

job satisfaction than nonmarried. Active duty Black respondents and reserve Black and Hispanic respondents reported lower job satisfaction than White respondents. Finally, a greater number of pleasant life changes (e.g., marriage, birth of a child, promotion) were associated with lower levels of job satisfaction, perhaps reflecting that even positive life changes may add to work-family stress (Sanchez et al., 2004).

Factors That May Lead to Ineligibility

Multiple situations may make a potential recruit ineligible for service: medical or physical conditions (e.g., obesity, asthma); illegal substance use; failure of the AFQT; prior felony or serious misdemeanor convictions; and too many dependents under the age of 18 (Bicksler & Nolan, 2009; Christenson, Taggart, & Messner-Zidell, 2009). Depending upon their needs, the military services may provide waivers for certain conditions or situations. In 2009, however, both active duty and reserve components met or exceeded recruiting goals with respect to numbers and high quality of recruits, an achievement attributed to challenging economic conditions in the country, increasing bonuses for enlistment, spending more on recruiting, and declining violence in Iraq (Bicksler & Nolan, 2009).

DESCRIPTION OF SERVICE PERSONNEL

The United States has 1.37 million active duty and nearly 843,000 selected reserve personnel, totaling more than 2.2 million members (Deputy Assistant Secretary of Defense, Military Community and Family Policy [DASD], 2014). When the nearly 260,000 Individual Ready Reserve and Inactive National Guard are added, the total is approximately 2.5 million military personnel. In comparison, Walmart has nearly the same number of employees worldwide: 2.1 million (*Corporate Facts: Walmart by the Numbers*, 2010). In this section, Description of Service Personnel, we will consider the number of service personnel by branch of service, age, education, gender, and ethnicity.

Active Duty and Selected Reserve by Branch of Service

Based on Defense Manpower Data Center information, Table 2.2 shows numbers of active duty personnel as of the end of FY 2014. The Army has the largest percentage and the Marine Corps and Coast Guard the smallest. As noted earlier in the chapter, the DMDC issues monthly strength reports. However, to gain a more in-depth description of active duty and selected reserve personnel and their families, we need to rely on the

TABLE 2.2 Number and Percent of Active Duty Personnel by Branch of Service as of September 30, 2014

Service	Cadets/Midshipmen	Enlisted	Officer ^a	Total	Percent ^b
Army	4,394	406,519	97,297	508,210	36.9
Air Force	3,879	250,104	62,349	316,332	22.9
Navy	4,455	267,159	54,440	326,054	23.6
Marine Corps	NA	166,977	20,914	187,891	13.6
Coast Guard	874	31,126	8,347	40,347	2.9
Total	13,602	1,121,885	243,347	1,378,834	100%

Source: Compiled from Defense Manpower Data Center (2014a). *Active duty military strength report for September 30, 2014*. Retrieved November 23, 2014, from https://www.dmdc.osd.mil/appj/dwp/dwp_reports.jsp.

^a Includes warrant officers.

^b Percents rounded and calculated by authors.

TABLE 2.3 Number and Percent of Active Duty and Selected Reserve Personnel by Branch FY 2013

Service	Enlisted	Officer ^a	Total	Percent ^b
Army	429,103	98,967	528,070	39
Air Force	261,775	61,798	326,573	24
Navy	265,977	53,861	319,838	23
Marine Corps	174,610	21,238	195,848	14
<i>Total Active Duty</i>	<i>1,131,465</i>	<i>238,864</i>	<i>1,370,329</i>	<i>100</i>
Army National Guard	312,670	45,065	357,735	42
Army Reserve	162,959	35,250	198,209	24
Air National Guard	90,977	14,731	105,708	13
Air Force Reserve	56,853	14,060	70,913	8
Navy Reserve	48,124	14,320	62,444	7
Marine Corps Reserve	35,401	4,100	39,501	5
Coast Guard Reserve	6,695	1,305	8,000	1
<i>Total Selected Reserve</i>	<i>713,679</i>	<i>128,831</i>	<i>842,510</i>	<i>100</i>

Source: Office of the Deputy Assistant Secretary of Defense, Military Community and Family Policy (2014). 2013 demographics. *Profile of the military community*. Exhibits 2.03 (p. 12), 2.04 (p. 13), 3.02 (p. 57). Washington, DC: Author. Retrieved from http://www.militaryonesource.mil/footer?content_id=279104.

^a Includes warrant officers.

^b Percents are rounded.

Demographics Report, published annually in December. A comparison of Tables 2.2 and 2.3 notes a slight increase in the number of active duty personnel from 2013 to 2014.

