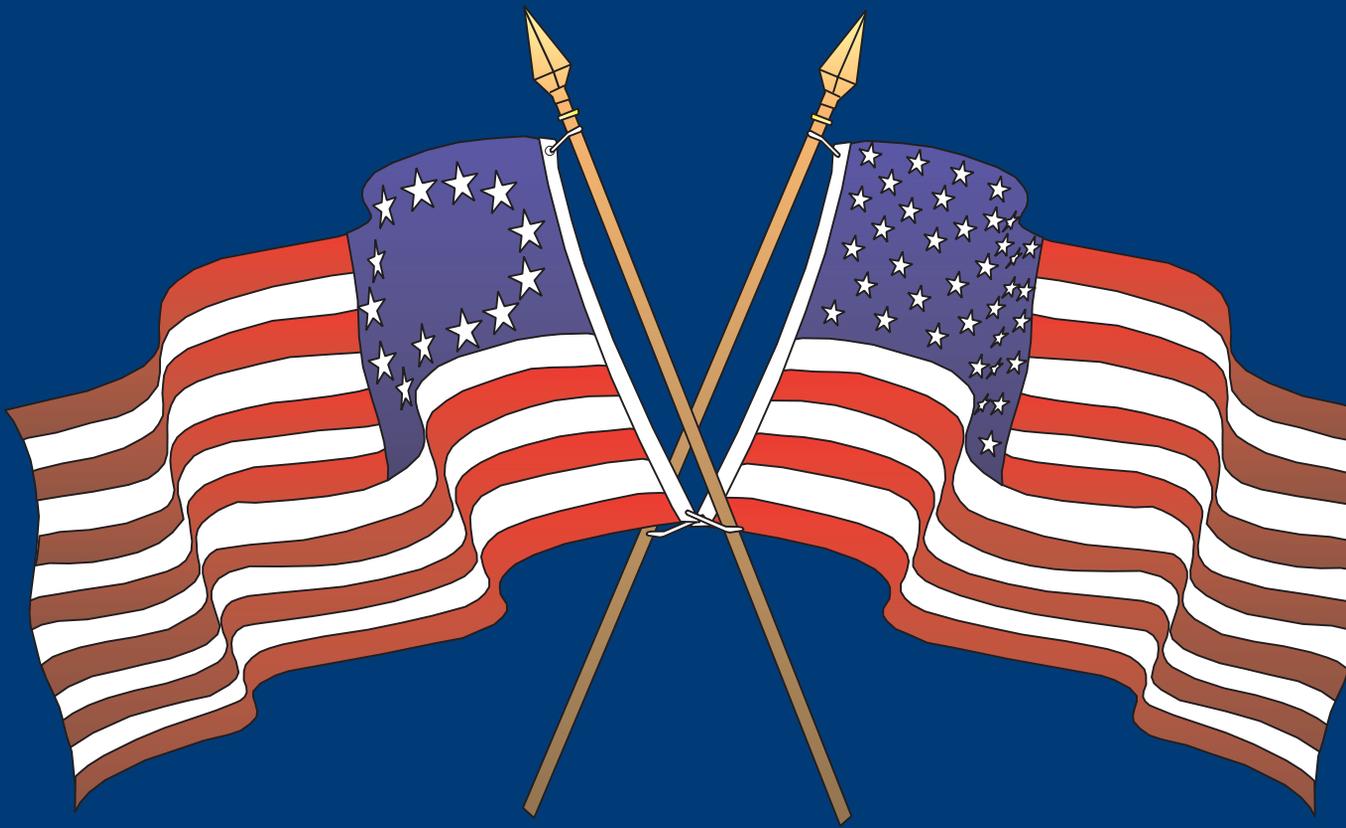


CONGRESSIONAL COMMISSION
ON MILITARY TRAINING AND
GENDER-RELATED ISSUES



FINAL REPORT
RESEARCH PROJECTS, REPORTS, AND STUDIES

VOLUME III

JULY 1999

CONGRESSIONAL COMMISSION ON MILITARY TRAINING AND GENDER-RELATED ISSUES



FINAL REPORT

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We wish to thank all the witnesses who testified at our hearings. This venue provided an interactive format for commissioners to inquire into several statutory sections. Much of the testimony came from current Defense officials and active duty military personnel; additionally, several private sector and retired individuals gave the Commission essential information. All are commended for their time and expertise. All witnesses are listed in Appendix C of Volume I.

The Commission's trip to visit TASK FORCE EAGLE in Tuzla, Bosnia, was an informative and extraordinary event. We commend our expert and gracious escorts, LTC Lunn and 1Lt. Peter J. Masich, USA. We also visited the USS ENTERPRISE in the Mediterranean Sea and salute her extraordinary and gallant crew for providing a unique adventure.

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The Commission faced a challenge in capturing accurate information during the hearings. The Commission received court reporting services from Anita B. Glover & Associates, Ltd., Fairfax, Virginia. We gratefully acknowledge the services of Mr. Donald E. Scott who recorded and transcribed all 12 days of hearings with accuracy and speed. Dowless and Associates, Incorporated, Herndon, Virginia, provided the editorial and layout services for this report and the desktop publishing services of Mr. Costa Bugg and Mr. David Farquharson. Ms. Dawn Hottle of Betac Corporation, Alexandria, Virginia also contributed critical desktop publishing expertise. We recognize the editorial contributions of Ms. Rhonda Mohrmann to a section of the report. The Commission especially thanks the recording expertise of Headquarters, Air Force Television Service Center, and the U.S. Army Visual Information Center for providing a video record of the hearings and meetings.

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The Commission thanks each of the Military Services for providing highly qualified, knowledgeable Service liaison officers. Additionally, the Director of the Department of Defense Education Activity provided the excellent services of its Deputy Comptroller, Mrs. Carolyn Duke, who also served as the Deputy Executive Director.

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Stephen C. Fogleman
Executive Director

Explanation of Volume Formats and Footnotes

The Final Report of the Commission on Military Training and Gender-Related Issues is presented in four volumes as follows:

Volume I. “Findings and Recommendations” consists of the commentaries, assessments, findings and recommendations that are responsive to the mandate set forth in Public Law 105-85. Volume I also contains several appendices (A through K) referenced in the commentary or responsive to a specific section of Public Law 105-85. Example of a footnote to this volume is: Volume I. “Final Report” page 65.

Volume II. “Transcripts and Legal Consultants’ Reports” contains the transcripts of the 12 days of Commission hearings as well as the Legal Consultants’ Reports presented on the last hearing day, 30 January 1999. The Commission wanted to record accurately the testimony of the witnesses and the question and answer dialog between the commissioners and witnesses. We used the excellent court reporting services of Mr. Donald E. Scott of Anita B. Glover & Associates, Ltd., Fairfax, Virginia.

In Volume II pages 1 through 540 are the transcript pages in a condensed format. Each volume page consists of six condensed transcript pages that are numbered at the top of each square. For example, Volume II, page 420 consists of transcript pages 2, 3, 4, 5, 6, and 7 for the hearing on January 29, 1999. A reference or footnote for that hearing in Volume I is: Volume II. “Transcripts” page 420 (29Jan99, pp. 2-7). A citation to a specific witness would be: Starling II, H. D. CAPT, USN, CO, USS EISENHOWER, Volume II “Transcripts” page 420 (29Jan99, pp 2-7). An abbreviated reference is Vol II, page 420 (29Jan99, pp 2-7).

Volumes III and IV. “Research Projects, Reports, and Studies” contains research studies referenced throughout Volume I. A complete listing of studies in Volumes III and IV is found at the Tables of Contents for Volumes I, III, and IV. A research report is footnoted as: Johnson, C. (1999), *The Study of Military Recruit Attitudes Conducive to Unit Cohesion and Survey of Military Leader Opinions on Recruit Training and Gender-Related Issues*, Volume III, “Research Studies”, page 155.

*Research Projects, Reports, and
Studies*

Table of Contents

Foreword: Kathleen M. Wright, Ph.D..... 3

Part 1. The Study of Military Recruit Attitudes Conducive to Unit Cohesion and Survey
of Military Leader Opinions on Recruit Training and Gender-Related Issues,
Charles B. Johnson, Ph.D. 5

Part 2. Content Analysis of Written Comments Provided on the Recruit Trainer Surveys,
Laura L. Miller, Ph.D. and SSG Gregory L. Januscheitis. 367

Part 3. Thematic Assessment of Graduate Recruit Written Comments,
Lawrence J. Shrader 655

FOREWORD

by

Kathleen M. Wright, Ph.D.

Research Director

Overview

The research program consisted of two types of assessment: gathering and analyzing existing documents and literature, and new data collection efforts. These new studies addressed sections of the statute that required an examination of basic training in general and the effects of gender format in particular. In all, ten projects were initiated. The research program was developed in collaboration with commissioners, contractors, and consultants. The General Accounting Office (GAO) provided valuable review and input on research methodologies. The design and review phases of the program occurred in September and October 1998. The fielding of the program occurred in November, with the majority of data collected from November 1998 through January 1999. Final reports for the ten projects were submitted in February through May 1999.

Objectives

The program encompassed the continuum of recruit experience, beginning with military enlistment and arrival at a basic training site, and continuing through graduation from the initial entry program and assignment to receiving units. The objectives were to track recruit socialization and the corresponding development of values, attitudes and performance, and to assess the effect of these experiences as recruit graduates were assigned to their new units and began their military careers. Toward this end, surveys and interviews were conducted with an extensive range of servicemembers. The surveys included recruit self-assessment. In addition, recruit trainers and enlisted leaders and officers serving in operational units provided their assessments of the quality of the training programs and the qualifications of trainees who graduated. Further, enlisted members with one through eight years of military service retrospectively assessed their experiences and proficiency levels in a number of dimensions. Assessments focused on socialization into the military, the development of core values and attitudes, and opinions on military training and gender-related issues. Systematic focused interviews were conducted with enlisted members at different career levels to provide qualitative, in-depth information about superior/subordinate relationships, unit social interactions, and viewpoints on gender integration in the military. Several projects reviewed existing data, conducting secondary analyses on issues relevant to the Commission's charter.

Projects

The research projects have been divided into two volumes. Volume III contains reports for the following three projects. The first project, The Study of Military Recruit Attitudes Conducive to Unit Cohesion and Survey of Military Leader Opinions on Recruit Training and Gender-Related Issues, included samples of approximately 9,000 recruits and 2,300 recruit trainers across the Services. There was also a leader sample of approximately 10,000 officers and senior enlisted members. The sample included a stratified random sample of O-3¹ and E-6/7² military leaders, as well as a mail survey of operational unit battalion, squadron and ship commanders and their senior enlisted advisors. The objectives of the research were to assess attitudes conducive to cohesion in graduating recruits compared with their Services' expectations, and to determine whether the format of their training related to these attitudes. Military leaders were surveyed for their perceptions of the quality and qualifications of graduating recruits, and their opinions about recruit training and policies regarding cross-gender relationships of military personnel.

The second project, Content Analysis of Written Comments Provided on the Recruit Trainer Surveys, assessed open-ended comments from the sample of recruit trainers across Services. This study provided in-depth information on trainers' perceptions of the quality of recruits and recruit training, gender-integrated training format, and adultery and fraternization policies. The third project in this volume, Thematic Assessment of Graduate Recruit Written Comments, summarized the open-ended comments from approximately 3,000 graduating recruits based on selected themes concerning their basic training experiences.

¹ Captains in the Army, Air Force and Marine Corps; Lieutenants in the Navy.

² Non-commissioned Officers/ Senior Non-Commissioned Officers in the Army and Air Force; 1st Class Petty Officers/ Chief Petty Officers in the Navy; Staff Sergeants/Gunnery Sergeants in the Marine Corps.

PART 1

*The Study of Military Recruit Attitudes
Conducive to Unit Cohesion*

&

*Survey of Military Leader Opinions on Recruit
Training and Gender-Related Issues*

PART 1

by

Charles B. Johnson, Ph.D.

ACKNOWLEDGMENTS

“Happy is he whom truth teacheth by itself, not by figures and words that pass, but as it is in itself.”

- Thomas à Kempis, 1410

This study would not have been possible without the superior research expertise, noteworthy dedication and tireless efforts of Mr. John Helmick, Dr. Cynthia Gimbel and the entire Project Staff of Westat in Rockville, Maryland.

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The four active duty Service representatives to the Commission, Captain James Synder, USN, LtCol Mary J. Street, USAF, LtCol Brenda L. Harris, USA and LtCol (Select) Scott R. LaShier, USMC, deserve the credit for defining many of the military terms listed in Chapter 1 and for drafting nearly all of Chapter 2 of this report, a chapter which portrays the initial entry training continuum of each Service. They are gratefully acknowledged for their hard work, expertise, and dedicated service to their country.

The author finally acknowledges Mrs. Janice Johnson and children (Dan, Julie, and Brian) of Neenah, Wisconsin, who accepted the absence of a family member in order that this research could be conducted.

Even though many people have assisted in the completion of this research and in writing the final report, the author alone accepts responsibility for its final form and all conclusions and recommendations that resulted from assessment of the data set.

Charles Johnson
June 1999

TABLE OF CONTENTS

<u>Chapter</u>	<u>Page</u>
EXECUTIVE SUMMARY	13
1 RESEARCH BACKGROUND	35
1.1 Introduction	35
1.2 Premise	35
1.3 Research Objectives	35
1.4 Research Concept – The Military Profession.....	36
1.5 Research Concept – Unit Cohesion.....	38
1.6 Research Concept – Operationalized Research.....	39
1.7 Research Methods	40
1.8 Research Limitations.....	42
1.9 Definition of Study Terms.....	42
1.10 Study Abbreviations and Acronyms.....	47
1.11 Report Transition.....	48
2 RECRUIT TRAINING ENVIRONMENT	49
2.1 Introduction	49
2.2 Army Initial Entry Training Continuum	50
2.3 Navy Initial Entry Training Continuum	55
2.4 Air Force Initial Entry Training Continuum	60
2.5 Marine Corps Initial Entry Training Continuum.....	64
3 RESEARCH METHODOLOGY	69
3.1 Survey Instruments.....	69
3.2 Military Leader Survey	70
3.3 Commanding Officer and Senior Enlisted Advisor Survey	72
3.4 Basic Training Survey	72
3.5 Sample Design and Data Weighting.....	73
3.6 Sampling Procedures - Military Leader Survey	73
3.7 Weighting Procedures - Military Leader Survey.....	73
3.8 Survey Administration	74
3.9 Site-Administered Surveys.....	74
3.10 Mailed Surveys.....	76
3.11 Receipt Control - Mailed Surveys.....	78
3.12 Sample Biases	79
3.13 Processing Returned Surveys	79
3.14 Preparation for Key-Entry	79
3.15 Key-Entry - Creating the Scored Data Set	80
3.16 Processing Key-Entered Data.....	80
3.17 Late Returned Leader Surveys	81

<u>Chapter</u>	<u>Page</u>
4 RESULTS OF ANALYSIS.....	83
4.1 Data Tabulation	83
4.2 Profiles of Survey Respondents	83
4.3 Development of Cohesion Constructs.....	85
4.4 Measurements and Assessments	93
4.5 Graduating Recruit Mean Scores	94
4.6 Recruit Attitudes versus Enlisted Leader Expectations	100
4.7 Beginning Recruits by Service and Gender	104
4.8 Comparing Graduating Recruits by Gender Format of Training	109
4.9 Military Leader Opinions	115
4.10 Graduating Recruit Opinions	129
5 CONCLUSION	131
5.1 Discussion	131
5.2 Summary Findings	131
5.3 Observations.....	133
5.4 Recommendations	133
5.5 Lessons Learned.....	134
REFERENCES	137

LIST OF APPENDICES

<u>Appendix</u>	<u>Page</u>
A Executive Summary – Content Analysis of Written Comments	141
Provided on the Recruit Trainer Surveys	
B Executive Summary – Thematic Assessment of Graduate	151
Recruit Written Comments	
C Survey Instruments, Cover Letters, and Administrative Instructions	159
D Sample Design Description and Rationale – Military Leader Survey	207
(O3 and E-6/E-7)	
E Data Weighting – Military Leader Survey (O3 and E-6/E-7)	213
F Profiles of Survey Respondents	221
G T-test Values of Recruit Comparisons on Cohesion Constructs	235
H Regression Coefficients.....	243
I Comparisons of Graduating Recruits with Their Service Expectations.....	253
(using Service-specific construct weights)	
J Military Leaders Opinions on Quality of Entry Level Graduates,	261
Gender Integration of Basic Training, and Other Gender-Related Issues	
K Graduating Recruits’ Opinions of Basic Training.....	351
L Service-Specific Longitudinal Research Model.....	357

LIST OF TABLES

<u>Table</u>	<u>Page</u>
1-1 Moskos Institutional/Occupational (I/O) Model.....	38
1-2 Research Samples - All Services 1-7	40
2-1 Recruit Training Formats by Service	50
3-1 Data Collection Overview.....	70
3-2 Military Leader (O-3 and E-6/E-7) Survey.....	71
3-3 Recruit Trainer Surveys	71
3-4 Commander and Senior Enlisted Advisor Survey	72
3-5 Basic Training Survey.....	72
3-6 Site Visit Schedule	75
3-7 Survey Completion by Recruit Trainers	76
3-8 Response Rates for the Commander and Senior Enlisted Advisor Survey.....	77
3-9 Response Rates for the Military Leader (O-3 and E-6/E-7) Survey	78
3-10 Number of Leader Surveys Received Late	81
4-1 Hypothetical Assignment of Questionnaire Items to Construct Structure	86
4-2 DoD and Service Loading Factors for Cohesion Constructs	89
4-3 Cross-Factor Loadings for Cohesion Constructs	90
4-4 Theoretical Construct Ranges by Service	91
4-5 Actual Construct Ranges by Service and Grade	92

LIST OF FIGURES

<u>Figure</u>	
4-1 Cohesion Constructs	88
4-2 Formula for Construct Score Calculation	91
4-3 Graduating Recruits by Gender – Commitment	95
4-4 Graduating Recruits by Gender – Respect for Authority	96
4-5 Graduating Recruits by Gender – Group Identity.....	97
4-6 Army Graduating Recruit Mean Scores.....	98
4-7 Navy Graduating Recruit Mean Scores	98
4-8 Air Force Graduating Recruit Mean Scores.....	99
4-9 Marine Graduating Recruit Mean Scores.....	99
4-10 Graduating Recruits versus Service Expectation – Commitment.....	101
4-11 Graduating Recruits versus Service Expectation – Respect for Authority.....	102
4-12 Graduating Recruits versus Service Expectation – Group Identity	103
4-13 Beginning Recruits by Gender – Commitment.....	105
4-14 Beginning Recruits by Gender – Respect for Authority	106
4-15 Beginning Recruits by Gender – Group Identity	107
4-16 Predicted Beginning Recruit Scores – Commitment	108
4-17 Predicted Beginning Recruit Scores – Respect for Authority	108
4-18 Predicted Beginning Recruit Scores – Group Identity.....	109
4-19 Male Graduating Recruits by Training Format – Commitment.....	110
4-20 Male Graduating Recruits by Training Format – Respect for Authority	111
4-21 Male Graduating Recruits by Training Format – Group Identity	112
4-22 Predicted Male Graduating Recruit Scores – Commitment.....	113
4-23 Predicted Male Graduating Recruit Scores – Respect for Authority.....	113

PART I

<u>Figure</u>		<u>Page</u>
4-24	Predicted Male Graduating Recruit Scores – Group Identity.....	114
4-25	Gender Format Predicted Scores – All Constructs.....	114
4-26	Effect on Operational Readiness	116
4-27	Success in Operational Units	116
4-28	Army Leader Evaluation – Overall Quality	117
4-29	Navy Leader Evaluation – Overall Quality	118
4-30	Air Force Leader Evaluation – Overall Quality	118
4-31	Marine Leader Evaluation – Overall Quality	118
4-32	Army Leader Evaluation – Discipline	119
4-33	Navy Leader Evaluation – Discipline.....	119
4-34	Air Force Leader Evaluation – Discipline.....	119
4-35	Marine Leader Evaluation – Discipline.....	120
4-36	Purpose of Recruit Training.....	121
4-37	Army Leader Views on Gender Format	121
4-38	Navy Leader Views on Gender Format	122
4-39	Air Force Leader Views on Gender Format	122
4-40	Marine Leader Views on Gender Format	122
4-41	Recruit Distraction – Male Recruit Trainers	123
4-42	Recruit Training Distraction – Female Recruit Trainers	124
4-43	Army – Effect On Quality of Basic Training	124
4-44	Navy – Effect On Quality of Basic Training	125
4-45	Air Force – Effect On Quality of Basic Training	125
4-46	Marines – Effect On Quality of Basic Training	125
4-47	Single DoD Policy on Fraternization.....	126
4-48	Male Leader View of Consistency.....	127
4-49	Female Leader View of Consistency	127
4-50	Sexual Harassment	128
4-51	Single DoD Policy for Adultery	128
4-52	Consistency Across Commands	129
4-53	Recruit Training Toughness.....	130

EXECUTIVE SUMMARY

INTRODUCTION

Background

The *Congressional Commission on Military Training and Gender-Related Issues* was created in 1998 by an Act of Congress under Title V, Subtitle F of the National Defense Authorization Act for Fiscal Year 98. The Commission was tasked with assessing the quality of basic training in the Army, Navy, Air Force, and Marine Corps and to make recommendations to Congress on improvements to those programs. The Commission was also tasked with reviewing the effects and application of policies and regulations governing cross-gender relationships of members of the Armed Forces and with making recommendations on improvements to those policies, programs and restrictions. As part of their work, the Commission generated a number of independent research projects in order to provide Commissioners with relevant data on the decision-making issues.

Premise

Recruit training is an institutional gateway from civilian status to a professional identity expected by military leaders. This unique transformation process takes place at a singular point when an individual's learning curve is initialized at ground zero and then maximized by the intensity of the basic training experience. Consequently, the preparedness of graduating recruits, and therefore their ability to contribute to the operational readiness of the Commands they join, is extremely sensitive to any variations in the quality of the basic training they experience.

Research Objectives

The study had three basic objectives in measuring the attitudes of graduating recruits and two objectives in surveying military leaders. In recruit attitudes, the first objective was to document the current state of inculcating desired cohesion attitudes in graduating recruits of the four Services. The second objective was to analyze whether gender-format within basic training was related to either high or low attitude scores. The third objective was to assess the difference between graduating recruit scores on cohesion attitudes and the scores expected by enlisted leaders of their Service. Concerning surveying military leaders, the first objective was to document their opinions concerning the quality of current initial entry graduates in the military, as well as their opinions on current policies of gender integration/separation in basic training. The second objective was to assess leader opinions on other gender-related policies in the military that were pertinent to the Commission's charter.

Sampling

Samples for this research included nearly 9,000 active duty military recruits (reserve recruits excluded) across all the Services and all basic training sites, as well as 2,290 Recruit Trainers from all Services. In addition to Recruit Trainers, other leader samples consisted of over 10,000 officers and senior enlisted, to include stratified random samples of E-6/E-7 and O-3 leaders, and a majority (61% and 63% respectively) of all Battalion/Squadron/Ship-Level operational commanders and their senior enlisted advisors. Table 1 provides a summary of the study's research samples. A supplemental content analysis study focused on the open-ended written comments made by 1,430 Recruit Trainers on their surveys. The analysis of Recruit Trainer comments provided in-depth information on these leaders' perceptions on the conduct of basic training by Service (See Appendix A). Additional work on written comments included

a thematic assessment of open-ended comments made by nearly 3,000 graduating recruits on their surveys (See Appendix B). Finally, open-ended comments from all other military leaders (approximately 10,500 wrote comments) were transcribed for the record and included within the data set.

Table 1. Research Samples - All Services

	Total Number "N"	Male	Female	Survey Method	% of Population	Return Rate	Army "N"	Navy "N"	Air Force "N"	Marine Corps "N"
Beginning Recruits	3,971	2,707	1,264	On-site	2.7%*	N/A	1,379	1,018	1,090	484
Graduate Recruits	4,988	3,759	1,229	On-site	2.7%*	N/A	2,262	742	982	1,002
E-6/E-7s	4,402	2,953	1,449	Mailed	1.7%	48%	1,177	1,171	1,073	981
Recruit Trainers	2,290	2,002	288	On-site	62%	N/A	1,098	225	132	835
O-3s	3,288	2,023	1,265	Mailed	7.7%	53%	1,065	830	884	509
BN/SQ/Ship Commanders	1,126	1,037	89	Mailed	61%	61%	216	195	626	89
CMD NCO/Sgt Major	1,185	1,091	94	Mailed	63%	63%	251	273	539	122
Total	21,250	15,572	5,678	N/A	N/A	54%	7,448	4,454	5,326	4,022

* Based on FY98 and FY99 DoD Non-Prior Service accession data.

Research Limitations.

It is important to note that this study was not longitudinal. That is, the study did not measure the "same" recruits at the beginning of training and then again at the end of their training. Due to time constraints, it was necessary to measure separate samples of beginning and ending recruits. As much as one would like to connect the attitude levels of beginning recruits with those measures of the ending recruits, it was not appropriate to draw conclusions from such a connection.

Survey Instruments.

The research employed three survey instruments: the *Basic Training Survey*, the *Military Leader Survey* and the *Commander & Command Sergeant Major Survey* (See Appendix C). The methodology of attitude construct measurement (multiple survey items relating to the same attitude) required respondents to rate survey items on a 5-point Likert scale ranging from strongly agree to strongly disagree. Initially, items for the surveys were drawn from studies of military cohesion, organizational commitment and professional identity. Cohesion attitude constructs of commitment, respect for authority, group identity, loyalty, trust, and the sharing group norms, were the theoretical premise for desired attitudes. The remaining items of the survey instruments fell into two categories: (1) background demographic items for recruits and leaders, and (2) military leaders' opinion items on the quality of current entry-level graduates, gender-integration in basic training, and other gender-related issues.

Cohesion Attitude Measurement.

In the final instruments, 31 Likert-scaled survey items were selected to measure desired cohesion attitudes. However, only 20 of the items were found to hold up consistently

in factor analysis as fitting one of three cohesion attitude constructs: commitment, respect for authority, and group identity. The stratified random sample of Enlisted leaders (E-6/E-7s of all Services) provided the weighting standard for each survey item. These factor weights were then applied to all recruit and leader samples in the same way to measure the cohesion constructs under review.³ Mean scores of recruit samples were then compared by and within Service, gender, and gender-format of the recruit training the respondent experienced. It should be noted, however, that not all cohesion constructs appear to have the same degree of item reliability. It is acknowledged that the attitude construct of “respect for authority,” like “trust” and “loyalty,” was a difficult attitude construct to capture using a written survey. The reader is referred to Chapter 4, Table 4-2, to review survey items for each cohesion construct, as well as their associated factor weights and construct alpha coefficients.

BASIC RESEARCH RESULTS

Research results are summarized in three sections: (1) recruit sample mean scores for cohesion attitudes, (2) recruit sample regression analysis predicted mean scores, and 3) opinion measurements from military leader samples and graduating recruit samples. The cohesion attitude mean scores were computed based on how respondents answered Likert-scale survey items indicating their propensity to hold attitudes of commitment, respect for authority, and group identity. Military leaders responded to the same items on their surveys, only in their case, “as they would hope graduating recruits would respond.” The E-6/E-7 enlisted leader responses represented the Service’s expectation for recruits.

Sample mean scores are depicted for the reader on restricted scales to show the standard error and associated confidence interval.⁴ The confidence interval is a statistical measure of the spread of individual mean scores around the overall sample mean. In those depicted mean estimates where confidence intervals between samples overlap, their respective mean scores are said to be “similar.” However, in the depicted means where confidence intervals do not overlap, the difference in the means implies “statistical significance” at the .05 level. In such cases, statistical significance implies that the difference in those means is not explained by random error alone, and can be stated so with some level of confidence (e.g., 95% confidence interval represented by the upper and lower bound plotted for each mean depiction).

Opinion measurements reflect response rates showing how surveyed military leader groups and graduating recruits answered different opinion items in their respective surveys. It should be noted that military leader opinions do not necessarily imply comparable direct experience in all cases. “Opinions” are more than “impressions” and less than certain “knowledge.” It is clear that sampled leaders differ in experience level on certain issues. For example, Marine leaders and some portion of Army leaders (especially certain Recruit Trainers) may have opinions on gender-integrated recruit training (GIT), but presumably lack the same level of direct experience with GIT that many Navy and Air Force leaders may have (since GIT is the latter’s current policy in recruit training). In the same vein, Air Force, Navy, and some Army leaders may have opinions on gender-separate recruit training (GST), but presumably lack the level of direct experience that Marine Corps and some Army leaders have with gender-separate recruit training formats. The reader should take into account the differences in experience level that separate leader samples represent in this research.

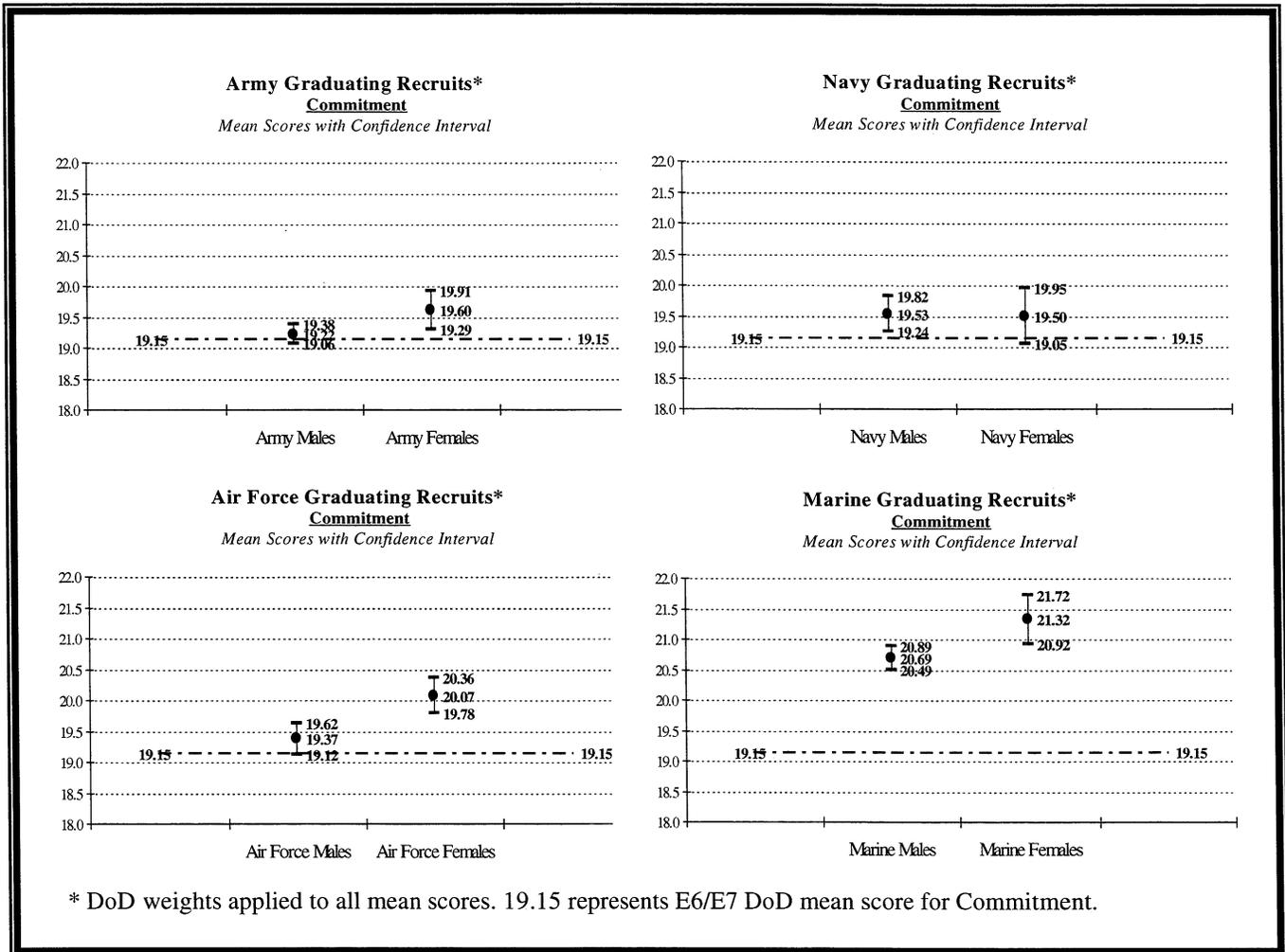
³ See Chapter 4 for an explanation of DoD E-6/E-7 weights.

⁴ See Chapter 4, Table 4-5, for actual ranges of the individual cohesion constructs.

Cohesion Attitudes - Mean Score Estimates for Graduating Recruits:

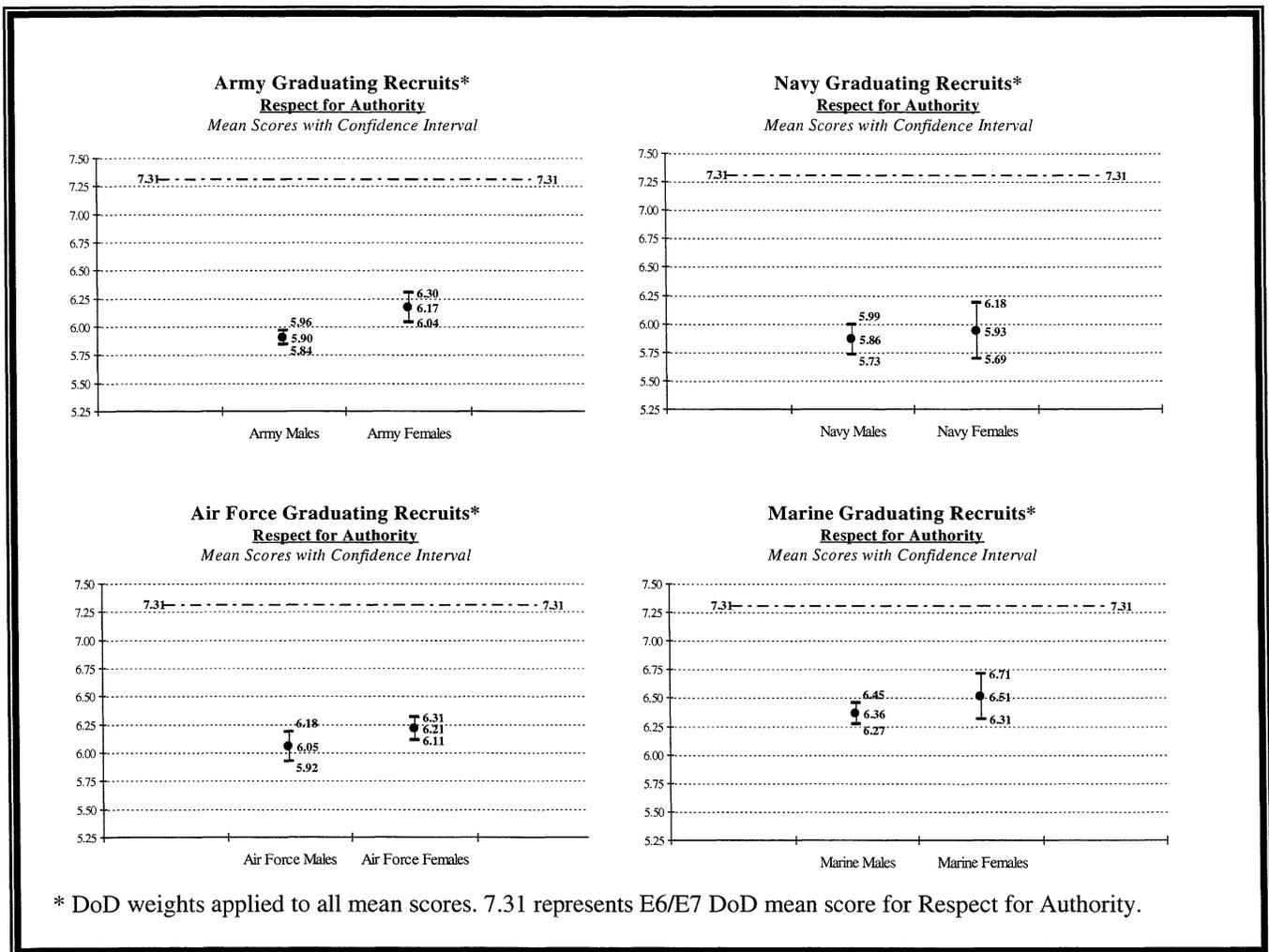
- Army graduating recruit mean scores for Commitment were 19.22 for males and 19.60 for females. The combined DoD E-6/E-7 enlisted leader expectation for Commitment was 19.15 (Figure 1).
- Navy graduating recruit mean scores for Commitment were 19.53 for males and 19.50 for females. The combined DoD E-6/E-7 enlisted leader expectation for Commitment was 19.15 (Figure 1).
- Air Force graduating recruit mean scores for Commitment were 19.37 for males and 20.07 for females. The combined DoD E-6/E-7 enlisted leader expectation for Commitment was 19.15 (Figure 1).
- Marine graduating recruit mean scores for Commitment were 20.69 for males and 21.32 for females. The combined DoD E-6/E-7 enlisted leader expectation for Commitment was 19.15 (Figure 1).

Figure 1. Graduating Recruits by Gender - Commitment



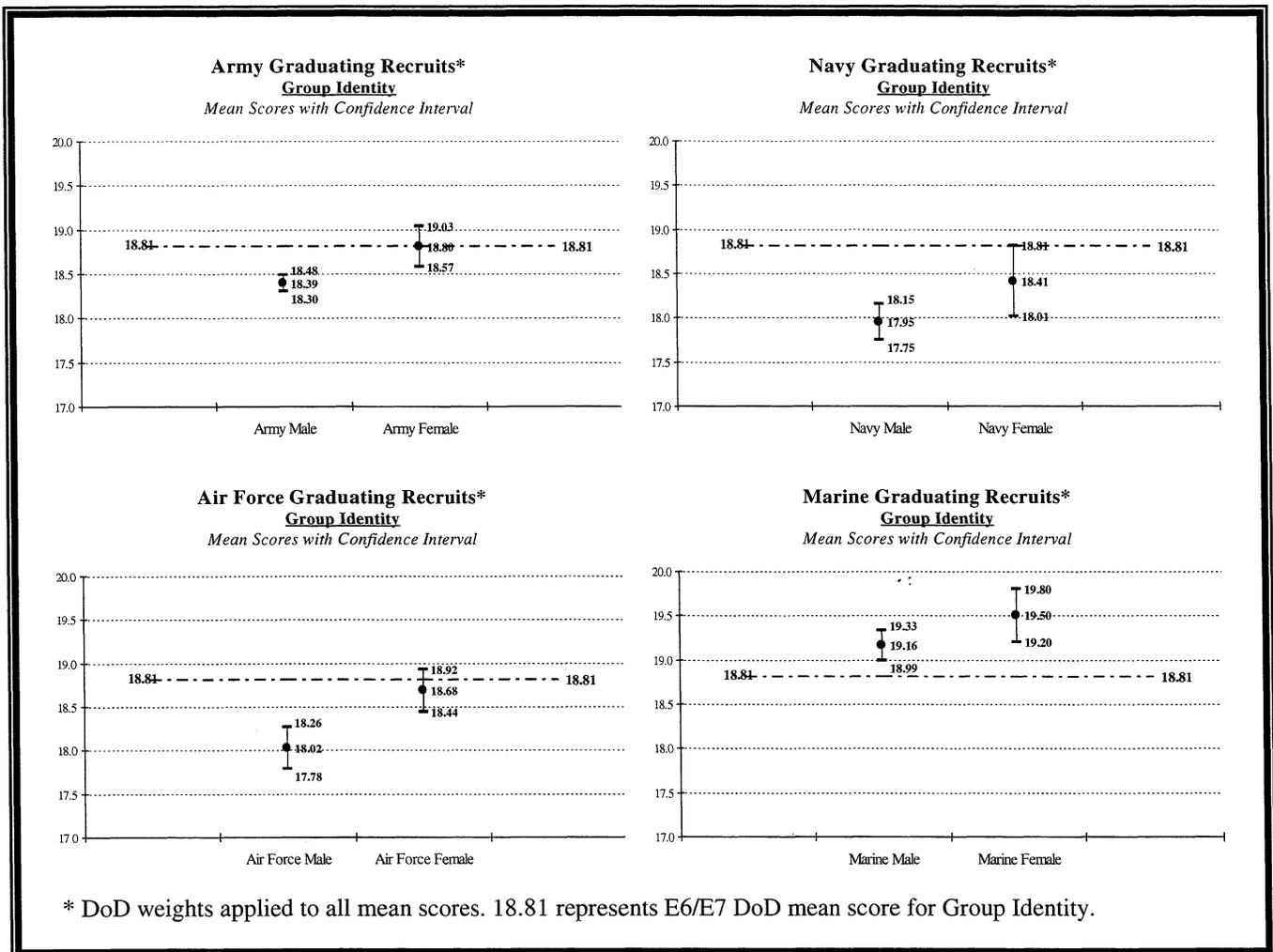
- Army graduating recruit mean scores for Respect for Authority were 5.90 for males and 6.17 for females. The combined DoD E-6/E-7 enlisted leader expectation for Respect for Authority was 7.31 (Figure 2).
- Navy graduating recruit mean scores for Respect for Authority were 5.86 for males and 5.93 for females. The combined DoD E-6/E-7 enlisted leader expectation for Respect for Authority was 7.31 (Figure 2).
- Air Force graduating recruit mean scores for Respect for Authority were 6.05 for males and 6.21 for females. The combined DoD E-6/E-7 enlisted leader expectation for Respect for Authority was 7.31 (Figure 2).
- Marine graduating recruit mean scores for Respect for Authority were 6.36 for males and 6.51 for females. The combined DoD E-6/E-7 enlisted leader expectation for Respect for Authority was 7.31 (Figure 2).

Figure 2. Graduating Recruits by Gender - Respect for Authority



- Army graduating recruit mean scores for Group Identity were 18.39 for males and 18.80 for females. The combined DoD E-6/E-7 enlisted leader expectation for Group Identity was 18.81 (Figure 3).
- Navy graduating recruit mean scores for Group Identity were 17.95 for males and 18.41 for females. The combined DoD E-6/E-7 enlisted leader expectation for Group Identity was 18.81 (Figure 3).
- Air Force graduating recruit mean scores for Group Identity were 18.02 for males and 18.68 for females. The combined DoD E-6/E-7 enlisted leader expectation for Group Identity was 18.81 (Figure 3).
- Marine graduating recruit mean scores for Group Identity were 19.16 for males and 19.50 for females. The combined DoD E-6/E-7 enlisted leader expectation for Group Identity was 18.81 (Figure 3).

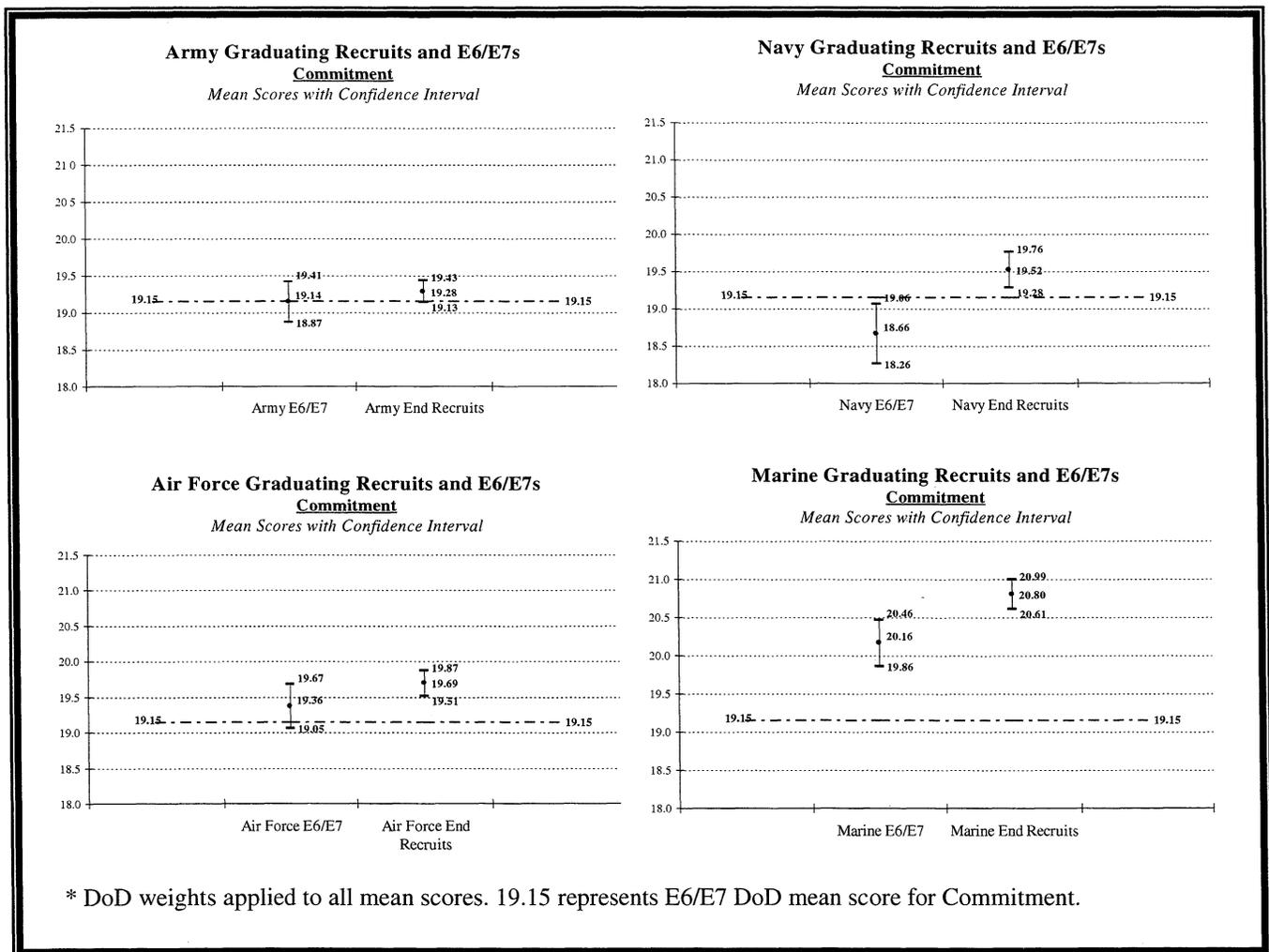
Figure 3. Graduating Recruits by Gender - Group Identity



Figures 4, 5 and 6 show graduating recruit mean scores (male and female recruits combined together by Service) together with each Service's E/6/E7 enlisted leader mean score for the same cohesion construct.

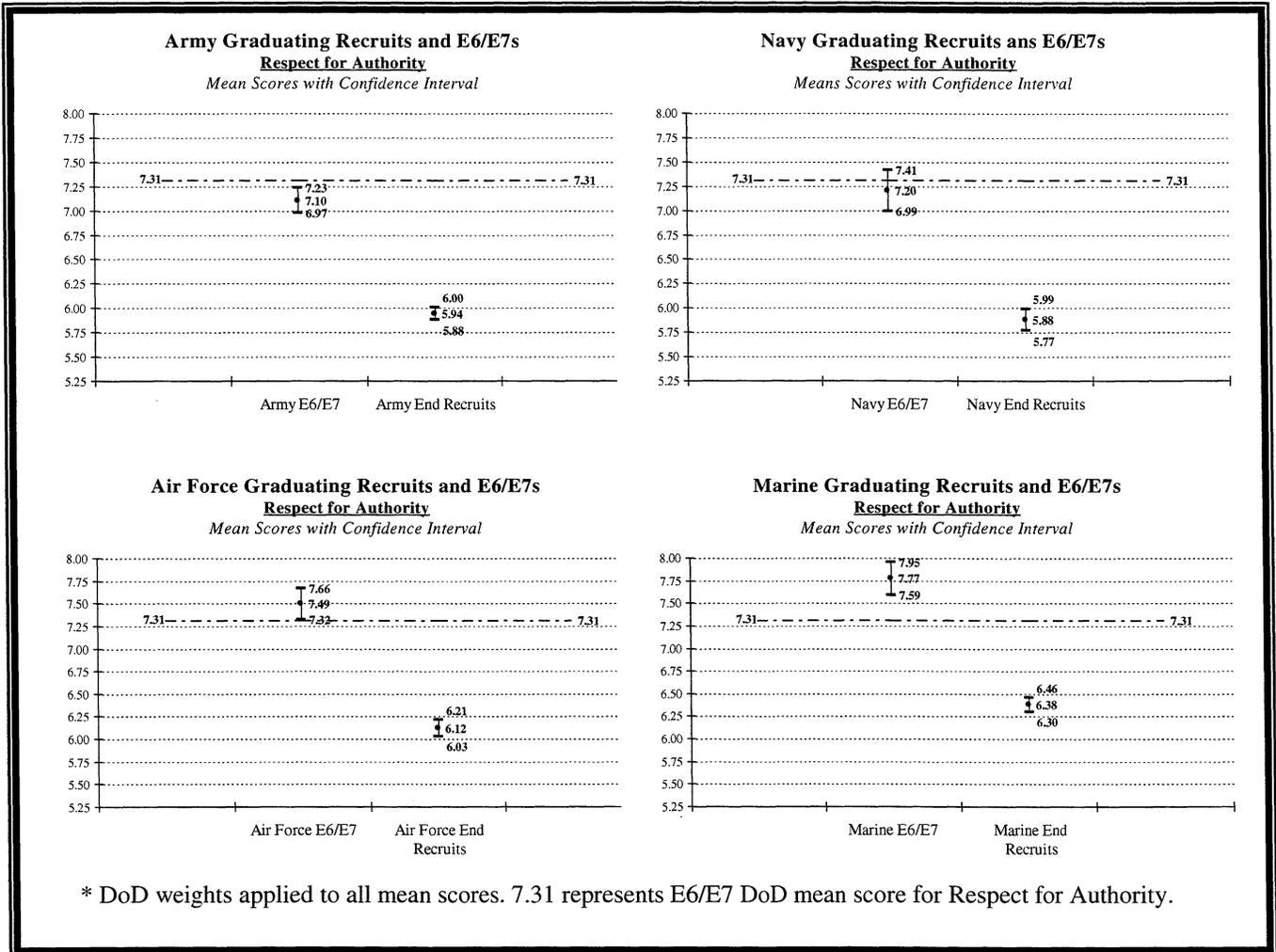
- Army graduating recruit mean score for Commitment was 19.28. The overall Army E-6/E-7 enlisted leader expectation for Commitment was 19.14 (Figure 4).
- Navy graduating recruit mean score for Commitment was 19.52. The overall Navy E-6/E-7 enlisted leader expectation for Commitment was 18.66 (Figure 4).
- Air Force graduating recruit mean score for Commitment was 19.69. The overall Air Force E-6/E-7 enlisted leader expectation for Commitment was 19.36 (Figure 4).
- Marine graduating recruit mean score for Commitment was 20.80. The overall Marine E-6/E-7 enlisted leader expectation for Commitment was 20.16 (Figure 4).

Figure 4. Graduating Recruits by Their Service E-6/E-7 Expectation – Commitment



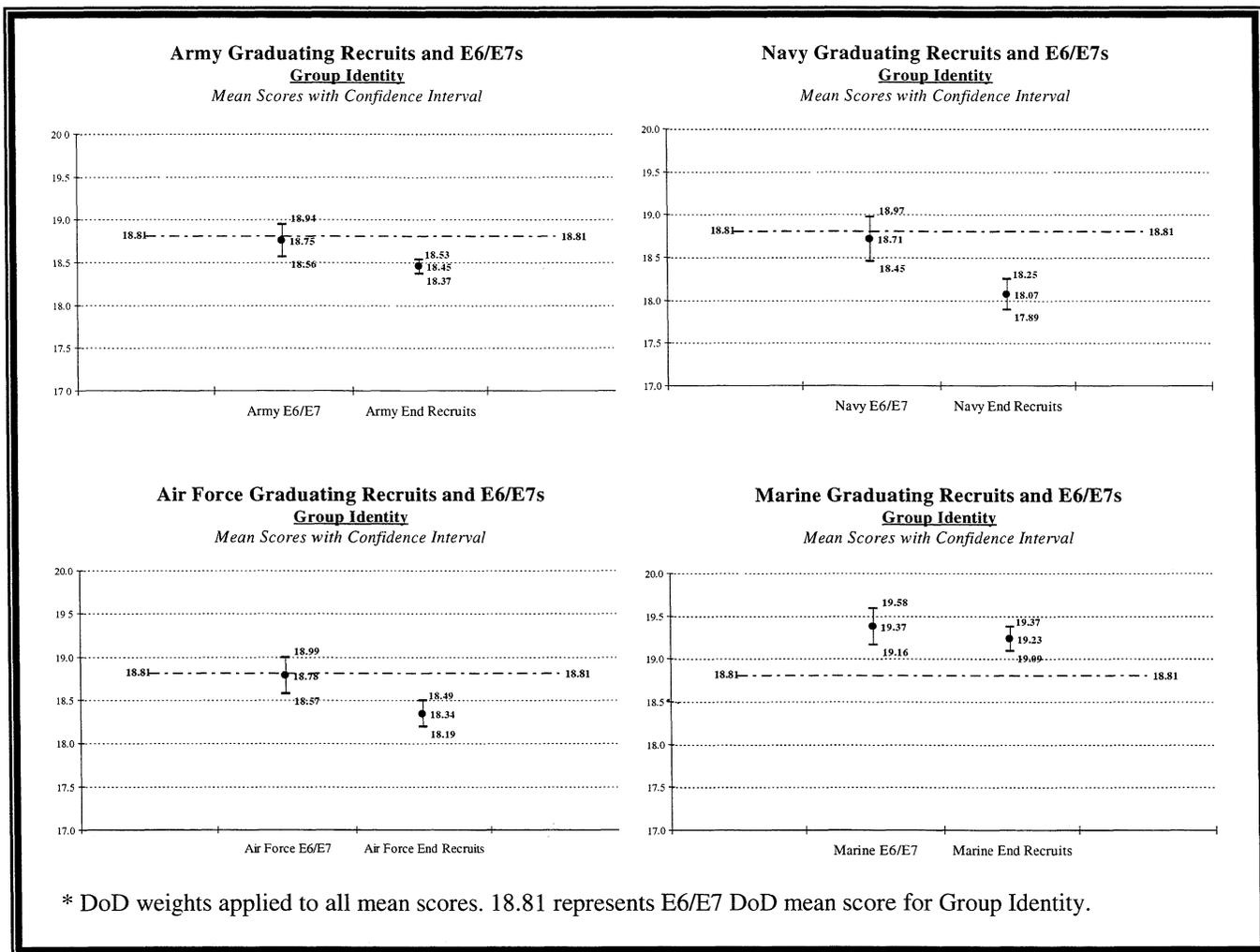
- Army graduating recruit mean score for Respect for Authority was 5.94. The overall Army E-6/E-7 enlisted leader expectation for Respect for Authority was 7.10 (Figure 5).
- Navy graduating recruit mean score for Respect for Authority was 5.88. The overall Navy E-6/E-7 enlisted leader expectation for Respect for Authority was 7.20 (Figure 5).
- Air Force graduating recruit mean score for Respect for Authority was 6.12. The overall Air Force E-6/E-7 enlisted leader expectation for Respect for Authority was 7.49 (Figure 5).
- Marine graduating recruit mean score for Respect for Authority was 6.38. The overall Marine E-6/E-7 enlisted leader expectation for Respect for Authority was 7.77 (Figure 5).

Figure 5. Graduating Recruits by Their Service E-6/E-7 Expectation – Respect for Authority



- Army graduating recruit mean score for Group Identity was 18.45. The overall Army E-6/E-7 enlisted leader expectation for Group Identity was 18.75 (Figure 6).
- Navy graduating recruit mean score for Group Identity was 18.07. The overall Navy E-6/E-7 enlisted leader expectation for Group Identity was 18.71 (Figure 6).
- Air Force graduating recruit mean score for Group Identity was 18.34. The overall Air Force E-6/E-7 enlisted leader expectation for Group Identity was 18.78 (Figure 6).
- Marine graduating recruit mean score for Group Identity was 19.23. The overall Marine E-6/E-7 enlisted leader expectation for Group Identity was 19.37 (Figure 6).

Figure 6. Graduating Recruits by Their Service E-6/E-7 Expectation – Group Identity



Recruit Cohesion Attitudes – Regression Analysis Predicted Mean Scores:⁵

- In regression analysis, measurements of combined graduating recruits by their gender format (mixed in Army, Navy, and Air Force vs. single gender in all four Services) indicated that format did not appear to influence (positively or negatively) the pre-

⁵ Regression scores are graphed on a scale large enough to include the entire range of all constructs. Table 4-5 gives actual ranges by construct.

dicted scores on commitment, respect for authority, or group identity (Figure 7). In addition, male recruits in mixed-gender units within the Army, Navy, and Air Force scored similarly compared with other male recruits within their Service who were in male-only units. Because the Marine Corps had the only female-only recruit training format, no training format comparisons could be made with that Service. Figures 8, 9, and 10 show predicted mean scores by gender format for the Army, Navy and Air Force graduating recruits.

- The measurement of a different sample of beginning recruits in their first week of training showed no significant differences between male and female recruit scores on commitment, respect for authority, and group identity. Some differences by Service existed in the beginning recruit samples on some cohesion attitudes (Navy and Marine beginning recruits similar to each other and higher than Army and Air Force in commitment; Marines, Army and Air Force similar to each other but significantly lower than Navy beginning recruits in respect for authority).
- When all graduating recruits were combined by gender, female scores were predicted to be significantly higher in commitment, respect for authority, and group identity than combined male graduating recruits (not always true by individual Service).

Figure 7. Gender Format Predicted Scores – All Constructs

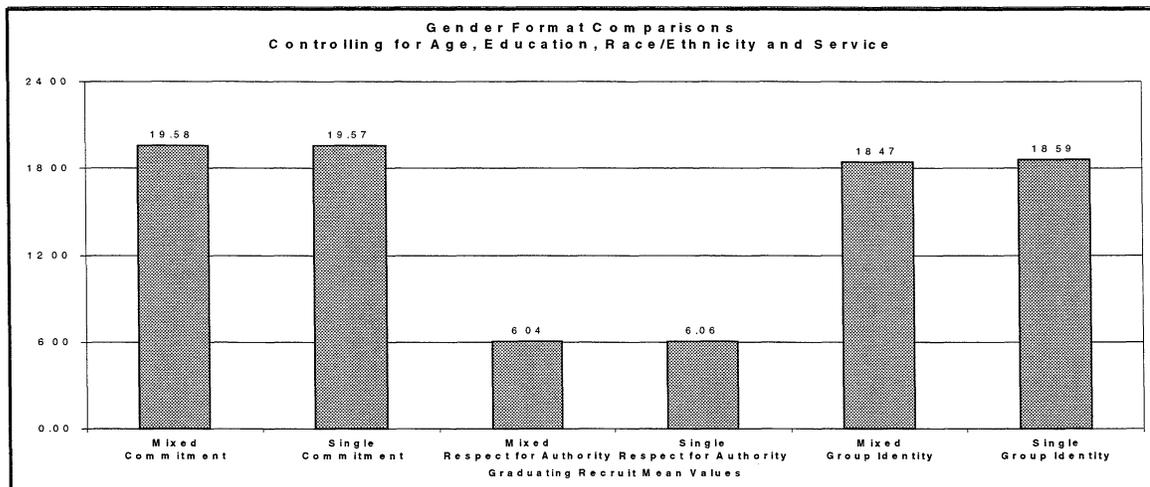


Figure 8. Predicted Male Scores by Gender Format – Commitment

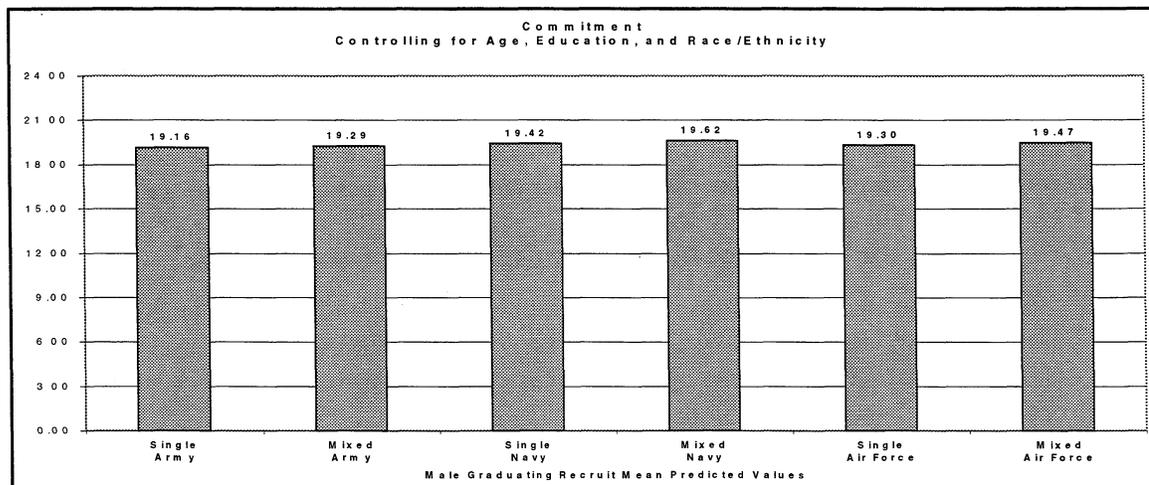


Figure 9. Predicted Male Scores by Gender Format – Respect for Authority

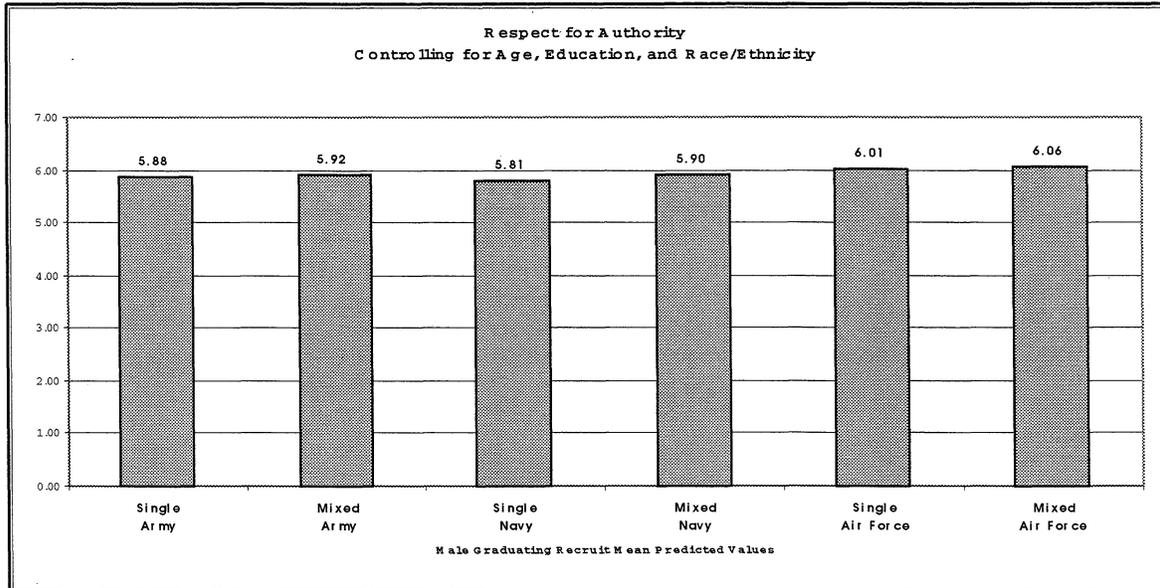
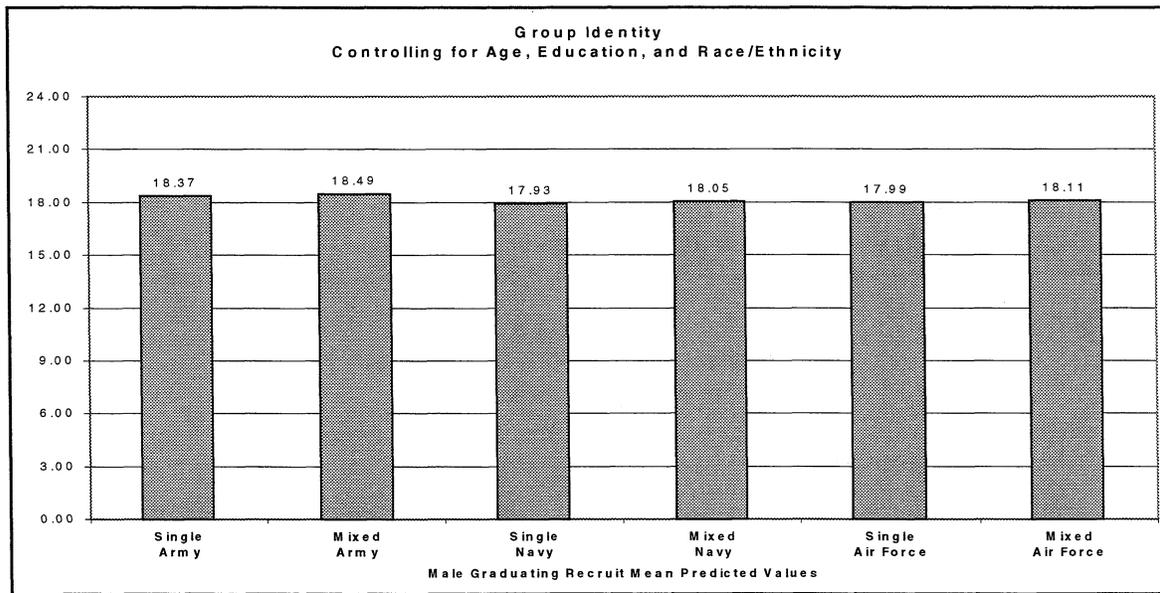


Figure 10. Predicted Male Scores by Gender Format – Group Identity

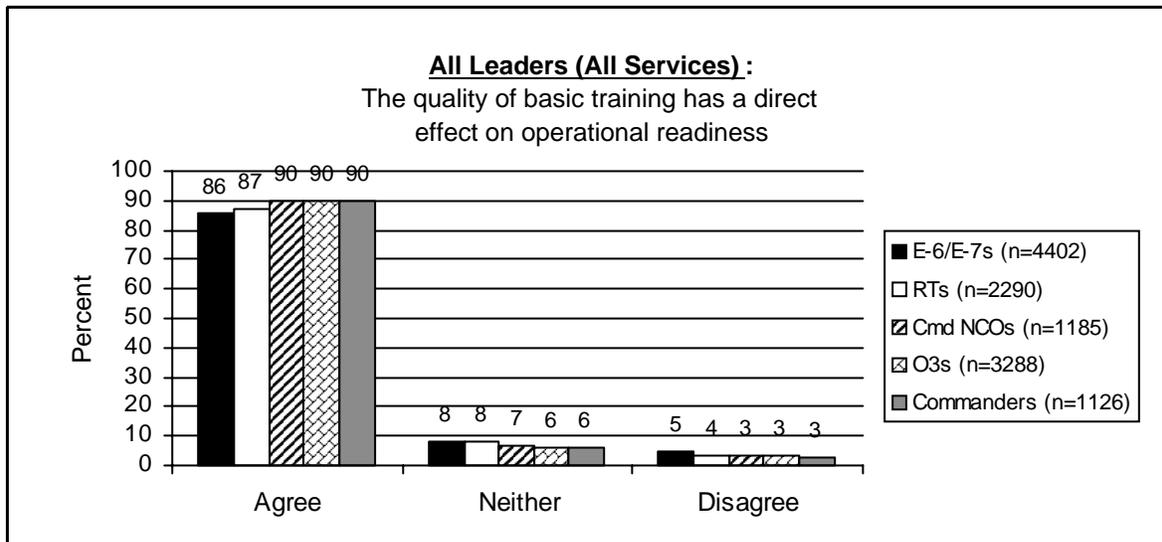


Opinion Measurements – Military Leaders and Recruits:

As indicated earlier, it should be noted that military leader “opinions” do not necessarily imply direct experience in all cases. Opinions are more than “impressions” and less than certain “knowledge.” It should also be noted that the sampled leaders differ in experience level for their opinions.

- When leaders were combined by grade, between 86% and 90% of all samples indicated that “the quality of recruit training has a direct effect on operational readiness.” Similar majorities of leaders also agree that “there is a relationship to what recruits learn in basic training and their success in operational units” (Figure 11).

Figure 11. Importance of Recruit Training to Operational Readiness



- Military leaders who responded to the survey indicated the “overall” quality of current entry-level graduates has declined when compared to entry-level graduates 5-years ago (Marine Leaders were less likely to indicate a decline compared to other Services) (Figures 12, 13, 14 and 15). Leaders identified the qualities of discipline, accepting authority, and ability to adjust to military life as having particularly declined in current entry-level graduates of all Services. The same Leaders indicate, however, that entry-level graduates were similar to, or more intelligent than past graduates, and generally as able in military skill proficiency as entry-level graduates five years ago. Marine Leaders indicated, more than the other Services, that acceptance of core values has stayed the same, or improved, over the past 5-years in entry-level graduates.

Figure 12. Army Initial Entry Graduate Evaluation – Overall

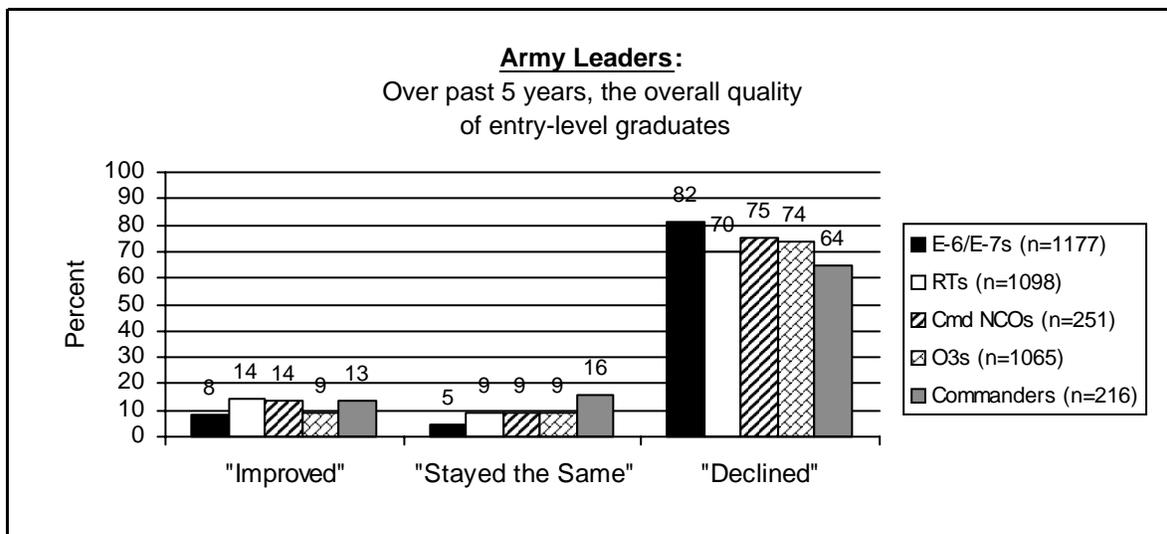


Figure 13. Navy Initial Entry Graduate Evaluation – Overall

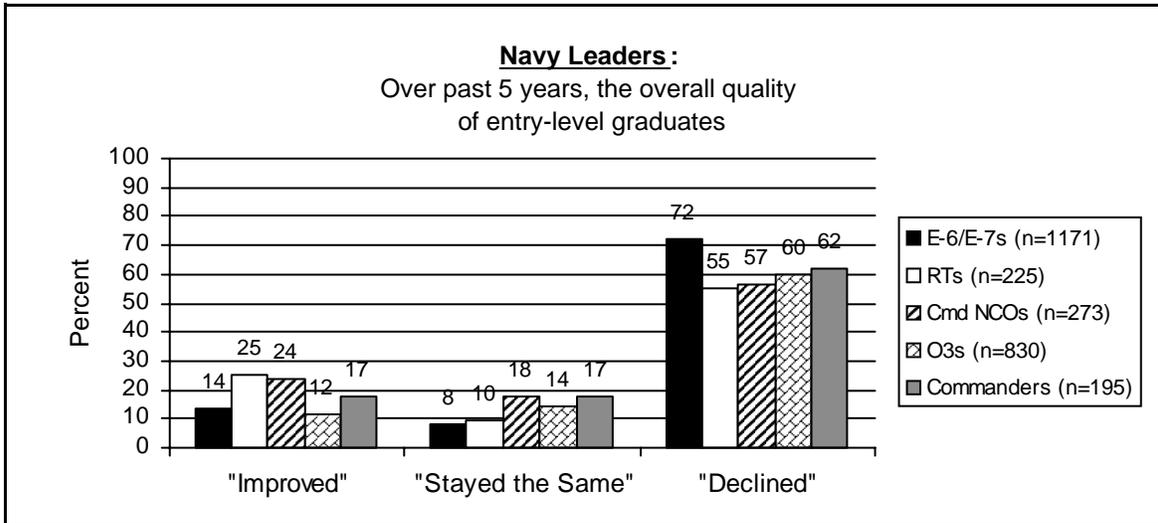


Figure 14. Air Force Initial Entry Graduate Evaluation – Overall

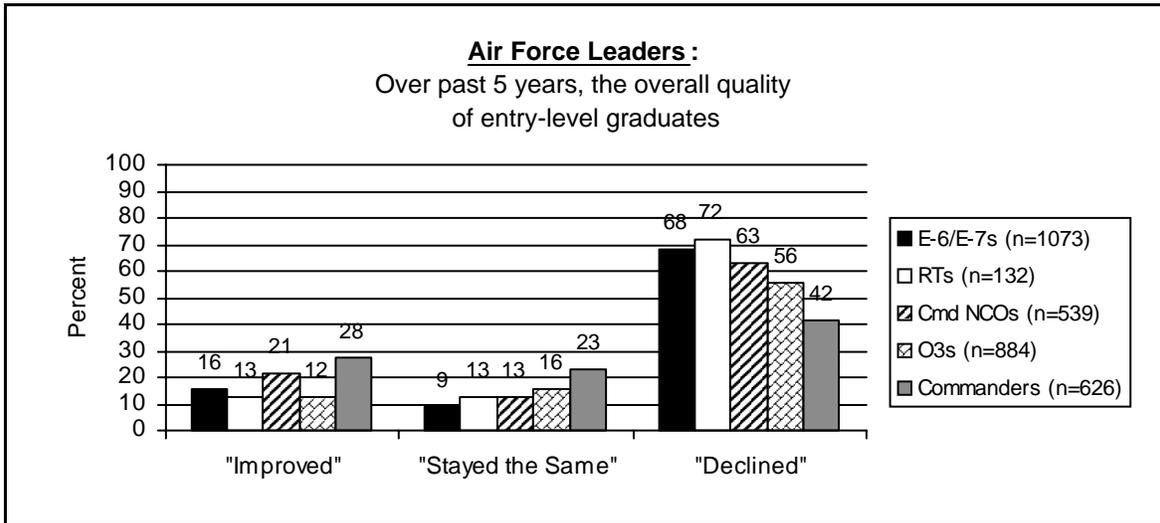
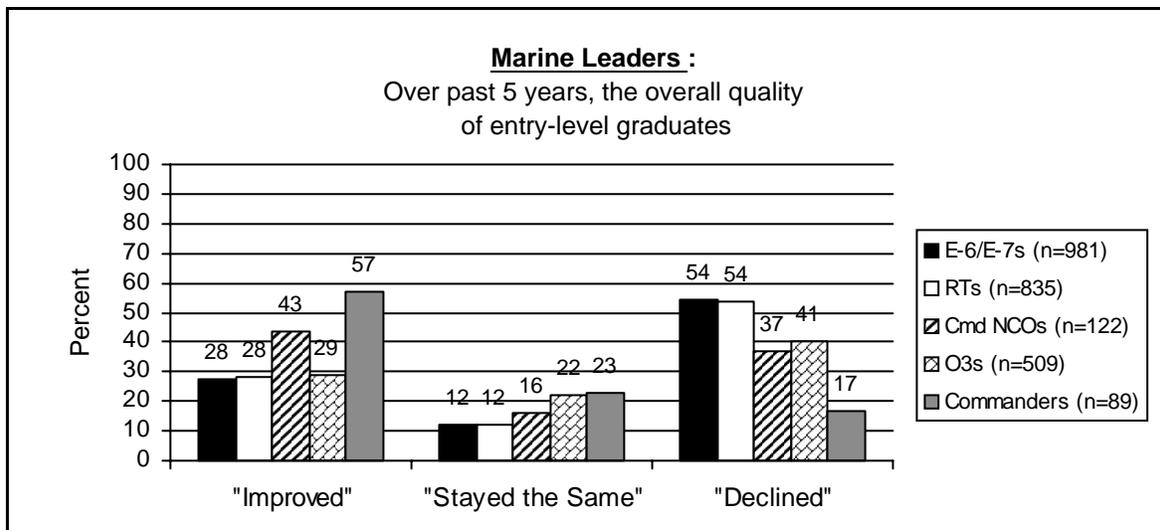


Figure 15. Marine Corps Initial Entry Graduate Evaluation – Overall



- When combined, between 83% to 88% of all military leaders who responded to the survey indicated that the primary purpose of basic training is to transform recruits into military group members of cohesive military units.
- Overall, leaders from the Army, Navy, and Air Force had mixed opinions about “which gender format within basic training best facilitates the purpose of basic training.” Marine leaders, however, predominately favored separate training for males and females (Figures 16, 17, 18 and 19).

Figure 16. Army Views on Gender Format

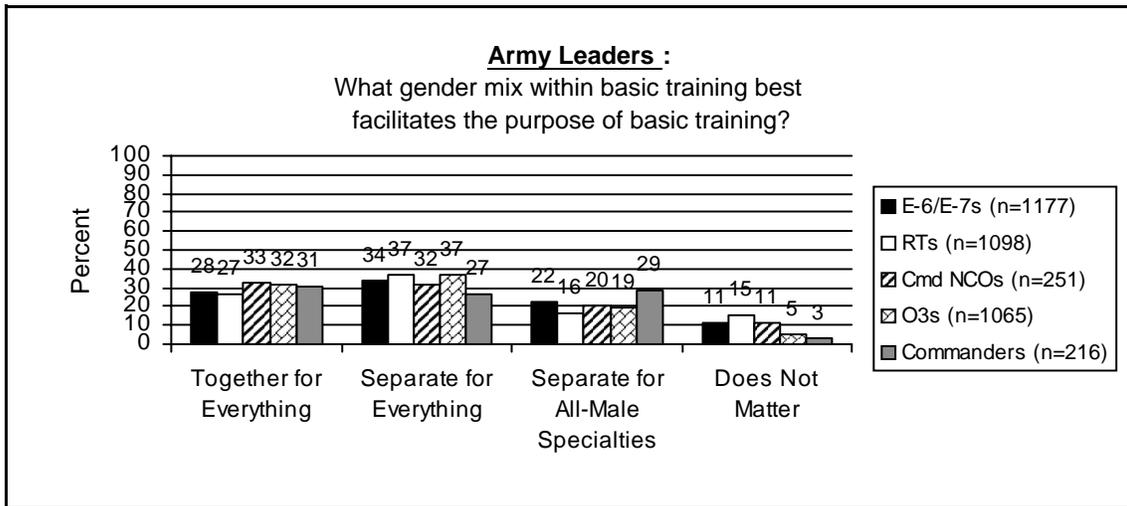
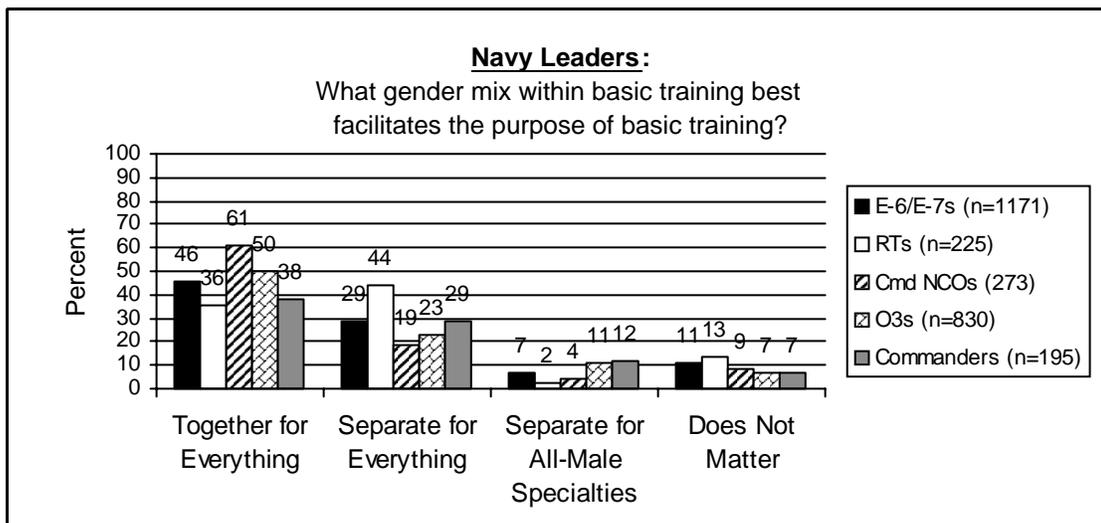


Figure 17. Navy Views on Gender Format



- Army and Marine leaders generally agreed that “mixing males and females causes an unnecessary distraction in recruit training.” Opinions among Navy and Air Force leaders were mixed.
- When asked in another way, leaders predominantly indicated disagreement that “mixing males and females in basic training is a necessary distraction in recruit training.”

- Army and Marine leaders indicated that they believed that the “quality of basic training declined” when males and females were present in the same basic training units. Air Force and Navy leaders’ responses were mixed.

Figure 18. Air Force Views on Gender Format

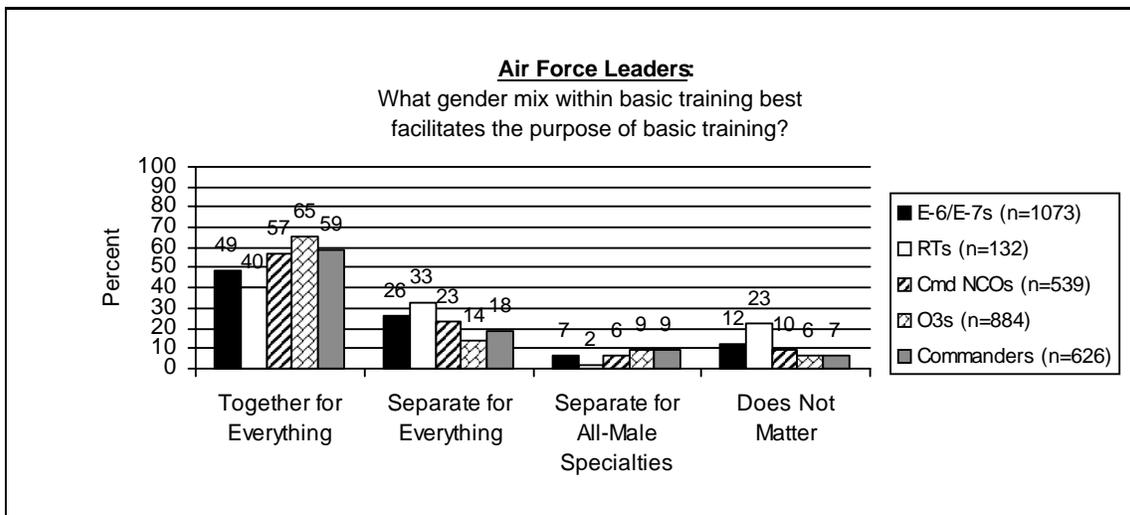
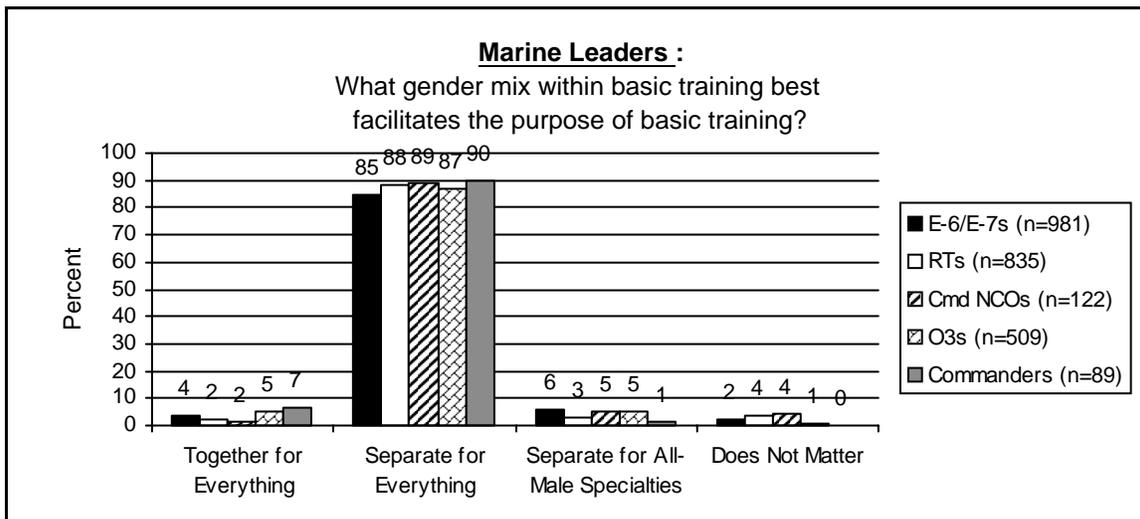


Figure 19. Marine Corps View on Gender Format



Recruit Trainer Opinions:

- Recruit trainers who responded to the survey were not satisfied with the quality of entry-level graduates or with the constraints that are placed on trainers in doing their job (Figure 12, 13, 14, 15 and Appendix A).⁶
- 62% of Air Force Recruit Trainers, 54% of Army Recruit Trainers, 67% of Navy Recruit Trainers (including 67% of the female Navy Recruit Trainers indicating the same), and

⁶ See Miller and Januscheitis (1999), Content Analysis of Written Comments Provided on the Recruit Trainer Surveys, Volume III, “Research”, pages 372-373 and 375-376.

84% of Marine Recruit Trainers indicated that “mixing males and females in basic training causes unnecessary distractions in recruit training” (Figures 20 and 21).

Figure 20. Unnecessary Training Distraction – Males

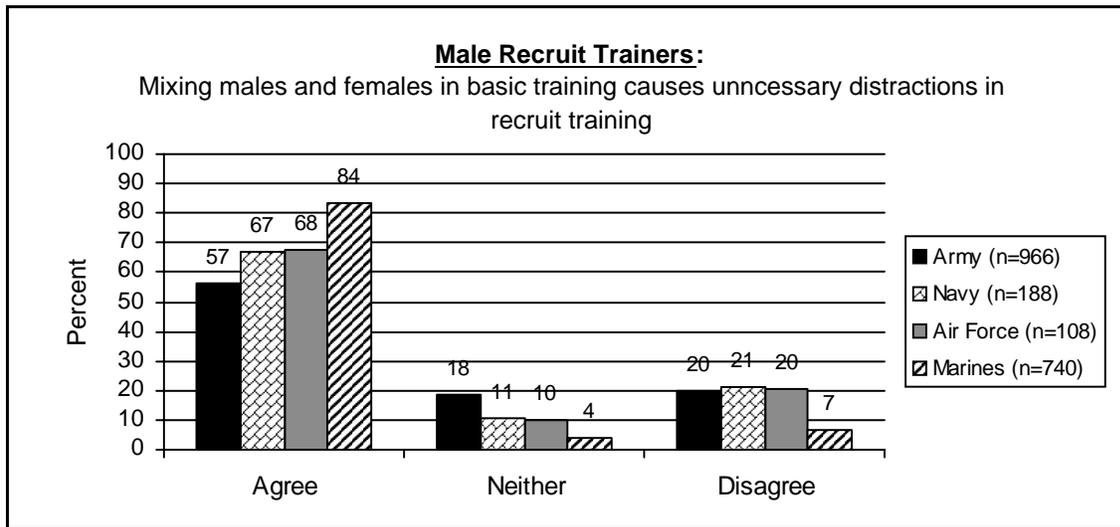
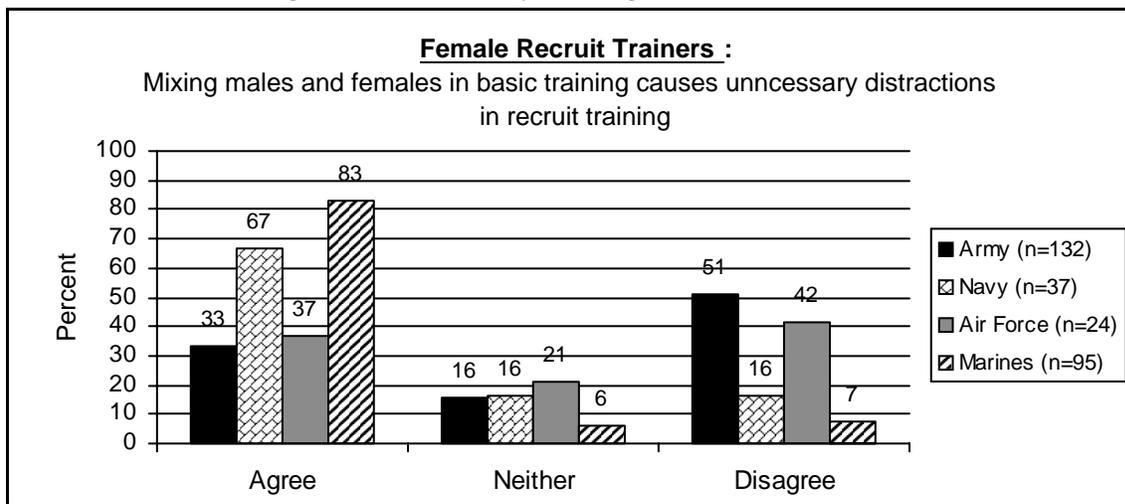


Figure 21. Unnecessary Training Distraction – Females

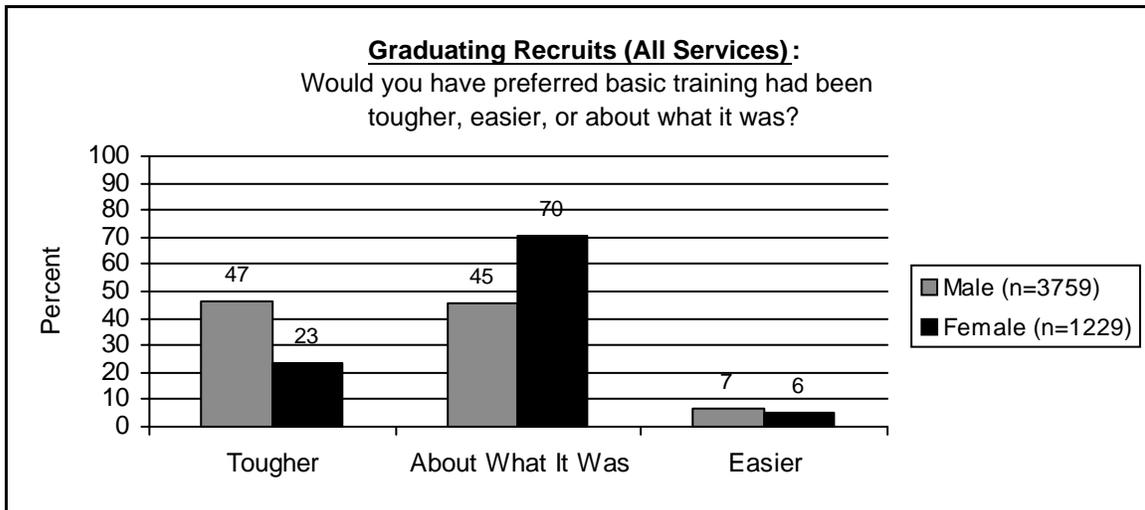


- Recruit Trainers in the Navy and Air Force were more likely than other leader groups of their Service to indicate men and women should train separately in basic training. Marine leaders (male and female), by overwhelming percentages, supported their current policy of separate basic training for male and female recruits (Figures 17, 18 and 19).
- 48% of Army Recruit Trainers, 55% of Navy Recruit Trainers, 42% of Air Force Recruit Trainers and 75% of Marine Recruit Trainers indicated that the quality of basic training declines when male and female recruits are in the same units.
- Overall, 73% of male Recruit Trainers and 68% of female Recruit Trainers indicated “that female recruits need female trainers as role models.” Marines had the highest percentage affirming this item with 96% of female and 86% of male Recruit Trainers. Air Force had the lowest percentage affirming this item with 42% of female and 28% of male Recruit Trainers.

