nine Months in Duration by Corps (Figure J.3)
- Figure 4.5. Views of Personnel on Equity of PROFIS (Figure J.4)
- Figure 4.14. Impact of Deployment on Clinical and Surgical Skills (Figure J.5)
- Table 4.3. Impact of Deployment on Leadership Skills (Table J.2)
- Figure 4.16. Intentions of Health Care Professionals to Remain on Active Duty After Their Current Service Obligation Ends (Figure J.6)

Please refer to Chapter Three for a description of the analytic methods.

Table J.1
MOS Categories Used in Number of
Deployment Data Analyses for the
Enlisted Corps

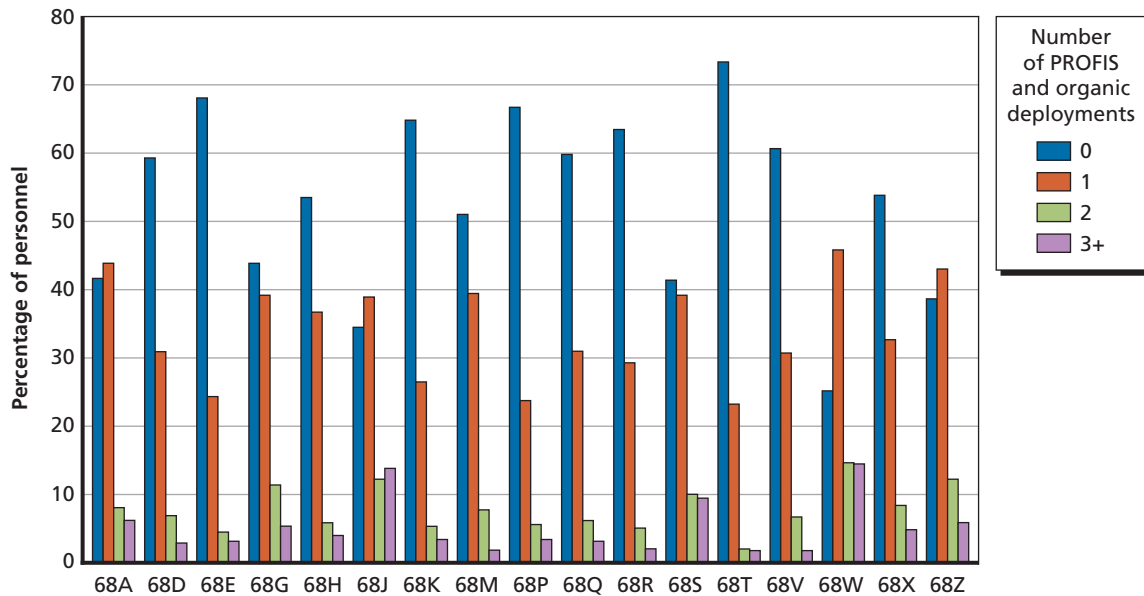
MOS	Title
68A	Biomedical Equipment Specialist
68D	Operating Room Specialist
68E	Dental Specialist
68G	Patient Administration Specialist
68H	Optical Laboratory Specialist
68J	Medical Logistics Specialist
68K	Medical Laboratory Specialist
68M	Nutrition Care Specialist
68P	Radiology Specialist
68Q	Pharmacy Specialist
68R	Veterinary Food Inspection Specialist
68T	Animal Care Specialist
68P	Radiology Specialist
68S	Preventive Medicine Specialist
68V	Respiratory Specialist
68W	Health Care Specialist
68X	Mental Health Specialist
68Z	Chief Medical NCO

Figure J.1
Percentage of Personnel-Time Deployed by Enlisted Corps Categories, by Quarter (PROFIS and Organic)



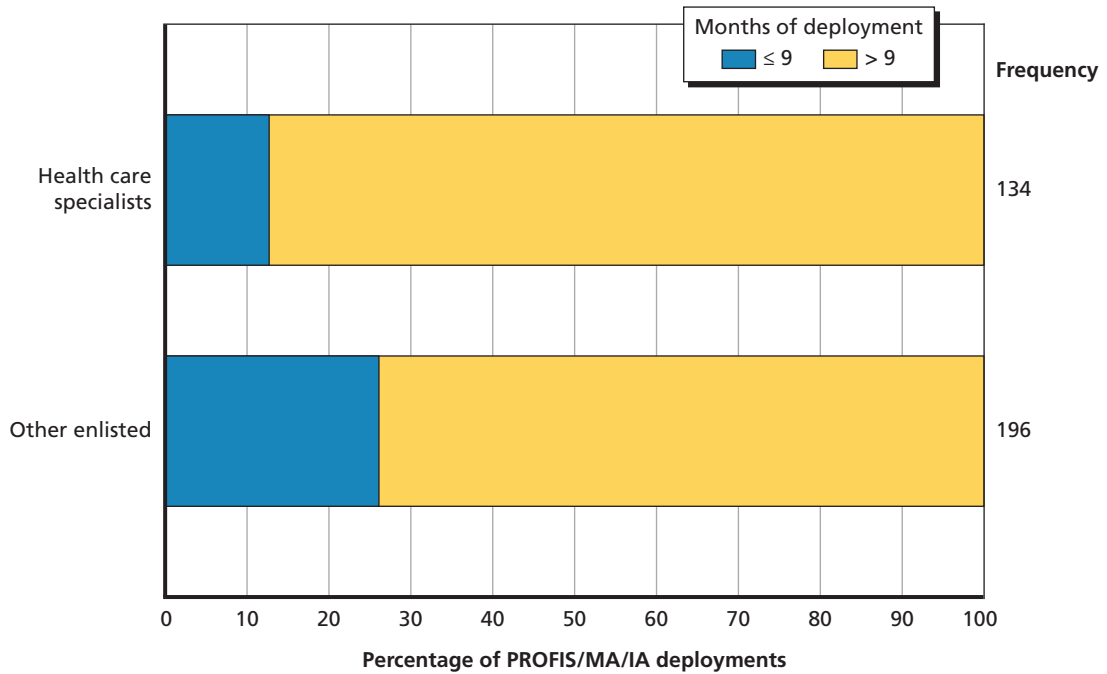
RAND TR1277-J.1

Figure J.2
Number of Deployments (PROFIS and Organic) per Individual, by Enlisted Corps MOS, for Personnel in the Army in December 2009



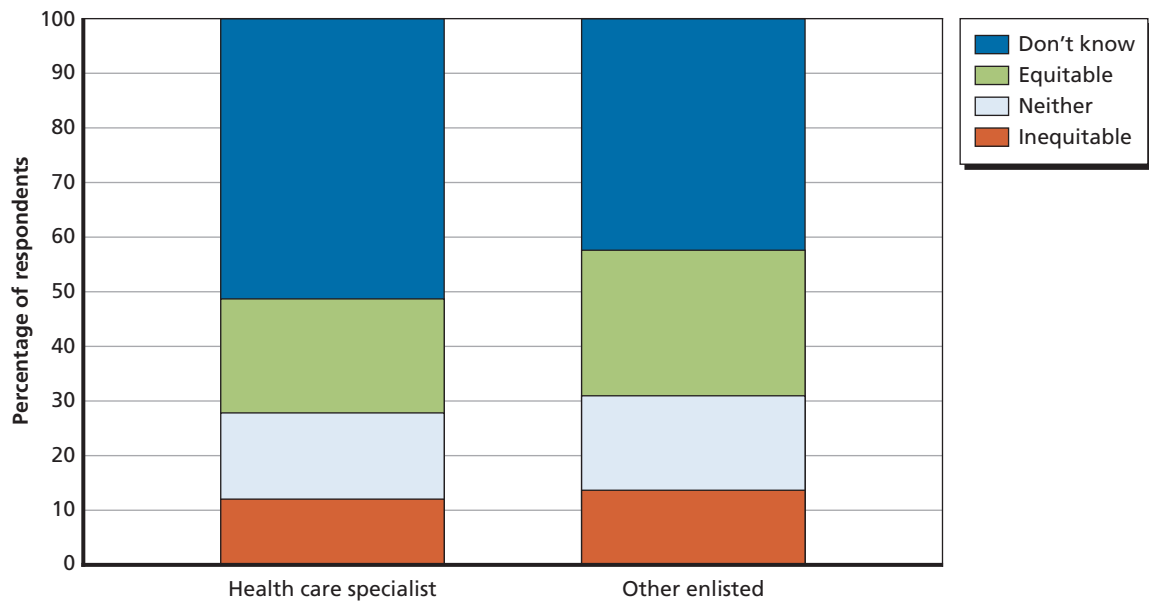
RAND TR1227-J.2

Figure J.3
Percentage of PROFIS Deployments Starting in 2009 That Were Less Than or Equal to Nine Months or Greater Than Nine Months in Duration by Enlisted Corps Categories



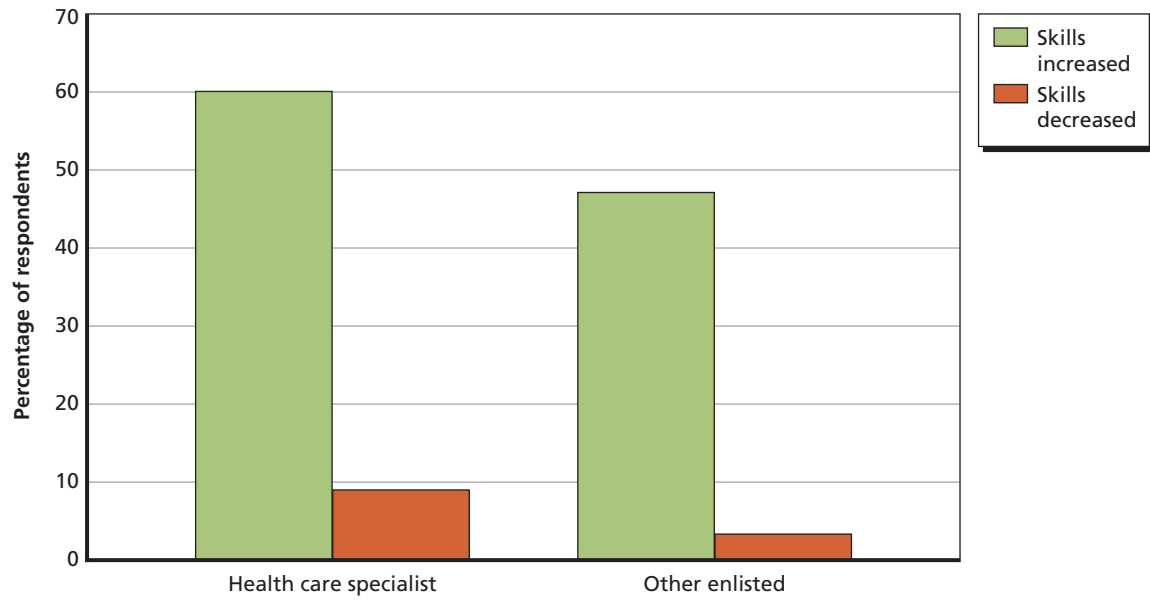
RAND TR1227-J.3

Figure J.4
Views of Enlisted Corps Personnel on Equity of PROFIS



RAND TR1227-J.4

Figure J.5
Impact of Deployment on Enlisted Corps Personnel's Clinical Skills

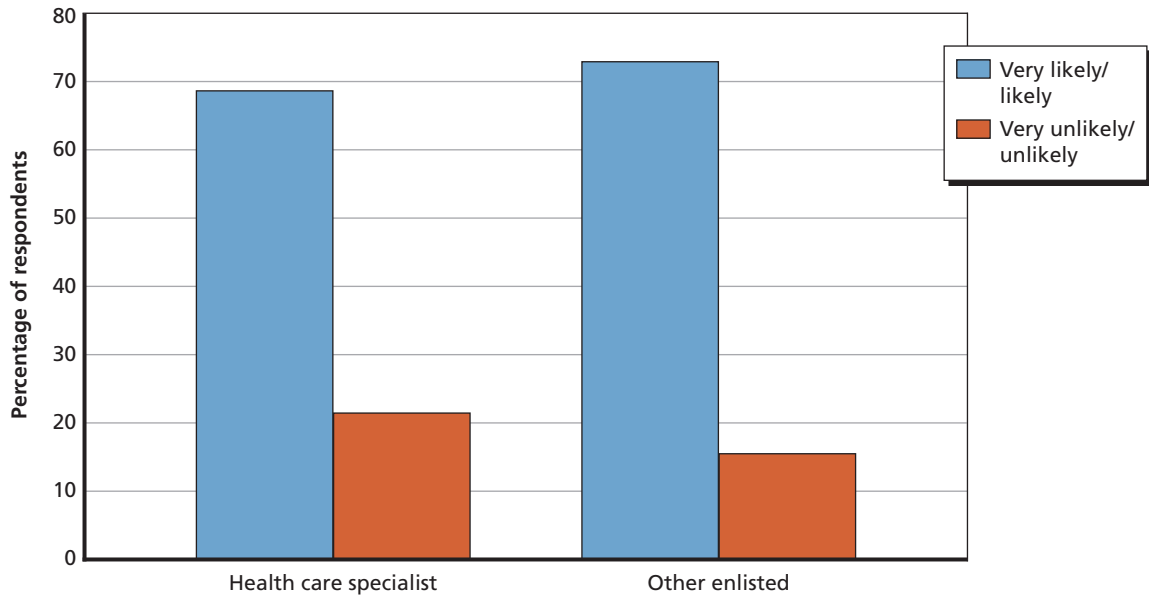


RAND TR1227-J.5

Table J.2
Impact of Deployment on Enlisted Corps Personnel's Leadership Skills

	Health Care Specialist	Other
Skills greatly increased	32.3	44.8
Skills increased	61.1	43.4
Skills neither increased nor decreased	6.0	9.8
Skills decreased	0.5	2.1
Skills greatly decreased	0.0	0.0

Figure J.6
Intentions of Enlisted Corps Personnel to Remain on Active Duty After Their Current Service Obligation Ends



Detailed Survey Results

This appendix presents more detailed results from our survey of AMEDD personnel than those presented in Chapter Four. Here we primarily present results at the corps level.