Table 2.3 shows the distribution of active duty and selected reserve personnel across branches of the service for FY 2013. Recall that the selected reserve includes both federal reservists and state Army and Air National Guard personnel. The Army has the majority of active duty (39%) and selected reserve members (66%), followed by the Air Force. For every officer, there are approximately five enlisted service members (DASD, 2014).

When compared with the overall civilian population in the United States, service personnel on average are younger. The difference is because the maximum age in the military is much lower than in the civilian work force. Enlisted service members and officers in the selected reserve are on average older than their active duty counterparts. In FY 2013, the average age of active duty enlisted personnel was 27 and officers was 35; the average age of selected reserve enlisted personnel was 30 and officers was 39 (DASD, 2014).

Education

Voices From the Frontline

A COLLEGE STUDENT AND MEMBER OF ROTC

I always wanted to have the military and college life together. ROTC allows me to do both and helps pay for college. When I graduate, I will have my B.S. and be commissioned as a junior officer. Then I'll start specialized training.

I did it a little differently than most. When I got out of high school, I went into the Army Reserves and found that the military is a good fit for me. I contracted with the ROTC for 4 years of active duty or reserves because I enjoyed it.

To be a student and a cadet, I have to be organized. I get up each day at 6:00 AM for PT, then go to classes. Like everyone else, I take courses for my major but I also take an additional two or three ROTC credits. Our classes cover various military topics like running a mission and first aid. In my program, every now and then we have a

formal dinner in our dress uniforms. Once a semester we have a two-to-three day field training exercise where we set up a base and learn skills like **land navigation** (using a map and compass to travel from one place to another) and **squad tactics** (strategies used by a small unit of service members to achieve a goal). I will also have a month of training during the summer after my junior year.

Being in the military is like being part of a family. We have about 317 cadets in our battalion. These are the people I mostly hang out with. There are no respect issues with other students when we wear our uniforms to class once a week. I tend to get questions from my professors about the military perspective. Other students seem to pretty much ignore the uniform. I look forward to being a leader and making a difference in the military.

Kendra Beth Klinger

College student and member of ROTC

Compared with the civilian population aged 25 and older, the active duty population (enlisted and officer) has a higher level of formal education. In FY 2013, 88% of the civilian population aged 25 and over had a high school diploma or more education, while 99% of active duty and 93% of selected reserve enlisted did so. In addition, over 80% of active duty and selected reserve officers had a bachelor's or an advanced degree compared to 32% of the civilian population aged 25 and over. The Air Force had the highest percentage of active duty members with a bachelor's or an advanced degree (DASD, 2014).

Gender

While 54% of the U.S. civilian workforce is made up of women aged 16 and over, women make up only one-seventh of the active duty military. As noted in Table 2.4, in FY 2013, 15% of active duty and 18% of the selected reserve were women.

The Air Force had the greatest *percentage* of women of the active duty branches, and the Army had the largest *number* of women. Likewise, among the branches in the selected reserve, the Air Force Reserve had the greatest *percentage* of women, and the Army National Guard had the largest *number* of women (DASD, 2014).

TABLE 2.4 Percent of Active Duty and Selected Reserve Who Are Women FY 2013^a

Percent of Active Duty				Percent of Selected Reserve			
	Enlisted	Officer	Total		Enlisted	Officer	Total
Air Force	19	20	19	Air Force Reserve	26	27	26
Navy	18	17	18	Army Reserve	22	25	23
Army	13	16	14	Navy Reserve	22	18	21
Marine Corps	7	6	7	Air National Guard	19	18	19
				Army National Guard	16	13	15
				Marine Corps Reserve	4	7	4
				Coast Guard	16	22	17
					18	19	18
Total Across Branches	14	16	15				

Source: Office of the Deputy Assistant Secretary of Defense, Military Community and Family Policy (2014). 2013 demographics: Profile of the military community. Exhibits 2.13 (p. 18) and 3.17 (p. 67). Washington, DC: Author. Retrieved from http://www.militaryonesource.mil/footer?content_id=279104.

^a Percents are rounded.

Ethnicity and Race

In 1948, President Harry S. Truman signed Executive Order 998 requiring racial equality among service members. Today, the DoD understands that ethnic and racial diversity of the services creates a force with broader skills and experiences and a stronger force.

The military shows a trend of increasing diversity over the past 20 years. Table 2.5 shows that 31% of active duty and 25% of selected reserve are racially diverse. The Navy and the Army are the most diverse in both active duty and selected reserve personnel. Enlisted personnel are more racially diverse than officers (DASD, 2014).