Graduating Recruit Opinions:

- Twice as many male graduating recruits, than female recruits, indicated basic training should have been tougher (Figure 22). Male Marine graduating recruits responded more frequently than recruits in other Services that they prefer recruit training be “tougher.” Graduating recruits from the Army and Marines indicated that basic training was “easier than expected,” while recruits from the Navy and Air Force provided more mixed responses.

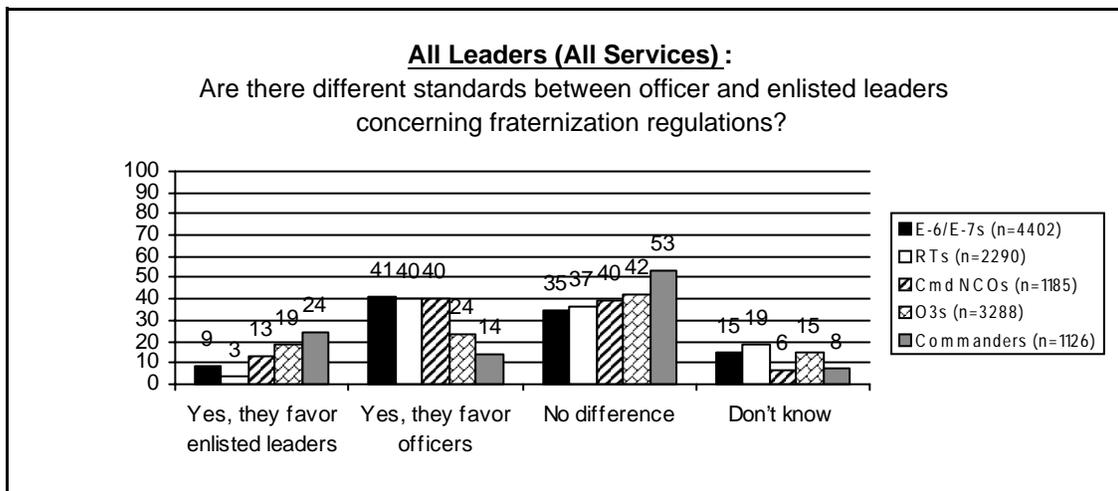
Figure 22. Recruit Training Toughness



Fraternization and Adultery Opinions:

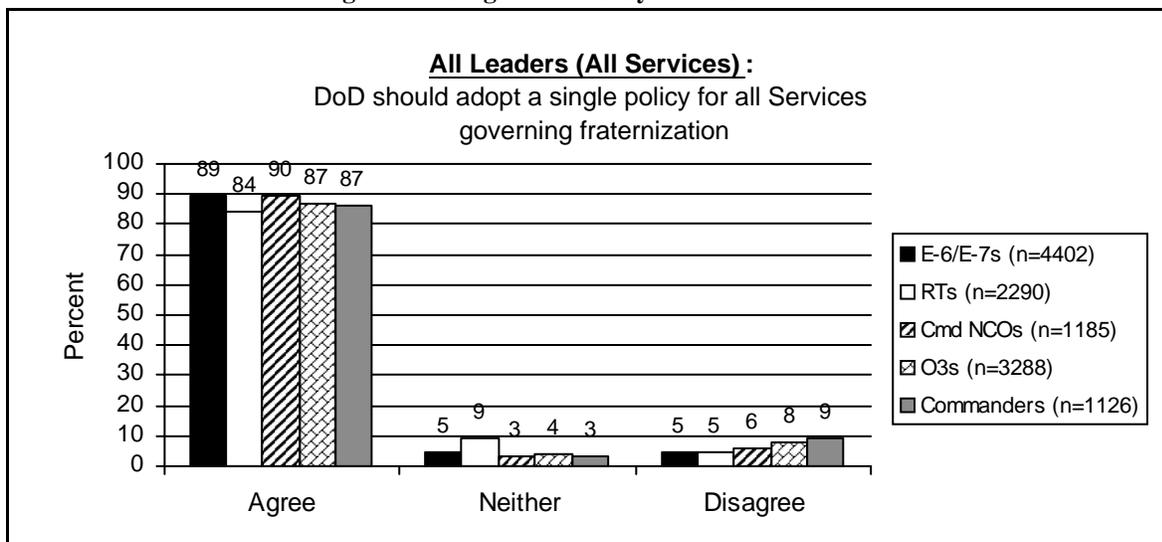
- When asked if there are different fraternization standards for officers and enlisted leaders, officers tended to respond that there were “not different standards,” whereas enlisted leaders tended to indicate “the standards favored officers” (Figure 23).

Figure 23. Differences Between Officer and Enlisted



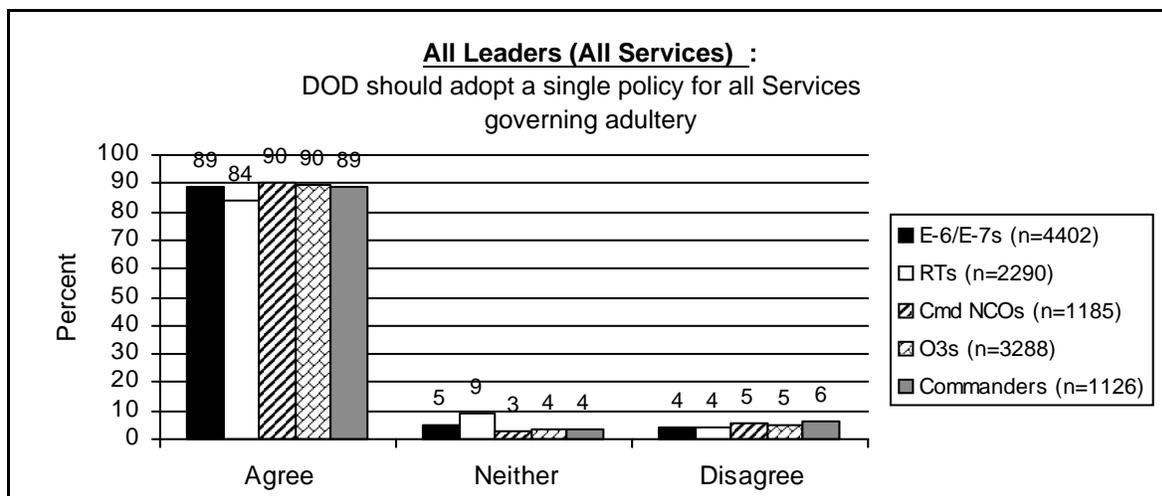
- When asked if there are different fraternization standards for males and females, female leaders were more likely to say that there were “no differences” or that “they favored males,” whereas male leaders were more likely to indicate they “favored females” (Figures 4-51 to 4-52).
- When asked if there are different adultery standards for officers and enlisted leaders, officers tended to respond that there were “not differences,” whereas enlisted leaders tended to indicate “the standard favors officers”.
- Nearly one half of the leaders surveyed indicated that the standards concerning adultery were no different for males and females.
- A majority of leaders surveyed indicated that adultery rules were applied differently by different commands within their Service.
- Military leaders overwhelmingly indicated they wanted a single DoD policy for all Services governing fraternization (Figure 24).

Figure 24. Single DoD Policy for Fraternization



- Military leaders overwhelmingly indicated they wanted a single DoD policy for all Services governing Adultery (Figure 25)

Figure 25. Single DoD Policy for Adultery



ASSESSMENT OF MEASUREMENTS

Graduating Recruit Measurements

The Army, Navy and Air Force graduating recruits scored similarly on the three cohesion constructs: commitment, respect for authority, and group identity. Marine Corps graduating recruits scored significantly higher than the other Services on the three cohesion constructs. In addition, female Marine recruits were the highest scoring recruit sample measured in this study for all three cohesion constructs. However, the reader is cautioned about differences in each Service's recruit training programs identified in Chapter 2 of this study's research report. Besides gender format differences among Services, the length of training, the number and gender of Recruit Trainers assigned to recruits, and overall training objectives and standards are, as a rule, Service-specific. In addition, even though this study was not longitudinal in terms of connecting the attitude scores of beginning and ending recruits, it is often believed that some measure of self-selection occurs when a person first chooses to join one Service over another.

Basic Training Gender Format

Recruits who experienced the mixed-gender recruit training formats in the Army, Navy and Air Force scored similarly to male recruits experiencing a single-gender (all male) training format within those same three Services. In addition, no adverse or positive effects were measured in males of mixed-gender training formats versus males of single-gender training formats of the Army, Navy, or Air Force. In those three Services, gender format did not appear to be a factor that helped or hindered male attitude scores.

Male and Female Differences

When all Services were combined by gender, graduating female recruits attitudes on the cohesion constructs were higher than the same attitudes in graduating male recruits. Normative data on gender differences for cohesion constructs, as well as longitudinal data to track changes in recruit attitude over the course of training, are necessary to determine with certainty whether female recruits are indeed gaining more from the recruit training experience than male recruits are.

Meeting Service Expectations

For all Services, graduating recruit scores on "commitment" met, or exceeded, the level expected by their respective E-6/E-7 Service expectation. However, at the same time, graduating recruits for all Services scored significantly lower than their E-6/E-7 Service expectation in "respect for authority."

Military Leader Evaluation

Military leaders who responded to the survey perceived a decline in the overall quality of entry-level recruit training graduates over the past 5 years. Consistent majorities of military leaders indicated that discipline, acceptance of authority, and the ability to adjust to military life have declined in current recruit graduates when compared to graduates 5 years ago. Recruit Trainers particularly stand out in their frustration over the current recruit quality and with the multiple complications of recruit training duty. On the other hand, leaders indicated that military skill development and intelligence of current entry-level recruit training graduates had remained the same, or improved, over the last five years.

Military Leader Consensus

With some exceptions, military leaders within a given Service gave similar views on questions posed to them. However, Recruit Trainers who responded were generally more likely than other leaders to say the quality of training declines when men and women are trained together. These same enlisted trainers were also more likely than other leaders to indicate that mixing men and women in basic training causes an unnecessary distraction in training. Military leader opinions were not always exactly consistent with their respective Service policy on the issue addressed. For example, approximately one-third of Army leaders indicated that basic training should be gender-separate for all, approximately one-third indicated it should be gender-mixed for all, and approximately one-third indicated they favor current Army policy of gender-separate (OSUT) training for combat arms and gender-mixed training for all others. Although inconsistencies existed, there were no inconsistencies in Marine leader views on current policy. The Marine leader samples were consistently and overwhelmingly opposed to gender integration of recruit training.

Cross-Gender Military Policies

Military leaders responding to the survey perceived that military policies governing fraternization and adultery are applied inconsistently between the genders, between grades of officer and enlisted, and across different commands within their Services. These same leaders overwhelmingly indicated the need for a single DoD policy for all Services for fraternization and a single DoD policy for all Services for adultery.

OBSERVATIONS

To “assess,” means to study the condition of the subject under review. In this research, basic training of the four Services was the subject of assessment. The research attempted to determine the condition of basic training by measuring graduating recruit attitudes that were believed integral to military socialization: commitment, respect for authority, and group identity. The data collection also included military leader opinions (E-6/E-7 Enlisted leaders, Recruit Trainers, O-3 Junior Officers, Operational Commanders and their Senior Enlisted Advisors) concerning the quality of basic training graduates and other gender-related issues. Finally, the written comments of 1,430 currently serving Recruit Trainers were assessed in a content analysis (Appendix A) and the written comments of 2,980 graduating recruits in a theme assessment (Appendix B).

There is evidence in the data to suggest that recruit training can and should be improved and that such improvements are sought by military leaders. Even though “commitment” measurements of graduating recruits were positive in relation to Service expectation, the “respect for authority” measurements of recruits were significantly below what was expected by their Service enlisted leaders. In addition, there is also indication in the differences in attitude measurements by gender, military leader opinion data, and in the Recruit Trainer and graduating recruit written comments, to suggest that recruits may not be challenged in basic training to a level necessary for military socialization to optimally occur. Finally, consistent majorities of military leaders indicated that there has been a decline over the past five years in discipline, acceptance of authority, and ability to adjust to military life in entry-level graduates.

RECOMMENDATIONS

Recruit Training Policy

Military policy should facilitate a positive command climate where leaders (as a result of that policy) are provided a higher probability of succeeding at assigned missions. Policies that create unnecessary obstacles in that environment are inherently counter-productive to mission success. The Services should assess whether, or not, current recruit training policies create the “optimum training environment” for Recruit Trainers to succeed in the mission of transforming civilians into soldiers, sailors, airmen, and Marines.

Recruit Trainer Success

The Officer Corps is the responsible body for military policy. However, the molding of civilians into soldiers, airmen, sailors, and Marines is uniquely an enlisted expertise and experience. That crucial transformation process is managed and supervised by the very best enlisted leaders of each Service. The Officer Corps should take into full account the professional views of their enlisted leadership, and particularly their respective Recruit Trainers, in developing policies that affect the recruit training process or environment. An argument can be made from the data, to include the assessment of written comments by Recruit Trainers, that trainers would benefit from policies that simplify, not complicate, the recruit training environment.

Mitigate Leader Perceptions

This research indicated a perception among military leaders that rules and regulations governing fraternization and adultery are applied inconsistently. Leaders indicated a strong desire for a single DoD policy for all Services to apply to each of these respective cross-gender areas. Whether a single DoD policy in each area will change leader perceptions of inconsistency is beyond the scope of this assessment. However, the leader perception of inconsistency in the application of cross-gender policies is real and should be dealt with as such until the perceptions are mitigated.

Service-Specific Research

The time constraints in data collection precluded a longitudinal assessment of recruits from their entry to graduation from basic training. A longitudinal design would have been extremely valuable, revealing the “growth” of desired recruit attitudes, skills, and performance over the course of the training cycle. There is every indication from the results of this study that such a Service-specific assessment would provide critical information to decision-makers concerning their recruit training policies, procedures, and priorities. An outline of a longitudinal research design is presented in Appendix L of the study’s research report. The purpose of Appendix L is to offer an option for review by Service leaders of a research design that may help achieve and evaluate Service-specific goals for their graduating recruits.

Chapter 1

Research Background

1.1 Introduction

The *Congressional Commission on Military Training and Gender-Related Issues* was created in 1998 by an Act of Congress under Title V, Subtitle F of the National Defense Authorization Act for Fiscal Year 98. The Commission was tasked with assessing the quality of basic training in the Army, Navy, Air Force, and Marine Corps and to make recommendations to Congress on improvements to those programs. The Commission was also tasked with reviewing the effects and application of policies and regulations governing cross-gender relationships of members of the Armed Forces and with making recommendations on improvements to those policies, programs, and restrictions. As part of their work, the Commission generated a number of independent research projects in order to provide Commissioners relevant data on the decision-making issues.

1.2 Premise

Recruit training is an institutional gateway from civilian status to a professional identity required by military leaders in order to serve the “higher good” of the profession. This unique and powerful transformation process takes place at a singular point when an individual’s learning curve is initialized at ground zero and then maximized by the quality of the basic training experience. Consequently, the preparedness of graduating recruits, and therefore their ability to contribute to the operational readiness of the Commands they join, is extremely sensitive to any variations in the quality of the basic training they experience.

1.3 Research Objectives

The study had three basic objectives in measuring the attitudes of graduating recruits. The first objective was to document the current state of inculcating desired cohesion attitudes in graduating recruits of the four Services. The second objective was to analyze whether gender-format within basic training showed itself to be related to either high or low attitude scores. The third objective was to assess the difference between what graduating recruits show in terms of cohesion attitudes and what is expected by their respective enlisted leadership.

The study also had two objectives in surveying military leaders of the four Services. The first objective was to document their perceptions concerning the quality of current Initial Entry graduates in the military, as well as their opinion on current policies of gender integration/separation in basic training. The second objective was to assess leader attitudes on other cross-gender policies in the military that were pertinent to the Commission's charter.

1.4 Research Concept – The Military Profession

The measurement of desired attitudes within a profession leads one to ask: "How is the military profession defined?", and further, "How is a definition of a profession operationalized for a researcher so that it might measure indications of professional attitudes among its members?" In the next several subsections, a summary of the theoretical framework for the study of desired attitudes will be outlined.

Samuel P. Huntington: In 1957 Samuel Huntington described a concept that has been termed the "traditional" approach to defining the military. He stated that the military exists solely to serve the state and therefore "loyalty and obedience must be the highest military virtues." The military professional is not a mercenary or even a citizen soldier, but a professional inspired by patriotism and a desire to serve. The military's responsibility is to its client – society. Its skill is the "management of violence." The profession is characterized by its expertise, responsibility, and corporateness. Huntington's concept of the military is acknowledged as the "traditional" definition of the military and the military professional.

Morris Janowitz: In *The Professional Soldier* (1960 & 1971) Morris Janowitz argued that trends in modern America were moving the concept of military professionals away from the traditional definition of Huntington and toward what he termed a "pragmatic professionalism." He cited trends away from authoritarian discipline toward a broader base of recruitment, and toward an increased political sensitivity within the leadership. He argued in favor of a constabulary force, constantly prepared to act, committed to the minimum use of force, and more concerned with viable international relations than military victory. He saw the role of the officer changing from "warrior" to "manager-technician," and recommended that many traditionally military functions not directly related to combat be civilianized. Janowitz maintained that the military establishment should be controlled by the "the military manager" but should include some "heroic leaders" whose primary responsibility would be to sustain the "warrior spirit" by instilling it in the next generation of young officers and projecting a "martial image." (pp.9-32) Janowitz defined a military profession as an association of members with five essential characteristics: (1) skill in the services they offer their clients, (2) trustworthiness to each other and to their clients, (3) personal welfare subordinated to professional duties, (4) a high degree of self-regulation, and (5) strong corporate cohesion. The Janowitz definition is referred to as "pragmatic" military professionalism.

Charles C. Moskos: In 1977, Charles Moskos described the military profession from a perspective differing from either Huntington or Janowitz. Instead of prescribing a lockstep definition of the profession, Moskos noted that the military can be conceptualized by a continuum between two models: institution and occupation (I/O). Members view their membership in the military as a "calling" to the extent that the military is an "institution" and as a "job" to the extent it is an "occupation." Movement between the two models differs by Service and individ-

ual, and can be explained by both internal forces and policies and external forces not completely under the control of organizational leaders.⁷ The distinctions between the institutional and occupational models established the reference points from which to evaluate one's professional orientation at any one time.

In the Moskos model, an institution is legitimized in terms of the values and norms that transcend individual self-interest in favor of a presumed higher good. Although remuneration may not be comparable to what one might expect on the economy, this is often compensated for by an array of social benefits (including job satisfaction and peer esteem) associated with the institution in terms of psychic income. The Moskos occupational model is defined in terms of the marketplace and the prevailing monetary rewards for equivalent skill level performance. Supply and demand and calculative benefits, rather than normative considerations, are paramount. In the occupational model, employees enjoy some voice in the determination of appropriate compensation and work conditions using a contractual process. The occupational model implies a priority of self-interest, rather than the interest of the organization or the higher good it serves.⁸

In the late 1970's Moskos described a shift in the military from an institution that elicits moral commitment and self-sacrifice for the group welfare, to one whose members view their relationships to the organization as contractual, expecting material benefits in exchange for job performance. According to the thesis, an institutional model elicits the kind of orientation which may be termed a "calling," which equates to "moral commitment," whereas an occupational model is based on a "calculative" or contractual orientation. The Moskos model is a continuum where the military falls somewhere along the Institutional/Occupational (I/O) dimension. The Moskos I/O model includes the following concepts:

Calling: A pure moral commitment in which the values and norms of the military are "internalized" by the members and the military purpose transcends personal welfare.

Institution: An organization whose membership is based on normative controls and which is legalized in terms of values and norms that define a purpose transcending individual self-interest in favor of service to a higher good.

Occupation: An organization whose membership is based on remunerative controls and which is legitimated in terms of contractual relationship of the marketplace.

Moskos was early to identify an occupational trend in the military and to operationalize variables describing his continuum so that the model could be studied with some degree of empirical validity (Table 1.1). He saw the All-Volunteer Force, with associated increased pay, retention and recruitment issues, increased scientific management techniques, civilian integration, increased reliance on technology, and cost-effective bureaucratic controls as reference

⁷ Moskos, Charles C., "From Institution to Occupation: Trends in Military Organization." *Armed Forces and Society*. 4, No. 1 (Fall 1977) pp. 41-49.

⁸ Johnson, Charles B., *Society's Occupationalism and Its Effect on the Professional Development of Junior Marine Officers*. Doctoral Dissertation. Evanston, IL: Northwestern University, 1986.

points pulling military decision-making toward the occupational model. With no concerted effort to mitigate occupational influences, there is reason to fear the health of the military institution as an institution created for the defense of the state.

Table 1-1. Moskos Institutional/Occupational (I/O) Model⁹

Variable	Institutional Model	Occupational Model
Legitimacy	Normative values	Marketplace economy
Role Commitments	Broad commitments to organization; diffuse	Segmental commitment to organization; specific
Compensation	Much in noncash form	Salary system
Pay	Mainly by rank; partly by need	Directly related to skill level
Residence	Adjacency of work and residence locales	Separation of work and residence locales
Spouse	Integral part of military community	Removed from military community
Societal Regard	Esteem based on notion of service	Prestige based on level of compensation
Reference Groups	“Vertical” – within the organization	“Horizontal” – external to organization

1.5 Research Concept – Unit Cohesion

Military historians have long marveled at the phenomena of tightly bound groups of individuals capable of withstanding the most arduous battle conditions, and persevering in order to accomplish a mission. What makes their whole greater than the sum of each part? What is it that holds the group together that makes it geometrically more effective? Cohesion (rather than morale, esprit de corps, etc.) is the term used to describe “the relationship that develops in a unit or group where (1) members share common values and experiences; (2) individuals in the group conform to group norms and behavior in order to ensure group survival and goals; (3) members lose their personal identity in favor of a group identity; (4) members focus on group activities and goals; (5) unit members become totally dependent on each other for the completion of their mission or survival; and (6) group members must meet all standards of performance and behavior in order not to threaten group survival.”¹⁰ Another common definition for cohesion is “. . .the bonding together of members of a unit or organization in such a way as to sustain their will and commitment to each other, their unit, and the mission. . . . This kind of commitment to each other is a moral commitment which results from the internalization of the values and norms of the group and is sensitive to social sanctions of other group members.”¹¹

Daryl Henderson, a cohesion expert and a Commissioner on the 1992 *Presidential Commission on the Assignment of Women in the Armed Forces*, defined cohesion as a “strong personal or moral commitment” to conform to group expectations.¹² According to Hender-

⁹ Johnson, Charles B., *Why We Serve*. Quantico, VA: Marine Corps University, November 1992, p. 21.

¹⁰ Presidential Commission on the Assignment of Women in the Armed Forces, *Report to the President*, November 1992, p.C-80

¹¹ Johns, John H., et. al., *Cohesion in the U.S. Military*. Washington, DC: National Defense University Press, 1984, p.ix.

¹² Henderson, W. D., *Cohesion: The Human Element in Combat*. Washington, DC: National Defense University Press, 1985.

son, laying the foundation for unit cohesion is best accomplished upon initial training before other norms form that are incongruent with service values.

“Creating a cohesive unit requires an intensive resocialization process. The determinants of the new recruit’s day-to-day behavior must be replaced by a new set of rules based on his perception of what his new fellow soldiers and his leaders expect. This type of resocialization is best created through a rites-of-passage process that totally consumes the soldier’s attention and efforts for an extended period and from which he emerges with a new or adapted set of operating rules for his daily living.”¹³

Henderson identified certain qualities or attitudes that members of cohesive units have in common that help cement the group in adversity. Successful members of cohesive groups must have the capacity to:

- share group norms
- demonstrate loyalty to others
- be committed to group welfare
- respect authority
- identify with group members
- trust

It was upon the above operational constructs that this research’s survey instruments were constructed. The objective was to measure the predisposition of survey respondents to these cohesion attributes.

1.6 Research Concept – Operationalized Research

In 1984, Dr. Johns, Research Director for Industrial College of the Armed Forces, published a comprehensive study of cohesion in the Military. Johns’ study is noted here for its inherent value but also for data collection instrumentality and analysis techniques that were subsequently used by other researchers of the Moskos Institutional/Occupational (I/O) continuum. The perspective of Johns’ study was that military cohesion, corporateness, and sense of identity, especially in small units (primary groups), was essential to military effectiveness. Men perform in combat not for bureaucratic rewards, but for the immediate superior they respect, a peer willing to do the same, and the primary group norms that give purpose to their sacrifice. This premise was drawn from the classic study by Janowitz and Shils on “Cohesion and Disintegration in the German Wehrmacht” (1948), which found those same factors at work in small German units in World War II. Johns saw the authority of the officer corps as having two primary functions: (1) leadership and 2) the integration of primary group norms with larger organizational norms. Therefore, he focused on the officer corps and their perceptions of duty in order to evaluate the shifting state of cohesion in the military.

Johns used the data received through his survey instruments in a unique fashion. The

¹³ *ibid.*, p.18

flag officer survey data was collectively used as a benchmark for other leader samples he surveyed. He termed the flag officer data the “ideal measure” of specific attitude constructs of professionalism he was measuring. The field grade responses were grouped by service and military specialty and analyzed in relation to the “ideal measure.” The use of an ideal measure by Johns was a new and effective instrument in offsetting a major research limitation of previous studies dealing with attitudes. The problem is knowing whether the attitudes of a given group today are different than the attitudes of a similar group twenty, thirty, or forty years ago. Johns was able, with this technique, to achieve a reference point in order to better understand the relative strength or weakness of the actual groups he sought to assess. The technique of employing an ideal measure has been used repeatedly since then, largely in Service specific measurement of I/O orientation.¹⁴

The foregoing discussion was intended to summarize how some researchers have come to operationalize the definitions of the military professional and of the attitudes associated with that professional state of mind. The Moskos Institutional/Occupational (I/O) model as a continuum between two orientations opened up opportunities for those concerned about the changing professional identity in the military to measure certain indicators of those seemingly opposed states. The Johns 1984 study added a needed benchmark and method for findings in I/O measurements. This research builds on the premise and focuses on graduating recruits’ professional attitudes. The attitudes selected mirror the predisposition desired for members of cohesive military units. The methods used to measure these desired attitudes are summarized below and in detail in Chapter 3 of this report.

1.7 Research Methods

This research study assessed attitudes considered conducive to unit cohesion in beginning and graduating military recruits of the four Services. In addition, the study surveyed military leaders concerning their opinions on gender integration in basic training, the quality of entry-level graduates, and other gender-related issues.

Table 1- 2. Research Samples - All Services

	Total Number “N”	Male	Female	Survey Method	% of Population	Return Rate	Army “N”	Navy “N”	Air Force “N”	Marine Corps “N”
Beginning Recruits	3,971	2,707	1,264	On-site	2.7%*	N/A	1,379	1,018	1,090	484
Graduate Recruits	4,988	3,759	1,229	On-site	2.7%*	N/A	2,262	742	982	1,002
E-6/E-7s	4,402	2,953	1,449	Mailed	1.7%	48%	1,177	1,171	1,073	981
Recruit Trainers	2,290	2,002	288	On-site	62%	N/A	1,098	225	132	835
O-3s	3,288	2,023	1,265	Mailed	7.7%	53%	1,065	830	884	509
BN/SQ/Ship Commanders	1,126	1,037	89	Mailed	61%	61%	216	195	626	89
CMD NCO/ Sgt Major	1,185	1,091	94	Mailed	63%	63%	251	273	539	122
Total	21,250	15,572	5,678	N/A	N/A	54%	7,448	4,454	5,326	4,022

* Based on FY98 and FY99 DoD Non-Prior Service accession data.

Samples for this research (Table 1-2) included nearly 9,000 active duty military recruits (reserve recruits excluded) across all the Services and all basic training sites, as well as 2,290 Recruit Trainers from all Services. In addition to Recruit Trainers, other leader samples consisted of over 10,000 officers and senior enlisted, to include stratified random samples of E-6/E-7 and O-3 leaders, and a majority (61% and 63% respectively) of all Battalion/Squadron/Ship-Level operational commanders and their senior enlisted advisors. Table 1 provides a summary of the study's research samples. A supplemental content analysis study focused on the open-ended written comments made by 1,430 Recruit Trainers on their surveys. The analysis of Recruit Trainer comments provided in-depth information on these leaders' perceptions on the conduct of basic training by Service (see Appendix A). Additional work on written comments included a thematic assessment of open-ended comments made by nearly 3,000 graduating recruits on their surveys (see Appendix B). Finally, open-ended comments from all other military leaders (approximately 10,500 wrote comments) were transcribed for the record and included within the data set.

The research employed three survey instruments: the *Basic Training Survey*, the *Military Leader Survey* and the *Commander & Command Sergeant Major Survey* (see Appendix C). The methodology of attitude construct measurement (multiple survey items relating to the same attitude) required respondents to rate survey items on a 5-point Likert scale ranging from strongly agree to strongly disagree. Initially, items for the surveys were drawn from studies of military cohesion, organizational commitment and professional identity. Cohesion attitude constructs of commitment, respect for authority, group identity, loyalty, trust, and the sharing group norms, were the theoretical premise for desired attitudes. The remaining items of the survey instruments fell into two categories: (1) background demographic items for recruits and leaders, and (2) military leaders' opinion items on the quality of current entry-level graduates, gender-integration in basic training, and other gender-related issues.

The instruments were reviewed and analyzed by six different focus groups representing both senior enlisted and officer leaders of both genders from the four Services. The Commission Members as a whole reviewed the survey instruments. The instruments were forwarded to an independent survey consultant from the Department of Sociology at UCLA and to survey experts at Defense Manpower Data Center. Modifications to the instruments were incorporated as a result of feedback. The instruments were finally pre-tested on 400 male and female graduating recruits as well as a statistically representative sample of both junior officers (O-3's) and senior enlisted leaders (E-6/E-7).

In the final instruments, 31 Likert-scaled survey items were selected to measure desired cohesion attitudes. However, only 20 of the items were found to hold up consistently in factor analysis as fitting one of three cohesion attitude constructs: commitment, respect for authority, and group identity. The stratified random sample of Enlisted leaders (E-6/E-7s of all Services) provided the weighting standard for each survey item. These factor weights were then applied to all recruit and leader samples in the same way to measure the cohesion constructs under review.¹⁵ Mean scores of recruit samples were then compared by and within Service, gender, and gender-format of the recruit training the respondent experienced. It should be noted, however, that not all cohesion constructs appear to have the same degree of item reliability. It is acknowledged that the attitude

¹⁵ See Chapter 4 for an explanation of DoD E-6/E-7 weights.

construct of “respect for authority,” like “trust” and “loyalty,” was a difficult attitude construct to capture using a written survey. The reader is referred to Chapter 4, Table 4-2, to review survey items for each cohesion construct, as well as their associated factor weights and construct alpha coefficients.

1.8 Research Limitations

It is important to note that this study was not longitudinal. That is, the study did not measure the “same” recruits at the beginning of training, and then again, at the end of their training. Due to time constraints in data collection, it was necessary to measure different samples of beginning and graduating recruits. As much as one would like to relate the attitude levels of beginning recruits with those measures of the ending recruits, it was not appropriate to draw definitive conclusions from such comparisons.

There are both conceptual and methodological limitations to this work. Written surveys that address a qualitative condition of the mind are useful, but not definitive. Attitude surveys dictate assumptions. First, that the answers given on the survey represent the true attitudes of the respondent. Secondly, that the respondent understands the questions in the same way it was intended. Third, that the respondent knows the subject of each question and that his opinion is clear to him at the time of survey completion. Keeping these assumptions in mind, one should be cautious not to extrapolate beyond what the data represents.

Statistical limitations also exist in this research. The use of the E-6/E-7 enlisted leaders as a reference in this research was one method to show similarity and variance. Even though this technique was used successfully in Johns’ (1984) comprehensive study of cohesion and by other researchers of the Moskos I/O, it is not without drawbacks. When you ask respondents (enlisted leaders) to answer questions in the way “they would hope graduate recruits would respond,” you are requiring them to perform a difficult conceptual task. It is not clear whether a person can perform that task purely without infusing to some degree how they themselves would now answer the item.

Sampling limitations due to time and other resources may influence aspects of the analysis. Statistical tests of variance assume the data is the result of randomly selected samples. However, in this study, only the E-6/E-7 enlisted leaders and O-3 officers were the only random samples. Even though the recruit samples were statistically representative of Service, gender and gender format, they were not purely random samples.

1.9 Definition of Study Terms

The report and its appendices sometimes refer to both research and military terms that should be defined for the reader in this introductory section. Although there may be other (perhaps even better) definitions of the terms shown below, for purposes of this research, the study terms are defined as follows:

Adultery. *The Manual for Courts-Martial*, Article 134, paragraph 62, specifies that adultery is punishable under the Uniform Code of Military Justice if the accused wrongfully had sexual intercourse with a certain person; that, at the time, the accused or the other person was married to someone else; and that, under the circumstances, the conduct of the accused was to

the prejudice of good order and discipline in the armed forces or was of a nature to bring discredit upon the armed forces.

Advanced Individual Training (AIT). The follow-on specialty skill training that follows basic military training. AIT completes the initial entry training period before the recruit enters the field in an operational unit.

Attitude. The posture of the mind. An attitude is a mental state of readiness, based on experience, exerting a directive influence upon the individual's response to all situations with which it is related.¹⁶

Basic Training (BT). Six to twelve weeks of initial military training and specialization in which civilians seeking to become Service Members are transformed into soldiers, sailors, airmen, and Marines.

Combat Effectiveness. The current and actual state of being equipped, fit, and ready to succeed in combat.

Commitment. To resolve and dedicate one's efforts and resources in order to achieve a greater good.

Confidence Interval. A range of values around a sample mean that is likely (at a given level of probability, called a confidence level) to contain a population parameter. The interval that will include the population parameter a certain percentage (i.e., 95%, 99%, etc.) of the time.¹⁷

Confidence Limits. The upper and lower values of a confidence interval, that is, the values defining the range of a confidence interval.¹⁸

Cohesion (Unit). The relationship that develops in a unit or group where (1) members share common values and experiences; (2) individuals in the group conform to group norms and behavior in order to ensure group survival and goals; (3) members lose their personal identity in favor of a group identity; (4) members focus on group activities and goals; (5) unit members become totally dependent on each other for the completion of their mission or survival; and (6) group members must meet all standards of performance and behavior in order not to threaten group survival.¹⁹

¹⁶ Allport, G. W. *Attitudes*. J. C. Murchison (Ed.). *A Handbook of Social Psychology*. Worcester, MA: Clark University Press, 1935, pp. 798 – 844.

¹⁷ Vogt, W. P., *Dictionary of Statistics and Methodology*. Newbury Park: Sage Publications, 1993.

¹⁸ *ibid.*

¹⁹ Presidential Commission on the Assignment of Women in the Armed Forces, *Report to the President*, November 1992, p.C-80

Construct (Cohesion Construct). A necessary component of a larger concept. In measurement, a construct represented by multiple survey items related to different aspects of a single attitude (i.e., Commitment, Respect for Authority, and Group Identity).

Factor Analysis. Any of several methods of analysis that enable researchers to reduce a large number of variables to a smaller number of variables or “factors”, or latent variables. Factor analysis is done by finding patterns among the variations in the values of several variables; a cluster of highly intercorrelated variables is a factor. Factor analysis is only practical using a computer. Principle component analysis is sometimes regarded as a form of factor analysis, although the mathematical models on which the two are based are different.²⁰

Fraternization. The Manual for Courts-Martial, Article 134, paragraph 83, states that fraternization is punishable under the Uniform Code of Military Justice, if the accused was a commissioned or warrant officer: that the accused fraternized on terms of military equality with one or more certain enlisted member(s) in a certain manner; that the accused knew the person(s) to be an enlisted member(s); that such fraternization violated the custom of the accused’s service that officers shall not fraternize with enlisted members on terms of military equality; and that, under the circumstances, the conduct of the accused was to the prejudice of good order and discipline in the armed forces or was of a nature to bring discredit upon the armed forces. Notwithstanding this uniform definition, the Services have issued Service-wide and local regulations that define fraternization to include “unprofessional” or “improper” relationships and conduct between officer and enlisted persons, between enlisted persons of different ranks, or between officers of different ranks.

Gender-Integrated Training (GIT). Males and females training together in mixed-gender platoon/company units during all components of basic military training and technical training.

Gender-Separate Training (GST). The separation of males and females into different companies during all components of basic military training and technical training.

Group Identity. The state of viewing oneself as collectively necessary.

Impression. An often indistinct or imprecise notion or remembrance. An especially marked and often favorable influence or effect on feeling, sense, or mind. A telling image impressed on the senses or the mind.²¹

²⁰ Vogt, W. P., *Dictionary of Statistics and Methodology*. Newbwey Park: Sage Publications, 1993.

²¹ *Merriam-Webster’s Collegiate Dictionary*, Tenth Edition, Springfield, MA, 1998

Initial Entry Training (IET). Training given to new enlistees, which includes both basic training and the follow-on specialty skill training. IET is designed to produce disciplined, motivated, physically fit soldiers/sailors/airmen/Marines ready to take their place in the field.

Knowledge. The fact or condition of knowing something with familiarity gained through experience or association. A certainty gained by acquaintance with or understanding of a science, art, or technique.²²

Likert Scale. A widely used questionnaire format developed by Rensis Likert. Respondents are given statements and asked to respond by saying whether they “strongly agree,” “agree,” “disagree,” “strongly disagree.” Wording varies considerably; for example, people might be asked if they “totally approve,” “approve somewhat,” and so on.²³

Mean Score. The arithmetic average score derived by summing the scores and dividing by the number of scores in the distribution.²⁴

Military Standard. An exact value that serves as a reference, model, or rule in measuring quantities or qualities, developing practices, or evaluating results.

Military Occupational Specialty (MOS). A formal qualification to perform specific military duties as a result of a period of training for a particular specialty. The Air Force equivalent term is Air Force Specialty Code (AFSC).

Operational Readiness. The capability of a unit/organization, ship, or weapon system to perform the military missions or functions for which it is organized or designed to perform.

Operational Units. Those units whose primary missions are to participate in combat and the integral supporting elements thereof.

Opinion. Similar to belief but narrower in scope than what we call an attitude, primarily cognitive rather than emotion-laden, and not necessarily based on experience. Stronger than an impression and less strong than positive knowledge. A person’s judgement about the likelihood of events or relationships.²⁵

Recruit Trainers. Senior Enlisted Leaders of each Service that

²² *ibid.*

²³ Vogt, W. P., *Dictionary of Statistics and Methodology*. Newbury Park: Sage Publications, 1993.

²⁴ Smith, George, W. *Quantitative Methods of Research in Education*, Washington: College and University Press, 1975, p. 14.

²⁵ Oskamp, Stuart, *Attitudes and Opinions*, Englewood Cliffs, NJ: Prentice-Hall, 1977, p. 12. *Merriam-Webster’s Collegiate Dictionary*, Tenth Edition, Springfield, MA, 1998

train and act as role models to entry level recruits.

- **Army - Drill Sergeant (DS):** A Non-Commissioned Officer who has successfully completed the prescribed instruction in a U.S. Army drill sergeant school, has been awarded the “X” skill qualification identifier and is qualified to train and supervise IET soldiers.
- **Marine Corps - Drill Instructor (DI):** A Non-Commissioned Officer who has been screened by HQMC, present Commanding Officer, staff of the DI school, and a qualified psychologist; successfully completed a 12-week DI school qualifying for MOS 8511; is assigned to a DI position at one of the Marine Corps Recruit Depots.
- **Air Force - Military Training Instructor (MTI):** A Non-Commissioned Officer who conducts military training for nonprior service airmen, including those in the Air Reserve Forces, and initial military training for cadets of the United States Air Force Academy.
- **Navy - Recruit Division Commander (RDC):** Carefully selected personnel (Non-Commissioned Officers) who have completed a formal course of instruction and have been awarded a Navy Enlisted Classification Code of 9508 which qualifies them to train and instruct in all aspects of recruit training.

Recruit Training. A term synonymous with basic training.

Regression Analysis. (a) Methods of explaining or predicting the variability of a dependent variable using information about one or more independent variables. Regression analysis attempts to answer the question: “What values in the dependent variable can we expect given certain values of the independent variable(s)?” (b) Techniques for establishing a regression equation. The equation indicates the nature and closeness of the relationship between two or more variables, specifically, the extent to which you can predict some by knowing others, the extent to which some are associated with others. The equation is often represented by a regression line, which is the straight line that comes closest to approximating a distribution of points in a scatter diagram.²⁶

Respect for Authority. The willingness to be obedient to military superiors based on the perceived need for accountability and their inherent trustworthiness.

Statistical Significance. Said of a value of a variable when it is (“significantly”) larger or smaller than would be expected by chance alone. It is important to remember that statistical

²⁶ Vogt, W. P., *Dictionary of Statistics and Methodology*. Newbury Park: Sage Publications, 1993.

significance does not necessarily imply substantive or practical significance.²⁷ A measure of the probability that the differences observed between two or more mean scores is not due to random error. In other words, if you repeated the test with a new but similarly situated sample of respondents, you would have high confidence that you would find similar differences in their mean scores. Statistical significance does not infer “importance” nor does it prove any cause and effect relationship among variables.²⁸

t-Test. A test of the statistical significance of the results of a comparison between two group averages, or means, such as the average score on a manual dexterity test of those who have and have not been given a caffeine drink. A *t*-test is a test statistic; *t*-tests are also used to test the statistical significance of correlation coefficients and regression coefficients.²⁹

Variable. Any finding (an attribute or characteristic) that can change, that can vary, or that can be expressed as more than one value or in various values or categories; the opposite of a variable that is a constant. That which is subject to change. A quantity that may assume any one of a set of values. The “dependent variable” is the outcome, or that which is measured (i.e., cohesion attitude mean scores). The “independent variables” are ones that can be manipulated (i.e., gender, gender format, demographics, etc.).³⁰

Variance. A measure of the spread of scores in a distribution of scores, that is, a measure of dispersion. The larger the variance, the further the individual cases are from the mean. The smaller the variance, the closer the individual scores are to the mean.

1.10 Study Abbreviations and Acronyms

AFSC	Air Force Specialty Codes
AIT	Advanced Individual Training
APFT	Army Physical Fitness Test
ASVAB	Armed Services Vocational Aptitude Battery Test
BCT	Basic Combat Training
BMT	Basic Military Training
BT	Basic Training
CO	Commanding Officer
DI	Drill Instructor
DoD	Department of Defense
DS	Drill Sergeant
GIT.....	Gender-Integrated Training
GST.....	Gender Segregated/Separated Training

²⁷ *ibid.*

²⁸ Stanley, J. C., Hopkins, K. D., *Educational and Psychological Measurement and Evaluation*. Englewood Cliffs, NJ: Prentice Hall, 1972.

²⁹ Vogt, W. P., *Dictionary of Statistics and Methodology*. Newbury Park: Sage Publications, 1993.

³⁰ Smith, George, W., *Quantitative Methods of Research in Education*. Washington, DC: George Washington University Press, 1975.

IET	Initial Entry Training
MCT	Marine Combat Training
MCRD	Marine Corps Recruit Depot
MEPS	Military Entry Processing Stations
MOS	Military Occupational Specialty
MTI	Military Training Instructors
NCO	Noncommissioned Officer
OSUT	One Station Unit Training
POI	Program of Instruction
RDC	Recruit Division Commander
RTC	Recruit Training Command
SNCO	Staff Non-commissioned Officer
UCMJ	Uniform Code of Military Justice
USA	United States Army
USAF	United States Air Force
USMC	United States Marine Corps
USN	United States Navy

1.11 Report Transition

The total research report is divided into five chapters. In Chapter 2, the reader will find a narrative description of the recruit training continuum for each Service. Each training continuum provides the context in which the recruit attitude measurements were taken and highlights the differences in the Service training environments experienced by the recruits. Chapter 3 then describes the data collection methodologies employed, and the technical aspects of the research samples and data weighting. Chapter 4 presents the analysis and findings of the study. It is important to note that when reviewing the Chapter’s mean score graphs (Figures 4-3 to 4-6; 4-14 to 4-16; 4-20 to 4-22; 4-27 to 4-29) the reader should review three definitions provided above in section 1.9: “confidence interval”, “mean score”, and “statistical significance”. The mean score graphs in Chapter 4 show both the mean score for the sample and its confidence interval (i.e., spread of the sample scores around the mean). If a mean depiction has a spread that lies outside another sample’s mean depiction, it may be statistically significant at the .05 level. If sample mean depictions overlap at any point, they are said to be statistically similar. Finally, Chapter 5 summarizes the findings in Chapter 4, and ends with conclusions and recommendations drawn from the assessment of the data set.

Chapter 2

Recruit Training Environment

2.1 Introduction

Each Service conducts basic training programs that act as a transformation phase of new enlistees from civilian status to a professional membership status as a soldier, airman, sailor or Marine. Though there are commonalties, each Service's basic training programs are also unique to that Service. In terms of gender format, the Services also have some similarities, but also several distinct differences. The Navy and Air Force, for example, have a single Program of Instruction (POI) for basic training designed for mixed-gender training. However, because there are not sufficient women enlistees to incorporate in every recruit unit, many recruit units in those two Services will have no females, by default. The Army has both mixed-gender recruit training formats and a male-only format for combat arms specialties. Finally, the Marine Corps conducts separate training for all male and female recruits. As a general rule, it can be said that the Services' basic training programs are currently designed for a mixed-gender composition, except for the combat arms specialties in the Army and for all recruits in the Marine Corps.

This chapter describes the initial entry training continuum of each Service. The continuum starts from the recruit's decision to join the military, continues through basic training and then to the specialty training that normally follows basic training. Each Service's continuum is unique and their narrative description is included to provide an in-depth understanding of how each Service operates. The foldout chart presented on the next page depicts graphically the entire Initial Training Continuum of each Service. After the training continuum chart, Table 2-1 summarizes the basic training formats used within the continuum by each Service.

Table 2-1. Recruit Training Formats by Service

	Designation	Gender	Sites	Length (weeks)	Trainers	POI Design Remarks
Army	Basic Combat Training (BCT)	Mixed or male-only	5*	9	Drill Sergeants (DS's)	BCT designed to be gender-neutral
	One Station Unit Training (OSUT)	Mixed and male-only	5*	12 - 18	Drill Sergeants (DS's)	Can be mixed, or male-only for Combat Arms
Navy	Basic Training	Mixed or male-only	1	9.2	Recruit Division Commanders (RDC's)	BT designed to be gender-neutral
Air Force	Basic Training	Mixed or male-only	1	6.4	Military Training Instructors (MTI's)	BT designed to be gender-neutral
Marine Corps	Boot Camp	Male-only	2	12	Drill Instructors (DI's)	USMC designed to be gender-separate
	Boot Camp	Female-only	1	12	Drill Instructors (DI's)	

* There are 6 total Army basic training sites. However, there is no OSUT at Ft. Jackson and no BCT at Ft. Benning.

The Service-specific narratives that complete this chapter describe the Entry Level Training continuum for each Service, and are divided into the following sections:

- Pre-Recruit Training Phase
- Recruit/Basic Training
- Specialty Skill Training
- Recruit Trainers

The *Pre-Recruit Training* section describes the methods of recruitment for each Service including philosophy, administration of the Armed Services Vocational Aptitude Battery test (ASVAB), functions of the Military Entry Processing Station (MEPS), use of the delayed entry program (DEP), etc. The *Recruit/Basic Training* section describes the Service's core values and the organizational structure of the basic training facilities, phases of the basic training curriculum, setback policies, graduation standards, and leave policies. The *Specialty Skill Training* section provides a description of the phases in the advanced specialty training environment after a recruit successfully completes basic training. Also included are the transition phases preparing the recruit for entry into the operational arena as a professional military member. Finally, the selection, training, and assignment of *Recruit Trainers* is presented in the final section of each Services' narrative.

2.2 Army Initial Entry Training Continuum

2.2.1 Army Pre-Recruit Training Phase

Army recruiters use a variety of ways to identify potential recruits: telephone prospecting, the voluntary high school Armed Services Vocational Aptitude Battery Test (ASVAB); canvassing visits to high schools, colleges, and area businesses; telephone calls to potential recruits whose names have been referred to the recruiters by students, parents,

INITIAL ENTRY LEVEL (IET) TRAINING CONTINUUM

ONE STATION UNIT TRAINING (OSUT) 13 weeks 3 days to 19 weeks 1 day (includes BCT Phase I - III) MOS training continues with the same DS and company. Infantry 11B, 11C, 11M; Combat Engineering 12B, 12C; Field Artillery 13B; Armor 19D; Chemical 54B; Military Police 95B, 95C.

BASIC COMBAT TRAINING (BCT) - 9 weeks of basic military subjects and fundamentals of basic combat skills training common to all newly enlisted active Army and reserve component personnel without prior service.

ADVANCED INDIVIDUAL TRAINING (AIT) 4 weeks to 52 weeks (not including BCT)

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ARMY	ACCESSION	FILL WEEK	PHASE I			PHASE II			PHASE III		PHASE IV		PHASE V								
			WEEK 1	WEEK 2	WEEK 3	WEEK 4	WEEK 5	WEEK 6	WEEK 7	WEEK 8	WEEK 9	WEEKS 10 - 13	WEEKS 14 - COMPLETION								
 <p>RECRUITING - MEPS (ASVAB) - MED EVAL - CONTRACT DELAYED ENTRY PROGRAM - UP TO 365 DAYS - ACTIVITIES</p> <p>MEPS (SHIP DAY) - MED INSPECT - ACCESS INTO ARMY</p>	NOT CONSIDERED PART OF TRAINING. USED FOR INITIAL IN-PROCESSING	<p>STD/CODE CONDUCT JOINT ETHICS REG CUSTOMS/COURTESY EO/POSH 3K FOOT MARCH D&C/INSPECTIONS PHYSICAL TRAINING CORE VALUES</p> <p>Physical Fitness Assessment</p>	GENERAL SUBJECTS Nuclear, Biological and Chemical FIRST AID MILITARY JUSTICE MAP READING 5K FOOT MARCH D&C/INSPECTIONS PHYSICAL TRAINING CORE VALUES			COMMUNICATIONS NBC SAEDA LAW OF LAND WARFARE 8K FOOT MARCH CONFIDENCE COURSE D&C/INSPECTIONS PHYSICAL TRAINING CORE VALUES PHASE I TEST			WEAPONS TRAINING BASIC RIFLE MARKSMANSHIP D&C/INSPECTIONS PHYSICAL TRAINING CORE VALUES 10K FOOT MARCH			TACTICAL TRAINING BAYONET ASSAULT CRSE PUGIL TRAINING US WEAPONS NBC CHAMBER 10K FOOT MARCH HAND GRENADES HAND TO HAND D&C/INSPECTIONS PHYSICAL TRAINING CORE VALUES OBTACLE COURSE ITT PHASE II TEST		TACTICAL TRAINING WARRIOR FTX 10K FOOT MARCH 15K CORE VALUES		OUTBRIEFING OUTPROCESSING End Of Course After Action Review TA50 TURN-IN D&C/INSPECTIONS PHYSICAL TRAINING CORE VALUES GRADUATION		Introduction to MOS tasks Reinforcement training of 36 BCT common skills, Values, traditions Evaluate behavior as being consistent with Army Core Values		Continued MOS task training. Reinforcement training of 36 BCT common skills, Values, traditions. Evaluation of MOS skills and behavior as being consistent with Army Core Values. Leadership environment simulating that in a field unit 72 - 120 hour scenario-driven tactical field training exercise integrating common skills and MOS tasks. May include the End of Course Completion Test to enhance the training and testing value.	
			D&C - DRILL AND CEREMONIES			SAEDA - SUBVERSION AND ESPIONAGE DIRECTED AGAINST THE ARMY			ITT - INDIVIDUAL TACTICS TRAINING		APFT - ARMY PHYSICAL FITNESS TEST										

NAVY	ACCESSION	FORMING	WEEK 1	WEEK 2	WEEK 3	WEEK 4	WEEK 5	WEEK 6	WEEK 7	WEEK 8	SEAMAN/FIREMAN/AIRMAN APPRENTICE TRAINING 2-3 WEEKS (GENDETS)	FLEET COMMANDS/OJT (> 30% of all Recruit grads)			
			WEEK 1	WEEK 2	WEEK 3	WEEK 4	WEEK 5	WEEK 6	WEEK 7	WEEK 8					
 <p>RECRUITING - MEPS (ASVAB) - MED EVAL - CONTRACT DELAYED ENTRY PROGRAM - UP TO 365 DAYS - ACTIVITIES</p> <p>MEPS (SHIP DAY) - MED INSPECT - ACCESS INTO NAVY</p>	NOT CONSIDERED PART OF TRAINING. USED FOR INITIAL IN-PROCESSING	PT-0 Physical Fitness Assessment	ACADEMICS CORE VALUES RIGHTS & RESPONSIBILITIES INITIAL SWIM EVAL/QUAL (3rd CLASS)	ACADEMICS-TEST CORE VALUES CONFIDENCE CRSE WATCHSTANDING REQ	ACADEMICS-TEST CORE VALUES CONFIDENCE CRSE PERSONAL MONEY FINANCE & MNGMT SEAMANSHIP LAB FIRST AID NAVY SHIPS & AIRCRAFT ORIENTATION WATCHSTANDING	ACADEMICS-TEST CORE VALUES SERVICE WEEK INDOC PT TEST 1 ASSIGNMENT CLASSIFICATION WATCHSTANDING	"SERVICE WEEK" ASSIGNMENT IN GROUNDS, GYM OR POOL AREAS	ACADEMICS CORE VALUES WPNS FAMILIARIZATION CONFIDENCE CRSE FIRE FIGHTING LAB & BASIC DAMAGE CNTRL CAPT'S CUP OLYMPICS WATCH STANDING	ACADEMICS-TEST CORE VALUES CONDUCT ASHORE FIREFIGHTING LAB BATTLE STATIONS PT TEST 2	GRAD WEEK ACADEMICS CORE VALUES CHAPLAIN'S BRIEF FAMILY NIGHT PASS-IN-REVIEW GRADUATION CHECK-OUT & TRANSFER MEDICAL EXAM "FIT FOR FULL DUTY" COMPLETE INVENTORY OF TAILORED UNIFORMS DEMONSTRATE PROPER WEARING OF UNIFORM	APPRENTICE TRAINING (A-SCHOOL) 4 - 63 WEEKS (Average 10.7 weeks)		FLEET COMMANDS/OJT (> 50% of A-School grads)	SPECIALTY TRAINING (C-School) 2 - 58 weeks (Average 7.2 weeks) (<50% of all A-School grads)	FLEET COMMANDS/OJT
			PT SCHEDULED 6 DAYS PER WEEK EXCEPT GRAD WEEK. CLOSE ORDER DRILL EVERY WEEK EXCEPT SERVICE WEEK.												NAVY MILITARY TRAINING - ALL SAILORS PARTICIPATE FOR FIRST 12 MONTHS OF SERVICE (CONDUCTED BY NAVAL TRAINING COMMANDS AND BY FLEET UNITS)

AIR FORCE	ACCESSION	FORMING	WEEK 1	WEEK 2	WEEK 3	WEEK 4	WEEK 5	WEEK 6	TECHNICAL TRAINING					
			WEEK 1	WEEK 2	WEEK 3	WEEK 4	WEEK 5	WEEK 6	PHASE I	PHASE II	PHASE III	PHASE IV	PHASE V	
 <p>RECRUITING - MEPS (ASVAB) - MED EVAL - CONTRACT DELAYED ENTRY PROGRAM - UP TO 365 DAYS - ACTIVITIES</p> <p>MEPS (SHIP DAY) - MED INSPECT - ACCESS INTO AIR FORCE</p>	NOT CONSIDERED PART OF TRAINING. USED FOR INITIAL IN-PROCESSING	Physical Conditioning Assessment	ACADEMICS CORE VALUES CAREER GUIDANCE MEDICAL/DENTAL PROCESSING DENTAL CHECK IMMUNIZATIONS CUSTOMS COURTESIES FAM CARE PLANS	ACADEMICS CORE VALUES DRESS/APPEAR MIL ENTITLEMENTS GRADE INSIGNIA GI BILL FITNESS/NUTRITION CAREER INTERVIEW	ACADEMICS CORE VALUES CONFIDENCE CRSE RESOURCE PROTECTION FINANCE MNGMT MIL CITIZENSHIP ENVIR AWARENESS DRUG ABUSE ETHICS HEALTH Phys Cond Assessment	ACADEMICS CORE VALUES CEREMONIAL DRILL CODE OF CONDUCT LAW ARMED CONFLICT SECURITY HUMAN RELATIONS SEXUAL HARASSMENT PRE-MARKSMANSHIP	ACADEMICS CORE VALUES AF HISTORY & ORG QUALITY AIR FORCE DRESS/PERS APP CAREER INFO CEREMONIAL DRILL DORM EVALS DRILL & REPORTING EVALS HONOR FLT DRILL RETREAT PRACTICE PFT BASE LIBERTY EARNED	WRITTEN EXAM FIELD TRNG EXER CONFIDENCE CRSE RETREAT CEREMONY OPEN RANKS INSPECT DEPARTURE ORIENTATION ORDERS PICK-UP SHIPPING BRIEFING OPERATIONS BRIEFING MARKSMANSHIP QUAL GRADUATION PARADE TOWN PASS SATURDAY STARTING WEEK 5	PHASE I ARRIVAL THRU 14 DAYS	PHASE II 15-28 DAYS	PHASE III 29-90 DAYS	PHASE IV MINIMUM 76TH DAY BASED ON ACADEMIC QUAL	PHASE V FROM 181ST DAY TO GRADUATION	
			148 AIR FORCE SPECIALTY CODES (AFSC). SCHOOL LENGTH VARIES FROM 4 TO 83 WEEKS. CONTINUUM BUILDS ON VALUES & DISCIPLINE INSTILLED IN BMT USAF PHASE PROGRAM STANDARDIZES TRAINEE DISCIPLINE ACROSS AIR EDUC & TRAINING CMD.										OPERATIONAL FORCES/OJT	

MARINE CORPS	ACCESSION	FORMING	WEEK 1	WEEK 2	WEEK 3	WEEK 4	WEEK 5	WEEK 6	WEEK 7	WEEK 8	WEEK 9	WEEK 10	WEEK 11	WEEK 12	BOOT LEAVE	SCHOOL OF INFANTRY			
			WEEK 1	WEEK 2	WEEK 3	WEEK 4	WEEK 5	WEEK 6	WEEK 7	WEEK 8	WEEK 9	WEEK 10	WEEK 11	WEEK 12		INFANTRY TRAINING BATTALION	MOS SCHOOL		
 <p>RECRUITING - MEPS (ASVAB) - MED EVAL - CONTRACT DELAYED ENTRY PROGRAM - UP TO 365 DAYS - ACTIVITIES</p> <p>MEPS (SHIP DAY) - MED INSPECT - ACCESS INTO USMC -IST</p>	NOT CONSIDERED PART OF TRAINING. USED FOR INITIAL IN-PROCESSING	INITIAL STRENGTH TEST (IST)	ACADEMICS CORE VALUES PUGIL STICKS LINE TRAINING PHYSICAL TRAINING CLOSE ORDER DRILL	ACADEMICS CORE VALUES LINE TRAINING PUGIL STICKS PHYSICAL TRAINING CLOSE ORDER DRILL	ACADEMICS CORE VALUES 3 MILE HIKE (M) SHOTS PELVIC/PAP CONFIDENCE CRSE MALE PHYSICAL TRAINING CLOSE ORDER DRILL	ACADEMICS CORE VALUES 3 MILE HIKE (F) 5 MILE HIKE DRILL EVAL SDI INSPECTION PUGIL STICKS OBTACLE COURSE CONFIDENE CRSE FMLE PHYSICAL TRAINING CLOSE ORDER DRILL	"SWIM WEEK" ACADEMICS CORE VALUES SERIES CDR INSPECT COMBAT SWIM PHYSICAL TRAINING CLOSE ORDER DRILL	"BASIC WARRIOR TRNG" ACADEMICS CORE VALUES 6 MILE NIGHT HIKE CONFIDENCE CRSE COMPANY DRILL EVAL RAPPEL/FAST ROPE BASIC FIELD SKILLS CLOTHING APPT PHYSICAL TRAINING CLOSE ORDER DRILL OBTACLE CRSE	"GRASS WEEK" CORE VALUES PFT 10 MILE HIKE MARKSMANSHIP PHYSICAL TRAINING	"RIFLE QUAL WEEK" CORE VALUES RIFLE QUAL FIELD MEET PHYSICAL TRAINING	"TEAM WEEK" Mess and maintenance duties.	"FIELD FIRING WEEK" ACADEMICS CORE VALUES OBTACLE CRSE FIELD FIRING DAY INDIV MVMNT CRSE NITE INDIV MVMNT CRSE PHYSICAL TRAINING	"TRANSFORMATION WEEK" ACADEMICS CORE VALUES COMPANY CO INSPECT CRUCIBLE PHYSICAL TRAINING	"TRANSITION WEEK" SUNDAY BASE LIBERTY MOTIVATION RUN ACADEMICS BN CO INSPECTION RIFLE TURN IN FAMILY DAY/LIBERTY GRADUATION PHYSICAL TRAINING	10 days of leave granted to each graduating Marine prior to reporting to SOI	Primary MOS School for Infantry Marines. 37 days for Infantry. FLEET MARINE FORCE/OJT An additional 17 days (for a total of 54) for Weapons "specialists". FLEET MARINE FORCE/OJT	Marine Combat Training (MCT) 17 training days. Attended by ALL non-infantry Marines.	63 % of MOS Schools combined or collocated with other Services. These schools run in length from 4 to 54 weeks in the more technical fields. Average is 6-8 weeks.	FLEET MARINE FORCE/OJT

relatives, teachers, and other positive centers of influence in their lives, and follow-up calls or meetings with potential recruits who have requested information about enlistment. In the initial meeting, the recruiter will evaluate the applicant's qualifications, and, if appropriate, schedule a visit by the applicant to a Military Entry Processing Station (MEPS). Testing will then be administered to applicants who have not taken the ASVAB. Applicants will also undergo a medical exam, and meet with a guidance counselor who will determine the Military Occupational Specialty (MOS) that best suits both the applicant's and the Army's needs. Upon completion of the contract documents, the applicant will then be placed in the Delayed Entry Program (DEP) from 14 days up to 365 days dependent upon the new soldier's educational status or the training start date they have been given.

Recruiters maintain contact with their recruits through DEP formations and individual meetings. Recruits are encouraged to prepare for basic training by undergoing a physical conditioning program and by studying Army materials. Before they leave for Initial Entry Training (IET), MEPS will verify again their medical status, and then arrange their transportation to one of the 5 military installations where IET begins. On arrival, they will spend three to ten days in a Reception Battalion, where they will undergo further processing, receive uniforms and ID tags, and take a fitness evaluation test. Recruits who fail to meet fitness standards may be placed in a Fitness Training Unit for up to three weeks before starting IET.

2.2.2 Army Recruit Training

The first day of actual IET, however, does not take place until the recruit is transferred to a Basic Combat Training (BCT) organization, or to a One Station Unit Training (OSUT) organization. BCT lasts nine weeks; upon graduation, recruits go on to Advanced Individual Training (AIT) for their MOS training. Depending on the MOS, AIT lasts four to 52 weeks. OSUT, which combines BCT and AIT training in a single unit, lasts 12 to 18 weeks. BCT is primarily gender integrated while OSUT is predominantly male only. OSUT training for Infantry and Armor Career Management Fields (CMF), a majority of Field Artillery MOS and Combat Engineer MOS 12B is not open to women. OSUT training for Military Police, Chemical Operations Specialist and Bridge Crewmember MOSs, however, is fully integrated.

All IET units, whether for BCT, OSUT or AIT, are similarly organized. Four platoons make up a company, three to eight companies a battalion, and three to eight battalions a training center brigade. Recruits are normally assigned to platoons averaging 50 members and gender integrated platoons can have up to 25 females assigned. Each platoon has three Drill Sergeants (DSs), one of whom is designated as Senior DS. Each company is authorized a Company/Battery Commander (an O-3), an Executive Officer (an O-2), a First Sergeant, a Training NCO, a Supply NCO, and an Armorer.

IET is divided into five "phases." The first three phases, weeks one through nine, are common to BCT and the BCT portion of OSUT. The last two phases are associated only with AIT and the MOS portion of OSUT.

Phase One, weeks one through three, is the “Patriot” phase. Training focuses on Army values, traditions and ethics. At the same time, recruits begin to develop basic combat skills, and undergo physical fitness training. The specific areas of training in this phase are communications, first aid, military justice, drill and ceremonies, human relations, foot marches and the confidence course. Recruits live in a completely controlled environment, restricted to the company area, while under continuous cadre supervision. They are prohibited from wearing civilian clothes, consuming alcoholic beverages, or using tobacco products.

Phase Two, weeks four through six, is the “Gunfighter” phase. The transformation from civilian to soldier continues with emphasis on weapons training. Soldiers receive instruction in Army values, traditions, and ethics. They also receive U.S. weapons training, basic rifle marksmanship training, nuclear-biological-chemical warfare training, bayonet assault training, and foot march training. Self-discipline and team building are emphasized, and as a reward for excellent achievement, special privileges may be earned. Passes may be authorized for the brigade area; and, as determined by the battalion commander, recruits may use recreational facilities—theaters, swimming pools—outside the brigade area. Meanwhile the restriction on using tobacco products and consuming alcoholic beverages remains in effect.

Phase Three, weeks seven through nine, is the “Warrior” phase. Its aim is to develop the IET soldier’s understanding of the importance of teamwork. The high point is a 72-hour field training exercise (FTX). This FTX requires the soldier to demonstrate basic combat skill proficiency in a tactical field environment, and operate as part of a team while being physically and mentally challenged. The specific areas of training in this phase are individual tactical training, hand grenade training, foot marches, and the field exercise. On-post passes may be authorized during this phase. IET soldiers are still prohibited from using tobacco products or driving a privately owned vehicle, but if of legal age, they are authorized to consume alcoholic beverages while on pass after graduation.

To graduate from BCT, all soldiers must successfully complete the following:

- Pass the Army Physical Fitness Test with 50 points in each of three events: push-ups, sit-ups, and two-mile run.
- Qualify with the M16A2 rifle – a minimum of 23 of 40 target hits.
- Qualify on the hand grenade course, and throw two live hand grenades.
- Pass all end-of-phase tests.
- Pass all end-of-cycle tests.
- Complete all obstacle and confidence courses .
- Complete bayonet and pugil fight training.
- Complete hand-to-hand combat training.
- Complete the Protective Mask Confidence Course.
- Demonstrate knowledge and understanding of the Army core values of Loyalty, Duty, Respect, Selfless Service, Honor, Integrity, and Personal Courage.
- Complete all tactical field training, including foot marches (3, 5, 8, 10, and 10 km) and field training exercises.

No waivers are granted on the graduation requirements; however, the Army's New Start Program allows IET soldiers who fail to meet training standards to be reassigned to another unit where training can be repeated. Based on the recommendation of the Drill Sergeant and company commander, IET soldiers may be reassigned at any point in the training cycle; however, they will remain in their original unit until they are reassigned. The goal is to get the soldier back into training within one day of the reassignment.

In 1998, the Army recruited 99,132 civilians; 82,275 completed BCT/OSUT. Of the 17.6 percent who failed to complete BCT/OSUT the main reasons were conditions that existed prior to service (EPTS), lack of motivation, and failure to adapt.

2.2.3 Army Military Occupational Skill Training

After BCT, the soldierization process continues in both AIT and the second part of OSUT. The Army conducts specialty skill training at 23 different locations. This takes place in Phase Four, weeks ten through twelve, and Phase Five, week 13 until the completion of training. In these phases, there is an increased emphasis on technical MOS training and reduced control over the training environment. The lessening of control, expansion of privileges and focus on MOS skills are seen as part of the evolutionary process that transforms a young civilian into someone who thinks, looks, and acts like a soldier. During Phase Four, weekend off-post day passes may be authorized but IET soldiers must remain within 50 miles of the post. They must also wear the proper uniform, and they are prohibited from driving privately owned vehicles. If they are of legal age, they may be allowed to consume alcoholic beverages while on pass, but cannot use tobacco products. Weekend overnight passes may be authorized during Phase Five, but the requirement to wear a uniform is at the commander's discretion.

2.2.4 Army Drill Sergeants

The Drill Sergeants (DSs) who guide the recruits through training must typically serve two-year tours of duty, with the option of a third year contingent on the approval of the Installation Commanding General. BCT/OSUT DSs are assigned 12 to a company or battery, or a 1:17-20 DS to trainee ratio, while AIT DSs are assigned on a 1:50 DS to trainee ratio.

All candidates for Drill Sergeant duty require a written recommendation from a commander in the rank of Lieutenant Colonel or higher. The candidate's Official Military Personnel File, including the restricted portion, and Military Police and Criminal Investigation Division records are screened. The Inspector General, Security, and Army Central Registry (Family Advocacy Files) also screen their records for information on DS Candidates. They also receive a Mental Health Evaluation to determine emotional stability.

2.3 Navy Initial Entry Training Continuum

2.3.1 Navy Pre-Recruit Training Phase

Navy recruits are accessed on a daily basis. After assembling at Military Entrance

Processing Stations throughout the country, they are transported to Chicago's O'Hare Airport. Senior non-commissioned officers meet them at the airport's United Services Organization (USO), and escort them by bus to the Recruit Training Command (RTC) at Great Lakes, Illinois. During the trip the NCOs explain the first-day schedule, and answer questions. On their arrival at RTC, the recruits are assigned to divisions in the order they step off the bus: The first 88 males are assigned to one division; the next 88 are assigned to another, and so on. Inevitably there will be fewer recruits for the last division of the night. This last group will begin processing, but will not form a division of 88 until more recruits arrive the next day.

Female divisions of between 60 and 88 are formed on the basis of weekly projections from the Recruiting Command. Recruits seeking to join a performance unit—band, choir, state flags and staff unit—are given try-outs, and their division size (75 at the minimum) is determined by the number who pass the try-outs.

Each division is housed in a training barracks, which is referred to as a “ship.” Typically, a ship has four compartments on each of its three decks, or floors. Female recruits are berthed only on the third deck of each ship; males are berthed on the first and second decks. In all, 14 ships are used for active training; an additional ship is used for interrupted training, i.e., recycling. The ships are divided into three fleets, which make up the Military Training Directorate.

Three Recruit Division Commanders are assigned to each division. They range in rank from E-5 to E-9, although most are E-5 to E-7. Each ship has a Leading Chief Petty Officer, usually an E-8, and a Ship's Officer, O-2, O-3 or Warrant Officer. Each fleet has a Fleet Commander, an O-4, who reports to the Director of Military Training, an O-5.

2.3.2 Navy Recruit Training

Recruit training lasts 9.2 weeks. The first week is given over to processing. The recruits undergo medical and dental exams, and take basic courses on military policy. Recruits who need additional help in meeting Navy physical fitness or academic standards are identified. Actual training, however, does not begin until the second week, when the divisions are commissioned. The first swim qualifications are held, and recruits begin courses on their rights and responsibilities. Personnel and locker inspections start in the third week; the first academic test is also given. The first graded personnel and drill inspections take place in the fourth week. Recruits also start learning basic seamanship, shipboard communication, and how to distinguish the different classes of ships and aircraft. The second academic test is also given in the fourth week, as well as the first physical fitness test.

Training weeks five and six begin with Service Week. Recruits learn to fit into the Navy environment and develop a team identity outside of their divisions by being exposed to typical daily operations in the fleet. Working hours are lengthened and duties are added: standing watch, serving food, and work details. The second graded personnel and drill inspections are given, along with the third academic test. Recruits are also introduced to fire fighting, damage control and the weapons simulator.

The highlight of recruit training is Battle Stations. Its aim is to test the recruit's transformation from civilian to sailor through the practical application of Navy core values. Battle Stations is conducted over a 14-hour period in the seventh week of training and is made up of 12 fleet-oriented scenarios: general quarters, Forrestal escape scuttle, emergency sortie, firefighting, shaft alley rescue, repel boarders, abandon ship, search and rescue, mass casualty, stores on load, magazine flooding and battle transit. Fifteen to 20 recruits take part in each event, and after each one they are debriefed. Facilitators emphasize safety issues and the teamwork aspects of the recruits' performance.

Final graded inspections and academic testing is given during the seventh week. Graduation, family night and pass-in-review takes place during week eight. On and off-base liberty, depending on duty status, is allowed on the weekend after the pass-in-review. As formally defined by the Navy, to graduate from recruit training, a recruit must:

- Be able to succeed in a gender integrated, multi-racial, multi-cultural fleet environment.
- Have a basic military knowledge.
- Display military bearing.
- Display an understanding of the chain of command.
- Demonstrate proper wearing of the uniform.
- Be familiar with the procedures for small-arms fire.
- Demonstrate an understanding of proper watch-standing procedures.
- Demonstrate knowledge of customs, courtesies and rank recognition.
- Be introduced to the Uniform Code of Military Justice.
- Show an acceptance of the Sailor's Creed.
- Emulate Core Values.
- Be introduced to shipboard life.
- Be introduced to fire fighting, damage control and seamanship.
- Have knowledge of the Navy's heritage.
- Exceed the Fleet's minimum physical fitness standards.
- Demonstrate an understanding of the team concept.
- Pass a medical and dental screening.
- Pass third-class swim qualifications.

Recruits may face "setbacks" in training for academic or non-academic reasons. Ship's Officers can set back recruits for one week; Fleet Commanders can set them back two weeks. Non-academic setbacks involve disciplinary or motivational cases. Academic setbacks are primarily for double test failures. Recruits who do not meet physical fitness or body fat standards are placed in special units until the standards are met, or until they are separated from service. Injured recruits likely to return to training are placed in a medical holding unit until they are found to be fit for duty.

Attrition rates for the recruits seem to cycle, with the highest attrition in the winter and spring months, and the lowest in the summer. During the 1996 fiscal year, the attrition rate for drug abuse—principally marijuana—was 4.6 percent. Since May 1, 1997, however, recruits have undergone drug testing at the Military Entrance Processing Stations, and since then there has been a decline in the drug attrition rate at RTC by about 1 percent. After drug abuse, the next largest category of separations is medical: a 4.45 percent attrition rate in fiscal year 1998. The vast majority of medical separations, though—more than 98 percent—resulted from physical conditions that existed in civilian life and that the recruits did not disclose before they entered training.

The other large category of separation is psychological, but, as with the medical separations, a large number of these separations resulted from conditions that existed before training.

2.3.3 Navy Specialty Skill Training

No recruits report directly to their first duty station without first attending some type of initial skill training. In FY 98, approximately 52,000 Sailors attended initial skill training. 25% attended apprenticeship training (seaman, airman, and fireman), 7% attended nuclear training, 3% attended Seabee related training, and 8% attended administrative related training. Additionally, 25% attended training related to surface warfare related skills, 19% to air warfare related skills and 14% to submarine warfare related skills.

Service School Command, Great Lakes, Illinois, received the largest share of students (42%) of which 9.51% were enrolled in the Airman Apprentice Course, 9.50% in the Seaman Apprentice Course, and 5.48% in the Fireman Apprentice Course. Additionally, 5.82% of the students enrolled in the Engineering Core Course, 5.16% in the Advanced Electronics Training Core Course, 3.80% in Radioman School, 1.26% in Gunner's Mate School, 0.62 in Signalman School, 0.47% in Quarter Master School, and 0.41 % in Torpedoman's Mate school.

The Naval Air Technical Training Center, Pensacola, Florida, received 16.66% of the students with 5.22% enrolled in the Avionics Core Course, 3.16% in the Aviation Structural Mechanic Course, 1.92% in the Aviation Machinist's Mate Course, and 1.81% in the Aviation Ordnanceman Course. The remaining 4.5% are distributed among Aviation Warfare System Operator (.95%), Air Traffic Controlman (.86%), Aviation Support Equipment Technician (.68%), Parachute Rigger (.48%), and Aviation Boatswains Mate (1.58).

Of the 14% of the students enrolled in submarine warfare related training, 4% attended Basic Enlisted Submarine School (BESS) and 5% attended Basic Submarine Damage Control School in Groton, Connecticut. The remaining 5% were enrolled in similar courses in Norfolk, Virginia, Pearl Harbor, Hawaii, Bangor, Washington, or Kings Bay, Georgia.

Generally known for its administrative support schools, the Naval Technical Training Center in Meridian, Mississippi, received 5.88% of the students with 1.90% enrolled in the Yeoman Course, 0.94% in the Storekeeper Course and .78% in the Aviation Administration Course. The remaining 2.26% are distributed among the following

ratings: Aviation Storekeeper (.58%), Ship's Serviceman (.67%), Religious Program Specialist (.25%), Disbursing Clerk (.32%), and Personnelman (.44%).

All Nuclear Power Field candidates (7%) attend school in Charleston, South Carolina. Enrollees in the Seabee related ratings (3%) are evenly distributed with students located in Port Hueneme, California, Gulfport, Mississippi, Sheppard AFB, Texas and FT. Leonardwood, Missouri. Cryptology (3%) rating schools are located at Corry Station, Pensacola, Florida, and Monterey, California. The remaining 8.5% include a variety of schools located throughout the continental United States, i.e. Music Preparation - Little Creek, Virginia, Postal Clerk - FT. Jackson, South Carolina, Lithographer - FT. Belvoir, Virginia, etc.

Percentages are not constant and will change on a yearly basis depending on the recruiting command's ascessions.

2.3.4 Navy Recruit Division Commanders

The recruit trainers who oversee most of the recruits' lives during their 9.2 weeks at Great Lakes, RTC, are drawn from all Navy occupational fields, and represent all rates and warfare specialties. The minimum requirements to be considered for candidates for training duty are as follows:

- Performance evaluations: High marks on personnel forms, with a steady or improving trend in the previous 36 months.
- No non-judicial punishment, court-martial, civil conviction or significant involvement with civil authorities in the previous 36 months.
- Strong traits in military bearing and leadership.
- For E-5s: A minimum of six years of active Service, with two years' time in rate.
- Warfare qualification required, but waivers granted on a case by case basis.
- Minimum verbal expression test score of 50.
- Physical readiness: Able to pass the Physical Readiness Test, including the run, for their age group.
- Tattoos: Individuals with excessive or tasteless visible tattoos are ineligible.

A board then screens potential candidates who meet those standards whose chairman is a Commander Master Chief. Other CMCs or Leading Chief Petty Officers make up the rest of the board. The candidates must meet physical readiness standards as defined by the Office of the Chief of Naval Operations Instruction series; they cannot have been under psychiatric care or anger management care; they must not have had a history of alcohol abuse in the previous 60 months, and no history of drug use, possession or trafficking at any time; they must be financially stable and free from financial problems as determined by a command financial specialist; if married, they must show a stable family life.

Candidates are screened for the above 30 to 45 days before being enrolled in Recruit Division Commander Advanced Technical Training at Great Lakes. The curriculum is 13 weeks in length, including the seven weeks in which the candidates "shadow" qualified RDCs

and their trainees. The candidates also participate in Battle Stations, and undergo evaluations by the Ship's LCPO and the Ship's Officer. On completing their training, the new RDCs will serve a minimum tour of 36 months.

2.4 Air Force Initial Entry Training Continuum

2.4.1 Air Force Pre-Recruit Training Phase

Air Force recruiters use a variety of sources to find potential candidates for enlistment and the initial contact is usually by phone. Few candidates simply walk into a recruiting office, although some call the Air Force's 800 number (1-800-423- USAF) and request information. Often friends who already have joined inspire them. The best sources for the recruiters, however, are the lists of students who took the Armed Services Vocational Aptitude Battery test, or ASVAB, in high school. In the initial contact, the recruiter will ask potential candidates a series of questions—their age, whether they have violated the law, or have medical problems, whether they are single parents—to judge their suitability. If the answers are satisfactory, the recruiter will schedule an office appointment. If the candidate has not taken the ASVAB test, the recruiter will then administer the 60-question Enlisted Screening Test, or EST, to determine how well he or she might do on the ASVAB. Past history indicates that applicants who score below 50 on the EST will not qualify on the ASVAB.

However, if an applicant does well on the EST, the recruiter will then schedule an appointment to take the ASVAB at a military entrance processing station (MEPS) or at a mobile test site. The applicant must then score at least a 40—higher than any of the other Services require—qualifying for Air Force duty. Applicants who do qualify are then given a date on which they are to return to the (MEPS). They will spend the night before that at a contract motel, and at 0600 hours the next day will undergo a physical examination and a drug test. If they are found physically fit they will then meet with liaison non-commissioned officers (NCOs), all of them former recruiters.

The liaison NCOs, using the ASVAB scores and physical profiles, will try to determine which Air Force jobs best suit the applicants. At the same time, the applicants will list at least four jobs and one aptitude area that interest them. Each day at 1000 and 1500 hours, the Headquarters Recruiting Service opens a job reservation operation—a computer booking system at Randolph AFB, TX—and the liaison NCOs log on. Applicants are then booked for one of their job choices; if none is available, an applicant will go on a waiting list until one opens up. This may take from a single day to several weeks. Then, when a job becomes available, an applicant will sign a contract guaranteeing the job in return for a four or six-year commitment to service. The applicant will also take the initial oath of enlistment, enter the Delayed Enlistment Program, or DEP, and be referred to as a Depper. Ideally, the processing time from an applicant's first contact with a recruiter to the applicant's entry into the DEP is seven to fourteen days. The processing time, however, is determined by the applicant's eagerness to move ahead and by the recruiter's success at selling the applicant on the Air Force, as well as by the availability of jobs, and it may continue for months. DEP status may then last from a week to a maximum of a year, depending on the availability of

facilities for technical training. While in DEP status, Deppers must contact their recruiters twice a month, and have one face-to-face meeting. The recruiters make sure the Deppers still qualify for service—no overweight problems, no new law violations—and continue to motivate them toward Air Force careers.

Recruits ready for Basic Military Training (BMT), report to a processing station, where they are given a height and weight check. Women take a pregnancy test. If there are no problems, the recruits take the enlistment oath, and then are flown to the civilian airport in San Antonio, TX. Government buses transport them to Lackland AFB, TX. They arrive Wednesdays through Fridays, and as they leave the buses they are divided into groups of 50 to 58, and are assigned to flights. They also meet their military training instructors (MTIs) who will remain with them around the clock for 72 hours. In accordance with the recommendations by the Kassebaum-Baker committee, female recruits live in clustered dormitory bays on the top floors of the recruit housing and training facilities to enhance their security and privacy. On that first weekend, the recruits, now called “rainbows,” continue to wear civilian clothes, although they are issued some gear, and begin to learn basic drill. Their first day of BMT, however, will not begin until 0500 the Monday after they arrive.

2.4.2 Air Force Recruit Training

BMT is conducted over 6.4 weeks, or 47 calendar days. As the primary BMT trainers, the MTIs instruct recruits in discipline, academics, military custom and courtesy, physical conditioning (PC), and “warrior” training. The principal goal is to produce disciplined, physically fit and academically qualified airmen who can then go on to Technical Training (TT) schools and Air Force duty.

The BMT program of instruction is the same for males and females, although the PC standards for the two-mile run, sit-ups and push-ups are different. The aim, though, is to produce the same level of fitness for both men and women. PC is conducted six days a week throughout the 6.4 weeks of basic military training. On an hourly basis, BMT breaks down as follows:

- Administration (83.75 hours): clothing issue, job classification, medical examination, and record keeping.
- Military studies (44.25 hours): customs and courtesies, financial management, Air Force history and organization, human relations.
- Military training (183.25 hours): Dorm, drill (parade and retreat), core values, field training exercise (FTX), marksmanship, PC.
- Miscellaneous (143.25 hours): meals, tests and surveys, transit time.

Recruits are required to run a confidence course during their fourth and fifth weeks. Rifle qualification and warrior training also take place during the fifth week. Warrior training prepares recruits for Air Force expeditionary deployments by exposing them to field conditions and basic encampment operations. Graduation parades are held on the last Friday of the sixth week of BMT. On Saturday, recruits are given a town pass to visit San Antonio,

TX or to spend time with their families.

For the duration of BMT recruits are restricted to the base. Base liberty is usually granted on Friday in the third week of training, although it is considered a privilege, not a right, and must be earned. Base liberty authorizes the trainees, who must be in uniform at all times, to travel anywhere at Lackland AFB except to TT facilities. Base liberty ends at 2000 hours.

Recruits may also be granted emergency leave in the event of the death, or serious injury or illness of an immediate family member. (Squadron commanders may also authorize leave for other reasons, although instances of this are rare). Recruits may take three days of emergency leave without being recycled, or required to repeat a training period; recruits who take more than three days are considered for recycling, depending on the training time they missed.

In FY 98, a total of 35,873 recruits, including those from the Guard and Reserve, reported to Lackland AFB, TX for BMT and of these, 24,204 males and 8,667 females graduated. The attrition rate in the FY 98 was 9.07 percent; 3,002 recruits received entry-level discharges.

Recruits, including those who have been assigned to a “transition squadron” pending the findings of a medical or physical evaluation board, may be discharged for a number of reasons. Reasons include, but are not limited to, the following:

1. Failing the performance standards required for BMT graduation (i.e., drill, reporting, dorm appraisal, end-of-course test, physical conditioning.)
2. Displaying a poor attitude toward the military environment.
3. Lacking self-discipline or respect for authority.
4. Committing disciplinary infractions.
5. Failing medical or psychological evaluations.
6. Pregnancy.
7. Admitted homosexuality.
8. Using erroneous or fraudulent information, i.e., failing to report drug or alcohol abuse on enlistment papers.
9. Failing to meet Air Force weight and body fat standards.

In FY 98, male recruits had an attrition rate of 7.55 percent and female recruits had an attrition rate of 10.57 percent. The following is the gender breakdown on attrition for reasons of medical, sexual orientation, fraudulent enlistment, mental health, performance and other:

- Medical: Males, 2.99 % (782 recruits); females, 5.17 % (501)
- Sexual Orientation: Males, 0.92 % (242); females, 0.80% (78)
- Fraudulent Enlistment: Males, 1.2%, (313); females, 1.40% (136)
- Mental: Males, 1.25% (327); females, 2.06% (200)
- Performance: Males, 0.94% (246); females, 0.85% (82)
- Other: Males, 0.26% (68); females, 0.28% (27)

On the Monday after their graduation from BMT, the recruits, now airmen, leave Lackland AFB, TX to undergo their second phase of training which is called Technical Training (TT). BMT itself does not conduct TT, although it attempts to lay its foundation by introducing recruits to proper study discipline, familiarizing them with Air Force manuals and directives, and acclimating them to Air Force testing programs and methodologies.

2.4.3 Air Force Specialty Skill Training

There are 178 Air Force Specialty Codes (AFSCs) within the enlisted career fields that are taught in TT. School lengths vary per AFSC, from 4 weeks to 83 weeks. Initial skills TT takes place at five major sites: Lackland AFB, TX, Sheppard AFB, TX, Goodfellow AFB, TX, Vandenberg AFB, CA, and Keesler AFB, MS. When airmen from BMT arrive at one of the Air Force's TT schools, they begin the second step in a continuum of training. Each day they spend eight hours in class receiving instruction from TT instructors who are experts in their career fields. During the weekends, morning hours, and evening hours, Military Training Leaders (MTLs) supervise the students. These individuals are in charge of ensuring the students eat in the dining facility, receive physical and military training, and adhere to the rules of TT.

A central feature of the transition from BMT to the operational unit takes place in the TT schools. A five-phase program bridges the closely controlled environment of BMT to TT. In Phase I, privileges are limited and airmen must demonstrate the ability to accept responsibility and be held accountable for their actions. Airmen must understand that readiness is dependent on their ability to act responsibly. As they demonstrate this trait, privileges are earned. In Phase II, some freedoms are allowed for those who have demonstrated the required military bearing expected at this point in training. Phase III continues to increase freedoms such as the use of a privately owned vehicle and the ability to request permission to reside off base if one's spouse is in the local area. In Phase IV, wear of civilian clothes during non-duty hours is authorized. Phase V allows for the least restrictive environment, one which mirrors the first duty station.

2.4.4 Air Force Military Training Instructors

The MTIs are the primary trainers. All are volunteers, in grades E-4 through E-9, who have attended Lackland's 14-week Military Training Instructor School. As a prerequisite for enrollment, the potential MTIs must be rated above standards in their last five evaluation performance reports. Their current commanders must also certify that they are persons of integrity and moral character, who observe high principles of military conduct, and have no instances of disciplinary interactions or financial irresponsibility.

In their first three weeks at the instructor school, students are taught the professional characteristics required of an MTI and the fundamentals of instructional methodology. Eight hours of classes are devoted to human relations/individual differences and the tenets of Air Force sexual harassment policy: zero tolerance, prevention through education, open communication, and strong action against offenders. Six hours are devoted to counseling; this includes instruction on dealing with recruits of the opposite gender. In their last eleven weeks at instructor school, students serve as acting MTIs, working with recruits while under the

supervision of certified MTIs and members of the school faculty.

Students who successfully complete instructor school are certified as MTIs, and assigned to the 737th Training Group at Lackland AFB, TX, and the Air Force's only site for Basic Military Training. They receive two hours of refresher training each month, as well as an annual briefing on sexual-harassment policy. Twice yearly they also must certify that they understand Air Force directives on professional and unprofessional relationships and conduct. MTIs are also required to undergo an annual psychological profile examination. Meanwhile they serve four-year tours, although they may apply for a two-year extension.

2.5 Marine Corps Initial Entry Training Continuum

2.5.1 Marine Corps Pre-Recruit Training Phase

Potential Marine recruits seem to be drawn toward enlisting principally by the idea of being a Marine. Learning a skill, or saving money for college, is of secondary importance. Some 10 to 15 percent of the recruits come from recruiter office "traffic." The rest are recruiter-generated through a variety of means. Recruiters screen potential recruits, and place those they find qualified in a Delayed Entry Program that may last up to a year. They then begin a voluntary physical-conditioning program that will prepare them for recruit training. Meanwhile the recruiters stay in touch with them through office meetings or during canvassing operations at their schools. The recruiters monitor their progress and behavior, and drop those who use drugs, violate the law, fail to finish high school, or who do not, in the opinion of the recruiters, have the "heart" to be a Marine.

Eventually all female recruits, as well as all male recruits east of the Mississippi River, go to the Marine Corps Recruit Depot at Parris Island, South Carolina. All recruits west of the Mississippi go to the Marine Corps Recruit Depot in San Diego, California. Except for the differences imposed by geography and environment, the training is the same at both places. The recruits will undergo twelve weeks of "boot camp" intended to change them from young, and usually immature, civilians into basically trained Marines. The Marine Corps thinks of this as a "socialization process" in which the recruits learn institutional values and are inculcated with the Marine Corps' "core values": honor, courage and commitment. Although the recruits will be taught basic military skills—close order drill, marksmanship—they will not be taught to fight in combat. That will come later, either in infantry training, or for those Marines not designated for the infantry, in the 17-day Marine Combat Training program.

The organizational structure is the same at both recruit depots except for the existence of a female training battalion at Parris Island. San Diego has three male training battalions and no female battalion. Parris Island has three male training battalions and the one female battalion. Meanwhile the battalions at both depots are separated into four training companies, each commanded by a captain (O-3). Each company has two series, usually commanded by a lieutenant, and each series has three platoons. The platoons, each with 60 to 80 recruits, supervised by three or four drill instructors, are the primary training units. Drill instructors are always the same sex as the recruits under their command.

2.5.2 Marine Corps Recruit Training

After they arrive at either of the two depots, recruits spend four or five days in which they undergo physical exams, take classification tests, receive uniforms and equipment, and begin their assimilation into the military environment. For most, it will be their first time away from home.

Their twelve-week training cycle—standard for all recruits since 1996—may be broken down to 489 training hours over a period of 64 training days. This does not include, however, a forming period of one to three days, a seven-day service week (week nine), marksmanship, field training and the crucible in transformation week (week eleven), and transition week (week twelve).