Characteristics of Most Recent Deployment

Table K.1
Was Last Deployment PROFIS or Organic? (number and % respondents who have deployed at least once since September 11, 2001)

		Medical Corps	Nurse Corps	Medical Specialist Corps	Dental Corps	Veterinary Corps	Medical Service Corps	Enlisted Corps
PROFIS	N	484	284	51	45	29	91	39
	%	77.5	78.4	35.9	63.3	58.5	22.1	19.4
Organic	N	127	78	93	26	23	204	153
	%	22.5	21.6	64.1	36.7	41.5	77.9	80.6

Table K.2
Type of Unit on Last Deployment, by Corps (% respondents who have deployed at least once since September 11, 2001)

Percentage Reported	Medical Corps	Nurse Corps	Medical Specialist Corps	Dental Corps	Veterinary Corps	Medical Service Corps	Enlisted Corps
Combat support hospital	29.3	70.2	8.8	19.7	4.5	10.3	19.0
Forward surgical team (FST)	6.0	7.8	1.9	1.6	0.0	0.4	2.2
Corps, division, brigade other than CSH/FST	20.3	7.8	28.3	30.4	13.1	34.5	26.7
Battalion	27.1	3.7	43.6	10.6	15.4	24.4	35.1
Joint/multicomponent unit	7.9	2.8	5.9	9.8	16.8	8.2	3.7
Other	9.5	7.7	11.5	27.8	50.2	22.2	13.3

Table K.3
Rank Mismatch on Last Deployment, by Corps (rank requirement of position during deployment compared with rank of individual filling position; % respondents who have deployed at least once since September 11, 2001)

Percentage Reported	Medical Corps	Nurse Corps	Medical Specialist Corps	Dental Corps	Veterinary Corps	Medical Service Corps	Enlisted Corps
3–4 ranks above	0.7	0.7	0.0	2.9	0.0	0.6	3.0
1–2 ranks above	14.9	17.1	18.2	12.0	12.1	32.8	49.0
Equal to your rank	55.0	68.5	65.0	58.2	81.7	57.5	42.5
1 rank below	11.7	2.6	7.0	8.0	3.3	3.7	4.4
2–4 ranks below	8.1	3.3	3.5	6.4	1.5	1.0	0.3
Other	1.3	1.7	4.4	2.1	0.0	1.8	0.3
Don't know	8.3	6.1	1.9	10.4	1.4	2.6	0.5

Table K.4
Length of Most Recent Deployment (% respondents who have deployed at least once since September 11, 2001)

Percentage Reported	Medical Corps	Nurse Corps	Medical Specialist Corps	Dental Corps	Veterinary Corps	Medical Service Corps	Enlisted Corps
Most recent deployment was ≤9 months	65.8	50.3	34.3	70.6	54.5	22.8	15.0
Most recent deployment was >9 months	34.2	49.7	65.7	29.4	45.5	77.2	85.0
Months away from your permanent duty station (mean)	8.1	9.0	9.5	6.7	8.4	9.2	10.4
Percent with deployments longer than expected	25.5	25.5	31.8	11.1	13.5	23.0	31.5
Percent requesting an exception to policy	8.9						
Percent with exception to policy approved (for those requested)	44.0						

Table K.5
Length of Most Recent Deployment by PROFIS/Organic, by Corps (% respondents who have deployed at least once since September 11, 2001)

Percentage Reported	Medical Corps	Nurse Corps	Medical Specialist Corps	Dental Corps	Veterinary Corps	Medical Service Corps	Enlisted Corps
PROFIS							
Most recent deployment was ≤9 months	73.6	57.6	33.7	92.6	58.6	34.1	21.4
Most recent deployment was >9 months	26.4	42.4	66.3	7.4	41.4	65.9	78.6
Organic							
Most recent deployment was ≤9 months	38.4	22.7	34.1	31.4	48.6	19.8	13.5
Most recent deployment was >9 months	61.6	77.3	65.9	68.6	51.4	80.2	86.5

Preparation for Deployment

Table K.6
Timing of Notification of Deployment and Satisfaction with Notification for Most Recent Deployment (% respondents who most recently deployed as PROFIS)

Percentage Reported	Medical Corps	Nurse Corps	Medical Specialist Corps	Dental Corps	Veterinary Corps	Medical Service Corps	Enlisted Corps
Initial Notification							
More than 6 months	13.1	13.5	15.7	20.0	27.6	9.4	17.9
3–6 months	37.2	37.6	35.3	37.8	20.7	41.2	46.2
1–2 months	31.3	25.9	27.5	33.3	31.0	25.5	25.6
Less than 1 month	18.4	23.0	21.6	8.9	20.7	23.9	10.3
Receipt of official orders							
More than 6 months	0.5	0.4	0.0	0.0	3.6	1.8	2.6
3–6 months	6.7	11.4	9.8	6.7	7.1	12.9	7.7
1–2 months	39.5	38.1	41.2	48.9	35.7	35.8	51.3
Less than 1 month	53.4	50.2	49.0	44.4	53.6	49.5	38.5
Satisfaction with time between notification and deployment							
Satisfied or very satisfied	58.3	59.8	56.9	68.9	72.4	60.3	66.7
Neither satisfied nor dissatisfied	17.2	19.9	29.4	15.6	10.3	13.2	17.9
Dissatisfied or very dissatisfied	24.5	20.3	13.7	15.6	17.2	26.6	15.4
Satisfaction with time between receipt of your official orders and your deployment							
Satisfied or very satisfied	39.4	30.5	27.5	17.8	17.9	39.8	20.5
Neither satisfied nor dissatisfied	24.0	27.3	29.4	22.2	21.4	12.9	33.3
Dissatisfied or very dissatisfied	36.6	42.2	43.1	60.0	60.7	47.3	46.2
Satisfaction with how lead time up to deployment was handled by your permanent duty station							
Satisfied or very satisfied	41.7	44.6	60	64.4	50.0	51.4	51.3
Neither satisfied nor dissatisfied	19.7	24.6	18.0	15.6	17.9	19.0	20.5
Dissatisfied or very dissatisfied	38.6	30.7	22	20.0	32.1	29.6	28.2
Satisfaction with how lead time up to deployment was handled by the unit with which deployed?							
Satisfied or very satisfied	40.3	47.7	49.0	61.4	48.3	52.4	56.4
Neither satisfied nor dissatisfied	22.6	24.9	15.7	11.4	27.6	20.5	20.5
Dissatisfied or very dissatisfied	33.4	26.3	33.3	27.3	20.7	24.1	23.1
Not applicable	3.7	1.1	2.0	0.0	3.4	3.0	0.0

Table K.7
Cross-Tabulation Between Satisfaction and Timing of Notification and Receipt of Official Orders for Most Recent Deployment (% respondents who most recently deployed as PROFIS)

Percentage Reported	All Corps
Timing of and Satisfaction with notification	
Percent satisfied/very satisfied with notification timing, by timing of notification	
3 months in advance	77.9
1–2 months in advance	53.3
<1 month in advance	17.7
Percent dissatisfied/very dissatisfied with notification timing, by timing of notification	
3 months in advance	5.3
1–2 months in advance	25.9
<1 month in advance	59.0
Timing of and satisfaction with official orders	
Percent satisfied/very satisfied with timing of official orders, by timing of official orders	
3 months in advance	93.9
1–2 months in advance	55.2
<1 month in advance	18.8
Percent dissatisfied/very dissatisfied with timing of official orders, by timing of official orders	
3 months in advance	0.5
1–2 months in advance	8.9
<1 month in advance	57.2
Timing of notification and satisfaction with how the lead time was handled by your permanent duty station	
Percent satisfied/very satisfied with how the lead time handled by your permanent duty station, by timing of notification	
3 months in advance	52.5
1–2 months in advance	36.9
<1 month in advance	27.1
Percent dissatisfied/very dissatisfied with how the lead time handled by your permanent duty station, by timing of notification	
3 months in advance	22.8
1–2 months in advance	39.6
<1 month in advance	51.7
Timing of notification and satisfaction with how the lead time was handled by the unit with which you deployed	
Percent satisfied/very satisfied with how lead time was handled by the unit with which s/he deployed	
3 months in advance	58.4
1–2 months in advance	42.7
<1 month in advance	33.1
Percent dissatisfied/very dissatisfied with how lead time was handled by the unit with which s/he deployed	
3 months in advance	23.7
1–2 months in advance	33.2
<1 month in advance	41.5

Table K.8
Importance of PROFIS Personnel Participating in Training for Most Recent Deployment (% responses from personnel who deployed most recently in an organic position)

Percentage Reported	Medical Corps	Nurse Corps	Medical Specialist Corps	Dental Corps	Veterinary Corps	Medical Service Corps	Enlisted Corps
Predeployment culminating training exercises							
Important or very important	49.6	69.2	60.2	42.3	52.2	64.1	51.0
Unimportant or very unimportant	11.1	5.1	4.3	7.7	4.3	5.0	5.9
Predeployment clinical training							
Important or very important	45.5	59.0	55.9	38.5	39.1	56.8	47.1
Unimportant or very unimportant	8.7	10.3	4.3	11.5	8.7	7.7	5.2
Predeployment soldier training							
Important or very important	45.2	74.4	59.1	50.0	65.2	64.2	52.3
Unimportant or very unimportant	12.0	9.0	4.3	3.8	4.3	6.1	9.8

Table K.9
Importance of Training for Integration (% responses from personnel who deployed most recently in a PROFIS position)

Percentage Reported	Medical Corps	Nurse Corps	Medical Specialist Corps	Dental Corps	Veterinary Corps	Medical Service Corps	Enlisted Corps
Culminating training exercises for integrating with your deploying unit							
Important or very important	74.2	74.7	73.1	71.4	84.6	80.7	71.0
Unimportant or very unimportant	30.1	50.1	51.7	58.3	44.0	62.6	62.7
Predeployment soldier training for integrating with your deploying unit							
Important or very important	9.5	6.9	10.4	*	*	4.0	8.0
Unimportant or very unimportant	46.8	24.9	23.1	*	*	17.6	10.9

* Too few respondents to report

Table K.10
Importance of Training to Ability to Perform Duties (% respondents who have deployed at least once since September 11, 2001)

Percentage Reported	Medical Corps	Nurse Corps	Medical Specialist Corps	Dental Corps	Veterinary Corps	Medical Service Corps	Enlisted Corps
Trauma Course (ATLS, TNCC, ATCN, TCCC)							
Very important/important	79.9	88.4	91.1	70.0	*	73.1	84.9
Neither	9.7	8.4	7.5	22.1	*	10.9	13.7
Very unimportant/unimportant	10.5	3.2	1.4	7.9		16.0	1.4
Emergency War Surgery Course							
Very important/important	64.4	67.6	*	*	*	55.2	47.7
Neither	11.2	23.8	*	*	*	20.3	51.2
Very unimportant/unimportant	24.4	8.6	*	*	*	24.5	1.2
Joint Force Combat Trauma Management Course							
Very important/important	64.1	84.2	*	*	*	55.4	59.3
Neither	12.4	4.6	*	*	*	17.7	39.6
Very unimportant/unimportant	23.5	11.2	*	*	*	26.9	1.1
Army Trauma Training Center Rotation							
Very important/important	56.7	87.0	*	*	*	61.5	55.5
Neither	13.0	9.7	*	*	*	14.1	43.3
Very unimportant/unimportant	30.3	3.4	*	*	*	24.4	1.1
Joint Enroute Care Course							
Very important/important	38.2	78.8	*	*	*	52.1	57.8
Neither	29.6	13.4	*	*	8.0	23.9	40.1
Very unimportant/unimportant	32.2	7.7	*	*		24.0	2.0

* Too few respondents to report

Table K.11
Importance of Soldier/Predeployment Training to Ability to Perform Soldier Duties (% respondents who have deployed at least once since September 11, 2001)

Percentage Reported	Medical Corps	Nurse Corps	Medical Specialist Corps	Dental Corps	Veterinary Corps	Medical Service Corps	Enlisted Corps
Very important/important	32.5	58.1	56.3	60.4	44.3	68.5	73.3
Neither	24.2	21.4	21.0	19.7	32.7	14.7	14.9
Very unimportant/unimportant	43.3	20.6	22.7	19.9	23.0	16.8	11.8

Skills and Deployment

Table K.12
Skill Match and Preparation for Duties During Most Recent Deployment (% respondents who have deployed at least once since September 11, 2001)

Percentage Reported	Medical Corps	Nurse Corps	Medical Specialist Corps	Dental Corps	Veterinary Corps	Medical Service Corps	Enlisted Corps
How well prepared for clinical duties							
Well/very well	76.3	81.9	79.9	85.0	73.2	25.2	61.4
Neither well nor poorly	12.3	11.1	9.2	9.1	11.8	2.7	10.2
Poorly/very poorly	8.6	2.5	1.4	.	1.4	2.2	14.0
NA	0.7	1.2	2.7	5.9	13.6	69.9	14.3
What percentage of duties were within primary specialty							
0–20%	37.4	11.8	7.4	10.3	22.8	12.4	8.0
21–40%	9.6	8.4	3.8	8.6	10.3	5.8	6.9
41–60%	7.9	7.0	8.7	5.3	19.8	7.8	12.2
61–80%	12.9	15.2	18.7	11.1	16.7	14.1	20.5
81–100%	32.2	57.5	61.4	64.7	30.3	59.9	52.4
How well prepared for soldier duties							
Well/very well	62.1	76.7	84.5	75.5	67.6	87.1	88.4
Neither well nor poorly	25.1	17.0	13.2	19.8	25.3	8.7	6.6
Poorly/very poorly	12.8	6.3	2.3	4.7	7.0	4.2	4.9