Table 2.6 shows the percentage of service members on active duty and in the selected reserve by race in FY 2013. In addition, 12% of active duty and 10% of selected reserve members reported Hispanic ethnicity in FY 2013 (DADS, 2014).

As Dr. Jennifer Lundquist explains in *Voices From the Frontline*, the military provides a location to study the impact of policies and practices that integrate work and housing, enforce equal employment opportunities, and reflect a social hierarchy built on rank and not class or race. As a result, service personnel report much better race relations in the military than in the civilian world, and Black and Latino service personnel report high

TABLE 2.5 Percent of Military Members who Identify as a Racial Minority by Branch FY 2013

Branch FY 2013

Percent of Active Duty Racial Minority			Percent of Selected Reserve Racial Minority				
	Enlisted	Officer	Total		Enlisted	Officer	Total ^a
Navy	43	20	39	Navy Reserve	40	21	36
Army	33	27	32	Army Reserve	34	29	33
Air Force	29	19	27	Air Force Reserve	32	17	29
Marine Corps	21	19	21	Marine Corps Reserve	20	20	20
				Army National Guard	22	15	21
				Air National Guard	19	12	18
				Coast Guard	28	32	28
Total Across Branches	32	22	31	Total	26	20	25

Source: Office of the Deputy Assistant Secretary of Defense, Military Community and Family Policy (2014). *2013 demographics: Profile of the military community*. Exhibits 2.03 (p. 12), 2.24 (p. 23), 2.26 (p. 24), 3.11 (p. 63), 3.30 (p. 76), and 3.33 (p. 79). Washington, DC: Author. Retrieved from http://www.militaryonesource.mil/footer?content_id=279104.

* Percents calculated by authors.

TABLE 2.6 Percent of Active Duty and Selected Reserve Personnel by Race FY 2013

	Active Duty	Selected Reserve
White		
Black or African American	69.3	74.9
Asian	17.0	15.6
American Indian or Alaska Native	3.8	3.3
Multi-racial	1.4	0.9
Native Hawaiian or other Pacific Islander	3.1	1.1
Other or Unknown	1.0	0.6
	4.3	3.6

Source: Office of the Deputy Assistant Secretary of Defense, Military Community and Family Policy (2014). *2013 demographics: Profile of the military community*. Exhibits 2.19 (p. 21) and 3.23 (p. 71). Washington, DC: Author. Retrieved from http://www.militaryonesource.mil/footer?content_id=279104.

satisfaction with the quality of life and employment opportunities afforded by the military (Lundquist, 2008).

Voices From the Frontline

RACE AND THE MILITARY

I grew up in Annapolis, Maryland, home to the U.S. Naval Academy, curious about what happened behind the Academy gates. When working on my PhD in Sociology and Demography, I became interested in understanding how the economic, social, and cultural conditions experienced by military families differ from those faced by civilian families and have pursued this line of research. In doing so, I discovered that racial differences found in U.S. society are not evident in the military. Why? The military is one of the few places in U.S. society where interracial contact is high and where full racial equality comes closest to realization. It was among the first U.S. institutions to become racially integrated. There is a notably greater degree of African American job mobility and superior opportunities for advancement in the military relative to the civilian labor force. On-base housing is explicitly racially integrated, and there is evidence that off-base housing is also highly racially integrated. The high prevalence of interracial marriage in the military (at more than twice that of civilian rates) could be interpreted as an indicator of the quality of Black–White relations. Moreover, African American soldiers and their spouses report overall higher quality of life than any other group in the service, civilian race differences in divorce and marriage rates (e.g., lower rate of marriage and higher rate of divorce in the African American community) do not apply to those in the military service, and the racial gap in preterm birth is substantially reduced in the military setting.

Jennifer Lundquist, PhD

*Associate Professor, University of Massachusetts, Department of Sociology
Associate Director, Social and Demographic Research Institute, University of
Massachusetts*

DESCRIPTION OF MILITARY FAMILIES

This section summarizes demographic data about those whom the DoD has traditionally recognized as family members and dependents of service members. Knowing the target population is necessary for creating or updating programs designed to build strengths, meet particular needs, and improve overall quality of life. For example, what decisions would you make about designing or funding parenting programs if you know that children under the age of five represent a large proportion of active duty military children? While reading this section, consider the gaps in our knowledge of characteristics and categories of family members and how these gaps might affect our understanding of the familial support systems and their connections to programming available for these service members.

Voices From the Frontline

BEING A FORMER SPOUSE OF A SERVICE MEMBER

I think it is so great that service members and their families are being supported. But when you are no longer an “official family member,” you are out there floating around. As a former spouse, I have this different perspective on life, and it’s hard to find a place to fit in.