The 489 training hours break down as follows:

Lectures.....	100.5 hours
Demonstrations.....	26.5
Weapons.....	80.0
Weapons, practical application.....	138.5
Crucible.....	54.0
Performance evaluation.....	46.5
Written evaluation.....	20.0
Academic review.....	23.0

In addition to the above, which the Marine Corps regard as academic hours, there are 157 non-academic hours: commanders’ time, 70 hours; administrative time, 87 hours.

Of the four Services, the Marine Corps alone conducts all of its basic training separately for male and female recruits. It should be noted here that the male recruits greatly outnumber the female recruits as the following table shows:

	<u>Male</u>	<u>Female</u>
1992	27,008	1,273
1993	28,956	1,126
1994	26,354	1,384
1995	26,369	1,523
1996	26,898	1,657
1997	17,803	1,344

To graduate from boot camp, all recruits must pass a physical fitness test, qualify with the service rifle, complete the combat water survival test, show academic proficiency, pass the battalion commander’s inspection, and complete the “Crucible.” These is a 54-hour field

exercise in the eleventh week of training, marked by food and sleep deprivation, and conducted at an increased operational tempo. Recruits who fail to complete the crucible must be recycled for additional training.

Recycling is also authorized for recruits who fail to meet physical training standards; show an inability to meet the desired level of general performance; lose three or more days of training within any thirty-day period, no matter what the reason; or fail to meet weight standards or to show satisfactory progress while following a weight-control program. Failing academic testing three times will also lead to recycling; failure of one retest after recycling will result in separation from the Marine Corps. In general, when all attempts to bring recruits to satisfactory levels of conditioning, behavior, discipline or skills have failed, they are separated from the Service.

From 1992 through 1997, the attrition rate for all recruits, for all reasons, rose from 10.9 percent to 13.7 percent. This breaks down as follows:

	<u>Male</u>	<u>Female</u>	<u>Overall</u>
	N / %	N / %	N / %
1992	3,692 / 10.5%	350 / 20.3%	4,042 / 10.9%
1993	4,826 / 12.4%	500 / 29.3%	5,326 / 13.1%
1994	4,453 / 12.4%	354 / 19.5%	5,326 / 13.1%
1995	4,663 / 13.0%	464 / 21.9%	5,127 / 13.5%
1996	4,615 / 12.6%	615 / 24.9%	5,230 / 13.4%
1997	3,304 / 13.1%	434 / 22.0%	3,738 / 13.7%

Recruits are granted liberty from 1300 to 1700 on Sunday after the Crucible at the beginning of their twelfth week. Drill Instructors inform them of appropriate liberty conduct, and identify the places they will be allowed to visit or patronize. They are not permitted to leave the depot, use tobacco products or alcohol, or enter any personal quarters. However, if properly attired, they may use depot recreational facilities: golf course, fitness center, bowling alley, racquetball/tennis/outdoor basketball courts, softball fields, swimming pool, or designated clubs. On the Thursday before graduation, recruits are granted a family day liberty from 1430 to 1900, unless it is otherwise extended by the depot commanding officer. Recruits may ride in the vehicles of friends, relatives or guests during liberty, but they may not leave the depot, or operate any motor vehicles themselves. Accompanied by guests, they may use the dining room in a designated club; no alcohol or tobacco products are allowed, however, at recruit tables.

All recruits, other than those designated for the infantry, go to Camp Lejeune, North Carolina, or Camp Pendleton, California, for Marine Combat Training after they have completed boot camp. Female Marines go only to Camp Lejeune. Combat training, a 17-day

exercise, simulating an overseas deployment, seeks to provide the new Marines with the skills needed to fight and survive in a combat environment. Meanwhile they will operate for the first time in a partly gender integrated unit. Female Marines, although housed separately in their own barracks, will be placed in a single platoon in an otherwise all male company. The platoon has female squad leaders, and a male infantry senior NCO as platoon commander. The company-level staff is a combination of male and female officers and NCOs.

2.5.3 Marine Corps Specialty Skill Training

On completion of combat training, all Marines report to “follow on” MOS specialty schools; 62 percent of the schools are combined or shared with those of the other Services, and their courses vary in length from weeks to months. Other than the combat arms MOS schools, attended only by male Marines, the schools are fully gender integrated. Male and female Marines become members of the same squads, the lowest organizational level.

Meanwhile Marine policy sees unit cohesion not as an end in itself, but as part of the process in which the Corps makes Marines. It underscores the ethos taught at the training depots. Cohesion begins with the formation of teams early in the entry level process, then keeping the teams together in training, and finally assigning the Marines, as a team, to a unit. The intent is to have the teams train, garrison, deploy and fight together. Commanders are told to keep Marines in their original units as long as possible.

2.5.4 Marine Corps Drill Instructors

Throughout their twelve weeks of training, Drill Instructors, or DIs, are the principal figures in the lives of the recruits. Currently, 78.6 percent of Marine DIs are male; 21.4 percent are female; 47 percent are white; 43 percent are black; 7 percent are Hispanic. Their average time in service is 8.96 years, and their MOSs are diverse: 15 percent are infantry, followed by 10 percent in administration, and 8 percent each in communication and aircraft maintenance, and 6 percent each in combat engineering, supply, and airfield services.

The job of Drill Instructor is coveted. For one thing, it enhances the chance of promotion to a higher rank. The briefing instructions to Non-Commissioned Officer (NCO) selection boards at Marine Corps headquarters stipulate that “a Marine who has successfully completed an assignment as a drill instructor or recruiter will be considered highly qualified for promotion to the next higher grade.” In the 1997 fiscal year, 95.7 percent of the students at Drill Instructor School were volunteers.

Candidates for the school are screened first by their commanding officers, who must respond to a detailed checklist. Their findings are then sent to Headquarters Marines Corps. The candidates are drawn from the ranks of corporal to master sergeant. They must be at least 22 years old, but no older than 37, have a high school or general equivalence diploma, score 90 or above on the ASVAB, and consistently score a first-class on the physical fitness test. They also must meet Marine Corps height and weight standards, and be current on annual training requirements. Candidates may not have had a court martial in the previous five years or a nonjudicial punishment in the previous year, or more than two in the previous five years.

PART 1

They are also disqualified if they have had any adverse recorded counselings in their Service Record Book in the previous five years or drug-related incidents in the previous five years or alcohol-related incidents in the previous two years. Candidates must also have \$550 in available funds, and not be enrolled in a command-directed family advocacy program. Their Commanding Officers also rate candidates on subjective criteria: Do they have command presence, for example, and good judgment?

On arrival at Drill Instructor School, the students' records are reviewed again. The depot's mental health unit also screens the students. Drill Instructor School lasts 11.2 weeks, and further screening takes place then. The ratio of students to instructors is approximately 10 to 1, and the supervision is close. Some 15 percent of male students and 25 percent of female students do not complete the school. The DI curriculum, broken down by hours, is as follows:

General military subjects.....	37.5hours
Close order drill.....	108.0
Leadership	61.0
Instructional technique.....	15.5
Basic warrior training.....	6.5
Weapons and marksmanship.....	12.5
Physical fitness	65.5
Training.....	113.5
 Core values	 79.5
<hr/> Total	<hr/> 499.0 hours

After graduation, the new DIs are assigned to three-DI teams responsible for training a platoon of 60 to 80 recruits. The senior member of the team, or Senior Drill Instructor, is usually a staff sergeant who, after demonstrating unusual proficiency, has been chosen by his or her company commander, to attend the four-day Senior Drill Instructor Course. The Senior DI's immediate supervisor is usually the Series Gunnery Sergeant, who is responsible for three platoons of recruits and their DIs.

Chapter 3

Research Methodology

This study was designed to measure beginning and graduating military recruit attitudes considered conducive to unit cohesion. The focus of those measurements was on the effects of different gender formats for recruit training used by the four Services. In addition, the study also gathered empirical survey data from five separate military leader samples concerning their opinions of the quality of entry-level graduates today, of gender formats in basic training and on other gender integration issues.

3.1 Survey Instruments

The data collection effort involved three written survey instruments: the *Military Leader Survey*, the *Commanding Officer and Senior Enlisted Advisor Survey (Battalion, Squadron and Ship-level Commands)*, and the *Basic Training Survey*. Each survey was designed to collect information from a specific military population. All three surveys were developed with input from members of the Commission. Copies of these surveys and their applicable mail-out cover letter or administration instructions are at Appendix C.

The three surveys collected a certain amount of background and demographic data, and asked respondents for their opinions on topics related to military training. Survey items on the *Military Leader Survey*, and the *Commanding Officer and Senior Enlisted Advisor Survey (Battalion, Squadron and Ship-level Commands)* were identical, except for the item identifying the response group (i.e., Commanding Officer, Senior Enlisted Advisor, Officer (O-3), Enlisted Leader Recruit Trainer, or Enlisted Leader Not a Recruit Trainer). The *Basic Training Survey* contained several items where graduating recruits could provide information on their training experience. All three surveys contained a 31-item scale measuring three cohesion constructs. All three surveys also included a 19-item Value (importance for success in the military) scale. The *Military Leader Survey* and the *Commanding Officer and Senior Enlisted Advisor Survey (Battalion, Squadron and Ship-level Commands)* asked leaders to complete the 31-item cohesion constructs scale, and several items related to success in the military and the basic training (boot camp) experience, “as they would hope graduating recruits today would respond.”

With the exception of respondent background and opinion sections within each survey, all surveys included Likert scale (5 point “strongly agree” to “strongly disagree”) survey items initially drawn from the research with the purpose of quantifying respondent attitudes in selected areas. Individual attitudes conducive to cohesion acted as the theoretical premise. The instruments were reviewed and analyzed by six different focus groups representing enlisted and officer leaders of both genders from the four Services. The Commission Members as a whole reviewed the survey instruments. The instruments were reviewed by an independent survey consultant from the Department of Sociology at UCLA and also by survey experts at Defense Manpower Data Center. The instruments were finally pretested by nearly 400 male and female graduating recruits, as well as a separate sample of both junior officers (O-3s) and senior enlisted leaders (E-6/E-7s).

Each survey was printed as a separate survey booklet. The title page (cover) of each survey booklet contained introductory information, instructions for completing the survey, and the address and telephone number of the Commission. For both the mail-out and on-site group administered surveys, respondents were directed to mark their responses in the survey booklet. Further details and administrative procedures for specific survey instruments are presented later in this section.

These survey instruments collected information from a total of 21,250 active duty Service members. Table 3-1 lists the type of survey administered, the various target populations and the mode of survey administration (e.g., mail-out vs. site-administered). Table 3-1 also lists the data collection approach (e.g., random sample, census, convenience sample) and the number of surveys included in the data analysis.

3.2 Military Leader Survey

The *Military Leader Survey* collected data from military leaders in officer paygrade O-3 and enlisted non-commissioned officers in paygrades E-6 or E-7, as well as military enlisted leaders currently serving as Recruit Trainers (i.e., Drill Instructor/Drill Sergeant/Military Training Instructor/Recruit Division Commander).

Table 3-1. Data Collection Overview

Type of Survey	Target Population	Survey Admin	Data Collection Approach	Number of Surveys in Data Analysis
Basic Training	Recruits beginning and ending training	Group/On-site	Convenience Sample	8,959
Military Leader	E6/E7 and O-3 Leaders	Mail	Random Sample	7,690
Recruit Trainer	Drill Instr, Drill Sgt, Military Tng Instr, Recruit Div Cdr	Group/On-site	Convenience Sample	2,290
Cmdr/Sr Enl Adv	Bn/Sqdn/Ship Cdrs and Cmd NCOs	Mail	Census	2,311
			Total	21,250

Data from military leaders in officer paygrade O-3 and enlisted non-commissioned officers in paygrades E-6 or E-7 were collected (surveys that were filled out and returned) from a survey mailing to a random sample of military leaders across the four Military Services (Army, Navy, Air Force, and Marines). Table 3-2 provides a listing of the number of surveys mailed and returned (usable) for each Service.

Table 3-2. Military Leader (O-3 and E-6/E-7) Survey

Service	Surveys Mailed	Surveys Returned	Male Returned	Female Returned
Army	6,837	2,242	1,601	641
Navy	4,905	2,001	1,197	804
Air Force	4,182	1,957	1,053	904
Marine Corps	4,016	1,490	1,125	365
Total	19,940	7,690	4,976	2,714

Data from military leaders in officer paygrade O-3 and enlisted non-commissioned officers in paygrades E-6 or E-7 were collected (surveys that were filled out and returned) from a survey mailing to a random sample of military leaders across the four Military Services (Army, Navy, Air Force, and Marines). Table 3-2 provides a listing of the number of surveys mailed and returned (usable) for each Service.

Data from military enlisted leaders currently serving as Recruit Trainers were collected almost exclusively during site visits to each of the Service’s basic training locations. Most of these Recruit Trainer site administrations were scheduled to coincide with the on-site administrations of the *Basic Training Survey* to recruits. A small number of Recruit Trainer surveys were returned in the random sample of E-6/E-7 enlisted leaders. Such respondents were included in the Recruit Trainer data tabulations and analyses. The survey of Recruit Trainers was administered for the most part to a convenience sample at each training location. Table 3-3 presents data on the number of Recruit Trainer surveys completed by each Military Service. Unlike other Services, Army Drill Sergeants are also assigned to Advanced Individual Training (AIT) sites. One thousand nine hundred seven (1,907) represents Drill Sergeants assigned to the six Army recruit training bases only. The total number of Army Drill Sergeants is 2,361, which includes AIT training sites.

Table 3-3. Recruit Trainer Surveys

Service	Total Recruit Trainers Assigned	Surveys Completed	Surveys Completed Male	Surveys Completed Female
Army	1,907	1,098	966	132
Navy	522	225	188	37
Air Force	280	132	108	24
Marine Corps	1,004	835	740	95
Total	3,713	2,290	2,002	288

3.3 Commanding Officer and Senior Enlisted Advisor Survey

The *Commanding Officer and Senior Enlisted Advisor Survey (Battalion, Squadron and Ship-level Commands)* was mailed to 3,803 Battalion, Squadron, and Ship-level Commanding Officers and the same number mailed to their corresponding Senior Enlisted Advisor (e.g., Command Non-Commissioned Officer Sergeant Major) across all four of the Military Services. The Commander/CMD NCO mailing was considered a census of all “operational” commands at that level provided by the Military Services to the Commission. Table 3-4 provides a listing of the number of *Commanding Officer and Senior Enlisted Advisor Surveys* mailed and returned for each Service.

Table 3-4. Commander and Senior Enlisted Advisor Survey

Service	Surveys Mailed	Surveys Returned	Male Returned	Female Returned
Army	760	467	445	22
Navy	802	468	451	17
Air Force	1,941	1,165	1,023	142
Marine Corps	300	211	209	2
Total	3,803	2,311	2,128	183

3.4 Basic Training Survey

The overall objective of the *Basic Training Survey* was to collect data from a representative sample of recruits for each of the four Military Services. The target populations were active component military recruits beginning and finishing training in each of the Service’s gender training formats (i.e., gender integrated and gender segregated). The *Basic Training Survey* was administered to a convenience sample of recruits across each of the four Military Services. This survey was group-administered during site visits to the Services’ initial entry-level training sites. Although the survey was targeted to active component recruits, the logistics and administration of the survey was better facilitated by administering the survey to all recruits in the scheduled group/training unit. Surveys of reserve component recruits were later separated from the analysis dataset based on their response to the survey item asking if they were entering the “Reserves/National Guard or Regular Military.” The survey administration yielded a total of 10,814 completed surveys of which 8,959 were from active component recruits. Table 3-5 presents data on the number of *Basic Training Surveys* completed by the active component recruits of each Military Service.

Table 3-5. Basic Training Survey

Service	Training Status		Total	Male Total	Female Total
	Beginning	Ending			
Army	1,379	2,262	3,641	2,934	707
Navy	1,018	742	1,760	1,223	537
Air Force	1,090	982	2,072	1,249	823
Marine Corps	484	1,002	1,486	1,060	426
Total	3,971	4,988	8,959	6,466	2,493

3.5 Sample Design and Data Weighting

The target population (or population of inferential interest) was the group of individuals for whom conclusions were to be reached or about whom inferences were to be made based on the survey data. To allow valid inferences to be made about the target population from survey data, the survey sample must be selected so that it represents, or can be mathematically adjusted (through weighting) to represent, the target population.

The *Military Leader Survey* (military members in officer paygrade O-3 and enlisted non-commissioned officers in paygrades E-6 or E-7) employed a sampling and data weighting procedure. The *Military Leader Survey* of recruit trainers (i.e., Drill Instructors/Drill Sergeants/Military Training Instructors/Recruit Division Commanders), and the *Basic Training Survey* of recruits, were administered to a convenience sample of recruit trainers and recruits. These surveys were group administered on-site based on a schedule of visits to the various initial entry training locations across the four Services. The *Commanding Officer and Senior Enlisted Advisor Survey* was administered as a census and mailed to all Commanding Officers and Senior Enlisted Advisors (based on mailing lists of all “operational” commands provided by the Military Service representatives to the Commission). The sampling and data weighting procedures used in the *Military Leader Survey* (military members in officer paygrade O-3 and enlisted non-commissioned officers in paygrades E-6 or E-7) are discussed in the follow-on sections.

3.6 Sampling Procedures - Military Leader Survey

The *Military Leader Survey* (military members in officer paygrade O-3 and enlisted non-commissioned officers in paygrades E-6 or E-7) utilized a single stage, stratified random sampling design. Source information for constructing the sampling frame was obtained from a Defense Manpower Data Center (DMDC) computer file of all military personnel in officer paygrade O-3 and enlisted non-commissioned officers in paygrades E-6 or E-7 with eight or more years of service. This file listed a population of 301,159 (all military personnel in officer paygrade O-3 and enlisted non-commissioned officers in paygrades E-6 or E-7 with eight or more years of service). A total sample of 19,940 was drawn from this file as a stratified sample selected with unequal probabilities among strata. Stratification dimensions used for sample selection included: Service (four categories); Status (officer or non-commissioned officer); Years of Service (less than median or greater than median); Gender (male or female); and, Occupational Specialty (gender restricted/male only or gender unrestricted). An outline of the sample design, description and rationale is at Appendix D.

3.7 Weighting Procedures - Military Leader Survey

The analytic goals of the *Military Leader Survey* (military members in officer paygrade O-3 and enlisted non-commissioned officers in paygrades E-6 or E-7) called for estimates at DoD-wide and individual Service levels (i.e., Army, Navy, Air Force, or Marines). Since population members were sampled at different rates across and within strata, unweighted data would not accurately represent the individual Service populations. Differing response rates among demographic subgroups also made the survey sample unrepresentative of the population. To restore representativeness, sample weights were needed. The process

involved giving a mathematical weight to each sample member's data depending on the degree to which that person (e.g., an Army O-3 in a male-only MOS) was represented in the survey versus the population. Analytic weights could then be constructed to generate unbiased estimates of both total counts and proportions.

The weighting process began with the calculation of base weights. The base weight is the reciprocal of the sample member's probability of being selected into the sample. Next, each base weight was adjusted to reflect survey nonresponse, then finally, post-stratified to equal strata population counts. The final nonresponse-adjusted, post-stratified weights are referred to as the analytic weights. The data weighting process for the *Military Leader Survey* (military members in officer paygrade O-3 and enlisted non-commissioned officers in paygrades E-6 or E-7) is further described at Appendix E.

3.8 Survey Administration

Survey administration was accomplished using one of two formats. The *Military Leader Survey* of recruit trainers (i.e., Drill Instructors/Drill Sergeants/Military Training Instructors/Recruit Division Commanders), and the *Basic Training Survey* of recruits, were group-administered during site-visits to recruit training locations. The *Military Leader Survey* (military members in officer paygrade O-3 and enlisted non-commissioned officers in paygrades E-6 or E-7); and the *Commanding Officer and Senior Enlisted Advisor Survey* were administered as mailed surveys.

3.9 Site-Administered Surveys

The *Military Leader Survey* of recruit trainers (i.e., Drill Instructors/Drill Sergeants/Military Training Instructors/Recruit Division Commanders), and the *Basic Training Survey* of recruits, were administered to a convenience sample of recruit trainers and recruits. Recruit surveys were administered to entire recruit training units in accordance with a schedule of site visits coordinated between the Commission Military Service representatives and officials at the individual Service's training site. Recruit trainers were also surveyed during these site visits. The recruit trainer survey was administered in a group setting as well as on an individual "walk-in" basis. "Walk-in" administrations were used in those instances where the recruit trainer's work schedule could not accommodate attendance at a group administration. The site visit data collection schedule is presented in Table 3-6. Table 3-7 provides data on the number of *Military Leader* (Recruit Trainer) surveys completed at each site.

Table 3-6. Site Visit Schedule

Date	Location
3-Nov-98	Lackland Air Force Base, San Antonio TX
4-Nov-98	Parris Island Marine Corps Recruit Depot, SC Great Lakes Naval Training Center, IL
9-Nov-98	Ft. Jackson, SC
13 - 16 Nov 98	Ft. Jackson, SC
15 - 16 Nov 98	Ft. Sill, OK
17 - 18 Nov 98	Parris Island Marine Corps Recruit Depot, SC
17-Nov-98	Lackland Air Force Base, San Antonio TX
18-Nov-98	Great Lakes Naval Training Center, IL
22 - 23 Nov 98	Ft. Knox, KY
22 - 24 Nov 98	Ft. Benning, GA
22-Nov-98	Ft. Sill, OK
24-Nov-98	Lackland Air Force Base, San Antonio TX
30 Nov - 1 Dec 98	Ft McClellan, AL Ft. Leonard Wood, MO
2-Dec-98	Parris Island Marine Corps Recruit Depot, SC
2 - 3 Dec 98	Lackland Air Force Base, San Antonio TX Great Lakes Naval Training Center, IL
8 - 9 Dec 98	San Diego Marine Corps Recruit Depot and Camp Pendelton, CA
8 - 10 Dec 98	Lackland Air Force Base, San Antonio TX

PART I

Table 3-7. Survey Completion by Recruit Trainers³¹

Service	Location	Number Assigned	Number Surveyed	Percent Surveyed
Army	Ft. Benning	355	229	64.51
	Ft. McClellan	144	114	79.17
	Ft. Leonard Wood	375	203	54.13
	Ft. Knox	257	73	28.41
	Ft. Sill	240	132	55.00
	Ft. Jackson	536	243	45.34
	*Location Unknown			104
	Subtotal	1,907	1,098	57.58
Navy	Great Lakes	522	225	43.10
Air Force	Lackland AFB	280	132	47.14
Marine Corps	Parris Island	554	462	83.39
	San Diego	450	373	82.89
	Subtotal	1,004	835	83.17
Total		3,713	2,290	61.68

* Surveys were returned without location codes.

3.10 Mailed Surveys

The administration of the *Military Leader Survey* (military members in officer paygrade O-3 and enlisted non-commissioned officers in paygrades E-6 or E-7); and the *Commanding Officer and Senior Enlisted Advisor Survey* included two mailings: an initial mailing of a cover/notification letter and survey instrument, and a follow-up mailing of a second cover/notification letter and survey instrument. Both cover/notification letters were printed on letterhead of the Congressional Commission on Military Training and Gender-Related Issues and signed (using a reproduced signature) by the Commission Chairperson. Letter salutations read “Dear Commanding Officer and Senior Enlisted Advisors” or “Dear Military Leader.” The *Military Leader Survey* was mailed to a specific individual (i.e., by name) at their military unit address. The *Commanding Officer and Senior Enlisted Advisor Survey* was addressed to the “Commander,” “Command Sergeant Major” or “First Sergeant” (i.e., not a named individual) using the unit mailing lists provided by the Military Services.

Initial mailings of the *Military Leader Survey* (military members in officer paygrade O-3 and enlisted non-commissioned officers in paygrades E-6 or E-7); and the *Commanding Officer and Senior Enlisted Advisor Survey* were conducted November 11, thru November 18, 1998. Follow-up mailings were conducted, to non-returns of the first mailing, about two weeks later. The data collection period for these two mail-out surveys closed on January 4, 1999. Response rates for these two surveys are presented in Tables 3-8 and 3-9.

³¹ Unlike other Services, Army Drill Sergeants are also assigned to Advanced Individual Training (AIT) sites. One thousand nine hundred seven (1,907) represents Drill Sergeants assigned to the six Army recruit training bases only. Total Drill Sergeants is 2,361, which includes AIT sites.

Table 3-8. Response Rates for the Commander and Senior Enlisted Advisor Survey*³²

Service	Response Group	Total Mailed	Returned Undeliverable	Returned Complete	Response Rate
Army	COMMANDERS	380	17	216	59.5%
	CMD NCO'S	<u>380</u>	<u>18</u>	<u>251</u>	69.3%
	Army Totals	760	35	467	64.4%
Navy	COMMANDERS	401	7	195	49.5%
	CMD NCO'S	<u>401</u>	<u>7</u>	<u>273</u>	69.3%
	Navy Totals	802	14	468	59.4%
Air Force	COMMANDERS	963	27	626	66.9%
	CMD NCO'S	<u>978</u>	<u>27</u>	<u>539</u>	56.7%
	Air Force Totals	1,941	54	1,165	61.7%
Marine Corps	COMMANDERS	150	2	89	60.1%
	CMD NCO'S	<u>150</u>	<u>1</u>	<u>122</u>	81.9%
	Marine Totals	300	3	211	71.0%
All Services	COMMANDERS	1,894	53	1,126	61.2%
	CMD NCO'S	1,909	<u>53</u>	1,185	63.8%
	Totals	3,803	106	2,311	62.5%

* Response rates are calculated by dividing the number of surveys returned complete by the result of subtracting the number of surveys returned undeliverable from the total number of surveys mailed.

³² See section 3.17 concerning the number of mailed surveys that were received after the data cut-off date.

Table 3-9. Response Rates for the Military Leader (O-3 and E-6/E-7) Survey*³³

Service	Response Group	Total Mailed	Returned Undeliverable	Returned Complete	Response Rate
Army	O-3s	2,916	845	1,065	51.4%
	E-6/E-7	<u>3,921</u>	<u>953</u>	1,177	39.7%
	Army Totals	6,837	1,798	2,242	44.5%
Navy	O-3s	1,943	244	830	48.9%
	E-6/E-7	<u>2,962</u>	<u>373</u>	1,171	45.2%
	Navy Totals	4,905	617	2,001	46.7%
Air Force	O-3s	1,971	294	884	52.7%
	E-6/E-7	<u>2,211</u>	<u>223</u>	1,073	54.0%
	Air Force Totals	4,182	517	1,957	53.4%
Marine Corps	O-3s	1,105	201	509	56.3%
	E6/E7	<u>2,911</u>	<u>540</u>	<u>981</u>	41.4%
	Marine Totals	4,016	741	1,490	45.5%
All Services	O-3s	7,935	1,584	3,288	51.8%
	E-6/E-7	12,005	2,089	4,402	44.4%
	Totals	19,940	3,673	7,690	47.3%

* Response rates are calculated by dividing the number of surveys returned complete by the result of subtracting the number of surveys returned undeliverable from the total number of surveys mailed.

3.11 Receipt Control - Mailed Surveys

A receipt control system was used to monitor the administration of the two mail-out surveys. The receipt control system is an automated database containing the mailing address of each respondent, and in the case of the *Military Leader Survey*, a number identifying the strata from which the respondent was selected. All respondents in the receipt control system are assigned a tracking number to monitor the status of their survey (e.g., have they responded to the initial mailing, have they responded to the follow-up mailing, was their survey returned by the postal service as undeliverable). Returned surveys are logged in by their tracking number and their status recorded in the receipt control file.

The primary purpose of this receipt control system was to reduce the occurrence of mailing a second survey to respondents who had already returned a survey. In the case of the *Military Leader Survey*, it also allowed the tracking of response rates by sampling strata. These sampling strata response rates are necessary to accomplish data weighting.

After the initial mailing of these two surveys, the Commission received several inquiries from respondents about the receipt control markings on the survey they had received (i.e., they questioned whether their responses were truly anonymous as stated in the cover let-

³³ See section 3.17 concerning surveys that were received after the cut-off date.

ter and introductory remarks printed on the survey booklet). Because of these inquiries, the Commission requested all receipt control markings be removed from surveys in the follow-on mailing. In addition, the Commission requested that the cover page of the survey booklets be annotated to indicate that this was a second survey and that it contained no receipt control markings. The cover page markings also asked respondents not to complete this survey if they had returned a survey from the earlier mailing. The second-mailing cover letter contained similar wording.

The removal of the survey receipt control markings made it difficult to insure a respondent (to the *Military Leader Survey*) would be counted against their assigned sampling strata. A total of 1,162 Military Leader Surveys were returned from the second mailing. Because these returns had no receipt control markings to indicate their assigned sampling strata, their sampling strata were imputed using their responses to individual survey items (e.g., Service, years of service, sex, officer/enlisted status, and whether or not their primary occupational specialty is restricted to males only).

3.12 Sample Biases

The research included multiple samples of military leaders and service recruits. Even though over 60 percent of currently serving Recruit Trainers, Battalion-level operational Commanders and their Command NCO's completed the survey, it was the E-6/E-7 enlisted leader and O-3 Junior Officer samples that are considered the most representative of this population. The reason for their sample strength is the randomness with which the E-6/E-7 and O-3 samples were selected and administered within the mailed survey. In addition, though recruit samples were statistically representative, they remain nonetheless convenience samples that were not selected randomly among all military recruits completing training in 1998. In the cases of non-random samples, sample biases are more likely to exist. Therefore, it should be noted that not all samples in this research are equally representative of their respective populations.

3.13 Processing Returned Surveys

The processing of returned surveys involved three major steps: a preparation for key-entry step; a key-entry step; and the processing of the key-entered data step. In the preparation for key-entry step the survey coding schemes and data-entry file layouts were developed. In the second step, data were key-entered into the data set following the coding scheme and file layout specifications. In the final step the survey key-entered data were processed.

3.14 Preparation for Key-Entry

As soon as the printed surveys were available, survey coding schemes and data-entry file layouts were developed to capture the survey's data. To test the coding schemes and data-entry layout a "20 record check" was run with representative data (about 20 surveys) from each survey. Some of these surveys in the "20 record check" were received from the key-entry contractor. The "20 record check" also included surveys created by the data analysis staff with intentional marking errors. The resulting dataset was reviewed to verify that the

coding schemes and data-entry file layouts were correctly capturing the data. No revisions to the coding schemes or file layouts were necessary as a result of this pretest.

3.15 Key-Entry - Creating the Scored Data Set

Key-entry was subcontracted to a separate contractor. To accomplish this task the key-entry contractor was provided an annotated copy of each survey form, a set of coding notes, and a file layout outlining all data-entry specifications.

To insure survey responses were being recorded accurately, the data-entry contractor used a “double entry” verification process. The data from each survey were key-entered twice by two separate data-entry clerks. The two sets of data are then matched for accuracy. Discrepancies in the data for the two data-entry sets were reviewed by a data-entry supervisor and resolved by referring to the paper copy of the survey.

3.16 Processing Key-Entered Data

A “50 record check” was run on the data from the first 50 returned surveys. Data from the first 50 surveys received from the data-entry contractor were checked against the original paper surveys to determine if there were any unanticipated problems in the coding or data-entry procedures, or if respondents were consistently answering in an unexpected manner. No corrections to these procedures were necessary as a result of this check.

Data cleaning and editing was greatly facilitated by the fact that none of the surveys contained complicated skip patterns (i.e., responses to survey items that would direct the respondent to “skip” particular survey items). Data editing focused on insuring recruit respondents were properly identified as to the male/female mixture of their basic training unit.

An item on the *Basic Training Survey* asked recruits to indicate the male/female mixture of their basic training at the unit level (Army/Marine Platoon, Air Force Flight or Navy Division). Response options included: A. Male Only; B. Female Only; C. Mixed - Males and Females Trained Together at the Unit Level; and, D. Do Not Know. There were 197 females, and 303 males who answered “Don’t Know” to this item. In addition, there were 18 females, and 22 males who did not answer this item. There were 7 males who responded “Female Only” and 12 females who responded “Male Only.” For the Army, Navy and Air Force, there were 181 females who responded “Female Only.” The following editing/re-coding conventions were used to assign these respondents to the more appropriate response category. These conventions are based on the assumption that respondent answers to those items regarding Military Service, and Sex were correct:

- All Female Marines are coded as Female Only
- All Male Marines are coded as Male Only
- All Army, Navy, or Air Force Females are coded as Mixed

There was one editing convention for the *Military Leader Survey* (military members in officer paygrade O-3 and enlisted non-commissioned officers in paygrades E6 or E7). All

female responses to the item regarding whether or not their primary military occupational specialty (MOS/AFSC) was restricted to males only, were re-coded as “No.”

3.17 Late Returned Leader Surveys

In this research, nearly 24,000 military leaders were asked to fill out the *Military Leader Survey*. In all cases, except for recruit trainers who were administered the survey on-site, the leaders were contacted by mail and asked to return a completed survey. In order to complete the analysis and the final report, a survey return cutoff date was established. The number of surveys returned and the response rates of the leader samples which made up the data set have been presented in detail in this chapter. Table 3-10 provides the number of surveys that were returned by mail but after the data cutoff date. The table also indicates the hypothetical response rate that would have resulted if late surveys had been part of the data set.

Table 3-10. Number of Leader Surveys Received Late

		Commanders	Command NCOs	O-3s	E-6/E-7s	Total by Gender	Total by Service
Army	Men	62	61	140	159	422	
	Women	6	8	36	71	121	543
Navy	Men	52	44	78	126	300	
	Women	1	2	64	72	139	439
Air Force	Men	72	56	44	64	236	
	Women	8	6	47	47	108	344
Marines	Men	20	16	59	99	194	
	Women	0	1	2	47	50	244
Total		221	194	470	685	1570	1570
Response Rate with Late Surveys		73.2%	74.3%	59.2%	51.3%	58.0%	58.0%

Part 1

Chapter 4

Results of Analysis

This section provides the results of the analysis of the survey data and the detailed information on the analytical procedures used to derive the results. In presenting the analysis, key findings are summarized. The reader is then referred to the appropriate report Appendix where more detailed analytical information can be found.

4.1 Data Tabulation

Data tabulation was the first step in the analysis. Table shells of all responses to the survey sorted by Service, career-level, and gender were constructed. To fill the table shells, an extract of the weighted leader data and the unweighted recruit, Recruit Trainer, and commander data that contained all of the column and row variables necessary to fill each of the table shells was created. The extract file then served as the input source to WesvarPC[®]. WesvarPC[®] was used to compute the response category percentages for each table. The WesvarPC[®] output files were then processed by an Excel[®] macro that systematically filled each table shell. These tables were provided in a separate volume entitled, “*Tabulation Volume to accompany the Study of Military Recruit Attitudes Conducive to Unit Cohesion and Survey of Military Leader Opinions on Recruit Training and Gender-Related Issues.*”

4.2 Profiles of Survey Respondents

This section presents profiles of the respondents to the surveys organized by grade/billet. Information provided includes gender distribution, racial/ethnic distribution, and educational level. Readers interested in more information can find Service breakdowns for the information presented in this section as well as more descriptive information on the respondents in Appendix F.

4.2.1 Military Recruits

Recruits responding to this survey were:

- Male (73%), female (27%);
- Generally between 17 and 20 years of age, with Marine recruits being somewhat younger than Navy and Army recruits, and Air Force recruits slightly older than the other Services;
- White (57%) with 22% black, and 13% Hispanic; and
- High school graduates (82% of Marine recruits were high school graduates only and 24% of the Air Force recruits had some college) and no more than 8% in any Service have not completed high school.³⁴

4.2.2 E-6/E-7 Enlisted Leaders

E-6/E-7 Enlisted Leaders responding to this survey were:

- Male (67%), female (33%);
- White (65%) with 21% black and 7% Hispanic;
- Holders of associate or technical degrees (24%) or had attended some college (44%); and
- Veterans of 14 or more years of active duty (75%);³⁵

4.2.3 Recruit Trainers

Recruit Trainers responding to this survey were:

- Predominantly male (87%), female (13%);
- White (47%) with 34% of the group black and 12% Hispanic;
- High school graduates (28%) or had attended some college (49%);
- Veterans of at least 11 years of active duty Service (64%);
- Varied in the amount of recruiting experience they reported (31% of the Marines reported recruiting experience, 16% of Army RTS, 12% Navy, and 3% Air Force).
- Varied in their assignment to gender restricted MOSs (70% of Army DIs were assigned to gender-restricted MOSs, 30% of Marine DIs, 5% Navy RDCs, and 5% Air Force MTIs).

³⁴Appendix F also contains Service-level information on high school athletic experience, the number of drill instructors assigned to the graduating recruits during their basic training, and the time spent in the Delayed Entry Program (DEP). These charts indicate that about 65 percent of male Marine recruits and 83 percent of female Marine recruits indicated that they had four or more DIs. On average, recruits from the other Services indicated that they had three DIs in basic training. With regard to the DEP, Marine recruits indicated that they spent longer in DEP than the other Service recruits.

³⁵Appendix F also presents information about the following topics concerning E-6/E-7s and recruit trainers: recruit training experience, recruiting experience, single parenthood, and military occupations/specialties (MOS, AFSC, etc.) restricted to males only.

4.2.4 O-3 Junior Officers

O-3 Junior Officers responding to this survey were:

- Male (61%), female (39%);
- White (81%) with 9% black and 4% Hispanic;
- College graduates (55%) or holders of graduate degrees (40%); and
- Veterans of 8 to 13 years of active duty Service (63%).

4.2.5 Battalion, Squadron, and Ship-Level Operational Commanders

Commanders were:

- Male (92%), female (8%);
- White (88%) with 6% black and 2% Hispanic;
- Holders of graduate degrees (87%); and
- Veterans of 17 or more years of active duty Service (89%).

4.2.6 Battalion, Squadron, and Ship-Level Command NCO Sergeant Major

Command NCOs were:

- Male (92%), female (8%);
- White (73%) with 16% black and 5% Hispanic;
- Holders of associate or technical degrees (37%) or had attended some college (30%); and
- Veterans of 17 or more years of active duty Service (92%).

4.3 Development of Cohesion Constructs

The development process for the cohesion constructs consisted of three steps:

- Assessing the empirical support for the theoretical constructs and modifying the constructs to reflect the patterns of interrelationships identified in the data,
- Determining the relative importance of the items contributing to a construct,
- Confirming actual constructs.

Developing empirically-based constructs grounded in the theory of unit cohesion was a crucial first step because it would ensure defensible constructs for answering the research questions. Table 4-1 presents the individual survey items designed to measure six theoretical cohesion constructs: sharing group norms, trust, group identity, respect for authority, loyalty, and commitment. Once the data were collected, cleaned, and checked, all responses were recoded so that higher scores would indicate a higher level of the Service-desired attitude.

The degree to which the E-6/E-7 enlisted leader data support these six theoretical constructs was then assessed. Using a procedure called confirmatory factor analysis,³⁶ the interrelationships among individuals' responses to the survey items were examined.

Table 4-1. Hypothetical Assignment of Questionnaire Items to Construct Structure

Sharing Group Norms	<p>I would rather be known as star of the team than as a good team player.</p> <p>I would rather work as part of a team than on my own.</p> <p>I prefer to be challenged beyond what others normally do.</p> <p>Rankings on ability to commit and trust others, identifying with and sharing group goals, and ability to accept authority.</p>
Trust	<p>Successful individuals are good team players.</p> <p>I would rather be successful through my own efforts than be a member of a successful unit.</p> <p>When I work with others to get something done, they tend to slow me down.</p>
Group Identity	<p>I would rather see my team receive praise, than for me to be praised individually.</p> <p>I believe that if my unit fails, I have failed.</p> <p>My unit's success is extremely important to me.</p> <p>I am willing to make sacrifices in order that other members of my unit may succeed.</p> <p>A leader can be successful even if the unit fails.</p>
Respect For Authority	<p>People in authority tend to abuse their power.</p> <p>What I do in my personal life should be of no concern to my superiors</p> <p>I should not contradict leaders who have authority over me.</p> <p>The military should take into account the needs of its members when it makes decisions on how to operate.</p> <p>Even though I have joined the military, I still expect to have the same rights as every other American.</p>
Loyalty	<p>I am more interested in whom I will work with than with the exact type of work I will do.</p> <p>I would rather fail as an individual than see my group fail.</p> <p>In order to succeed, it is often necessary to ignore the needs of other unit members.</p> <p>Working with good people is more important than the type of work I do.</p> <p>Rankings on technical competence, my own sound judgement, and willpower to succeed.</p>
Commitment	<p>I see Military Service as a calling to serve a higher purpose.</p> <p>The military serves a higher purpose, more important than individual desires.</p> <p>I believe personal needs must take second place to the needs of my Service.</p> <p>I will perform my military duty, regardless of the personal or family consequences.</p> <p>When someone criticizes my Service, I feel like it is a personal criticism of me.</p> <p>I feel a strong sense of belonging in the military.</p> <p>Right now, I feel committed to the military.</p> <p>My values and the values of my Service are the same.</p> <p>If asked today, I would discourage a close friend from joining the military</p> <p>If necessary, I would willingly die for my Country.</p>

³⁶ The measurement model portion of PROC CALIS, the SAS procedure for structural equation modeling with latent variables was used.

The six constructs were hypothesized to be responsible for the way the survey items covaried. If the constructs were indeed responsible for the covariation, there should have been stronger relationships among an individual's responses to construct items than among the individual's responses to items that do not form a construct. For example, it would be expected that two items that measure "commitment" would be answered more similarly by a single respondent than two items where one reflects "commitment" and the other reflects "sharing group norms." The confirmatory factor analysis procedure examined all the relationships among the variables looking for patterns in responses to determine if the patterns of relationships were congruent with the hypothesis that six underlying factors were determining these relationships.

The goal of the research model was to include as many of the items as possible, maintaining a factor structure similar to that originally proposed, and having questionnaire items associated only with a single factor. To determine modifications to the model to better fit the data, analysts relied on the information provided by the PROC CALIS procedure in the form of modification indices (i.e., Lagrange multipliers and Wald test results). These modification indices estimate the extent to which the model fit would improve if a given link between questionnaire items and factors were removed or added. The model was modified iteratively, examining the modification indices after each model change until a satisfactory model fit was achieved.

The confirmatory factor analysis procedure suggested that there were three constructs present in the data across all samples: commitment construct, respect for authority construct, and group identity construct.³⁷ These three constructs are composed of a total of 20 survey items. Other items were excluded because they did not contribute to the constructs or because they were not asked in a consistent manner across different surveys. Figure 4-1 presents a diagram of the final cohesion constructs.

Once these factor analyses were completed, principal components analysis was conducted to determine the relative importance of each variable to the constructs. Because the factor structure had already been confirmed, these principal components analyses were conducted separately for each construct and were restricted to providing a one-factor structure for each construct. These analyses were conducted solely to determine an appropriate weighting scheme for combining specified items into the constructs and were not used to examine the underlying factor structure present when all items are considered. Principal components analysis provides numerical indicators of the relative contributions of each variable to the underlying construct. That is, the relative size of the factor loadings (weights) assigned by principal components analysis to each variable indicates how important each of those variables is to explaining the variation in the underlying construct. These weights (or factor loadings) were then used to calculate three construct composite scores: Commitment, Respect for Authority, and Group Identity. Table 4-2 provides the DoD and Service loading factors or weights for the cohesion constructs. Table 4-3 provides cross-factor loading estimates restricting the number of factors to three.

³⁷ To determine the fit of this model with the data we looked at five indicators of model fit: Goodness of Fit Index (.96), Adjusted Goodness of Fit Index (.95), Bentler's Comparative Fit Index (.93), Bentler & Bonnet's Non-normed Index (.91), and Bentler and Bonnet's Normed Fit Index (.92). We did not rely on the Chi-square value to indicate model fit because of the large sample size (N=3935).

Figure 4-1. COHESION CONSTRUCT

BASED ON UNWEIGHTED RESPONSES OF 3,958 E6/E7 ENLISTED LEADERS

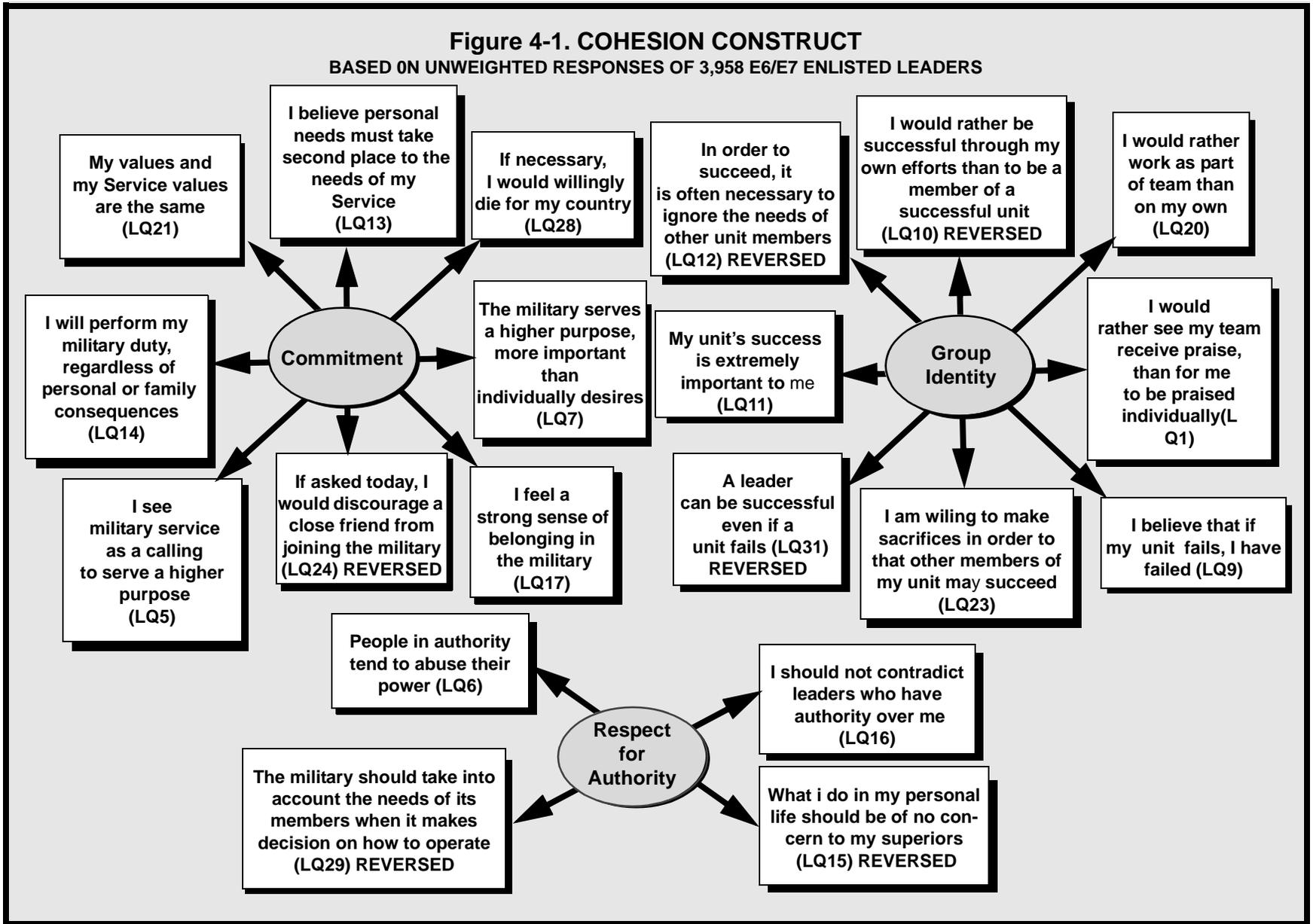


Table 4-2. DoD and Service Loading Factors for Cohesion Constructs³⁸

	DoD	Army	Navy	Air Force	Marines
Commitment: Cronbach's Alpha is 0.81 standardized to 10 items					
I see Military Service as a calling to serve a higher purpose.	.65	.68	.64	.68	.61
The military serves a higher purpose, more important than individual desires.	.60	.60	.56	.64	.56
I believe personal needs must take second place to the needs of my Service.	.57	.58	.55	.57	.60
I will perform my military duty, regardless of the personal or family consequences.	.57	.62	.56	.50	.59
If asked today, I would discourage a close friend from joining the military. (Reverse Coded)	.58	.57	.59	.59	.56
I feel a strong sense of belonging in the military	.75	.71	.76	.79	.73
My values and the values of my Service are the same.	.69	.67	.66	.73	.69
If necessary, I would willingly die for my Country.	.65	.68	.62	.69	.61
Respect for Authority: Cronbach's Alpha is 0.64 standardized to 10 items					
The military should take into account the needs of its members when it makes decisions on how to operate. (Reverse Coded)	.33	.37	.24	.23	.40
People in authority tend to abuse their power. (Reverse Coded)	.77	.77	.79	.79	.76
I should not contradict leaders who have authority over me.	.54	.42	.62	.48	.57
What I do in my personal life should be of no concern to my superiors. (Reverse Coded)	.70	.72	.68	.73	.66
Group Identity: Cronbach's Alpha is 0.74 standardized to 10 items					
I would rather work as part of a team than on my own.	.61	.58	.64	.63	.59
I would rather be successful through my own efforts than be a member of a successful unit. (Reverse Coded)	.62	.64	.61	.63	.58
In order to succeed, it is often necessary to ignore the needs of other unit members. (Reverse Coded)	.39	.43	.44	.41	.29
I would rather see my team receive praise, than for me to be praised individually.	.64	.64	.61	.69	.63
I believe that if my unit fails, I have failed.	.65	.68	.65	.63	.66
My unit's success is extremely important to me.	.73	.76	.66	.76	.74
I am willing to make sacrifices in order that other members of my unit succeed	.64	.63	.62	.62	.66
A leader can be successful even if a unit fails. (Reverse Coded)	.37	.33	.38	.37	.42

³⁸ The Cronbach alpha is one measure of reliability that individual items fit the construct measure. However, the value of Cronbach's alpha is, in part, a function of the number of items in the scale with longer scales producing a higher value than shorter scales. To make comparisons across scales of varying lengths, construct scales required standardization, given inter-item correlations, to a 10-item scale rather than 8 or 4.

Table 4-3. Cross-Factor Loadings for Cohesion Constructs ³⁹

	Factor 1	Factor 2	Factor 3
Commitment			
I see Military Service as a calling to serve a higher purpose.	0.57889	0.11490	-0.08033
The military serves a higher purpose, more important than individual desires.	0.54188	0.17602	-0.19436
I believe personal needs must take second place to the needs of my Service.	0.49415	0.40017	-0.34459
I will perform my military duty, regardless of the personal or family consequences.	0.47714	0.42021	-0.31039
If asked today, I would discourage a close friend from joining the military. (Reverse Coded)	0.54537	0.14116	0.44232
I feel a strong sense of belonging in the military	0.72597	0.06971	0.17411
My values and the values of my Service are the same.	0.64063	0.13581	0.11742
If necessary, I would willingly die for my Country.	0.61290	0.06320	-0.02342
Respect for Authority			
The military should take into account the needs of its members when it makes decisions on how to operate. (Reverse Coded)	0.05301	0.41230	0.13977
People in authority tend to abuse their power. (Reverse Coded)	0.46562	0.10411	0.55546
I should not contradict leaders who have authority over me.	0.38330	0.16014	0.07297
What I do in my personal life should be of no concern to my superiors. (Reverse Coded)	0.42626	0.11165	0.47531
Group Identity			
I would rather work as part of a team than on my own.	0.54652	-0.23040	-0.10866
I would rather be successful through my own efforts than be a member of a successful unit. (Reverse Coded)	0.48997	-0.35926	0.04056
In order to succeed, it is often necessary to ignore the needs of other unit members. (Reverse Coded)	0.25418	-0.59640	0.25874
I would rather see my team receive praise, than for me to be praised individually.	0.50528	-0.32115	-0.29979
I believe that if my unit fails, I have failed.	0.56004	-0.17835	-0.29077
My unit's success is extremely important to me.	0.67606	-0.22624	-0.15183
I am willing to make sacrifices in order that other members of my unit succeed	0.62062	-0.11289	-0.12832
A leader can be successful even if a unit fails. (Reverse Coded)	0.28048	-0.19282	0.05504

³⁹ Cross-factor loadings in Table 4-3 were estimated using principal components analysis with no factor rotation and restricting the number of factors to three.

Construct mean estimates, regression analysis results and other statistical tests in this research employed DoD factor loadings (weights). Because the research was designed from its inception to address all four Services, the DoD factor loadings were calculated using a data set that contained all E-6/E-7 enlisted leaders’ responses to constructs. As portrayed in Table 4-2, weights associated with E-6/E-7 responses by Services were not substantively different for the 20 items making up the constructs. Service-specific factor loadings were used in developing Appendix I where graduating recruits of each Service were compared to their Service E-6/E-7 enlisted leaders expectations.

Figure 4-2 below presents the mathematical formula used to calculate the cohesion constructs.

Figure 4-2. Formula for Construct Score Calculation

$$\text{Construct score} = \text{Weight}_{\text{Variable1}} * \text{Variable 1 value} + \text{Weight}_{\text{Variable2}} * \text{Variable 2 value} + \text{Weight}_{\text{Variable3}} * \text{Variable 3 value} + \dots + \text{Weight}_{\text{Variable n}} * \text{Variable value n}$$

For each of the construct scales, a higher score indicates a stronger preference for that construct. Table 4-4 below presents the “theoretical ranges” (i.e., possible high and low scores given Service-specific weight) for each construct. The data in Table 4-4 are theoretical values based on the Service differences among E-6/E-7 enlisted leaders on how important they rated each item in the construct. The table does not represent the actual range of scores. Table 4-5 provides the “actual ranges” for DoD and for each Service.

Once the constructs were created, tests for significant differences in mean scores (t-tests) and a series of regression analyses were conducted to assess relevant subgroup differences in construct scores. Ordinary least squares multiple regression was selected as one analytical technique because it allowed assessment of subgroup differences absent (i.e., controlling for) the influence of other key covariates. Appendix H contains the regression results for these analyses.

**Table 4-4. Theoretical Construct Ranges by Service
(not based on actual recruit scores)**

	Commitment		Respect for Authority		Group Identity	
	Low	High	Low	High	Low	High
Army	4.70	23.51	2.29	11.46	5.10	25.49
Navy	4.61	23.04	2.32	11.61	4.95	24.77
Air Force	4.73	23.67	2.23	11.13	5.19	25.95
Marine Corps	4.57	22.84	2.39	11.93	4.96	24.80
DoD	4.66	23.28	2.34	11.68	5.06	25.31

Table 4-5. Actual Construct Ranges by Service and Grade

	Commitment		Respect for Authority		Group Identity	
	Low	High	Low	High	Low	High
Army						
Ending Recruits	5.06	25.31	2.34	11.68	6.91	23.28
Beginning Recruits	5.06	25.31	2.34	10.69	4.66	23.28
E-6/E-7 (nontrainers)	5.06	25.31	2.34	11.68	6.13	23.28
O-3s	5.06	25.31	2.34	11.68	4.66	23.28
Commanders	12.16	25.31	4.34	11.35	16.37	23.28
Command NCOs	6.22	25.31	2.34	11.68	8.36	23.28
Recruit Trainers	5.64	25.31	2.34	11.68	4.66	23.28
Navy						
Ending Recruits	7.51	25.31	2.34	9.91	10.62	23.28
Beginning Recruits	5.06	25.31	2.34	11.35	4.66	23.28
E-6/E-7 (nontrainers)	5.06	25.31	2.34	11.68	9.43	23.28
O-3s	5.75	25.31	2.34	11.35	5.30	23.28
Commanders	10.72	25.31	4.10	11.35	12.32	23.28
Command NCOs	8.81	25.31	2.87	11.68	10.14	23.28
Recruit Trainers	8.76	25.31	2.34	10.98	9.10	23.28
Air Force						
Ending Recruits	6.39	25.31	2.34	10.69	8.50	23.28
Beginning Recruits	5.06	25.31	2.34	10.13	7.89	23.28
E-6/E-7 (nontrainers)	5.06	25.31	2.34	11.68	5.93	23.28
O-3s	7.68	25.31	2.87	11.68	6.32	23.28
Commanders	11.45	25.31	4.67	11.68	10.62	23.28
Command NCOs	7.05	25.31	3.64	11.35	8.94	23.28
Recruit Trainers	5.06	25.31	2.34	11.68	7.49	23.28
Marine Corps						
Ending Recruits	6.44	25.31	2.34	10.69	9.97	23.28
Beginning Recruits	9.29	25.31	2.34	11.68	8.06	23.28
E-6/E-7 (nontrainers)	5.06	25.31	2.34	11.68	9.59	23.28
O-3s	11.95	25.31	3.03	11.68	10.10	23.28
Commanders	14.66	25.31	5.09	11.68	15.24	23.28
Command NCOs	10.74	25.31	2.34	11.68	10.95	23.28
Recruit Trainers	9.38	25.31	2.34	11.68	9.25	23.28

4.4 Measurements and Assessments

The remaining subsections of this chapter (section 4.5 through 4.10) will present research measurements and assessments. It may be useful before data and analysis is presented to summarize the theoretical background of the survey instruments used in the research and repeat several precautions to the reader that have already been noted in previous chapters.

The research employed three survey instruments: the *Basic Training Survey*, the *Military Leader Survey* and the *Commander & Command Sergeant Major Survey* (See Appendix C). The methodology of attitude construct measurement (multiple survey items relating to the same attitude) required respondents to rate survey items on a 5-point Likert scale ranging from strongly agree to strongly disagree. Initially, items for the surveys were drawn from studies of military cohesion, organizational commitment and professional identity. Cohesion attitude constructs of commitment, respect for authority, group identity, loyalty, trust, and the sharing group norms, were the theoretical premise for desired attitudes. The remaining items of the survey instruments fell into two categories: (1) background demographic items for recruits and leaders, and (2) military leaders' opinion items on the quality of current entry-level graduates, gender-integration in basic training, and other gender-related issues.

In the analysis of the final instruments, 20 Likert-scaled survey items were found to hold up consistently in factor analysis as fitting one of three cohesion attitude constructs: commitment, respect for authority, and group identity. The stratified random sample of Enlisted leaders (E-6/E-7s of all Services) provided the weighting standard for each survey item. These factor weights were then applied to all recruit and leader samples in the same way to measure the cohesion constructs under review. The construct mean estimates, regression analysis and other statistical tests in this research employed these same DoD factor loadings (weights). Because the research was designed from inception to address all four Services, the DoD factor loadings were calculated using a data set that contained all E-6/E-7 enlisted leaders' responses to constructs. As portrayed in Table 4-2, weights associated with E-6/E-7 responses by Services were not substantively different for the 20 items making up the constructs. Service-specific factor loadings were used in developing Appendix I where graduating recruits of each Service were compared to their Service E-6/E-7 enlisted leaders expectations.

Measurement results are depicted in three ways: sample mean estimates for cohesion attitude constructs, regression analysis producing predicted mean scores by sample, and opinion response rates from military leader samples and graduating recruit samples.

Sample mean estimates are depicted in the following subsection on restricted scales⁴⁰ to show the standard error of the sample and associated confidence interval.⁴¹ The confidence interval is a statistical measure of the spread of individual mean scores around the overall sample mean. In viewing mean estimates, where confidence intervals between samples overlap their means are said to be "similar." However, if confidence intervals do not overlap, the difference in the means implies statistical significance at the .05 level. In such cases, statisti-

⁴⁰ See Table 4-4 for theoretical ranges by individual cohesion construct.

⁴¹ See Chapter 1, section 1.9 for definitions of confidence interval and other study terms.

cal significance implies that the differences in the means is not explained by random error alone and can be stated so with some level of confidence (e.g., 95% confidence interval represented by the upper and lower bound plotted for each mean depiction).

Regression results will also be presented. As explained previously in this chapter, through regression analysis one is able to take separate samples of survey respondents and control certain variables (i.e., race age, education...etc) so as to equalize them on those variables. The products of regression analysis are predicted mean scores for theoretical samples (sample means after being equalized in terms of the variables controlled for). Regression results are depicted as bar graphs using scales that are large enough to include the entire theoretical range of all individual constructs.⁴²

Opinion measurements depicted are response rates reflecting what percentage of surveyed military leaders and graduating recruits answered different opinion items in their respective surveys. It should be noted that military leader “opinions” do not necessarily imply direct experience in all cases. Opinions are more than “impressions” and less than certain “knowledge.” It should also be noted that the sampled leaders differ in experience level for their opinions. For example, Marine Corps leaders and some portion of Army leaders (especially certain Recruit Trainers) may have opinions on gender-integrated recruit training (GIT), but presumably lack the level of direct experience that Navy and Air Force leaders may have in GIT since that is their current policy in recruit training. In the same vein, Air Force, Navy, and some Army leaders certainly have opinions on gender-separate recruit training (GST), but presumably lack the level of direct experience that Marine and some Army leaders likely have with that training format. The reader should take into account the differences in experience level that different leader samples surveyed in this research represent.

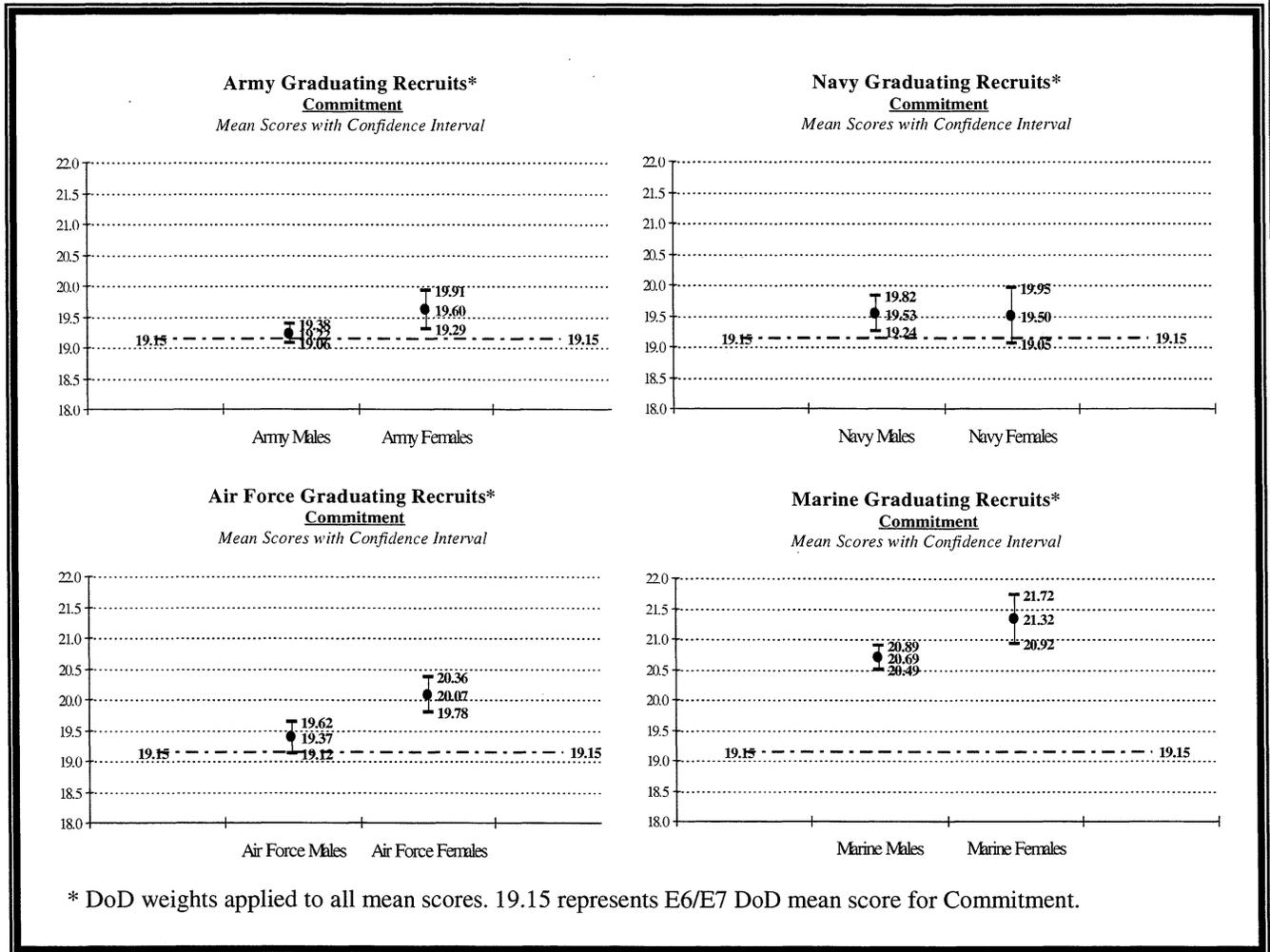
4.5 Graduating Recruit Mean Scores

4.5.1 Measurements of Recruit Means

In this section of the analysis, graduating recruit mean scores were analyzed by Service and gender. Figures 4-3, 4-4, and 4-5 present the construct means and standard errors for graduating recruit subgroups. The upper and lower bound plotted for each mean in the figures represents a 95 percent confidence interval of individual mean scores around the overall mean.

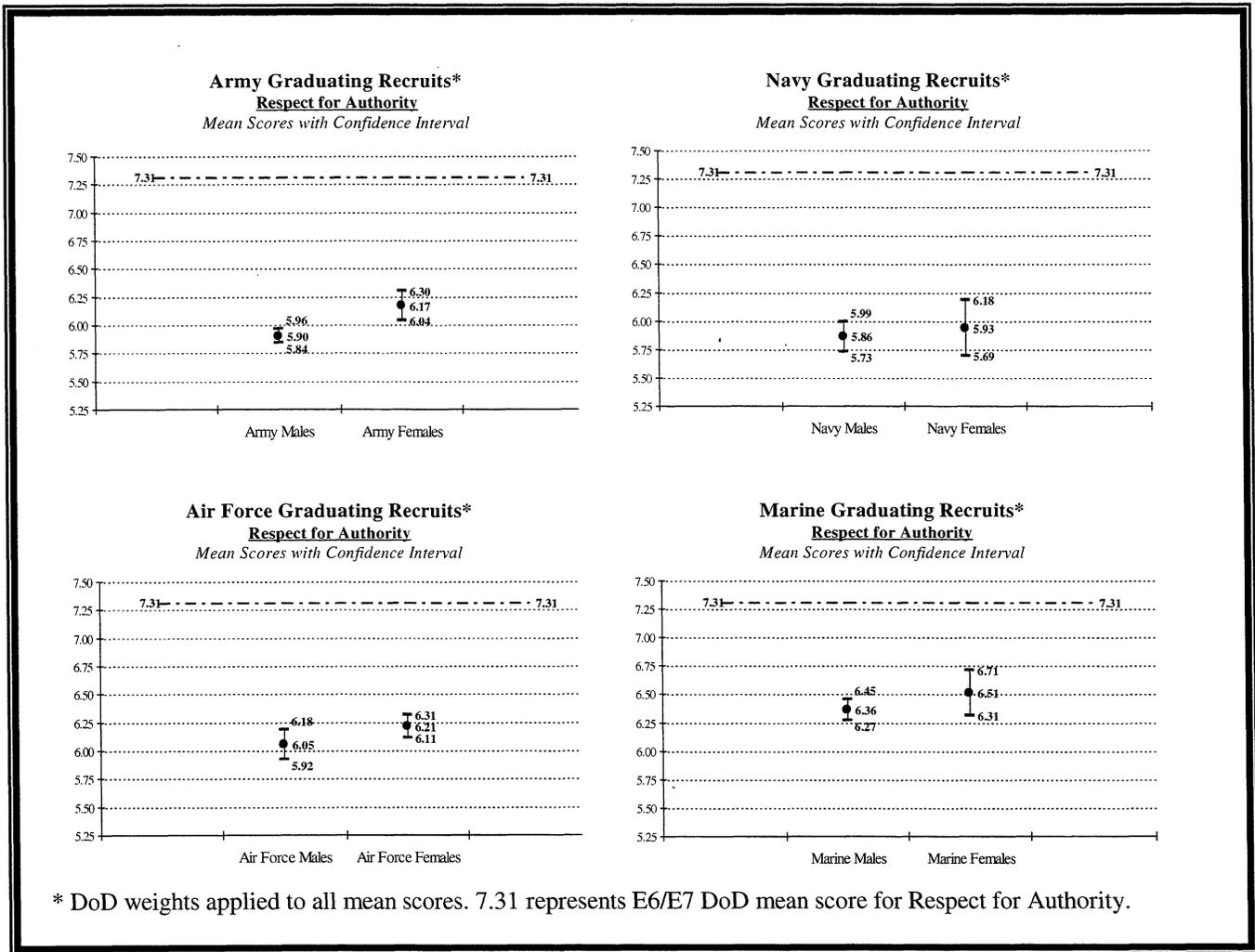
⁴² Readers are referred to Table 4-4 for particular theoretical ranges of each cohesion construct.

Figure 4-3. Graduating Recruits by Gender – Commitment



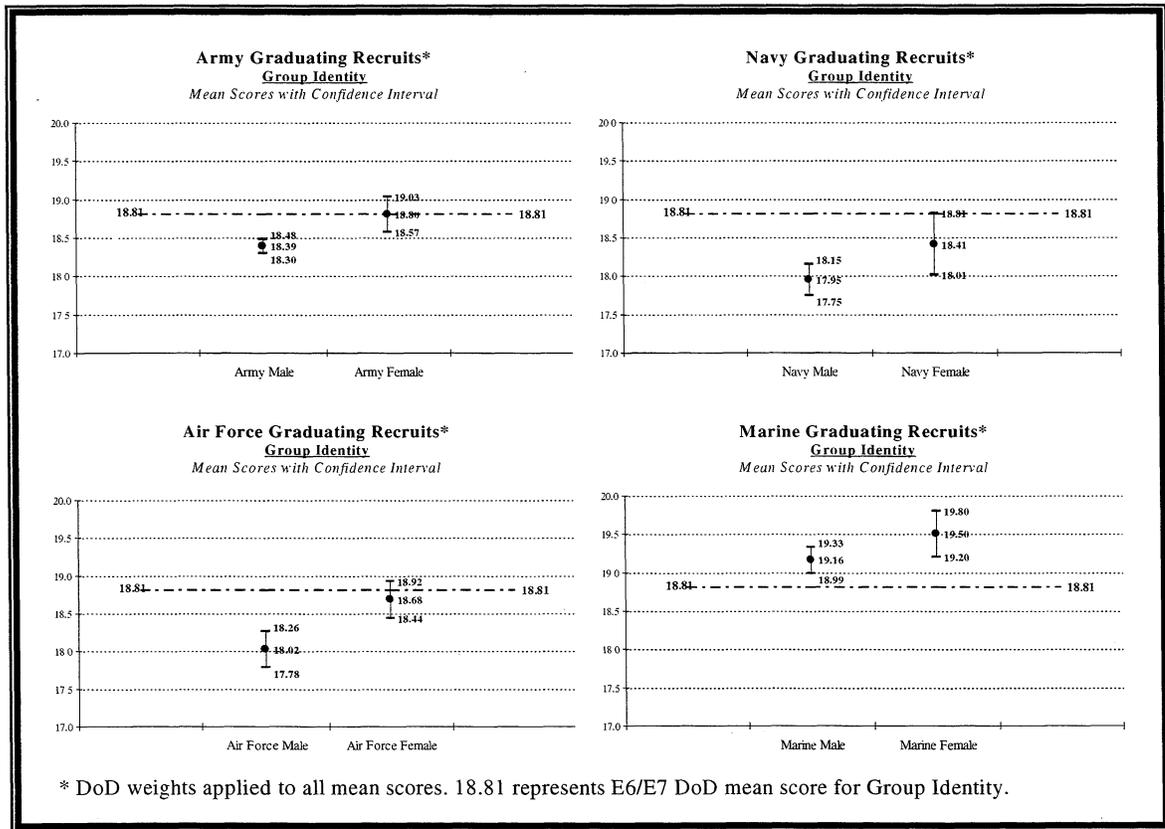
- Army graduating recruit mean scores for Commitment were 19.22 for males and 19.60 for females. The combined DoD E-6/E-7 enlisted leader expectation for Commitment was 19.15 (Figure 4-3).
- Navy graduating recruit mean scores for Commitment were 19.53 for males and 19.50 for females. The combined DoD E-6/E-7 enlisted leader expectation for Commitment was 19.15 (Figure 4-3).
- Air Force graduating recruit mean scores for Commitment were 19.37 for males and 20.07 for females. The combined DoD E-6/E-7 enlisted leader expectation for Commitment was 19.15 (Figure 4-3).
- Marine graduating recruit mean scores for Commitment were 20.69 for males and 21.32 for females. The combined DoD E-6/E-7 enlisted leader expectation for Commitment was 19.15 (Figure 4-3).

Figure 4-4. Graduating Recruits by Gender – Respect for Authority



- Army graduating recruit mean scores for Respect for Authority were 5.90 for males and 6.17 for females. The combined DoD E-6/E-7 enlisted leader expectation for Respect for Authority was 7.31 (Figure 4-4).
- Navy graduating recruit mean scores for Respect for Authority were 5.86 for males and 5.93 for females. The combined DoD E-6/E-7 enlisted leader expectation for Respect for Authority was 7.31 (Figure 4-4).
- Air Force graduating recruit mean scores for Respect for Authority were 6.05 for males and 6.21 for females. The combined DoD E-6/E-7 enlisted leader expectation for Respect for Authority was 7.31 (Figure 4-4).
- Marine graduating recruit mean scores for Respect for Authority were 6.36 for males and 6.51 for females. The combined DoD E-6/E-7 enlisted leader expectation for Respect for Authority was 7.31 (Figure 4-4).

Figure 4-5. Graduating Recruits by Gender – Group Identity



- Army graduating recruit mean scores for Group Identity were 18.39 for males and 18.80 for females. The combined DoD E-6/E-7 enlisted leader expectation for Group Identity was 18.81 (Figure 4-5).
- Navy graduating recruit mean scores for Group Identity were 17.95 for males and 18.41 for females. The combined DoD E-6/E-7 enlisted leader expectation for Group Identity was 18.81 (Figure 4-5).
- Air Force graduating recruit mean scores for Group Identity were 18.02 for males and 18.68 for females. The combined DoD E-6/E-7 enlisted leader expectation for Group Identity was 18.81 (Figure 4-5).
- Marine graduating recruit mean scores for Group Identity were 19.16 for males and 19.50 for females. The combined DoD E-6/E-7 enlisted leader expectation for Group Identity was 18.81 (Figure 4-5).

Figures 4-6 through 4-9 provide graduating recruit mean scores for each construct by individual Service, using a single scale of 0 to 24. The scale depicted in the figures is large enough to include the theoretical ranges of all individual constructs. See Table 4-4 for theoretical ranges for each construct.

PART I

Figure 4-6. Army Graduating Recruit Mean Scores⁴³

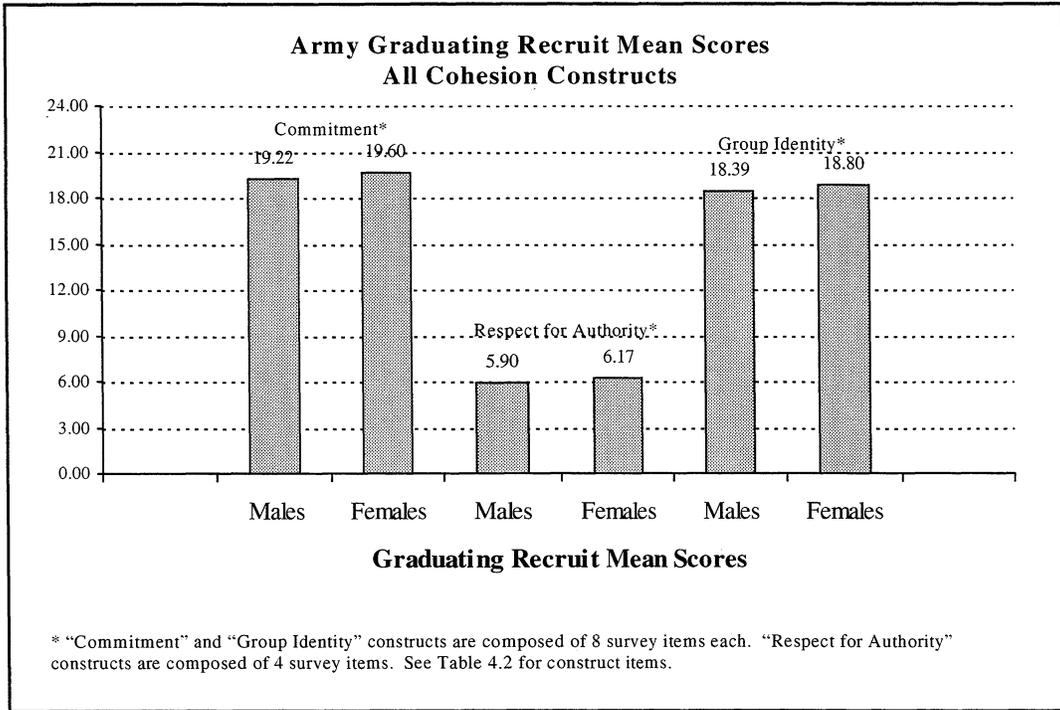
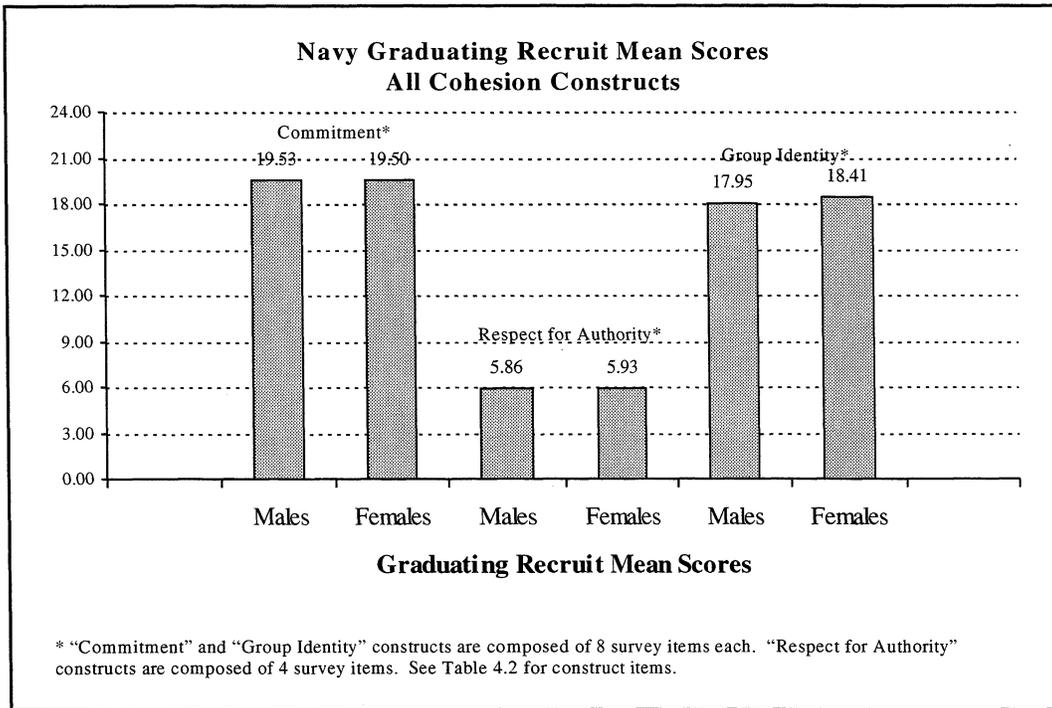


Figure 4-7. Navy Graduating Recruit Mean Scores



⁴³ Scale used in depiction is large enough to include ranges of all constructs. See Table 4-2 for theoretical ranges for individual constructs.

Figure 4-8. Air Force Graduating Recruit Mean Scores

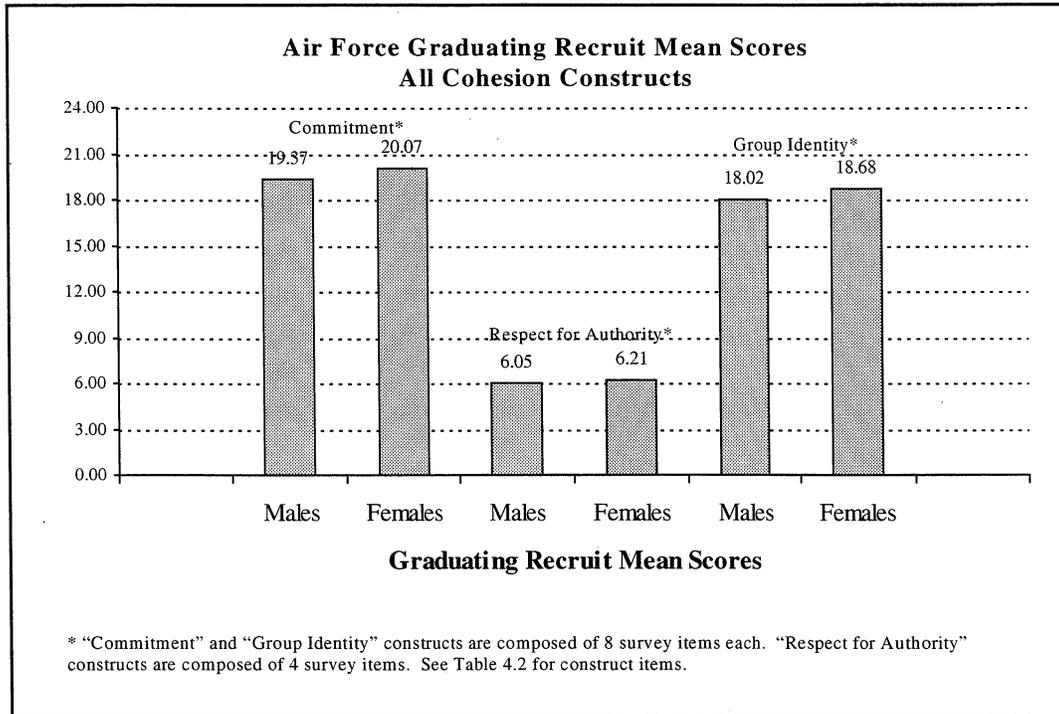
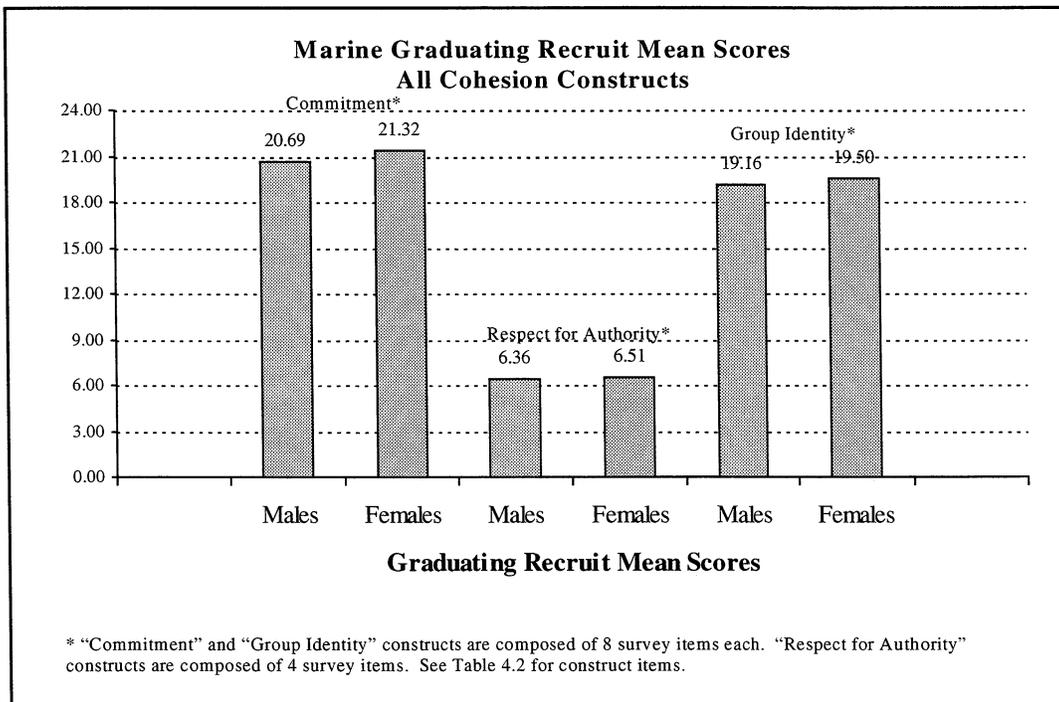


Figure 4-9. Marine Graduating Recruit Mean Scores



4.5.2 Assessment of Recruit Means

Regression analyses were conducted controlling for age, educational level, and race/ethnicity within the graduating recruit samples in order to assess differences in recruit mean scores. In addition, Tests for statistical significance (t-tests at the .001 level) supplemented and confirmed the analysis (See Appendix G and Appendix H). The analyses indicated:

- Marine graduating recruits scored significantly higher on all constructs than graduating recruits from other samples;
- Female Marine graduating recruit scores were higher than all other recruit samples in the research for all three cohesion constructs;
- Army, Navy, and Air Force graduating recruits scored similarly on all constructs, and
- When combined overall, female recruits scored higher on all constructs than did male recruits.

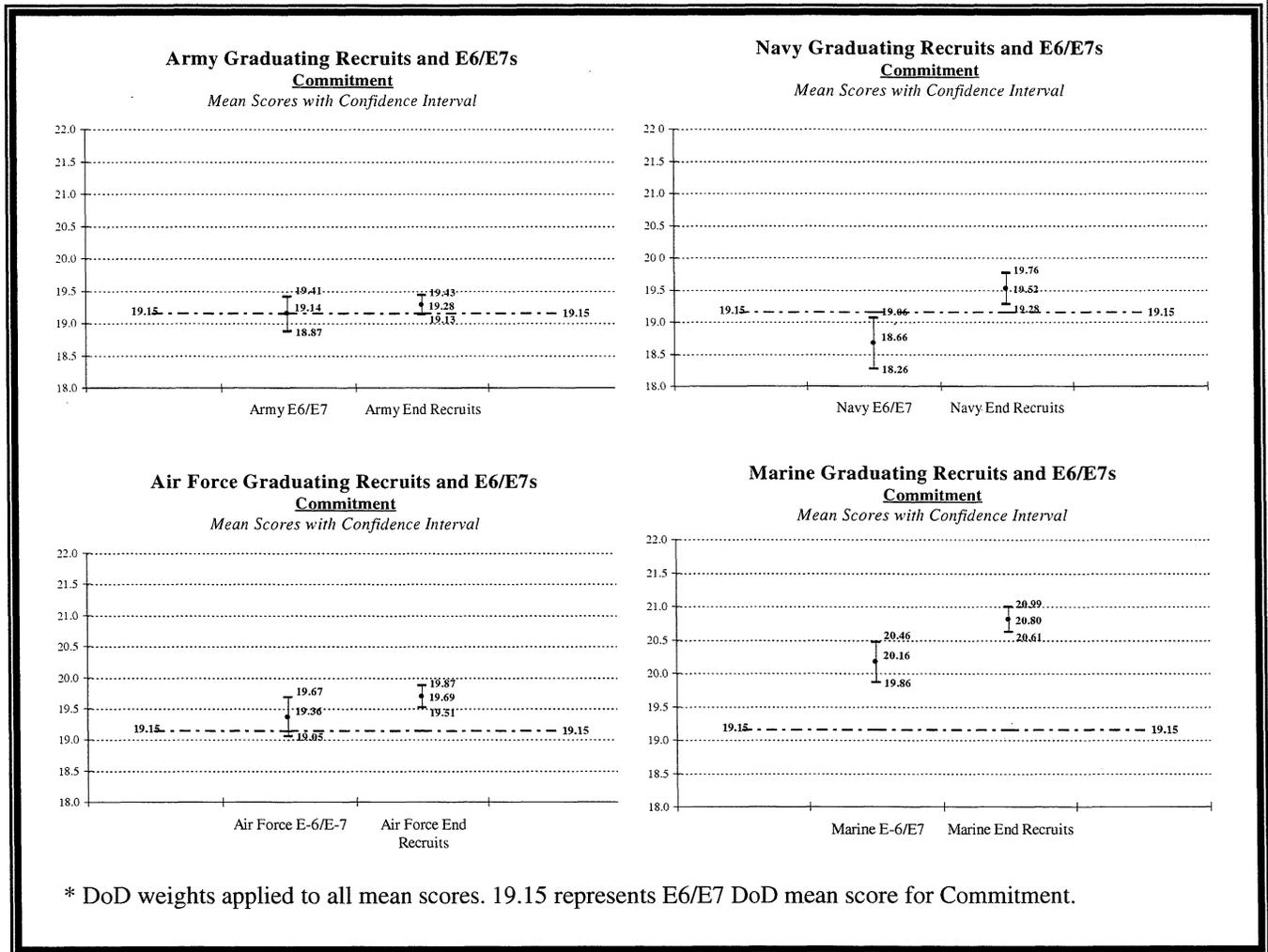
The reader is cautioned about differences in each Service's recruit training programs identified in Chapter 2 of this report. Besides gender format differences among Services, the length of training, the number and gender of Recruit Trainers assigned to recruits, and overall training objectives and standards are, as a rule, Service-specific. In addition, even though this study was not longitudinal in terms of connecting the attitude scores of beginning and ending recruits, it is often believed that some measure of self-selection occurs when a person first chooses to join one Service over another.

4.6 Recruit Attitudes versus Enlisted Leader Expectations

4.6.1 Measurements of Service Expectation

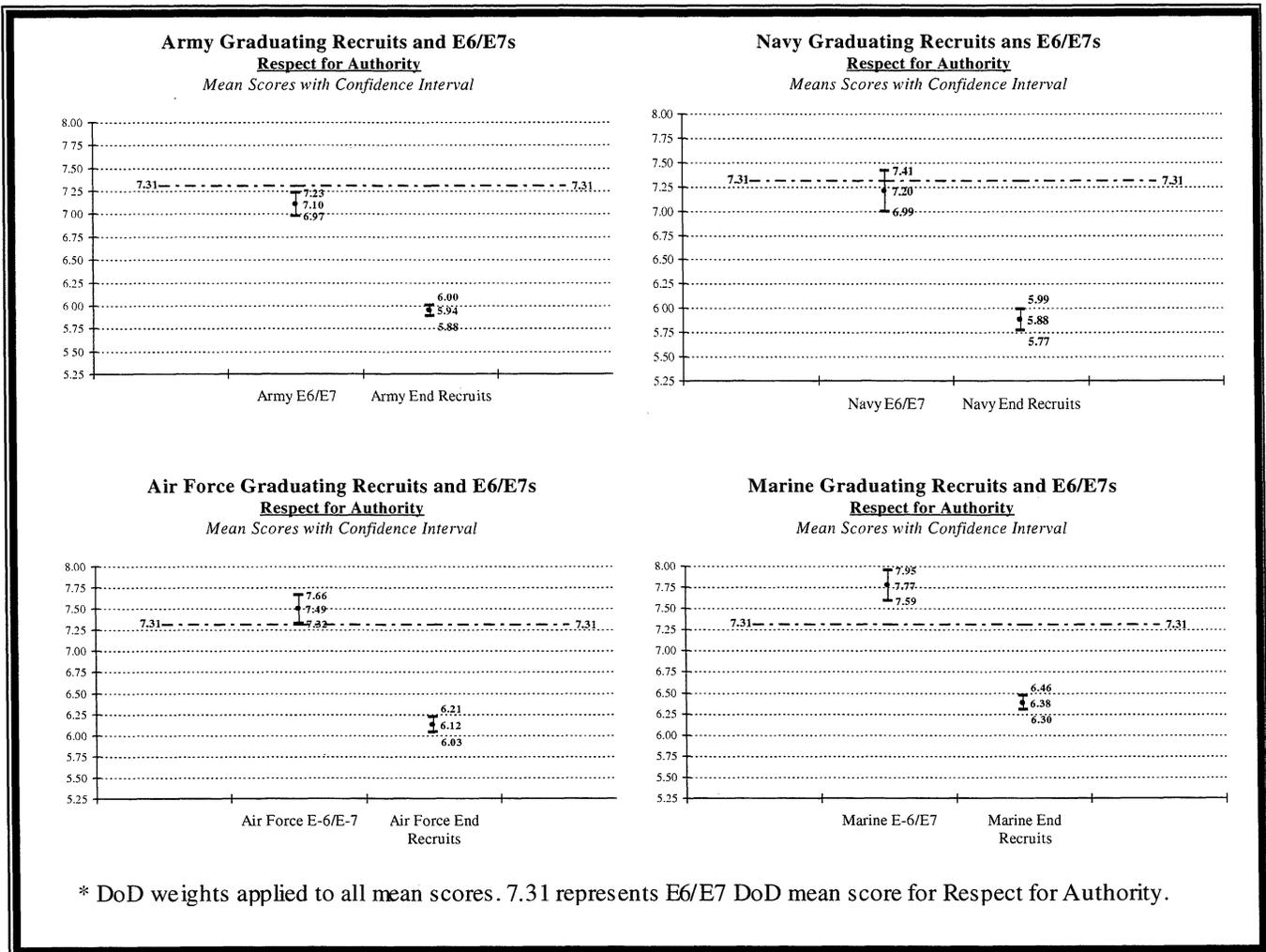
The next analysis compared graduating recruit mean construct scores to their Service expectations. Service expectations were represented by the E-6/E-7 enlisted leaders of each Service when they answered the cohesion construct survey items "as they would hope graduating recruits would respond." Figures 4-10, 4-11, and 4-12 show graduating recruit mean scores (male and female recruits combined together by Service) together with each Service's E/6/E7 enlisted leader mean score for the same cohesion construct. The upper and lower bound plotted for each mean on the figures represents a 95 percent confidence interval of individual mean scores around the overall mean. Appendix I provides the same comparisons of graduating recruits with their Service expectation using Service-specific E-6/E-7 weights.