Table K.13
Cross Tabulation of Preparedness for Clinical Duties and Percentage of Duties
within Primary Specialty During Most Recent Deployment (% respondents who
have deployed at least once since September 11, 2001)

Percentage Reported	Medical Corps	Nurse Corps	Medical Specialist Corps	Dental Corps	Veterinary Corps	Medical Service Corps	Enlisted Corps
Well/very well							
0–20%	29.2	8.5	5.7	5.2	21.5	9.5	8.3
21–40%	9.5	7.5	4.7	6.4	14.1	6.0	4.7
41–60%	7.3	6.5	8.4	6.2	15.4	7.2	12.3
61–80%	14.8	15.5	19.0	9.4	9.5	19.9	18.2
81–100%	39.2	62.0	62.2	72.7	39.4	57.4	56.5
Neither well nor poorly							
0–20%	56.1	17.6	*	*	*	*	14.9
21–40%	13.0	15.0	*	*	*	*	13.5
41–60%	13.9	10.4	*	*	*	*	11.8
61–80%	7.8	14.6	*	*	*	*	28.7
81–100%	9.3	42.4	*	*	*	*	31.1
Poorly/very poorly							
0–20%	76.2	*	*	*	*	*	*
21–40%	8.8	*	*	*	*	*	*
41–60%	7.7	*	*	*	*	*	*
61–80%	3.9	*	*	*	*	*	*
81–100%	3.3	*	*	*	*	*	*

* Too few respondents to report

Table K.14
Cross Tabulation of Clinical/Surgical/Procedural Skill Loss and Percentage of Duties Within Primary Specialty During Most Recent Deployment (% respondents who have deployed at least once since September 11, 2001)

Percentage Reported	Medical Corps	Nurse Corps	Medical Specialist Corps	Dental Corps	Veterinary Corps	Medical Service Corps	Enlisted Corps
Any clinical/procedural skill loss							
0–20%	47.9	17.9	16.1	*	*	*	*
21–40%	10.4	20.1	.	*	*	*	*
41–60%	7.2	10.5	7.2	8	*	*	*
61–80%	11.5	17.0	23.5	8	*	*	*
81–100%	23.1	34.5	53.1	*	*	*	*
No clinical/procedural skill loss							
0–20%	24.5	10.4	3.9	6.4	20.1	10.8	7.6
21–40%	8.7	7.3	5.4	4.1	11.7	10.6	7.3
41–60%	8.5	6.1	8.6	3.5	16.2	3.8	14.4
61–80%	15.3	15.5	18.4	14.5	16.5	14.1	19.4
81–100%	43.0	60.7	63.8	71.6	35.5	60.6	51.3

* Too few respondents to report

Table K.15
Impact of Most Recent Deployment on Clinical and Surgical Skills by Corps (% respondents who have deployed at least once since September 11, 2001)

Percentage Reported	Medical Corps	Nurse Corps	Medical Specialist Corps	Dental Corps	Veterinary Corps	Medical Service Corps	Enlisted Corps
Clinical skills							
Skills greatly increased/increased	12.8	46	29.1	28.1	12.5	10	55.8
Skills neither increased nor decreased	31.5	34.3	43.5	48.4	59.5	10.7	15.3
Skills decreased/greatly decreased	50.4	12.2	15.6	17	10.6	1.4	7.1
Not applicable	5.3	7.6	11.7	6.5	17.3	77.9	21.9
Surgical skills							
Skills greatly increased/increased	11.6	38	26.5	39	13.1	2.9	
Skills neither increased nor decreased	31.0	29.8	27.3	43.9	46.7	4.2	
Skills decreased/greatly decreased	39.1	6.8	10.9	9	19.8	0.1	
Not applicable	18.4	25.3	35.3	8.1	20.3	92.8	

Table K.16
Impact of Most Recent Deployment on Leadership Skills, by Corps (% respondents who have deployed at least once since September 11, 2001)

Percentage Reported	Medical Corps	Nurse Corps	Medical Specialist Corps	Dental Corps	Veterinary Corps	Medical Service Corps	Enlisted Corps
Skills greatly increased/increased	57.2	72.7	69.7	66.7	66.6	86.2	91.7
Skills neither increased nor decreased	27.5	22.4	24.2	28.3	29.3	10.9	7.3
Skills decreased/greatly decreased	15.3	4.9	6.1	4.9	4.1	2.9	1.0

Table K.17
How Those with Skill Loss Occurring During Most Recent Deployment Regained Clinical Skills, by Corps (% respondents who have deployed at least once since September 11, 2001, and experienced skills degradation at most recent deployment)

Percentage Reported	Medical Corps	Nurse Corps	Medical Specialist Corps	Dental Corps	Veterinary Corps	Medical Service Corps	Enlisted Corps
Utilized simulator training, went to another medical facility for training	10.3	5.8	3.7	*	*	*	*
Shadowed another qualified provider or received supervision from another provider	26.6	46.4	3.4	*	*	*	*
Gradually built up case load, starting with easier cases	59.3	54.0	45.8	*	*	*	*

* Too few respondents to report

Table K.18
How Long Did It Take to Get Back to Predeployment Level of Clinical Skills, by Corps (% respondents who have deployed at least once since September 11, 2001, and experienced skills degradation at most recent deployment)

Percentage Reported	Medical Corps	Nurse Corps	Medical Specialist Corps	Dental Corps	Veterinary Corps	Medical Service Corps	Enlisted Corps
1–3 months	52.7	68.2	68.2	*	*	*	*
4–6 months	31.5	22.7	22.7	*	*	*	*
7–9 months	6.1	4.5	0.0	*	*	*	*
10 months or more	9.7	4.5	9.0	*	*	*	*

* Too few respondents to report

Table K.19
Perceived Longest Potential Deployment That Would Not Significantly Affect Clinical Skills, by Corps (% respondents who have deployed at least once since September 11, 2001, and experienced skills degradation at most recent deployment)

Percentage Reported	Medical Corps	Nurse Corps	Medical Specialist Corps	Dental Corps	Veterinary Corps	Medical Service Corps
1–3 months	31.7	20.5	9.1	*	*	*
4–6 months	58.7	52.3	59.1	*	*	*
7–9 months	5.0	13.6	18.2	*	*	*
10–12 months	2.5	9.1	9.1	*	*	*
More than 12 months	2.1	4.5	4.5	*	*	*

* Too few respondents to report

Support to Family While Deployed

Table K.20
Satisfaction with Support Provided to Family While on Deployment (% respondents who have deployed at least once since September 11, 2001)

Percentage Reported	Medical Corps	Nurse Corps	Medical Specialist Corps	Dental Corps	Veterinary Corps	Medical Service Corps	Enlisted Corps
Deployed in PROFIS position							
Very satisfied/satisfied	31.5	38.0	30.6	38.1	34.8	42.9	53.1
Neither satisfied nor dissatisfied	26.2	20.6	23.8	17.1	29.3	12.7	19.2
Very dissatisfied/dissatisfied	34.4	30.5	24.7	33.2	17.9	27.5	16.3
NA	8.0	10.9	20.8	11.7	18.0	16.8	11.5
Deployed in organic position							
Very satisfied/satisfied	58.4	46.8	49.8	38.3	47.8	59.4	41.1
Neither satisfied nor dissatisfied	22.9	28.4	26.3	32.5	10.1	20.7	26.6
Very dissatisfied/dissatisfied	15.4	11.4	14.0	20.5	8.0	11.3	19.9
NA	3.3	13.3	9.9	8.7	34.0	8.6	12.4

Redeployment Experience

Table K.21

How Long Redeployed at Deploying Unit Home Station Before Returning to your Permanent Duty Station (% respondents who have deployed at least once since September 11, 2001)

Percentage Reported	Medical Corps	Nurse Corps	Medical Specialist Corps	Dental Corps	Veterinary Corps	Medical Service Corps	Enlisted Corps
Immediately returned to my permanent duty station	40.2	34.7	59.7	45.8	52.4	74.2	67.4
Less than 1 week	39.4	41.3	27.2	33.0	27.4	13.8	14.9
Less than 1 month	14.5	21.1	9.4	21.2	17.8	8.6	9.2
1 month or more	5.9	3	3.6	0	2.4	3.4	8.6

Table K.22

Satisfaction with Speed with Which You Returned to your Permanent Duty Station (% respondents who have deployed at least once since September 11, 2001)

Percentage Reported	Medical Corps	Nurse Corps	Medical Specialist Corps	Dental Corps	Veterinary Corps	Medical Service Corps	Enlisted Corps
Satisfied with Return Speed							
Immediately returned to my permanent duty station	76.8	73.9	69.2	83.6	90.9	80.6	61.2
Less than 1 week	80.2	78.3	79.2	82.2	*	95.3	65.7
Less than 1 month	72.1	63.2	*	*	*	75.5	82.0
1 month or more	35.4	*	*	*	*	*	*
Dissatisfied with Return Speed							
Immediately returned to my permanent duty station	4.6	6.8	2.5	0.0	4.8	2.1	5.9
Less than 1 week	8.3	8.0	7.8	14.7	*	0.8	7.1
Less than 1 month	13.7	12.2	*	*	*	15.2	2.7
1 month or more	31.7	*	*	*	*	*	*

* Too few respondents to report

Reintegration Experience

Table K.23
Satisfaction with Reintegration at Permanent Station (% respondents who have deployed at least once since September 11, 2001)

Percentage Reported	Medical Corps	Nurse Corps	Medical Specialist Corps	Dental Corps	Veterinary Corps	Medical Service Corps	Enlisted Corps
Satisfaction with reintegration							
Very Satisfied/satisfied	50.8	53.4	55.6	63.6	52.6	59.0	52.0
Neither satisfied nor dissatisfied	19.5	17.1	16.2	17.0	22.2	13.6	12.0
Very dissatisfied/dissatisfied	19.2	21.4	11.0	9.4	13.6	13.5	13.7
NA	10.5	8.2	17.1	9.9	11.6	13.9	22.3
Satisfaction that mental health needs were met							
Very satisfied/satisfied	49.0	45.8	56.8	58.0	47.6	56.1	49.4
Neither satisfied nor dissatisfied	16.8	21.5	11.5	21.5	14.7	14.4	13.0
Very dissatisfied/dissatisfied	9.5	13.2	8.0	4.4	11.2	8.3	15.8
NA	24.7	19.5	23.7	16.1	26.4	21.2	21.8
Satisfied that other personal needs were met							
Very satisfied/satisfied	54.8	54.3	59.3	58.7	57.2	63.7	55.4
Neither satisfied nor dissatisfied	17.3	20.7	11.4	21.2	8.6	12.6	12.0
Very dissatisfied/dissatisfied	9.4	12.5	8.7	8.4	14.7	9.1	16.7
NA	18.5	12.5	20.6	11.7	19.5	14.5	16.0
Satisfied that family's needs were met							
Very satisfied/satisfied	45.1	42.8	47.0	45.0	43.7	53.3	42.8
Neither satisfied nor dissatisfied	18.8	21.5	14.4	27.8	10.3	14.1	14.7
Very dissatisfied/dissatisfied	15.1	14.7	11.8	9.6	6.1	10.7	16.1
NA	21.0	21.0	26.8	17.5	39.9	22.0	26.4
Satisfied with professional skills refresher							
Very satisfied/satisfied	25.1	33.3	28.3	27.6	20.0	30.4	39.2
Neither satisfied nor dissatisfied	21.9	24.0	18.3	26.3	17.9	17.4	19.3
Very dissatisfied/dissatisfied	26.4	14.0	19.7	10.0	11.9	10.7	18.0
NA	26.6	28.6	33.7	36.0	50.1	41.4	23.4

Key Outcomes

Impact on MTF

Table K.24
Impact of Deployment on Your Department/Division, by Corps (% respondents who had others in their unit deploy from their permanent duty station)

Percentage Responded	Medical Corps	Nurse Corps	Medical Specialist Corps	Dental Corps	Veterinary Corps	Medical Service Corps	Enlisted Corps
Workload increased or significantly increased	71.6	52.9	56.0	52.1	62.8	41.8	49.2
Work hours increased or significantly increased	66.1	45.0	50.	32.8	58.9	35.1	40.3
Ability to take personal leave decreased or significantly decreased	45.8	31.0	32.2	20.2	26.0	19.6	24.9
Perception that patient access decreased or significantly decreased	54.0	15.4	44.3	44.1	27.5	23.3	19.3
Hiring of permanent staff increased or significantly increased	16.8	16.4	25.2	21.0	17.7	29.0	11.7

Table K.25
Backfill, by Corps (% respondents who had others in their unit deploy from their permanent duty station)

Percentage Reported	Medical Corps	Nurse Corps	Medical Specialist Corps	Dental Corps	Veterinary Corps	Medical Service Corps	Enlisted Corps
Percentage who reported any backfill	36.3	71.2	52.1	22.7	27.2	53.6	48.7
Percentage of deployed positions backfilled (among those with any)							
0–25%	24.6	29.0	15.4	33.3	*	17.6	25.9
26–50%	37.9	23.6	34.6	33.3	*	31.0	32.1
51–75%	19.7	24.9	19.2	4.2	*	32.3	17.3
76–100%	17.8	22.6	30.8	29.2	*	19.2	24.7
Satisfied or very satisfied with skills of backfill provider	60.8	62.6	65.4	54.1	54.6	63.5	59.8
Backfill provider integrated very well or well into the patient care team	65.3	71.2	66.7	58.3	70.0	59.5	63.0

* Too few respondents to report

Table K.26
Impact of Deployment on Your Department/Division, with and without Backfill, by Corps (% respondents who had others in their unit deploy from their permanent duty station)