Figure 4-10. Graduating Recruits versus Service Expectation – Commitment



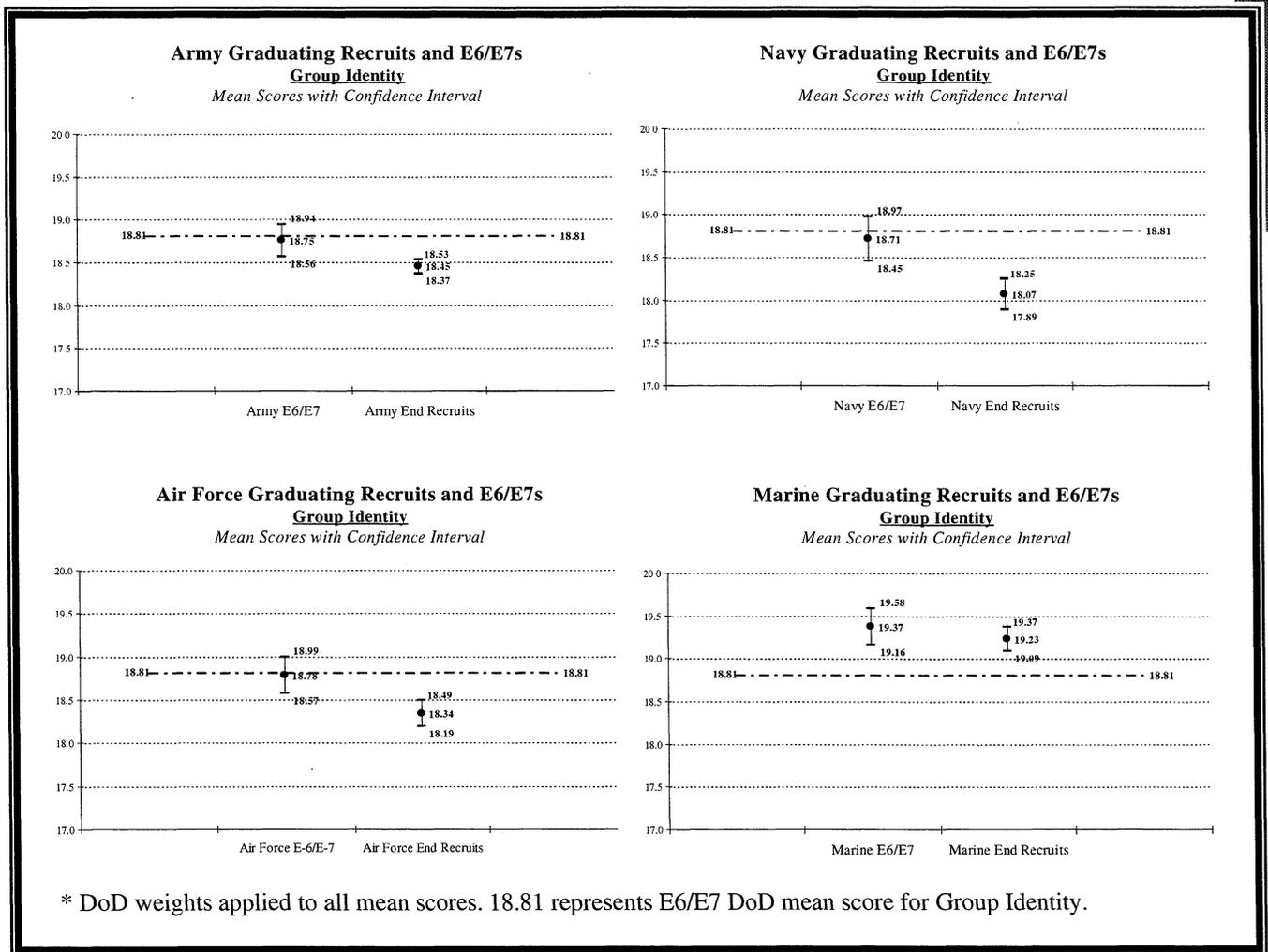
- Army graduating recruit mean score for Commitment was 19.28. The overall Army E-6/E-7 enlisted leader expectation for Commitment was 19.14 (Figure 4-10).
- Navy graduating recruit mean score for Commitment was 19.52. The overall Navy E-6/E-7 enlisted leader expectation for Commitment was 18.66 (Figure 4-10).
- Air Force graduating recruit mean score for Commitment was 19.69. The overall Air Force E-6/E-7 enlisted leader expectation for Commitment was 19.36 (Figure 4-10).
- Marine graduating recruit mean score for Commitment was 20.80. The overall Marine E-6/E-7 enlisted leader expectation for Commitment was 20.16 (Figure 4-10).

Figure 4-11. Graduating Recruits versus Service Expectation – Respect for Authority



- Army graduating recruit mean score for Respect for Authority was 5.94. The overall Army E-6/E-7 enlisted leader expectation for Respect for Authority was 7.10 (Figure 4-11).
- Navy graduating recruit mean score for Respect for Authority was 5.88. The overall Navy E-6/E-7 enlisted leader expectation for Respect for Authority was 7.20 (Figure 4-11).
- Air Force graduating recruit mean score for Respect for Authority was 6.12. The overall Air Force E-6/E-7 enlisted leader expectation for Respect for Authority was 7.49 (Figure 4-11).
- Marine graduating recruit mean score for Respect for Authority was 6.38. The overall Marine E-6/E-7 enlisted leader expectation for Respect for Authority was 7.77 (Figure 4-11).

Figure 4-12. Graduating Recruits versus Service Expectation – Group Identity



- Army graduating recruit mean score for Group Identity was 18.45. The overall Army E-6/E-7 enlisted leader expectation for Group Identity was 18.75 (Figure 4-12).
- Navy graduating recruit mean score for Group Identity was 18.07. The overall Navy E-6/E-7 enlisted leader expectation for Group Identity was 18.71 (Figure 4-12).
- Air Force graduating recruit mean score for Group Identity was 18.34. The overall Air Force E-6/E-7 enlisted leader expectation for Group Identity was 18.78 (Figure 4-12).
- Marine graduating recruit mean score for Group Identity was 19.23. The overall Marine E-6/E-7 enlisted leader expectation for Group Identity was 19.37 (Figure 4-12).

4.6.2 Assessment of Service Expectation

The analysis indicated that graduating recruits of both genders and all training formats:

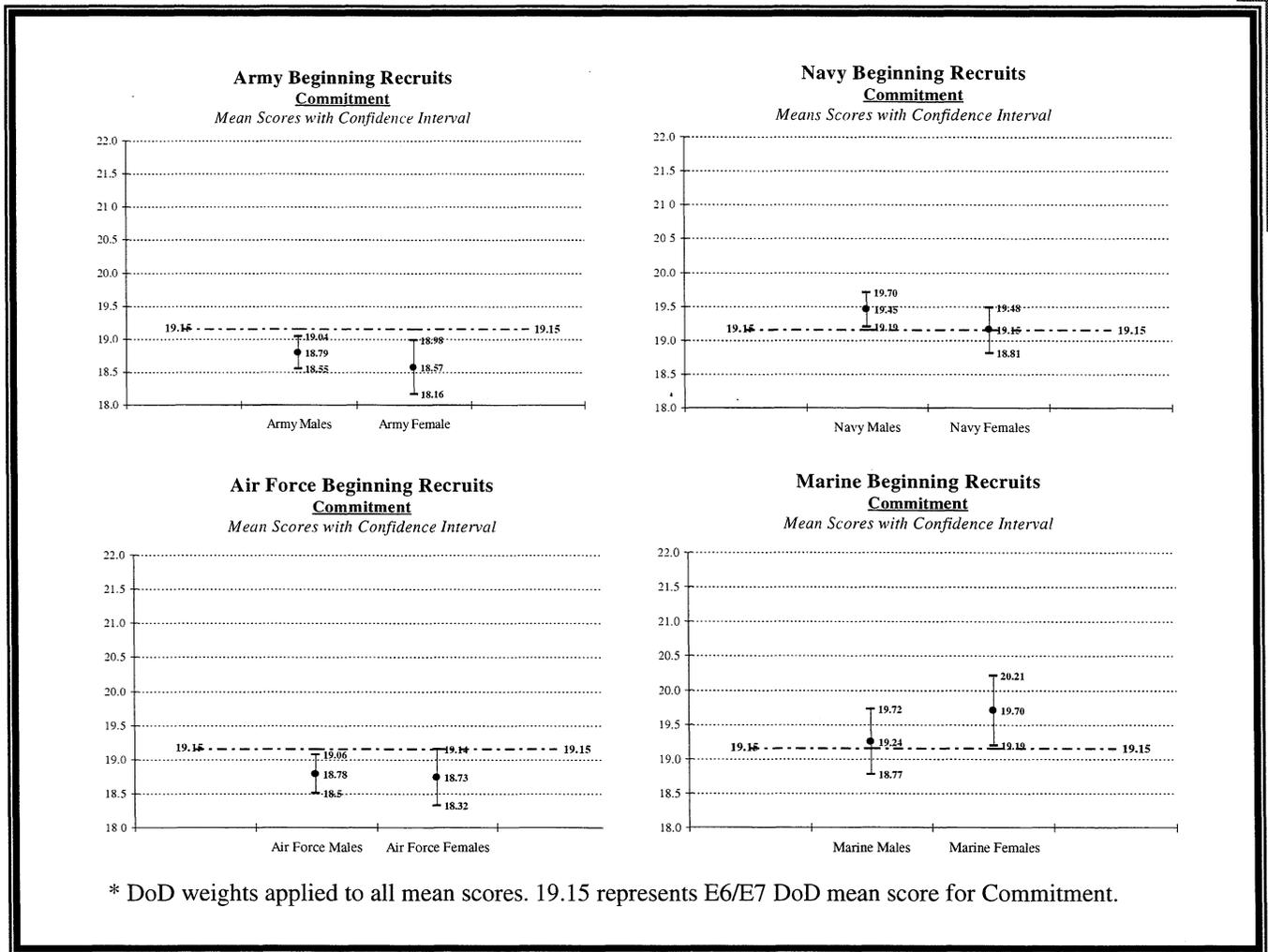
- Are equal to, and sometimes significantly higher than, Service expectations for “Commitment;”
- Are in all cases significantly lower than their Service expectations for “Respect for Authority;” and
- Did not always meet Services expectations for “Group Identity.”

4.7 Beginning Recruits by Service and Gender

4.7.1 Measurements of Beginning Recruits

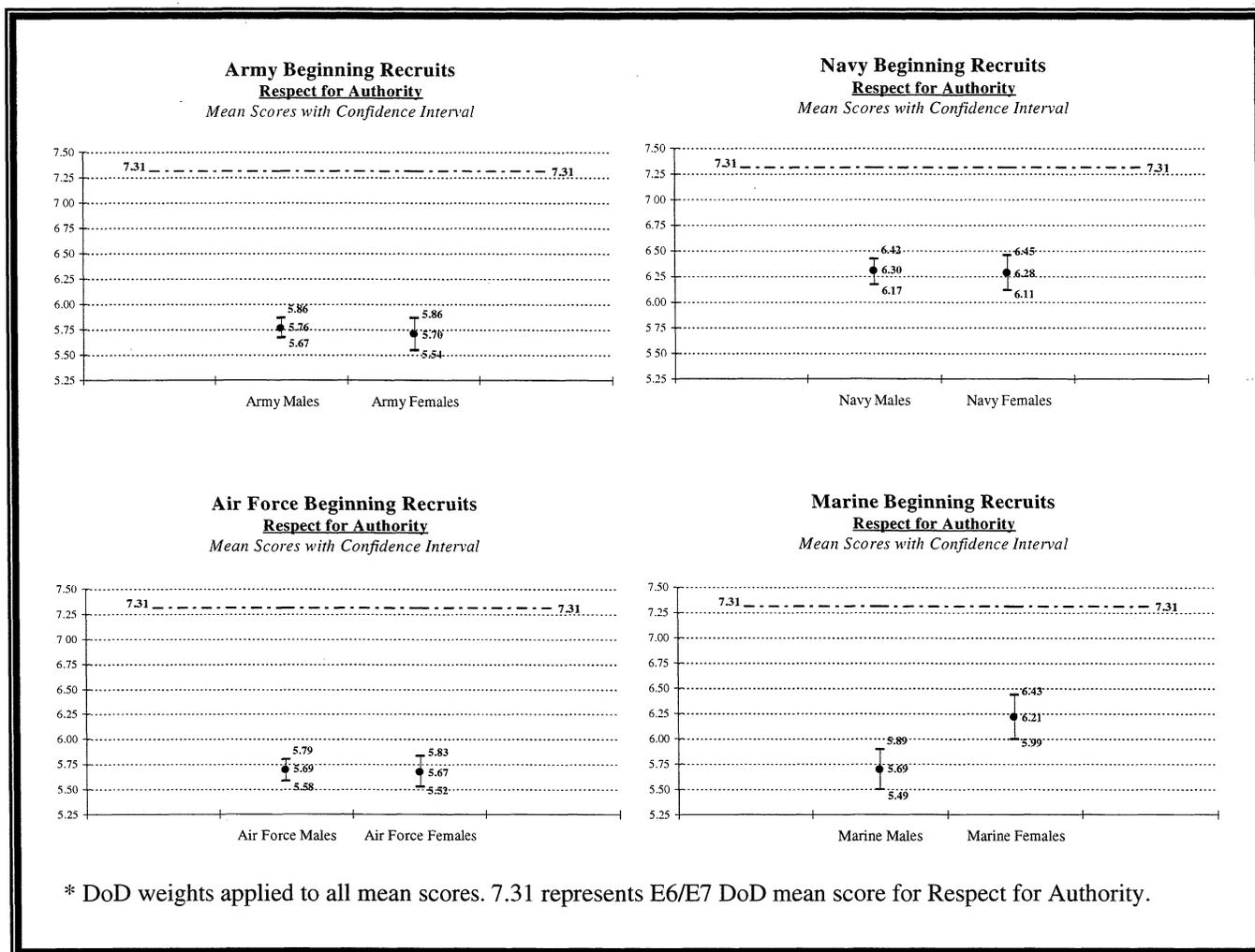
Due to the time constraints within the data collection phase of the research, it was not possible to measure the same recruits beginning their basic training, and then again, at the end of their basic training. This research design is, therefore, not longitudinal. However, different samples of beginning recruits from all the Services and training formats did complete the Basic Training Survey. Figures 4-13 through 4-15 present the mean scores and standard errors for comparison. The upper and lower bound plotted for each mean on the figures represents a 95 percent confidence interval for individual mean scores around the overall sample mean.

Figure 4-13. Beginning Recruits by Gender – Commitment



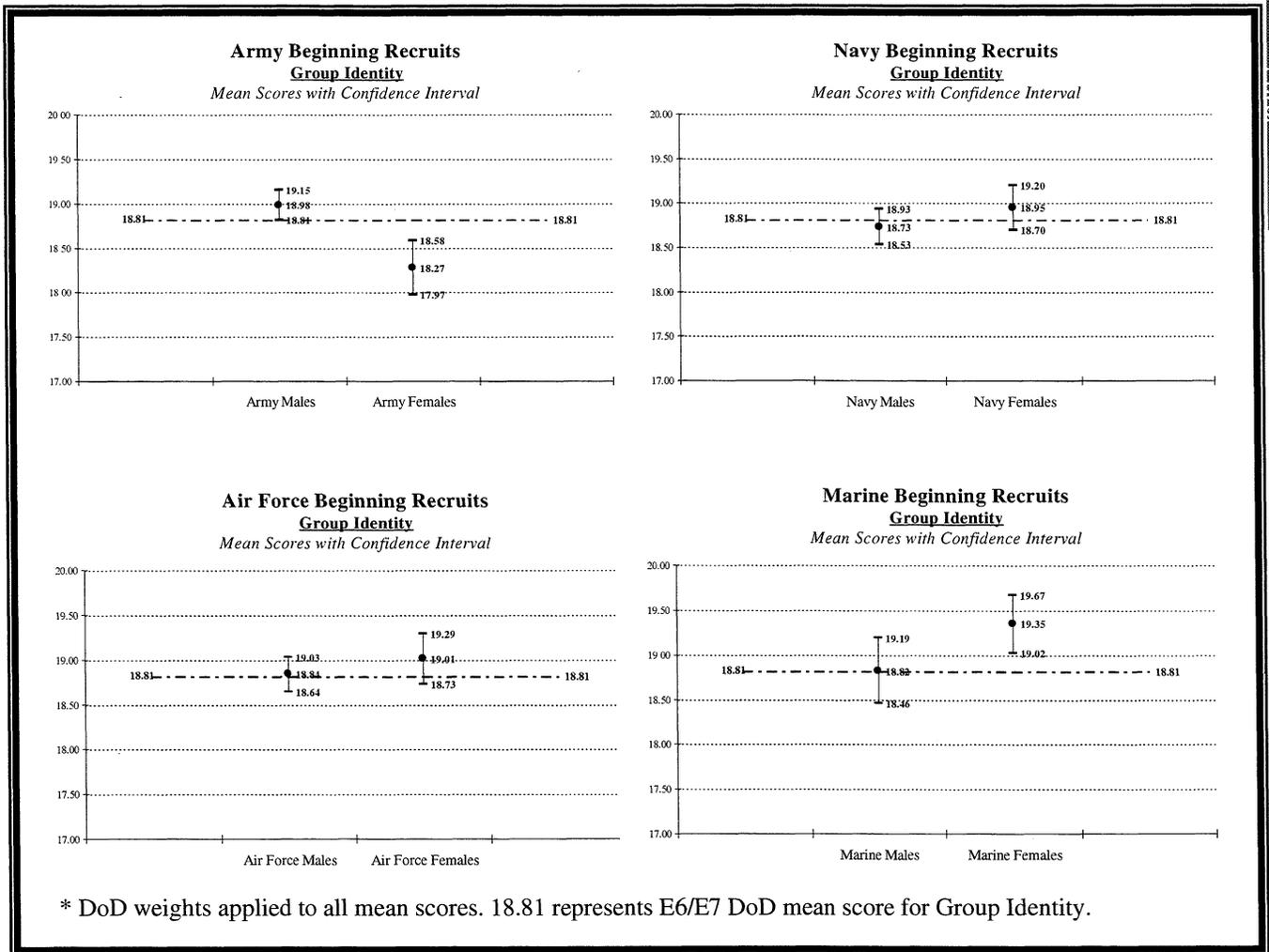
- Army beginning recruit mean scores for Commitment were 18.79 for males and 18.57 for females. The combined DoD E-6/E-7 enlisted leader expectation for Commitment was 19.15 (Figure 4-13).
- Navy beginning recruit mean scores for Commitment were 19.45 for males and 19.15 for females. The combined DoD E-6/E-7 enlisted leader expectation for Commitment was 19.15 (Figure 4-13).
- Air Force beginning recruit mean scores for Commitment were 18.78 for males and 18.73 for females. The combined DoD E-6/E-7 enlisted leader expectation for Commitment was 19.15 (Figure 4-13).
- Marine beginning recruit mean scores for Commitment were 19.24 for males and 19.70 for females. The combined DoD E-6/E-7 enlisted leader expectation for Commitment was 19.15 (Figure 4-13).

Figure 4-14. Beginning Recruits by Gender – Respect for Authority



- Army beginning recruit mean scores for Respect for Authority were 5.76 for males and 5.70 for females. The combined DoD E-6/E-7 enlisted leader expectation for Respect for Authority was 7.31 (Figure 4-14).
- Navy beginning recruit mean scores for Respect for Authority were 6.30 for males and 6.28 for females. The combined DoD E-6/E-7 enlisted leader expectation for Respect for Authority was 7.31 (Figure 4-14).
- Air Force beginning recruit mean scores for Respect for Authority were 5.69 for males and 5.67 for females. The combined DoD E-6/E-7 enlisted leader expectation for Respect for Authority was 7.31 (Figure 4-14).
- Marine beginning recruit mean scores for Respect for Authority were 5.69 for males and 6.21 for females. The combined DoD E-6/E-7 enlisted leader expectation for Respect for Authority was 7.31 (Figure 4-14).

Figure 4-15. Beginning Recruits by Gender – Group Identity



- Army beginning recruit mean scores for Group Identity were 18.98 for males and 18.27 for females. The combined DoD E-6/E-7 enlisted leader expectation for Group Identity was 18.81 (Figure 4-15).
- Navy beginning recruit mean scores for Group Identity were 18.73 for males and 18.95 for females. The combined DoD E-6/E-7 enlisted leader expectation for Group Identity was 18.81 (Figure 4-15).
- Air Force beginning recruit mean scores for Group Identity were 18.84 for males and 19.01 for females. The combined DoD E-6/E-7 enlisted leader expectation for Group Identity was 18.81 (Figure 4-15).
- Marine beginning recruit mean scores for Group Identity were 18.82 for males and 19.35 for females. The combined DoD E-6/E-7 enlisted leader expectation for Group Identity was 18.81 (Figure 4-15).

Figures 4-16 through 4-18 present the predicted means for each construct by Service and gender for beginning recruits.

Figure 4-16. Predicted Beginning Recruit Scores – Commitment

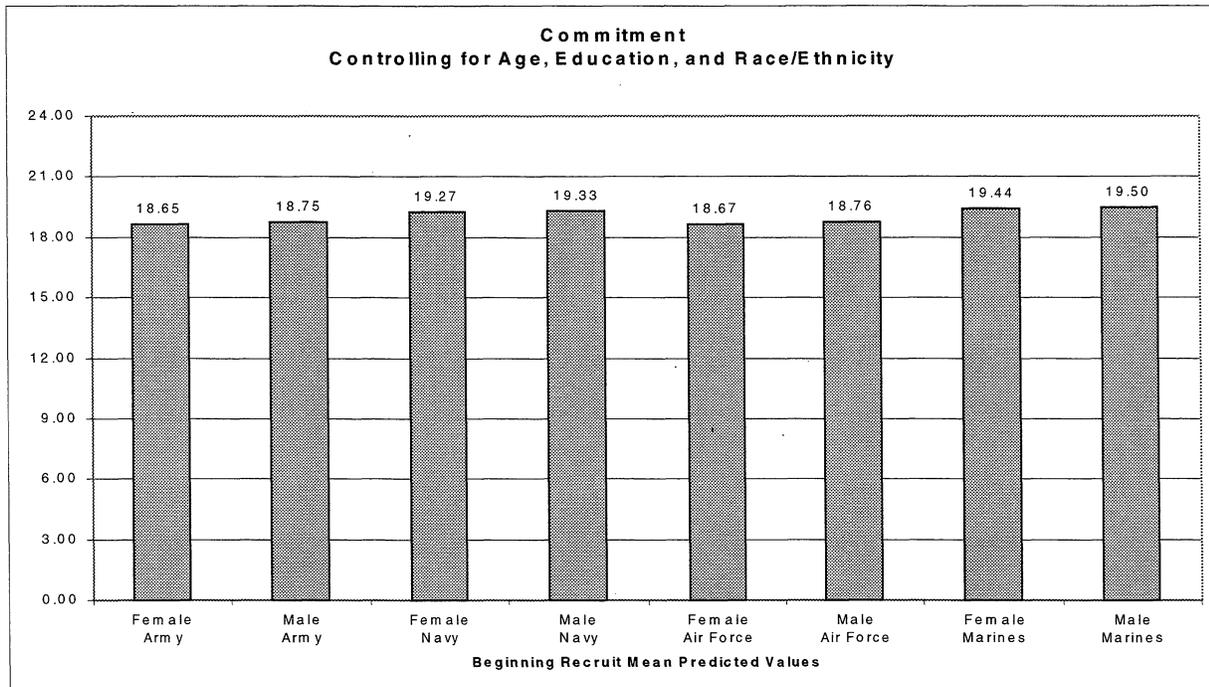


Figure 4-17. Predicted Beginning Recruit Scores – Respect for Authority

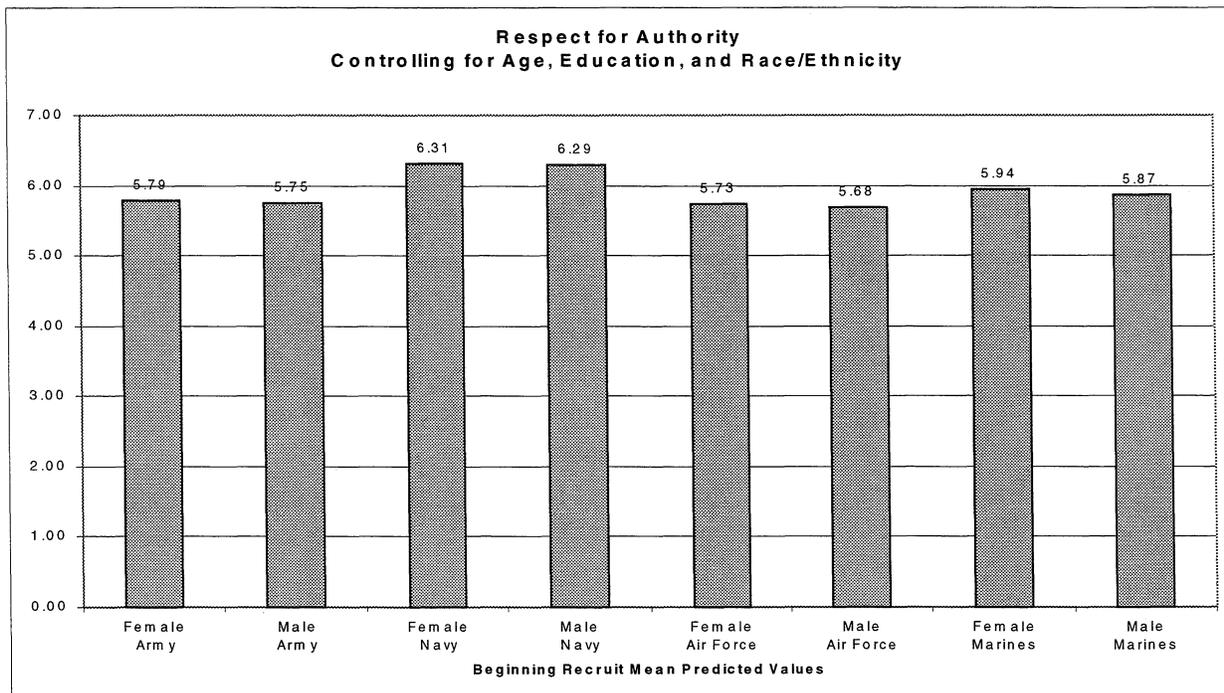
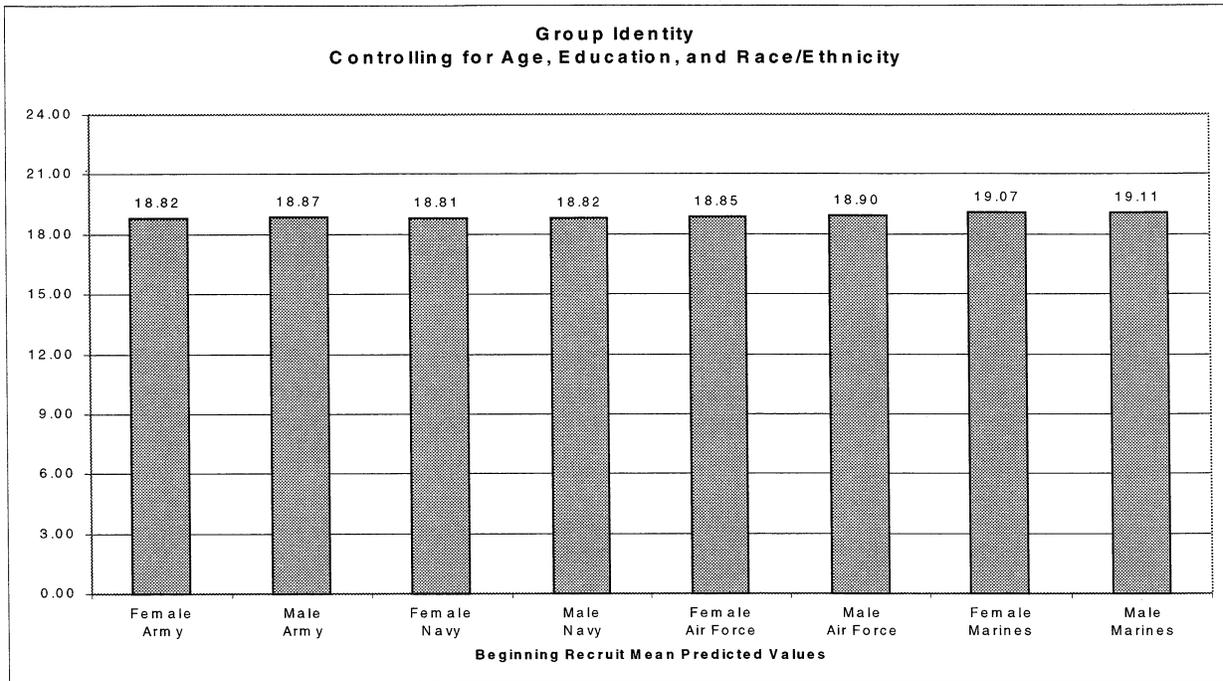


Figure 4-18. Predicted Beginning Recruit Scores – Group Identity



PART I

4.7.2 Assessment of Beginning Recruits.

When beginning recruits were examined using multiple regression, it was found that:

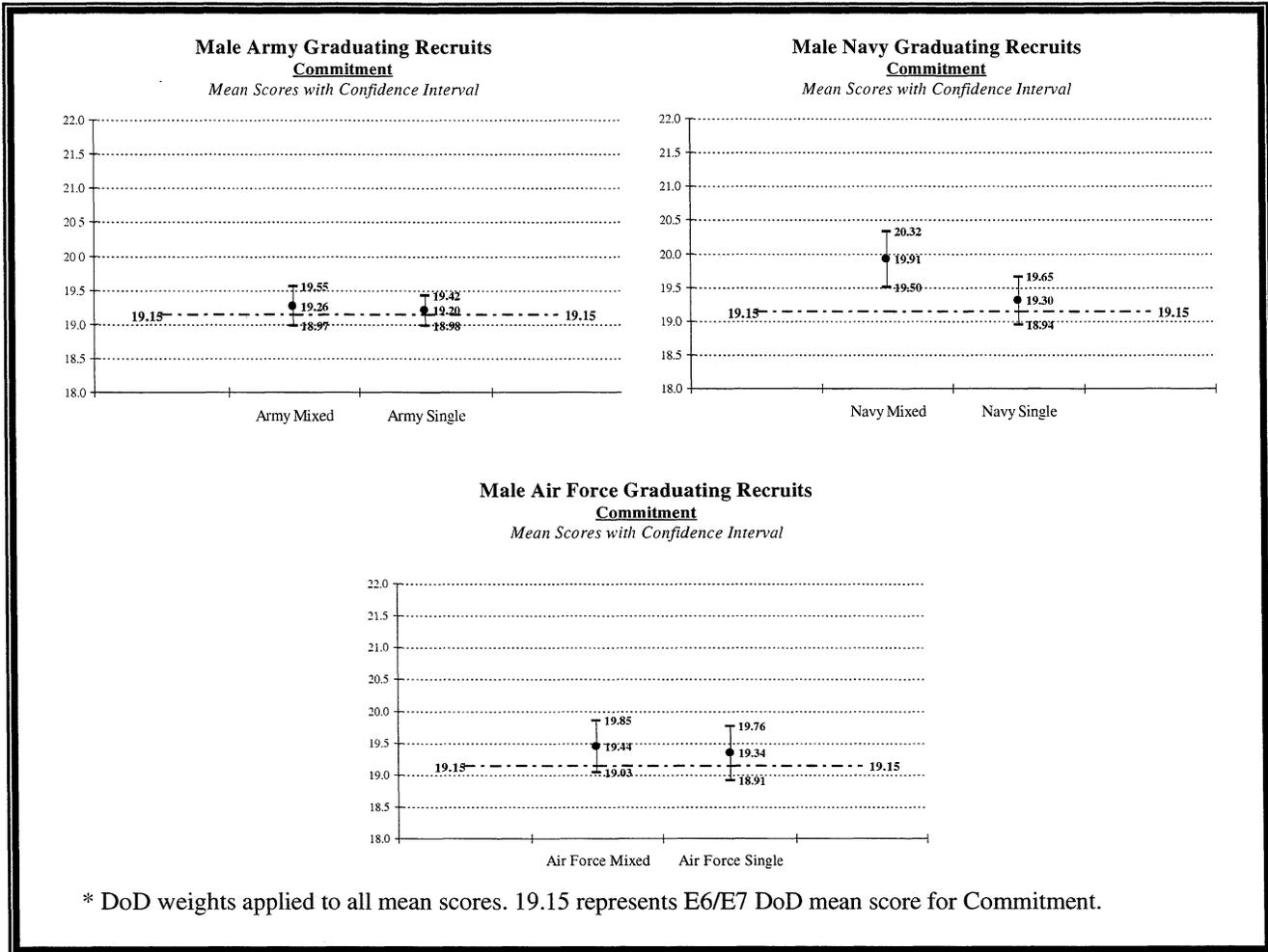
- Some Service differences in construct scores, controlling for age, education, race/ethnicity, and gender, including:
- Navy and Marine beginning recruits scored significantly higher than recruits from the Army and Air Force on Commitment;
- Marine beginning recruits scored significantly lower than the Navy recruits on the Respect for Authority; and
- All Services were the same on Group Identity
- No differences between males and females on the constructs controlling for age, education, race/ethnicity, and Service.

4.8 Comparing Graduating Recruits by Gender Format of Training

4.8.1 Measurements of Gender Format

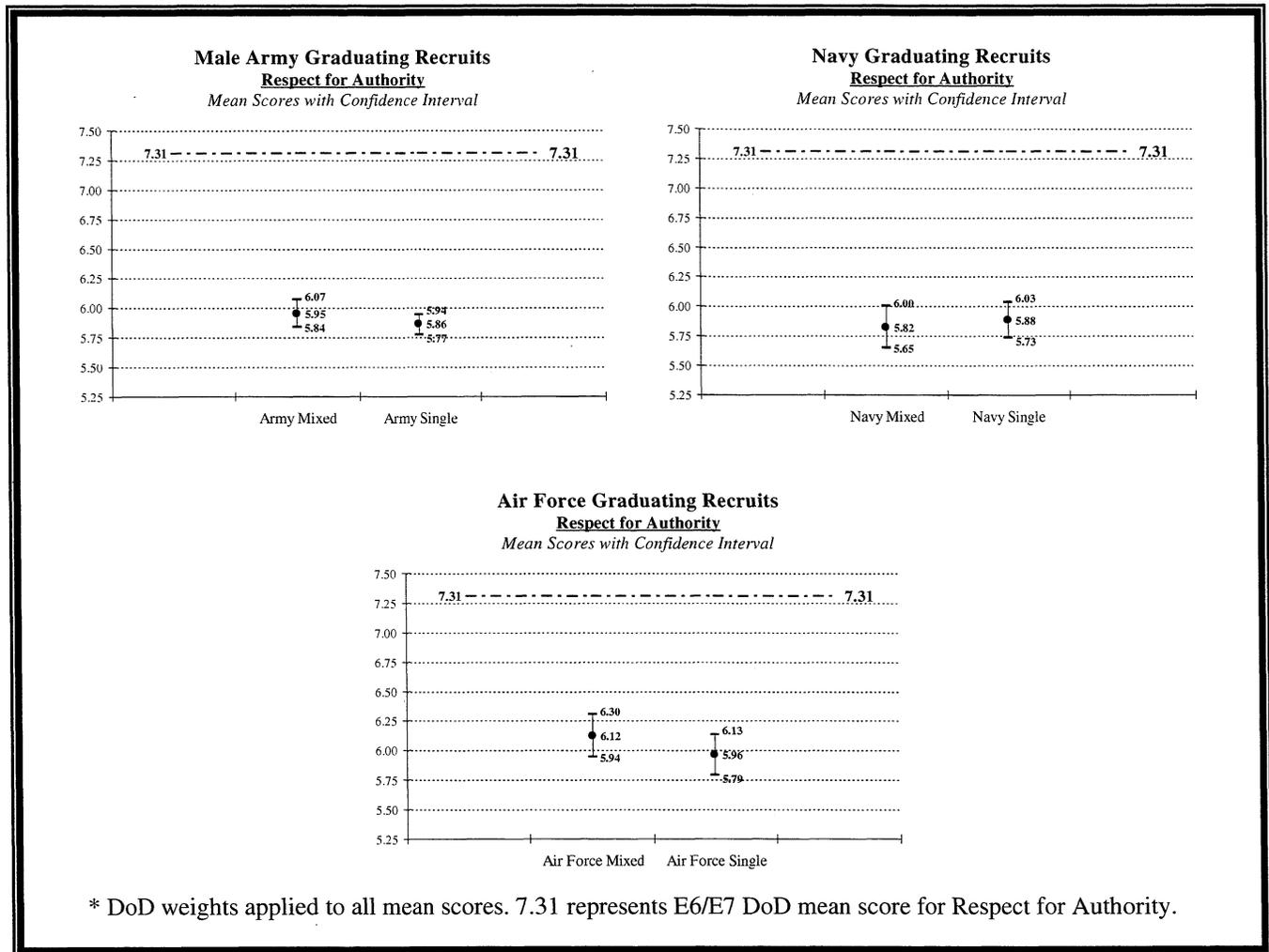
In this section of the analysis, graduating recruits of the Army, Navy, and Air Force are compared by the gender format of the training they had just completed. The purpose of the analysis was to better understand the effect, if any, gender-mixed basic training would have on attitude scores. Marine Corps recruit scores, however, were excluded from comparison because the Marine Corps conducts only gender separate basic training. Figures 4-19 through 4-21 present the means for these subgroups. The upper and lower bound plotted for each mean on the figures represent a 95 percent confidence interval around that mean.

Figure 4-19. Male Graduating Recruits by Training Format – Commitment



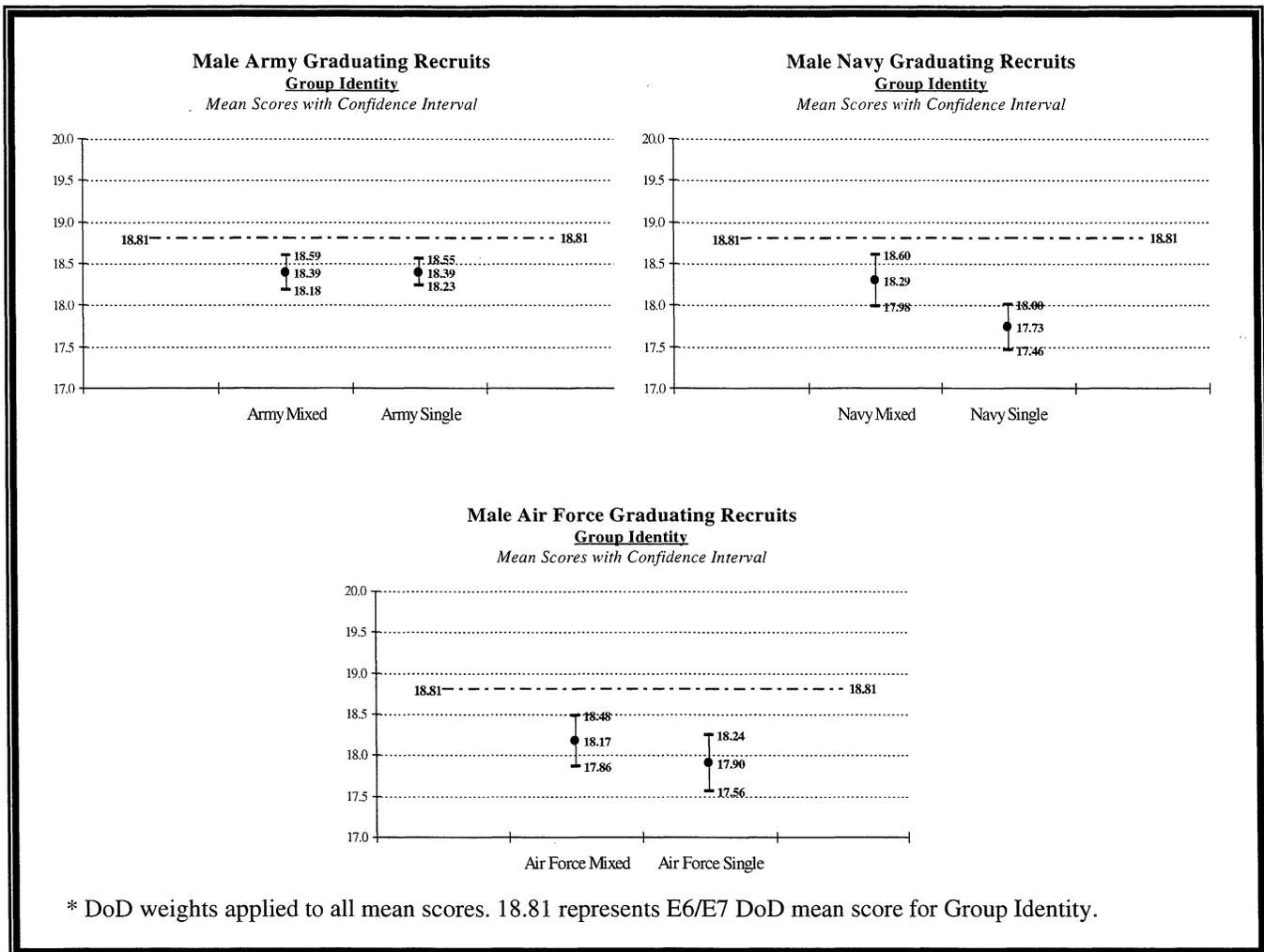
- Army graduating recruit mean scores for Commitment were 19.26 for mixed format and 19.20 for single format. The combined DoD E-6/E-7 enlisted leader expectation for Commitment was 19.15 (Figure 4-19).
- Navy graduating recruit mean scores for Commitment were 19.91 for mixed format and 19.30 for single format. The combined DoD E-6/E-7 enlisted leader expectation for Commitment was 19.15 (Figure 4-19).
- Air Force graduating recruit mean scores for Commitment were 19.44 for mixed format and 19.34 for single format. The combined DoD E-6/E-7 enlisted leader expectation for Commitment was 19.15 (Figure 4-19).

Figure 4-20. Male Graduating Recruits by Training Format – Respect for Authority



- Army graduating recruit mean scores for Respect for Authority were 5.95 for mixed format and 5.86 for single format. The combined DoD E-6/E-7 enlisted leader expectation for Respect for Authority was 7.31 (Figure 4-20).
- Navy graduating recruit mean scores for Respect for Authority were 5.82 for mixed format and 5.88 for single format. The combined DoD E-6/E-7 enlisted leader expectation for Respect for Authority was 7.31 (Figure 4-20).
- Air Force graduating recruit mean scores for Respect for Authority were 6.12 for mixed format and 5.96 for single format. The combined DoD E-6/E-7 enlisted leader expectation for Respect for Authority was 7.31 (Figure 4-20).

Figure 4-21. Male Graduating Recruits by Training Format – Group Identity



- Army graduating recruit mean scores for Group Identity were 18.39 for mixed format and 18.39 for single format. The combined DoD E-6/E-7 enlisted leader expectation for Group Identity was 18.81 (Figure 4-21).
- Navy graduating recruit mean scores for Group Identity were 18.29 for mixed format and 17.73 for single format. The combined DoD E-6/E-7 enlisted leader expectation for Group Identity was 18.81 (Figure 4-21).
- Air Force graduating recruit mean scores for Group Identity were 18.17 for mixed format and 17.90 for single format. The combined DoD E-6/E-7 enlisted leader expectation for Group Identity was 18.81 (Figure 4-21).

Figures 4-22 through 4-24 present the predicted means for each construct by subgroup. The regression coefficients used to create these charts can be found in Appendix H.

Figure 4-22. Predicted Male Graduating Recruit Scores – Commitment

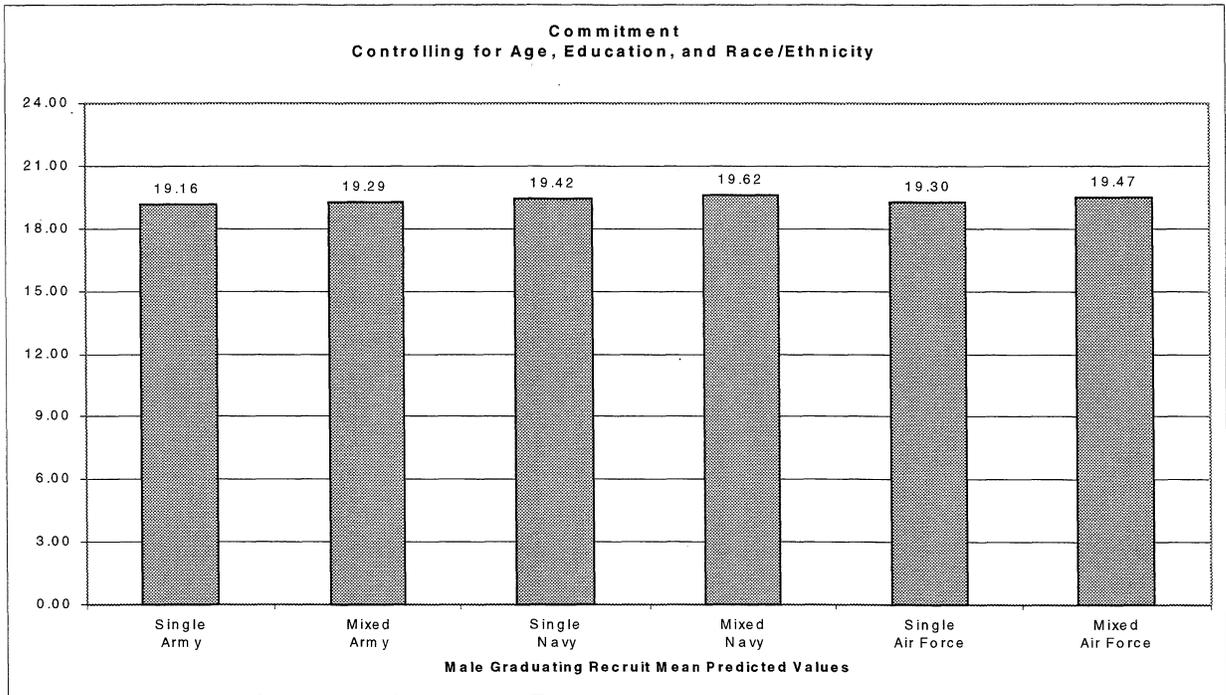
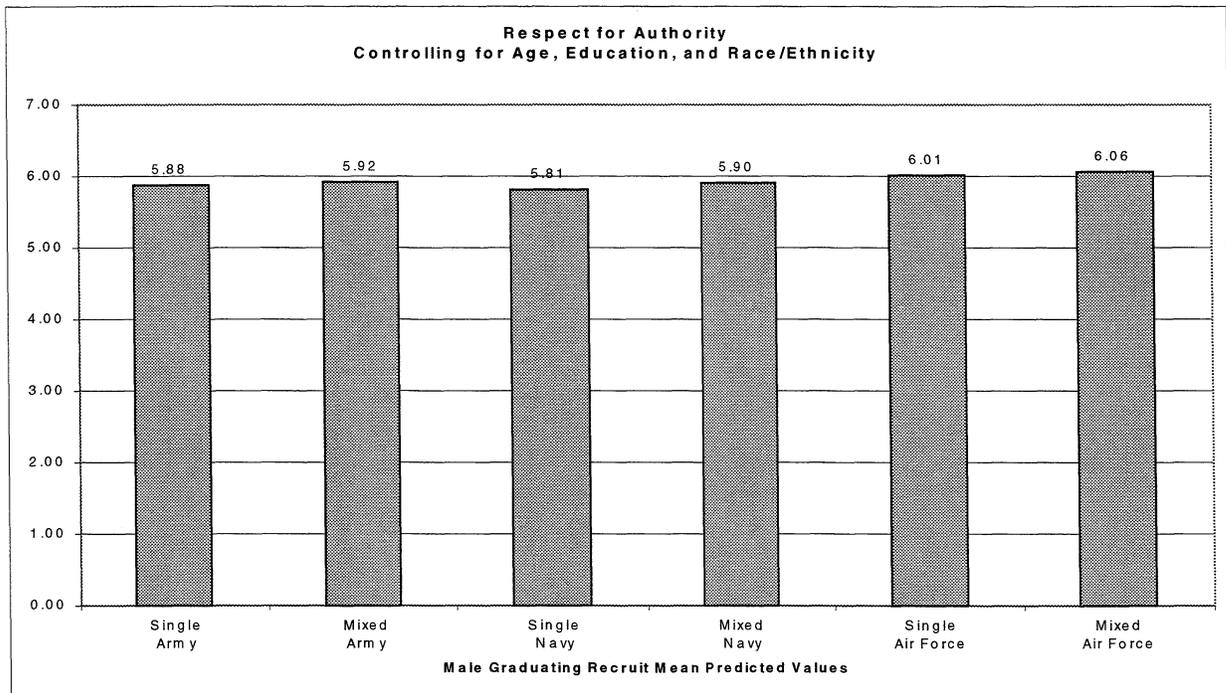


Figure 4-23. Predicted Male Graduating Recruit Scores – Respect for Authority



PART I

Figure 4-24. Predicted Male Graduating Recruit Scores – Group Identity

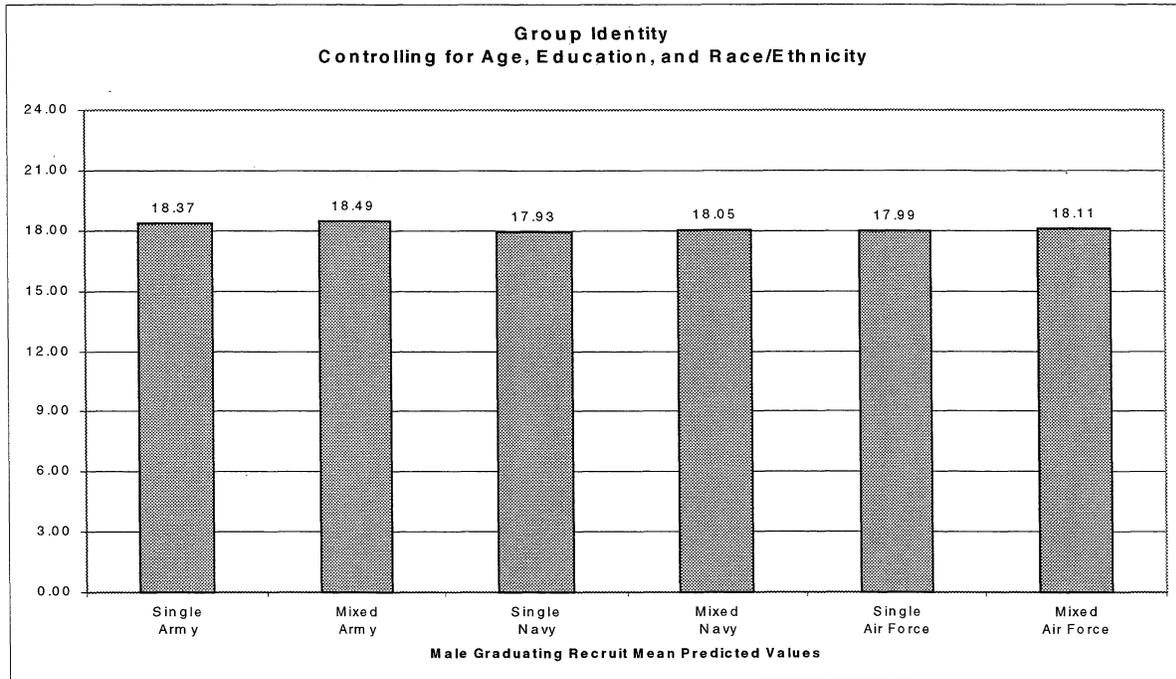
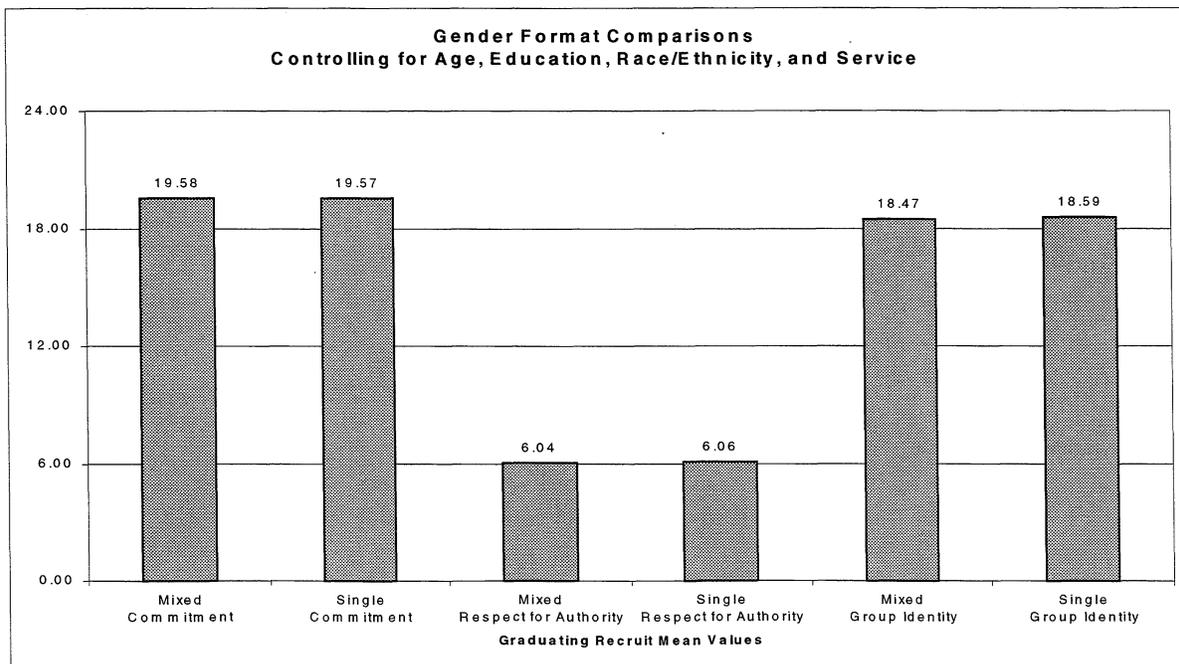


Figure 4-25 presents the predicted mean values by gender format of training for each subgroup when recruits were combined by the gender format they had experienced in recruit training. The regression coefficients used to create this chart are presented in Appendix H.

Figure 4-25. Gender Format Predicted Scores – All Constructs



4.8.2 Assessment of Gender Format

Regression analyses of graduating recruits were conducted by gender format controlling for age, educational level, and race/ethnicity. In the first regression analysis, the impact on males within mixed-gender training formats versus single-gender formats of the Army, Navy, and Air Force was assessed. Controlling for age, education, and race/ethnicity, males in mixed-gender formats of the Army, Navy, and Air Force were not significantly different from those in single-gender formats within their Service on the constructs. In the second regression analysis, ending recruits from mixed-gender formats were compared to ending recruits from single-gender formats. In this analysis, differences between males and female or between the Services were not assessed. The regression analysis indicated that graduating recruits in mixed-gender formats (provided by the Army, Navy, and Air Force) and in male-only units (provided by the Army, Navy, Air Force, and Marine Corps) showed no significant differences on any of the constructs when controlling for age, and education, race/ethnicity.

4.9 Military Leader Opinions

Overall leader opinions are drawn from the survey items that asked about the quality of entry-level graduates today, gender integration in basic training and other gender-related issues. For a more detailed review of leader opinions, including Service breakdowns, the reader is referred to Appendix J. In this section, a summary assessment of military leader opinions is provided on the following topics:

- The Importance of Basic Training
- Evaluation of Graduates of Entry-Level Training,
- Gender Integration of Recruit Training, and
- Fraternalization and Adultery.

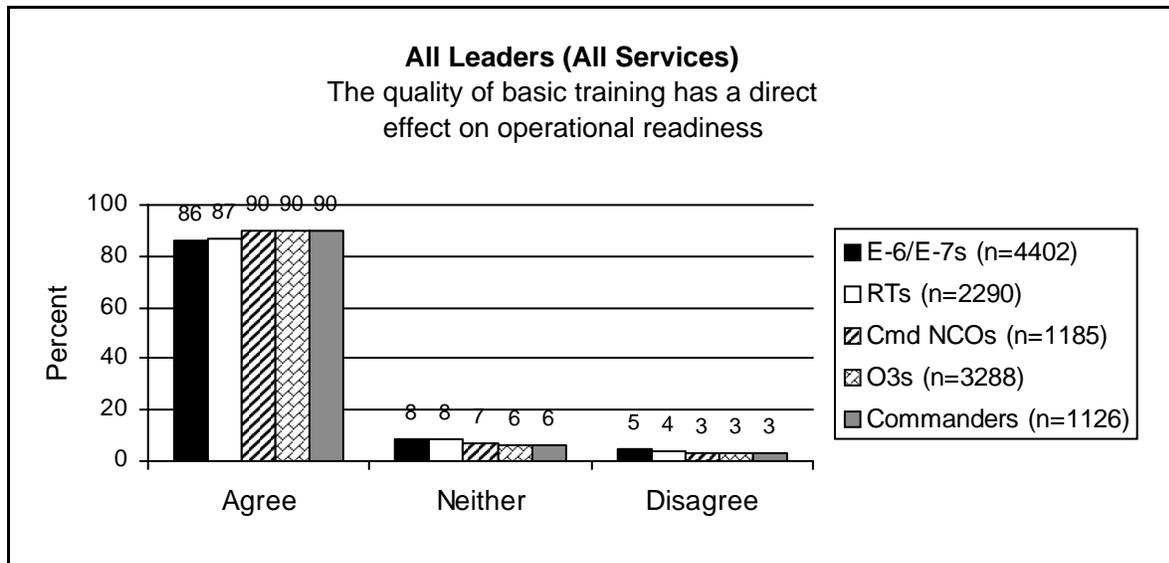
It should be noted that military leader “opinions” do not necessarily imply direct experience in all cases. Opinions are more than “impressions” and less than certain “knowledge.” It should also be noted that the sampled leaders differ in experience level for their opinions. One would note that Marine Corps and a portion of Army leaders (especially Recruit Trainers) may have opinions on gender integrated recruit training, but lack the level of direct experience that Navy and Air Force leaders may have since that is their current policy. In the same vein, Air Force, Navy, and some Army leaders certainly have opinions on gender-separate recruit training, but lack the level of direct experience that Marine and some Army leaders have with it. The reader should take into account the differences in experience level that different leader samples represent

4.9.1 The Importance of Basic Training

When asked about the importance of basic training in general,

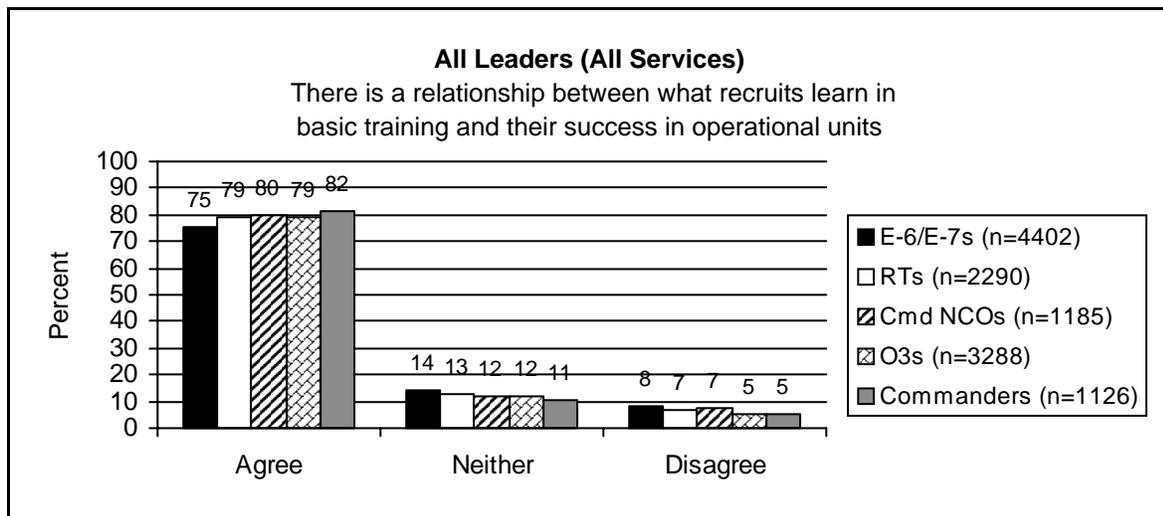
- More than 86% of all leaders at all levels across the four Services agreed that “the quality of basic training has a direct effect on operational readiness” (Figure 4-26).

Figure 4-26. Effect on Operational Readiness



- More than 75% of all leaders agreed that “there is a relationship between what recruits learn in basic training and their success in operational units” (Figure 4-27).

Figure 4-27. Success in OperationUnits



4.9.2 Evaluation of Graduates of Entry-Level Training

When asked about the current quality of entry-level graduates compared to five years ago, leaders who responded to the survey indicated that current graduates had declined in:

- “Overall quality” (Figure 4-28 through 4-31);
- “Discipline” (Figure 4-32 through 4-35);
- “Ability to adjust to military life” (Appendix J)
- “Ability to accept authority”(Appendix J)

Most leaders thought the intelligence of recruits had improved or stayed the same. However, leaders had mixed feelings about changes over the past five years in recruit “acceptance of Service core values.” Army, Navy, and Air Force leaders responded that there had been a decline, while Marine leaders were more likely to indicate it had improved or stayed the same. Leaders also had mixed responses about changes in the military skill proficiency of ending recruits.

Figure 4-28. Army Leader Evaluation – Overall Quality

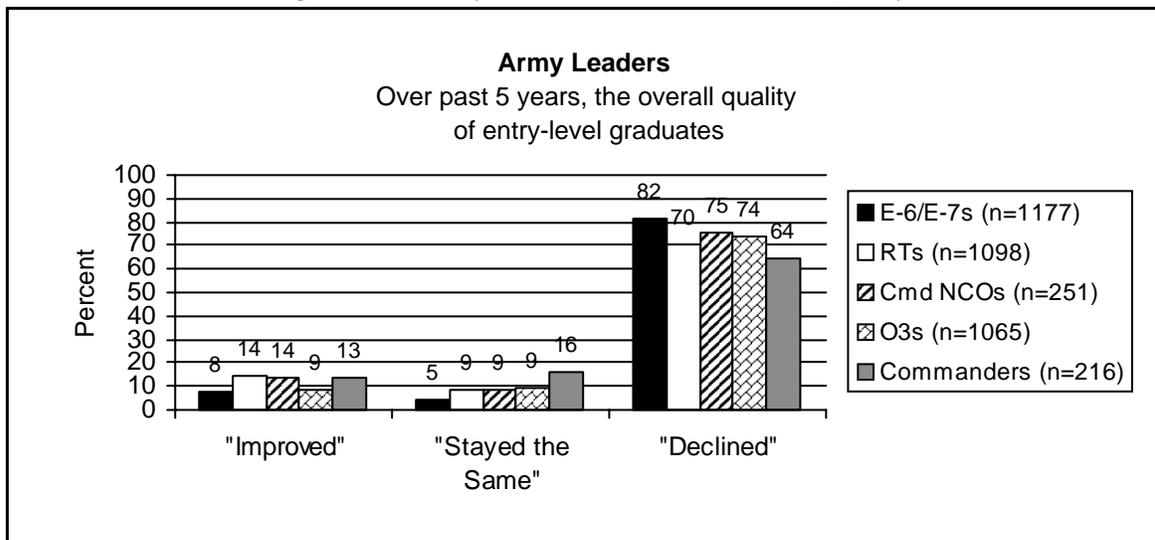


Figure 4-29. Navy Leader Evaluation – Overall Quality

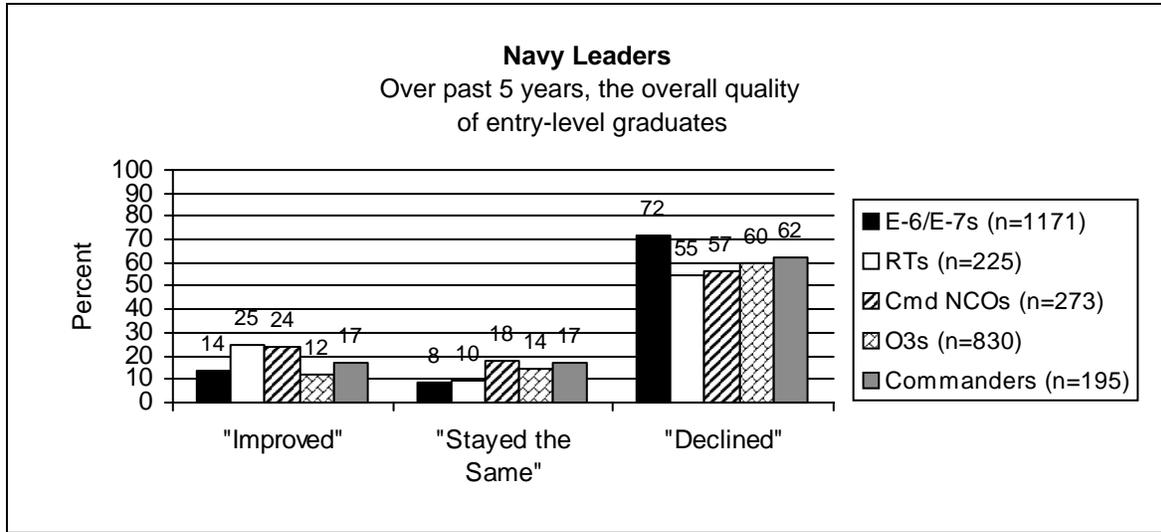


Figure 4-30. Air Force Leader Evaluation – Overall Quality

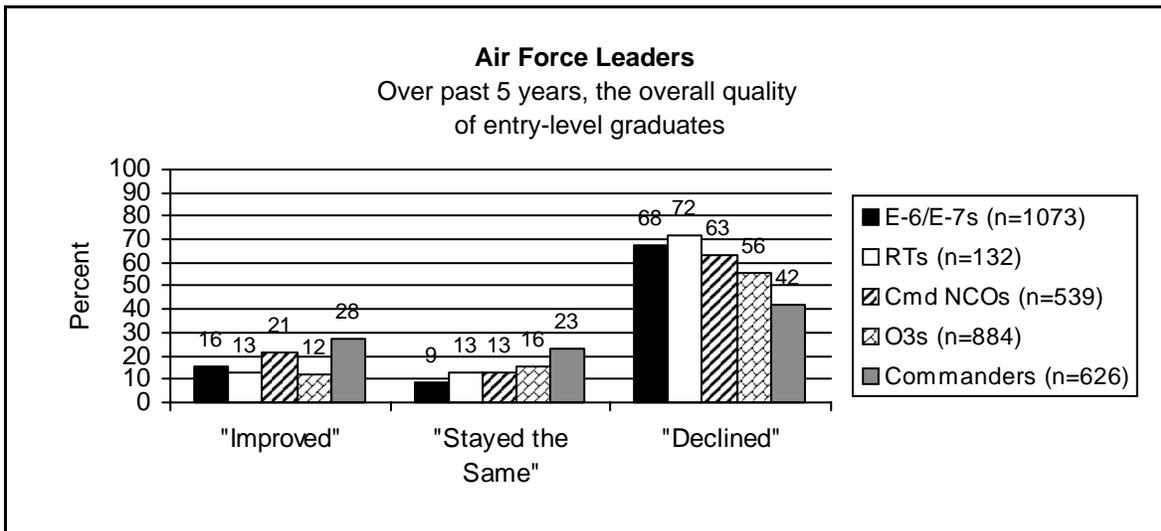


Figure 4-31. Marine Leader Evaluation – Overall Quality

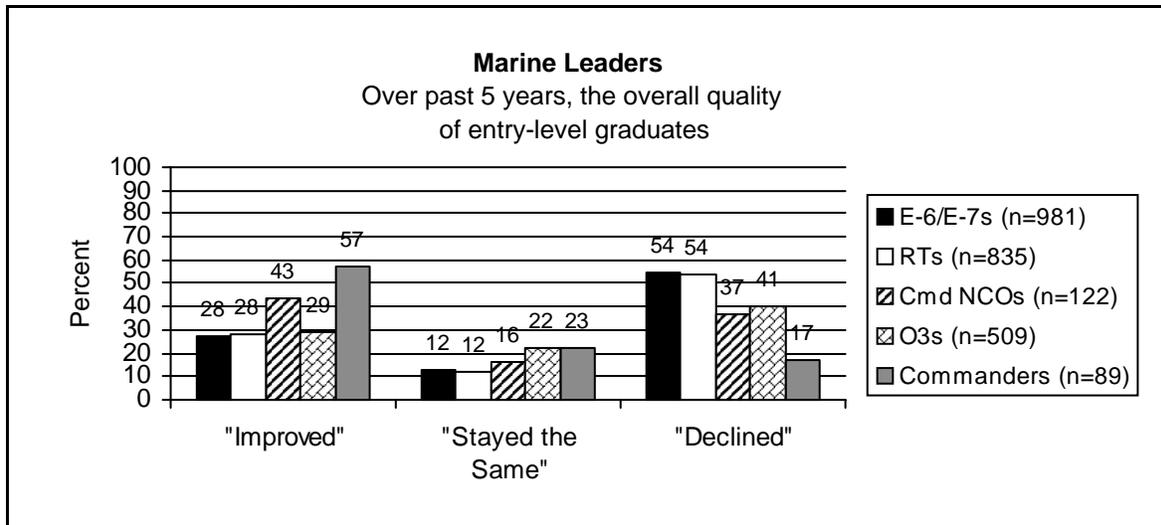


Figure 4-32. Army Leader Evaluation – Discipline

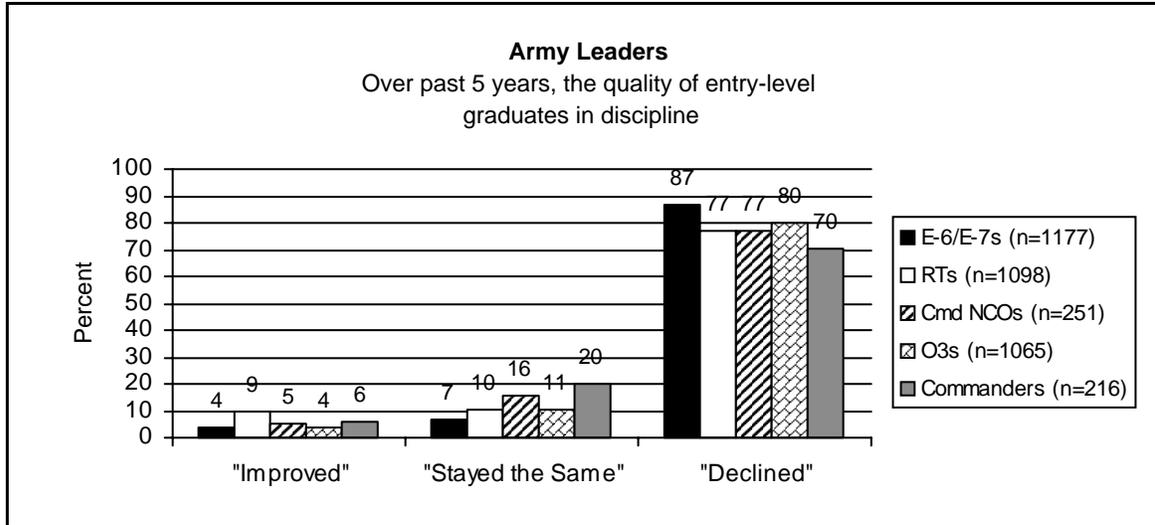


Figure 4-33. Navy Leader Evaluation – Discipline

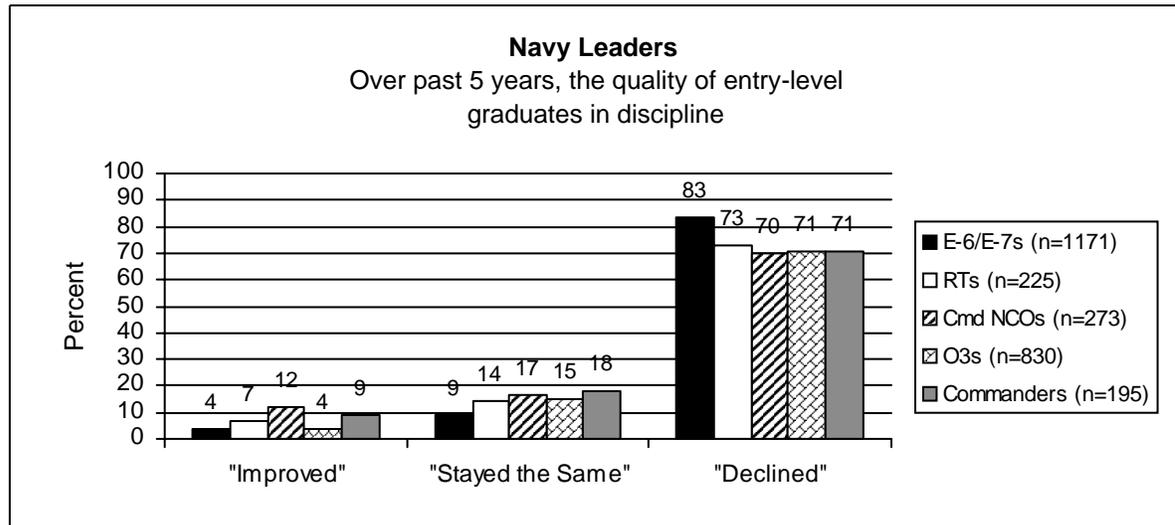


Figure 4-34. Air Force Leader Evaluation – Discipline

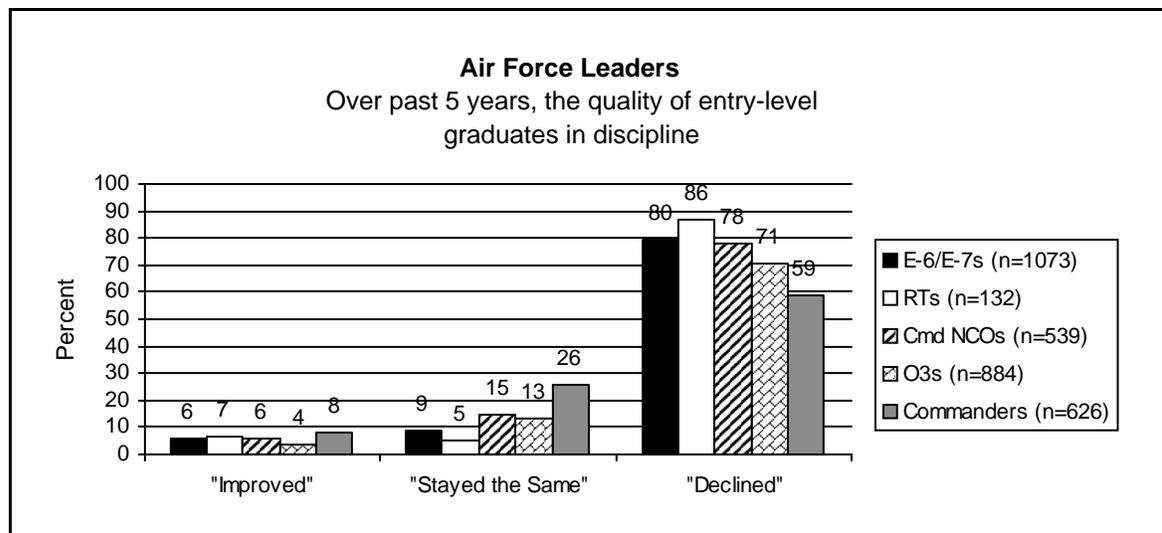
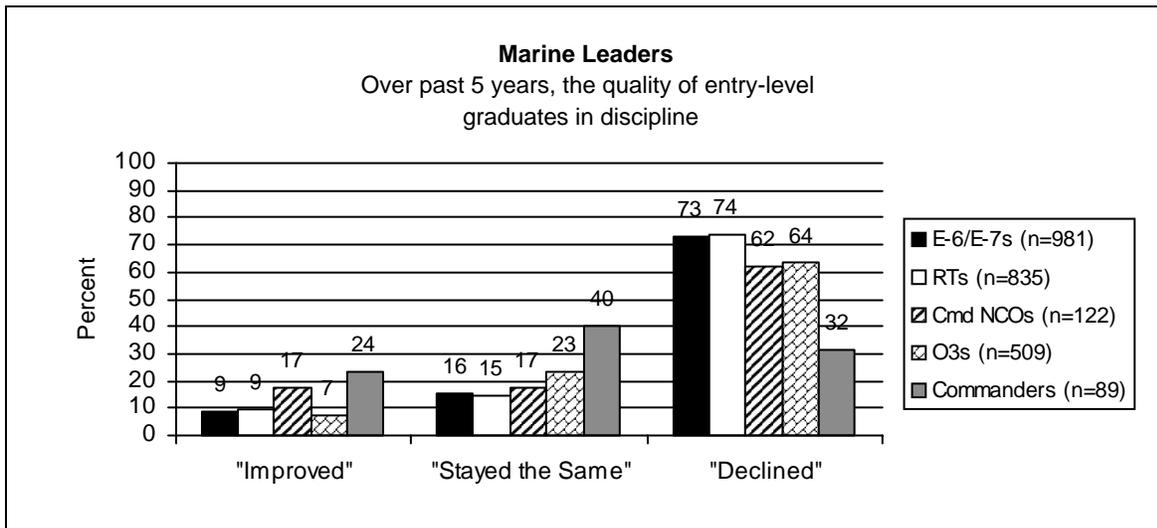


Figure 4-35. Marine Leader Evaluation – Discipline



Focusing on the leaders most in touch with the products of recruit training, Recruit Trainers and E-6/E-7 enlisted leader responses indicated that:

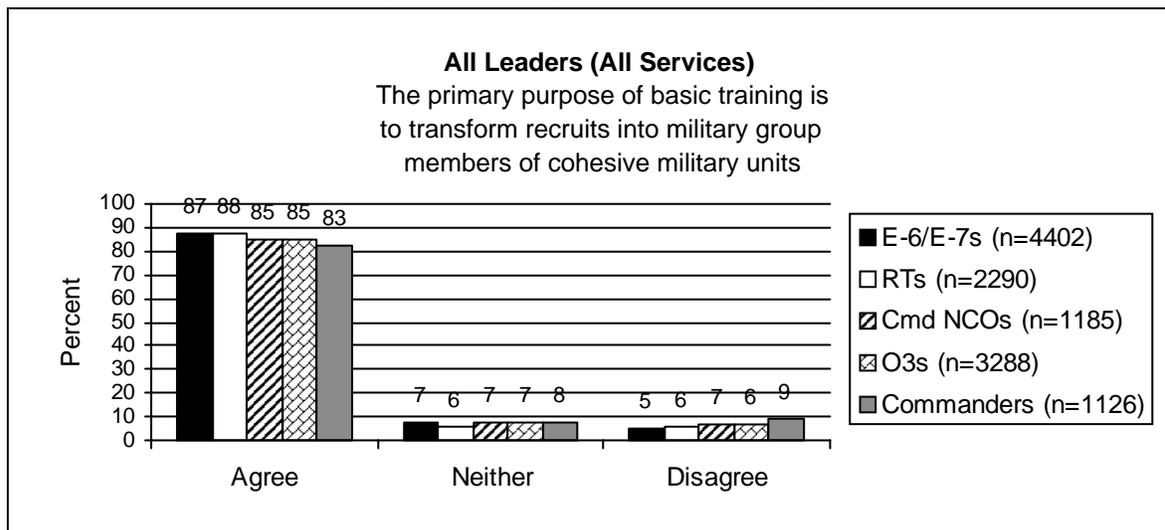
- Both E-6/E-7’s and Recruit Trainers in all Services believed that entry level graduates over the last five years had declined in “overall quality,” “discipline,” “adjustment to military life,” and “ability to accept authority.”
- E-6/E-7’s and Recruit Trainers in Services saw improvement or stability in their “intelligence.”
- Marine Recruit Trainers, unlike other Recruit Trainers and E-6/E-7’s in all Services, indicated:
 - That “acceptance of core values” had improved..
 - That “military skill proficiency” had improved or remained stable among graduates

4.9.3 Mixing Genders in Recruit Training

Leaders were asked several questions about gender integration in basic recruit training. The following points summarize their responses:

- Most leaders agreed that “the primary purpose of basic training is to transform recruits into military group members of cohesive military units” (Figure 4-36)

Figure 4-36. Purpose of Recruit Training



- Overall, leaders from the Army, Navy, and Air Force who responded to the survey had mixed opinions about “which gender training format within basic training best facilitates the purpose of basic training.” Marine leaders, however, predominately favored separate training for males and females (Figures 4-37 through 4-40).

Figure 4-37. Army Leader Views on Gender Format

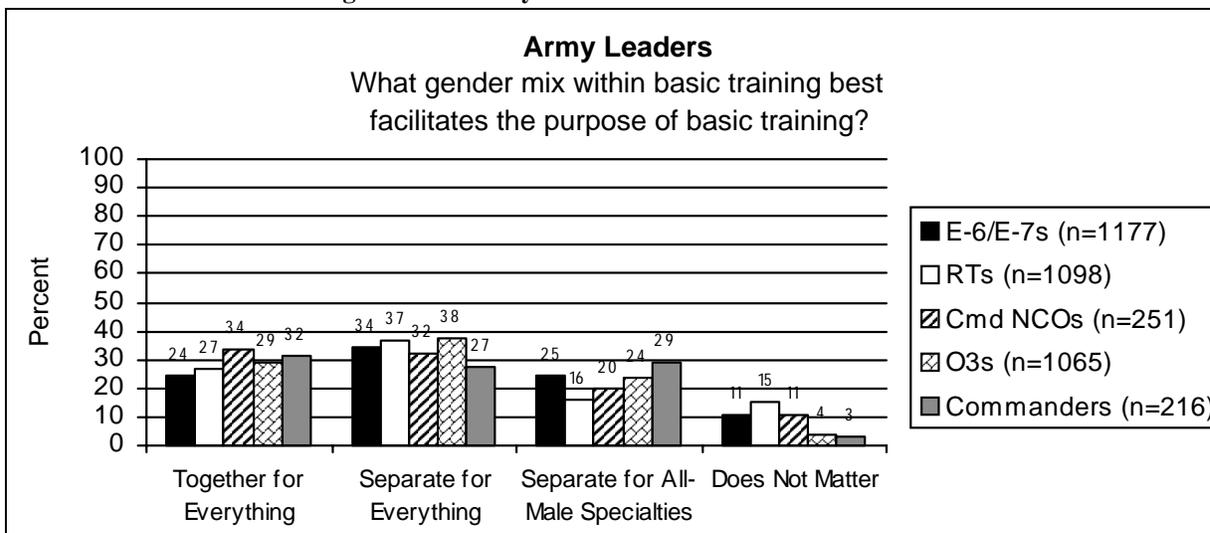


Figure 4-38. Navy Leader Views on Gender Format

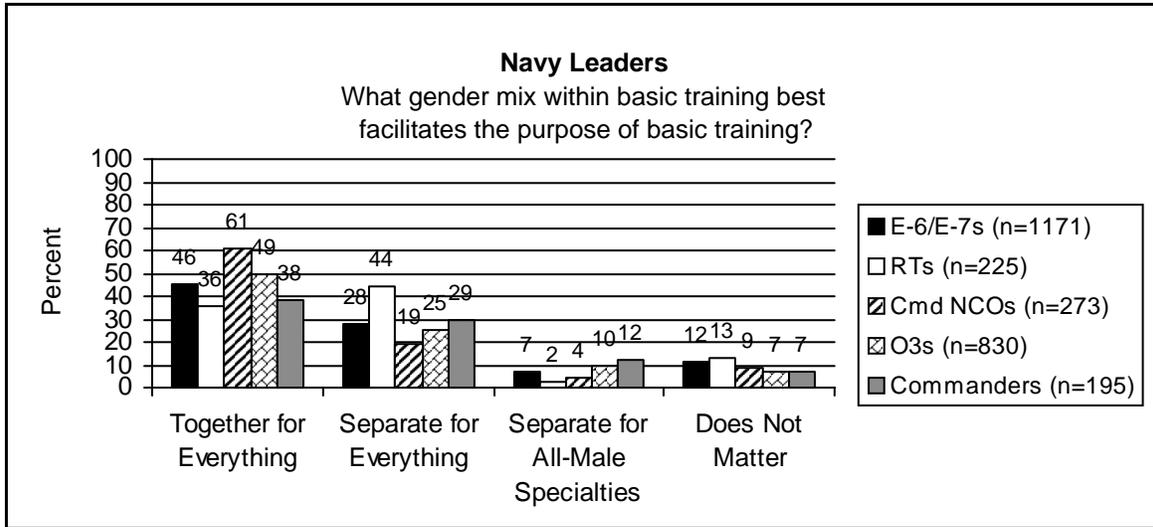


Figure 4-39. Air Force Leader Views on Gender Format

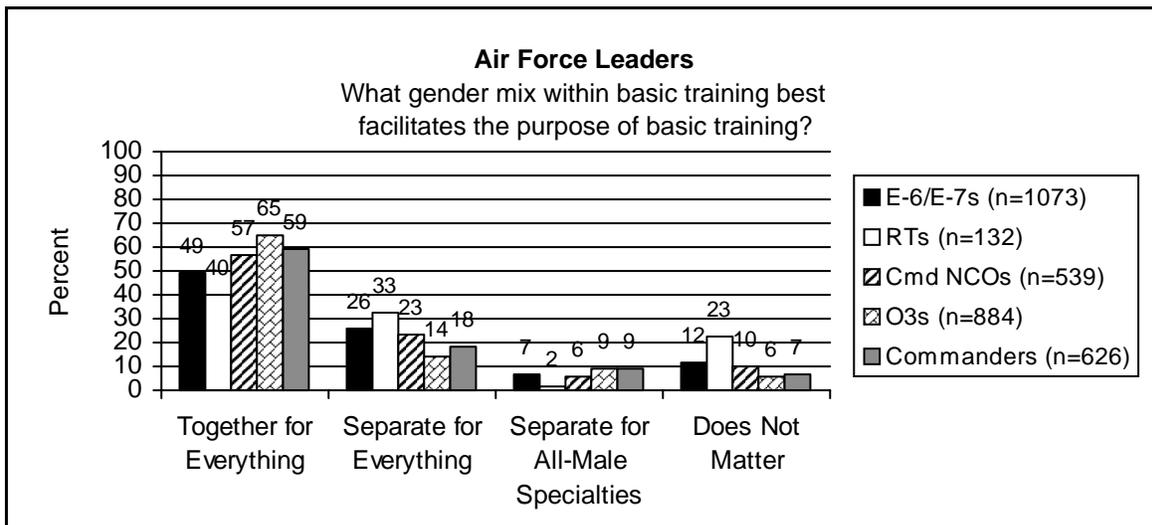
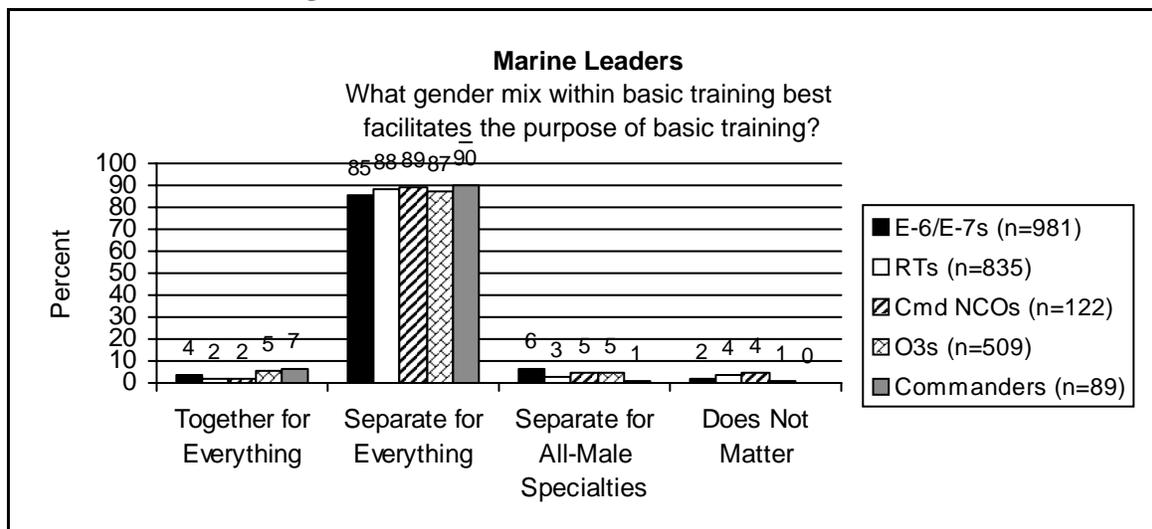


Figure 4-40. Marine Leader Views on Gender Format

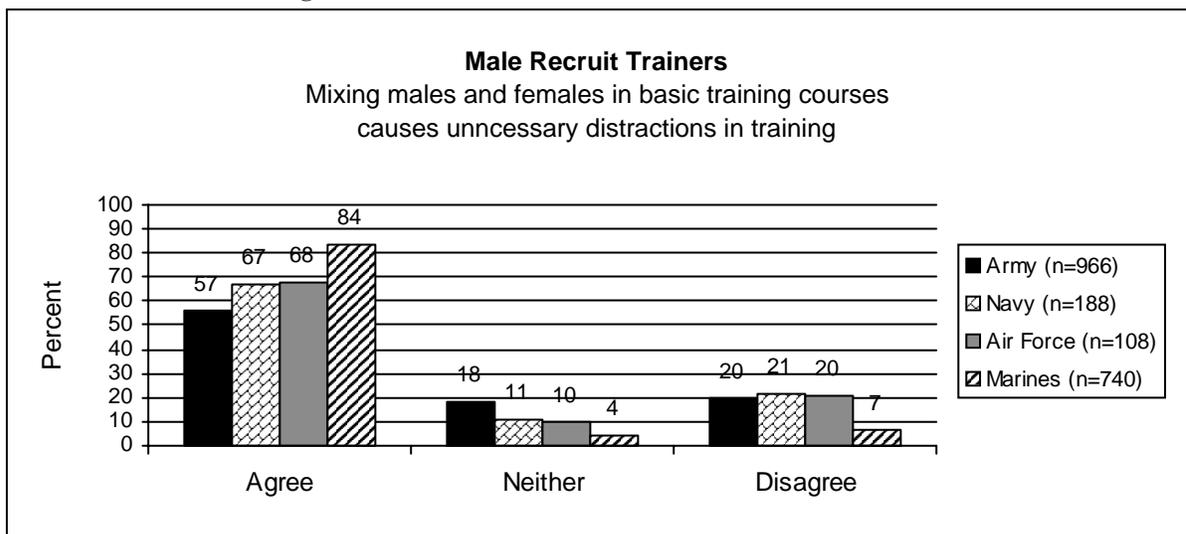


- Leaders also had mixed feelings about whether “mixing males and females in basic training lowered the standards for all recruits.” Army leader responses were decidedly mixed, Air Force and Navy leaders were more likely to disagree with the premise than to agree with it, and Marine leaders were more likely to agree with the premise than disagree with it .
- Army and Marine leaders indicated that they believed that the “quality of basic training declined” when males and females were present in the same basic training units. Air Force and Navy leaders’ responses were mixed.
- Army and Marine leaders generally agreed that “mixing males and females causes an unnecessary distraction in recruit training.” Opinions among Navy and Air Force leaders were mixed.
- When asked in another way, leaders predominantly indicated disagreement that “mixing males and females in basic training is a necessary distraction in recruit training”.