Percentage Responded	Medical Corps	Nurse Corps	Medical Specialist Corps	Dental Corps	Veterinary Corps	Medical Service Corps	Enlisted Corps
Workload increased or significantly increased							
No Backfill	72.4	65.8	51.4	*	*	40.8	53.5
≤50% Backfill	66.5	45.3	65.0	*	*	48.1	50.0
>50% Backfill	51.2	48.4	47.4	*	*	32.2	36.1
Work hours increased or significantly increased							
No Backfill	67.8	57.6	46.7	*	*	31.9	40.6
≤50% Backfill	58.7	38.7	60.2	*	*	36.8	41.6
>50% Backfill	44.0	38.6	37.1	*	*	33.9	27.8
Perception that patient access decreased							
No Backfill	54.4	21.2	46.2	*	*	20.6	17.7
≤50% Backfill	51.1	13.7	51.9	*	*	30.1	19.9
>50% Backfill	39.5	8.7	32.1	*	*	24.9	11.8

NOTE: * Too few respondents to report

Perception of PROFIS

Table K.27
Perception of PROFIS Equity/Fairness, by Corps (% all respondents)

Percentage Responded	Medical Corps	Nurse Corps	Medical Specialist Corps	Dental Corps	Veterinary Corps	Medical Service Corps	Enlisted Corps
Overall							
Equitable or very equitable	21.0	34.5	24.6	43.5	30.4	31.7	24.5
Inequitable or very inequitable	34.9	20.6	24.0	12.2	9.8	19.6	14.3
Within your AOC/MOS							
Equitable or very equitable	27.8	36.5	28.0	46.3	33.3	31.0	22.6
Inequitable or very inequitable	30.5	34.0	18.9	18.4	14.7	13.3	15.7
Across all AOCs/MOSs							
Equitable or very equitable	12.4	24.0	16.0	32.9	21.8	24.7	20.5
Inequitable or very inequitable	35.9	19.8	22.9	17.1	8.9	18.0	12.1
For length of deployment							
Equitable or very equitable	21.0	50.8	24.6	61.9	37.3	28.9	25.6
Inequitable or very inequitable	41.8	13.6	26.9	10.2	11.8	25.2	15.8
For frequency of deployment							
Equitable or very equitable	20.4	36.1	24.6	52.4	32.4	28.0	20.1
Inequitable or very inequitable	36.2	19.6	24.6	10.2	12.7	19.9	15.3
For deployment assignments							
Equitable or very equitable	16.5	33.9	23.6	47.9	32.7	28.0	22.4
Inequitable or very inequitable	36.8	18.5	23.0	10.3	10.9	18.5	12.9

Retention

Table K.28
Retention, by Corps (% all respondents)

Percentage Responded	Medical Corps	Nurse Corps	Medical Specialist Corps	Dental Corps	Veterinary Corps	Medical Service Corps	Enlisted Corps
Time away (or lack thereof) from your permanent duty station somewhat or strongly increased desire to leave	30.6	17.8	28.3	15.1	17.9	14.1	18.9
Time away (or lack thereof) from your permanent duty station somewhat or strongly increased desire to stay	4.5	9.7	5.8	6.9	12.9	11.0	12.0
Spouse or significant other somewhat or strongly favors leaving	51.3	26.0	33.3	38.3	23.6	27.3	24.1
Spouse or significant other somewhat or strongly favors remaining on	25.9	42.0	41.9	37.7	37.3	49.9	47.1
Very likely or likely to stay on active duty at completion of ADSO*	31.2	62.4	46.4	52.0	51.8	65.5	-
Very unlikely or unlikely to stay on active duty at completion of ADSO*	47.0	22.9	37.8	27.7	23.6	14.6	-
Very likely or likely to serve in military 20 years**	40.9	65.6	61.5	44.9	52.8	67.8	70.7
Very unlikely or unlikely to serve in military 20 years	38.8	19.8	21.8	38.0	18.3	17.1	19.0

* Among those who have not passed ADSO

** Among those who have been on active duty for less than 20 years

Table K.29
Spouse Retention Intentions by Satisfaction with Support Provided to Family During Deployment (% respondents with families who were aware of spouse opinion on remaining or leaving military)

Percentage Reported	Medical Corps	Nurse Corps	Medical Specialist Corps	Dental Corps	Veterinary Corps	Medical Service Corps	Enlisted Corps
Spouse strongly favors staying							
Very satisfied/satisfied	54.5	46.8	57.2	50.4	*	78.7	58.2
Neither	24.8	24.3	26.4	19.8	*	14.1	18.5
Very dissatisfied/dissatisfied	20.7	28.9	16.4	29.9	*	7.2	23.3
No opinion							
Very satisfied/satisfied	42.2	51.6	*	*	*	38.2	42.1
Neither	27.2	21.6	*	*	*	43.0	47.9
Very dissatisfied/dissatisfied	30.6	26.9	*	*	*	18.8	10.0
Spouse strongly favors leaving							
Very satisfied/satisfied	33.6	38.5	44.1	36.9	*	38.7	37.4
Neither	26.8	30.8	31.0	29.9	*	24.6	36.3
Very dissatisfied/dissatisfied	39.6	30.7	24.9	33.3	*	36.8	26.3

* Too few respondents to report

Survey Regression Results

This appendix presents complete results from our regression analysis of the survey data. Results presented include parameter estimates, standard errors and significance level as indicated by asterisks. A complete description of the methods used in these analyses is presented in Chapter Three.

Table L.1
Logistic Regression Model Predicting “Overall, the PROFIS system is inequitable or very inequitable”

	Enlisted, All	Enlisted, Deployed	Officer, All	Officer, Deployed	Officer, Deployed as PROFIS	Officer, Others Deployed from MTF
Likelihood Ratio	3173.9 (16)***	1970.2 (17)***	1980.7 (24)***	783.9 (22)***	803.1 (25)***	264 (23)***
Score	3267.1 (16)***	1921.2 (17)***	1859 (24)***	772.6 (22)***	758.7 (25)***	243.6 (23)***
Wald	35.8 (16)***	13.9 (17)	232 (24)***	120.8 (22)***	134.4 (25)***	212.1 (23)***
Number of Observations	273	189	2206	1209	879	1,752
Parameter Estimates (standard errors)						
Intercept	-2.105 (0.755)***	-0.89 (0.962)	-2.098 (0.286)***	-0.854 (0.327)***	-1.012 (0.362)***	-2.179 (0.301)***
Sex (ref male)						
Female	-0.069 (0.436)	-0.515 (0.571)	-0.02 (0.146)	-0.104 (0.182)	-0.019 (0.22)	0.009 (0.151)
Marital status and dependents (ref single with kids)						
Single, no kids	-0.657 (0.964)	-1.331 (1.255)	-0.139 (0.228)	0.041 (0.298)	-0.463 (0.358)	-0.24 (0.224)
Married with kids	0.192 (0.579)	-0.024 (0.613)	0.044 (0.158)	-0.025 (0.181)	-0.106 (0.223)	-0.027 (0.151)
Separated/divorced/widowed, no kids	0.118 (0.753)	-0.035 (0.914)	-0.125 (0.287)	-0.116 (0.365)	-0.6 (0.434)	-0.352 (0.31)
Separated/divorced/widowed, with kids	0.135 (0.808)	0.458 (0.871)	0.323 (0.346)	0.613 (0.427)	0.232 (0.546)	0.4 (0.328)
Race (ref white)						
Black	0.825 (0.598)	0.282 (0.63)	-0.505 (0.235)**	-0.364 (0.297)	-0.023 (0.361)	-0.072 (0.229)
Other	0.317 (0.53)	0.409 (0.606)	0.056 (0.169)	0.23 (0.213)	0.303 (0.275)	0.029 (0.168)
Hispanic	-0.741 (0.577)	-0.83 (0.662)	-0.079 (0.246)	-0.146 (0.277)	-0.112 (0.34)	-0.12 (0.274)
Age (ref Less than 30)						
30–39 years	-0.815 (0.514)	-0.881 (0.606)	0.121 (0.23)	X	X	0.063 (0.241)
40 years or older	-0.84 (0.738)	-1.08 (0.95)	-0.037 (0.255)	X	X	-0.18 (0.264)
Enlisted Rank (ref E-2–E-4)						
E-5	0.282 (0.566)	0.22 (0.602)	X	X	X	X

Table L.1—Continued

	Enlisted, All	Enlisted, Deployed	Officer, All	Officer, Deployed	Officer, Deployed as PROFIS	Officer, Others Deployed from MTF
E-6	0.739 (0.652)	0.867 (0.718)	X	X	X	X
E-7–E-9	0.164 (0.837)	0.043 (1.042)	X	X	X	X
Number of deployments (ref no deployments)						
Deployed once or more	1.48 (0.56)***	X	1.325 (0.161)***	X	X	1.149 (0.158)***
Tier (ref Tier I)						
Tier II	–0.607 (1.092)	–0.158 (1.261)	0.212 (0.139)	X	X	X
Tier III	–1.036 (0.564)*	–0.938 (0.607)	–0.359 (0.206)*	X	X	X
Deployment length (ref less than 9 months)						
Deployment lasted more than 9 months	X	0.56 (0.657)	X	0.119 (0.156)	0.16 (0.186)	X
Type of deployment (ref organic deployment)						
Deployed in PROFIS slot	X	0.364 (0.574)	X	–0.128 (0.179)	X	X
Communication with consultant (ref communicate more than a few times a year)						
Communicate with consultant a few times per year	X	X	–0.112 (0.174)	–0.293 (0.211)	–0.329 (0.254)	–0.171 (0.167)
Communicate with consultant less than once per year	X	X	–0.335 (0.192)*	–0.398 (0.234)*	–0.234 (0.272)	–0.305 (0.186)
Satisfaction with consultant (ref satisfied)						
Neither satisfied not dissatisfied with consultant	X	X	0.28 (0.155)*	0.333 (0.187)*	0.18 (0.223)	0.377 (0.152)**
Dissatisfied with communication with consultant	X	X	1.351 (0.184)***	1.237 (0.22)***	1.065 (0.259)***	1.267 (0.183)***
Officer rank (ref O-1–O-4)						
Rank: O-5–O-9	X	X	0.402 (0.178)**	0.419 (0.152)***	0.502 (0.18)***	0.395 (0.175)**
Prior military experience	X	X	0.173 (0.133)	0.109 (0.154)	0.169 (0.185)	0.31 (0.132)**
Corps (ref Medical Corps)						

Table L.1—Continued

	Enlisted, All	Enlisted, Deployed	Officer, All	Officer, Deployed	Officer, Deployed as PROFIS	Officer, Others Deployed from MTF
Nurse Corps	X	X	-0.445 (0.178)**	-0.497 (0.204)**	-0.618 (0.246)**	-0.653 (0.176)***
Medical Specialist Corps	X	X	-0.577 (0.233)**	-0.505 (0.283)*	-0.873 (0.475)*	-0.613 (0.259)**
Dental Corps	X	X	-1.307 (0.289)***	-0.994 (0.325)***	-1.57 (0.471)***	-0.974 (0.297)***
Veterinary Corps	X	X	-0.976 (0.452)**	-1.537 (0.541)***	-1.749 (0.857)**	-1.148 (0.481)**
Medical Service Corps	X	X	-0.562 (0.198)***	-0.331 (0.323)	-0.671 (0.455)	-0.501 (0.196)**
Skills loss during deployment (ref no skill loss reported)						
Any skill loss reported	X	X	X	0.878 (0.161)***	0.874 (0.196)***	X
Timing of orders (ref 3 or more months before deployment)						
Received orders 1–2 months before deployment	X	X	X	X	-0.266 (0.21)	X
Received orders less than one month before deployment	X	X	X	X	-0.153 (0.218)	X
Satisfaction with Integration into unit (ref satisfied)						
Neither Satisfied nor Dissatisfied with Integration	X	X	X	X	0.283 (0.227)	X
Dissatisfied with Integration into unit	X	X	X	X	1.098 (0.217)***	X
Impact on MTF (ref no increase in work hours)						
Work hours increased as a result of others deploying	X	X	X	X	X	0.681 (0.127)***

NOTES: * = $p < 0.10$; ** = $p < 0.05$; *** = $p < 0.01$. X = variable was not included in the specific model.

Table L.2
Logistic Regression Model Predicting “Unlikely or very unlikely to stay on active duty at completion of ADSO”

	Officer, All	Officer, Deployed	Officer, Deployed as PROFIS	Officer, Others Deployed from MTF
Likelihood ratio	1187.72 (21)***	725.8 (19)***	538.42 (18)***	124.08 (20)***
Score	1149.31 (21)***	686.03 (19)***	503.24 (18)***	119.22 (20)***
Wald	128.63 (21)***	99.82 (19)***	72.9 (18)***	110.62 (20)***
Number of observations	1774	944	683	1436
Parameter estimates (standard errors)				
Intercept	0.47 (0.228)**	-0.353 (0.313)	0.041 (0.288)	-0.157 (0.213)
Sex (ref male)				
Female	0.312 (0.147)**	0.246 (0.215)	0.174 (0.257)	0.28 (0.142)**
Marital status and dependents (ref single with kids)				
Single, no kids	-0.397 (0.213)*	-0.14 (0.345)	0.019 (0.402)	-0.419 (0.201)**
Married with kids	-0.125 (0.153)	-0.178 (0.207)	-0.086 (0.231)	-0.13 (0.148)
Separated/divorced/ widowed, no kids	-0.15 (0.332)	0.146 (0.431)	0.875 (0.512)*	-0.276 (0.307)
Separated/divorced/ widowed, with kids	-0.431 (0.43)	0.076 (0.527)	0.7 (0.589)	-0.984 (0.437)**
Race (ref white)				
Black	-0.301 (0.256)	0.133 (0.355)	-0.34 (0.405)	-0.013 (0.242)
Other	-0.206 (0.157)	0.108 (0.228)	-0.097 (0.264)	0.014 (0.158)
Hispanic	0.216 (0.263)	0.626 (0.344)*	0.406 (0.381)	0.473 (0.262)*
Age (ref less than 30 years)				
Age: 30–39 years	-0.29 (0.196)	X	X	-0.255 (0.2)
Age: 40 years or older	-0.219 (0.252)	X	X	-0.31 (0.236)
Rank (ref O-1–O-4)				
Rank: O-5–O-9	-0.353 (0.193)*	-0.242 (0.188)	-0.406 (0.208)*	-0.193 (0.188)
Prior military experience	-0.364 (0.137)***	-0.262 (0.181)	-0.233 (0.208)	-0.164 (0.134)
Number of deployments (ref no deployments)				
Deployed once or more	0.154 (0.144)	X	X	0.123 (0.138)
Corps (ref Medical Corps)				
Nurse Corps	-1.227 (0.209)***	-1.262 (0.25)***	-1.374 (0.28)***	-0.994 (0.174)***
Medical Specialist Corps	-0.524 (0.229)**	0.338 (0.293)	-0.03 (0.468)	-0.237 (0.256)
Dental Corps	-0.294 (0.232)	-0.587 (0.349)*	-0.235 (0.411)	-0.438 (0.235)*
Veterinary Corps	-1.246 (0.387)***	-1.501 (0.528)***	-2.548 (0.873)***	-0.62 (0.363)*

Table L.2—Continued

	Officer, All	Officer, Deployed	Officer, Deployed as PROFIS	Officer, Others Deployed from MTF
Medical Service Corps	-1.82 (0.247)***	-1.047 (0.467)**	-0.948 (0.622)	-1.046 (0.235)***
Perceptions of PROFIS (ref view PROFIS as equitable or neutral)				
Perceive PROFIS overall as inequitable	0.485 (0.135)***	0.394 (0.169)**	0.548 (0.191)***	0.561 (0.136)***
Tier (ref Tier I)				
Tier II	-0.593 (0.144)***	X	X	X
Tier III	-0.145 (0.245)	X	X	X
Deployment length (ref less than 9 months)				
Deployment lasted more than 9 months	X	-0.459 (0.182)**	-0.435 (0.209)**	X
Skills loss during deployment (ref no skill loss reported)				
Any skill loss reported	X	0.497 (0.185)***	0.29 (0.217)	X
Type of Deployment (ref organic deployment)				
Deployed in PROFIS slot	X	0.337 (0.214)	X	X
Impact on MTF (ref no increase in work hours)				
Work hours increased as a result of others deploying	X	X	X	0.329 (0.126)***

NOTES: * $p < 0.10$; ** = $p < 0.05$; *** $p < 0.01$. X = variable not included in the specific model.

Table L.3
Logistic Regression Model Predicting “Unlikely to remain in the military for 20 years”

	Enlisted, All	Officer, All	Officer, Deployed	Officer, Deployed as PROFIS	Officer, Others Deployed from MTF
Likelihood ratio	7622.63 (17)***	2137.35 (21)***	1259.58 (19)***	982.33 (18)***	271.51 (20)***
Score	5626.41 (17)***	1921.99 (21)***	1147.6 (19)***	863.89 (18)***	241.59 (20)***
Wald	2789.68 (17)***	209.83 (21)***	134.63 (19)***	105.8 (18)***	194.31 (20)***
Number of observations	240	1852	986	721	1467
Parameter estimates (standard errors)					
Intercept	-0.773 (0.793)	0.517 (0.254)**	-0.703 (0.355)**	-0.227 (0.335)	0.179 (0.225)
Sex (ref male)					
Female	0.459 (0.556)	0.37 (0.16)**	0.459 (0.24)*	0.271 (0.269)	0.33 (0.151)**
Marital status and dependents (ref single with kids)					
Single, no kids	0.779 (0.684)	-0.043 (0.219)	0.484 (0.329)	0.529 (0.38)	-0.066 (0.208)
Married with kids	-0.214 (0.564)	-0.229 (0.172)	-0.282 (0.238)	-0.334 (0.257)	-0.14 (0.167)
Separated/divorced/widowed, no kids	2.547 (0.971)***	-0.075 (0.383)	0.545 (0.492)	1.008 (0.543)*	0.037 (0.343)
Separated/divorced/widowed, with kids	-0.102 (1.749)	-0.109 (0.479)	-0.373 (0.703)	0.207 (0.755)	-0.415 (0.519)
Race (ref white)					
Black	0.317 (0.721)	-0.186 (0.295)	-0.799 (0.427)*	-1.398 (0.574)**	-0.316 (0.268)
Other	-0.431 (0.676)	-0.113 (0.178)	0.018 (0.254)	0.116 (0.282)	-0.014 (0.177)
Hispanic	-0.295 (0.736)	0.145 (0.261)	0.434 (0.323)	0.224 (0.372)	0.308 (0.258)
Age (ref less than 30 years)					
30–39 years	0.278 (0.602)	-0.47 (0.194)**	X	X	-0.38 (0.2)*
40 years or older	1.358 (0.974)	-0.898 (0.267)***	X	X	-0.919 (0.256)***
Enlisted Rank (ref E-2–E-4)					

Table L.3—Continued

	Enlisted, All	Officer, All	Officer, Deployed	Officer, Deployed as PROFIS	Officer, Others Deployed from MTF
E-5	0.171 (0.496)	X	X	X	X
E-6	-18.506 (0.839)***	X	X	X	X
E-7–E-9	-18.413 (0.722)***	X	X	X	X
Number of deployments (ref no deployments)					
Deployed Once or More	0.227 (0.524)	0.086 (0.156)	X	X	0.07 (0.15)
Perceptions of PROFIS (ref view PROFIS as equitable or neutral)					
Perceive PROFIS overall as Inequitable	0.53 (0.706)	0.567 (0.158)***	0.7 (0.202)***	0.665 (0.23)***	0.521 (0.153)***
Tier (ref Tier I)					
Tier II	-19.515 (1.363)***	-0.289 (0.176)	X	X	X
Tier III	-1.123 (0.733)	0.263 (0.248)	X	X	X
Officer rank (ref O-1–O-4)					
Rank: O-5–O-9	X	-1.752 (0.278)***	-1.936 (0.275)***	-1.96 (0.307)***	-1.595 (0.265)***
Prior military experience	X	-0.855 (0.17)***	-0.905 (0.22)***	-0.993 (0.253)***	-0.822 (0.168)***
Corps (ref Medical Corps)					
Nurse Corps	X	-1.477 (0.248)***	-1.366 (0.259)***	-1.215 (0.29)***	-1.201 (0.188)***
Medical Specialist Corps	X	-1.03 (0.278)***	-0.623 (0.349)*	-0.88 (0.51)*	-0.805 (0.318)**
Dental Corps	X	0.122 (0.261)	0.292 (0.405)	0.458 (0.505)	-0.03 (0.269)
Veterinary Corps	X	-1.723 (0.424)***	-2.231 (0.707)***	-3.07 (1.211)**	-0.567 (0.359)
Medical Service Corps	X	-1.604 (0.244)***	-0.348 (0.389)	-0.536 (0.519)	-1.084 (0.229)***
Deployment length (ref less than 9 months)					
Deployment lasted more than 9 months	X	X	-0.051 (0.198)	-0.055 (0.24)	

Table L.3—Continued

	Enlisted, All	Officer, All	Officer, Deployed	Officer, Deployed as PROFIS	Officer, Others Deployed from MTF
Skill loss during deployment (ref no skill loss reported)					
Any skill loss reported	X	X	0.511 (0.22)**	0.573 (0.253)**	X
Type of deployment (ref organic deployment)					
Deployed in PROFIS slot	X	X	0.404 (0.233)*	X	X
Impact of MTF (ref no increase in work hours)					
Work hours increased as a result of others deploying	X	X	X	X	0.177 (0.141)

NOTES: * = p < 0.10; ** = p < 0.05; *** = p < 0.01. X = variable not included in the specific model.

Deployment Regression Results

This appendix presents complete corps-specific results from our logistic regression analysis of deployments using Army personnel data. Results presented include odds ratios, confidence intervals, and significance level as indicated by asterisks. A complete description of the methods used in these analyses is presented in Chapter Three.

Table M.1
Regression Results Predicting Being Deployed at Least Once Between October 2001 and the End of 2009 Among Those in the Army in December 2009

	Medical Corps	Nurse Corps	Medical Specialist Corps	Dental Corps	Veterinary Corps	Medical Service Corps	Enlisted Corps
Age (ref 50+)							
45 to 49	2.41 (1.69, 3.44)***	1.28 (0.92,1.8)	0.97 (0.43,2.19)	0.88 (0.51,1.52)	2.03 (0.88,4.69)	1.43 (0.99,2.06)	1.82 (1.24,2.68)**
40 to 44	1.95 (1.29, 2.96)**	1.47 (1.05,2.06)*	1.93 (0.89,4.17)	1.05 (0.53,2.09)	1.51 (0.59,3.89)	2.12 (1.48,3.04)***	2.06 (1.44,2.94)***
35 to 39	1.38 (0.88, 2.17)	1.03 (0.7,1.5)	0.84 (0.35,2.02)	1.33 (0.63,2.82)	2.29 (0.86,6.05)	2.18 (1.42,3.33)***	2.12 (1.48,3.04)***
30 to 34	0.89 (0.56, 1.42)	0.95 (0.63,1.44)	0.80 (0.31,2.05)	1.32 (0.62,2.81)	2.04 (0.72,5.83)	2.33 (1.46,3.73)***	1.97 (1.36,2.85)***
17 to 29	0.28 (0.14, 0.56)***	1.06 (0.68,1.66)	0.69 (0.25,1.93)	1.52 (0.64,3.61)	0.57 (0.16,2.01)	2.03 (1.24,3.34)**	2.05 (1.42,2.97)***
Sex (ref male)							
Female	0.55 (0.45, 0.68)***	0.71 (0.58,0.87)**	0.39 (0.26,0.58)***	0.62 (0.41,0.95)*	0.36 (0.22,0.59)***	X	0.51 (0.48,0.54)***
Race (ref white)							
Black	0.95 (0.65, 1.39)	0.49 (0.39,0.62)***	0.86 (0.45,1.66)	X	X	0.78 (0.64,0.96)*	0.78 (0.72,0.83)***
Asian/PI	0.67 (0.49, 0.91)*	0.93 (0.65,1.32)	0.56 (0.23,1.35)	X	X	0.81 (0.6,1.09)	0.76 (0.67,0.86)***
American Indian	4.42 (0.45, 43.38)	0.57 (0.21,1.54)	1.10 (0.2,6.26)	X	X	0.76 (0.31,1.84)	0.90 (0.69,1.19)
Hispanic	0.94 (0.58, 1.52)	0.68 (0.48,0.94)*	1.45 (0.61,3.43)	X	X	0.87 (0.65,1.16)	1.01 (0.93,1.1)
Race other	0.93 (0.64, 1.35)	0.62 (0.3,1.26)	3.24 (1.07,9.78)*	X	X	0.66 (0.42,1.05)	0.92 (0.66,1.27)
Race (ref white)							
Non-white	X	X	X	0.75 (0.53,1.06)	0.55 (0.28,1.06)	X	X
Marital status (ref never married)							
Married	0.9 (0.66, 1.23)	0.77 (0.58,1.02)	0.68 (0.37,1.24)	0.90 (0.54,1.53)	0.36 (0.19,0.7)**	1.25 (0.99,1.58)	1.01 (0.93,1.11)
Formerly married	0.55 (0.26, 1.18)	0.93 (0.6,1.43)	0.85 (0.32,2.31)	1.18 (0.31,4.41)	0.90 (0.21,3.78)	0.99 (0.59,1.65)	0.90 (0.74,1.09)
Got married	1.00 (0.79, 1.27)	1.2 (0.92,1.56)	1.31 (0.76,2.26)	1.03 (0.64,1.65)	1.65 (0.83,3.27)	0.95 (0.76,1.18)	1.19 (1.1,1.29)***
Got unmarried	1.13 (0.48, 2.64)	1.06 (0.64,1.73)	0.79 (0.24,2.59)	0.92 (0.21,4.07)	0.88 (0.16,4.72)	2.15 (1.19,3.9)*	1.43 (1.16,1.76)***

Table M.1—Continued

	Medical Corps	Nurse Corps	Medical Specialist Corps	Dental Corps	Veterinary Corps	Medical Service Corps	Enlisted Corps
Dependents							
Has a dependent child in December 2009	0.87 (0.66, 1.15)	0.77 (0.6,1.00)*	0.80 (0.46,1.37)	0.89 (0.59,1.36)	1.07 (0.54,2.13)	0.76 (0.59,0.97)*	0.85 (0.77,0.93)***
Gain of dependent children (ref no change)							
1 child	1.05 (0.8, 1.38)	0.66 (0.5,0.86)**	0.56 (0.32,0.97)*	1.59 (1,2.53)	0.75 (0.35,1.61)	1.11 (0.87,1.4)	0.93 (0.85,1.02)
2+ children	0.96 (0.73, 1.27)	0.7 (0.52,0.94)*	0.79 (0.43,1.45)	1.04 (0.61,1.78)	0.90 (0.39,2.08)	0.75 (0.58,0.97)*	0.98 (0.89,1.09)
Strata Medical Corps (ref family medicine and substitutes)							
General surgery	1.12 (0.74, 1.68)	X	X	X	X	X	X
General surgery substitutes	0.28 (0.21, 0.39)***	X	X	X	X	X	X
Specialty surgery	0.19 (0.14, 0.25)***	X	X	X	X	X	X
Procedure-intensive subspecialists	0.42 (0.31, 0.58)***	X	X	X	X	X	X
Non-procedure-intensive subspecialists	0.37 (0.28, 0.49)***	X	X	X	X	X	X
Nondirect patient care	0.07 (0.05, 0.1)***	X	X	X	X	X	X
Other Medical Corps	0.45 (0.29, 0.72)***	X	X	X	X	X	X
AOC Nurse Corps (ref Medical Surgical Nurse without 8A or M5)							
Army public health nurse	X	0.63 (0.43,0.93)*	X	X	X	X	X
Psychiatric/mental health nurse	X	1.21 (0.75,1.95)	X	X	X	X	X
Perioperative nurse	X	2.42 (1.76,3.35)***	X	X	X	X	X
Nurse anesthetist	X	3.09(1.93,4.96)***	X	X	X	X	X