Focusing on Recruit Trainers, the following was indicated:

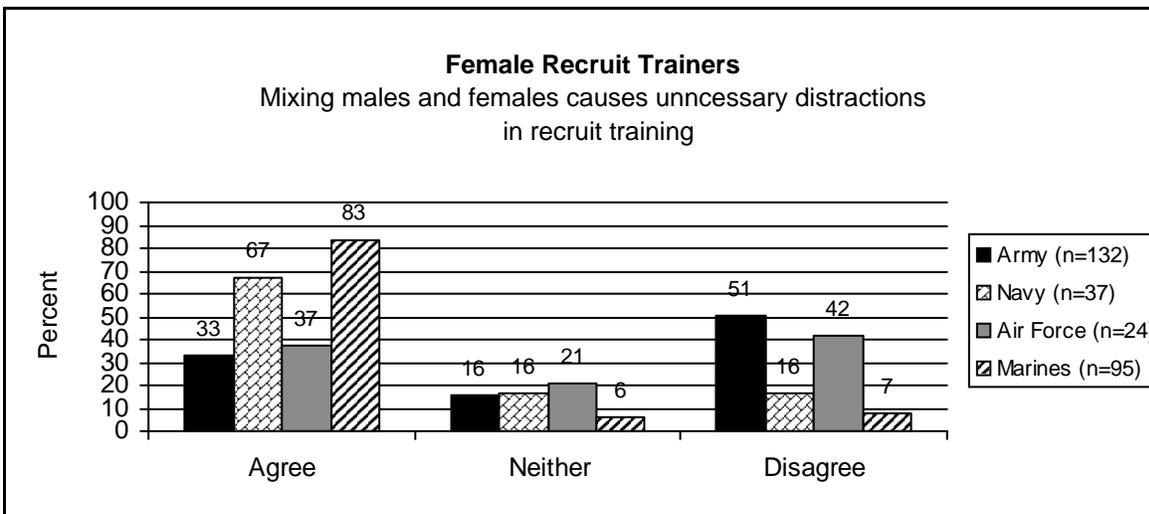
- Recruit Trainers who responded to the survey were not satisfied with the quality of the recruits they train or with the constraints that are placed on trainers in doing their job (Figure 4-28 to 4-35 and Appendix A).

Figure 4-41. Recruit Distraction – Male Recruit Trainers



- 62% of Air Force Recruit Trainers, 54% of Army Recruit Trainers, 67% of Navy Recruit Trainers (including 67% of the female Navy Recruit Trainers) and 84% of Marine Recruit Trainers indicate that “mixing of males and females in basic training causes an unnecessary distraction to training” (Figures 4-41 and 4-42).

Figure 4-42. Recruit Training Distraction – Female Recruit Trainers



- Recruit Trainers in the Navy and Air Force were more likely to indicate men and women should train separately in basic training than other leaders of their Service. Marine leaders (male and female), overwhelmingly supported their current policy of separate basic training for males and females (Figures 4-38, 4-39, and 4-40).
- 48% of Army Recruit Trainers, 55% of Navy Recruit Trainers, and 42% of Air Force Recruit Trainers indicated that the quality of basic training declined when males and females are in same units (Figures 4-43, 4-44, 4-45, and 4-46).

Figure 4-43. Army – Effect On Quality of Basic Training

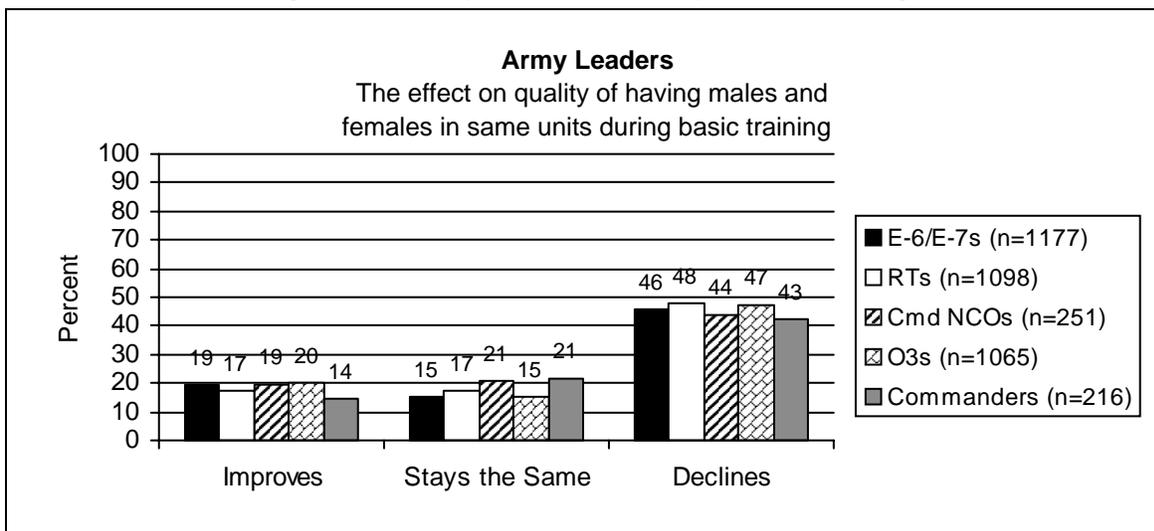


Figure 4-44. Navy – Effect On Quality of Basic Training

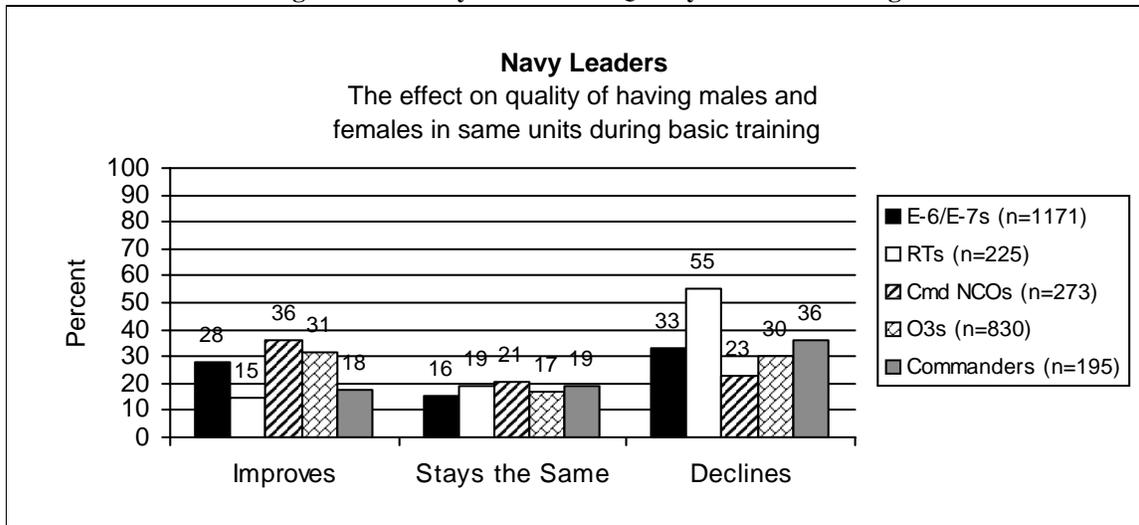


Figure 4-45. Air Force – Effect On Quality of Basic Training

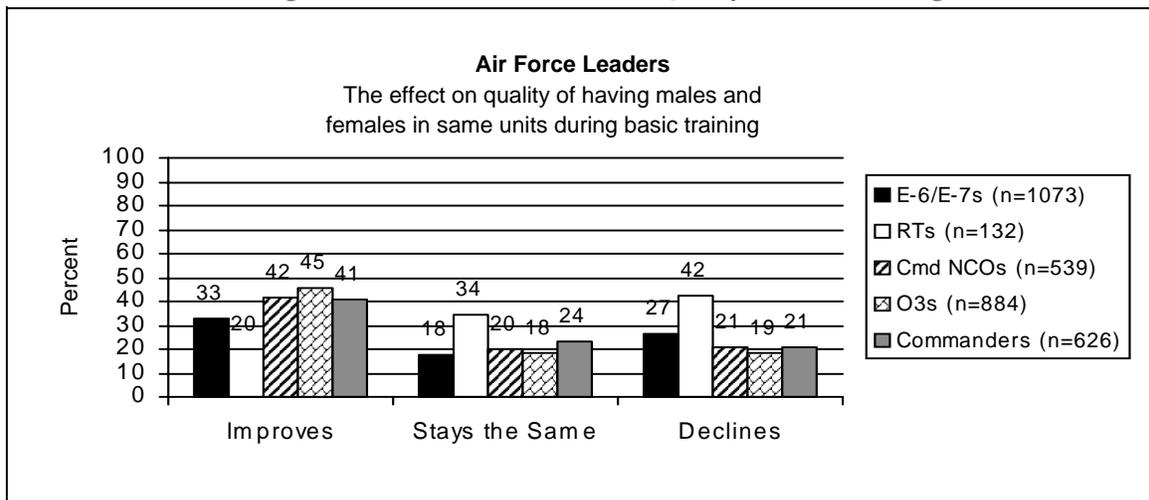
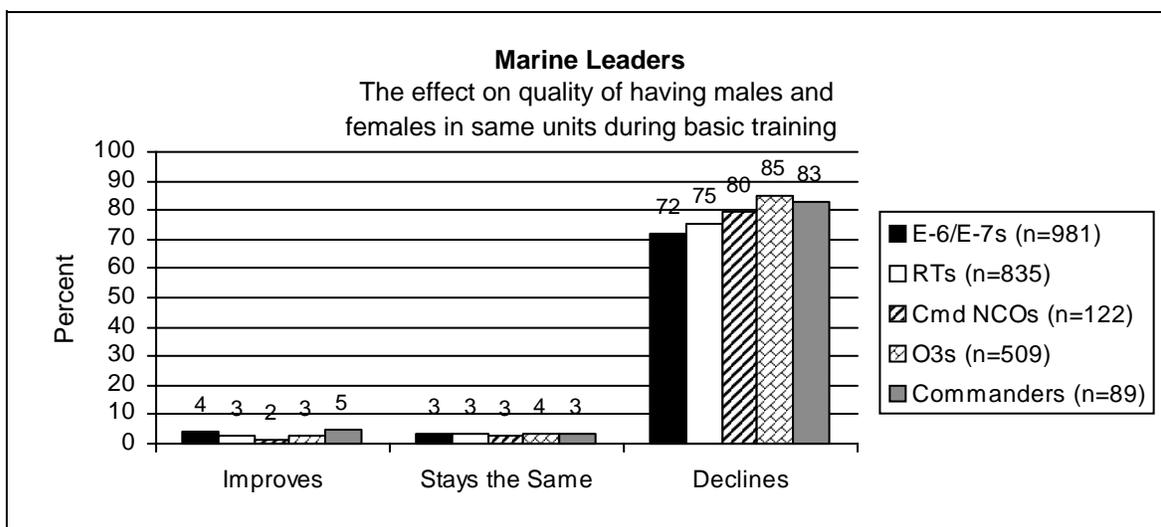


Figure 4-46. Marines – Effect On Quality of Basic Training



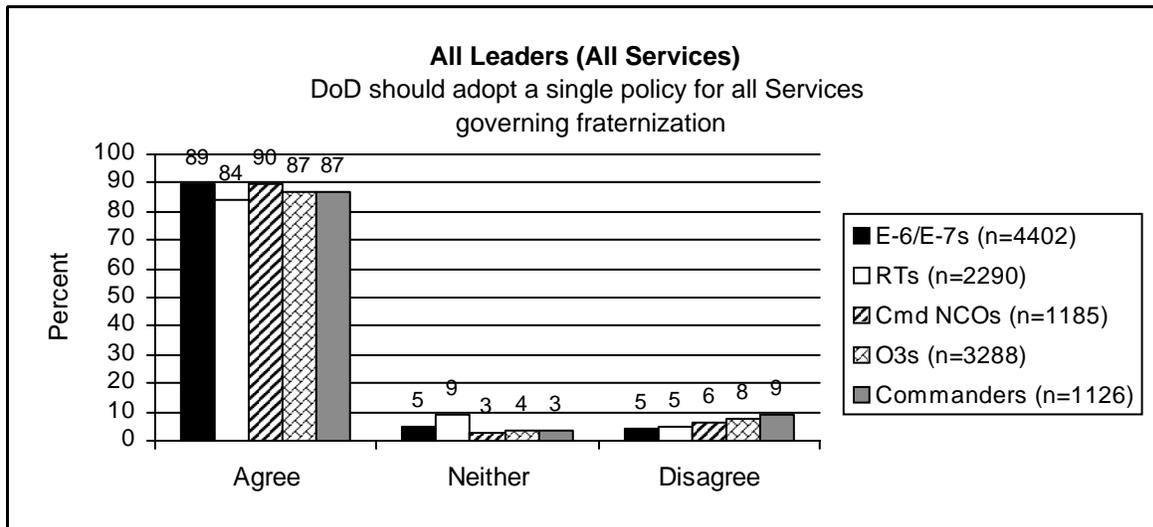
- From all Services, 73% of male Recruit Trainers and 68% of female Recruit Trainers indicated that “female recruits need female trainers as role models.” Marines had the highest percentage affirming this item with 96% of female and 86% of male Recruit Trainers affirming. Air Force had the lowest percentage affirming with 42% of female and 28% of male Recruit Trainees affirming .

4.9.4 Fraternalization and Adultery

Leaders were asked a number questions regarding fraternization and adultery. A general summary of their responses follow:

- Most leaders indicated that both fraternization and adultery pose a significant threat to operational readiness.
- About fraternization:
 - An overwhelming majority of leaders from all four Services agreed that there should be a single DoD policy for all Services governing fraternization (Figure 4-47).

Figure 4-47. Single DoD Policy on Fraternization



- When asked if there are different fraternization standards for officers and enlisted leaders, officers tended to respond that there were “not different standards,” whereas enlisted leaders tended to indicate “the standards favored officers”.
- When asked if there are different fraternization standards for males and females, female leaders were more likely to say that there were “no differences” or that “they favored males,” whereas male leaders were more likely to indicate they “favored females” (Figure 4-48 and 4-49).

Figure 4-48. Male Leader View of Consistency

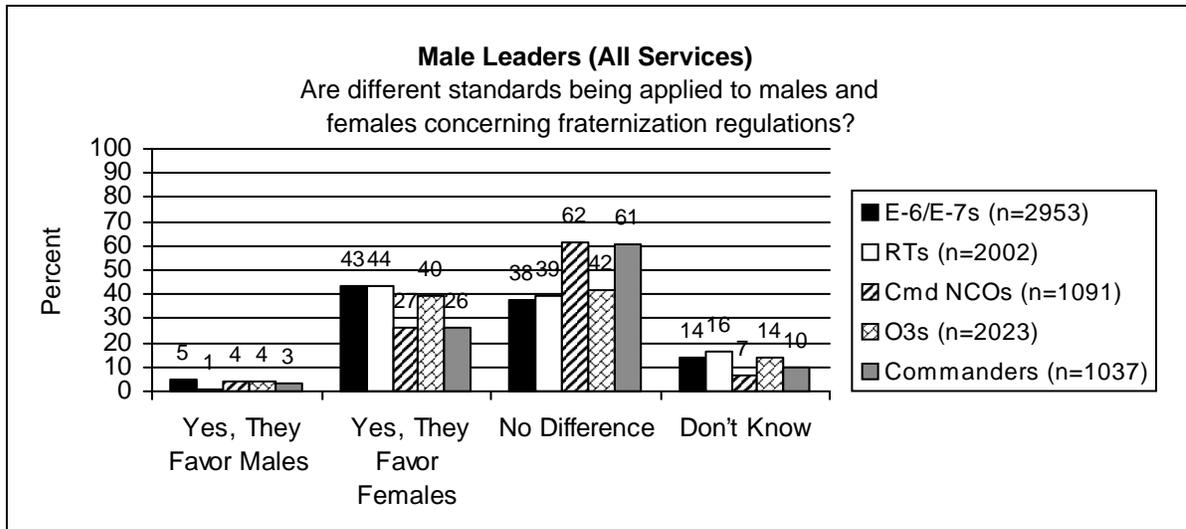
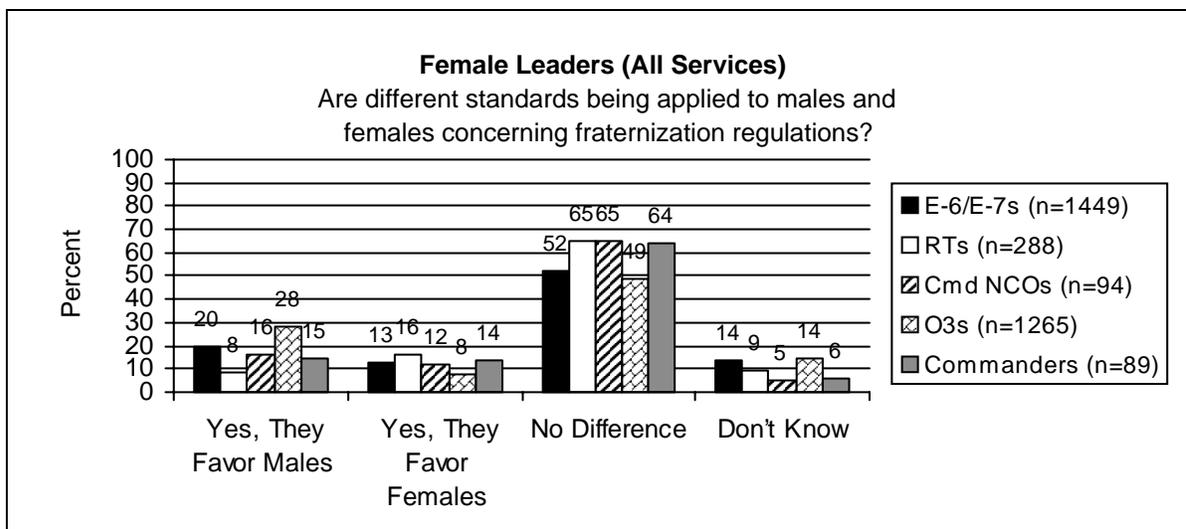
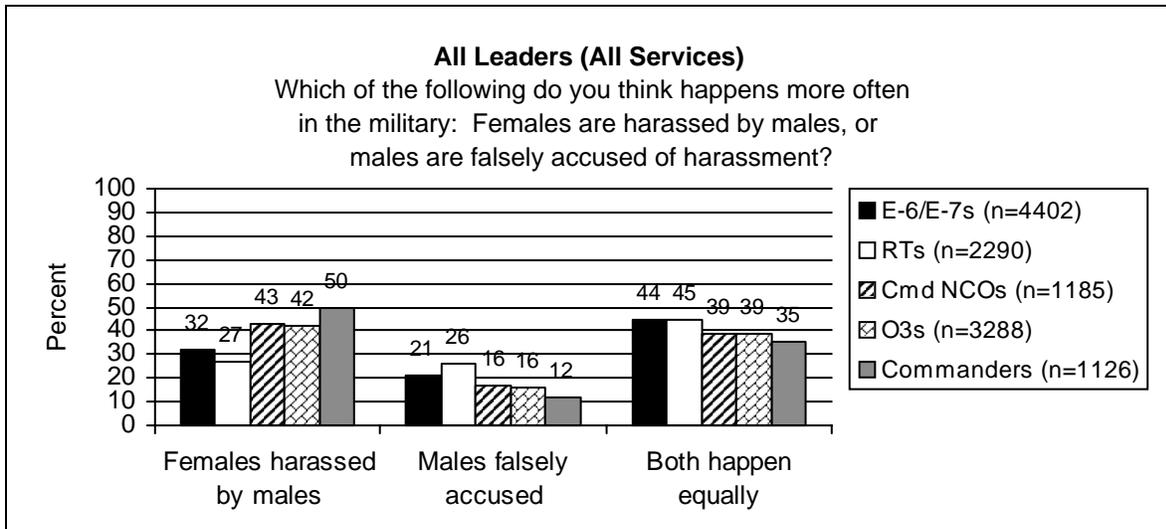


Figure 4-49. Female Leader View of Consistency



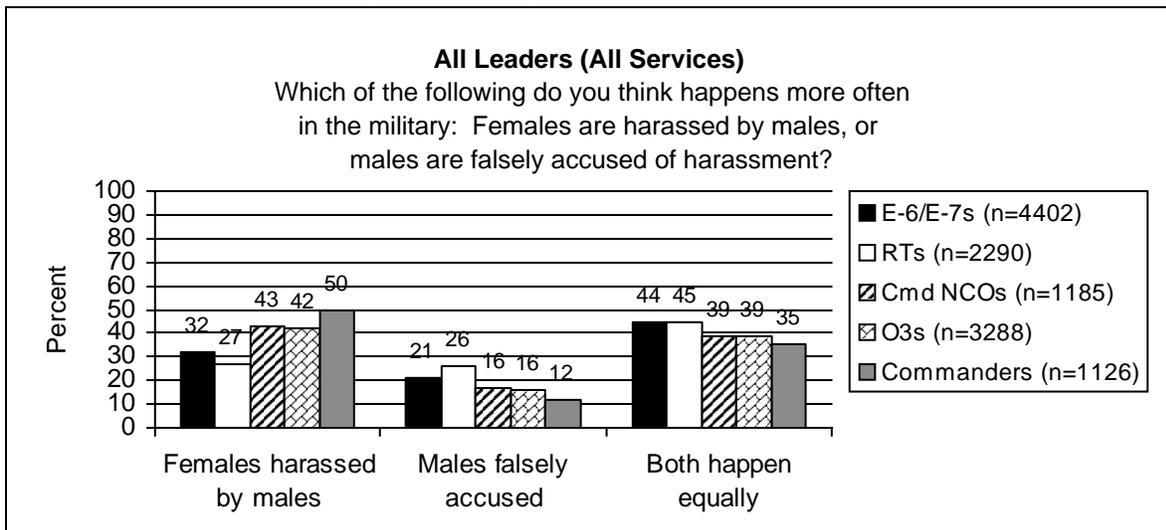
- When asked if fraternization rules were enforced differently by different commands within their Services, most leaders responded that rules are applied differently in different commands.
- When asked about harassment of females in the military, most leaders indicated that harassment of females and false accusations against males happened about equally, or that harassment of females happened more often than did false accusations of males (Figure 4-50).

Figure 4-50. Sexual Harassment



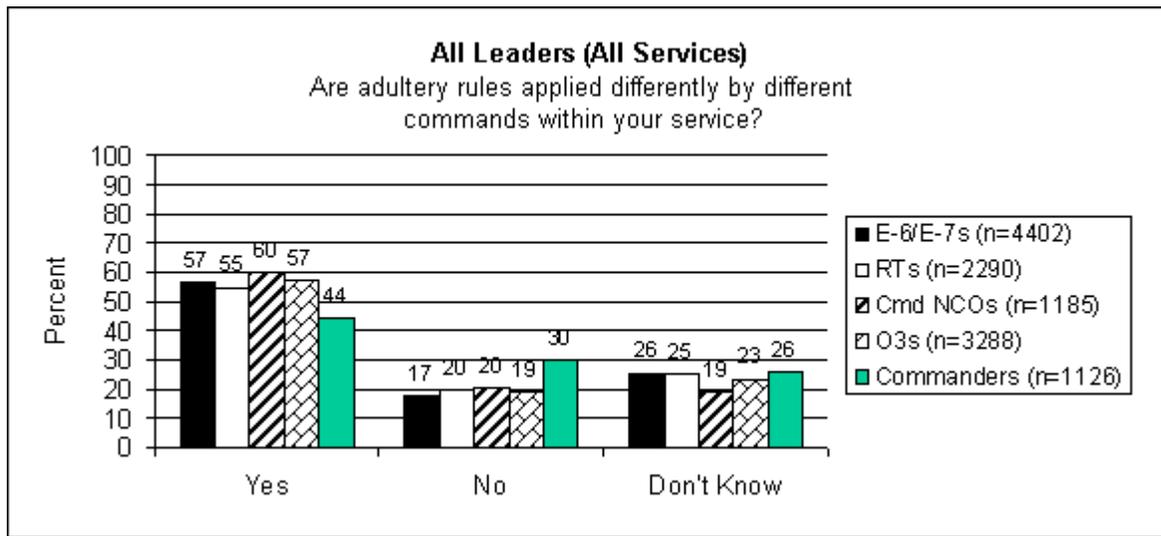
- About adultery:
 - Most leaders indicated that “DoD should adopt a single policy for all Services governing adultery” (Figure 4-51).

Figure 4-51. Single DoD Policy for Adultery



- When asked if there are different adultery standards for officers and enlisted leaders, officers tended to respond that there were “not differences,” whereas enlisted leaders tended to indicate “the standard favors officers”.
- Nearly one half of the leaders surveyed indicated that the standards concerning adultery were no different for males and females.
- A majority of leaders surveyed indicated that adultery rules were applied differently by different commands within their Service (Figure 4-52).

Figure 4-52. Consistency Across Commands



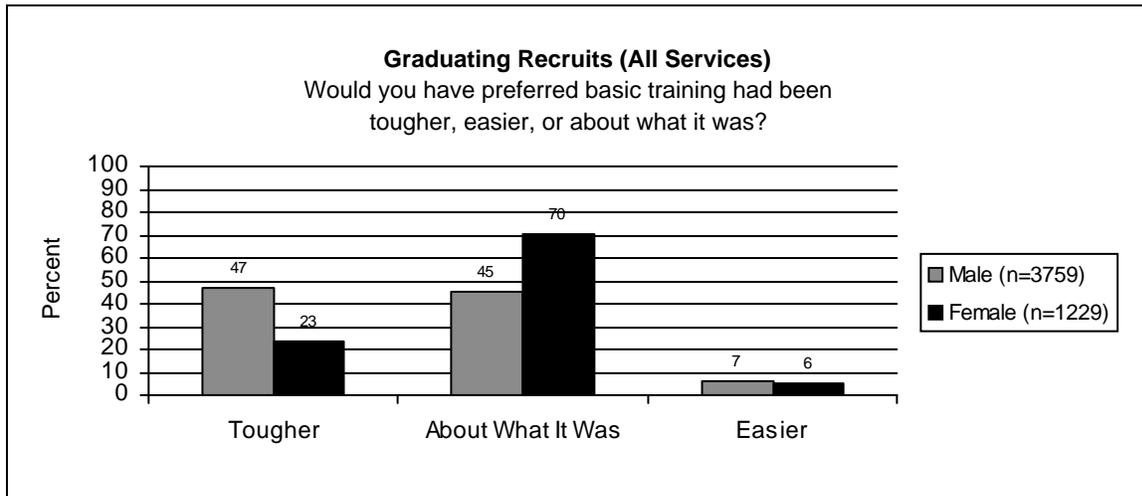
4.10 Graduating Recruit Opinions

Graduating recruits were asked for their opinions concerning basic training. More detailed information on recruit opinions is provided in Appendix K.

Responses to the questions about basic training indicated that:

- Graduating recruits from the Army and Marines thought that basic training was easier than they expected, while recruits from the Navy and Air Force provided more mixed responses .
- The majority of recruits preferred basic training to be conducted “about what it was.” Male Marine recruits, however, responded more frequently that they would have preferred it to be “tougher” .
- A larger portion of male graduating recruits, than female recruits, thought their basic training should have been tougher. Generally, female graduating recruits were more likely than male recruits to indicate that basic training was tough enough, or about as difficult as they had expected.

Figure 4-53. Recruit Training Toughness



- 47 % of graduating recruits believed men and women in basic training should have the same physical fitness requirements (Figure 4-53).

Chapter 5

Conclusion

5.1 Discussion

The data collected for this research was extensive for both military recruits from all Services and five different military leader populations. In addition to survey item responses, thousands of Recruit Trainer and graduating recruit written comments were assessed. The content analysis (Appendix A) and theme assessment (Appendix B), as well as all their transcribed survey comments, are a part of the data set being reported on in this report. Readers are encouraged to review the appendices to acquire a broader view of research indications and more detailed information on areas of interest.

Due to time and resource constraints, this report attempted to present only a summary of findings based on the data set. It would be premature to further all potential extrapolations of the data set. However, it is reasonable and necessary to identify seven summary findings and then further several recommendations for consideration.

5.2 Summary Findings

5.2.1 Graduating Recruit Measurements

The Army, Navy and Air Force graduating recruits scored similarly on the three cohesion constructs: commitment, respect for authority, and group identity. Marine Corps graduating recruits scored significantly higher than the other Services on the three cohesion constructs. In addition, female Marine recruits were the highest scoring recruit sample measured in this study for all three cohesion constructs. However, the reader is cautioned about differences in each Service's recruit training programs identified in Chapter 2. Besides gender format differences among Services, the length of training, the number and gender of Recruit Trainers assigned to recruits, and overall training objectives and standards are, as a rule, Service-specific. In addition, even though this study was not longitudinal in terms of connecting

the attitude scores of beginning and ending recruits, it is often believed that some measure of self-selection occurs when a person first chooses to join one Service over another.

5.2.2 Basic Training Gender Format

Recruits who experienced the mixed-gender recruit training formats in the Army, Navy and Air Force scored similarly to male recruits experiencing a single-gender (all male) training format within those same three Services. In addition, no adverse or positive effects were measured in males of mixed-gender training formats versus males of single-gender training formats of the Army, Navy, or Air Force. In those three Services, gender format did not appear to be a factor that helped or hindered male attitude scores.

5.2.3 Male and Female Differences

When all Services were combined by gender, graduating female recruits attitudes on the cohesion constructs were higher than the same attitudes in graduating male recruits. Normative data on gender differences for cohesion constructs, as well as longitudinal data to track changes in recruit attitude over the course of training, are necessary to determine with certainty whether female recruits are indeed gaining more from the recruit training experience than male recruits are.

5.2.4 Meeting Service Expectations

For all Services, graduating recruit scores on “commitment” met, or exceeded, the level expected by their respective E-6/E-7 Service expectation. However, at the same time, graduating recruits for all Services scored significantly lower than their E-6/E-7 Service expectation in “respect for authority.”

5.2.5 Military Leader Evaluation

Military leaders who responded to the survey perceived a decline in the overall quality of entry-level recruit training graduates over the past 5 years. Consistent majorities of military leaders indicated that discipline, acceptance of authority, and the ability to adjust to military life have declined in current recruit graduates when compared to graduates 5 years ago. Recruit Trainers particularly stand out in their frustration over the current recruit quality and with the multiple complications of recruit training duty. On the other hand, leaders indicated that military skill development and intelligence of current entry-level recruit training graduates had remained the same, or improved, over the last five years.

5.2.6 Military Leader Consensus

With some exceptions, military leaders within a given Service gave similar views on questions posed to them. However, Recruit Trainers who responded were generally more likely than other leaders to say the quality of training declines when men and women are trained together. These same enlisted trainers were also more likely than other leaders to indicate that mixing men and women in basic training causes an unnecessary distraction in train-

ing. Military leader opinions were not always exactly consistent with their respective Service policy on the issue addressed. For example, approximately one-third of Army leaders indicated that basic training should be gender-separate for all, approximately one-third indicated it should be gender-mixed for all, and approximately one-third indicated they favor current Army policy of gender-separate (OSUT) training for combat arms and gender-mixed training for all others. Although inconsistencies existed, there were no inconsistencies in Marine leader views on current policy. The Marine leader samples were consistently and overwhelmingly opposed to gender integration of recruit training.

5.2.7 Cross-Gender Military Policies

Military leaders responding to the survey perceived that military policies governing fraternization and adultery are applied inconsistently between the genders, between grades of officer and enlisted, and across different commands within their Services. These same leaders overwhelmingly indicated the need for a single DoD policy for all Services for fraternization and a single DoD policy for all Services for adultery.

5.3 Observations

To “assess,” means to study the condition of the subject under review. In this research, basic training of the four Services was the subject of assessment. The research attempted to determine the condition of basic training by measuring graduating recruit attitudes that were believed integral to military socialization: commitment, respect for authority, and group identity. The data collection also included military leader opinions (E-6/E-7 Enlisted leaders, Recruit Trainers, O-3 Junior Officers, Operational Commanders and their Senior Enlisted Advisors) concerning the quality of basic training graduates and other gender-related issues. Finally, the written comments of 1,430 currently serving Recruit Trainers were assessed in a content analysis (Appendix A) and the written comments of 2,980 graduating recruits in a theme assessment (Appendix B).

There is evidence in the data to suggest that recruit training can and should be improved and that such improvements are sought by military leaders. Even though “commitment” measurements of graduating recruits were positive in relation to Service expectation, the “respect for authority” measurements of recruits were significantly below what was expected by their Service enlisted leaders. In addition, there is also indication in the differences in attitude measurements by gender, military leader opinion data, and in the Recruit Trainer and graduating recruit written comments, to suggest that recruits may not be challenged in basic training to a level necessary for military socialization to optimally occur. Finally, consistent majorities of military leaders indicated that there has been a decline over the past five years in discipline, acceptance of authority, and ability to adjust to military life in entry-level graduates.

5.4 Recommendations

5.4.1 Recruit Training Policy

Military policy should facilitate a positive command climate where leaders (as a result of that policy) are provided a higher probability of succeeding at assigned missions. Policies that create unnecessary obstacles in that environment are inherently counter-productive to mission success. The Services should assess whether, or not, current recruit training policies create the “optimum training environment” for Recruit Trainers to succeed in the mission of transforming civilians into soldiers, sailors, airmen, and Marines.

5.4.2 Recruit Trainer Success

The Officer Corps is the responsible body for military policy. However, the molding of civilians into soldiers, airmen, sailors, and Marines is uniquely an enlisted expertise and experience. That crucial transformation process is managed and supervised by the very best enlisted leaders of each Service. The Officer Corps should take into full account the professional views of their enlisted leadership, and particularly their respective Recruit Trainers, in developing policies that affect the recruit training process or environment. An argument can be made from the data, to include the assessment of written comments by Recruit Trainers, that trainers would benefit from policies that simplify, not complicate, the recruit training environment.

5.4.3 Mitigate Leader Perceptions

This research indicated a perception among military leaders that rules and regulations governing fraternization and adultery are applied inconsistently. Leaders indicated a strong desire for a single DoD policy for all Services to apply to each of these respective cross-gender areas. Whether a single DoD policy in each area will change leader perceptions of inconsistency is beyond the scope of this assessment. However, the leader perception of inconsistency in the application of cross-gender policies is real and should be dealt with as such until the perceptions are mitigated.

5.4.4 Service-Specific Research

The time constraints in data collection precluded a longitudinal assessment of recruits from their entry to graduation from basic training. A longitudinal design would have been extremely valuable, revealing the “growth” of desired recruit attitudes, skills, and performance over the course of the training cycle. There is every indication from the results of this study that such a Service-specific assessment would provide critical information to decision-makers concerning their recruit training policies, procedures, and priorities. An outline of a longitudinal research design is presented in Appendix L of the main report. The purpose of Appendix L is to offer an option for review by Service leaders of a research design that may help achieve and evaluate Service-specific goals for their graduating recruits.

5.5 Lessons Learned

The Commission's charter was to assess recruits of all four military Services. The research reported here accomplished part of that objective. However, the design of the research is far better suited for individual Service assessment of desired recruit attitudes. Cross-Service assessments may be useful, but graduating recruits experience unique conditions characteristic of their Service's recruit training program and training continuum. It would be more productive in future research to tailor the design to the exact needs of an individual Service and its objectives for recruit training.

Future research of desired recruit attitudes should use a research and sampling design that is "longitudinal." Recruits should be assessed at or before the first day of training, and then those same recruits should be assessed on or near the last day of training. This research for the Commission was not able to accomplish longitudinal data collection, and as a result failed to provide usable assessment information on attitude "growth" over the training cycle.

In any future research, survey item selection to represent desired attitudes in graduating recruits should undergo thorough review, incorporation of Service-specific outcomes, and rigorous pre-testing for validity. Certain attitudes are extremely difficult, if not impossible, to measure using a written survey instrument (i.e., loyalty, trust, etc.). Once desired outcomes are identified by the Service, sufficient time must be permitted for an extensive review of the literature into existing attitude scales, systematic input from focus groups of the Service's military leaders, and thorough test analysis of all proposed survey items. Only after successful completion of these and other types of upfront research tasks, should survey instruments be considered for approval.

Any future research should adhere to deliberate controls on survey administration and content. The survey instrument items should not number more than 60 items. The items themselves should *not* elicit recruit evaluations of their leaders, nor raise any more sensitive issues for respondents than are essential to accomplish Service objectives. In addition, survey administration to recruits should be accomplished in a systematic manner by non-uniformed researchers to preclude response bias. Failure to keep watch over content and administration of research instruments will result in unnecessary response bias which threaten the validity of measurements.

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PART I

*Appendix A: Executive Summary
Content Analysis of Written
Comments Provided on the Recruit
Trainer Surveys*

Appendix A

by

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and
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INTRODUCTION

This supplementary report contains the results of a content analysis of comments written by recruit trainers on questionnaires distributed by the Congressional Commission on Military Training and Gender-Related Issues. The commission research team transcribed these written comments from the surveys into an electronic database. Coding categories were systematically applied to the data using HyperRESEARCH, a computer software package designed for coding and analyzing qualitative data in a quantitative manner. In the full report, the data are presented in tabular form, broken out by service, then by gender, then by gender and service. Overall, these qualitative data analysis results appear very similar and/or complementary to the quantitative data results. This consistency was obtained independently: we did not have the survey results when our codes and analyses were developed, so the qualitative codes were in no way "adjusted" to be consistent with the quantitative data.

The full report also includes general summaries of the majority and minority opinions expressed through recruit trainers' statements. These summaries are presented in this executive summary. The raw data in each coding category are provided in the full report, separated out by gender and service. The length and tone of the raw data provide a sense of the sentiment and emotion behind the comments that cannot be captured in a table or descriptive summary of the written comments.

SUMMARY OF COMMENTS ON QUALITY

Comments Linking Quality To Whether Training Is Gender Integrated Or Not

The survey asked recruit trainers to comment on their answers to questions on whether recruit quality has changed in the past five years. At this point in the survey, virtually no one wrote anything about the relationship between gender integration and the quality of basic training or entry-level training graduates. No more than 3 percent of men or women mentioned this topic. Most of the survey content up to this point did not mention gender, and the questionnaire items that trainers were asked to comment on made no mention of gender. The latter part of the survey contained many items about the dynamics of gender in basic and in the armed forces at large. Thus, most people who wrote about gender integration or separation in basic training did so in the additional comment field at the end of the survey.

Positive Comments About Recruits And About Basic Training

Overall, only a minority of recruit trainers made positive assessments of recruit quality (15 percent) or basic training in general (6 percent). The most common positive response was that recruits are smarter or more educated, although very often those statements were qualified with a "but" or "however". In the presentation of the raw data, we have included in parenthesis many of these "buts" to illustrate how many of the positive comments were paired with more negative assessments overall. Trainers often asserted that negative qualities outweigh or

counteract the positive benefits of increased intelligence. Some responses described how "smarter" often translated into recruits too often questioning orders, rules, and decisions; or using their "smarts" to "outsmart" the system. Frequently trainers also distinguished between "book smart," in which they saw recruits improving in quality, and "common sense", which they perceived to be increasingly lacking in recent years. Marine men stood out in being most likely to make positive comments about recruits. (So did Air Force women, but the number surveyed and who wrote comments is so small that we hesitate to draw any conclusions from that difference.)

Positive comments about basic training in general comprised no more than 11% of any subgroup of recruit trainers. Marines in particular, but also a few Army trainers, found the recent emphasis on values training a positive improvement in recruit training. Other, though less frequently mentioned improvements, included better equipment and training facilities.

NEGATIVE COMMENTS ABOUT RECRUITS AND BASIC TRAINING

While positive comments about recruits and basic training take up little more than twelve pages in length, negative comments make up more than seventy-five pages—six times the space of the positive comments. Of all the kinds of comments written about quality, 46 percent included negative comments about the quality of recruits (compared to 15 who made positive comments about recruits), and 43 percent included negative comments about the quality of basic training in general (compared to 6 percent who made positive comments about basic in general).

Women drill instructors were less likely than men to have negative comments about the training itself, and were more likely to place the negative emphasis on the quality of recruits. While roughly half of Air Force and Army instructors gave a negative evaluation of basic training, only about a third of Marine and Navy instructors had a similar evaluation of their training program.

Negative comments about recruits were wide-ranging. Trainers complained that people accepted in the service were unfit to begin with, entering with physical problems, for example. New recruits were frequently characterized as lazy, selfish, out of shape, undisciplined, lacking in morals, challenging every order or decision or rule, having no respect for authority, lacking in pride or self-esteem, lacking any attention span or ability to focus on the long term, unwilling to endure hardships or put forth much effort, and unwilling to shift from an individual mentality to a team orientation.

Because we cannot compare these responses to previous generations, we do not know if these negative attitudes toward the youth are a recent trend or consistent pattern. Throughout American history, one can find complaints by older generations that the younger generations are some how lacking. Rather than speculate on whether these attitudes are new or not, it may be more productive to explore whether these drill sergeants' negative attitudes toward recruits interfere with their job or helps to motivate them in it. On one hand, trainers are charged with transforming ordinary civilians into military personnel who can perform well

under the stress and hardships of the combat environment. Thus, they should view entering recruits as needing to undergo a significant transformation. On the other hand, it is possible that negative evaluations of incoming civilians could be excessive and detrimental. Recruit trainers with overly negative impressions of recruits may have trouble forming productive trainer/trainee relationships, or may discourage youth who pick up on their trainers' perceptions that they do not belong in the military.

Another important focus of many of the trainers' comments was the perceived lack of tools for properly shaping civilians for military service. Most commonly instructors complained that they have few options for training what they see as terribly unfit recruits into ideal military personnel. Although several trainers commented that the harsh discipline of the past might have gone too far, many argued that the pendulum had swung too far in the opposite direction. Trainers expressed anger that they could not fail or expel recruits who did not meet standards; that they could not raise their voices or curse to motivate recruits verbally; and that they had no recourse when recruits "talked back" or refused to do what they were supposed to do. Respondents also argued that boot camp has shifted from a focus on preparing youth for military service, to avoidance of scandals and or hurting the feelings of recruits or impinging upon their rights. Further obstacles to effective training cited include underfunding and understaffing, requirements to teach irrelevant or too much material at once, expectations that they achieve too many changes in too short a period of time, and pressure to push as many people through the training as possible without any regard for quality of the outcome.

OTHER QUALITY-RELATED COMMENTS

Most of the comments that fall into this "other" category fell into two categories: The first would be neutral responses about the change in quality: comments that quality has not changed or general statements that some aspects are better and some are worse. The second category includes complaints that quality instilled during basic training was not upheld in follow-on training, advanced schools, or once new recruits reached their first job assignment. Other miscellaneous quotes related to quality were also included here.

CONCLUSION

In summary, the majority of recruit trainers who wrote comments on their surveys believe that the quality of recruits has seriously diminished. Even in the one area they tend to agree is an improvement—intelligence—they qualified their answers by describing how this quality can also be problematic, because it encourages individualism and constant questioning of military orders or traditions. Because drill instructors tend to view recruits as requiring much more effort to train in recent years, they are particularly dissatisfied with what they see as the elimination of forms of discipline and training that have been available in the past. Clearly, drill instructors are calling for a reinstatement of some of the prior tools for discipline, and possibly education in new forms of motivation and discipline as well.

SUMMARY OF COMMENTS ON FRATERNIZATION/ADULTERY

The overwhelming opinion of recruit trainers who wrote comments about fraternization and/or adultery was that these behaviors can wreak havoc and harm unit cohesion, soldier morale, and military readiness. Roughly ten pages of comments reflect the minority opinion that these behaviors are not a problem; just over six pages of comments reflect the even smaller minority opinion that these are only a problem under certain circumstances. In contrast, approximately thirty-six pages of comments reflect the majority sentiment that fraternization and/or adultery can lead to numerous kinds of problems.

Not A Readiness-Related Problem

A significant minority of recruit trainers (20 percent of men and women) held the belief that fraternization and/or adultery have nothing to do with readiness. The general attitude in this category was that people's personal lives are private, and have nothing to do with their work environment. Responses in this category also include those stating that these behaviors rarely occur, and thus are not a problem, or that they happen all the time but do not cause significant problems.

Only A Problem In Certain Contexts/Under Certain Conditions

A second minority view stressed that fraternization and/or adultery should not be of concern to the military, unless work performance or the chain of command are effected. These responses emphasized that as long as people are professional, perform their jobs, and keep their personal lives out of the work place, unit, and chain of command, then fraternization and/or adultery should not be treated as a problem. One might characterize this perspective as a sort of "don't ask, don't tell" policy on these issues. This view was expressed by 13 percent of all respondents, with women generally more likely to make this argument than men.

Can't Stop It From Happening

A few people (2 percent) made comments that rules and regulations will not stop people from engaging in fraternization or adultery. No gender differences were apparent.

A Readiness-Related Problem

Women were more likely than men to argue that fraternization and/or adultery can threaten military readiness (24 percent compared to 14 percent). Comments in this category typically asserted that these behaviors distract people from their jobs or their missions, and thus undermine individual and unit effectiveness.

An Interaction-Related Problem

Sixteen percent of all trainers who wrote comments on fraternization and/or adultery argued that these acts can have a negative impact on morale and/or unit cohesion. Respondents explained how such behavior can create tension in the work place and lead to mistrust, gossip, conflict, and the general breakdown of the group's ability to work together as a team.

Negative Effect On Command

Ten percent of respondents noted the potential negative effect on the chain of command. Common were statements that fraternization can lead to either real or perceived favoritism; that subordinates lose respect for leaders who fraternize, and thus fraternization makes it difficult for commanders to enforce rules and lead troops.

Additional Problems

Seven percent of respondents argued that fraternization and adultery are problematic behaviors because they violate military policy and because adultery is immoral. Therefore, anyone who ignores the rules displays a lack of character, discipline, and integrity and cannot be trusted.

Six percent of respondents commented that enforcement of these policies is the problem. These trainers said that commanders either look the other way, or they blow the situation out of proportion. Common were complaints that the rules are enforced differently for officers than for enlisted, or that different commanders have different standards for enforcement.

General statements that fraternization and/or adultery disrupt good order and discipline were made by three percent of recruit trainers. Another three percent of comments made reference to the negative impact on the family, home life, and relationships with spouses. Four percent of people made references to civilian standards, and in particular, they held up the example of President Clinton.

SUMMARY OF RECRUIT TRAINERS' MOST COMMONLY EXPRESSED VIEWS

The following statements reflect the most common sentiments expressed by recruit trainers through written comments on the questionnaires:

1. Over the past five years, entering recruits have possessed greater intelligence and education, although that often times has meant they have a harder time adjusting to military culture.
2. Overall, however, recruit quality has declined in the past five years in terms of motivation, work ethic, physical fitness, respect for authority, and willingness to work as a team rather than as an individual.
3. Recruit trainers are not permitted to use the tools they need to properly motivate and discipline new recruits.
4. Basic training has become too focused on producing a large quantity of graduates, and not on producing high quality graduates.
5. Overall, graduating recruits are ill-prepared for the combat environment.
6. Fraternalization and adultery within units or the chain of command can be seriously detrimental to unit cohesion, soldier morale, and military readiness.
7. Major problems currently plague gender integrated training: fraternization, recruit distraction with the opposite sex, harassment or fear of harassment charges, complications in organizing the two genders, and differences in the physical standards for men and women.
8. Given the numerous obstacles recruit trainers face, boot camp would be more effective if recruits were separated by gender until advanced/follow-on training.
9. High-ranking military officers and civilians do not realize what basic training requires, or they are overly concerned with their careers and political correctness, rather than what is best for the troops.
10. Recruit trainers' responses to these surveys will not likely make a difference in military policy or be taken seriously by anyone in a decision-making position.

In summary, recruit trainers reported that the problems with basic training encompass much more than gender. Marines, who separate the genders for basic training, were as likely as respondents from the other services (who integrate men and women in basic) to register lengthy complaints about the quality of recruits and boot camp in general. Furthermore, the

gender-related problems reported often were not limited to the basic training environment. Overall, it appears that managing gender is but one of a whole host of problems facing drill instructors today. Because recruit trainers are not permitted to motivate and discipline recruits in the manner they see fit, they would prefer as few distractions as possible.

PART 1

*Appendix B: Executive Summary
Thematic Assessment of Graduate
Recruit Written Comments*

APPENDIX B

by

**Lawrence J. Shrader
Staff Researcher**

Background

The Basic Training Survey was administered on-site at all ten entry level basic training sites among the four Armed Services between the dates of 4 November 1998 and 10 December 1998. There were 3,978 beginning recruits and 4,983 graduating recruits who took the survey. Of those graduating recruits, 59.8 percent (2980 recruits) offered open-ended comments on the last page of the survey where item #89 stated:

“Please give any comments you have on your basic training experience.”

The purpose of the theme search assessment was to identify major themes in those comments concerning two areas of interest to the Commission: *basic military training* and *gender-related issues*. In order to quantify the qualitative open-ended responses on the surveys, all comments were first transcribed into an electronic database for analysis. Then, comments reflecting themes relevant to the two areas of interest, which were selected based on the quantitative analysis of the Basic Training Survey, were identified through a word search on that database. An independent coding verification was conducted on a subset of the data to ensure that the selected comments reflected the appropriate themes.

Three predominant themes were identified in the area of *basic military training*: discipline, separated into positive and negative comments; difficulty of overall basic training; and difficulty of physical training. The difficulty of overall basic training and physical training were each divided into two categories: any comment which expressed that the training was “easy”, “too easy”, “easier than expected”; and any comment which expressed that the training was “hard”, “too hard”, “harder than expected.” Under *gender-related issues*, the comments were organized as either as positive or negative toward gender integrated training; or as other general comments about gender-related issues that did not specifically mention gender integrated or segregated basic training.

The results of the assessment were tabulated as a percentage of those in each Service by gender who made any comments about a particular basic military training or gender-related theme. A graphical presentation of the results is provided in the figures below. The percentages on the graphs represent the number of recruits organized by gender and Service who made comments about a particular theme out of all those recruits of the same gender and Service who made any comments. For example, 11.8 percent of Army men made either positive or negative comments about discipline, and 88.2 percent made no comment, either positive or negative, about discipline.

Summary of Recruit Comment Rates

The following summarizes findings on the selected themes from graduating recruits who wrote comments. The figures below provide a graphical representation the data.

Basic Military Training

Discipline:

Positive Comments: Air Force men and women and Marine men had the highest frequency of positive comments about discipline. This category indicated the satisfaction that basic training had provided the recruit with discipline and self-control. Marine men (9.6 percent) commented on this theme, more than all other recruits. Both Air Force men and women commented on this theme in the 7 percent range, followed by 5.4 percent of Marine women. Army and Navy recruit comments occurred less than 4 percent of the time.

Negative Comments: Negative comments indicated a recruit's dissatisfaction with the quality of discipline in Basic Training. Army and Marine men had more negative perceptions of discipline (above 8 percent) than all other recruits, followed by Army women at 5.8 percent, and Navy men at 4.3 percent. Less than 3 percent of all other recruits, Air Force recruits of both genders and Navy and Marine women, commented on this theme.

Overall Experience:

Basic training was easy, easier than expected, or too easy: Almost 25 percent of Marine men offering comments said that the overall training experience was easy, easier than expected, or too easy. Men in the Army and Navy mentioned this about 10 percent of the time. Air Force men commented at 2.6 percent. Of the women recruits, Army women had the highest rate at 12.2 percent, followed by Marine women at 11.7 percent. Air Force and Navy women commented on this theme less than 5 percent of the time.

Basic training was hard, harder than expected, or too hard: Nine and one-half percent of Marine women offering comments tended to feel that basic training was hard, too hard, or harder than expected, more than all other recruits. Navy women and Marine men were around 6percent. About 3 percent or less of all other recruits commented on this theme.

Physical Training:

PT was easy, easier than expected, or too easy: Fifteen to eighteen percent of both men and women Marines who wrote comments found physical training easy, easier than expected, or too easy. This was higher than recruits in other Services, whose comments on this theme occurred at 5 percent or less.

PT was hard, harder than expected, or too hard: Very few recruits across Services and gender commented on this theme. The highest percentage was found for Air Force women at 2.4 percent, followed by all other recruits at 1percent or less.

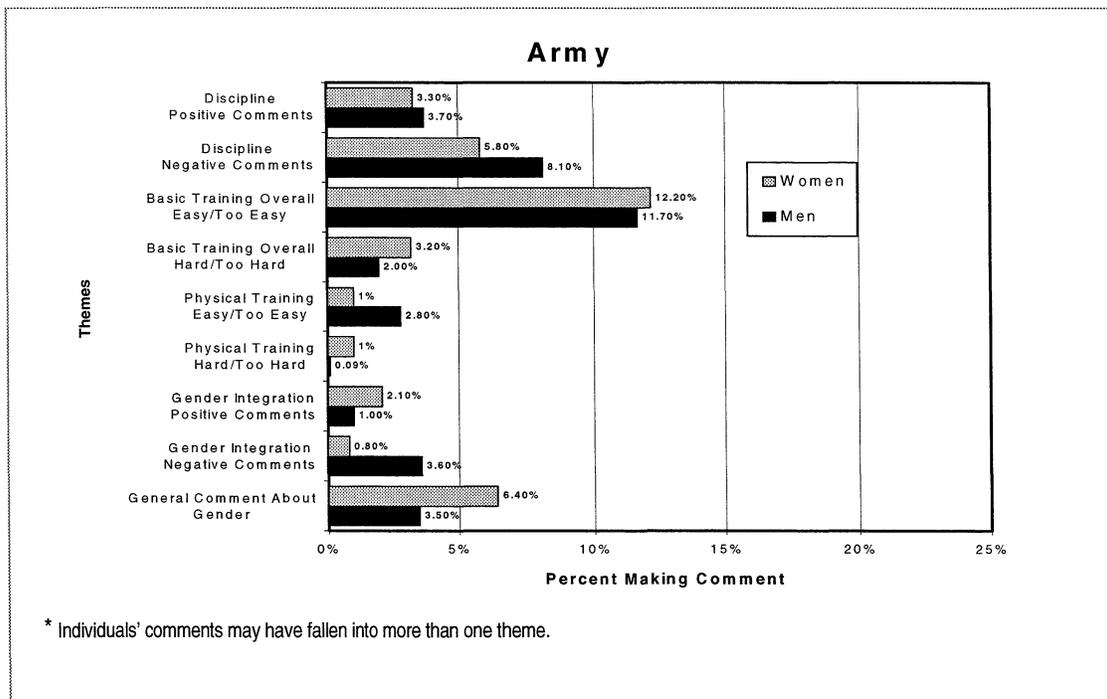
Gender-Related Issues:

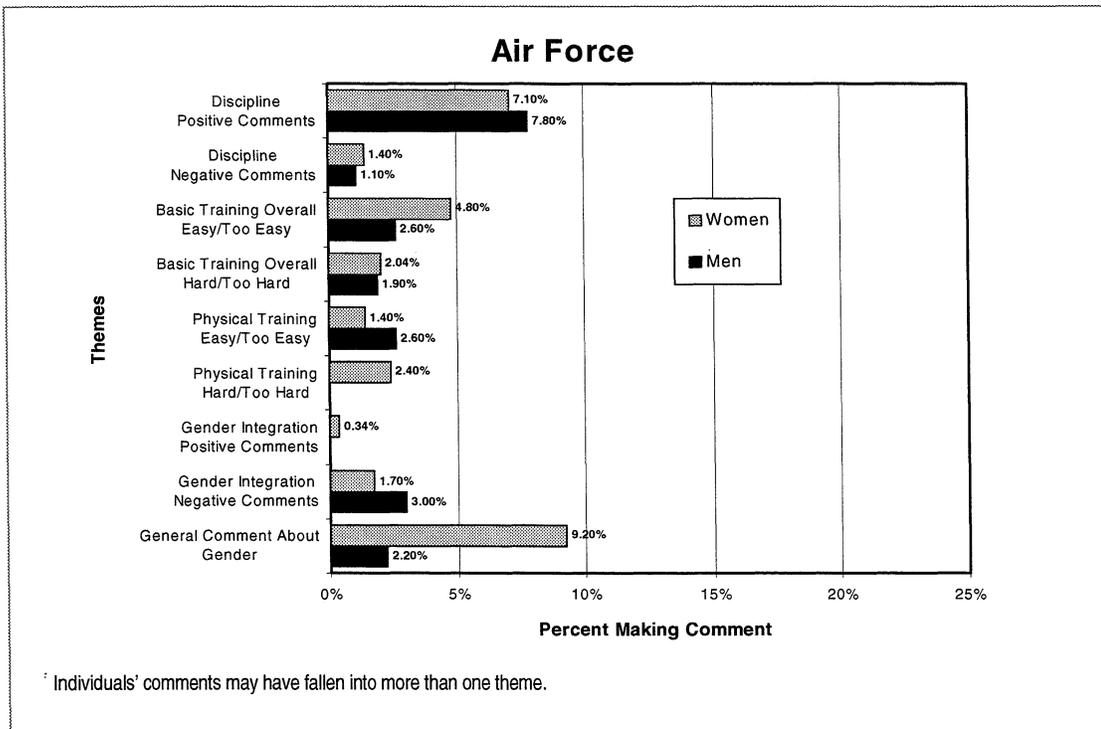
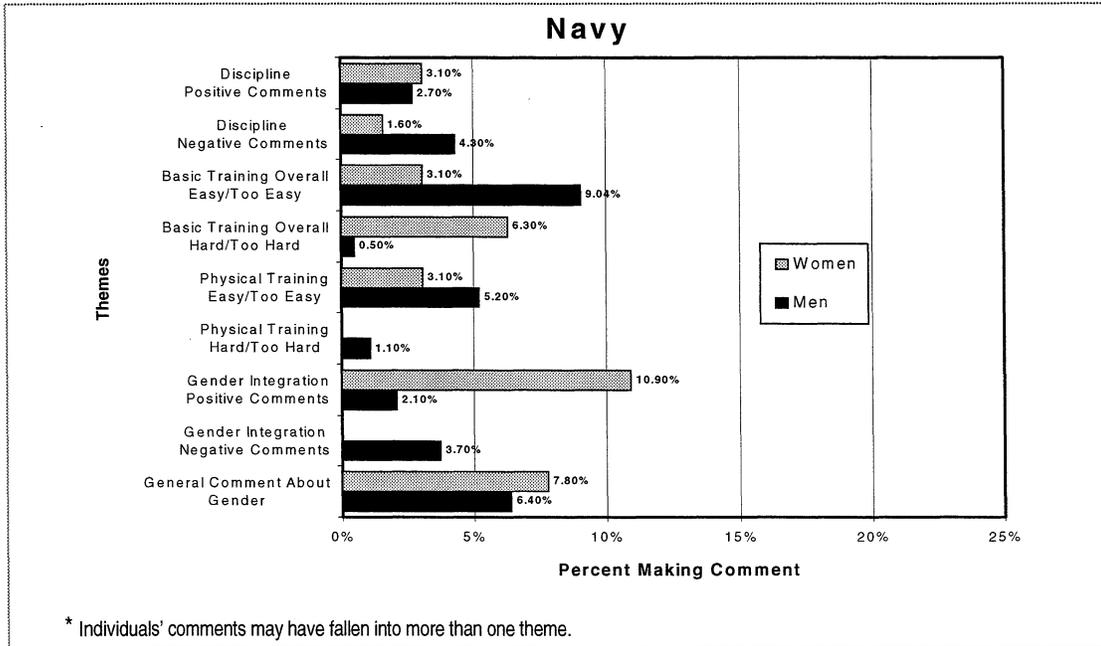
Positive comments: Except for Navy women (10.9 percent), recruits from other Services commented at 3 percent or less on this theme.

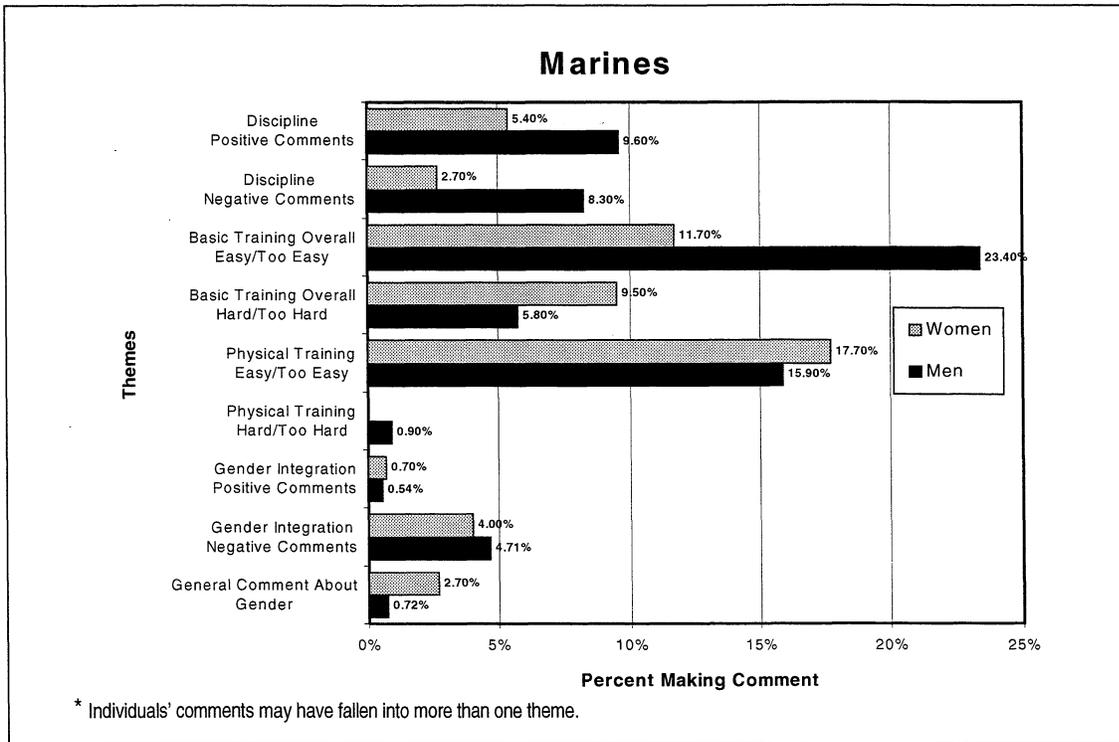
Negative Comments: Marine recruits, both men and women, had the highest negative comment rate about gender-integrated training at about 5 percent. Navy women had no negative comments on this theme.

General Comments: General comments reflected gender-related issues other than gender integration. Air Force women (9.2 percent) and Army women (6.4 percent), along with Navy men (6.4 percent) and women (7.8 percent), were more likely to comment about these general points. All other recruits commented less than 3.5 percent within their respective Service and gender category on this theme. Overall, a lesser percentage of Marine recruits, both men and women, commented about gender-related issues than recruits in other Services.

**Comment Frequency
Expressed as Percent of Those in Each Service Who Wrote Comments**







PART 1

*Appendix C: Survey Instruments,
Cover Letters, and Administrative
Instructions*



CONGRESSIONAL COMMISSION ON MILITARY TRAINING
AND GENDER-RELATED ISSUES
1235 JEFFERSON DAVIS HIGHWAY, SUITE 940
ARLINGTON, VIRGINIA 22202-3283

Tel: (703) 602-1515
Fax: (703) 602-1532

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Vice Chairman
Frederick F.Y. Pang
Commissioners
Nancy Cantor
George R. Christmas
Robert A. Dare, Jr.
William M. Keys
Thomas Moore
Charles Moskos
Barbara Spyridon Pope
Mady Wechsler Segal

November 11, 1998

Dear Service Member:

The Congressional Commission on Military Training and Gender-Related Issues has been tasked by Congress to assess among other matters basic recruit training, and to review DoD policies that include fraternization and adultery. The enclosed survey is an important part of the research for the Commission. You have been selected randomly to fill out the survey from the database of the Defense Manpower Data Center.

In order to accomplish our work, it is important that you complete the survey and return it at your earliest convenience in the enclosed envelope. **No identifying information is requested, and all responses are anonymous.**

The views of military leaders in this survey are of the greatest value to us. The Commission is scheduled to make its final report to Congress in March of 1999. As you can see, time is of the essence in completing the work.

Thank you for your dedicated service to our Country and your valuable assistance in this important matter.

Respectfully,

Anita K. Blair
Chairman



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Tel: (703) 602-1515

Fax: (703) 602-1532

December 4, 1998

Dear Service Member:

About two weeks ago *The Congressional Commission on Military Training and Gender-Related Issues* mailed you a questionnaire entitled: the **Military Leader Survey**. As of today, we have not yet received your completed questionnaire. If you have already returned your survey, please accept my sincere thanks.

I am writing to strongly encourage your participation in this survey. You have been selected at random from all Military leaders of your grade. Your individual candid responses to this survey are critical. Your responses will be used to help the Commission assess basic recruit training and review DoD and the Services' policies on fraternization and adultery.

In order to improve our survey response rate, we employed a methodology that includes a second survey mailing to non-respondents. You may have noticed an identification code on the survey we sent you in our first mailing. This code is used by our data collection contractor as part of a receipt control system. This code allows the contractor to target non-respondents for the second wave mailing, and helps eliminate the difficulty of receiving two surveys from the same respondent.

The survey receipt control system number is only for the use of the contractor. It is used for the sole purpose of tracking the status of mailed surveys and only to monitor response rates. It is not used to identify the survey responses of a particular individual. All of your responses are confidential. The survey receipt control files will be destroyed by the contractor and the Commission has no access to the files.

Please take time to complete the enclosed survey and return it as soon as possible. Note that because this second survey is the final survey mailing, all receipt control markings have been removed.

Thank you for your valuable assistance in this important matter.

Respectfully,

Anita K. Blair
Chairman



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Mady Wechsler Segal

November 12, 1998

Dear Commanding Officers and Senior Enlisted Advisors:

The Congressional Commission on Military Training and Gender-Related Issues is tasked by Congress to assess, among other matters, recruit training and to review certain DoD policies, including fraternization and adultery. The enclosed survey is part of the research and has been mailed to a random sample of enlisted and officer leaders of the four Military Services. However, the views of Battalion, Squadron and Ship-level Commanders and their Senior Enlisted Advisors are of the greatest value to the Commission. We therefore ask that you complete the enclosed survey.

The Commission is scheduled to make its final report to Congress in March of 1999. As you can see, time is of the essence in this matter.

Please complete the survey and return it at your earliest convenience in the enclosed envelope. **No identifying information is requested, and all responses are anonymous.**

Thank you for your dedicated service to our Country and your valuable assistance in this important matter.

Respectfully,

Anita K. Blair
Chairman



CONGRESSIONAL COMMISSION ON MILITARY TRAINING
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Tel: (703) 602-1515
Fax: (703) 602-1532

December 7, 1998

Dear Commanding Officers and Senior Enlisted Advisors:

About two weeks ago *The Congressional Commission on Military Training and Gender-Related Issues* mailed you a questionnaire entitled: the **Commanding Officer and Senior Enlisted Advisor Survey (Battalion, Squadron and Ship-Level Commands)**. As of today, we have not yet received your completed questionnaire. If you have already returned your survey, please accept my sincere thanks.

I am writing to strongly encourage your participation in this survey. The views of Battalion, Squadron and Ship-level Commanders and Senior Enlisted Advisors are a key element in the Commission's research. Your individual candid responses to this survey are critical. Your responses will be used to help the Commission assess basic recruit training and review DoD and the Services' policies on fraternization and adultery.

In order to improve our survey response, we employed a methodology that includes a second survey mailing to non-respondents. You may have noticed an identification code on the survey we sent you in our first mailing. This code is used by our data collection contractor as part of a receipt control system. This code allows the contractor to target non-respondents for the second wave mailing, and helps eliminate the difficulty of receiving two surveys from the same respondent.

The survey receipt control system number is only for the use of the contractor. It is used for the sole purpose of tracking the status of mailed surveys and only to monitor response rates. It is not used to identify the survey responses of a particular individual. All of your responses are confidential. The survey receipt control files will be destroyed by the contractor and the Commission has no access to the files.

Please take time to complete the enclosed survey and return it as soon as possible. Note that because this second survey is the final survey mailing, all receipt control markings have been removed.

Thank you for your valuable assistance in this important matter.

Respectfully,

Anita K. Blair
Chairman

**BACK GROUND INFORMATION AND SURVEY ADMINISTRATION INSTRUCTIONS
FOR
SITE VISIT STAFF AND CONSULTANTS PERFORMING DATA COLLECTION TASKS
FOR THE
CONGRESSIONAL COMMISSION ON MILITARY TRAINING AND GENDER-
RELATED ISSUES**

Background

This data collection effort is being performed in support of several studies being conducted by the **Congressional Commission on Military Training and Gender-Related Issues**. This Commission has been established by the Congress "*..to review requirements and restrictions regarding cross-gender relationships of members of the Armed Forces, to review the basic training programs of the Army, Navy, Air Force, and Marine Corps, and to make recommendations on improvement to those programs, requirements and restrictions*". There are ten (10) members of the Commission: Anita K. Blair, LtGen William Keys (USMC Ret.), Dr. Nancy Cantor, Mr. Fred Pang, Dr. Charles Moskos, Dr. Mady Segal, Mr. Tom Moore, Hon. Barbara Pope, LtGen George Christmas (USMC Ret.), and Sergeant Major Robert Dare (US Army, Ret.).

The data collection effort consists of four paper-and-pencil surveys administered to members of each of the four services (Army, Navy, Air Force, and Marine Corps). Two of these surveys are mail surveys and two of these surveys are site administered. The two mail surveys include a survey of Commanders (battalion, squadron, ship, etc.) and their Command NCO (non-commissioned officer) equivalent; and a survey of "Military Leaders" (i.e., captains in pay grade 03, and sergeants in pay grade E6 and E7). The Commander/Command NCO survey will be mailed to approximately 4,000 commanders and their command NCO equivalent. The "Military Leader" survey will be mailed to approximately 20,000 captains and NCOs. The site administered surveys are of recruits (both beginning and ending training), and Drill Sergeants/Instructors. The recruit survey will be site administered to approximately 12,000 recruits, and the Drill Sergeant/Instructor Survey will be administered to approximately 4,000 Drill Sergeants/Instructors.

Notes to Site Administered Survey Administrators

Site administered surveys will be used to collect data from military recruits and from Drill Sergeants/Instructors. When surveying recruits, regardless of whether these are recruits beginning or ending training, use the survey titled: **BASIC TRAINING SURVEY**. When surveying the Drill Sergeants/Instructors use the survey titled: **MILITARY LEADER SURVEY** (yes, this is the same survey that is being mailed to the captains (pay grade 03) and Sergeants (pay grade E6 and E7).

In most cases an adequate number of surveys (both the Basic Training Survey, and the Military Leader Survey) will have been pre-shipped to the site. Your military point of contact at the site will know the location of these surveys and the schedule and locations for survey administration. Be sure to check to see if there have been any last minute schedule changes - they may affect your travel arrangements. Please make note of any changes that may affect future visits and pass them on to the Project Director. When you arrive at the site immediately check to see if the following are available: sufficient copies of the surveys, sufficient number of pencils, and pre-paid FEDEX return shipping labels. If there are any problems, contact the Project Director. Also, **Do not throw away the survey shipping boxes.** You will need them to ship the completed surveys back for data entry.

When administering the surveys (either to recruits or Drill Sergeants/Instructors) we would prefer it be done in a group setting (i.e., everyone comes into the room, sits down, receives the administrative instructions, fills out the survey, returns the survey and pencil, and leaves the room).

This will most likely not always be the case - especially for the Drill Sergeants/Instructors. For Drill Sergeants/Instructors you may have to set up in a small classroom and administer (hand out and collect) the survey based on Drill Sergeants/Instructors arriving and departing at their convenience within some pre-established time frame. This procedure is not the best, but it is acceptable. Above all, we will cooperate with our military point of contact in any way that best accommodates their schedule.

Recruits will nearly always be surveyed as a group and in a classroom setting. In most cases the recruits will be brought to your location by one of the Drill Sergeants/Instructors. This escort should not remain in the room during the survey administration. You may want to coordinate in advance that we DO NOT want the escort to remain in the survey room. We would also like the recruits to leave the room as they complete the survey (be sure to coordinate this in advance with the escort - he/she may have a particular location he/she wants them to go). Sometimes it works best to sit in the back of the room (but near the exit door) so you can collect surveys as the recruits depart. Do not review any completed surveys as they are being turned in - place them face down in the box. Also, do not answer any questions about the survey. If a respondent does not understand a question, it is simply "what he/she thinks it means". Make notes about any unusual circumstances/situations affecting the survey administration. Make notes also about any refinements to these instructions to survey administrators.

Keep track of how many of each type survey you administered. In the case of recruit surveys, we need to know how many surveys were administered to starting recruits (number of males surveyed and number of females surveyed), and how many surveys were administered to graduating recruits (number of males surveyed and number of females surveyed). If you can, phone these numbers in to the Project Director at the completion of all data collection for your trip. Ship all completed surveys back to the Project Director prior to leaving the site (FEDEX labels are provided). **Unless you have been directed otherwise leave all unused surveys with your site point-of-contact.**

Some Specific Notes About the Surveys

Basic Training Survey: note that survey items 14 and 15 ask for education information about the respondent's father and mother, or the male and female head of the household at the time they were growing up. The items instruct: *"if you are not sure, give your best guess"*. If a respondent says they do not know, just tell them to give their best guess. If they insist that they simply don't know, then tell them to leave the item(s) blank.

Deal

with such questions about these two items on a case-by-case basis - do not make a general announcement to the group about an option to leave this (or any other survey item) blank. It is important that all respondents answer all items as best they can.

The following is a general script to be used for group classroom administrations

"Good (morning, afternoon, evening) ladies (ladies and gentlemen, gentlemen) and thank you for your participation in the survey of basic recruit training. This survey is being conducted for the Congressional Commission on Military Training and Gender-Related Issues and is being administered to a representative sample of recruits in the Army, Navy, Air Force, and Marine Corps. My name is _____ and I work (or I am a consultant for) for Westat Incorporated, a large scientific survey research company located in Rockville, Maryland. Westat is under contract with the Commission to administer their surveys, tabulate the data, and assist in the data analysis. The information collected by this survey will be used by the Commission to make recommendations to the Congress about military recruit training and training policies.

Your responses to these survey items will remain anonymous, and you are to mark your responses to the survey items in the survey booklet. You may use pencil or pen in marking your responses. Please mark your responses clearly. I am not permitted to discuss any of the survey items with you. You should interpret each survey in terms of what it means to you."

For Recruits who are just starting their training include the following: "Note that as recruits who are just beginning training you should complete only thru items 1 thru 71 of the survey. The survey instructions at the top of page 8 direct you STOP there if you are a beginning recruit. If you are a beginning recruit, DO NOT answer items 72 thru 88. If, however you have any comments about your training experience so far, you can write these comments in the space provided for item 89 on page 11 of the survey."

"When you have finished the survey please return your survey and pencil to the box provided in the back (front) of the room. Please leave the room once you have turned in your survey. Thank you again for your assistance. Good luck in your military career."

COMMANDING OFFICER AND SENIOR ENLISTED ADVISOR SURVEY (BATTALION, SQUADRON AND SHIP-LEVEL COMMANDS)

Introduction

This survey seeks to gather information from a random sample of military leaders from each of the four Military Services. Your participation is critical. Part I of this survey will ask you to respond to items “as you would hope graduating recruits today would respond.” Part II of the survey contains questions on other topics relating to military training. All responses are completely anonymous. No identifying information is desired. Thank you for your assistance.

Instructions

1. You may circle or check your responses in this survey booklet, as desired. **You may use a pencil or pen to complete the survey.** Please complete all questions. Please write/print comments you may have legibly in the spaces provided in the survey.
2. For Part I of the survey (questions 1 through 34), please respond “**as you would hope graduating recruits today would respond to the items.**” In Part II, please indicate your current perspectives on the issues raised.
3. The term “basic training” in this survey has the same meaning as “recruit training.” For the Army, the term “basic training” in this survey will also apply to OSUT (One Station Unit Training) training.
4. Please place your completed survey in the enclosed self-addressed envelope and mail it as soon as possible. No further postage is necessary on the envelope. Thank you for your valuable assistance.

Prepared for:

Congressional Commission on Military Training
and Gender-Related Issues
1235 Jefferson Davis Hwy
Suite 940
Arlington, VA 22202

PHONE: 703-602-1515
DSN 332-1515

Part I - Military Leaders
Please answer items 1 through 34

"as you hope graduating recruits today would respond."

	Strongly <u>Agree</u>	<u>Agree</u>	Neither Agree <u>Disagree</u>	Nor <u>Disagree</u>	Strongly <u>Disagree</u>	Don't <u>Know</u>
1. I would rather see my team receive praise, than for me to be praised individually	A	B	C	D	E	F
2. I am more interested in whom I will work with than in the exact type of work I will do	A	B	C	D	E	F
3. I would rather fail as an individual, than to see my group fail	A	B	C	D	E	F
4. I would rather be known as the star of the team, than as a good team player	A	B	C	D	E	F
5. I see military service as a calling to serve a higher purpose	A	B	C	D	E	F
6. People in authority tend to abuse their power	A	B	C	D	E	F
7. The military serves a purpose that is more important than individual desires	A	B	C	D	E	F
8. Successful individuals are good team players	A	B	C	D	E	F
9. I believe that if my unit fails, I have failed	A	B	C	D	E	F
10. I would rather be successful through my own efforts than be a member of a successful unit	A	B	C	D	E	F
11. My unit's success is extremely important to me	A	B	C	D	E	F
12. In order to succeed, it is often necessary to ignore the needs of other unit members	A	B	C	D	E	F
13. I believe my personal needs take second place to the needs of my Service	A	B	C	D	E	F
14. I will perform my military duty, regardless of personal or family consequences	A	B	C	D	E	F
15. What I do in my personal life should be of no concern to my superiors	A	B	C	D	E	F
16. I should not contradict leaders who have authority over me	A	B	C	D	E	F

PART 1

17.	I feel a strong sense of belonging in the military	A	B	C	D	E	F
18.	Right now, I feel committed to the military	A	B	C	D	E	F
19.	Working with good people is more important than the type of work I do	A	B	C	D	E	F
20.	I would rather work as a part of a team than on my own	A	B	C	D	E	F
21.	My values and the values of my Service are the same	A	B	C	D	E	F
22.	When I work with others to get something done, they tend to slow me down	A	B	C	D	E	F
23.	I am willing to make sacrifices in order that other members of my unit may succeed	A	B	C	D	E	F
24.	If asked today, I would discourage a close friend from joining the military	A	B	C	D	E	F
25.	I prefer to be challenged beyond what others normally do	A	B	C	D	E	F
26.	I think men and women in basic training should have exactly the same physical fitness requirements	A	B	C	D	E	F
27.	I feel I can make a positive contribution to my Service	A	B	C	D	E	F
28.	If necessary, I would willingly die for my country	A	B	C	D	E	F
29.	The military should take into account the needs of its members when it makes decisions on how to operate.	A	B	C	D	E	F
30.	Even though I have joined the military, I still expect to have the same rights as every other American.	A	B	C	D	E	F
31.	A leader can be successful even if the unit fails	A	B	C	D	E	F

Please respond to these items
"as you hope graduating recruits today would respond."

32. Rank the below abilities from #1 to #6 (#1 being most important and #6 being least important) as you see them in helping you succeed in the military.

- _____ Ability to commit and trust others
- _____ Identifying with and sharing group goals
- _____ Technical competence
- _____ My own sound judgement
- _____ Willpower to succeed
- _____ Ability to accept authority

33. From what you expected, did you find basic training (boot camp) tougher, about what you expected, or easier in the following areas:

	<u>Much Tougher</u>	<u>Somewhat Tougher</u>	<u>About What I Expected</u>	<u>Somewhat Easier</u>	<u>Much Easier</u>
Physical demands were	A	B	C	D	E
Discipline was	A	B	C	D	E
Living conditions were	A	B	C	D	E
Learning required was	A	B	C	D	E
Basic training overall was.....	A	B	C	D	E

34. Basic training has helped me understand and identify more closely with my military Service.

- A Strongly agree
- B Agree
- C Neither agree nor disagree
- D Disagree
- E Strongly disagree

END OF PART I
All remaining items in Part II of the Survey ask for your current views.

PART II - CURRENT PERSPECTIVES

“Please provide your current views. Though background items are asked, absolutely no individual identifying information is desired. All responses are anonymous.”

35. Service:

- A Army
- B Navy
- C Air Force
- D Marine Corps

36. Choose the group that best describes you: (Select Only One)

- A Commanding Officer of Battalion, Squadron or Ship-Level Command
- B Senior Enlisted Advisor/Sergeant Major of a Battalion, Squadron or Ship-Level Command

37. Total number of years on active duty:

- A Under 8 years
- B 8-10 years
- C 11-13 years
- D 14-16 years
- E 17-20 years
- F Over 20 years

38. Current age:

- A 25 or younger
- B 26-30
- C 31-35
- D 36-40
- E Older than 40

39. Racial/Ethnic Background:

- A Hispanic
- B Black, not Hispanic
- C White, not Hispanic
- D Asian or Pacific Islander
- E Native American
- F Other _____

40. Sex:

- A Male
- B Female

41. Marital Status:
- A Single, never married
 - B Single, divorced
 - C Married
 - D Widowed
42. Are you currently a single parent?
- A. Yes
 - B. No
43. Highest level of education achieved:
- A Some High School
 - B GED Diploma
 - C High School Graduate
 - D Some College
 - E Associate's/Technical Degree
 - F College Degree
 - G Graduate Degree
44. Is your primary military occupational specialty (MOS/AFSC) restricted to males only?
- A Yes
 - B No
 - C Don't Know
45. In your career, have you served in units (Battalion, Squadron, Ship level, or below) that were restricted to males only?
- A Yes If yes, please indicate types _____
 - B No _____
46. In your career, have you served with females in mixed-gender units (Battalion, Squadron, Ship level, or below)?
- A Yes
 - B No
47. Are you currently serving in a mixed-gender unit (Battalion, Squadron, Ship level or below)?
- A Yes
 - B No
48. Currently serving as part of:
- A An Operational Unit/Command/Ship
 - B An Installation Support Command/Ship
 - C A Recruiting Command
 - D A Training Command
 - E A Headquarters Command
 - F Some other Independent Duty, Specialty Duty or Joint Duty

56. Over the past 5 years, how has the quality of entry-level training graduates (includes both basic training and specialty training) changed?
- A Improved significantly
 - B Improved somewhat
 - C Stayed the same
 - D Declined somewhat
 - E Declined significantly
 - F Don't know

57. Over the past 5 years, how has the quality of entry-level training graduates changed (includes both basic training and specialty training)

	Improved <u>a Lot</u>	Improved <u>Somewhat</u>	Stayed the <u>Same</u>	Decreased <u>Somewhat</u>	Decreased <u>a Lot</u>	Don't <u>Know</u>	
A. Military skill proficiency	A.....	B	C	D	E	F	
B. Discipline	.....	A	B	C	D	E	F
C. Intelligence	.....	A	B	C	D	E	F
D. Ability to adjust to military life	.....	A	B	C	D	E	F
E. Ability to accept authority	.....	A	B	C	D	E	F
F. Acceptance of Service core values	.A	B	C	D	E	F	

Please comment on your answers to items # 56 and #57 above: _____

58. In your opinion, are there different standards being applied to males and females concerning regulations governing **fraternization**?
- A Standards favor males
 - B Standards favor females
 - C No difference
 - D Don't know

PART 1

59. In your opinion, are there different standards being applied to enlisted leaders and officers concerning regulations governing **fraternization**?
- A Standards favor enlisted leaders
 - B Standards favor officers
 - C No difference
 - D Don't know
60. In your opinion, are there different standards being applied to males and females concerning regulations governing **adultery**?
- A Standards favor males
 - B Standards favor females
 - C No difference
 - D Don't know
61. In your opinion, are there different standards being applied to enlisted leaders and officers concerning regulations governing **adultery**?
- A Standards favor enlisted leaders
 - B Standards favor officers
 - C No difference
 - D Don't know
62. In your opinion, are **fraternization** rules enforced differently by different Commands within your Service?
- A Yes
 - B No
 - C Don't know
63. In your opinion, are the rules about **adultery** enforced differently by different Commands within your Service?
- A Yes
 - B No
 - C Don't Know
64. Does **fraternization** or adultery in today's Military pose a significant threat to operational readiness of military units?
- A Yes, for both fraternization and adultery
 - B Yes for fraternization, but No for adultery
 - C Yes for adultery, but No for fraternization
 - D No, for both adultery and fraternization
 - E Don't know

Please comment on your response to item 64 above: _____

Indicate how important each of the following is to be a successful member of the military:

	<u>Extremely Important</u>	<u>Very Important</u>	<u>Important</u>	<u>Somewhat Important</u>	<u>Not Important</u>
65. Loyalty to my Military Service	A	B	C	D	E
66. Self-respect	A	B	C	D	E
67. Helping others regardless of personal gain	A	B	C	D	E
68. Honor	A	B	C	D	E
69. Honesty	A	B	C	D	E
70. Working well with other races/ethnic groups	A	B	C	D	E
71. Courage	A	B	C	D	E
72. Respect for others	A	B	C	D	E
73. Duty	A	B	C	D	E
74. Working well with members of the other gender	A	B	C	D	E
75. Loyalty to my Unit	A	B	C	D	E
76. Striving for excellence	A	B	C	D	E
77. Integrity	A	B	C	D	E
78. Commitment to family	A	B	C	D	E
79. Personal appearance	A	B	C	D	E
80. Physical fitness	A	B	C	D	E
81. Commitment to serve	A	B	C	D	E
82. Individual success	A	B	C	D	E
83. Financial responsibility	A	B	C	D	E

“Indicate the degree to which you agree, disagree, or are neutral to the following statements.”

		Strongly	Agree	Neither	Strongly	Don't	
	<u>Agree</u>	<u>Agree</u>	<u>Disagree</u>	<u>Disagree</u>	<u>Disagree</u>	<u>Know</u>	
84.	The primary purpose of basic training is to transform recruits into military group members of cohesive military units	A	B	C	D	E	F
85.	The primary purpose of basic training is to instill Service values in recruits	A	B	C	D	E	F
86.	The primary purpose of basic training is to initiate the military skills development of recruits	A	B	C	D	E	F
87.	Female recruits need female trainers as role models in basic training.	A	B	C	D	E	F
88.	Male recruit trainers make better role models for female recruits.	A	B	C	D	E	F
89.	Female recruits will work harder to meet a male trainer's standards than they will to meet a female trainer's standards.	A	B	C	D	E	F
90.	Female recruits attempt to use their gender to get better treatment more than male recruits do.	A	B	C	D	E	F
91.	It is much easier for recruit trainers to know how far to push male recruits than for female recruits.	A	B	C	D	E	F
92.	The quality of basic training has a direct effect on operational readiness	A	B	C	D	E	F
93.	Different physical fitness standards by sex within gender-mixed basic training enhances group unity and cohesion.	A	B	C	D	E	F
94.	Mixing males and females in basic training . . .						
	Has a positive effect on individual performance	A	B	C	D	E	F
	Has a positive effect on group performance	A	B	C	D	E	F
	Results in lower standards for all	A	B	C	D	E	F
	Causes unnecessary distractions in recruit training	A	B	C	D	E	F
	Is a necessary distraction in recruit training	A	B	C	D	E	F

95. DOD should adopt a single policy for all Services governing:
- | | | | | | | |
|-----------------|---|---|---|---|---|---|
| Fraternization: | A | B | C | D | E | F |
| Adultery: | A | B | C | D | E | F |
96. I believe the military standard should be stricter than the standard applied elsewhere in society in regard to:
- | | | | | | | |
|-----------------|---|---|---|---|---|---|
| Fraternization: | A | B | C | D | E | F |
| Adultery: | A | B | C | D | E | F |
97. My spouse is concerned about the military's policies on:
- | | | | | | | |
|-----------------|---|---|---|---|---|---|
| Fraternization: | A | B | C | D | E | F |
| Adultery: | A | B | C | D | E | F |
98. The physical fitness of service members today is lower than when I first joined the military
- | | | | | | |
|---|---|---|---|---|---|
| A | B | C | D | E | F |
|---|---|---|---|---|---|
99. There is a relationship between what recruits learn in basic training and their success in operational units
- | | | | | | |
|---|---|---|---|---|---|
| A | B | C | D | E | F |
|---|---|---|---|---|---|
100. Is there a difference in training between males and females in basic training? (Select Only One)
- A No, males and females go through the same basic training
 - B Yes, but the only difference between males and females in basic training is in the physical fitness requirements
 - C Yes, males go through more difficult basic training than females
 - D Yes, females go through more difficult basic training than males
 - E Don't know
101. If you felt you were being sexually harassed, who would you feel most comfortable discussing it with?
- A A male
 - B A female
 - C It makes no difference
102. Which of the following do you think happens more often in the Military: females are harassed by males or males are falsely accused of harassment.
- A Females are harassed by men more often
 - B Males are falsely accused of harassment more often
 - C Both happen about equally

MILITARY LEADER SURVEY

INTRODUCTION

This survey seeks to gather information from a random sample of military leaders from each of the four Military Services. Your participation is critical. Part I of this survey will ask you to respond to items “as you would hope graduating recruits today would respond.” Part II of the survey contains questions on other topics relating to military training. All responses are completely anonymous. No identifying information is desired. Thank you for your assistance.

INSTRUCTIONS

1. You may circle or check your responses in this survey booklet, as desired. **You may use a pencil or pen to complete the survey.** Please complete all questions. Please write/print comments you may have legibly in the spaces provided in the survey.
2. For Part I of the survey (questions 1 through 34), please respond “**as you would hope graduating recruits today would respond to the items.**” In Part II, please indicate your current perspectives on the issues raised.
3. The term “basic training” in this survey has the same meaning as “recruit training.” For the Army, the term “basic training” in this survey will also apply to OSUT (One Station Unit Training) training.
4. Please place your completed survey in the enclosed self-addressed envelope and mail it as soon as possible. No further postage is necessary on the envelope. Thank you for your valuable assistance.

Prepared for:

Congressional Commission on Military Training
and Gender-Related Issues
1235 Jefferson Davis Hwy
Suite 940
Arlington, VA 22202

PHONE: 703-602-1515
DSN 332-1515

Part I - Military Leaders

Please answer these items

"as you hope graduating recruits today would respond."

	<u>Agree</u>	<u>Strongly Agree</u>	<u>Neither Agree Nor Disagree</u>	<u>Disagree</u>	<u>Strongly Disagree</u>	<u>Don't Know</u>
1. I would rather see my team receive praise, than for me to be praised individually	A	B	C	D	E	F
2. I am more interested in whom I will work with than in the exact type of work I will do	A	B	C	D	E	F
3. I would rather fail as an individual, than to see my group fail	A	B	C	D	E	F
4. I would rather be known as the star of the team, than as a good team player	A	B	C	D	E	F
5. I see military service as a calling to serve a higher purpose	A	B	C	D	E	F
6. People in authority tend to abuse their power	A	B	C	D	E	F
7. The military serves a purpose that is more important than individual desires	A	B	C	D	E	F
8. Successful individuals are good team players	A	B	C	D	E	F
9. I believe that if my unit fails, I have failed	A	B	C	D	E	F
10. I would rather be successful through my own efforts than be a member of a successful unit	A	B	C	D	E	F
11. My unit's success is extremely important to me	A	B	C	D	E	F
12. In order to succeed, it is often necessary to ignore the needs of other unit members	A	B	C	D	E	F
13. I believe my personal needs take second place to the needs of my Service	A	B	C	D	E	F
14. I will perform my military duty, regardless of personal or family consequences	A	B	C	D	E	F

15.	What I do in my personal life should be of no concern to my superiors	A	B	C	D	E	F
16.	I should not contradict leaders who have authority over me	A	B	C	D	E	F
17.	I feel a strong sense of belonging in the military	A	B	C	D	E	F
18.	Right now, I feel committed to the military	A	B	C	D	E	F
19.	Working with good people is more important than the type of work I do	A	B	C	D	E	F
20.	I would rather work as a part of a team than on my own	A	B	C	D	E	F
21.	My values and the values of my Service are the same	A	B	C	D	E	F
22.	When I work with others to get something done, they tend to slow me down	A	B	C	D	E	F
23.	I am willing to make sacrifices in order that other members of my unit may succeed	A	B	C	D	E	F
24.	If asked today, I would discourage a close friend from joining the military	A	B	C	D	E	F
25.	I prefer to be challenged beyond what others normally do	A	B	C	D	E	F
26.	I think men and women in basic training should have exactly the same physical fitness requirements	A	B	C	D	E	F
27.	I feel I can make a positive contribution to my Service	A	B	C	D	E	F
28.	If necessary, I would willingly die for my country	A	B	C	D	E	F
29.	The military should take into account the needs of its members when it makes decisions on how to operate.	A	B	C	D	E	F
30.	Even though I have joined the military, I still expect to have the same rights as every other American.	A	B	C	D	E	F
31.	A leader can be successful even if the unit fails	A	B	C	D	E	F

Please respond to these items
"as you hope graduating recruits today would respond."

32. Rank the below abilities from #1 to #6 (#1 being most important and #6 being least important) as you see them in helping you succeed in the military.

- _____ Ability to commit and trust others
- _____ Identifying with and sharing group goals
- _____ Technical competence
- _____ My own sound judgement
- _____ Willpower to succeed
- _____ Ability to accept authority

33. From what you expected, did you find basic training (boot camp) tougher, about what you expected, or easier in the following areas:

	<u>Much Tougher</u>	<u>Somewhat Tougher</u>	<u>About What I Expected</u>	<u>Somewhat Easier</u>	<u>Much Easier</u>
Physical demands were.....	A	B	C	D	E
Discipline was.....	A	B	C	D	E
Living conditions were	A	B	C	D	E
Learning required was	A	B	C	D	E
Basic training overall was.....	A	B	C	D	E

34. Basic training has helped me understand and identify more closely with my military Service.

- A Strongly agree
- B Agree
- C Neither agree nor disagree
- D Disagree
- E Strongly disagree

End of Part 1

All remaining items in Part II of the Survey ask for your current views.

Part II - Current Perspectives

“Please provide your current views. Though background items are asked, absolutely no individual identifying information is desired. All responses are anonymous.”

35. Service:
- A Army
 - B Navy
 - C Air Force
 - D Marine Corps
36. Choose the group that best describes you: (Select Only One)
- A Officer (O-3)
 - B Enlisted Leader (E-6/E-7) not currently serving as a recruit trainer
 - C Enlisted Leader currently serving as a recruit trainer
(Drill Instructor/Drill Sergeant/Military Training Instructor/Recruit Division Commander)
 - D Commanding Officer of Battalion, Squadron, or Ship level Command
 - E Senior Enlisted Advisor/Sergeant Major of a Battalion, Squadron or Ship level Command
37. Total number of years on active duty:
- A Under 8 years
 - B 8-10 years
 - C 11-13 years
 - D 14-16 years
 - E 17-20 years
 - F Over 20 years
38. Current age:
- A 25 or younger
 - B 26-30
 - C 31-35
 - D 36-40
 - E Older than 40
39. Racial/Ethnic Background:
- A Hispanic
 - B Black, not Hispanic
 - C White, not Hispanic
 - D Asian or Pacific Islander
 - E Native American
 - F Other _____
40. Sex:
- A Male
 - B Female

PART 1

41. Marital Status:
- A Single, never married
 - B Single, divorced
 - C Married
 - D Widowed
42. Are you currently a single parent?
- A. Yes
 - B. No
43. Highest level of education achieved:
- A Some High School
 - B GED Diploma
 - C High School Graduate
 - D Some College
 - E Associate's/Technical Degree
 - F College Degree
 - G Graduate Degree
44. Is your primary military occupational specialty (MOS/AFSC) restricted to males only?
- A Yes
 - B No
 - C Don't Know
45. In your career, have you served in units (Battalion, Squadron, Ship level, or below) that were restricted to males only?
- A Yes If yes, please indicate types _____
 - B No _____
46. In your career, have you served with females in mixed-gender units (Battalion, Squadron, Ship level, or below)?
- A Yes
 - B No
47. Are you currently serving in a mixed-gender unit (Battalion, Squadron, Ship level or below)?
- A Yes
 - B No
48. Currently serving as part of:
- A An Operational Unit/Command/Ship
 - B An Installation Support Command/Ship
 - C A Recruiting Command
 - D A Training Command
 - E A Headquarters Command
 - F Some other Independent Duty, Specialty Duty or Joint Duty

PART 1

56. Over the past 5 years, how has the quality of entry-level training graduates (includes both basic training and specialty training) changed?
- A Improved significantly
 - B Improved somewhat
 - C Stayed the same
 - D Declined somewhat
 - E Declined significantly
 - F Don't know

57. Over the past 5 years, how has the quality of entry-level training graduates changed (includes both basic training and specialty training)?

	Improved <u>a Lot</u>	Improved <u>Somewhat</u>	Stayed the <u>Same</u>	Decreased <u>Somewhat</u>	Decreased <u>a Lot</u>	Don't <u>Know</u>
A. Military skill proficiency	A	B	C	D	E	F
B. Discipline	A	B	C	D	E	F
C. Intelligence.....	A	B	C	D	E	F
D. Ability to adjust to military life	A	B	C	D	E	F
E. Ability to accept authority.....	A	B	C	D	E	F
F. Acceptance of Service core values .	A	B	C	D	E	F

Please comment on your answers to items # 56 and #57 above: _____

58. In your opinion, are there different standards being applied to males and females concerning regulations governing **fraternization**?
- A Standards favor males
 - B Standards favor females
 - C No difference
 - D Don't know

59. In your opinion, are there different standards being applied to enlisted leaders and officers concerning regulations governing **fraternization**?
- A Standards favor enlisted leaders
 - B Standards favor officers
 - C No difference
 - D Don't know

60. In your opinion, are there different standards being applied to males and females concerning regulations governing **adultery**?
- A Standards favor males
 - B Standards favor females
 - C No difference
 - D Don't know
61. In your opinion, are there different standards being applied to enlisted leaders and officers concerning regulations governing **adultery**?
- A Standards favor enlisted leaders
 - B Standards favor officers
 - C No difference
 - D Don't know
62. In your opinion, are **fraternization** rules enforced differently by different Commands within your Service?
- A Yes
 - B No
 - C Don't know
63. In your opinion, are the rules about **adultery** enforced differently by different Commands within your Service?
- A Yes
 - B No
 - C Don't Know
64. Does **fraternization** or adultery in today's Military pose a significant threat to operational readiness of military units?
- A Yes, for both fraternization and adultery
 - B Yes for fraternization, but No for adultery
 - C Yes for adultery, but No for fraternization
 - D No, for both adultery and fraternization
 - E Don't know

Please comment on your response to item 64 above: _____

Indicate how important each of the following is to be a successful member of the military:

	<u>Extremely Important</u>	<u>Very Important</u>	<u>Somewhat Important</u>	<u>Important</u>	<u>Not Important</u>
65. Loyalty to my Military Service	A	B	C	D	E
66. Self-respect	A	B	C	D	E
67. Helping others regardless of personal gain	A	B	C	D	E
68. Honor	A	B	C	D	E
69. Honesty	A	B	C	D	E
70. Working well with other races/ ethnic groups	A	B	C	D	E
71. Courage	A	B	C	D	E
72. Respect for others	A	B	C	D	E
73. Duty	A	B	C	D	E
74. Working well with members of the other gender	A	B	C	D	E
75. Loyalty to my Unit	A	B	C	D	E
76. Striving for excellence	A	B	C	D	E
77. Integrity	A	B	C	D	E
78. Commitment to family	A	B	C	D	E
79. Personal appearance	A	B	C	D	E
80. Physical fitness	A	B	C	D	E
81. Commitment to serve	A	B	C	D	E
82. Individual success	A	B	C	D	E
83. Financial responsibility	A	B	C	D	E

“Indicate the degree to which you agree, disagree, or are neutral to the following statements.”

	<u>Agree</u>	<u>Strongly Agree</u>	<u>Neither Agree Nor Disagree</u>	<u>Disagree</u>	<u>Strongly Disagree</u>	<u>Don't Know</u>
84. The primary purpose of basic training is to transform recruits into military group members of cohesive military units	A	B	C	D	E	F
85. The primary purpose of basic training is to instill Service values in recruits	A	B	C	D	E	F
86. The primary purpose of basic training is to initiate the military skills development of recruits	A	B	C	D	E	F
87. Female recruits need female trainers as role models in basic training.	A	B	C	D	E	F
88. Male recruit trainers make better role models for female recruits.	A	B	C	D	E	F
89. Female recruits will work harder to meet a male trainer's standards than they will to meet a female trainer's standards.	A	B	C	D	E	F
90. Female recruits attempt to use their gender to get better treatment more than male recruits do.	A	B	C	D	E	F
91. It is much easier for recruit trainers to know how far to push male recruits than for female recruits.	A	B	C	D	E	F
92. The quality of basic training has a direct effect on operational readiness	A	B	C	D	E	F
93. Different physical fitness standards by sex within gender-mixed basic training enhances group unity and cohesion	A	B	C	D	E	F
94. Mixing males and females in basic training . . .	A	B	C	D	E	F
Has a positive effect on individual performance	A	B	C	D	E	F
Has a positive effect on group performance	A	B	C	D	E	F
Results in lower standards for all	A	B	C	D	E	F
Causes unnecessary distractions in recruit training	A	B	C	D	E	F

PART 1

- Is a necessary distraction in recruit training A B C D E F
95. DOD should adopt a single policy for all Services governing:
 Fraternization: A B C D E F
 Adultery A B C D E F
96. I believe the military standard should be stricter than the standard applied elsewhere in society in regard to:
 Fraternization: A B C D E F
 Adultery A B C D E F
97. My spouse is concerned about the military's policies on:
 Fraternization: A B C D E F
 Adultery A B C D E F
98. The physical fitness of service members today is lower than when I first joined the military A B C D E F
99. There is a relationship between what recruits learn in basic training and their success in operational units A B C D E F
100. Is there a difference in training between males and females in basic training? (Select Only One)
 A No, males and females go through the same basic training
 B Yes, but the only difference between males and females in basic training is in the physical fitness requirements
 C Yes, males go through more difficult basic training than females
 D Yes, females go through more difficult basic training than males
 E Don't know
101. If you felt you were being sexually harassed, who would you feel most comfortable discussing it with?
 A A male
 B A female
 C It makes no difference
102. Which of the following do you think happens more often in the Military: females are harassed by males or males are falsely accused of harassment.
 A Females are harassed by men more often
 B Males are falsely accused of harassment more often
 C Both happen about equally

BASIC TRAINING SURVEY

INTRODUCTION

This survey seeks to gather information from military recruits who are either just beginning or completing their basic training. This survey asks your opinion on topics relating to military training. Your participation is very important. All your responses are anonymous. No identifying information is desired. Thank you for your assistance.

INSTRUCTIONS

1. Please read each question carefully before selecting your response. Circle or check your responses in the survey booklet, as desired. **You may use a pencil or pen to complete the survey.**
2. The term “basic training” in this survey has the same meaning as the term “recruit training.” In addition, for Army recruits, the term “basic training” for this survey means the same as OSUT (One Station Unit Training).
3. If you wish to make comments, you may write these comments in the survey booklet adjacent to the appropriate survey item. Please print legibly. Thank you for your valuable assistance.

Prepared for:

Congressional Commission on Military Training
and Gender-Related Issues
1235 Jefferson Davis Hwy
Suite 940
Arlington, VA 22202

PHONE: 703-602-1515
DSN 332-1515

Basic Training Survey

The purpose of this survey is to gather information about your views. The first few items ask about your background and the remaining items ask for your views. All of your survey responses are anonymous. No identifying information is desired. Please complete the survey items as you see the answers, today.

1. Service:
 - A Army
 - B Navy
 - C Air Force
 - D Marine Corps

2. Sex:
 - A Male
 - B Female

3. Which describes your current status?
 - A Beginning basic training
 - B About to graduate from basic training

4. Indicate the Male/Female mixture of your basic training at the unit level (Army/Marine Platoon, Air Force Flight or Navy Division):
 - A Male only
 - B Female only
 - C Mixed - Males and Females trained together at the unit level
 - D Do not know

5. Are you entering the Reserves/National Guard or Regular military?
 - A Regular military
 - B Reserves/National Guard

6. Age:
 - A 17-18
 - B 19-20
 - C 21-24
 - D 25-35

7. Racial/Ethnic Background:
 - A Hispanic
 - B Black, not Hispanic
 - C White, not Hispanic
 - D Asian/Pacific Islander
 - E Native American
 - F Other _____

PART 1

8. Marital Status:
- A Single, never married
 - B Single, divorced
 - C Married
 - D Widowed
9. Do you have any children?
- A Yes, and I have custody of them
 - B Yes, but I do not have custody of them
 - C No
10. Education:
- A Some High School
 - B GED Diploma
 - C High School Graduate
 - D Some College
 - E Technical Degree/Associate's Degree
 - F College Degree
 - G Graduate Degree
11. Did you participate in any team sports in High School?
- A Yes
 - B No
12. Did you participate in any varsity athletics in High School?
- A Yes
 - B No
13. Before basic training, how often did you work out or participate in sports activities?
- A Rarely
 - B 1 or 2 times per week
 - C 3 or 4 times per week
 - D Nearly everyday
14. What is the highest grade in school completed by your father, or the male head of the household, while you were growing up? If you are not sure, give your best guess.
- A I never lived with my father, and there was no male head of the household
 - B He completed 9th, 10th, or 11th grade
 - C He was a high school graduate
 - D He completed some college, but no Bachelor's Degree
 - E He was a college graduate (Bachelor's Degree)
 - F He had graduate study beyond the Bachelor's Degree

15. What is the highest grade in school completed by your mother, or the female head of the household, while you were growing up? If you are not sure, give your best guess.
- A I never lived with my mother, and there was no female head of the household
 - B She completed 9th, 10th, or 11th grade
 - C She was a high school graduate
 - D She completed some college, but no Bachelor's Degree
 - E She was a college graduate (Bachelor's Degree)
 - F She had graduate study beyond the Bachelor's Degree
16. Select THREE of the following which would be most important to you in choosing a job or career, aside from any other things important to you.
- A Chances for further training and learning job skills
 - B Retirement plan, medical plan, fringe benefits
 - C Chances for advancement
 - D Steady, secure work
 - E Interesting work
 - F Pay
 - G Highly respected job
 - H Freedom to do the job the way I think best
 - I Chances to be a leader

Enter the THREE different letter codes corresponding to your selection here:

Most important _____
 Second most important _____
 Third most important _____

17. If you were looking for a full-time civilian job today, how good a job do you think you could get? Choose one:
- A I could get a very good job
 - B I could get a satisfactory job
 - C I would have trouble finding a satisfactory job
 - D I don't know

For items 18 through 48

"indicate the degree with which you agree, disagree or are neutral to the statements listed."

	<u>Agree</u>	<u>Strongly Agree</u>	<u>Neither Agree Nor Disagree</u>	<u>Disagree</u>	<u>Strongly Disagree</u>	<u>Don't Know</u>
18. I would rather see my team receive praise, than for me to be praised individually	A	B	C	D	E	F
19. I am more interested in whom I will work with than in the exact type of work I will do	A	B	C	D	E	F
20. I would rather fail as an individual, than to see my group fail	A	B	C	D	E	F
21. I would rather be known as the star of the team, than as a good team player	A	B	C	D	E	F
22. I see military service as a calling to serve a higher purpose	A	B	C	D	E	F
23. People in authority tend to abuse their power.	A	B	C	D	E	F
24. The military serves a purpose that is more important than individual desires	A	B	C	D	E	F
25. Successful individuals are good team players	A	B	C	D	E	F
26. I believe that if my unit fails, I have failed	A	B	C	D	E	F
27. I would rather be successful through my own efforts than be a member of a successful unit	A	B	C	D	E	F
28. My unit's success is extremely important to me	A	B	C	D	E	F
29. In order to succeed, it is often necessary to ignore the needs of other unit members	A	B	C	D	E	F
30. I believe my personal needs take second place to the needs of my Service	A	B	C	D	E	F
31. I will perform my military duty, regardless of personal or family consequences	A	B	C	D	E	F

32.	What I do in my personal life should be of no concern to my superiors	A	B	C	D	E	F
33.	I should not contradict leaders who have authority over me	A	B	C	D	E	F
34.	I feel a strong sense of belonging in the military	A	B	C	D	E	F
35.	Right now, I feel committed to the military	A	B	C	D	E	F
36.	Working with good people is more important than the type of work I do	A	B	C	D	E	F
37.	I would rather work as a part of a team than on my own	A	B	C	D	E	F
38.	My values and the values of my Service are the same	A	B	C	D	E	F
39.	When I work with others to get something done, they tend to slow me down	A	B	C	D	E	F
40.	I am willing to make sacrifices in order that other members of my unit may succeed	A	B	C	D	E	F
41.	If asked today, I would discourage a close friend from joining the military	A	B	C	D	E	F
42.	I prefer to be challenged beyond what others normally do	A	B	C	D	E	F
43.	I think men and women in basic training should have exactly the same physical fitness requirements	A	B	C	D	E	F
44.	I feel I can make a positive contribution to my Service	A	B	C	D	E	F
45.	If necessary, I would willingly die for my country	A	B	C	D	E	F
46.	The military should take into account the needs of its members when it makes decisions on how to operate.	A	B	C	D	E	F
47.	Even though I have joined the military, I still expect the have the same rights as every other American.	A	B	C	D	E	F
48.	A leader can be successful even if the unit fails	A	B	C	D	E	F

Select the answer that best represents your current view.

49. Is there a difference in training between males and females during basic training? (Select only one)
- A No, males and females go through the same basic training
 - B Yes, but the only difference between males and females in basic training is in the physical fitness requirements
 - C Yes, males go through more difficult basic training than females
 - D Yes, females go through more difficult basic training than males
 - E Don't know
50. From the following, choose THREE that are most important in helping you to succeed in the military.
- | | |
|--|------------------------------------|
| A Ability to commit and trust others | |
| B Identifying with and sharing group goals | |
| C Technical competence | Indicate your choices here: |
| D My own sound judgement | Most important _____ |
| E Willpower to succeed | Second most important _____ |
| F Ability to accept authority | Third most important _____ |
51. As best as you can remember, what was the single most important reason for your first entry into military service? (Select Only One)
- A Career opportunities looked better than in civilian life
 - B For the travel, excitement, new experiences
 - C To become more mature, disciplined and self-reliant
 - D To learn a trade or skill that would be valuable in civilian life
 - E Such things as aircraft, guns, ships, rockets, interested me
 - F To serve my country
 - G Opportunity for advanced education, professional training
 - H To leave some personal problems behind me
 - I To carry on a family tradition of military service
 - J None of the above (Specify)

Indicate how important each of the following is to be a successful member of the military:

		<u>Extremely</u> <u>Important</u>	<u>Very</u> <u>Important</u>	<u>Important</u>	<u>Somewhat</u> <u>Important</u>	<u>Not</u> <u>Important</u>
52.	Loyalty to my Military Service	A	B	C	D	E
53.	Self-respect	A	B	C	D	E
54.	Helping others regardless of personal gain	A	B	C	D	E
55.	Honor	A	B	C	D	E
56.	Honesty	A	B	C	D	E
57.	Working well with other races/ethnic groups	A	B	C	D	E
59.	Respect for others	A	B	C	D	E
60.	Duty	A	B	C	D	E
61.	Working well with members of the other gender	A	B	C	D	E
62.	Loyalty to my Unit	A	B	C	D	E
63.	Striving for excellence	A	B	C	D	E
64.	Integrity	A	B	C	D	E
65.	Commitment to family	A	B	C	D	E
66.	Personal appearance	A	B	C	D	E
67.	Physical fitness	A	B	C	D	E
68.	Commitment to serve	A	B	C	D	E
69.	Individual success	A	B	C	D	E
70.	Financial responsibility	A	B	C	D	E

71. How much time did you spend in the Delayed Entry Program (DEP) prior to arriving at your basic training site?

- A None
- B 1 to 2 months
- C 3 to 5 months
- D 6 to 8 months
- E Longer than 8 months (How many months? _____)

!!STOP here if you are a beginning Recruit!!

Complete the rest of the Survey ONLY if you are a Recruit about to graduate from basic training

72. From what you expected, did you find basic training tougher, about what you expected, or easier in the following areas:

	<u>Much Tougher</u>	<u>Somewhat Tougher</u>	<u>About What I expected</u>	<u>Somewhat Easier</u>	<u>Much Easier</u>
Physical demands were.....	A	B	C	D	E
Discipline was.....	A	B	C	D	E
Living conditions were	A	B	C	D	E
Learning required was	A	B	C	D	E
Basic training overall was.....	A	B	C	D	E

73. Would you have preferred basic training to have been tougher, easier, or about what it was?

- A Tougher
- B Easier
- C About what it was

74. I was hoping to be physically challenged in basic training.

- A Strongly agree
- B Agree
- C Neither agree nor disagree
- D Disagree
- E Strongly disagree

75. My experiences during basic training have improved my respect for the opposite sex.

- A Strongly agree
- B Agree
- C Neither agree nor disagree
- D Disagree
- E Strongly disagree

76. Basic training has helped me understand and identify more closely with my military Service.

- A Strongly agree
- B Agree
- C Neither agree nor disagree
- D Disagree
- E Strongly disagree

77. At any one time, how many recruit trainers (DIs, DSs, RDCs or MTIs) did you have for your unit (platoon, division, or flight)?
- A One (1)
 - B Two (2)
 - C Three (3)
 - D Four (4) or more
78. Was most of your time spent with male recruit trainers or with female recruit trainers?
- A Male recruit trainers
 - B Female recruit trainers
 - C Both about equally
79. How many of your recruit trainers (DIs, DSs, RDCs, or MTIs) were male?
- A None
 - B One (1)
 - C Two (2)
 - D Three (3) or more
80. How many of your recruit trainers (DIs, DSs, RDCs, or MTIs) were female?
- A None
 - B One (1)
 - C Two (2)
 - D Three (3) or more
81. How many new/replacement recruit trainers (DIs, DSs, RDCs, or MTIs) did you have during basic training in your unit (platoon, division, or flight)?
- A None, maintained the same trainers throughout
 - B One new trainer was introduced
 - C Two new trainers were introduced
 - D Three or more new trainers were introduced
82. Given your experience in basic training do female recruits need female recruit trainers as role models in basic training?
- A Yes, female recruits need female role models
 - B No, female recruits do not need female role models
 - C Does not make a difference if it is a male or female role model
 - D Don't know
83. Once you arrived at your current basic training site, how many days passed before you were assigned to a basic training unit/OSUT unit?
- A None
 - B 1 to 3 days
 - C 4 to 7 days
 - D 8 to 14 days
 - E If longer than fourteen (14) days, how many days? _____

PART 1

84. Were you injured during basic training to the point that required medical treatment?
- A Yes
 - B No
85. At any time after you arrived at your basic training site, were you prevented from starting basic training?
- A Yes, for not meeting initial strength requirements
 - B Yes, for not meeting initial running/stamina requirements
 - C No, I was not prevented from starting basic training
86. At any time after you first began basic training, were you set back (recycled/ASMO)?
- A Yes, for physical injury
 - B Yes, for disciplinary reasons
 - C Yes, for not meeting physical training standards during basic training
 - D Yes, for not meeting academic/written/knowledge standards during basic training
 - E Yes, for other reasons (Specify)
 - F No, I was not set back for any reason
87. Which of the following describes your recruiter's effort to help prepare you for basic training? (Circle more than one if that applies.)
- A No attempt to prepare me for basic training
 - B Offered assistance to improve my physical fitness
 - C Offered assistance to improve my military skills
 - D Assisted me in developing realistic expectations about basic training
 - E Assisted me with personal matters in preparation for basic training
 - F Assisted me in other ways (Specify)
88. Did your recruiter give you an accurate picture of basic training?
- A Yes
 - B No
 - C My recruiter did not comment on what to expect in basic training

PART 1

*Appendix D: Sample Design,
Description, and Rationale
Military Leader Survey
(O-3 and E-6/E-7)*

The military leaders sample is a stratified sample selected with unequal probabilities among strata. The sample frame consists of senior NCO's (E-6's and E-7's) with eight or more years of service and officers (O-3's) with eight or more years of service. The stratification dimensions used for sample selection include:

- Service (four categories: Army; Navy; Air Force; Marines);
- Status (officer/enlisted);
- Years of Service (less than median/greater than median);
- Gender (male or female); and
- Occupational Specialty (restricted to males only or unrestricted).

Reduction of Initial Stratification. Arithmetic calculates the total number of stratum at 72. A number of factors, however, reduces the actual number of selection stratum to 63. The reasons for the reduction are:

- - No officers in restricted MOS for Navy or Air Force (minus 4 strata);
 - Air Force enlisted strata for restricted MOS must be collapsed into one stratum (minus 3 strata); and
 - Marine male (restricted occupations) and female officer Years of Service strata must be collapsed into single stratum (minus 2 strata).

Once the stratification plan was devised, the intention was to generate approximately 10,000 completed interviews from the sample frame. Allocating completed interviews at the rate of 125 per enlisted stratum and 250 per officer stratum, the target hit for completed interviews was 9,758).

Revision of Preliminary Sampling Plan and Oversampling of Army Restricted MOS. The revised stratification (63 instead of 72 strata) and preliminary sampling plan yielded generally acceptable precision estimates. In one category, however, design effects inflated expected confidence intervals of percentage estimates to marginal levels. This category was Gender/MOS, specifically estimates for enlisted males in restricted MOS. Here the confidence interval was nearly 2 percentage points higher than its natural comparison groups.

The problem here was that the Army had significantly more members in this category than the other services. This, in turn, lead to very different selection probabilities for Army personnel and, in turn, a very high design effect for this group. Our proposal was to oversample Army personnel in this group by a factor of two. This reduced the design effect from 1.93 to 1.35 and brought increased precision to anticipated comparisons. Table 1 provides a listing of the sample dimensions by strata.

Stratification and Analysis. The stratification proposed for sample selection was more finely textured than that expected to be implemented for analysis. This was done to: (1) control the characteristics of the sample drawn, and (2) facilitate possible future analysis on dimensions of interest. The relationship between sample design and analysis, as well as expectations will now be amplified.

Sample Stratification. Sample stratification is a control mechanism. The dimensions of possible importance should be stratified and not left to random processes in most circumstances. The stratification dimensions chosen in the present case are each included for possible selection and analytic value. Service potentially reflects the experience of the different Services as does status for officers and enlisted personnel and gender for males and females. Years of service is included as a stratification variable because it may act as a surrogate for time since contact with trainees. Occupational specialty is also included for obvious reasons. These dimensions, used in the stratification of the sample, ensure representation of views by persons across the service/status/experience matrix.

Analysis Expectations. It was not expected that the 63 sample strata would each be considered units of analysis. The expected numbers of completed interviews from each preclude precise estimates as do the absolute numbers of persons in some of the sample cells. Rather, it is expected that comparisons/contrasts would be drawn along broader, single dimensions such as Service or officer/enlisted. The sample design was developed to provide information at these levels.

Sampling Specifications and Survey Mail-out. Sampling specifications based on this sample design were sent to the Defense Manpower Data Center (DMDC) on October 23, 1998. A data file containing 20,309 records was received from DMDC on November 2, 1998. The slight difference in the number of records requested (20,392) and the number of records actually received (20,309) is due to the time lag between the date of the data extract upon which the sampling plan was developed (i.e., October 13, 1998). The data file upon which the initial frame counts were based and the actual sample drawn is updated constantly to reflect as close as possible the current status of all active duty personnel. The data file from DMDC included name and address information, the stratum number and the actual years-of-service for the individual selected for the survey mailing. Of the 20,309 records included in this data file, 369 had incomplete or unusable mailing address data. This resulted in an initial (first-wave) mail-out of 19,940 surveys.

Table 1

Stratum	Service	Grade	YOS	Gender	MOS	Frame Count	Sample
1	Army	E-6	8 to 12	Male	Restricted	8,546	500
2	Army	E-6	13 and +	Male	Restricted	7,864	500
3	Army	E-7	8 to 16	Male	Restricted	4,840	500
4	Army	E-7	17 and +	Male	Restricted	6,161	500
5	Army	O-3	8 to 9	Male	Restricted	901	334
6	Army	O-3	10 and +	Male	Restricted	1,389	666
7	Navy	E-6	8 to 13	Male	Restricted	1,495	250
8	Navy	E-6	14 and +	Male	Restricted	1,689	250
9	Navy	E-7	8 to 17	Male	Restricted	807	250
10	Navy	E-7	18 and +	Male	Restricted	821	250
11	Air Force	E-6 & E-7	8 and +	Male	Restricted	259	259
12	Marines	E-6	8 to 13	Male	Restricted	1,008	250
13	Marines	E-6	14 and +	Male	Restricted	1,185	250
14	Marines	E-7	8 to 18	Male	Restricted	722	250
15	Marines	E-7	19 and +	Male	Restricted	521	250
16	Marines	O-3	8 and +	Male	Restricted	53	53
17	Army	E-6	8 to 13	Male	Unrestricted	15,603	250
18	Army	E-6	14 and +	Male	Unrestricted	14,525	250
19	Army	E-7	8 to 17	Male	Unrestricted	11,267	250
20	Army	E-7	18 and +	Male	Unrestricted	10,124	250
21	Army	O-3	8 to 10	Male	Unrestricted	4,828	334
22	Army	O-3	11 and +	Male	Unrestricted	4,079	666
23	Navy	E-6	8 to 14	Male	Unrestricted	21,239	250
24	Navy	E-6	15 and +	Male	Unrestricted	27,175	250
25	Navy	E-7	8 to 17	Male	Unrestricted	9,756	250
26	Navy	E-7	18 and +	Male	Unrestricted	11,828	250
27	Navy	O-3	8 to 10	Male	Unrestricted	4,993	334
28	Navy	O-3	11 and +	Male	Unrestricted	4,860	666
29	Air Force	E-6	8 to 16	Male	Unrestricted	15,050	250
30	Air Force	E-6	17 and +	Male	Unrestricted	18,106	250
31	Air Force	E-7	8 to 19	Male	Unrestricted	13,841	250
32	Air Force	E-7	19 and +	Male	Unrestricted	12,623	250
33	Air Force	O-3	8 to 10	Male	Unrestricted	7,213	334
34	Air Force	O-3	11 and +	Male	Unrestricted	6,305	666
35	Marines	E-6	8 to 13	Male	Unrestricted	5,361	250
36	Marines	E-6	14 and +	Male	Unrestricted	5,544	250
37	Marines	E-7	8 to 17	Male	Unrestricted	2,917	250
38	Marines	E-7	18 and +	Male	Unrestricted	4,226	250
39	Marines	O-3	8 to 9	Male	Unrestricted	1,240	334
40	Marines	O-3	10 and +	Male	Unrestricted	1,554	666
41	Army	E-6	8 to 12	Female	Unrestricted	2,949	250
42	Army	E-6	13 and +	Female	Unrestricted	3,435	250
43	Army	E-7	8 to 17	Female	Unrestricted	2,019	250
44	Army	E-7	18 and +	Female	Unrestricted	2,095	250
45	Army	O-3	8 to 10	Female	Unrestricted	990	334
46	Army	O-3	11 and +	Female	Unrestricted	676	666
47	Navy	E-6	8 to 15	Female	Unrestricted	2,433	250
48	Navy	E-6	16 and +	Female	Unrestricted	2,450	250
49	Navy	E-7	8 to 17	Female	Unrestricted	916	250
50	Navy	E-7	18 and +	Female	Unrestricted	1,041	250
51	Navy	O-3	8 to 10	Female	Unrestricted	777	334
52	Navy	O-3	11 and +	Female	Unrestricted	636	666
53	Air Force	E-6	8 to 16	Female	Unrestricted	2,061	250
54	Air Force	E-6	17 and +	Female	Unrestricted	2,358	250
55	Air Force	E-7	8 to 19	Female	Unrestricted	1,633	250
56	Air Force	E-7	20 and +	Female	Unrestricted	1,896	250
57	Air Force	O-3	8 to 10	Female	Unrestricted	1,328	334
58	Air Force	O-3	11 and +	Female	Unrestricted	1,000	666
59	Marines	E-6	8 to 13	Female	Unrestricted	384	250
60	Marines	E-6	14 and +	Female	Unrestricted	333	250
61	Marines	E-7	8 to 17	Female	Unrestricted	211	250
62	Marines	E-7	18 and +	Female	Unrestricted	271	250
63	Marines	O-3	8 and +	Female	Unrestricted	80	80
						304,490	20,392

PART 1

*Appendix E: Data Weighting
Military Leader Survey
(O-3 and E-6/E-7)*

Weighting of the Military Leader Survey (O-3 and E-6/E-7) response data proceeded as a five-step process. First, base weights were computed as the reciprocal of selection probability. Second, nonresponse adjustments were computed to account for the discrepancy between the number of individuals sampled and the number returning completed surveys. Third, the final population weight was computed as the product of the base and nonresponse weights. Fourth, the analysis weight was calculated by adjusting the population downward to reflect the count of returned surveys (not the count of the population sampled). Finally, the effects of the weights were evaluated by computing the Unequal Weighting Effect (UWE) and weights were trimmed in those instances where high or low weights had a disproportionate effect on the precision of sample estimates. Each of these steps is described below:

Calculation of Adjustment Weights

Two weights were calculated for the Survey of Military Leaders. The first, termed the Population Weight (PW), is used to estimate population counts during survey analysis. The second weight, termed the Analysis Weight (AW), is used whenever tests of statistical significance are performed. The PW was computed in three steps.

Base Weight. In the first step a base weight (w_i^{base}), was calculated as N_i/n_i where N_i is the number of individuals in the population of the i^{th} (of 63) stratum and n_i is the size of the sample drawn from this stratum. The base weight is the reciprocal of a case's selection probability.

Nonresponse Adjustment. In the second step, a nonresponse adjustment was calculated. The nonresponse adjustment, R_i , was calculated as:

$$R_i = \frac{n_i^{nr} + n_i^r}{n_i^r}$$

where n_i^r was the unweighted count of persons in stratum i who returned completed surveys and n_i^{nr} is the corresponding unweighted count of persons not returning completed interviews.

Population Weight. Finally, the Population Weight for respondents in the i^{th} stratum was calculated as:

$$PW_i = R_i * w_i^{base}$$

Analysis Weight. The Analysis Weight was computed by multiplying PW by a scaling factor to bring the total weighted count using AW in line with the unweighted sample size. Using PW, a total count of the sample should yield approximately 304,490 individuals. Using AW, a total count of the sample should yield approximately the number of returned and completed surveys (7,458). The scaling factor (sc) is n/N where n is the number of returned completed (and unduplicated) surveys and N is the count of the total population. The AW for respondents in the i^{th} stratum was calculated as:

$$AW_i = PW_i * sc.$$

Although the weighting specifications presented were quite straightforward. Two factors complicated the actual weighting. These factors include the inability to unambiguously assign all returned surveys to sample strata (caused by removing receipt control markings

from the second wave survey mailing) and highly variable final weights. In the first circumstance, stratum membership was imputed based on survey responses to key survey items while in the second it become necessary to trim weights in order to reduce the effects of outlier weights

Table 1 summarizes weighting calculations for each of the sampling strata. Analysis Weights listed in bold are “trimmed” weights. The original Analysis Weights for these strata were considered outliers. These weights were “trimmed” to reduce the variation introduced by the original weights and thus increase the precision of the survey sample estimates.

Survey Analysis and the Unequal Weighting Factor

The use of standard statistical software for performing significance testing on weighted survey data obtained from a complex sample is problematic for two reasons. First, weighted data will misrepresent the degrees of freedom associated with the test. In the present case, we expect approximately 10,000 completed interviews to be in the survey database. If PW were used in SAS, the degrees of freedom used in calculations would not represent the number of respondents but rather the population (304,490) leading to great distortion in significance test calculations. This problem has been overcome by scaling the PW to represent the unweighted sample size while retaining all of the adjustments contained in the base and nonresponse weights.

Table 1. Weighting Calculations for Each Sampling Strata

Stratum	Population Count	Sample Draw	Selection Probability	Base Weight	Respondents	Non-Resp. Proportion	Non-Resp. Adjustment	Population Weight	Scaling Factor	Analysis Weight
32	12,623	250	0.020	50.492	113	0.452	2.212	111.708	0.024	2.736
33	7,213	334	0.046	21.596	143	0.428	2.336	50.441	0.024	0.980
34	6,305	666	0.106	9.467	267	0.401	2.494	23.614	0.024	0.578
35	5,361	250	0.047	21.444	76	0.304	3.289	70.539	0.024	1.728
36	5,544	250	0.045	22.176	51	0.204	4.902	108.706	0.024	2.663
37	2,917	250	0.086	11.668	115	0.460	2.174	25.365	0.024	0.621
38	4,226	250	0.059	16.904	75	0.300	3.333	56.347	0.024	1.380
39	1,240	334	0.269	3.713	148	0.443	2.257	8.378	0.024	0.205
40	1,554	666	0.429	2.333	271	0.407	2.458	5.734	0.024	0.196
41	2,949	250	0.085	11.796	64	0.256	3.906	46.078	0.024	0.857
42	3,435	250	0.073	13.740	67	0.268	3.731	51.269	0.024	0.857
43	2,019	250	0.124	8.076	102	0.408	2.451	19.794	0.024	0.485
44	2,095	250	0.119	8.380	64	0.256	3.906	32.734	0.024	0.802
45	990	334	0.337	2.964	132	0.395	2.530	7.500	0.024	0.184
46	676	666	0.985	1.015	229	0.344	2.908	2.952	0.024	0.072
47	2,433	250	0.103	9.732	86	0.344	2.907	28.291	0.024	0.693
48	2,450	250	0.102	9.800	79	0.316	3.165	31.013	0.024	0.760
49	916	250	0.273	3.664	111	0.444	2.252	8.252	0.024	0.202
50	1,041	250	0.240	4.164	92	0.368	2.717	11.315	0.024	0.277
51	777	334	0.430	2.326	144	0.431	2.319	5.396	0.024	0.132
52	636	636	1.000	1.000	248	0.390	2.565	2.565	0.024	0.063
53	2,061	250	0.121	8.244	104	0.416	2.404	19.817	0.024	0.485
54	2,358	250	0.106	9.432	81	0.324	3.086	29.111	0.024	0.713
55	1,633	250	0.153	6.532	108	0.432	2.315	15.120	0.024	0.370
56	1,896	250	0.132	7.584	111	0.444	2.252	17.081	0.024	0.418
57	1,328	334	0.252	3.976	161	0.482	2.075	8.248	0.024	0.202
58	1,000	666	0.666	1.502	281	0.422	2.370	3.559	0.024	0.087
59	384	250	0.651	1.536	76	0.304	3.289	5.053	0.024	0.124
60	333	250	0.751	1.332	65	0.260	3.846	5.123	0.024	0.125
61	211	211	1.000	1.000	86	0.408	2.453	2.453	0.024	0.122
62	271	250	0.923	1.084	83	0.332	3.012	3.265	0.024	0.122
63	80	80	1.000	1.000	34	0.425	2.353	2.353	0.024	0.058

Table 1. Weighting Calculations for Each Sampling Strata (continued)

Stratum	Population Count	Sample Draw	Selection Probability	Base Weight	Respondents	Non-Resp. Proportion	Non-Resp. Adjustment	Population Weight	Scaling Factor	Analysis Weight
1	8,546	500	0.059	17.092	140	0.280	3.571	61.043	0.024	0.980
2	7,864	500	0.064	15.728	138	0.276	3.623	56.986	0.024	0.980
3	4,840	500	0.103	9.680	176	0.352	2.841	27.500	0.024	0.674
4	6,161	500	0.081	12.322	165	0.330	3.030	37.339	0.024	0.915
5	901	334	0.371	2.698	121	0.362	2.760	7.446	0.024	0.182
6	1,389	666	0.479	2.086	208	0.312	3.202	6.678	0.024	0.164
7	1,495	250	0.167	5.980	62	0.248	4.032	24.113	0.024	0.591
8	1,689	250	0.148	6.756	97	0.388	2.577	17.412	0.024	0.426
9	807	250	0.310	3.228	109	0.436	2.294	7.404	0.024	0.181
10	821	250	0.305	3.284	76	0.304	3.289	10.803	0.024	0.265
11	259	259	1.000	1.000	120	0.463	2.158	2.158	0.024	0.053
12	1,008	250	0.248	4.032	67	0.268	3.731	15.045	0.024	0.368
13	1,185	250	0.211	4.740	73	0.292	3.425	16.233	0.024	0.398
14	722	250	0.346	2.888	98	0.392	2.551	7.367	0.024	0.180
15	521	250	0.480	2.084	76	0.304	3.289	6.855	0.024	0.168
16	53	53	1.000	1.000	45	0.849	1.178	1.178	0.024	0.029
17	15,603	250	0.016	62.412	66	0.264	3.788	236.409	0.024	5.790
18	14,525	250	0.017	58.100	69	0.276	3.623	210.507	0.024	5.156
19	11,267	250	0.022	45.068	103	0.412	2.427	109.388	0.024	2.679
20	10,124	250	0.025	40.496	71	0.284	3.521	142.592	0.024	3.493
21	4,828	334	0.069	14.455	121	0.362	2.760	39.901	0.024	0.977
22	4,079	666	0.163	6.125	237	0.356	2.810	17.211	0.024	0.422
23	21,239	250	0.012	84.956	96	0.384	2.604	221.240	0.024	5.419
24	27,175	250	0.009	108.700	67	0.268	3.731	405.597	0.024	9.934
25	9,756	250	0.026	39.024	144	0.576	1.736	67.750	0.024	1.659
26	11,828	250	0.021	47.312	101	0.404	2.475	117.109	0.024	2.868
27	4,993	334	0.067	14.949	122	0.365	2.738	40.926	0.024	1.002
28	4,860	666	0.137	7.297	286	0.429	2.329	16.993	0.024	0.416
29	15,050	250	0.017	60.200	108	0.432	2.315	139.352	0.024	3.413
30	18,106	250	0.014	72.424	85	0.340	2.941	213.012	0.024	5.217
31	13,841	250	0.018	55.364	144	0.576	1.736	96.118	0.024	2.354

The second problem standard software encounters in working with weighted data from a complex survey is the software’s inability to take into account or factor in the increase in variance usually associated with a complex (unequal probability) sample design (as compared to a simple, or equal probability, sample design such as a simple random sample (SRS)). In the literature, this increase in variability is often referred to as the design effect or DEFF. DEFF is usual

$$c.i. = \pm 1.96 \sqrt{\frac{p * q}{N}}$$

where DEFF is the ratio the variance obtained by the complex survey to the variance that would be expected from an SRS. If the value of DEFF were 1.30 then the complex survey is 30% less precise than a corresponding SRS survey. Even though SAS and SPSS allow the use of weights during processing, they effectively assume all data are drawn from a simple random survey and do not factor in increases in variance due to sample design.

In this project we will independently calculate design effects then interpret SAS output in light of this information. DEFF will be estimated by what Kish calls the unequal weighting effect or UWE. This is the increase in a survey’s variance due the unequal weighing of cases. This effect is calculated as:

where N is the unweighted total count of the sample and w_{ij} is the weight (AW) for the j^{th} person in the i^{th} stratum. Table 2 presents preliminary UWEs calculated for several sample groups.¹

Table 2. Unequal Weighting Effects for Selected Sample Groups

Grade	Gender	MOS	UWE
Enlisted Personnel	Male	Restricted	1.35
	Male	Unrestricted	1.24
Officers	Female	Unrestricted	1.35
	Male	Restricted	1.12
	Male	Unrestricted	1.34
	Female	Unrestricted	1.17

The variance inflation expected from these groups is quite acceptable. This is in some measure due to planning and evaluation of potential sample designs. Several variations of the current design were evaluated for their expected precision. It was found that an oversampling of four Army stratum enhanced precision considerably so they were sampled at twice the original selection probability.

¹ These might prove to be somewhat underestimated as a uniform rate of nonresponse was assumed for each stratum.

Table 3 presents the effects of the complex design upon confidence intervals and illustrates the general method that will be used to construct valid statistical tests for the Survey of Military Leaders. Using the most conservative level for calculating expected confidence intervals of percentages (i.e., 50 percent), confidence intervals at the $p = .05$ level of confidence using the standard (SRS) formula.

DEFF adjusted confidence intervals were calculated as the SRS c.i. multiplied by the corresponding weighting effect UWE).

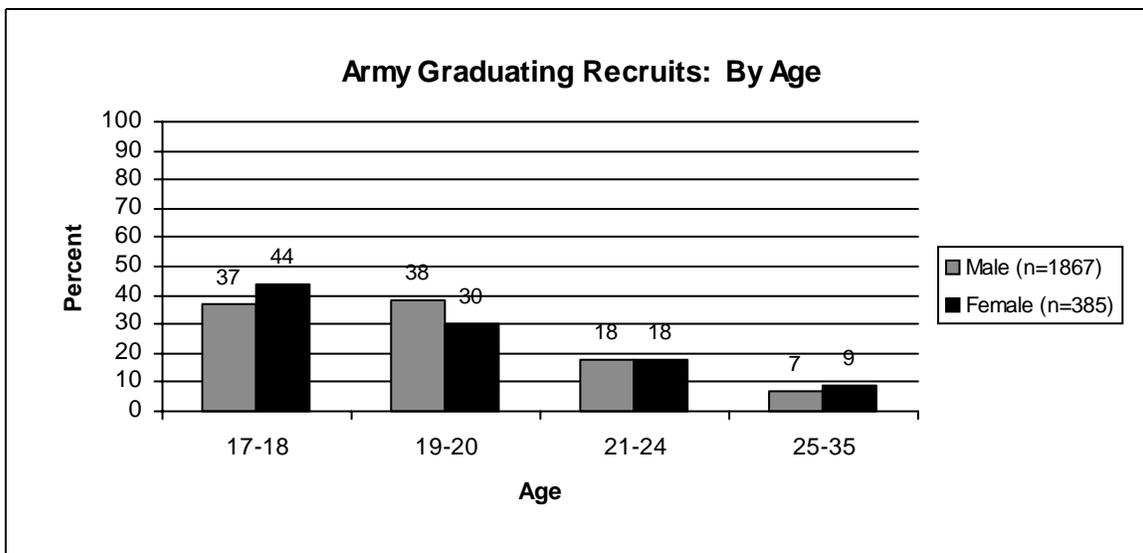
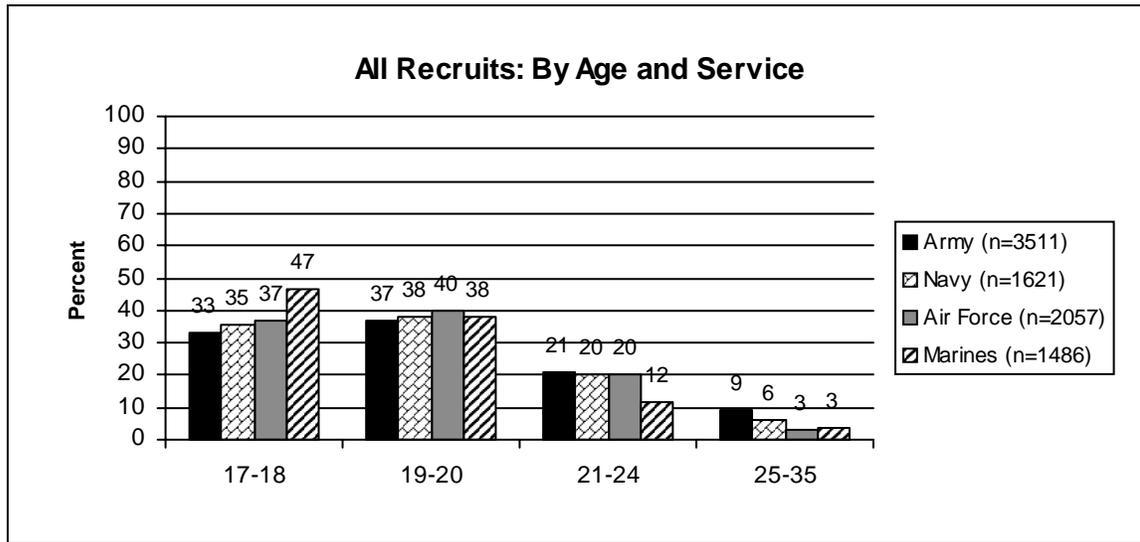
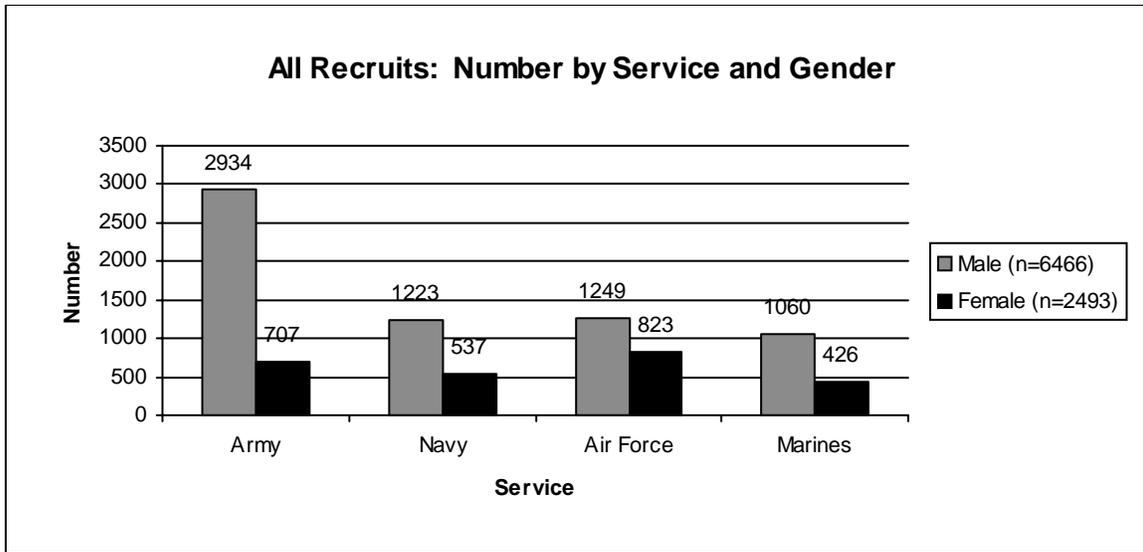
Table 3. Expected Confidence Intervals for Selected Sample Groups

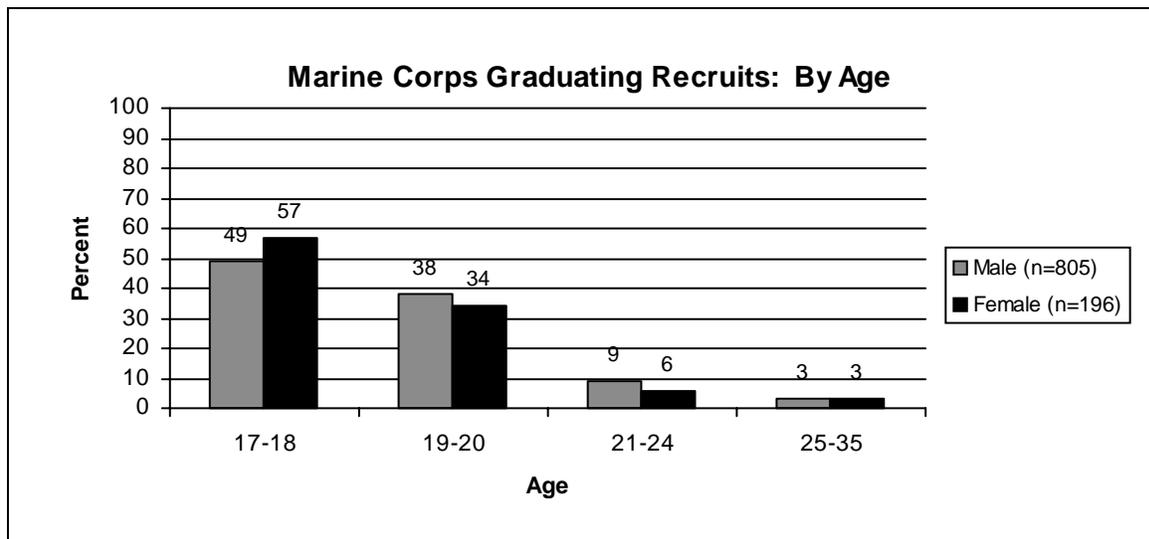
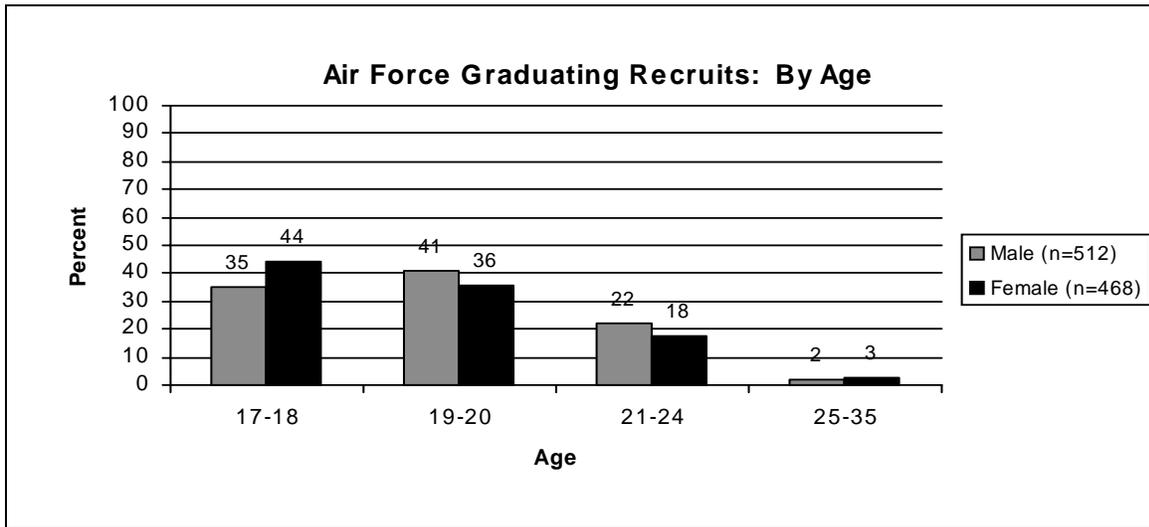
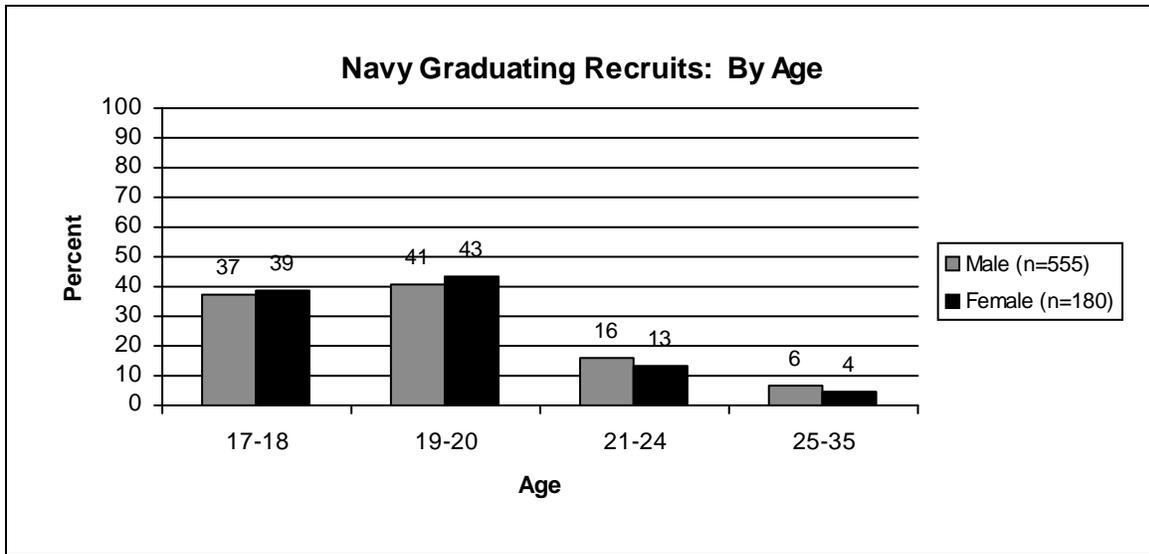
Grade	Gender	MOS	Stratum #	Sample Size	SRS c.i.	UWE c.i.
Enlisted Personnel	Male	Restricted	13	2,750	1.9%	2.5%
	Male	Unrestricted	16	2,000	2.2%	2.7%
Officers	Female	Unrestricted	16	2,000	2.2%	3.0%
	Male	Restricted	2	500	4.4%	4.9%
	Male	Unrestricted	8	2,000	2.2%	2.9%
	Female	Unrestricted	6	1,500	2.5%	3.0%

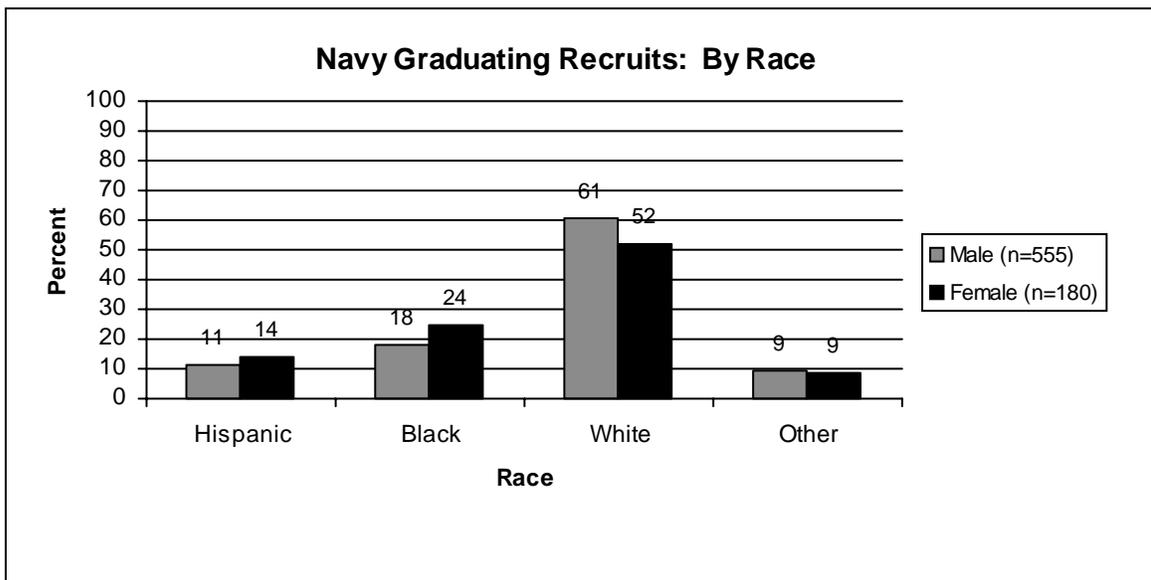
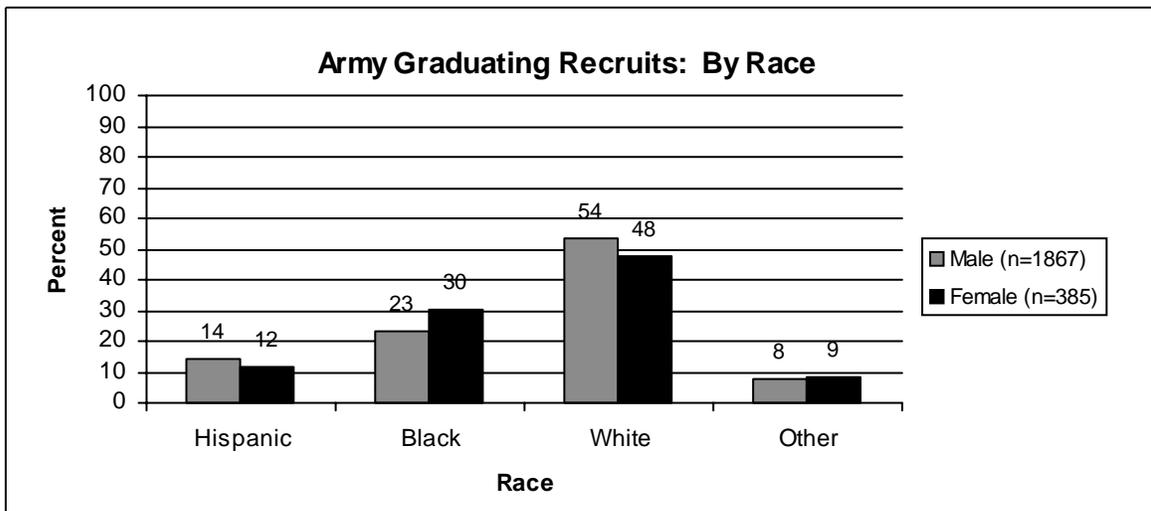
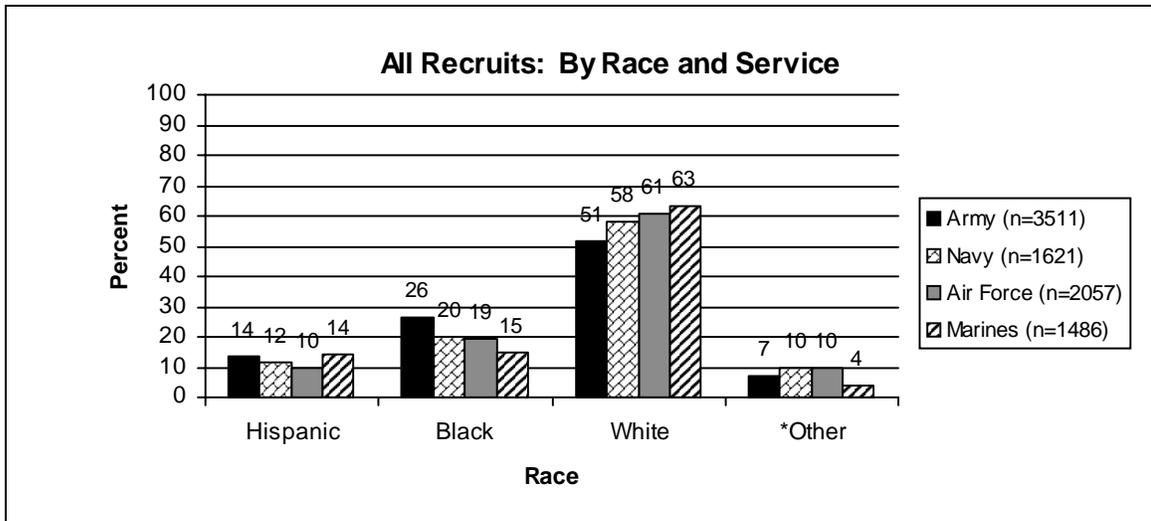
The output from SAS or SPSS can be adjusted in a similar manner in order to yield accurate tests. If, for example, the t value associated with a regression coefficient is computed by SAS as 2.03, it would be divided by the corresponding UWE. If the group being evaluated are male enlisted personnel in restricted MOS, the t would be $2.03/1.35$ or 1.50.

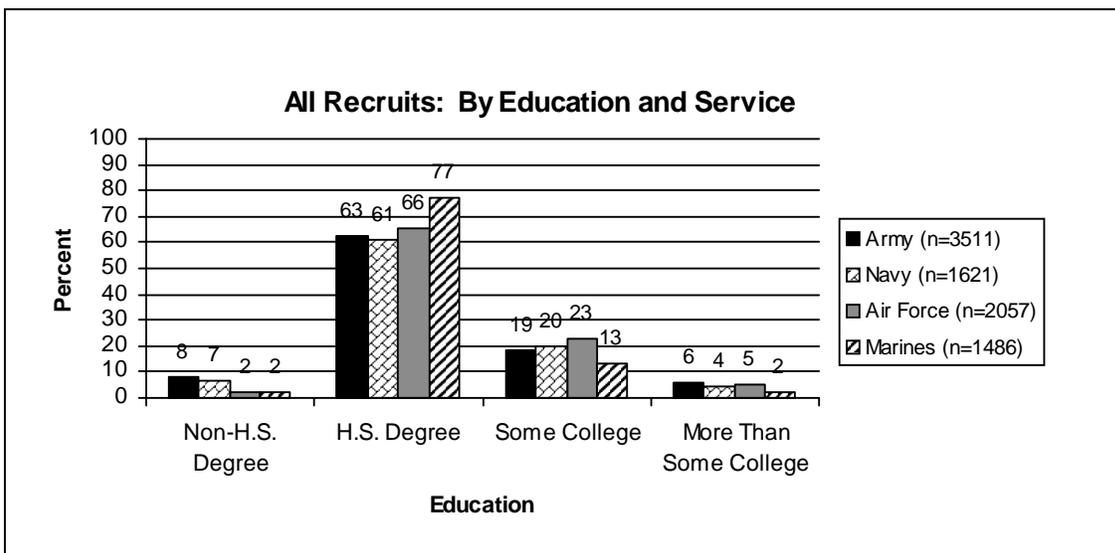
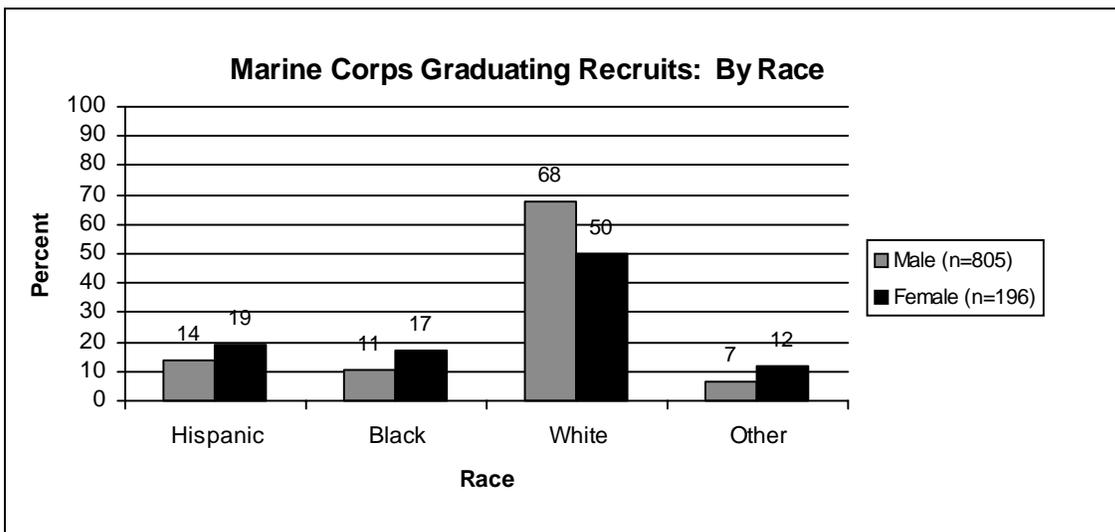
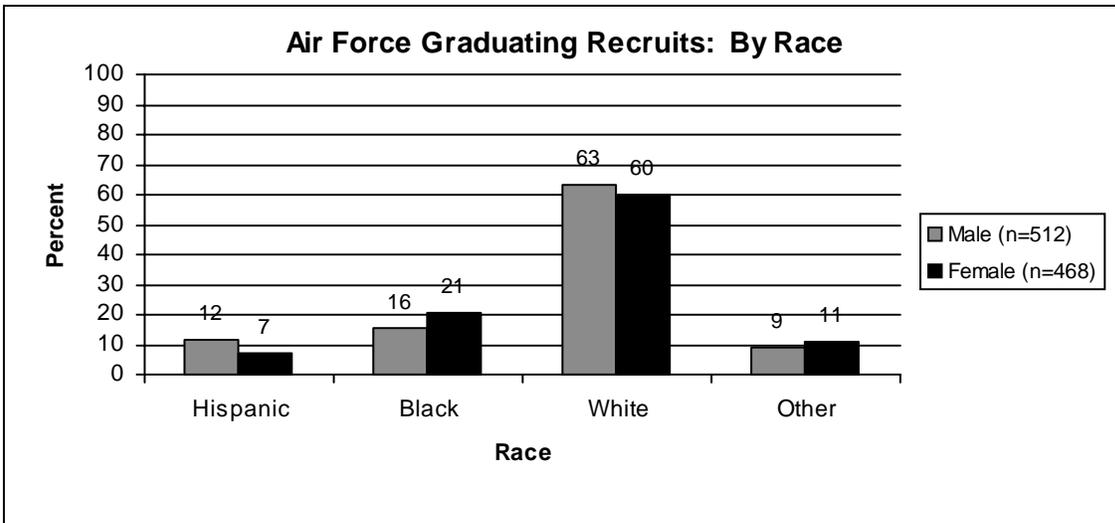
PART 1

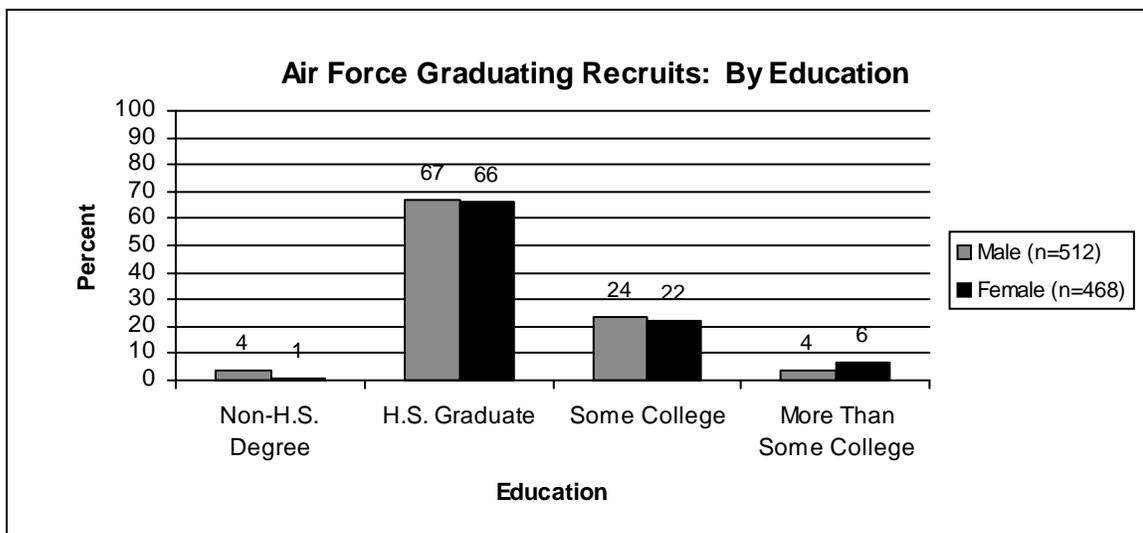
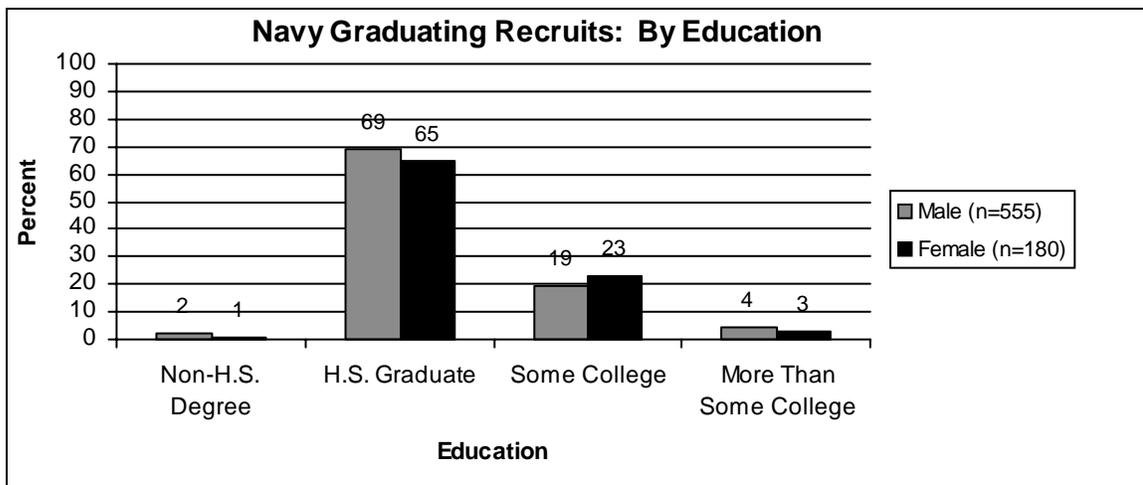
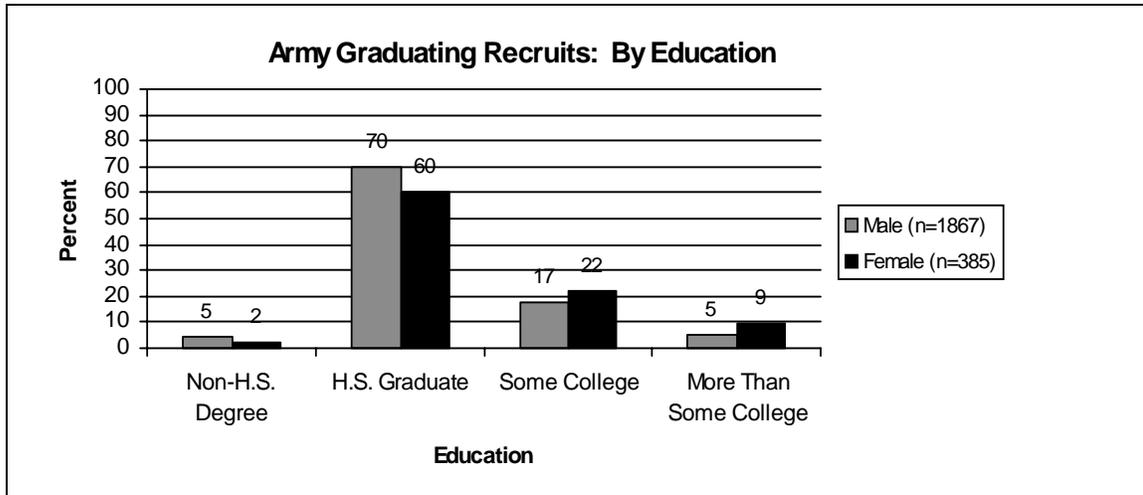
*Appendix F: Profiles of Survey
Respondents*

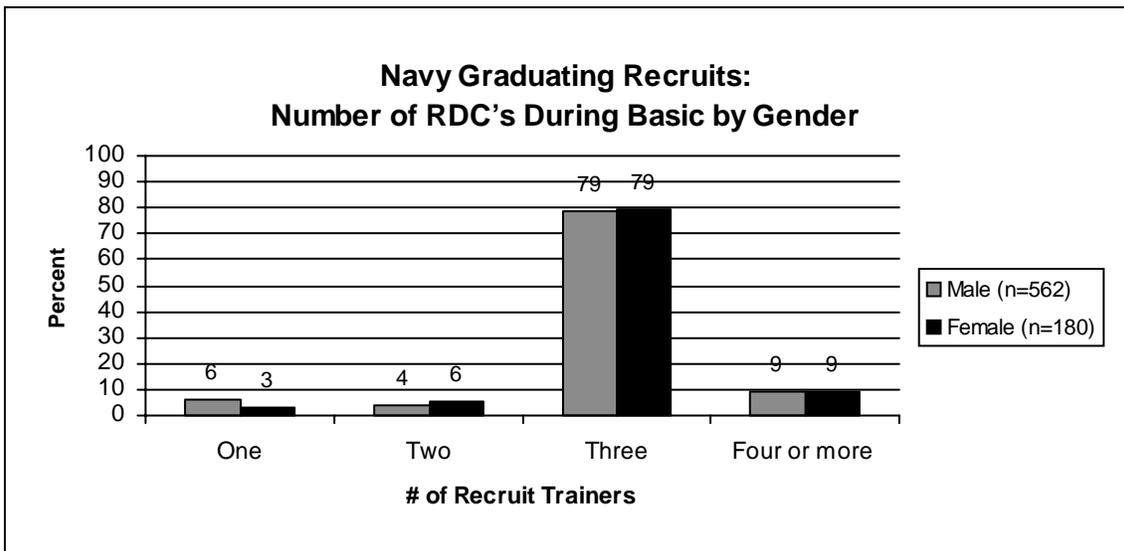
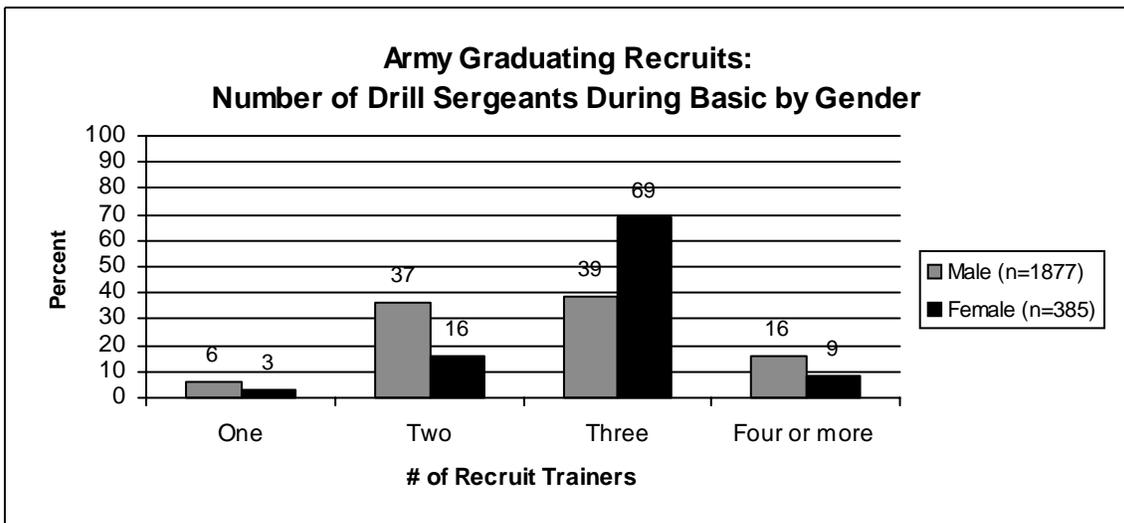
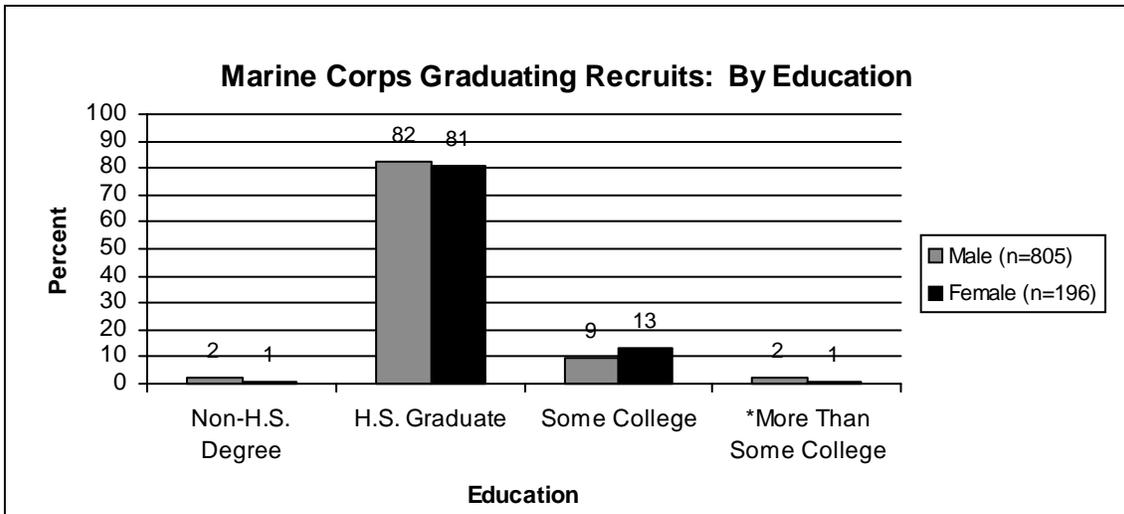


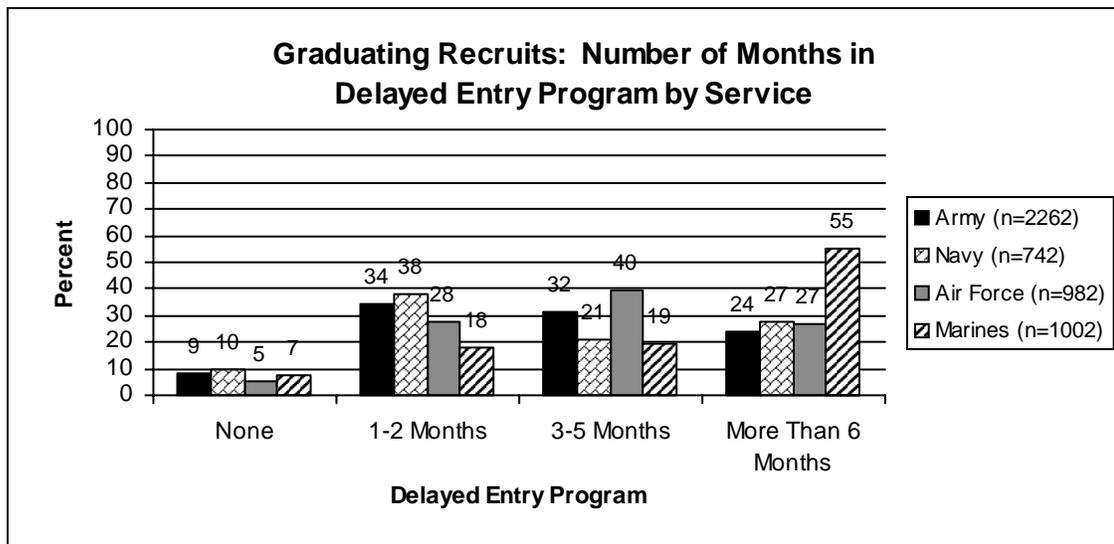
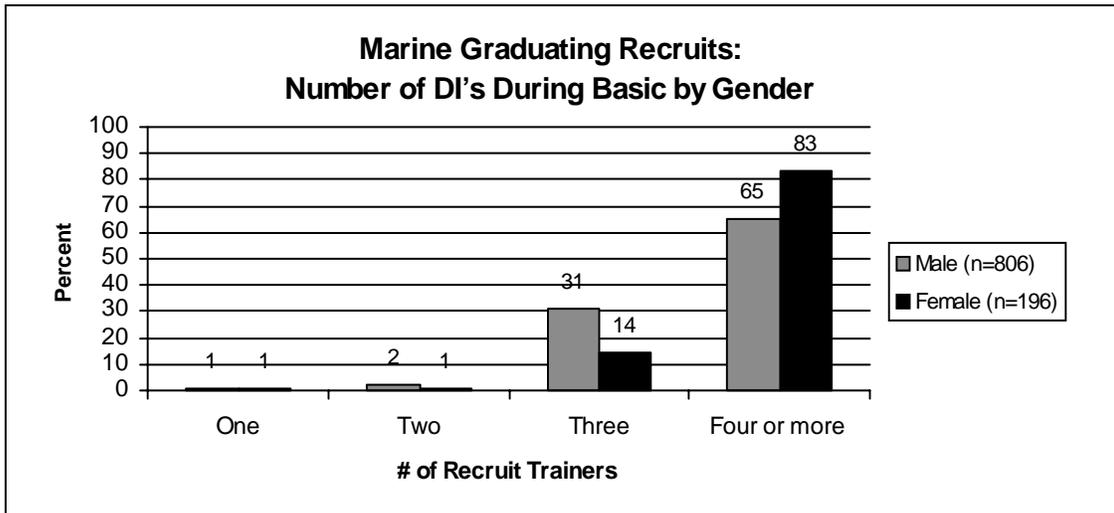
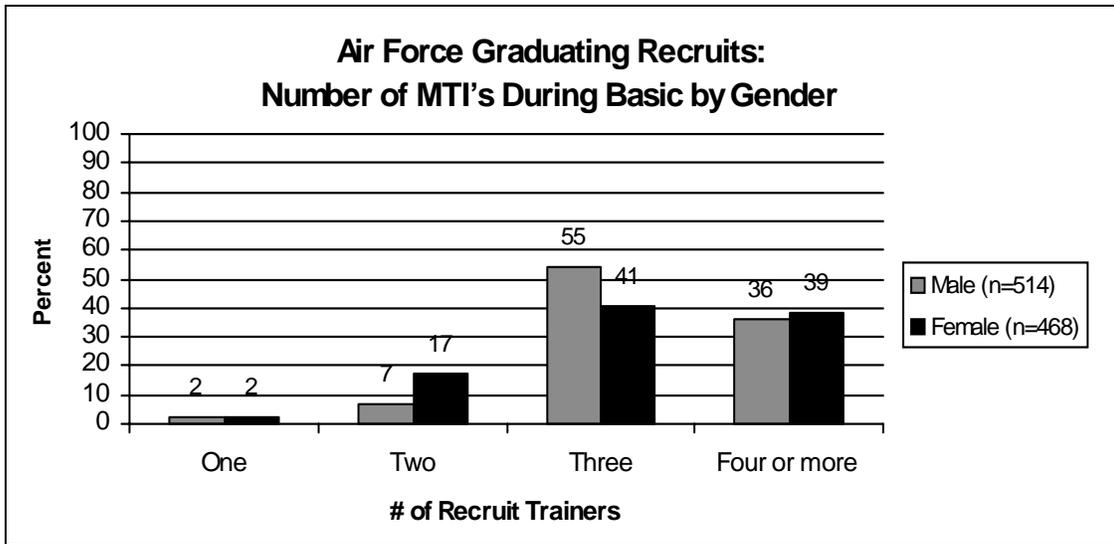


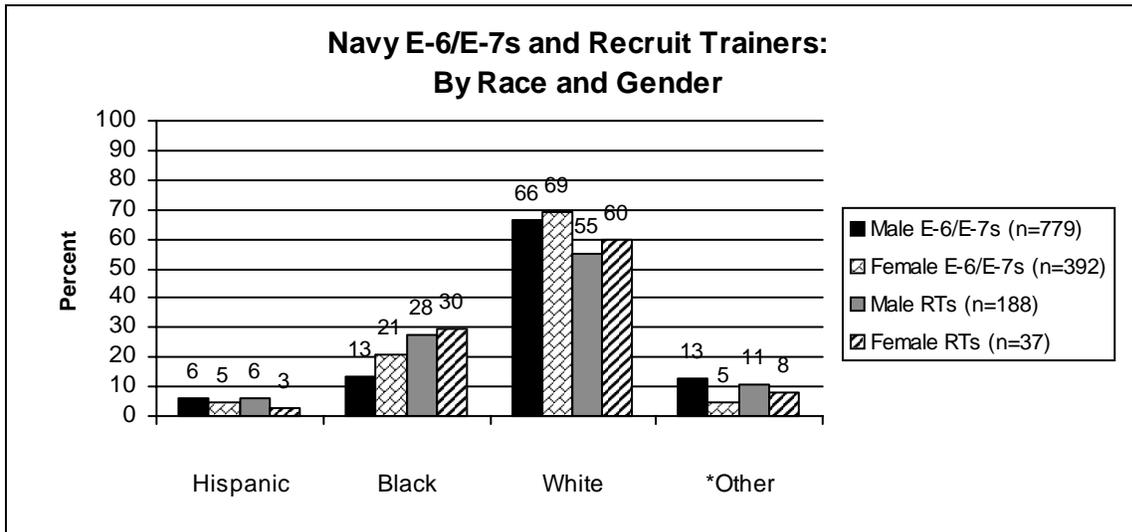
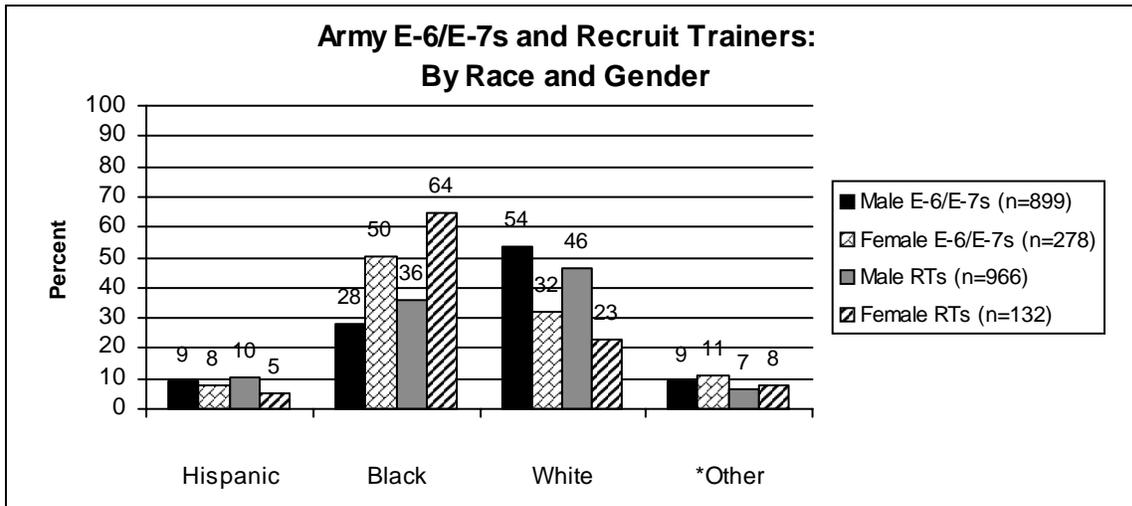
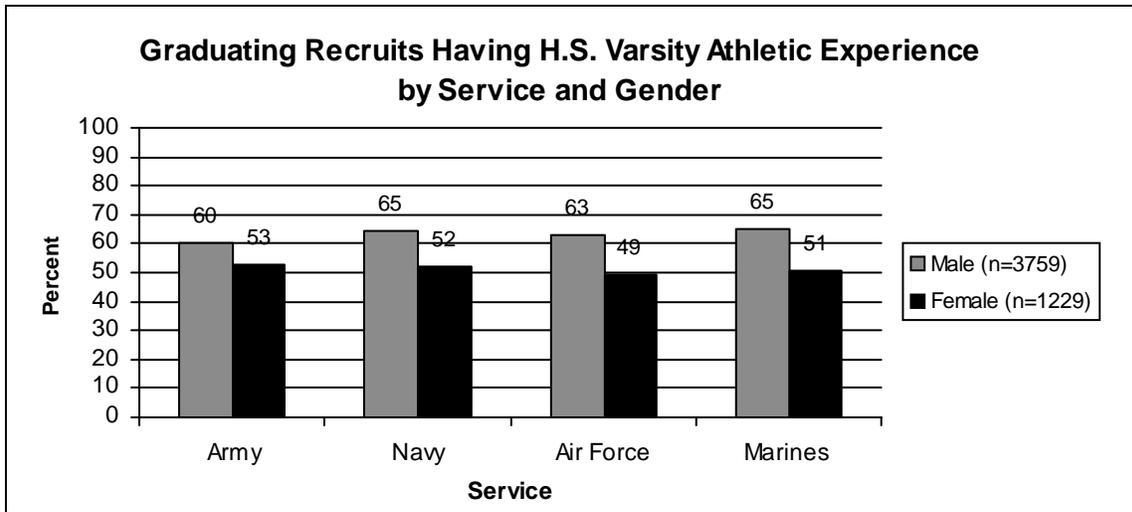