Table M.1—Continued

	Medical Corps	Nurse Corps	Medical Specialist Corps	Dental Corps	Veterinary Corps	Medical Service Corps	Enlisted Corps
Obstetric-gynecologic nurse	X	0.22 (0.15,0.32)***	X	X	X	X	X
Medical surgical nurse with 8a	X	3.12 (2.37,4.1)***	X	X	X	X	X
Medical surgical nurse with M5	X	8.06 (4.83,13.43)***	X	X	X	X	X
Family nurse practitioner	X	1.15 (0.78,1.69)	X	X	X	X	X
AOC Medical Specialist Corps (ref physician assistant)							
Occupational therapist v	X	X	0.11 (0.06,0.2)***	X	X	X	X
Physical therapist	X	X	0.24 (0.15,0.39)***	X	X	X	X
Dietitian	X	X	0.13 (0.08,0.23)***	X	X	X	X
AOC Dental Corps (ref general dentist)							
Comprehensive Dentist	X	X	X	0.32 (0.19,0.55)***	X	X	X
Specialist dentists	X	X	X	0.17 (0.11,0.29)***	X	X	X
AOC Dental Corps (ref field veterinarian)							
Veterinary preventive medicine	X	X	X	X	0.91 (0.42,1.96)	X	X
Other veterinary	X	X	X	X	0.22 (0.11,0.46)***	X	X
AOC Medical Service Corps (ref health care administrator)							
Laboratory science	X	X	X	X	X	0.24 (0.18,0.32)***	X
Preventive medicine	X	X	X	X	X	0.60 (0.47,0.76)***	X
Behavioral science	X	X	X	X	X	1.47 (1.07,2.02)*	X
Pharmacist	X	X	X	X	X	0.62 (0.42,0.93)*	X
Optometrist	X	X	X	X	X	0.42 (0.28,0.64)***	X

Table M.1—Continued

	Medical Corps	Nurse Corps	Medical Specialist Corps	Dental Corps	Veterinary Corps	Medical Service Corps	Enlisted Corps
Podiatrist	X	X	X	X	X	0.07 (0.02,0.22)***	X
Aeromedical evacuation	X	X	X	X	X	1.87 (1.32,2.65)***	X
MOS Enlisted Corps (ref health care specialist)							
Biomedical equipment specialist	X	X	X	X	X	X	0.45 (0.38,0.55)***
Operating room specialist	X	X	X	X	X	X	0.19 (0.16,0.23)***
Dental specialist	X	X	X	X	X	X	0.12 (0.11,0.14)***
Patient administration specialist	X	X	X	X	X	X	0.41 (0.34,0.49)***
Optical laboratory specialist	X	X	X	X	X	X	0.26 (0.18,0.37)***
Medical logistics specialist	X	X	X	X	X	X	0.65 (0.56,0.76)***
Medical laboratory specialist	X	X	X	X	X	X	0.15 (0.13,0.17)***
Nutrition care specialist	X	X	X	X	X	X	0.29 (0.23,0.36)***
Radiology specialist	X	X	X	X	X	X	0.13 (0.11,0.16)***
Pharmacy specialist	X	X	X	X	X	X	0.19 (0.15,0.23)***
Veterinary food inspection spec	X	X	X	X	X	X	0.16 (0.13,0.19)***
Preventive medicine specialist	X	X	X	X	X	X	0.46 (0.38,0.55)***
Animal care specialist	X	X	X	X	X	X	0.09 (0.07,0.12)***
Respiratory specialist	X	X	X	X	X	X	0.18 (0.13,0.24)***

Table M.1—Continued

	Medical Corps	Nurse Corps	Medical Specialist Corps	Dental Corps	Veterinary Corps	Medical Service Corps	Enlisted Corps
Mental health specialist	X	X	X	X	X	X	0.25 (0.2,0.3)***
Chief medical NCO	X	X	X	X	X	X	0.53 (0.33,0.85)**
Change in AOC/MOS since 2003 (ref no change or other change)							
Was family medicine or substitute	0.98 (0.76, 1.27)	X	X	X	X	X	X
Medical Service Corps to Medical Corps	0.27 (0.19, 0.39)***	X	X	X	X	X	X
Enlisted Corps to Nurse Corps	X	0.35 (0.26,0.49)***	X	X	X	X	X
Enlisted Corps to Medical Specialist Corps	X	X	1.82 (0.88,3.77)	X	X	X	X
Enlisted Corps to Medical Service Corps	X	X	X	X	X	0.66 (0.49,0.88)**	X
Non-AMEDD to Enlisted Corps	X	X	X	X	X	X	0.44 (0.4,0.49)***
Length of service (ref less than 5 years)							
5–9 years	2.07 (1.53, 2.81)***	2.3 (1.63,3.24)***	1.29 (0.65,2.53)	1.27 (0.74,2.16)	0.89 (0.38,2.08)	1.99 (1.53,2.58)***	1.19 (1.07,1.32)**
10–14 years	3.02 (2.1, 4.33)***	2.08 (1.41,3.06)***	1.18 (0.55,2.52)	1.59 (0.81,3.13)	0.82 (0.33,2.02)	1.43 (1.05,1.95)*	1.40 (1.22,1.6)***
15–19 years	2.35 (1.53, 3.62)***	2.85 (1.86,4.36)***	1.22 (0.53,2.78)	2.76 (1.27,6.01)*	0.61 (0.21,1.77)	2.19 (1.51,3.17)***	1.16 (0.97,1.38)
20+ years	1.75 (1.09, 2.82)*	1.91 (1.23,2.98)**	1.61 (0.64,4.05)	2.08 (0.91,4.75)	0.75 (0.24,2.31)	1.85 (1.23,2.79)**	1.02 (0.82,1.27)
Rank (ref O-1–O-5)	X	X	X	X	X	X	X
O6+	0.71 (0.49, 1.01)	X	X	0.50 (0.26,0.94)*	0.76 (0.31,1.87)	X	X
Rank (ref O-1–O-4)	X	X	X	X	X	X	X
O-5+	X	0.5 (0.37,0.67)***	0.26 (0.13,0.51)***	X	X	0.40 (0.31,0.53)***	X
Rank (ref E-1–E-4)							

Table M.1—Continued

	Medical Corps	Nurse Corps	Medical Specialist Corps	Dental Corps	Veterinary Corps	Medical Service Corps	Enlisted Corps
E5–E6	X	X	X	X	X	X	1.71 (1.57,1.86)***
E-7+	X	X	X	X	X	X	1.54 (1.33,1.79)***
Years not trainee (ref 0–3 years)							
GT 3–5 years	2.61 (2.05, 3.33)***	5.15 (3.92,6.78)***	4.01 (2.33,6.9)***	5.32 (3.25,8.7)***	3.12 (1.4,6.96)**	4.43 (3.35,5.87)***	2.16 (1.89,2.46)***
More than 5	4.19 (3.2, 5.49)***	13.01 (9.66,17.53)***	13.89 (8.12,23.74)***	5.66 (3.13,10.22)***	6.72 (2.59,17.41)***	8.18 (6.11,10.96)***	3.26 (2.83,3.75)***
Interactions							
_68W*Yrs_not_trainee	X	X	X	X	X	X	1.52 (1.29,1.79)***
_68W*Yrs_not_trainee	X	X	X	X	X	X	1.13 (0.99,1.29)
Medical Service Corps (gender by years of training interaction)							
0–3 years of training and female v. male	X	X	X	X	X	0.90 (0.68,1.2)	X
GT 3–5 years and female v. male	X	X	X	X	X	0.78 (0.54,1.11)	X
More than 5 years and female v. male	X	X	X	X	X	0.57 (0.46,0.71)***	X

NOTES: * = $p < 0.05$; ** = $p < 0.01$; *** = $p < 0.001$. X = variable not included in the specific model.

Table M.2
Regression Results Predicting Being Deployed at Least Twice Between October 2001 and the End of 2009 Among Those in the Army in December 2009 Who Were Deployed at Least Once

	Medical Corps	Nurse Corps	Medical Specialist Corps	Dental Corps	Veterinary Corps	Medical Service Corps	Enlisted Corps
Age (ref 50+ years)							
45 to 49 years	0.93 (0.59,1.45)	0.83 (0.5,1.39)	2.62 (1.16,5.92)*	0.65 (0.17,2.48)	X	1.37 (0.79,2.39)	0.74 (0.46,1.18)
40 to 44 years	0.95 (0.56,1.6)	0.92 (0.57,1.48)	3.97 (1.85,8.52)***	0.71 (0.15,3.31)	X	1.15 (0.68,1.95)	1.02 (0.66,1.59)
35 to 39 years	0.87 (0.48,1.56)	0.98 (0.57,1.68)	2.67 (1.16,6.12)*	0.75 (0.13,4.18)	X	1.16 (0.64,2.1)	0.99 (0.64,1.55)
30 to 34 years	0.44 (0.21,0.92)*	0.66 (0.35,1.24)	3.40 (1.28,9.08)*	1.38 (0.22,8.88)	X	1.17 (0.61,2.27)	1.04 (0.66,1.64)
17 to 29 years		0.65 (0.28,1.5)	5.19 (1.40,19.3)*	0.95 (0.05,17.17)	X	0.96 (0.47,1.95)	1.11 (0.7,1.76)
Sex (ref male)							
Female	0.39 (0.25,0.59)***	0.59 (0.44,0.81)***	0.55 (0.33,0.91)*	0.62 (0.14,2.68)	0.47 (0.15,1.45)	0.60 (0.48,0.76)***	0.57 (0.52,0.63)***
Race (ref white)							
Black	1.35 (0.77,2.38)	0.86 (0.57,1.28)	0.58 (0.31,1.08)	X	X	0.58 (0.45,0.75)***	0.81 (0.74,0.88)***
Asian/Pacific Islander	0.91 (0.53,1.54)	1.12 (0.67,1.88)	0.43 (0.14,1.31)	X	X	0.97 (0.65,1.43)	0.82 (0.69,0.97)*
American Indian	1.36 (0.15,12.21)	0.85 (0.21,3.41)	4.17 (0.72,24.09)	X	X	1.31 (0.39,4.44)	1.22 (0.86,1.71)
Hispanic	1.38 (0.75,2.53)	1.02 (0.61,1.71)	2.53 (1.26,5.06)**	X	X	0.83 (0.58,1.17)	0.93 (0.84,1.03)
Race other	1.21 (0.55,2.64)	0.85 (0.22,3.32)	1.59 (0.36,6.89)	X	X	1.78 (0.89,3.57)	0.79 (0.58,1.06)
Race (ref White)							
Non-white	X	X	X	0.84 (0.3,2.32)	0.26 (0.03,2.36)	X	X
Marital status (ref never married)							
Married	0.80 (0.48,1.35)	0.86 (0.55,1.35)	0.73 (0.32,1.63)	1.37 (0.25,7.55)	0.93 (0.24,3.64)	0.62 (0.45,0.86)**	1.06 (0.93,1.2)
Formerly married	2.10 (0.64,6.88)	0.79 (0.37,1.67)	0.34 (0.09,1.25)	3.45 (0.2,58.54)	20.16 (1.43,283.85)*	1.09 (0.52,2.29)	1.35 (1.02,1.78)*
Got married	0.97 (0.64,1.46)	0.94 (0.62,1.44)	1.22 (0.69,2.15)	0.83 (0.2,3.41)	0.98 (0.27,3.62)	1.44 (1.12,1.86)**	1.03 (0.93,1.13)
Got unmarried	0.42 (0.11,1.59)	1.54 (0.67,3.51)	1.78 (0.47,6.82)	2.12 (0.14,32)	0.06 (0,1.01)	0.60 (0.27,1.31)	0.80 (0.61,1.05)

Table M.2—Continued

	Medical Corps	Nurse Corps	Medical Specialist Corps	Dental Corps	Veterinary Corps	Medical Service Corps	Enlisted Corps
Dependents							
Has a dependent child in Dec, 2009	0.85 (0.57,1.27)	0.64 (0.44,0.92)*	0.64 (0.36,1.15)	1.03 (0.37,2.89)	1.42 (0.39,5.14)	0.95 (0.71,1.27)	0.86 (0.76,0.97)*
Gain of dependent children (ref no change)							
1 child	0.97 (0.67,1.4)	0.81 (0.53,1.24)	0.69 (0.41,1.16)	0.47 (0.11,1.95)	0.12 (0.01,1.11)	1.01 (0.77,1.32)	1.00 (0.9,1.12)
2+ children	1.07 (0.74,1.54)	0.88 (0.57,1.34)	0.38 (0.22,0.64)***	1.89 (0.54,6.61)	1.07 (0.27,4.25)	0.88 (0.66,1.18)	1.04 (0.93,1.17)
Strata Medical Corps (ref family med and substitutes)							
General Surgery	5.05 (3.18,8.01)***	X	X	X	X	X	X
General Surgery Substitutes	0.27 (0.16,0.45)***	X	X	X	X	X	X
Specialty Surgery	0.18 (0.1,0.33)***	X	X	X	X	X	X
Procedure-intensive subspecialists	0.26 (0.16,0.43)***	X	X	X	X	X	X
Non-procedure-intensive subspecialists	0.29 (0.2,0.43)***	X	X	X	X	X	X
Nondirect patient care	0.17 (0.06,0.43)***	X	X	X	X	X	X
Other Medical Corps	0.71 (0.42,1.21)	X	X	X	X	X	X
AOC Nurse Corps (ref medical surgical nurse without 8A or M5)							
Army Public Health Nurse	X	0.55 (0.22,1.34)	X	X	X	X	X
Psychiatric/mental health nurse	X	0.93 (0.41,2.1)	X	X	X	X	X
Perioperative nurse	X	1.76 (1.13,2.74)*	X	X	X	X	X
Nurse anesthetist	X	9.64 (6.00,15.49)***	X	X	X	X	X
Obstetric-gynecologic nurse	X	0.18 (0.02,1.32)	X	X	X	X	X

Table M.2—Continued

	Medical Corps	Nurse Corps	Medical Specialist Corps	Dental Corps	Veterinary Corps	Medical Service Corps	Enlisted Corps
Medical surgical nurse with 8A	X	2.01 (1.35,3.01)***	X	X	X	X	X
Medical surgical nurse with M5	X	3.61 (2.28,5.69)***	X	X	X	X	X
Family nurse practitioner	X	1.12 (0.6,2.08)	X	X	X	X	X
AOC Medical Specialist Corps (ref physician assistant)							
Occupational therapist	X	X	0.05 (0.02,0.16)***	X	X	X	X
Physical therapist	X	X	0.08 (0.04,0.14)***	X	X	X	X
Dietitian	X	X	0.03 (0.01,0.11)***	X	X	X	X
AOC Dental Corps (ref general dentist)							
Comprehensive dentist	X	X	X	0.88 (0.22,3.58)	X	X	X
Specialist dentists	X	X	X	0.72 (0.2,2.62)	X	X	X
AOC Veterinary Corps (ref Field Veterinarian)							
Veterinary preventive medicine	X	X	X	X	1.67 (0.45,6.17)	X	X
Other veterinary	X	X	X	X	1.56 (0.45,5.37)	X	X
AOC Medical Service Corps (ref health care administrator)							
Laboratory science	X	X	X	X	X	0.15 (0.08,0.27)***	X
Preventive medicine	X	X	X	X	X	0.63 (0.46,0.85)**	X
Behavioral science	X	X	X	X	X	0.74 (0.49,1.12)	X
Pharmacist	X	X	X	X	X	0.02 (0,0.18)***	X
Optometrist	X	X	X	X	X	0.08 (0.02,0.25)***	X
Podiatrist	X	X	X	X	X	0.40 (0.04,4.3)	X

Table M.2—Continued

	Medical Corps	Nurse Corps	Medical Specialist Corps	Dental Corps	Veterinary Corps	Medical Service Corps	Enlisted Corps
Aeromedical evacuation	X	X	X	X	X	2.37 (1.76,3.2)***	X
MOS Enlisted Corps (ref health care specialist)							
Biomedical Equipment specialist	X	X	X	X	X	X	0.44 (0.26,0.76)**
Operating room specialist	X	X	X	X	X	X	0.38 (0.22,0.66)***
Dental specialist	X	X	X	X	X	X	0.36 (0.2,0.62)***
Patient administration specialist	X	X	X	X	X	X	0.59 (0.34,1.02)
Optical laboratory specialist	X	X	X	X	X	X	0.32 (0.14,0.7)**
Medical logistics specialist	X	X	X	X	X	X	1.13 (0.68,1.87)
Medical laboratory specialist	X	X	X	X	X	X	0.38 (0.22,0.64)***
Nutrition care specialist	X	X	X	X	X	X	0.29 (0.16,0.54)***
Radiology specialist	X	X	X	X	X	X	0.44 (0.25,0.77)**
Pharmacy specialist	X	X	X	X	X	X	0.35 (0.19,0.64)***
Veterinary food inspection spec	X	X	X	X	X	X	0.28 (0.16,0.49)***
Preventive medicine specialist	X	X	X	X	X	X	0.71 (0.42,1.22)
Animal care specialist	X	X	X	X	X	X	0.16 (0.07,0.35)***
Respiratory specialist	X	X	X	X	X	X	0.32 (0.16,0.63)***

Table M.2—Continued

	Medical Corps	Nurse Corps	Medical Specialist Corps	Dental Corps	Veterinary Corps	Medical Service Corps	Enlisted Corps
Mental health specialist	X	X	X	X	X	X	0.52 (0.29,0.92)*
Chief Medical NCO	X	X	X	X	X	X	0.60 (0.29,1.25)
Change in AOC/MOS since 2003 (ref no change or other change)							
Was family medicine or substitute	0.96 (0.62,1.49)	X	X	X	X	X	X
Medical Service Corps to Medical Corps	0.33 (0.15,0.75)**	X	X	X	X	X	X
Enlisted Corps to Nurse Corps	X	0.39 (0.20,0.77)**	X	X	X	X	X
Enlisted Corps to Medical Specialist Corps	X	X	0.62 (0.38,1.02)		X	X	X
Enlisted Corps to Medical Service Corps	X	X	X	X	X	0.72 (0.52,1.01)	X
Non-AMEDD to Enlisted Corps	X	X	X			X	0.34 (0.29,0.4)***
Length of Service (ref less than 5 years)							
5–9 years	2.25 (0.63,8)	3.19 (0.69,14.7)	2.20 (0.39,12.36)	1.43 (0.24,8.6)	3.53 (0.55,22.52)	1.51 (0.96,2.36)	1.19 (1.01,1.4)*
10–14 years	3.43 (0.96,12.31)	3.71 (0.76,18.08)	4.75 (0.81,28.02)	4.33 (0.58,32.12)	2.77 (0.41,18.6)	1.64 (0.99,2.72)	1.45 (1.21,1.75)***
15–19 years	4.02 (1.11,14.6)*	3.89 (0.79,19.18)	7.62 (1.25,46.43)*	8.24 (0.91,74.34)	0.80 (0.09,7.06)	1.52 (0.87,2.65)	1.48 (1.19,1.85)***
20+ years	3.86 (1.05,14.24)*	3.32 (0.66,16.65)	10.68 (1.71,66.59)*	2.65 (0.27,25.78)	3.13 (0.37,26.12)	1.33 (0.73,2.43)	1.17 (0.91,1.51)
Rank (ref O-1–O-5)							
O6+	0.64 (0.42,0.96)*	X	X	1.02 (0.25,4.18)	0.85 (0.19,3.9)	X	X
Rank (ref O-1–O-4)							
O-5+	X	0.86 (0.59,1.26)	0.62 (0.27,1.40)	X	X	0.69 (0.51,0.92)*	X

Table M.2—Continued

	Medical Corps	Nurse Corps	Medical Specialist Corps	Dental Corps	Veterinary Corps	Medical Service Corps	Enlisted Corps
Rank (ref E-1–E-4)							
E5–E6	X	X	X	X	X	X	1.42 (1.28,1.57)***
E-7+	X	X	X	X	X	X	1.05 (0.9,1.22)
Years not trainee (ref 0–3 years)							
GT 3–5 years	7.52 (3.93,14.41)***	9.26 (1.22,70.46)*	11.76 (4.62,29.9)***	1.13 (0.25,5.05)		8.44 (4.3,16.59)***	7.42 (4.46,12.35)***
More than 5	10.38 (5.39,19.99)***	36.62 (4.99,268.89)***	38.57 (16.23,91.65)***	1.59 (0.32,7.86)		23.21 (11.6,46.45)***	15.96 (9.73,26.18)***
Interactions							
_68W*Yrs_not_trainee	X	X	X	X	X	X	0.95 (0.56,1.62)
_68W*Yrs_not_trainee	X	X	X	X	X	X	1.21 (0.73,1.99)

NOTES: * = $p < 0.05$; ** = $p < 0.01$; *** = $p < 0.001$.

Table M.3
Regression Results Predicting Being Deployed at Least Three Times Between October 2001 and the End of 2009 Among Those in the Army in December 2009 Who Were Deployed at Least Twice

	Medical Corps	Nurse Corps	Medical Specialist Corps	Medical Service Corps	Enlisted Corps
Age (ref 50+)					
45 to 49	1.05(0.45,2.47)	1.45(0.37,5.72)	2.5(0.92,6.81)	0.54(0.19,1.51)	1.68(0.71,3.95)
40 to 44	1.19(0.49,2.9)	1.9(0.55,6.53)	1.28(0.5,3.28)	1.06(0.43,2.63)	1.77(0.79,3.93)
35 to 39	0.73(0.27,1.97)	1.41(0.36,5.47)	1.6(0.6,4.31)	1.01(0.38,2.66)	1.52(0.69,3.36)
30 to 34	0.6(0.14,2.61)	1.91(0.41,8.85)	0.46(0.14,1.5)	1.64(0.6,4.49)	1.41(0.64,3.13)
17 to 29		2.03(0.29,14.4)	0.81(0.15,4.43)	0.4(0.13,1.24)	0.92(0.41,2.05)
Sex (ref Male)					
Female	0.26(0.07,0.97)*	0.78(0.36,1.7)	0.89(0.44,1.8)	0.88(0.53,1.46)	0.5(0.41,0.6)***
Race (ref White)					
Black	0.59(0.19,1.87)	0.89(0.27,2.94)	0.22(0.08,0.6)**	0.32(0.16,0.62)***	0.9(0.78,1.05)
Other	0.49(0.21,1.11)	1.3(0.53,3.17)	0.75(0.41,1.34)	0.59(0.36,0.99)*	0.99(0.85,1.16)
Marital status (ref Never married)					
Married	1.68(0.55,5.15)	1.35(0.4,4.54)	1.14(0.43,3.07)	1.2(0.64,2.23)	1.01(0.8,1.28)
Formerly married	1.32(0.19,9.41)	1.66(0.26,10.55)	2.23(0.37,13.25)	2.39(0.68,8.44)	1.2(0.74,1.94)
Got married	0.71(0.29,1.72)	0.71(0.22,2.31)	1.71(0.83,3.51)	0.81(0.51,1.28)	1.11(0.95,1.3)
Got unmarried	1.58(0.19,13.26)	0.79(0.1,6.19)	0.24(0.04,1.58)	0.18(0.04,0.78)*	0.91(0.57,1.46)
Dependents					
Has a dependent child in December 2009	0.88(0.4,1.95)	0.91(0.34,2.44)	1.04(0.53,2.03)	0.78(0.46,1.34)	0.83(0.67,1.02)
Gain of dependent children (ref no change)					
1 child	0.76(0.37,1.54)	1.83(0.74,4.51)	0.74(0.39,1.41)	0.91(0.56,1.5)	1.21(1.01,1.45)*
2+ children	0.79(0.4,1.58)	0.63(0.19,2.13)	0.85(0.44,1.65)	0.97(0.57,1.64)	1.31(1.08,1.58)**
Strata Medical Corps (ref Family Medicine and Substitutes)					
General surgery	1.71(0.95,3.09)	X	X	X	X
General surgery substitutes	0.59(0.18,1.92)	X	X	X	X
Specialty surgery	0.43(0.09,2.07)	X	X	X	X
Procedure-intensive subspecialists	0.25(0.06,0.96)*	X	X	X	X
Non-procedure-intensive subspecialists	0.24(0.08,0.75)*	X	X	X	X
Nondirect patient care/other Medical Corps	0.18(0.05,0.7)*	X	X	X	X
AOC Nurse Corps (ref Medical Surgical Nurse without 8A or M5)					
Public Health/Psychiatric	X	0.43(0.05,4.04)	X	X	X
Perioperative	X	0.84(0.25,2.78)	X	X	X

Table M.3—Continued

	Medical Corps	Nurse Corps	Medical Specialist Corps	Medical Service Corps	Enlisted Corps
Nurse Anesthetist/ Nurse Practitioner	X	1.1(0.42,2.89)	X	X	X
Medical Surgical Nurse with 8A or M5	X	0.41(0.14,1.17)	X	X	X
AOC Medical Specialist Corps (ref Physician Assistant)					
Occupational Therapist	X	X	0.37(0.04,3.82)	X	X
Physical Therapist	X	X	0.64(0.22,1.84)	X	X
Dietitian	X	X	1.46(0.15,14.5)	X	X
AOC Medical Service Corps (ref Health Care Administrator)					
Other Medical Service Corps	X	X	X	1.35(0.93,1.94)	X
Behavioral Science	X	X	X	0.85(0.35,2.05)	X
MOS Enlisted Corps (ref Health Care Specialist)	X	X	X	X	X
Biomedical Equipment SPC	X	X	X	X	0.69(0.41,1.16)
Operating Room SPC	X	X	X	X	0.32(0.15,0.67)**
Dental SPC	X	X	X	X	0.58(0.29,1.15)
Patient Administration SPC	X	X	X	X	0.4(0.21,0.77)**
Optical Laboratory SPC	X	X	X	X	0.56(0.12,2.59)
Medical Logistics SPC	X	X	X	X	1.17(0.89,1.55)
Medical Laboratory SPC	X	X	X	X	0.51(0.31,0.84)**
Nutrition Care SPC	X	X	X	X	0.18(0.04,0.75)*
Radiology SPC	X	X	X	X	0.49(0.25,0.95)*
Pharmacy SPC	X	X	X	X	0.44(0.18,1.04)
Veterinary Food Inspection Spec	X	X	X	X	0.32(0.14,0.7)**
Preventive Medicine SPC	X	X	X	X	0.89(0.59,1.36)
Animal Care SPC	X	X	X	X	0.68(0.15,3.21)
Respiratory SPC	X	X	X	X	0.22(0.05,0.94)*
Mental Health SPC	X	X	X	X	0.48(0.24,1)*
Chief Medical NCO	X	X	X	X	0.42(0.12,1.46)
Rank (ref O-1–O-5)					
O6+	1.3(0.65,2.6)	X	X	X	X
Rank (ref O-1–O-4)					
O-5+	X	1.45(0.6,3.47)	0.63(0.17,2.35)	1.6(0.95,2.68)	X

Table M.3—Continued

	Medical Corps	Nurse Corps	Medical Specialist Corps	Medical Service Corps	Enlisted Corps
Rank (ref E-1–E-4)					
E-5–E-6	X	X	X	X	3.06(2.5,3.76)***
E-7+	X	X	X	X	2.58(2,3.32)***

* = $p < 0.05$; ** = $p < 0.01$; *** = $p < 0.001$.