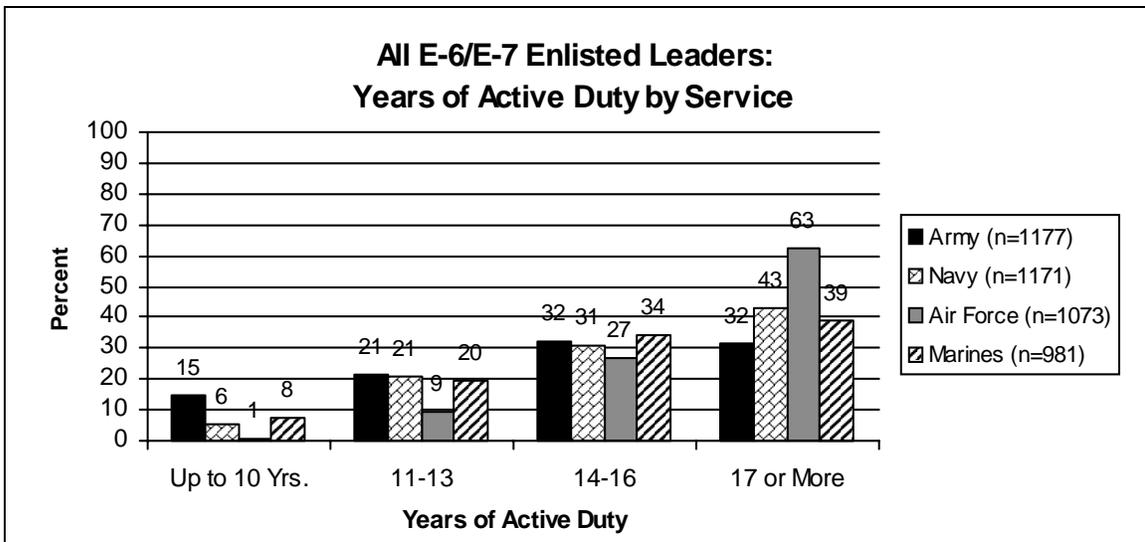
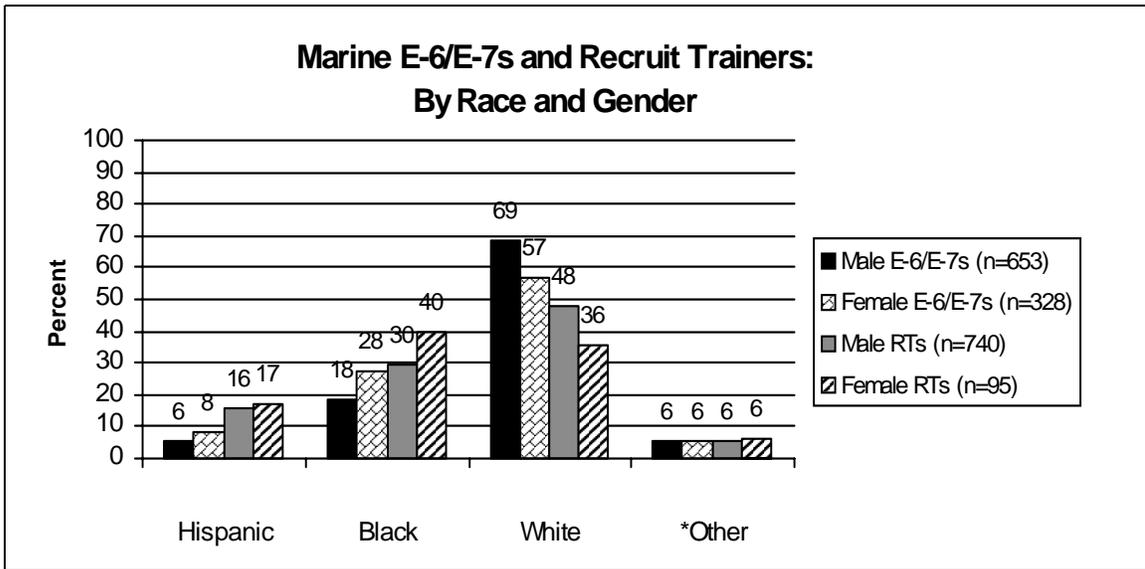
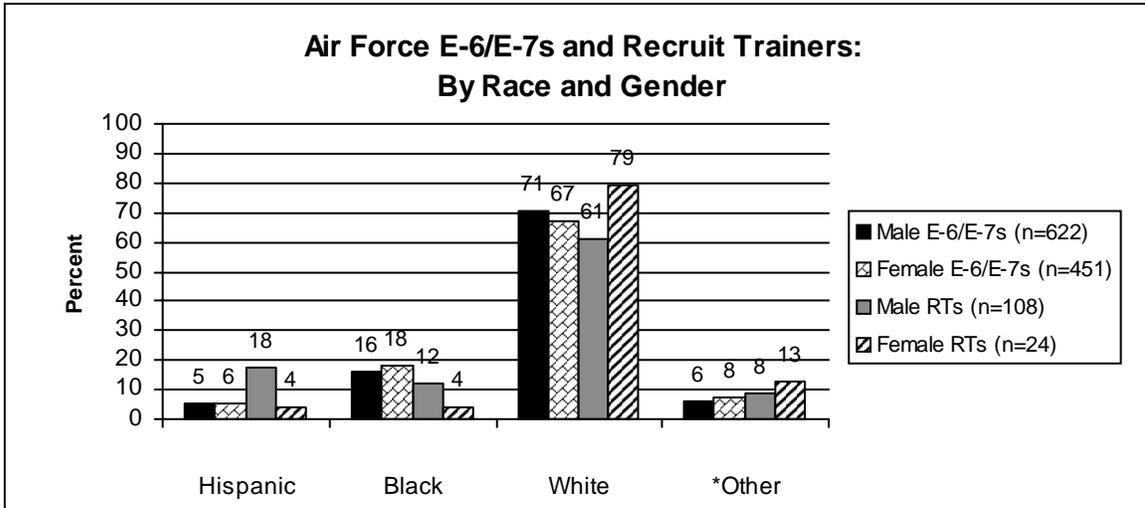


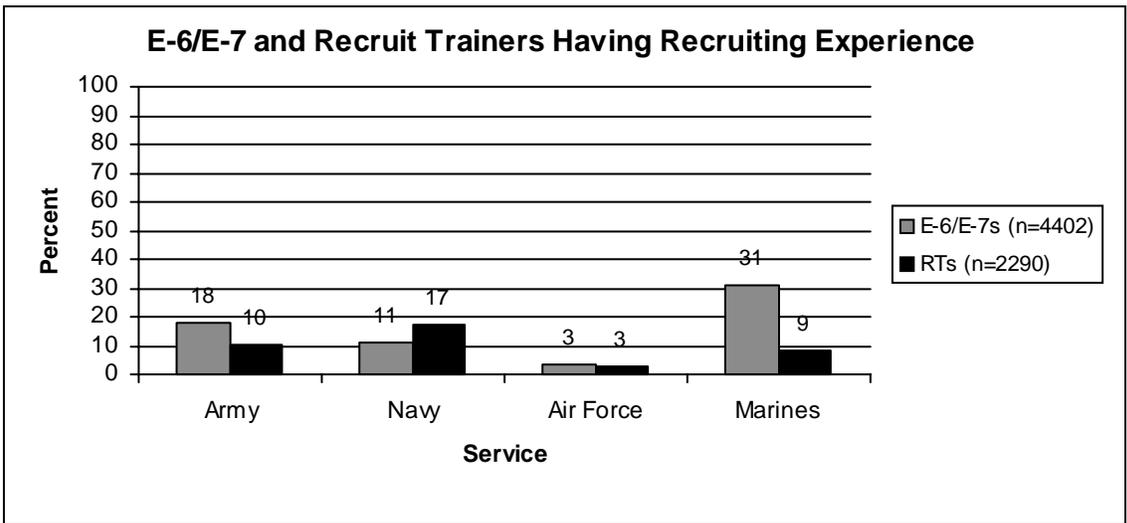
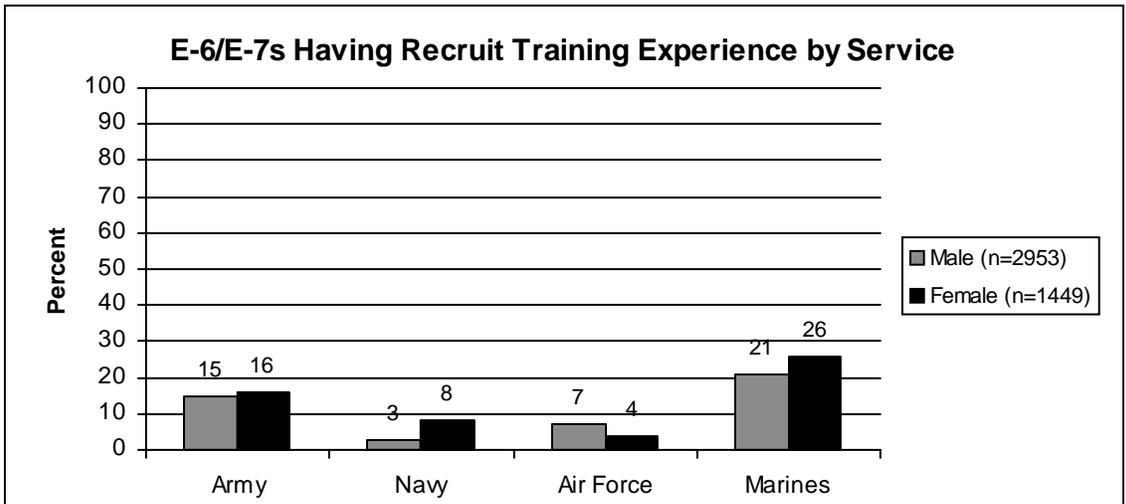
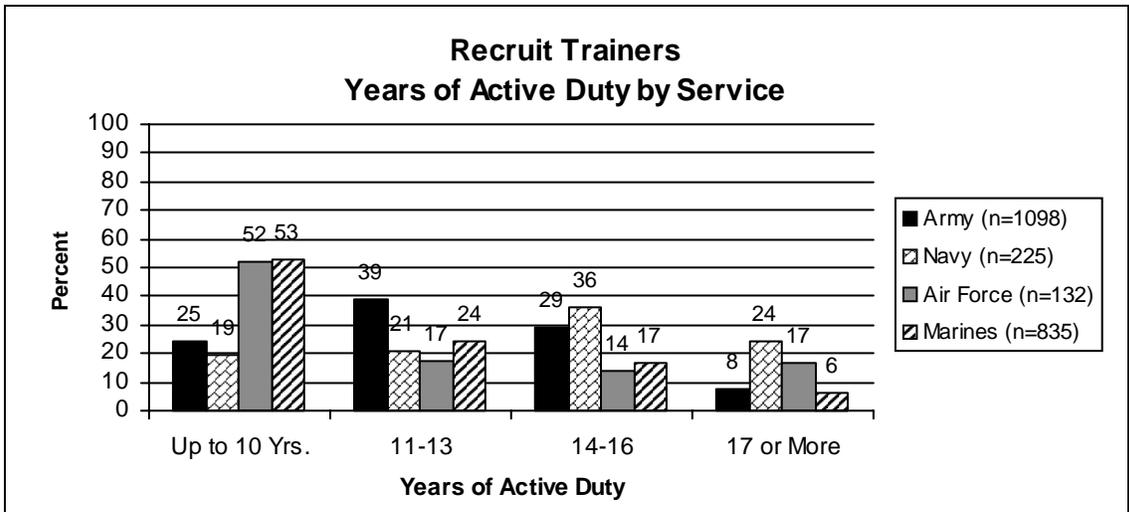


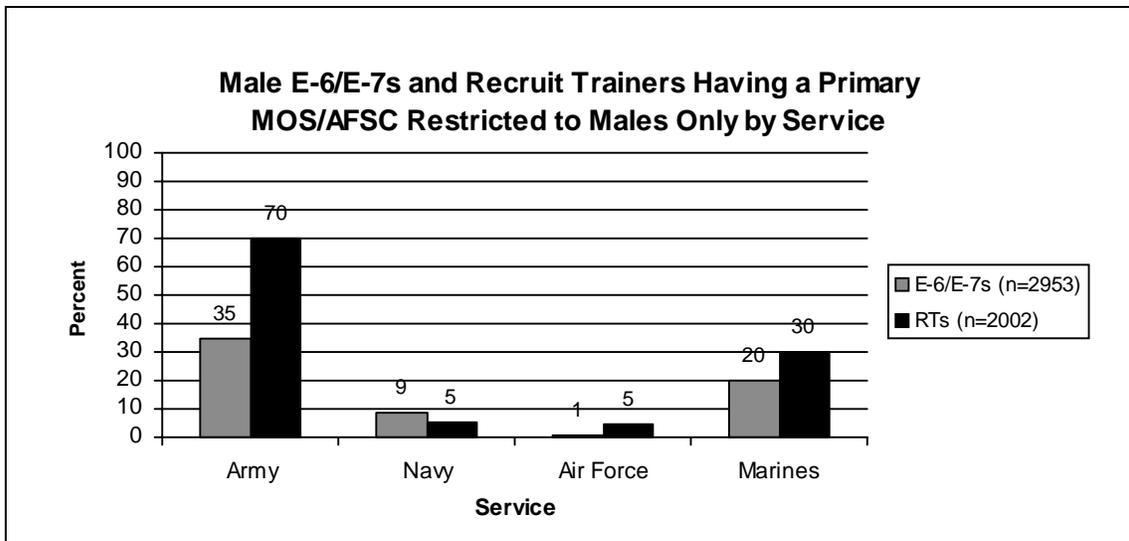
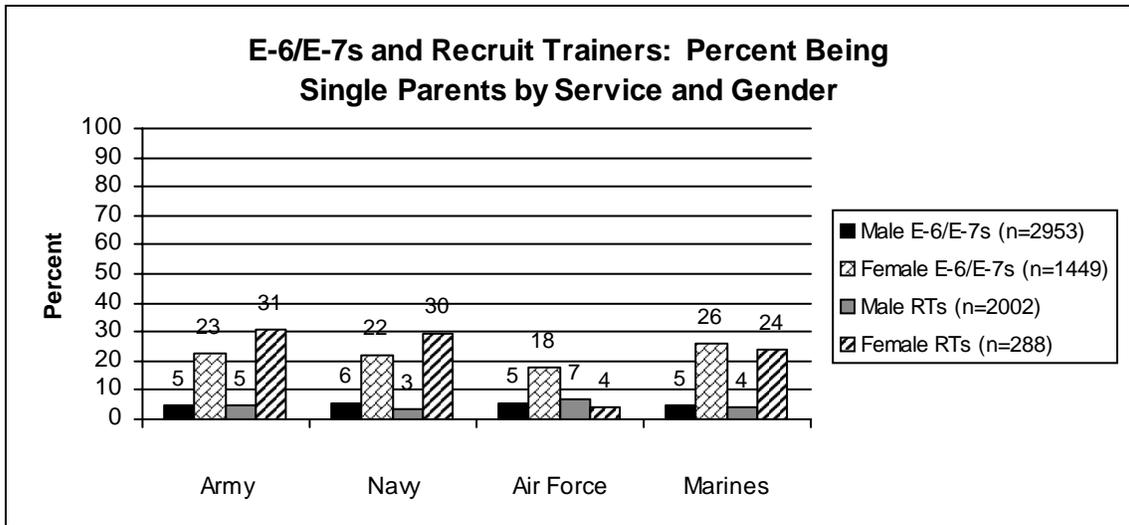












PART I

*Appendix G: T-test Values of
Recruit Comparisons on
Cohesion Constructs*

Table 1.
Graduating Recruit Mean Score Comparisons by Service

COMMITMENT - DoD WEIGHTS				
Comparison	Group 1 Mean	Group 2 Mean	t	p
Army-Navy	19.28	19.52	-1.653	0.099
Army-Air Force	19.28	19.69	-2.946	0.003
Army-Marines	19.28	20.80	-11.990	0.000
Navy-Air Force	19.52	19.69	-1.033	0.302
Navy-Marines	19.52	20.80	-8.310	0.000
Air Force-Marines	19.69	20.80	-7.607	0.000
RESPECT FOR AUTHORITY – DoD WEIGHTS				
Comparison	Group 1 Mean	Group 2 Mean	t	p
Army-Navy	5.94	5.88	1.035	0.301
Army-Air Force	5.94	6.12	-3.232	0.001
Army-Marines	5.94	6.38	-7.731	0.000
Navy-Air Force	5.88	6.12	-3.534	0.000
Navy-Marines	5.88	6.38	-7.156	0.000
Air Force-Marines	6.12	6.38	-3.917	0.000
GROUP IDENTITY – DoD WEIGHTS				
Comparison	Group 1 Mean	Group 2 Mean	t	p
Army-Navy	18.45	18.07	3.569	0.000
Army-Air Force	18.45	18.34	1.152	0.249
Army-Marines	18.45	19.23	-8.020	0.000
Navy-Air Force	18.07	18.34	-2.149	0.032
Navy-Marines	18.07	19.23	-9.705	0.000
Air Force-Marines	18.34	19.23	-7.840	0.000
COMPOSITE – DoD WEIGHTS				
Comparison	Group 1 Mean	Group 2 Mean	t	p
Army-Navy	36.95	36.74	0.957	0.339
Army-Air Force	36.95	37.15	-0.936	0.349
Army-Marines	36.95	39.26	-11.502	0.000
Navy-Air Force	36.74	37.15	-1.644	0.100
Navy-Marines	36.74	39.26	-10.543	0.000
Air Force-Marines	37.15	39.26	-9.038	0.000

Table 2.
Graduating Recruit Mean Score Comparisons by Gender
(Within Service comparisons only – Service specific weights applied)

COMMITMENT – SERVICE WEIGHTS				
Comparison	Group 1 Mean	Group 2 Mean	t	p
Army Males - Army Females	19.36	19.73	-1.996	0.047
Navy Males - Navy Females	19.11	19.09	0.069	0.945
Air Force Males - Air Force Females	19.89	20.59	-3.165	0.002
Marine Males - Marine Females	20.24	20.87	-2.484	0.013
RESPECT FOR AUTHORITY – SERVICE WEIGHTS				
Comparison	Group 1 Mean	Group 2 Mean	t	p
Army Males - Army Females	5.59	5.88	-3.462	0.001
Navy Males - Navy Females	6.03	6.11	-0.607	0.544
Air Force Males - Air Force Females	5.75	5.92	-1.831	0.067
Marine Males - Marine Females	6.49	6.63	-1.172	0.242
GROUP IDENTITY – SERVICE WEIGHTS				
Comparison	Group 1 Mean	Group 2 Mean	t	p
Army Males - Army Females	18.57	19.00	-3.076	0.002
Navy Males - Navy Females	17.70	18.16	-2.178	0.030
Air Force Males - Air Force Females	18.34	19.01	-3.941	0.000
Marine Males - Marine Females	18.82	19.11	-1.540	0.124
COMPOSITE – SERVICE WEIGHTS				
Comparison	Group 1 Mean	Group 2 Mean	t	p
Army Males - Army Females	37.01	37.85	-2.484	0.013
Navy Males - Navy Females	35.86	36.10	-0.583	0.560
Air Force Males - Air Force Females	37.46	38.97	-4.288	0.000
Marine Males – Marine Females	38.19	39.15	-2.433	0.015

Table 3.
Graduating Recruit Mean Score Comparisons on Cohesion Constructs
to Leader Expectations by Service and Gender
(Within Service comparisons only – Service specific weights applied)

COMMITMENT – SERVICE WEIGHTS				
Comparison	Group 1 Mean	Group 2 Mean	t	P
Army: E6/E7 – Army Grad Recruit Males	19.26	19.36	-0.590	0.558
Army: E6/E7 – Army Grad Recruit Females	19.26	19.73	-2.253	0.029
Navy: E6/E7 – Navy Grad Recruit Males	18.27	19.11	-3.651	0.001
Navy: E6/E7 – Navy Grad Recruit Females	18.27	19.09	-2.534	0.015
Air Force: E6/E7 – Air Force Grad Recruit Males	19.90	19.89	0.063	0.950
Air Force: E6/E7 – Air Force Grad Recruit Females	19.90	20.59	-2.940	0.005
Marines: E6/E7 – Marine Grad Recruit Males	19.71	20.24	-2.916	0.005
Marines: E6/E7 – Marine Grad Recruit Females	19.71	20.87	-4.511	0.000
RESPECT FOR AUTHORITY – SERVICE WEIGHTS				
Comparison	Group 1 Mean	Group 2 Mean	t	P
Army: E6/E7 – Army Grad Recruit Males	6.87	5.59	18.513	0.000
Army: E6/E7 – Army Grad Recruit Females	6.87	5.88	9.722	0.000
Navy: E6/E7 – Navy Grad Recruit Males	7.30	6.03	10.179	0.000
Navy: E6/E7 – Navy Grad Recruit Females	7.30	6.11	7.544	0.000
Air Force: E6/E7 – Air Force Grad Recruit Males	7.26	5.75	16.168	0.000
Air Force: E6/E7 – Air Force Grad Recruit Females	7.26	5.92	12.801	0.000
Marines: E6/E7 – Marine Grad Recruit Males	7.86	6.49	13.865	0.000
Marines: E6/E7 – Marine Grad Recruit Females	7.86	6.63	9.028	0.000
GROUP IDENTITY – SERVICE WEIGHTS				
Comparison	Group 1 Mean	Group 2 Mean	t	P
Army: E6/E7 – Army Grad Recruit Males	18.96	18.57	3.604	0.001
Army: E6/E7 – Army Grad Recruit Females	18.96	19.00	-0.313	0.756
Navy: E6/E7 – Navy Grad Recruit Males	18.45	17.70	4.062	0.000
Navy: E6/E7 – Navy Grad Recruit Females	18.45	18.16	1.319	0.193
Air Force: E6/E7 – Air Force Grad Recruit Males	19.13	18.34	4.349	0.000
Air Force: E6/E7 – Air Force Grad Recruit Females	19.13	19.01	0.702	0.486
Marines: E6/E7 – Marine Grad Recruit Males	19.02	18.82	1.404	0.167
Marines: E6/E7 – Marine Grad Recruit Females	19.02	19.11	-0.459	0.649

Table 3. (continued)
(Within Service comparisons only – Service specific weights applied)

COMPOSITE – SERVICE WEIGHTS				
Comparison	Group 1 Mean	Group 2 Mean	t	P
Army: E6/E7 – Army Grad Recruit Males	37.72	37.01	2.712	0.009
Army: E6/E7 – Army Grad Recruit Females	37.72	37.85	-0.424	0.673
Navy: E6/E7 – Navy Grad Recruit Males	36.55	35.86	1.842	0.072
Navy: E6/E7 – Navy Grad Recruit Females	36.55	36.10	0.954	0.345
Air Force: E6/E7 – Air Force Grad Recruit Males	39.19	37.46	4.781	0.000
Air Force: E6/E7 – Air Force Grad Recruit Females	39.19	38.97	0.585	0.561
Marines: E6/E7 – Marine Grad Recruit Males	38.57	38.19	1.428	0.160
Marines: E6/E7 – Marine Grad Recruit Females	38.57	39.15	-1.510	0.137

Table 4.
Beginning Recruit Mean Score Comparisons on Cohesion Constructs by Service and Gender
(Within Service comparisons only – Service specific weights applied)

COMMITMENT – SERVICE WEIGHTS				
Comparison	Group 1 Mean	Group 2 Mean	t	p
Army Males - Army Females	18.92	18.69	0.888	0.375
Navy Males - Navy Females	19.03	18.75	1.321	0.187
Air Force Males - Air Force Females	19.29	19.21	0.287	0.774
Marine Males - Marine Females	18.80	19.28	-1.345	0.179
RESPECT FOR AUTHORITY – SERVICE WEIGHTS				
Comparison	Group 1 Mean	Group 2 Mean	t	P
Army Males - Army Females	5.46	5.39	0.623	0.534
Navy Males - Navy Females	6.44	6.45	-0.011	0.992
Air Force Males - Air Force Females	5.37	5.36	0.146	0.884
Marine Males - Marine Females	5.84	6.36	-3.445	0.001
GROUP IDENTITY – SERVICE WEIGHTS				
Comparison	Group 1 Mean	Group 2 Mean	t	p
Army Males - Army Females	19.18	18.47	3.888	0.000
Navy Males - Navy Females	18.47	18.70	-1.374	0.170
Air Force Males - Air Force Females	19.18	19.36	-1.048	0.295
Marine Males - Marine Females	18.47	18.96	-1.976	0.049
COMPOSITE – SERVICE WEIGHTS				
Comparison	Group 1 Mean	Group 2 Mean	t	P
Army Males - Army Females	37.03	36.05	2.508	0.012
Navy Males - Navy Females	36.87	36.72	0.456	0.649
Air Force Males - Air Force Females	37.55	37.52	0.090	0.928
Marine Males – Marine Females	36.20	37.24	-1.920	0.056

Appendix H: Regression Coefficients

INTRODUCTION

Multiple ordinary least squares regressions were estimated to examine group differences on each of the constructs while controlling for potentially confounding respondent characteristics (i.e., age, educational level, race/ethnicity). Interpretations of regression coefficients associated with group differences should be conducted in the following manner:

- Race/ethnicity--White is the reference category so that regression coefficients indicate the difference in construct means for the named group compared to whites.
- Male--Female is the reference category so the regression coefficient associated with Male indicates the difference in the construct mean for males compared to females.
- Service--When all four Services are used, Marines are the reference category. When only three Services are used, Army is the reference category. Interpretation of the regression coefficients associated with each Service is conducted as described for the above.
- Gender format of Training--Single gender training is the reference category.
- Recruits--E-6/E-7s are the reference category.

The regression tables also report the R^2 for each equation and the standard errors for each regression coefficient. The R^2 indicates the percentage of variation in the dependent variable explained by the equation and can thereby be used as an indicator of the success with which each equation models the dependent variable.

The standard error for each regression coefficient is the square root of the variance associated with each estimate of the regression coefficients. It is presented here to facilitate rigorous examination of the results and to serve as an easy guide for determining which group differences are statistically significant. A standard "rule-of-thumb" is that coefficients are significant (at the $p < .05$ level) if they are about twice the size of their standard errors.

Graduating Recruit Characteristics as Predictors of Cohesion Constructs			
(Unstandardized Regression Coefficients and Standard Errors)			
	Commitment R²=.05	Respect for Authority R²=.05	Group Identity R²=.03
Intercept	21.428 0.278	6.296 0.118	20.034 0.211
Age	0.133 0.067	0.124 0.028	0.012 0.051
Education	-0.091 0.080	0.074 0.035	-0.142 0.062
Hispanic	-0.127 0.154	-0.353 0.064	0.022 0.118
Black	-0.910 0.135	-0.513 0.055	0.057 0.100
Asian/Pacific Islander	-0.079 0.275	-0.033 0.113	-0.089 0.206
Native American	0.145 0.429	-0.112 0.176	-0.316 0.313
Other	-0.115 0.298	-0.333 0.126	-0.042 0.224
Males	-0.532 0.125	-0.228 0.052	-0.461 0.093
Army	-1.433 0.140	-0.046 0.058	-0.075 0.104
Navy	-1.295 0.173	-0.055 0.073	-1.125 0.132
Air Force	-1.219 0.164	-0.375 0.069	-1.021 0.124

Effect of Gender Format of Training on Cohesion Constructs for Graduating Recruits			
(Unstandardized Regression Coefficients and Standard Errors)			
	Commitment R²=.02	Respect for Authority R²=.03	Group Identity R²=.003
Intercept	20.155 0.247	5.797 0.104	19.118 0.186
Age	0.043 0.068	0.089 0.028	-0.038 0.052
Education	-0.082 0.082	0.082 0.035	-0.141 0.063
Hispanic	-0.010 0.157	-0.352 0.065	0.043 0.119
Black	-1.044 0.137	-0.554 0.056	0.037 0.101
Asian/Pacific Islander	-0.115 0.280	-0.351 0.117	-0.137 0.209
Native American	0.096 0.436	-0.132 0.178	-0.350 0.317
Other	-0.046 0.303	-0.310 0.127	-0.011 0.227
Mixed gender format	-0.121 0.104	0.013 0.043	-0.113 0.079

Effect of Gender Format of Training for Male Graduating Recruits in Three Services			
(Unstandardized Regression Coefficients and Standard Errors)			
	Commitment R²=.02	Respect for Authority R²=.04	Group Identity R²=.01
Intercept	19.330 0.324	5.596 0.131	18.807 0.246
Age	0.185 0.104	0.160 0.035	0.049 0.067
Education	-0.084 0.104	0.038 0.042	-0.160 0.079
Hispanic	-0.077 0.211	-0.323 0.083	-0.054 0.160
Black	-1.080 0.179	-0.506 0.070	0.026 0.133
Asian/Pacific Islander	-0.250 0.370	-0.425 0.147	-0.237 0.274
Native American	0.194 0.558	-0.249 0.221	0.115 0.417
Other	-0.652 0.437	-0.327 0.172	0.003 0.316
Males	0.230 0.142	0.119 0.056	0.119 0.107
Navy	0.234 0.179	-0.068 0.072	-0.423 0.136
Air Force	0.064 0.182	0.095 0.074	-0.037 0.140

Comparison of Army Graduating Recruits to Army E-6/E-7s			
(Unstandardized Regression Coefficients and Standard Errors)			
	Commitment R²=.02	Respect for Authority R²=.16	Group Identity R²=.01
Intercept	19.804 0.042	6.903 0.184	19.273 0.303
Education	0.000 0.075	0.076 0.033	-0.049 0.055
Hispanic	-0.329 0.205	-0.370 0.089	-0.065 0.149
Black	-1.025 -0.530	-0.599 0.066	-0.139 0.109
Asian/Pacific Islander	0.247 0.379	-0.705 0.166	-0.498 0.275
Native American	0.247 0.537	0.151 0.239	0.726 0.393
Other	-0.211 0.332	-0.291 0.145	-0.440 0.242
Males	-0.206 0.189	-0.140 0.081	-0.272 0.135
Recruits	0.082 0.155	-1.180 0.069	-0.364 0.114

Comparison of Navy Graduating Recruits to Navy E-6/E-7s			
(Unstandardized Regression Coefficients and Standard Errors)			
	Commitment R²=.02	Respect for Authority R²=.12	Group Identity R²=.02
Intercept	18.913 0.420	6.997 0.212	19.060 0.303
Education	-0.072 0.081	0.174 0.041	0.012 0.058
Hispanic	0.384 0.296	-0.303 0.151	0.334 0.216
Black	-0.854 0.223	-0.521 0.113	-0.295 0.160
Asian/Pacific Islander	0.260 0.309	-0.484 0.155	0.237 0.227
Native American	0.033 0.704	0.029 0.334	-0.323 0.472
Other	-0.160 0.463	-0.489 0.238	-0.319 0.334
Males	-0.296 0.235	-0.277 0.119	-0.423 0.170
Recruits	0.773 0.196	-1.137 0.098	-0.644 0.141

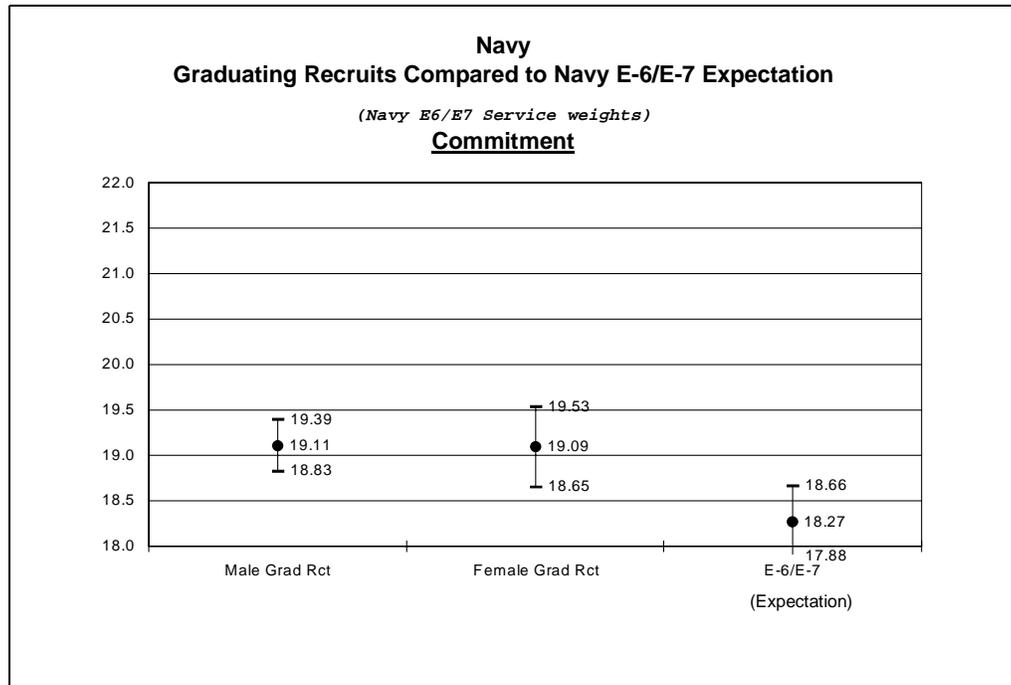
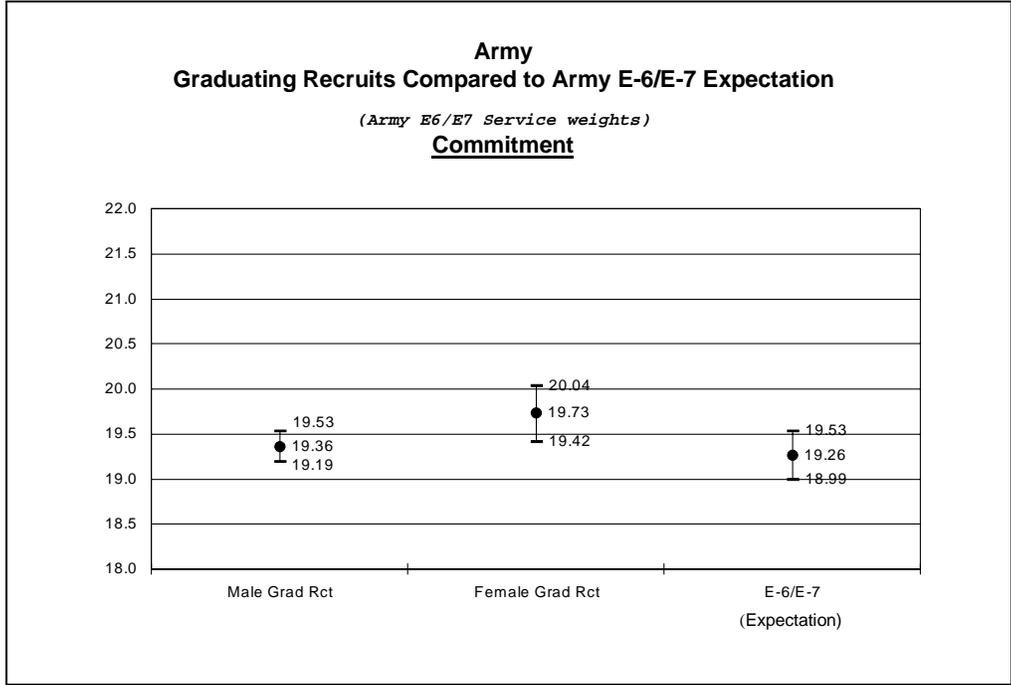
Comparison of Air Force Graduating Recruits to Air Force E-6/E-7s			
(Unstandardized Regression Coefficients and Standard Errors)			
	Commitment R²=.01	Respect for Authority R²=.19	Group Identity R²=.01
Intercept	19.927 0.521	7.044 0.232	19.715 0.372
Education	0.128 0.098	0.114 0.044	-0.117 0.070
Hispanic	-0.103 0.323	-0.673 0.148	-0.197 0.231
Black	-0.898 0.224	-0.755 0.099	-0.123 0.158
Asian/Pacific Islander	-0.032 0.478	-0.182 0.213	-0.090 0.340
Native American	0.011 0.780	-0.387 0.310	-0.854 0.489
Other	-0.749 0.491	-0.399 0.210	-0.024 0.333
Males	-0.487 0.208	-0.131 0.092	-0.374 0.146
Recruits	0.320 0.233	-1.300 0.104	-0.747 0.166

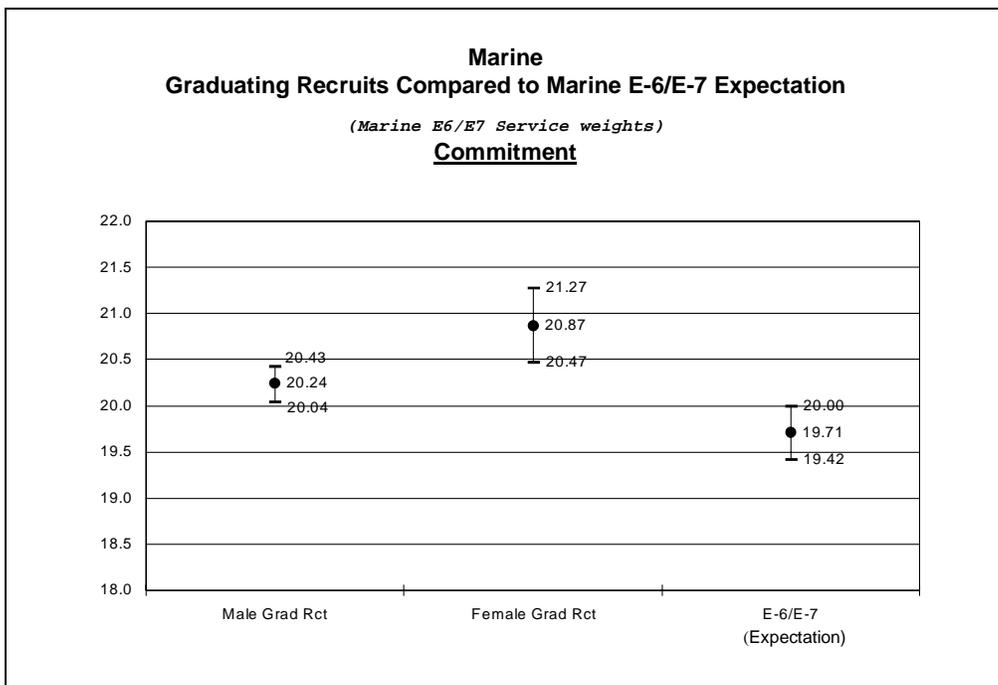
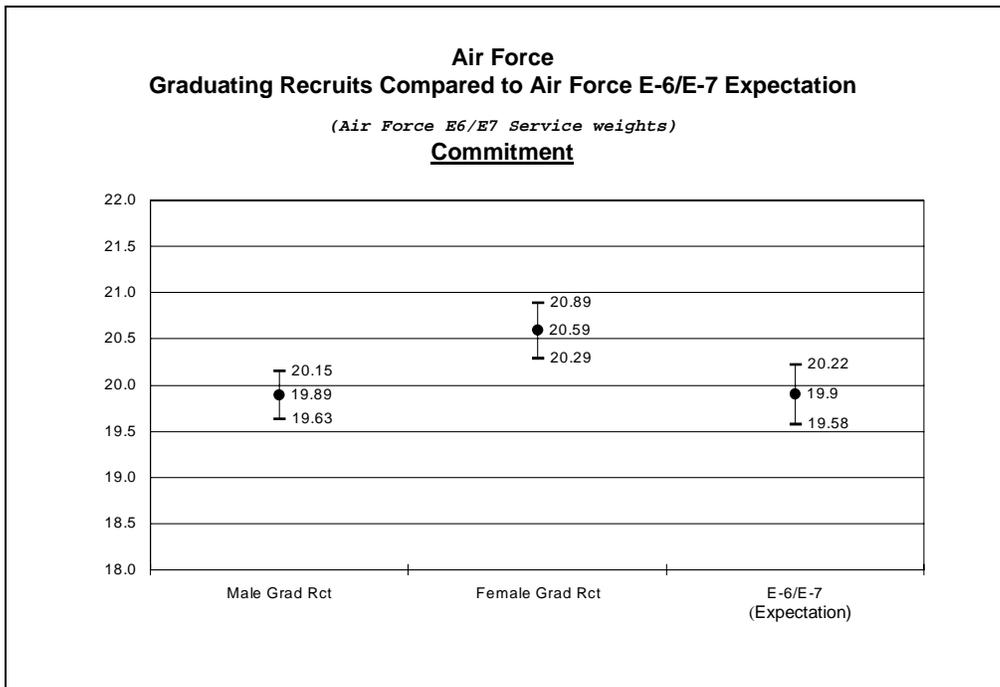
Comparison of Marine Corps Graduating Recruits to Marine Corps E-6/E-7s			
(Unstandardized Regression Coefficients and Standard Errors)			
	Commitment R²=.03	Respect for Authority R²=.18	Group Identity R²=.01
Intercept	21.324 0.449	7.976 0.232	20.520 0.354
Education	-0.243 0.097	0.077 0.051	-0.232 0.078
Hispanic	-0.584 0.226	-0.500 0.116	0.128 0.178
Black	-0.975 0.210	-0.642 0.104	-0.174 0.160
Asian/Pacific Islander	-0.903 0.503	-0.713 0.260	-0.224 0.384
Native American	0.524 0.653	-0.044 0.330	-0.701 0.482
Other	0.308 0.425	-0.595 0.218	-0.498 0.333
Males	-0.419 0.208	-0.204 0.103	-0.217 0.155
Recruits	0.338 0.163	-1.322 0.085	-0.344 0.129

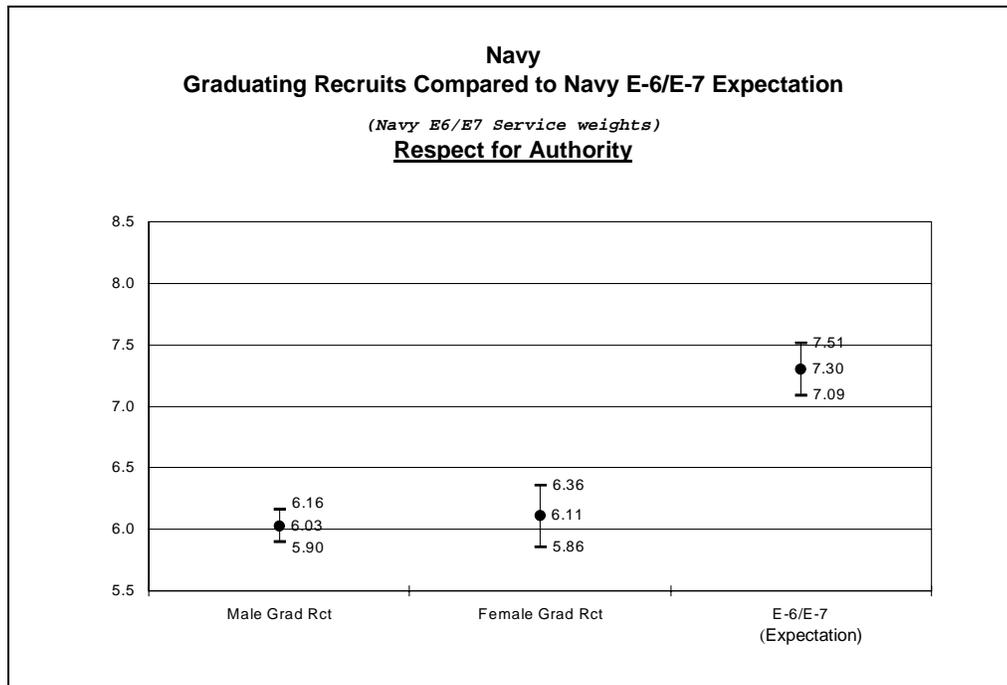
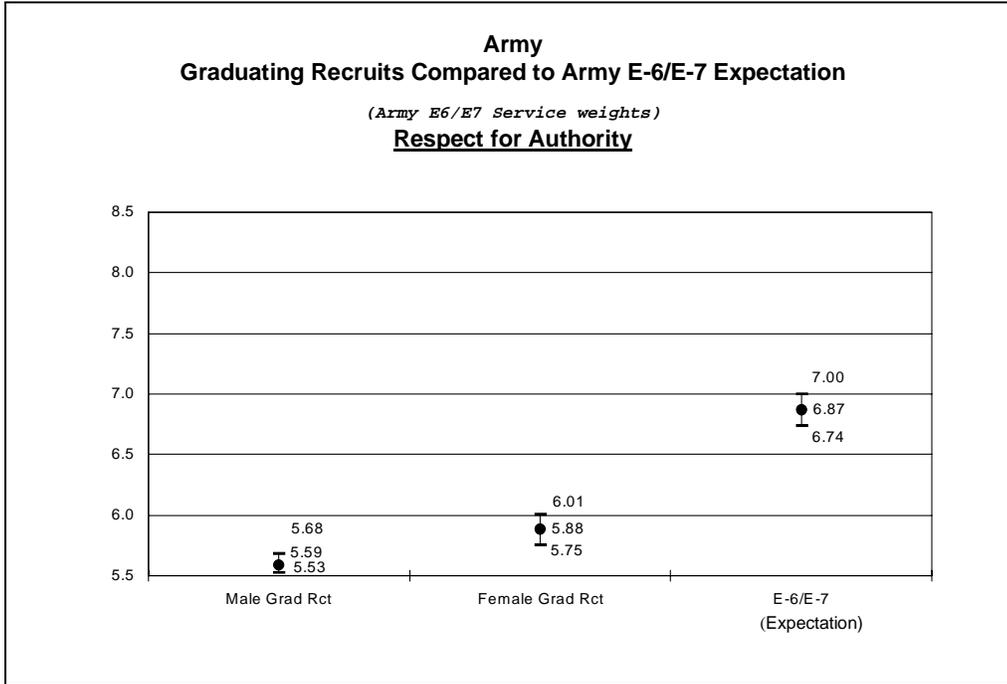
Beginning Recruit Characteristics as Predictors of Cohesion Constructs			
(Unstandardized Regression Coefficients and Standard Errors)			
	Commitment R²=.02	Respect for Authority R²=.05	Group Identity R²=.003
Intercept	19.395 0.319	5.506 0.132	19.438 0.232
Age	0.341 0.076	0.145 0.031	0.052 0.055
Education	-0.151 0.084	0.084 0.034	-0.136 0.061
Hispanic	0.114 0.194	-0.050 0.080	-0.080 0.141
Black	-0.399 0.158	-0.415 0.063	0.053 0.111
Asian/Pacific Islander	-0.255 0.333	-0.098 0.142	-0.269 0.249
Native American	0.572 0.462	0.245 0.195	0.026 0.338
Other	0.041 0.390	-0.326 0.152	-0.036 0.266
Males	0.000 0.139	-0.079 0.057	0.008 0.099
Army	-0.849 0.209	-0.146 0.086	-0.261 0.152
Navy	-0.190 0.215	0.381 0.089	-0.281 0.156
Air Force	-0.739 0.211	-0.211 0.087	-0.181 0.153

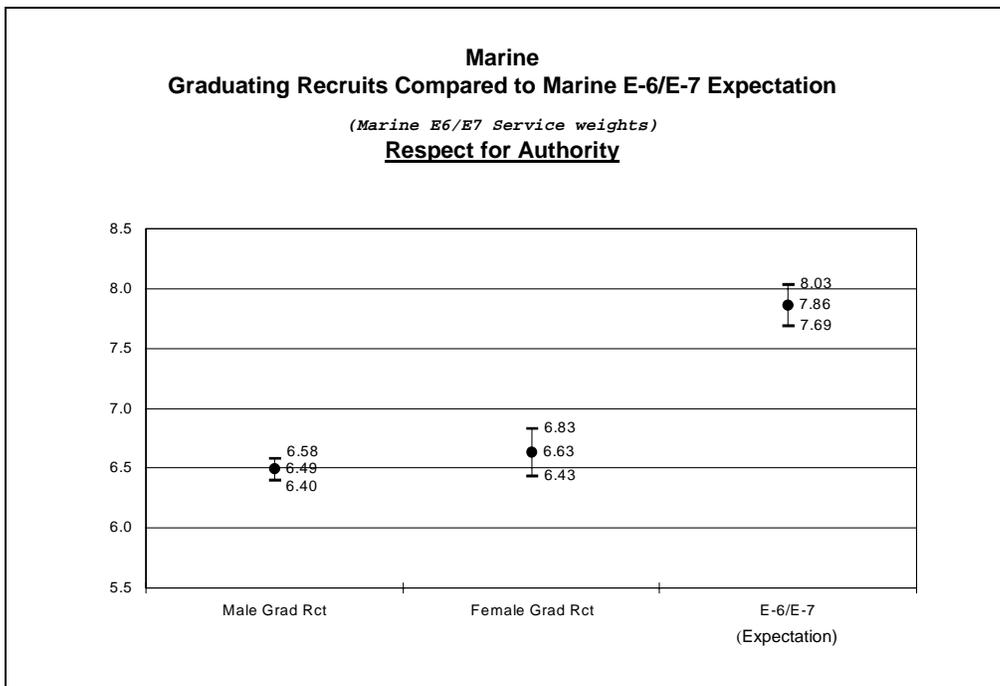
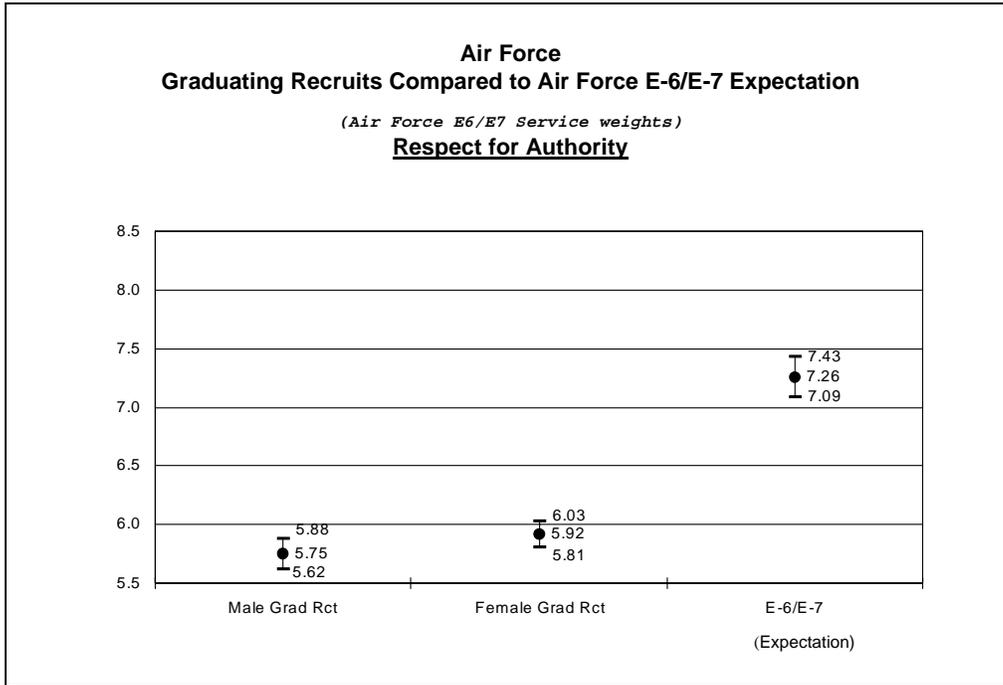
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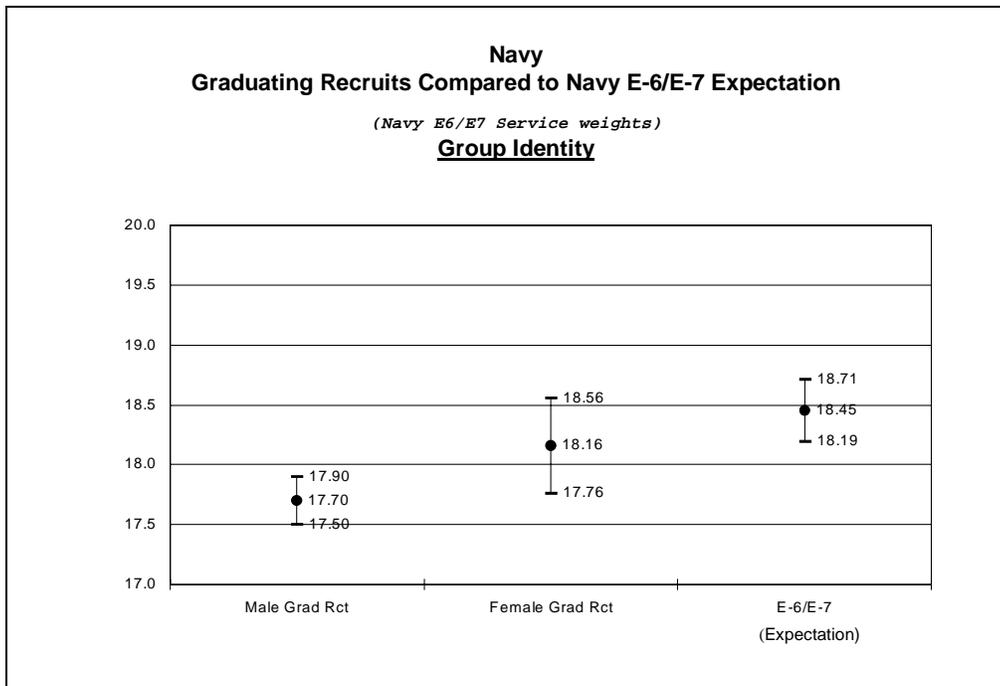
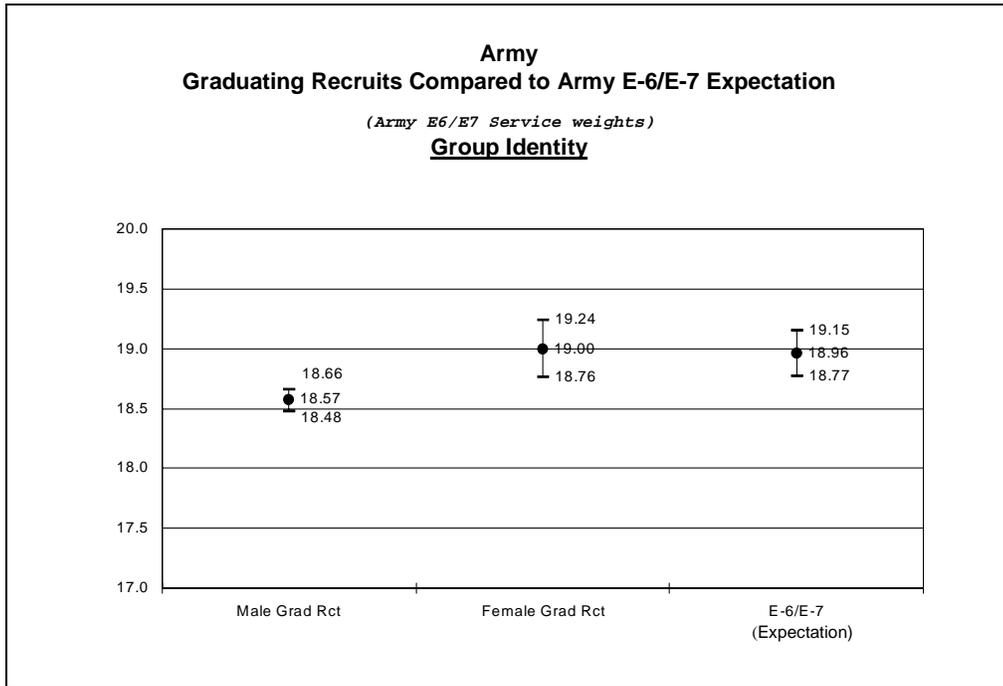
*Appendix I: Comparisons of
Graduating Recruits With
Their Service Expectations*
(using service-specific construct weights)

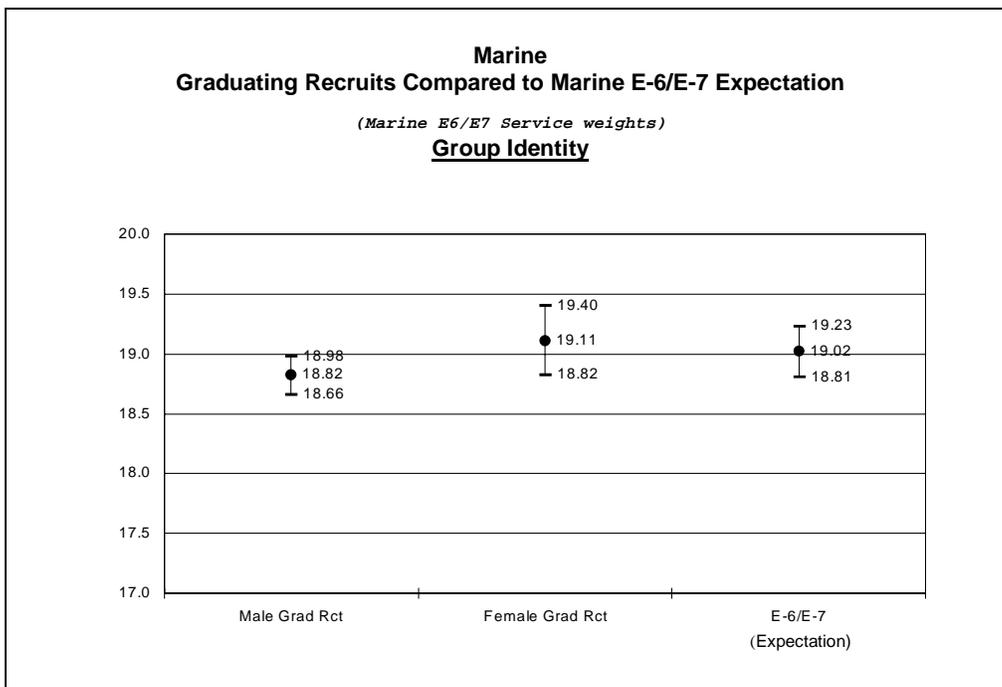
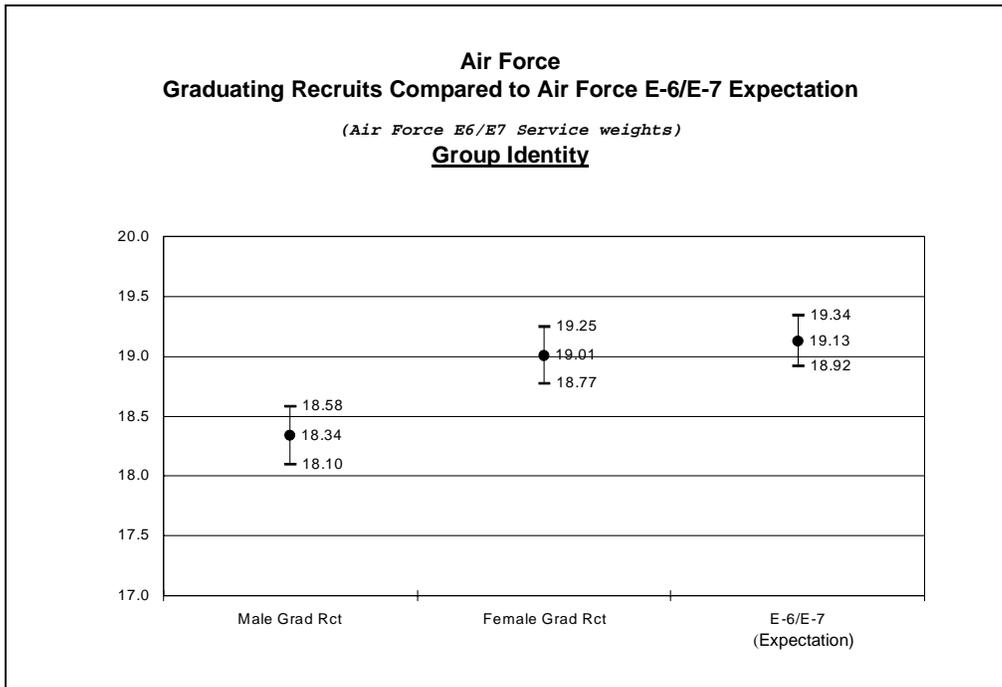








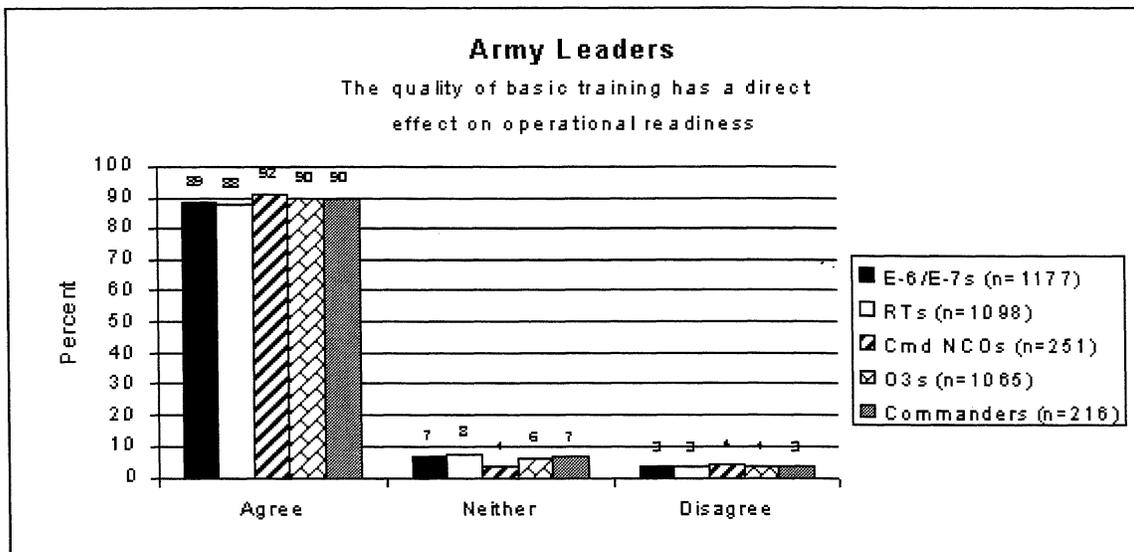
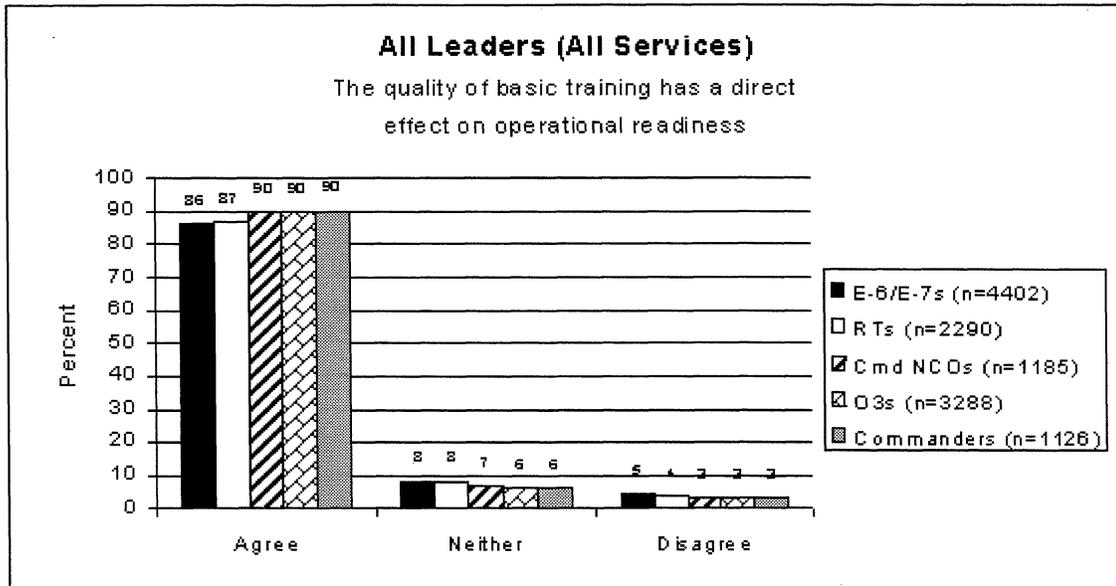


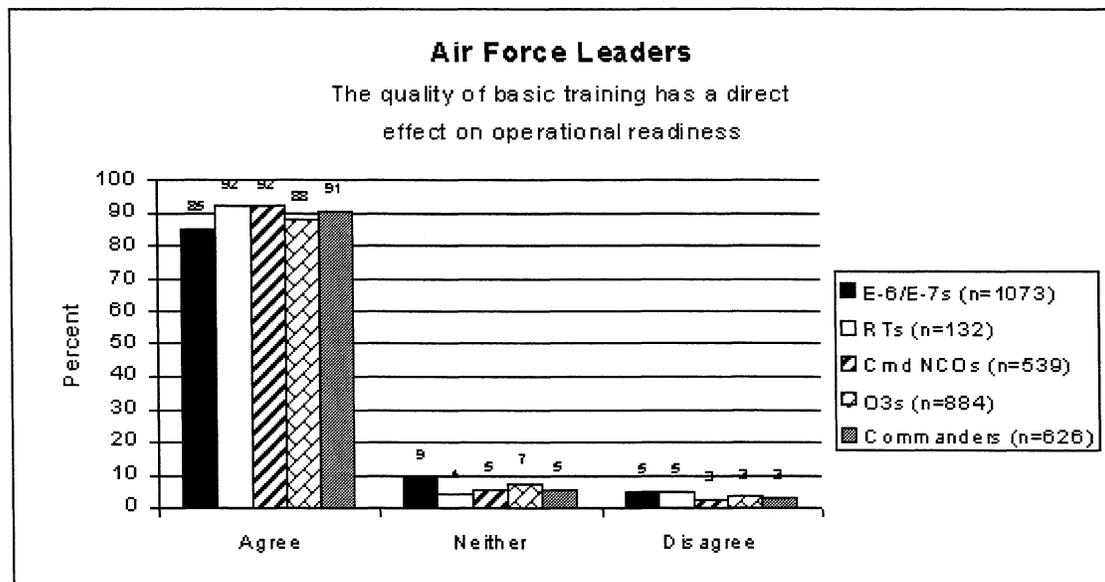
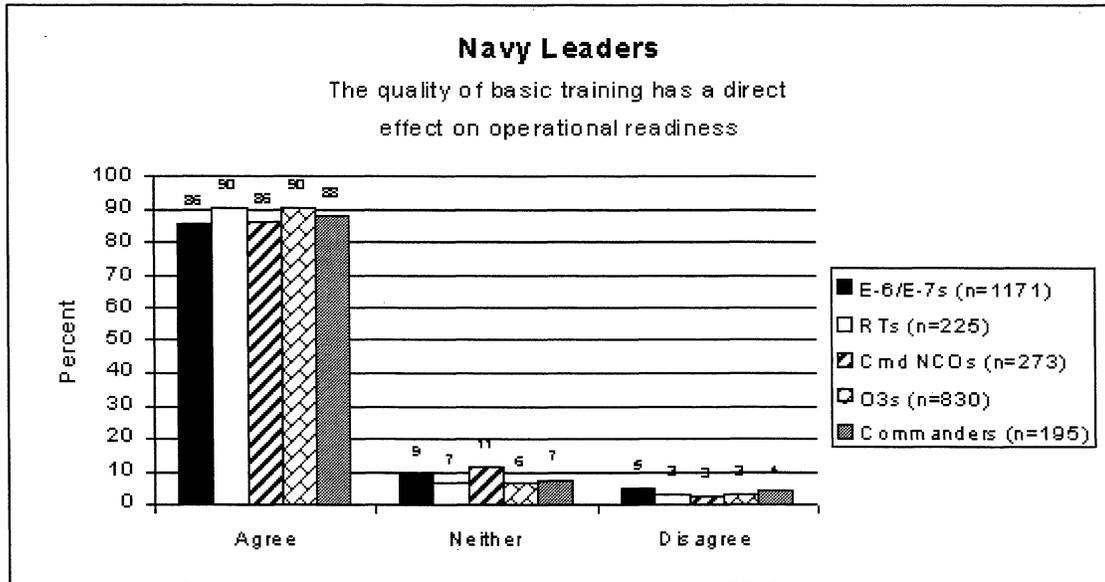


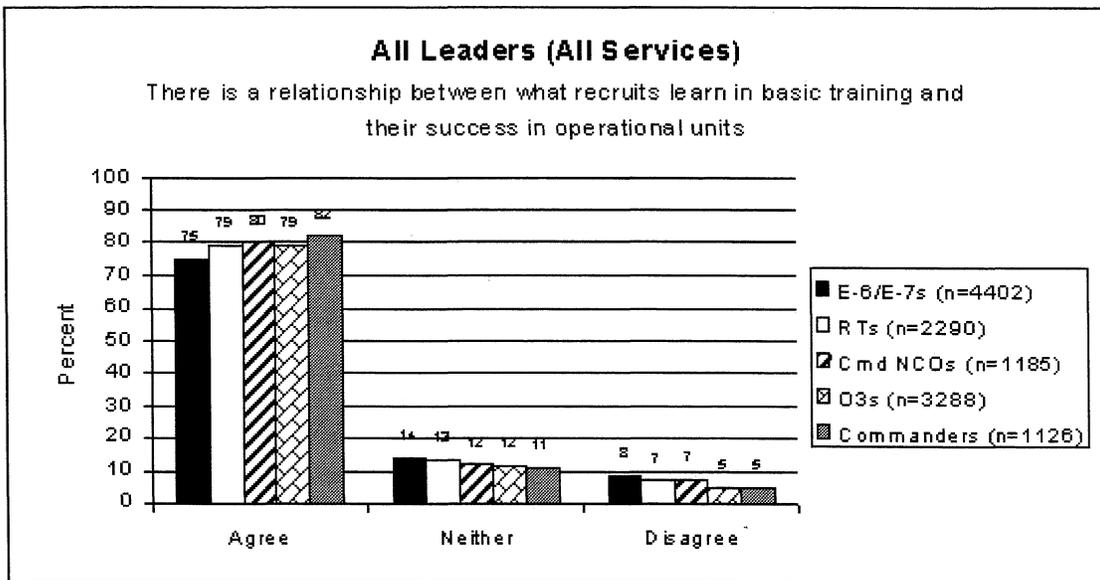
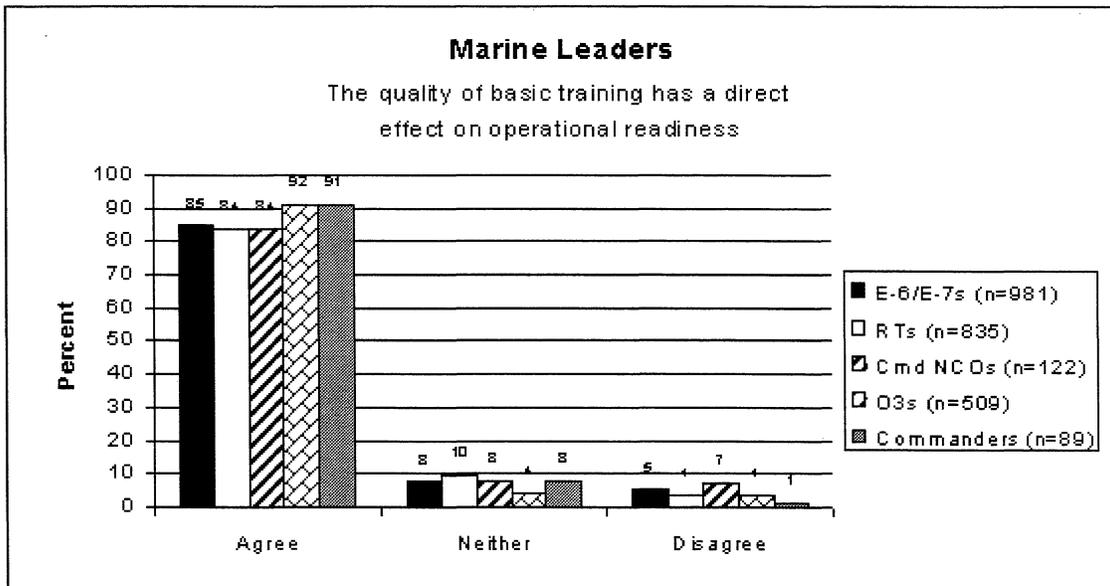
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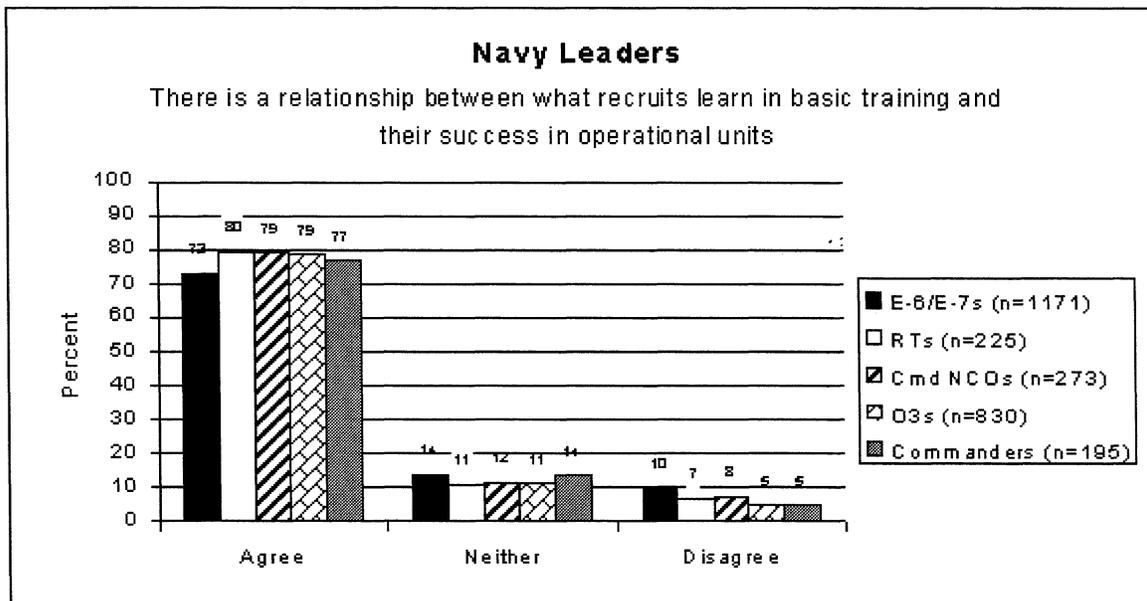
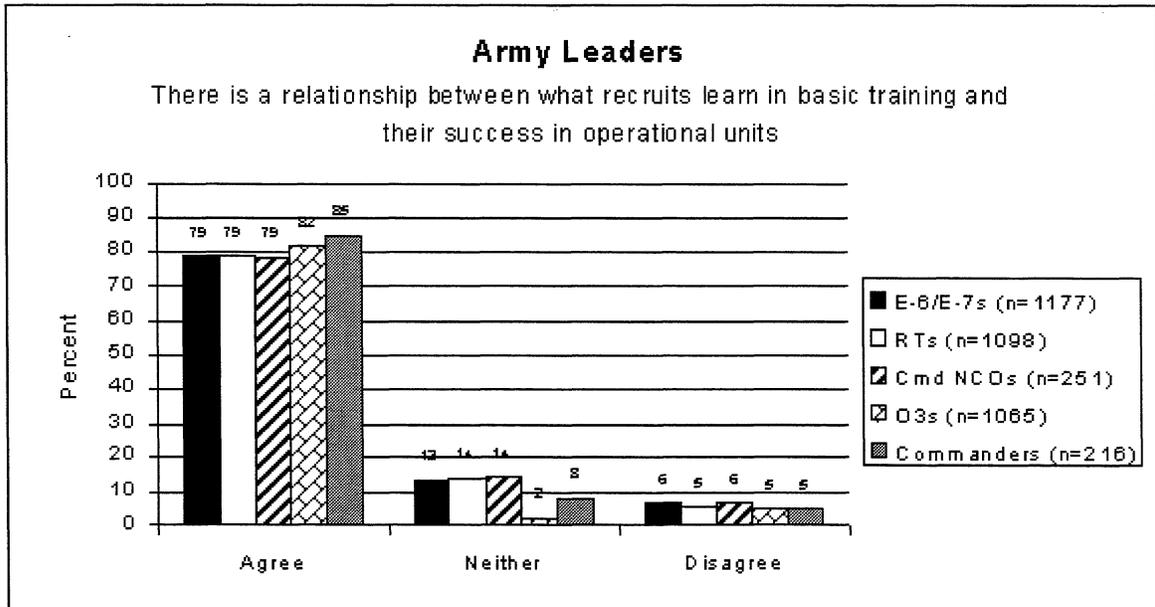
*Appendix J: Military Leaders Opinions on
Quality of Entry-Level Graduates,
Gender Integration of Basic Training,
and Other Gender-Related Issues*

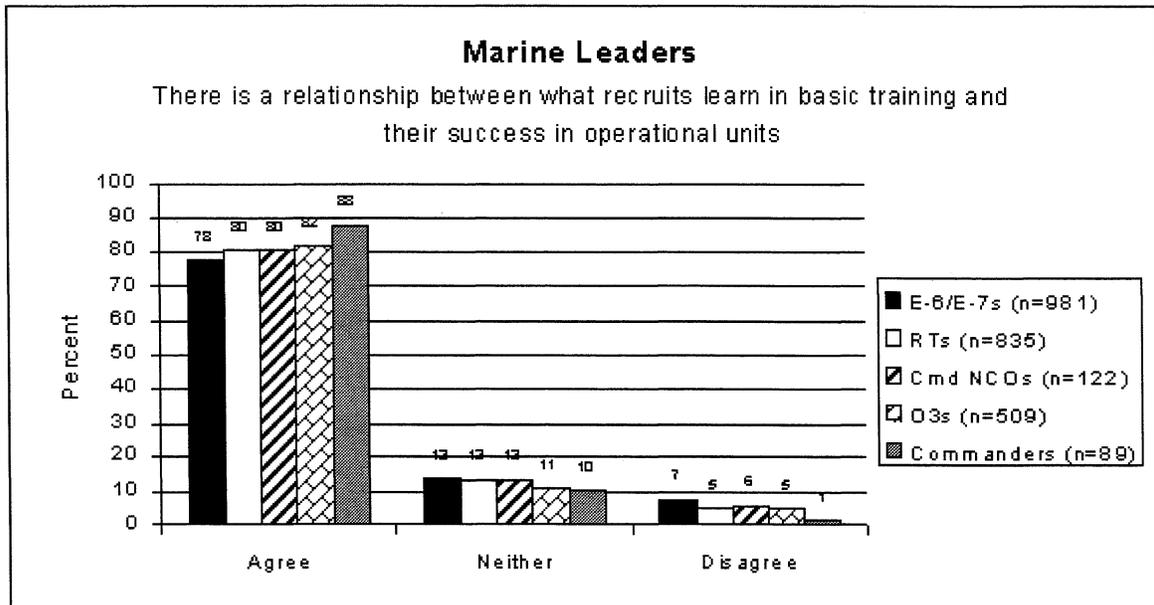
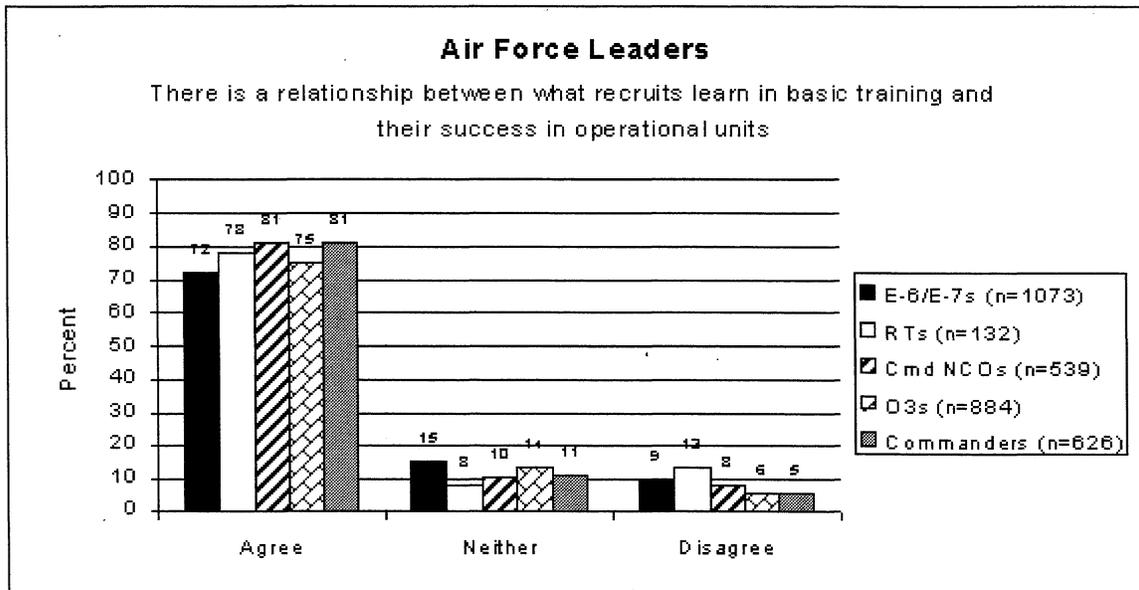
APPENDIX J

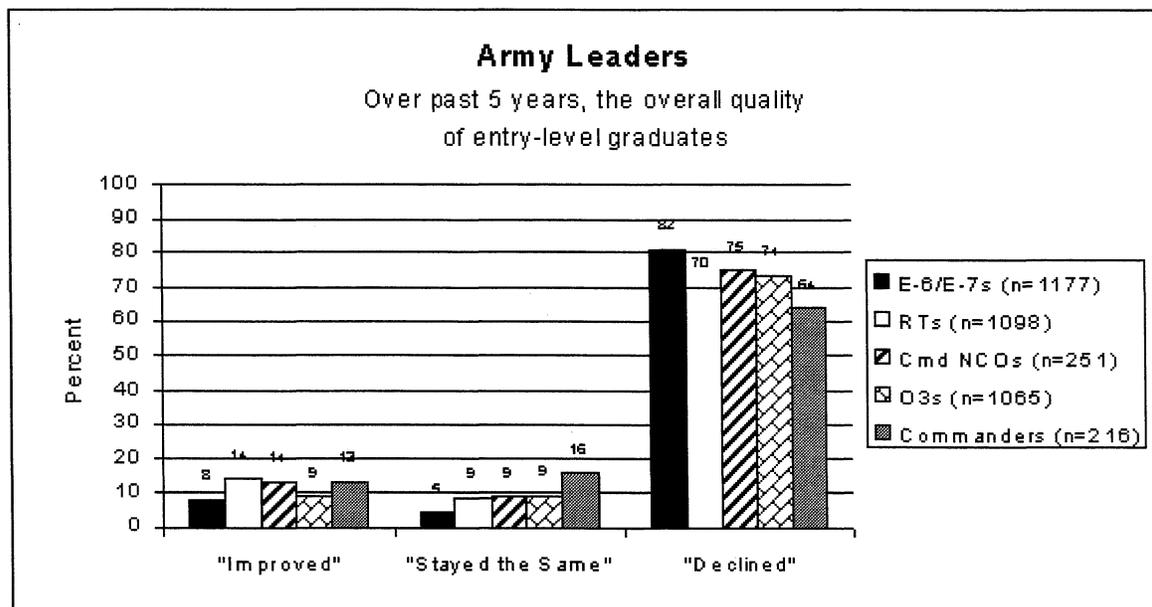
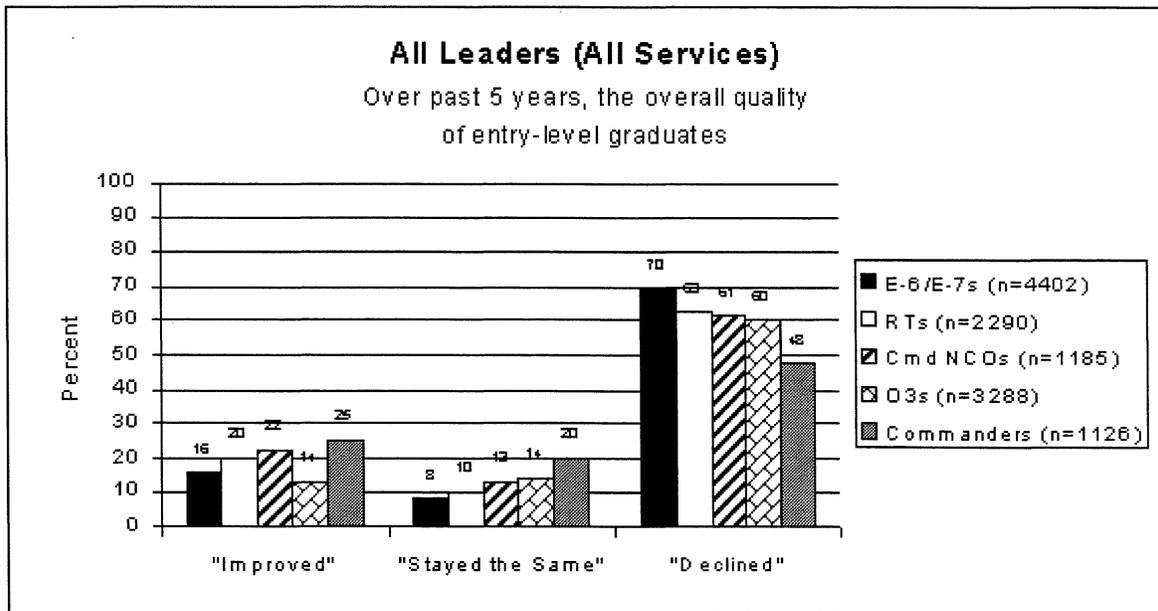


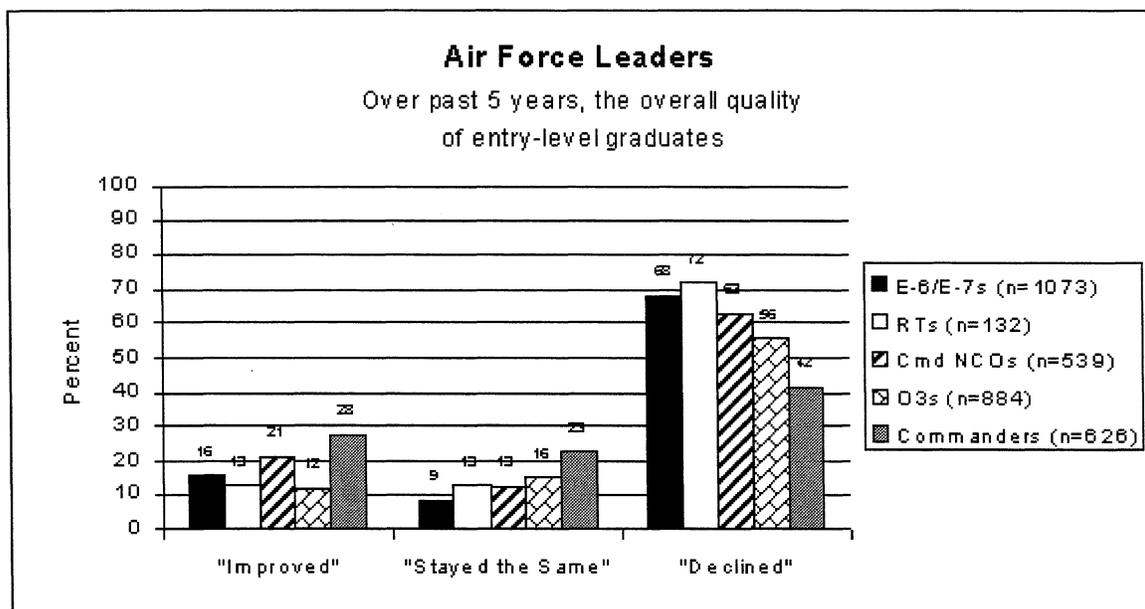
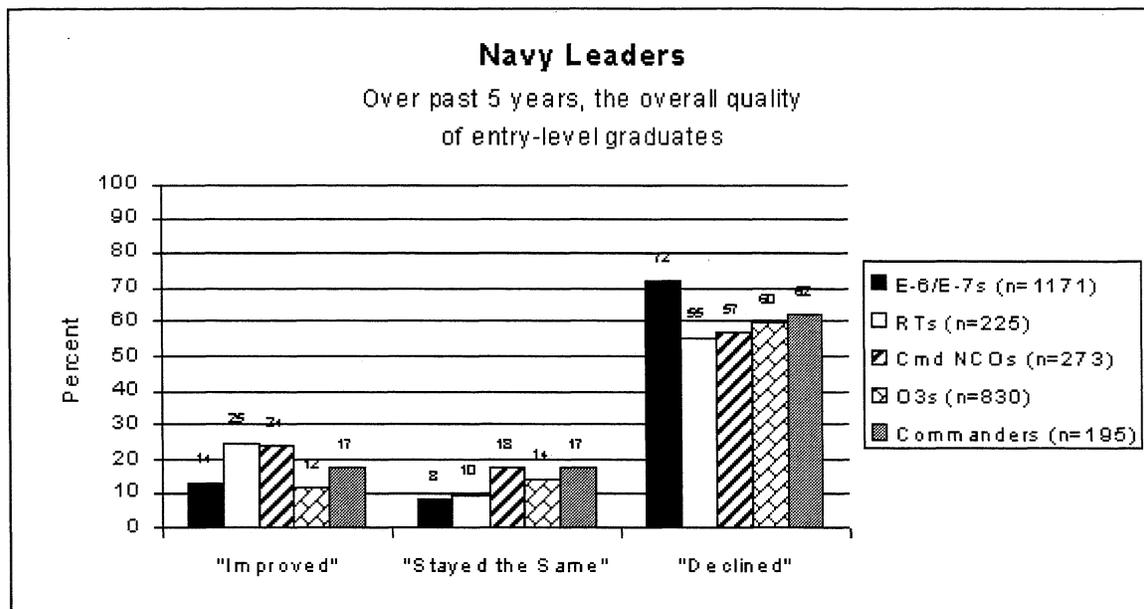


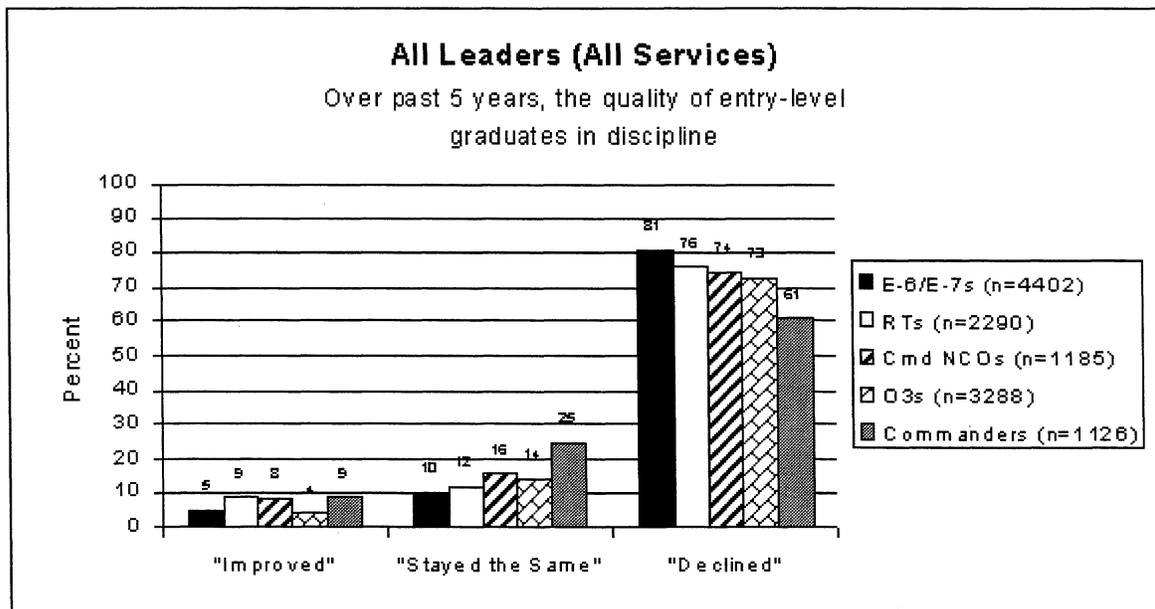
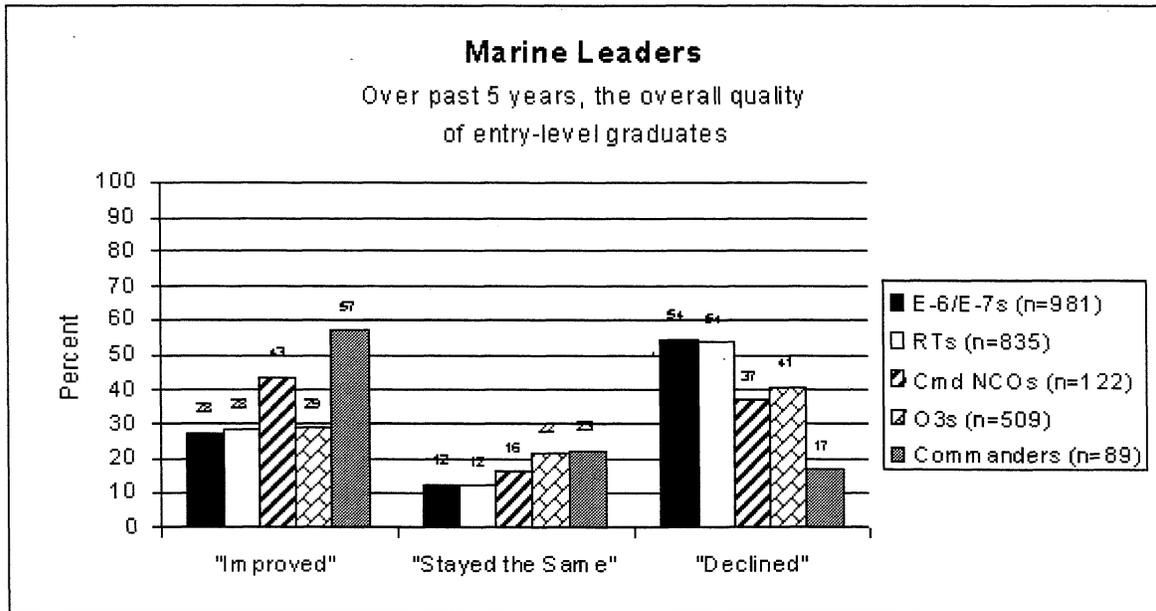