Retention Regression Results

This appendix presents complete officer corps-specific results from our discrete time duration analyses of time to leaving the Army after completion of active duty service obligation (ADSO) using Army personnel data. Results presented include odds ratios, confidence intervals, and significance level as indicated by asterisks. We also present enlisted corps results from our linear probability models for deciding to reenlist. A complete description of the methods used in these analyses is presented in Chapter Three.

Table N.1
Results of Corps-Specific Discrete Time Duration Models for Time to Leaving Active Duty for Officers

	Medical Corps	Nurse Corps	Medical Specialist Corps	Dental Corps	Veterinary Corps	Medical Service Corps
Months deployed after eligible to leave active service (ref 0)						
1 to 9	0.73 (0.53 , 1.01)	0.79 (0.57 , 1.09)	0.58 (0.22 , 1.52)	0.62 (0.40 , 0.96) *	0.58 (0.22 , 1.48)	1.11 (0.85 , 1.45)
10 +	1.19 (0.82 , 1.73)	1.10 (0.73 , 1.66)	1.56 (0.68 , 3.56)	1.79 (0.76 , 4.18)	1.76 (0.42 , 7.39)	1.16 (0.83 , 1.64)
Months deployed before eligible to leave active service (ref 0)						
1 to 9	2.15 (1.67 , 2.77) ***	0.87 (0.70 , 1.09)	1.02 (0.45 , 2.32)	0.99 (0.72 , 1.36)	1.45 (0.64 , 3.32)	0.75 (0.58 , 0.97) *
10 +	1.63 (1.22 , 2.17) ***	0.78 (0.62 , 0.99) *	0.56 (0.20 , 1.54)	1.17 (0.84 , 1.63)	0.52 (0.19 , 1.43)	0.66 (0.52 , 0.84) ***
Gender (ref Male)						
Female	1.09 (0.86 , 1.37)	1.63 (1.28 , 2.08) ***	1.26 (0.70 , 2.24)	1.02 (0.77 , 1.36)	2.22 (1.20 , 4.11) *	1.20 (0.99 , 1.44)
Race (ref White)						
Black	0.82 (0.54 , 1.25)	0.55 (0.41 , 0.73) ***	X	X	X	0.49 (0.37 , 0.66) ***
Asian/PI	1.13 (0.82 , 1.57)	0.67 (0.49 , 0.91) *	X	X	X	0.64 (0.44 , 0.94) *
Hispanic	1.10 (0.66 , 1.82)	0.34 (0.20 , 0.58) ***	X	X	X	0.50 (0.31 , 0.81) **
Race other	0.65 (0.38 , 1.13)	1.01 (0.52 , 1.98)	X	X	X	0.66 (0.36 , 1.21)
Race (ref White)						
Non-white	X	X	1.42 (0.77 , 2.62)	0.67 (0.51 , 0.86) **	0.69 (0.28 , 1.67)	X
Age (ref=Less than 30 years)						
30 to 34 years	0.90 (0.56 , 1.44)	0.60 (0.45 , 0.79) ***	1.07 (0.60 , 1.90)	0.51 (0.39 , 0.66) ***	1.37 (0.73 , 2.59)	0.76 (0.59 , 0.97) *
35 to 39 years	0.85 (0.51 , 1.40)	0.62 (0.41 , 0.95) *	0.99 (0.38 , 2.54)	0.33 (0.21 , 0.53) ***	1.56 (0.67 , 3.68)	0.56 (0.37 , 0.83) **
40+ years	0.80 (0.47 , 1.38)	0.52 (0.36 , 0.75) ***	2.00 (0.42 , 9.48)	0.32 (0.16 , 0.63) ***	0.97 (0.33 , 2.82)	0.55 (0.32 , 0.94) *
Marital status (ref Never married)						
Married	0.80 (0.59 , 1.08)	0.81 (0.67 , 0.99) *	0.83 (0.48 , 1.45)	0.74 (0.55 , 0.99) *	0.75 (0.40 , 1.40)	0.80 (0.65 , 0.98) *
Formerly married	0.26 (0.12 , 0.58) **	0.49 (0.34 , 0.72) ***	1.42 (0.53 , 3.83)	0.39 (0.19 , 0.81) *	0.52 (0.18 , 1.50)	0.80 (0.54 , 1.19)

Table N.1 — Continued

	Medical Corps	Nurse Corps	Medical Specialist Corps	Dental Corps	Veterinary Corps	Medical Service Corps
Number of dependent children						
1	1.26 (0.93 , 1.69)	1.28 (1.00 , 1.63) *	1.04 (0.47 , 2.31)	1.02 (0.72 , 1.43)	2.79 (1.50 , 5.18) **	0.96 (0.73 , 1.25)
2+	1.61 (1.24 , 2.10) ***	1.10 (0.84 , 1.45)	1.57 (0.69 , 3.55)	1.58 (1.18 , 2.13) **	1.39 (0.60 , 3.21)	0.85 (0.64 , 1.14)
Years of service (ref=less than 4)						
4 +	1.68 (1.32 , 2.13) ***	1.14 (0.91 , 1.43)	1.44 (0.78 , 2.66)	0.69 (0.53 , 0.90) **	0.69 (0.36 , 1.32)	1.14 (0.93 , 1.39)
Rank (ref O-1–O-3)						
O4+	4.77 (3.59 , 6.34) ***	X	X	1.53 (0.83 , 2.83)	0.30 (0.09 , 1.01)	
Rank (ref O-1–O-2)						
O3+	X	1.50 (1.11 , 2.03) **	1.07 (0.56 , 2.04)	X	X	2.47 (1.77 , 3.45) ***
Strata Medical Corps (ref Family Med and Substitutes)						
General Surgery	0.45 (0.25 , 0.79) **	X	X	X	X	X
General Surgery Substitutes	0.41 (0.27 , 0.62) ***	X	X	X	X	X
Specialty Surgery	0.36 (0.24 , 0.54) ***	X	X	X	X	X
Procedure-intensive subspecialists	0.25 (0.18 , 0.37) ***	X	X	X	X	X
Non-procedure-intensive subspecialists	0.28 (0.20 , 0.38) ***	X	X	X	X	X
Nondirect patient care	0.24 (0.15 , 0.40) ***	X	X	X	X	X
Other Medical Corps	0.27 (0.12 , 0.61) **	X	X	X	X	X
AOC Nurse Corps (ref Medical Surgical Nurse without 8A or M5)						
Army Public Health Nurse	X	0.44 (0.24 , 0.79) **	X	X	X	X
Psychiatric/Mental Health Nurse	X	0.75 (0.41 , 1.36)	X	X	X	X
Perioperative Nurse	X	0.77 (0.56 , 1.07)	X	X	X	X

Table N.1 — Continued

	Medical Corps	Nurse Corps	Medical Specialist Corps	Dental Corps	Veterinary Corps	Medical Service Corps
Nurse Anesthetist	X	0.66 (0.35 , 1.23)	X	X	X	
Obstetric-Gynecologic Nurse	X	0.68 (0.51 , 0.93) *	X	X	X	X
Medical Surgical Nurse with 8A	X	0.74 (0.58 , 0.94) *	X	X	X	X
Medical Surgical Nurse with M5	X	1.01 (0.74 , 1.38)	X	X	X	X
Family Nurse Practitioner	X	0.73 (0.30 , 1.74)	X	X	X	X
AOC Medical Specialist Corps (ref Physician Assistant)						
Occupational Therapist v	X	X	5.79 (2.25 , 14.86) ***	X	X	X
Physical Therapist	X	X	2.54 (1.11 , 5.78) *	X	X	X
Dietitian	X	X	5.85 (2.4 , 14.28) ***	X	X	X
AOC Dental Corps (ref General Dentist)						
Comprehensive Dentist	X	X	X	0.03 (0.01 , 0.10) ***		X
Specialist Dentists	X	X	X	0.10 (0.06 , 0.16) ***	X	X
AOC Dental Corps (ref Field Veterinarian)						
Veterinary Preventive Medicine	X	X	X	X	0.46 (0.11 , 1.93)	X
Other Veterinary	X	X	X	X	0.14 (0.03 , 0.64) *	X
AOC Medical Service Corps (ref Health Care Administrator)						
Laboratory Science	X	X	X	X	X	0.43 (0.26 , 0.73) **
Preventive Medicine	X	X	X	X	X	1.10 (0.81 , 1.51)
Behavioral Science	X	X	X	X	X	2.46 (1.74 , 3.49) ***
Pharmacist	X	X	X	X	X	1.49 (0.91 , 2.43)
Optometrist	X	X	X	X	X	2.64 (1.83 , 3.83) ***
Podiatrist	X	X	X	X	X	1.69 (0.60 , 4.78)

Table N.1 —Continued

	Medical Corps	Nurse Corps	Medical Specialist Corps	Dental Corps	Veterinary Corps	Medical Service Corps
Aeromedical Evacuation	X	X	X	X	X	0.33 (0.19 , 0.57) ***
Bonus available (ref No)						
Yes	2.67 (1.9 , 3.75) ***	0.97 (0.77 , 1.23)	X	1.78 (1.04 , 3.05) *	X	1.48 (1.03 , 2.13) *
Currently trainee (ref No)						
Yes	0.06 (0.03 , 0.14) ***	0.55 (0.32 , 0.95) *	X	0.06 (0.01 , 0.24) ***	0.65 (0.12 , 3.39)	0.10 (0.02 , 0.40) **
Currently deployed (ref No)						
0.05 (0.02 , 0.15) ***	0.05 (0.02 , 0.15) ***	0.10 (0.04 , 0.21) ***	0.20 (0.04 , 0.87) *	0.06 (0.02 , 0.19) ***	0.31 (0.08 , 1.15)	0.05 (0.02 , 0.11) ***
Year eligible to leave active duty (ref 2002)						
2001	0.00 (0.00 , 1.34)	0.00 (0.00 , 2.50)	0.11 (0.00 , 2.43)	X	X	X
2003	1.33 (0.54 , 3.27)	0.90 (0.43 , 1.89)	0.20 (0.02 , 1.76)	0.61 (0.36 , 1.04)	1.18 (0.32 , 4.32)	1.51 (0.81 , 2.83)
2004	2.57 (1.13 , 5.83) *	1.31 (0.64 , 2.68)	0.14 (0.01 , 1.32)	0.97 (0.58 , 1.63)	0.68 (0.18 , 2.49)	1.49 (0.80 , 2.79)
2005	3.51 (1.57 , 7.87) **	1.32 (0.65 , 2.71)	0.20 (0.02 , 2.06)	1.94 (1.03 , 3.66) *	1.57 (0.48 , 5.09)	1.64 (0.88 , 3.02)
2006	2.32 (1.03 , 5.22) *	1.44 (0.69 , 2.99)	0.30 (0.03 , 3.04)	1.88 (1.09 , 3.24) *	1.03 (0.32 , 3.32)	1.34 (0.71 , 2.52)
2007	2.60 (1.12 , 6.02) *	0.99 (0.48 , 2.05)	0.12 (0.01 , 1.32)	1.22 (0.72 , 2.06)	2.61 (0.87 , 7.86)	1.41 (0.76 , 2.65)
2008	5.11 (2.16 , 12.09) ***	0.90 (0.43 , 1.88)	0.11 (0.01 , 1.21)	1.11 (0.66 , 1.87)	1.49 (0.50 , 4.48)	1.47 (0.77 , 2.77)
2009	7.85 (3.22 , 19.09) ***	0.86 (0.39 , 1.86)	0.12 (0.01 , 1.74)	1.47 (0.79 , 2.74)	1.79 (0.54 , 5.92)	1.65 (0.83 , 3.30)

NOTES: * = p < 0.05; ** = p < 0.01; *** = p < 0.001. X = variable was not included in the specific model.

Table N.2
Results of Linear Probability Models for Deciding
to Reenlist Among Enlisted Corps Health Care
Professionals

Number of dependent children (ref=0)	
1	0.10***
2	0.12***
3+	0.19***
Length of service (ref=Less than 4 years)	
4 to less than 6	-0.13***
6+	0.06**
Rank (Ref = E-1–E-4)	
E-5–E-6	0.03***
MOS (ref=68W:Health Care SPC)	
68A:Biomedical Equipment SPC	0.22***
68D:Operating Room SPC	0.14***
68E:Dental SPC	0.20***
68G:Patient Administration SPC	0.10**
68H:Optical Laboratory SPC	0.18**
68J:Medical Logistics SPC	0.10***
68K:Medical Laboratory SPC	0.12***
68M:Nutrition Care SPC	-0.02
68P:Radiology SPC	-0.03
68Q:Pharmacy SPC	0.06*
68R:Veterinary Food Inspection Spec	0.10***
68S:Preventive Medicine SPC	0.04
68T:Animal Care SPC	0.00
68V:Respiratory SPC	0.14
68X:Mental Health SPC	-0.06*
Increase in \$1000 in Selective Reenlistment Bonus	0.005**
Amount of time deployed before year of first deployment decision	
2003 (ref 0 months deployed)	
1–6 months	-0.10
7–12 months	-0.01
13+ months	-0.40
2004 (ref 0 months deployed)	
1–6 months	-0.10**
7–12 months	-0.12***
13+ months	-0.19***

Table N.2—Continued

2005 (ref 0 months deployed)	
1–6 months	–0.03
7–12 months	–0.08**
13+ months	–0.19***
2006 (ref 0 months deployed)	
1–6 months	–0.03
7–12 months	–0.15***
13+ months	–0.24***
2007 (ref 0 months deployed)	
1–6 months	–0.06
7–12 months	–0.16***
13+ months	–0.21***
2008 (ref 0 months deployed)	
1–6 months	0.04
7–12 months	–0.16***
13+ months	–0.24***
2009 (ref 0 months deployed)	
1–6 months	–0.06
7–12 months	–0.11**
13+ months	–0.23***

NOTES: * = $p < 0.05$; ** = $p < 0.01$; *** = $p < 0.001$.