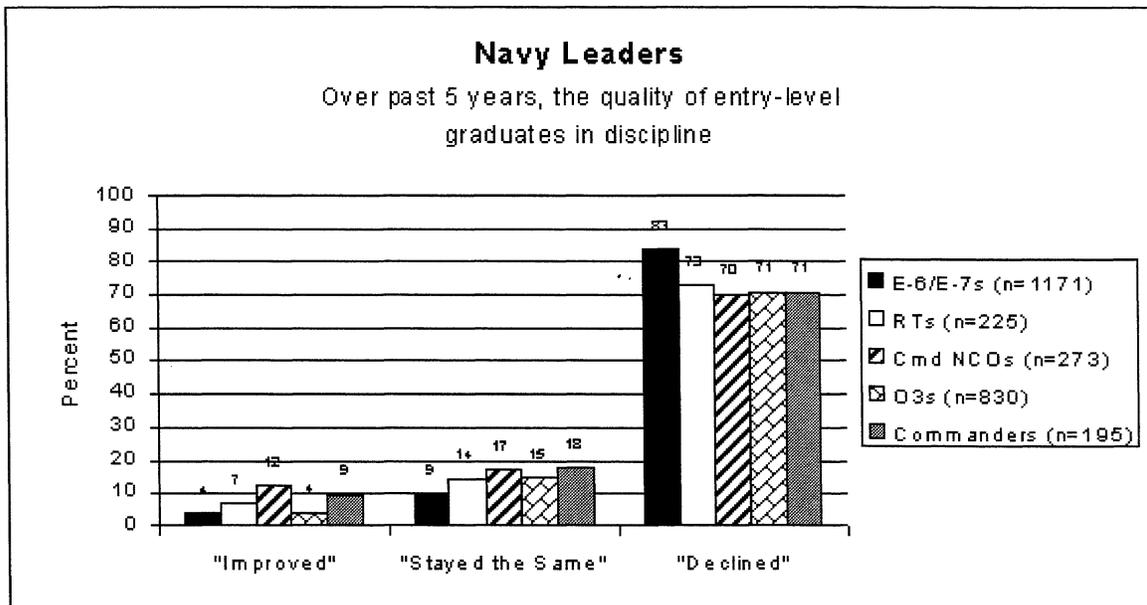
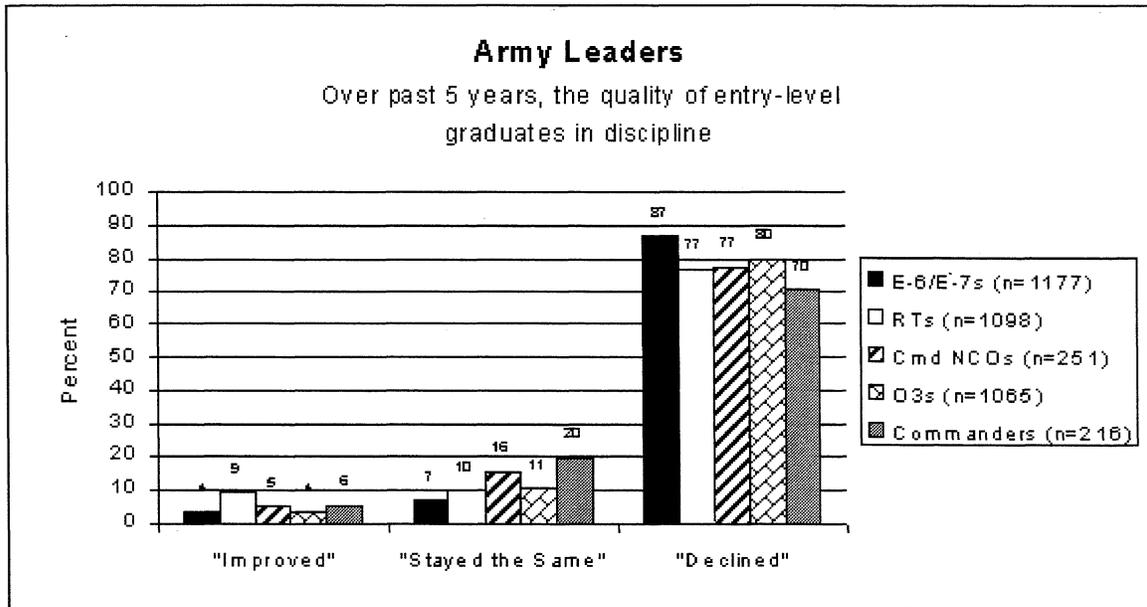


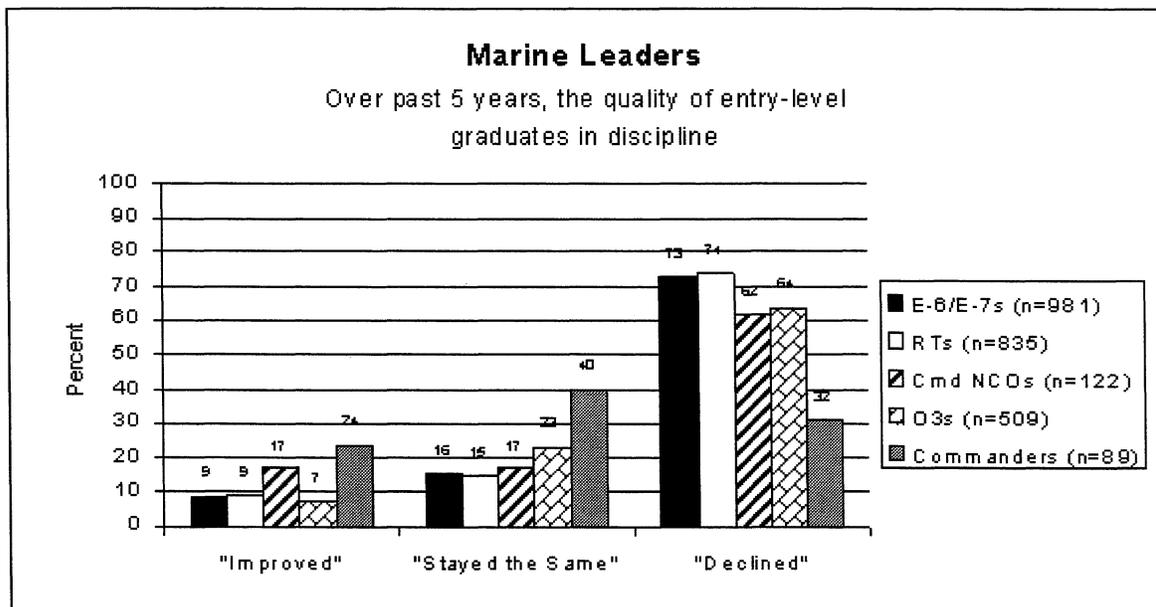
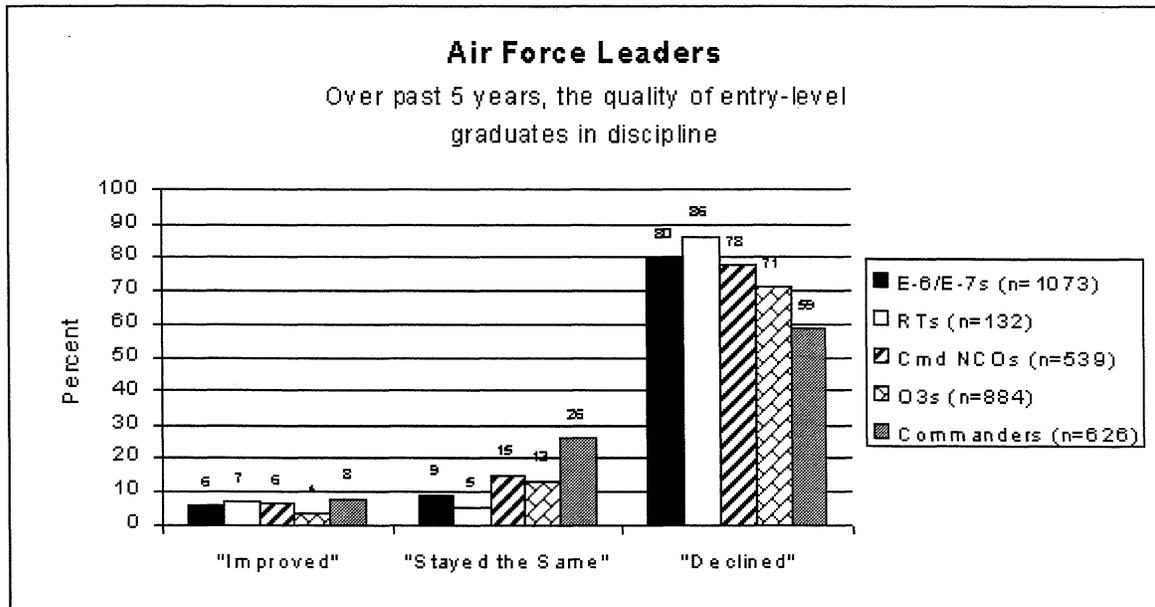


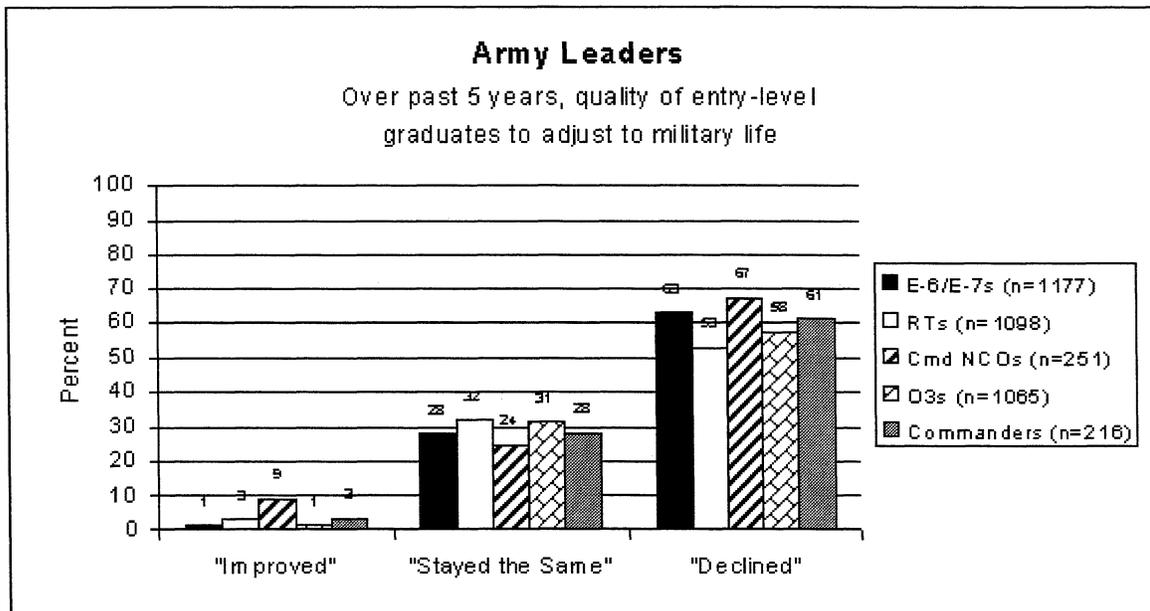
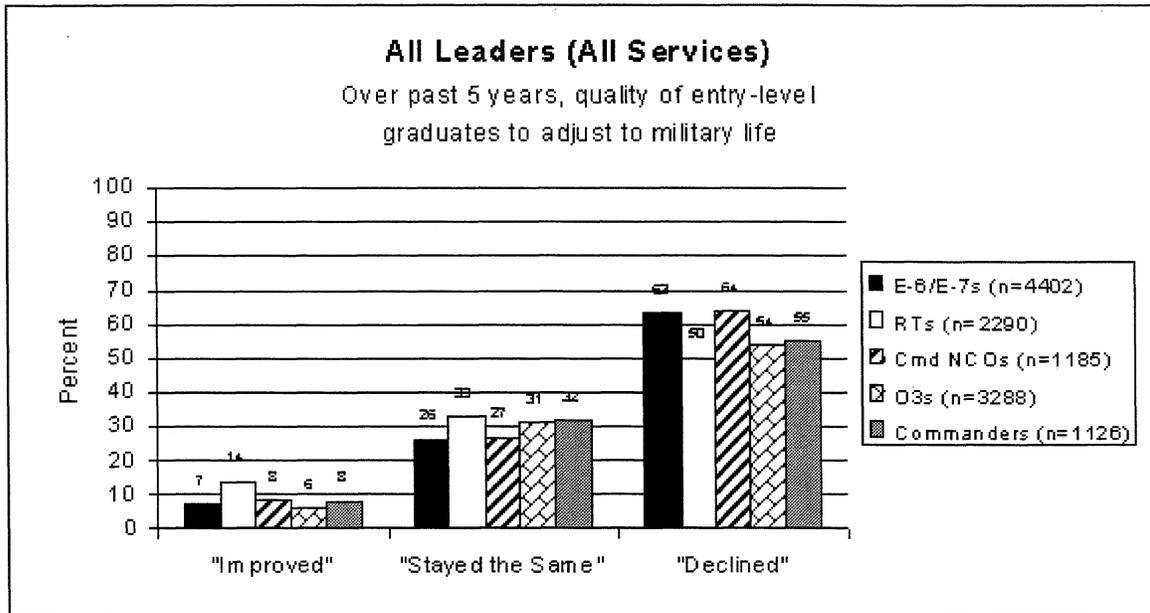


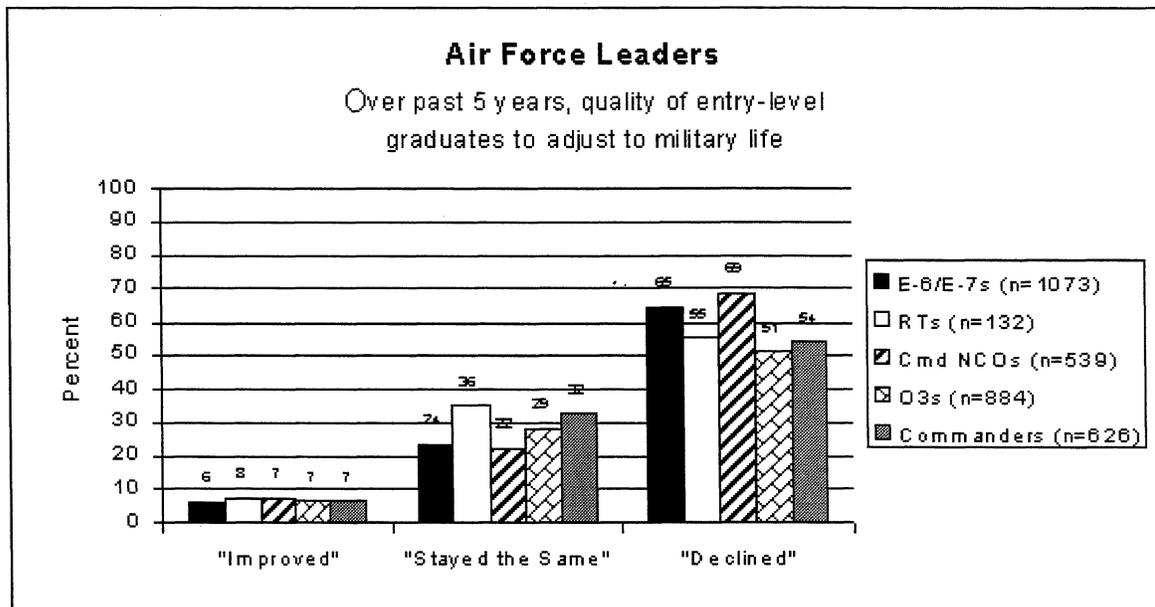
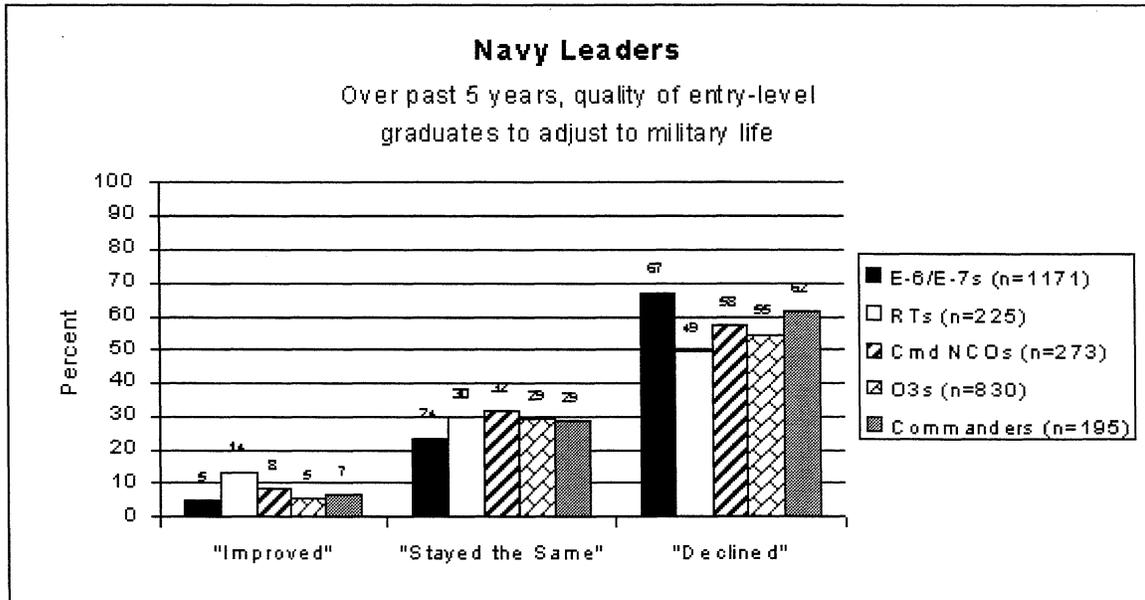


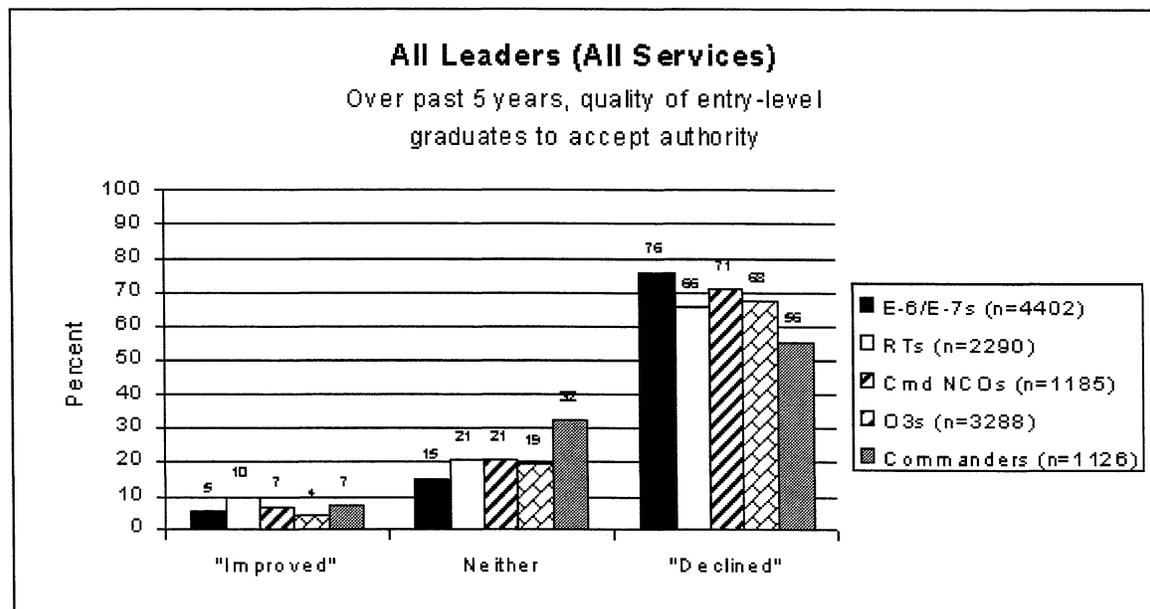
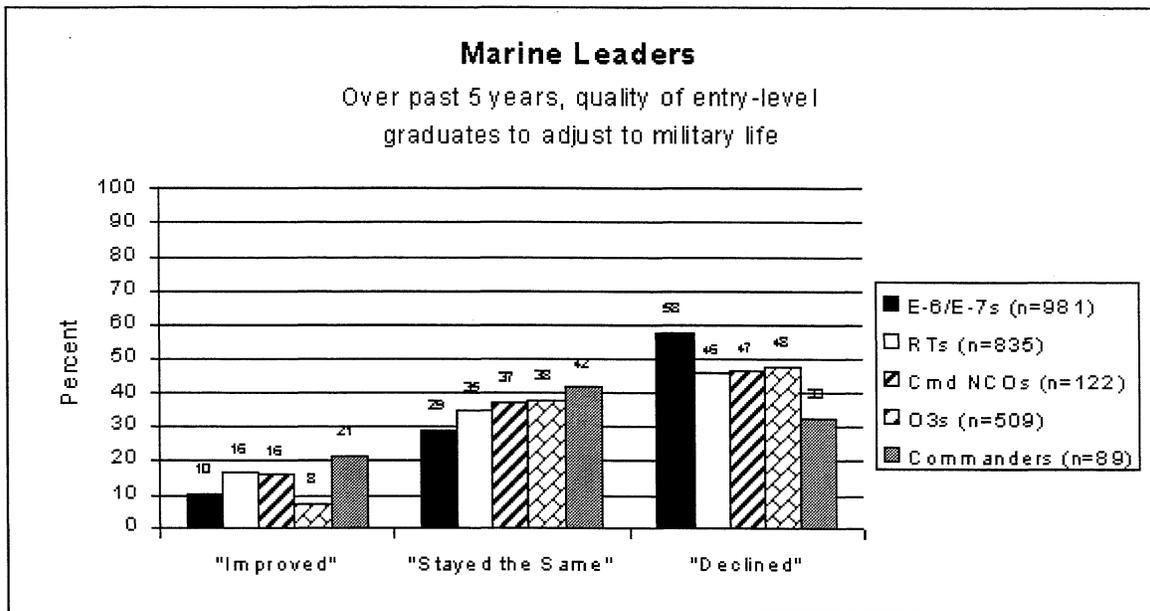


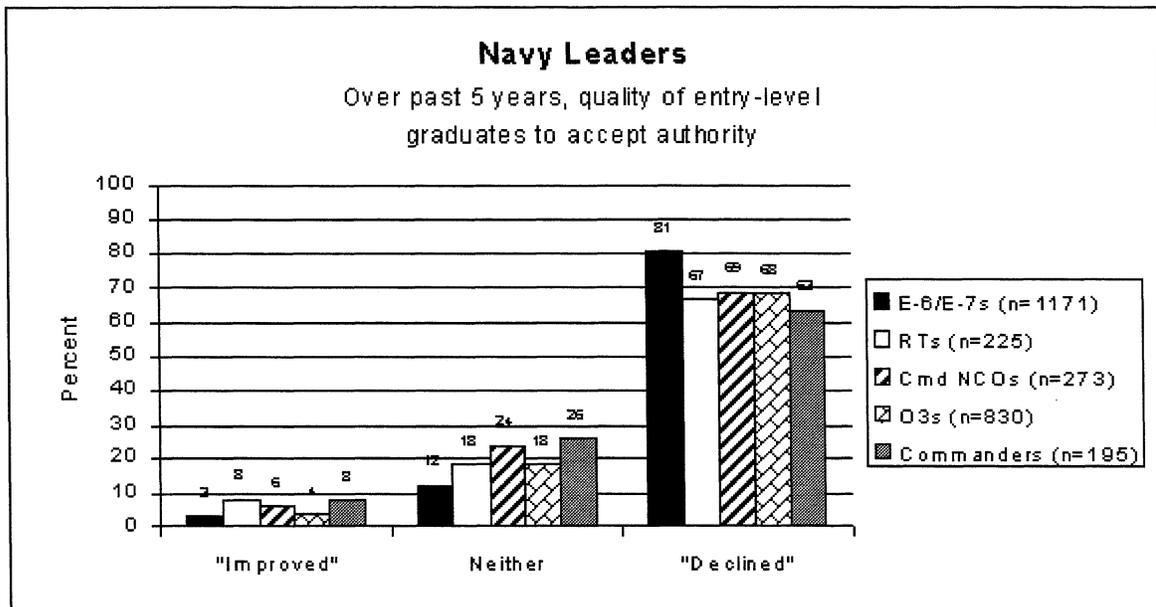
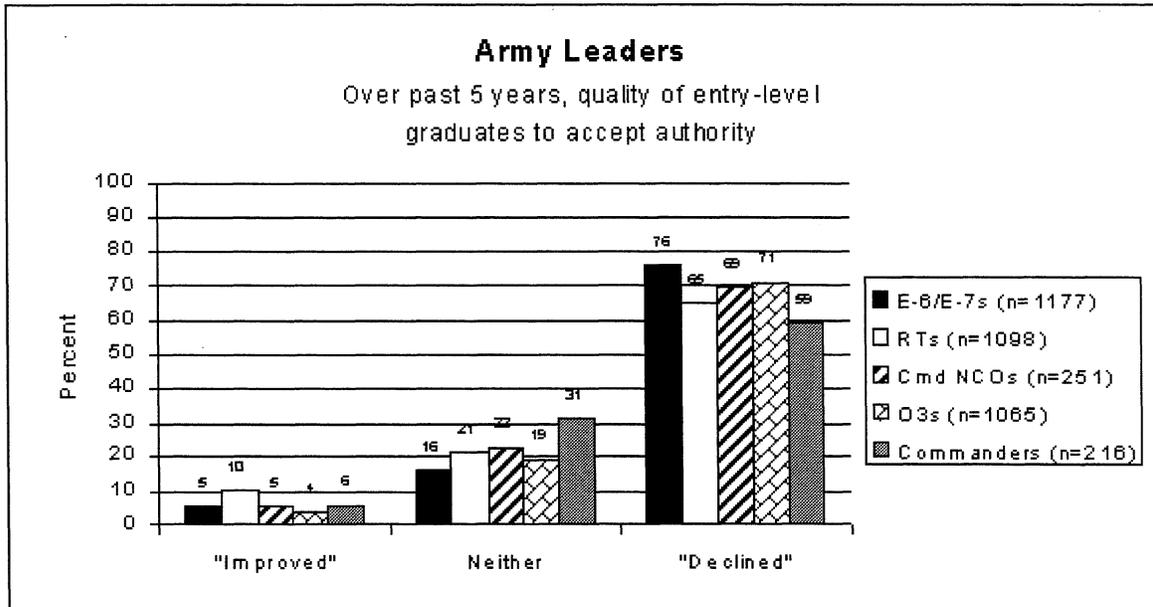


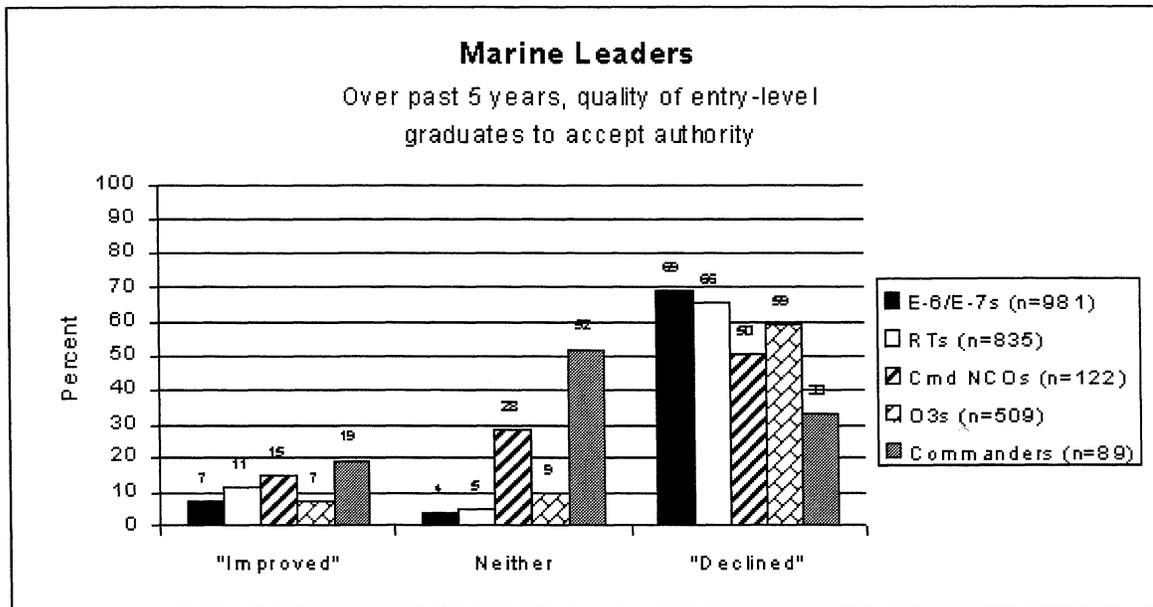
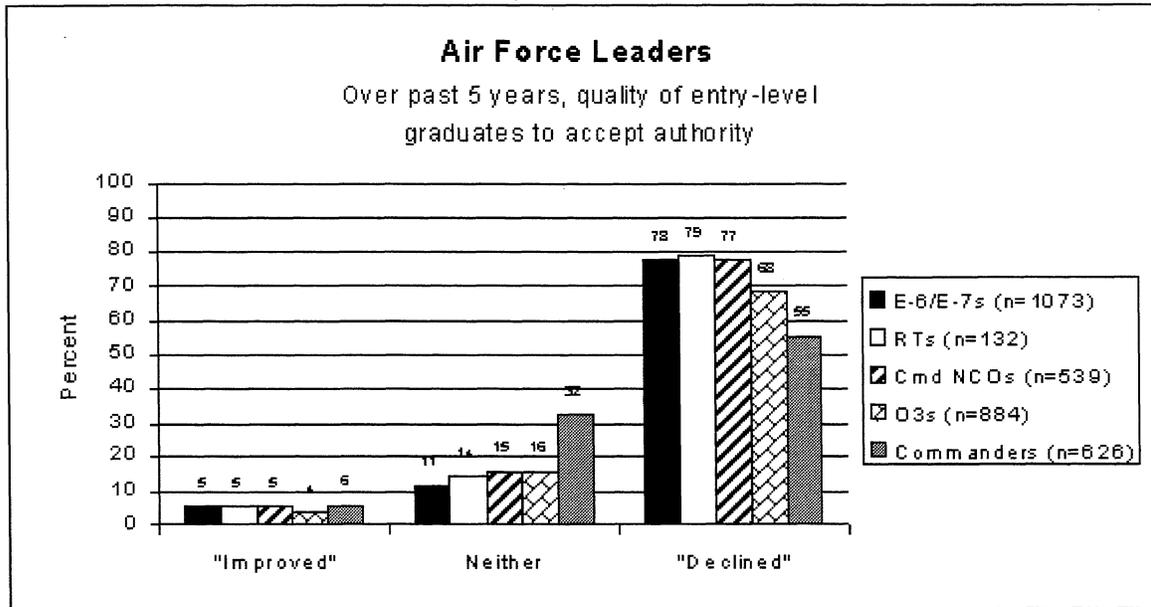


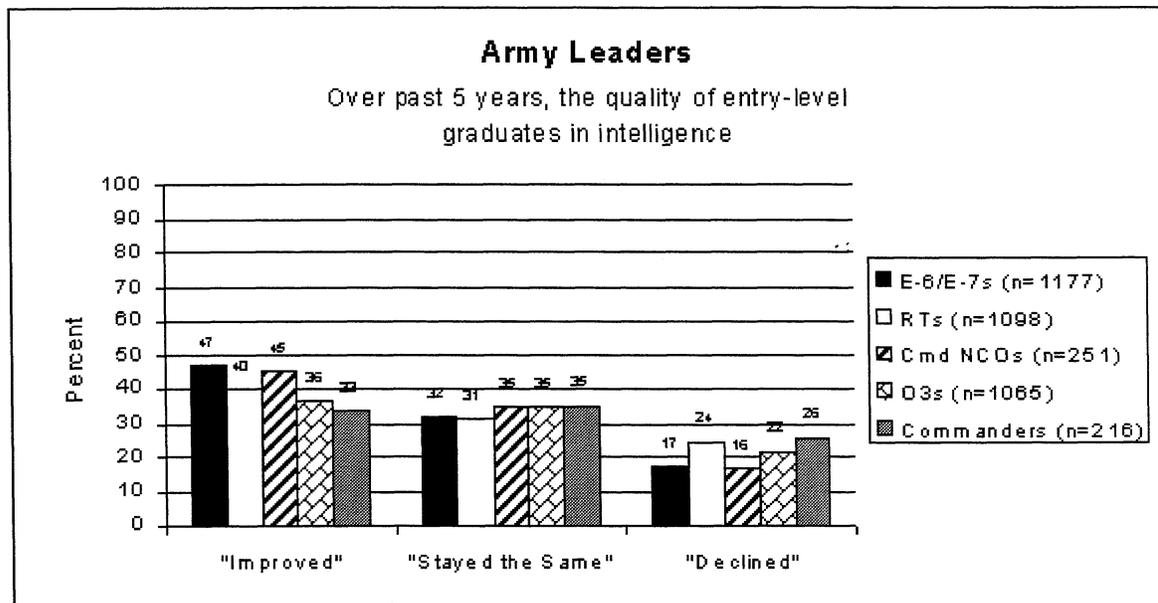
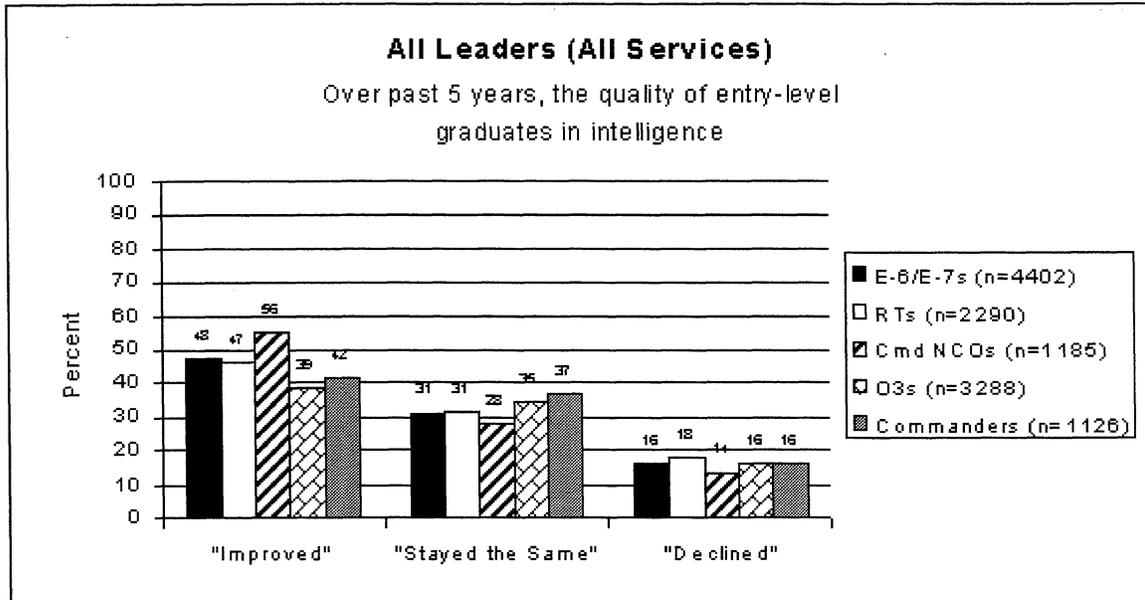


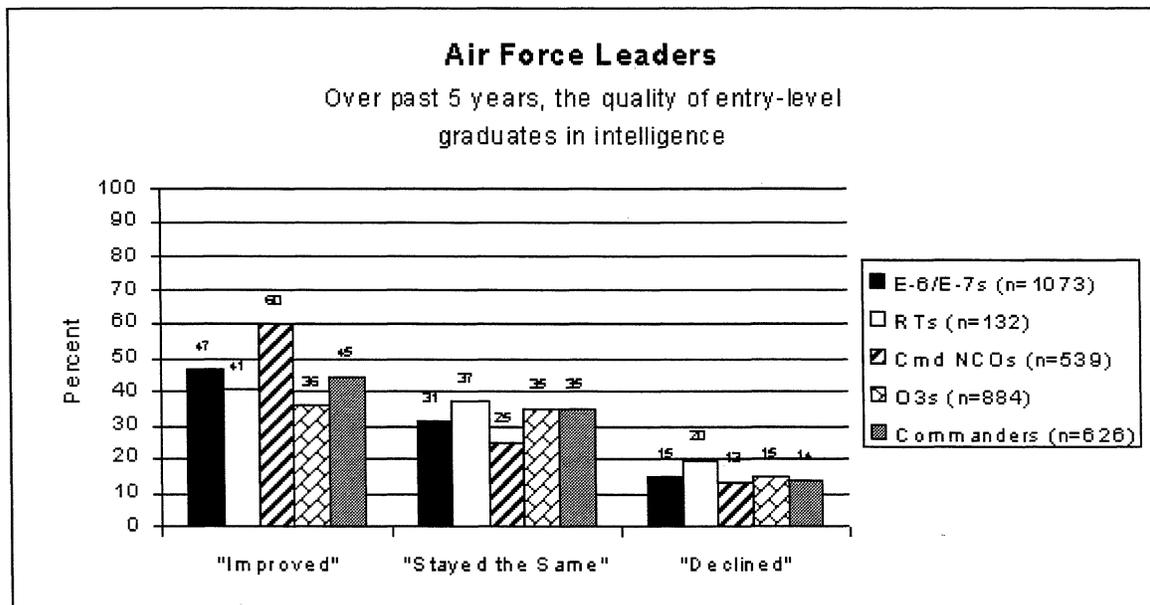
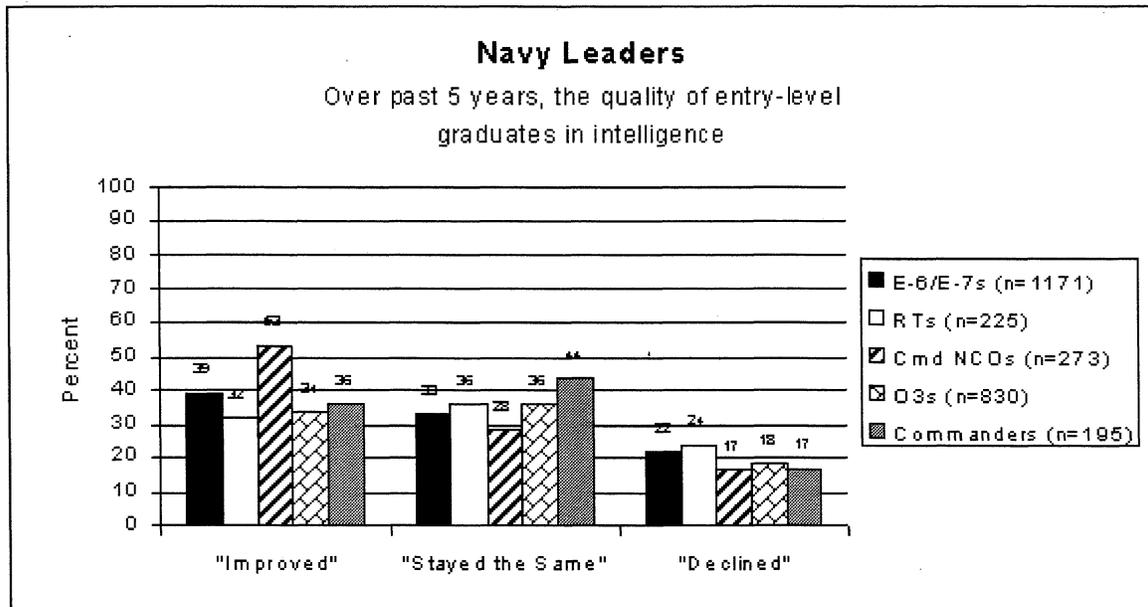


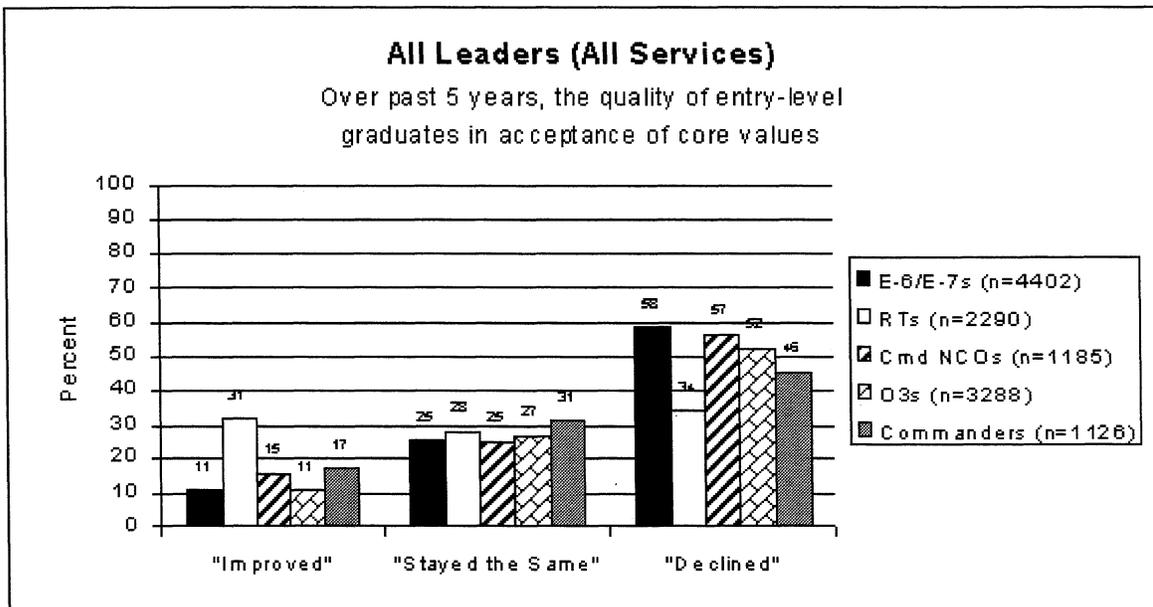
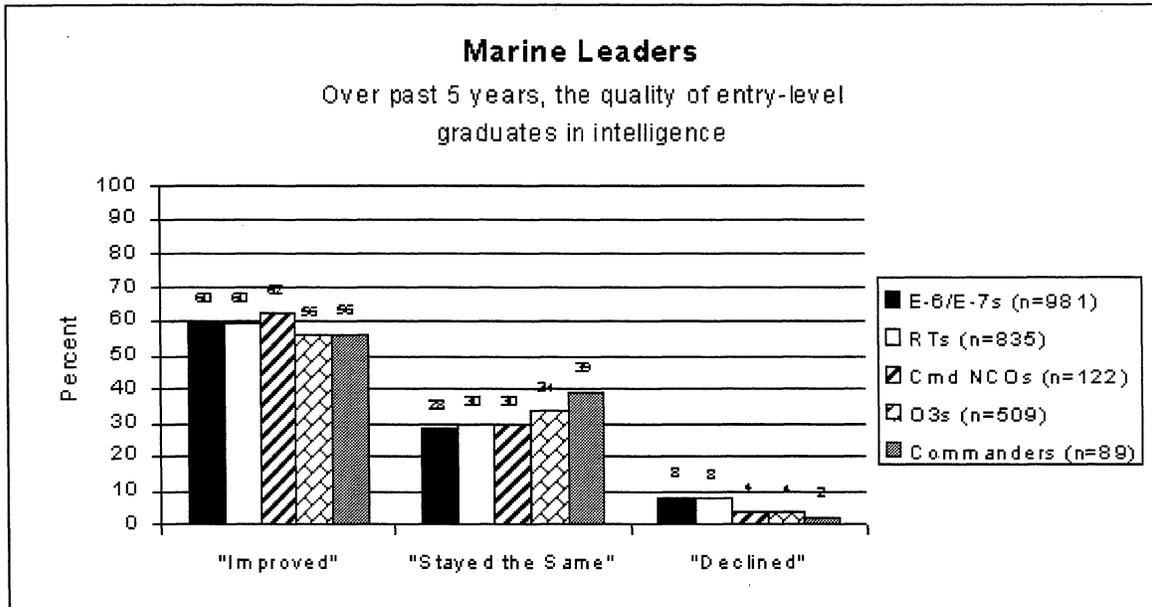


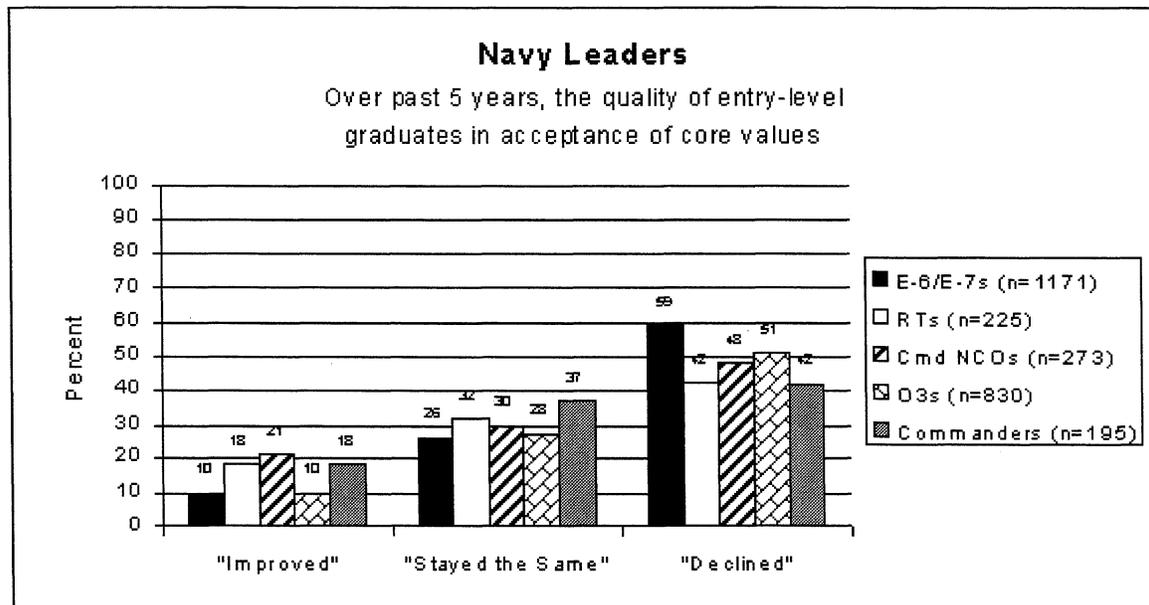
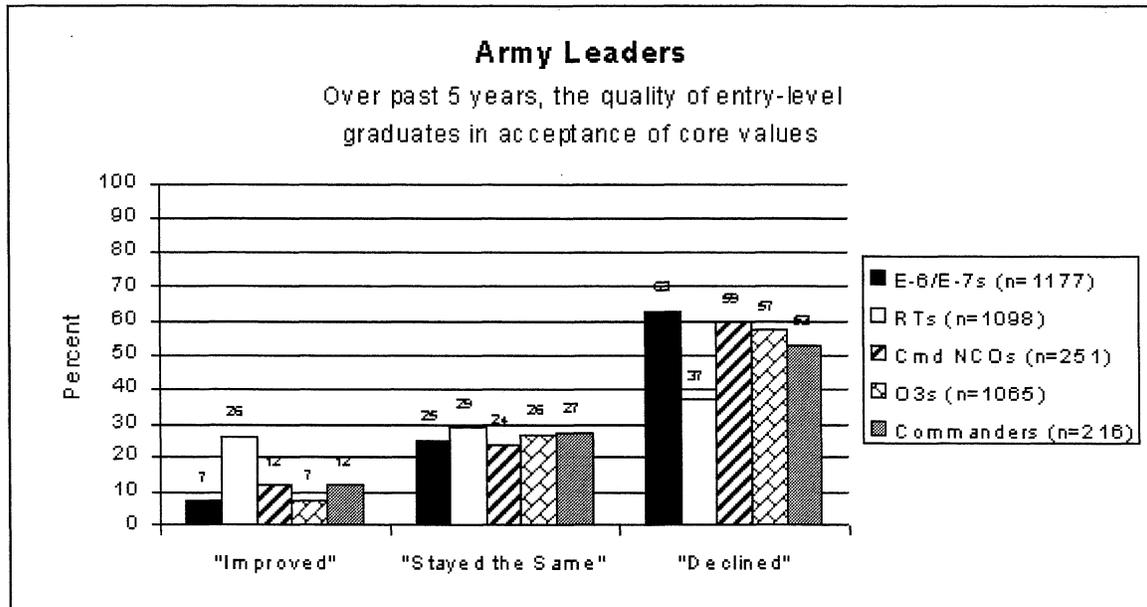


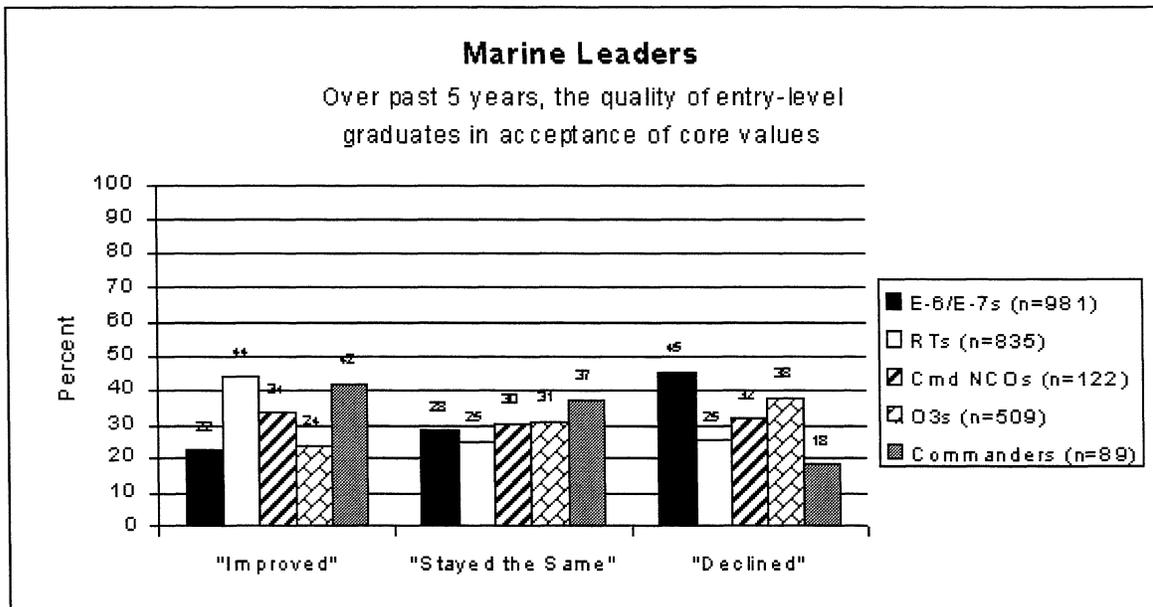
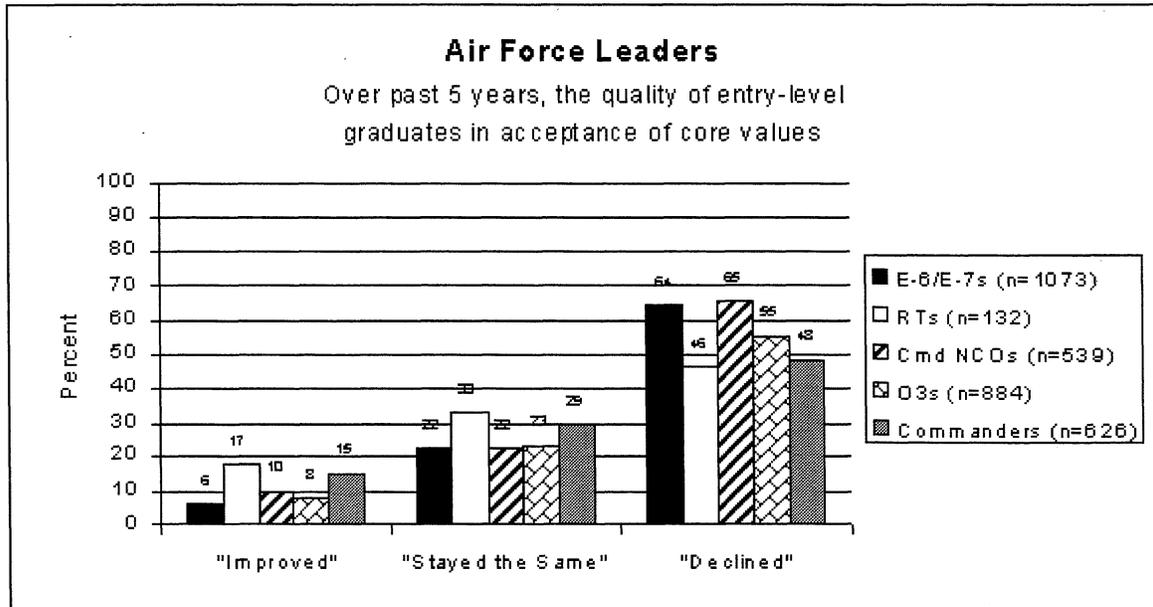


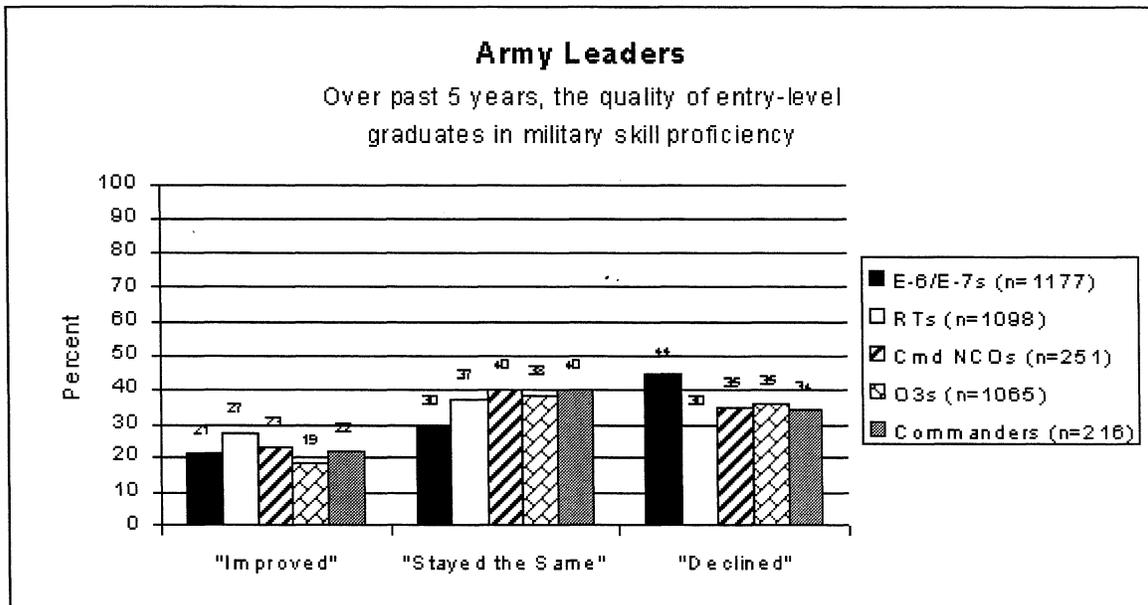
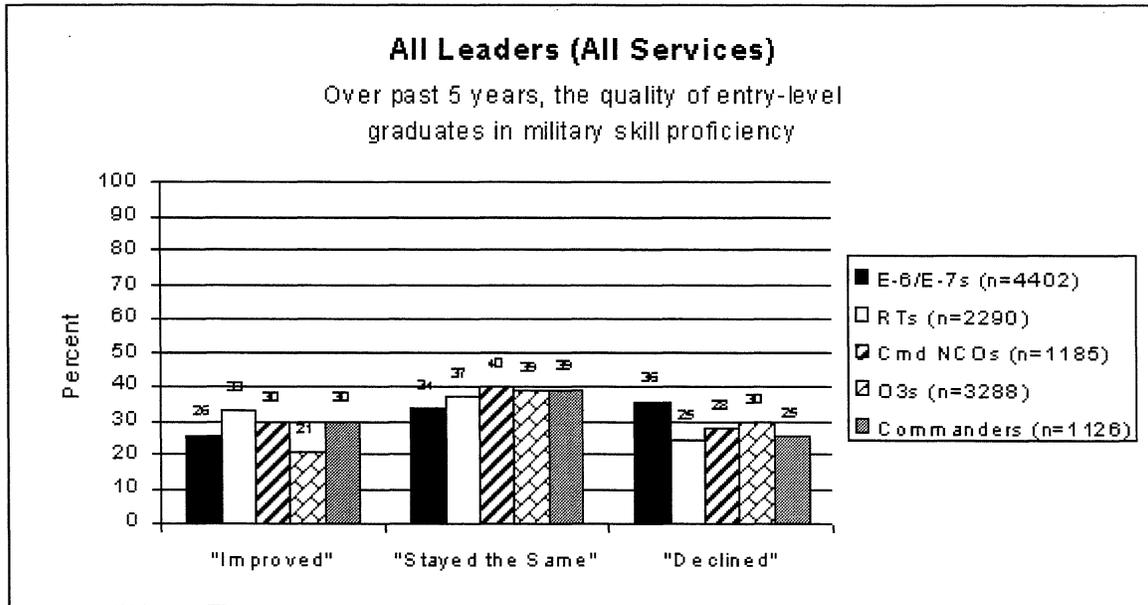


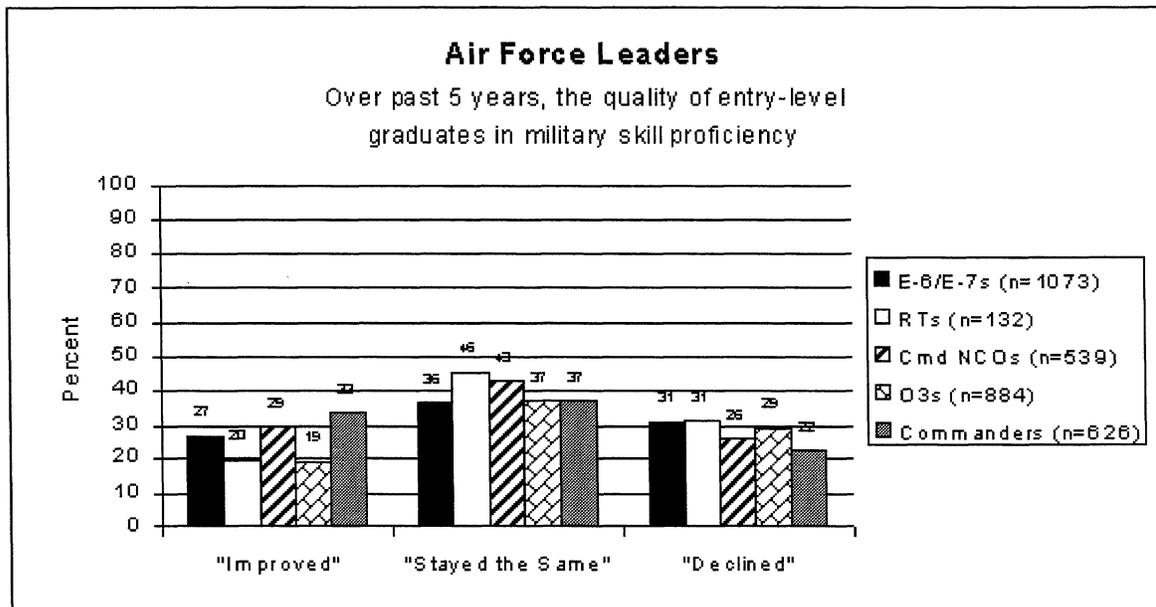
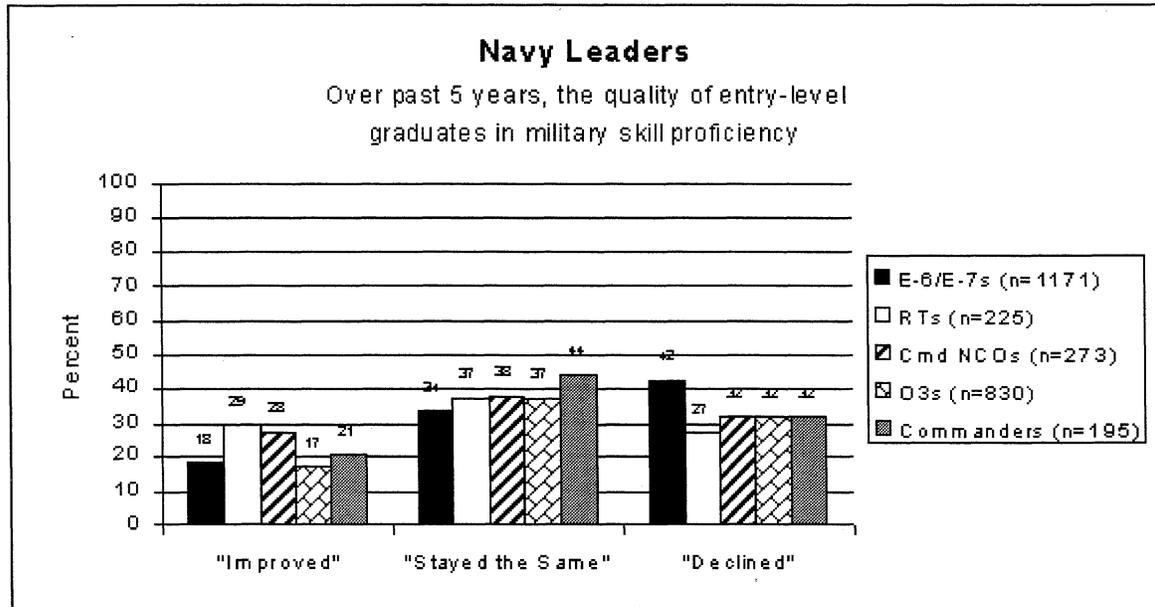


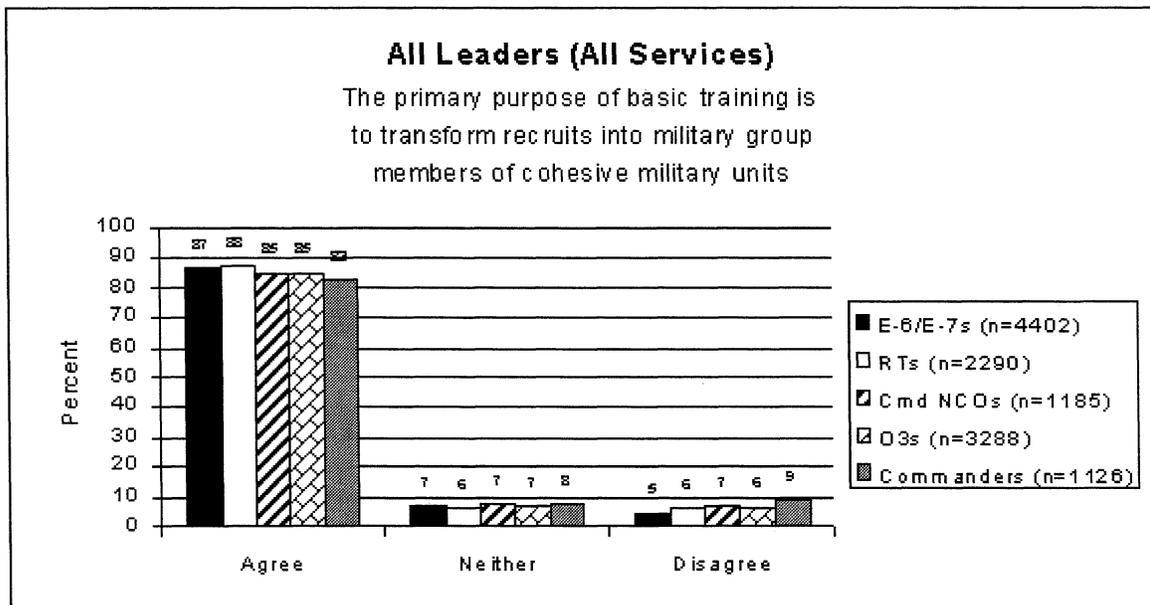
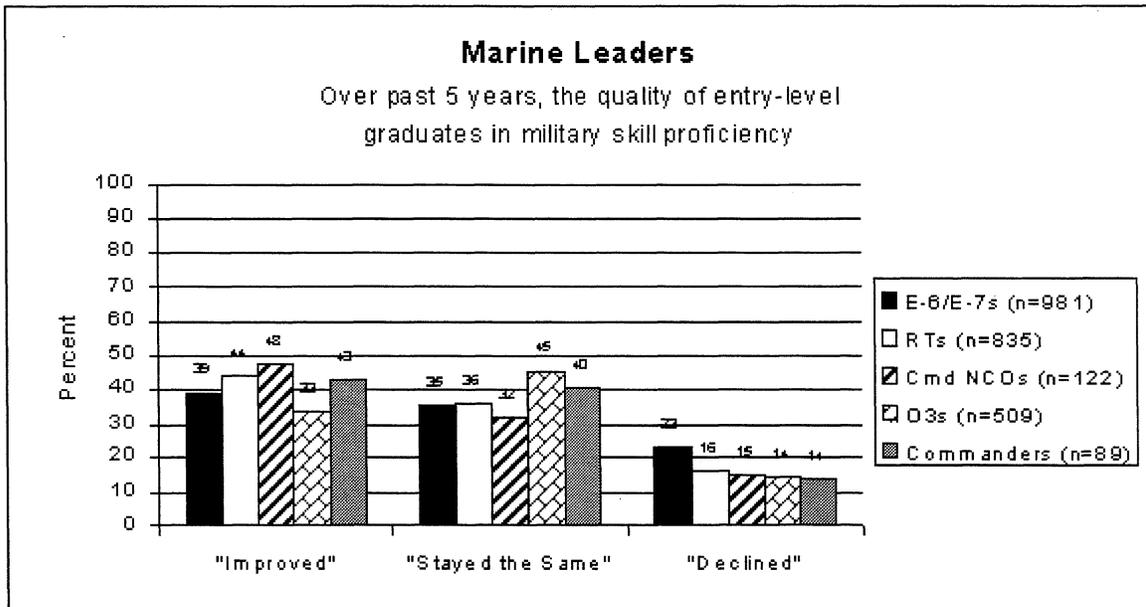


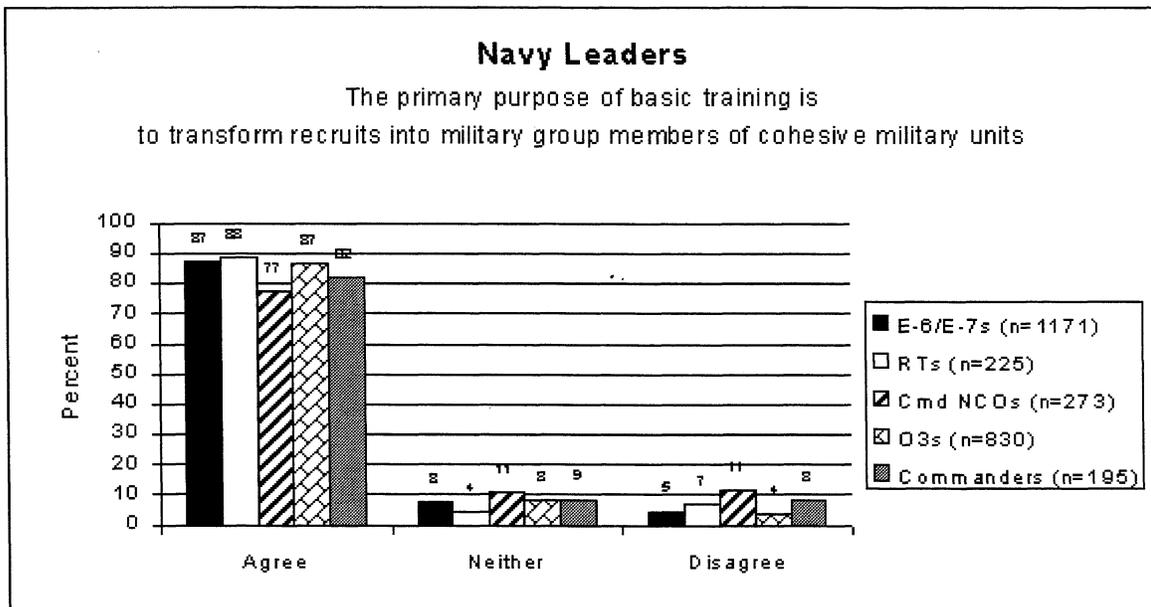
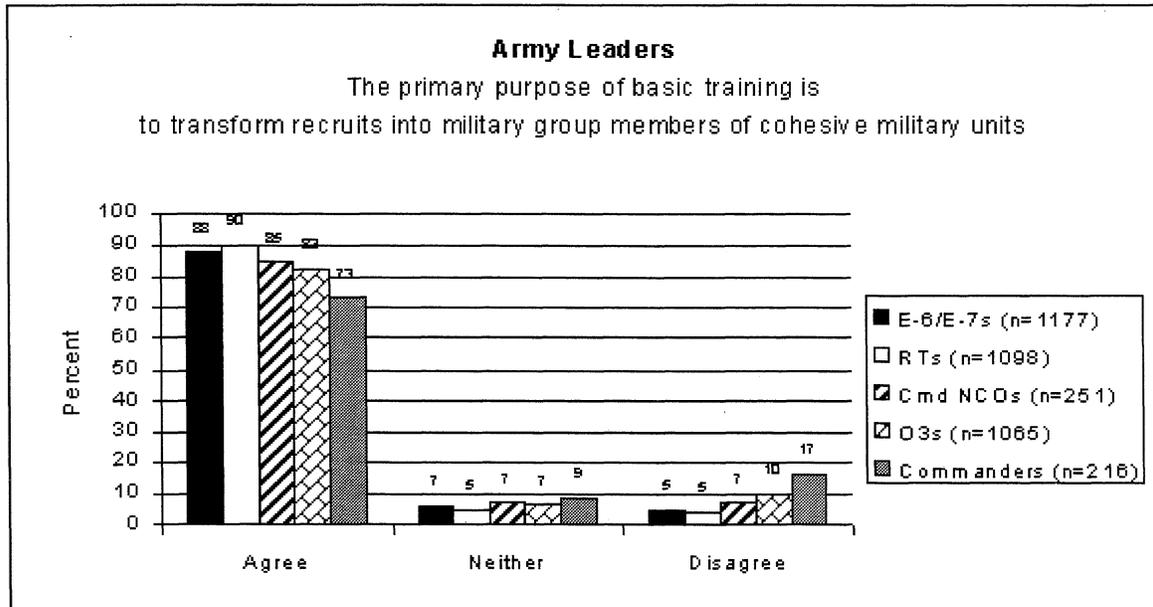


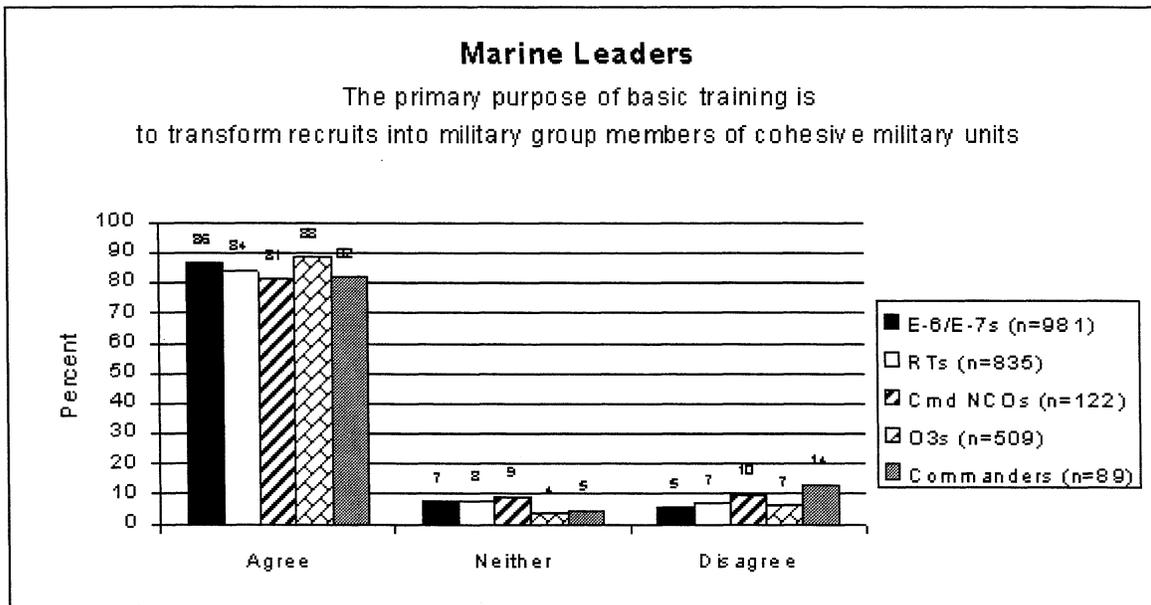
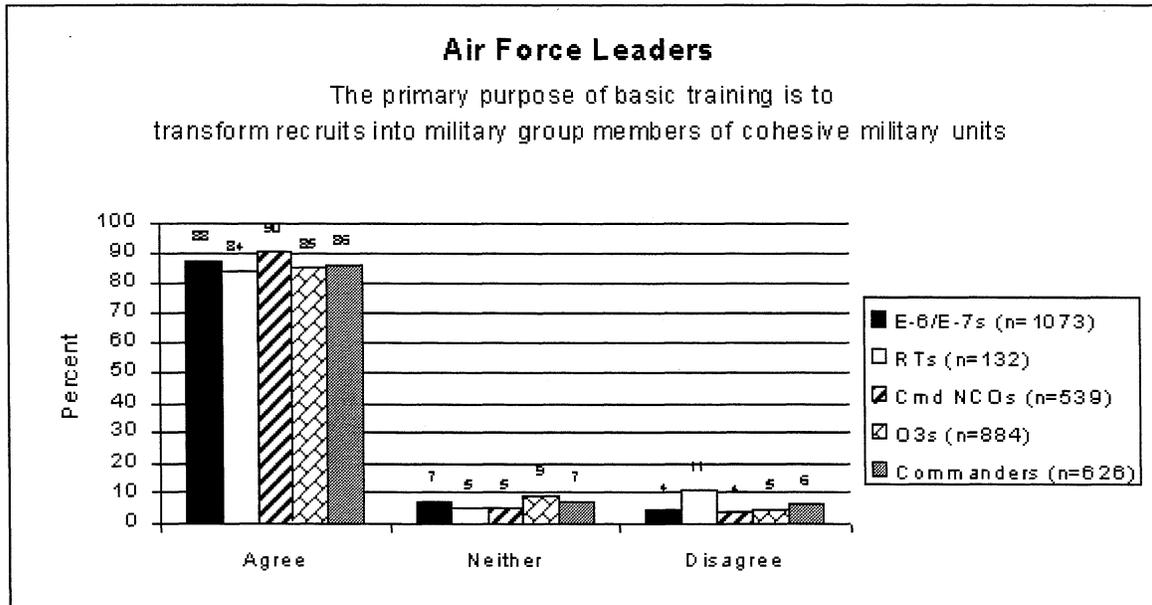


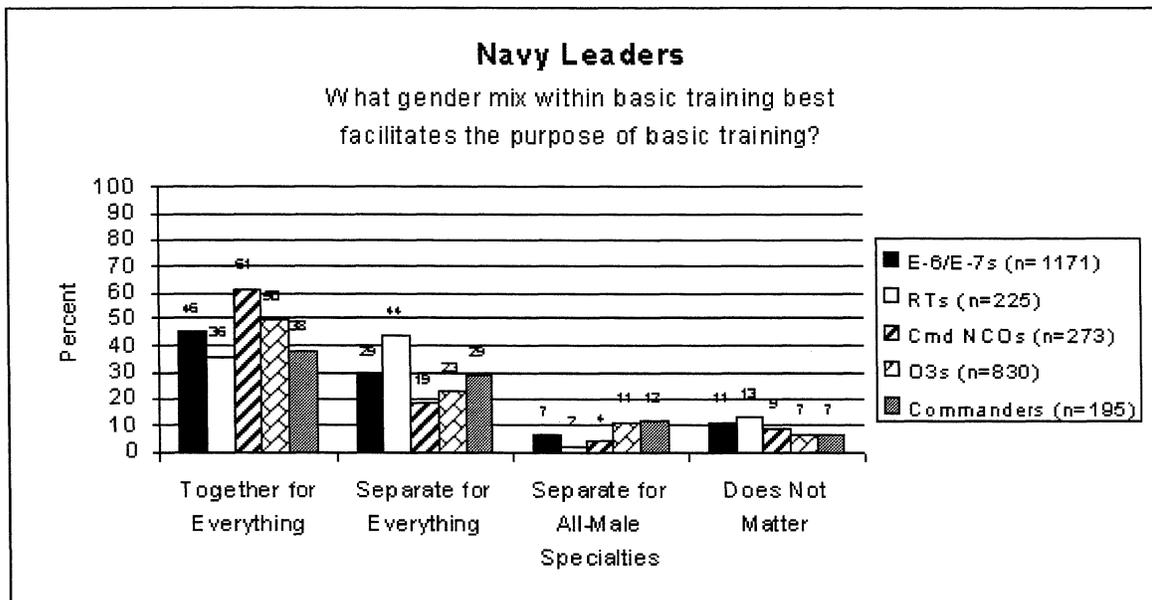
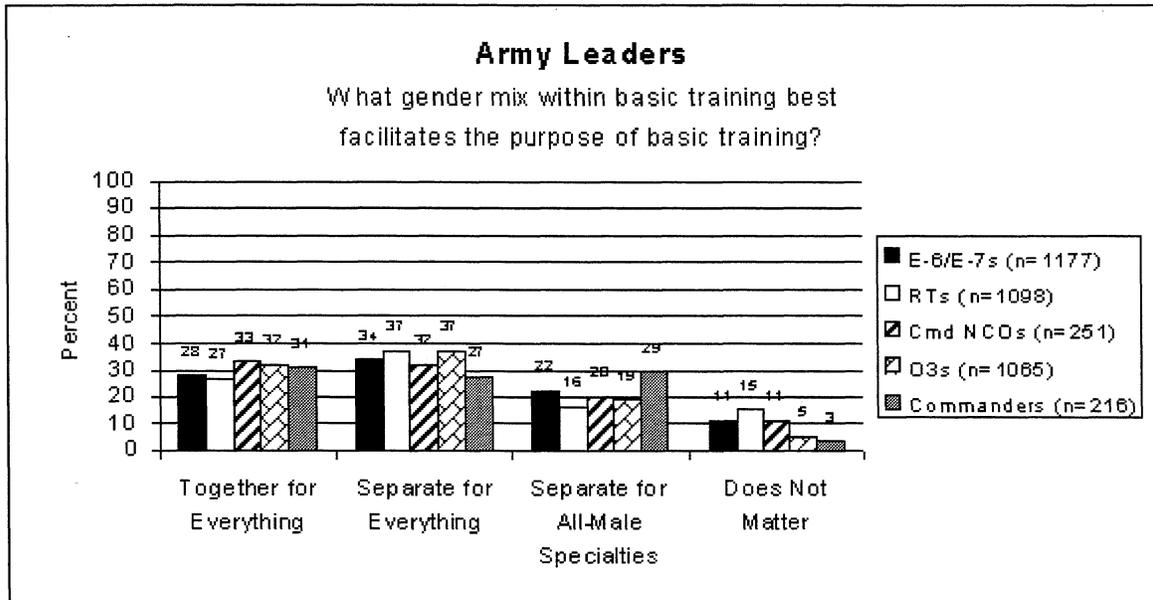


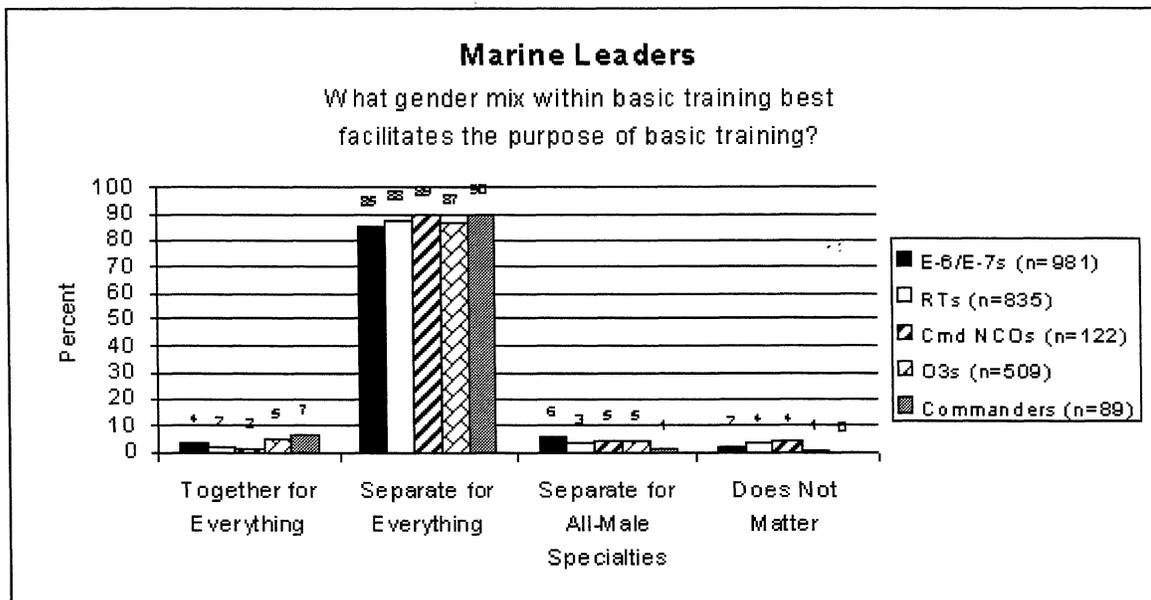
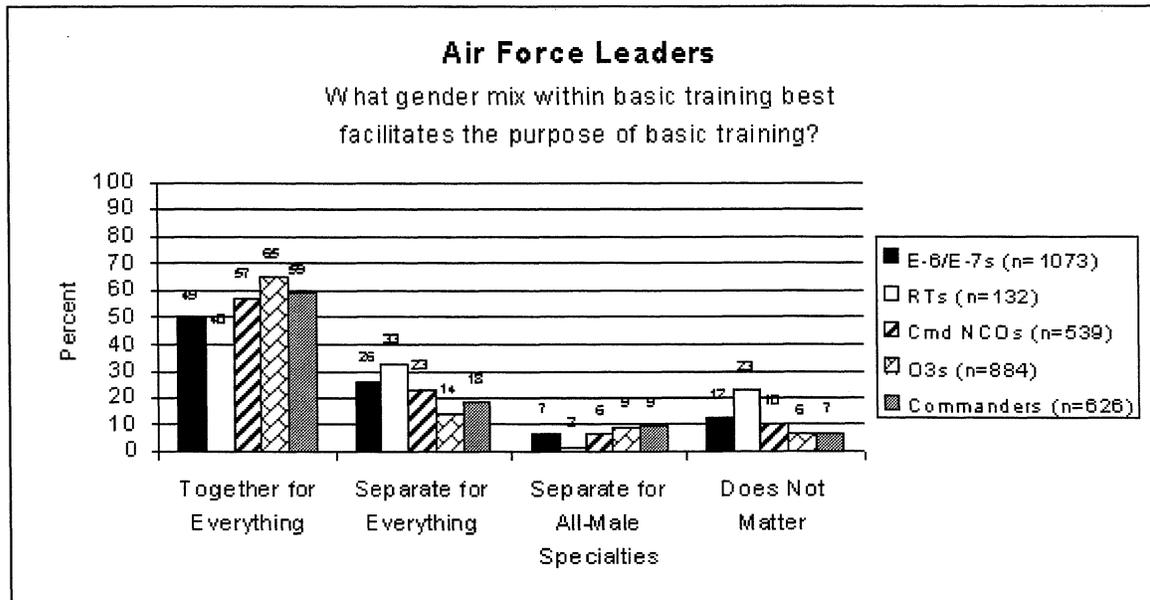


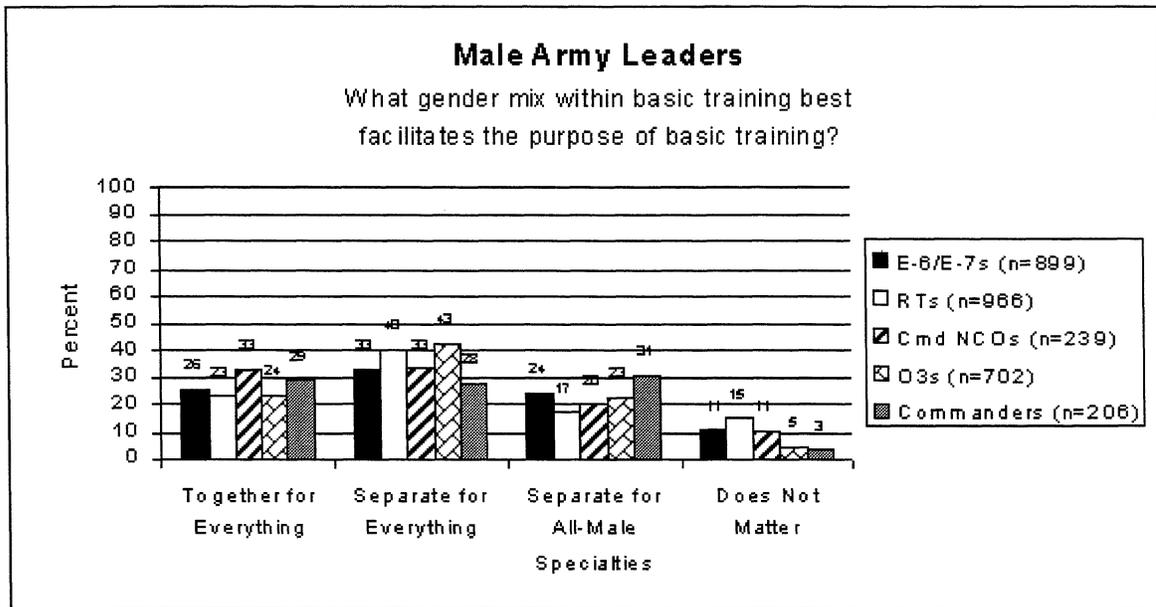
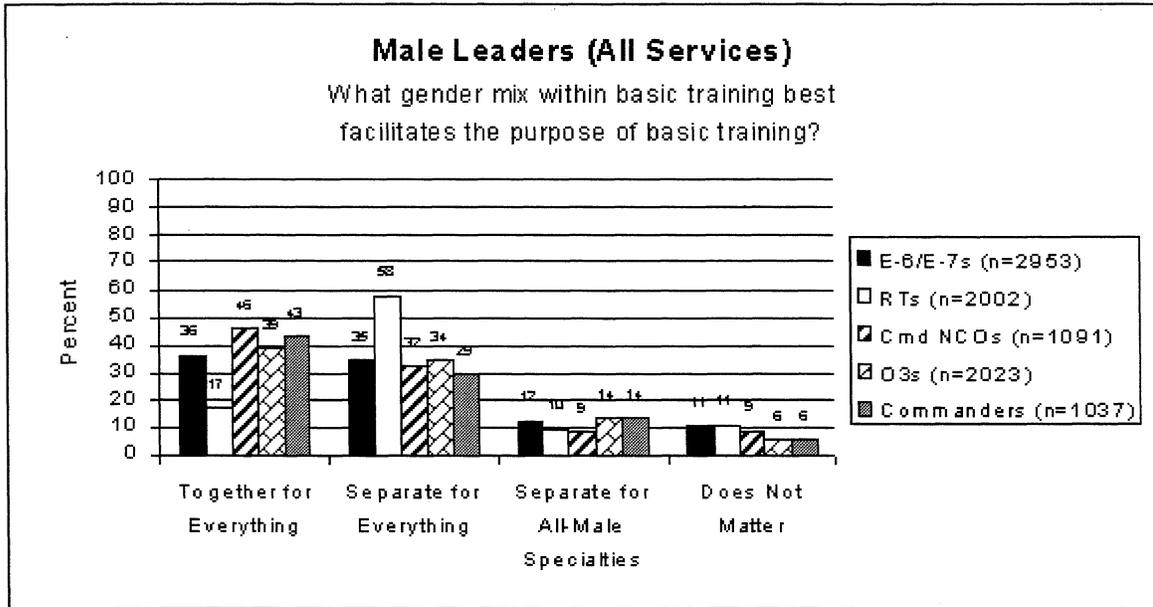


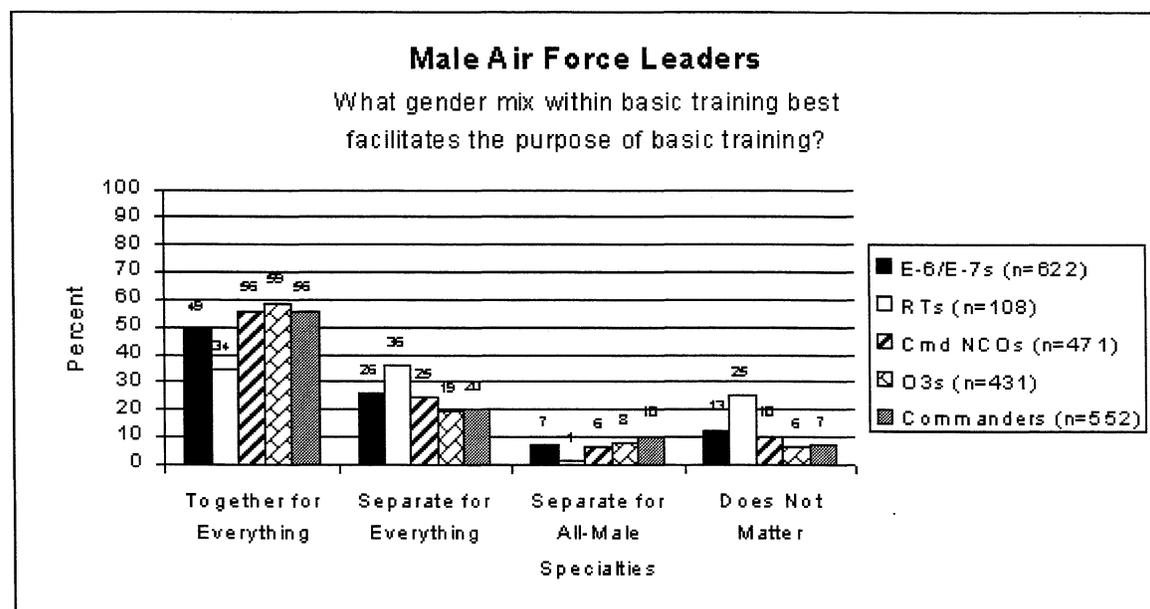
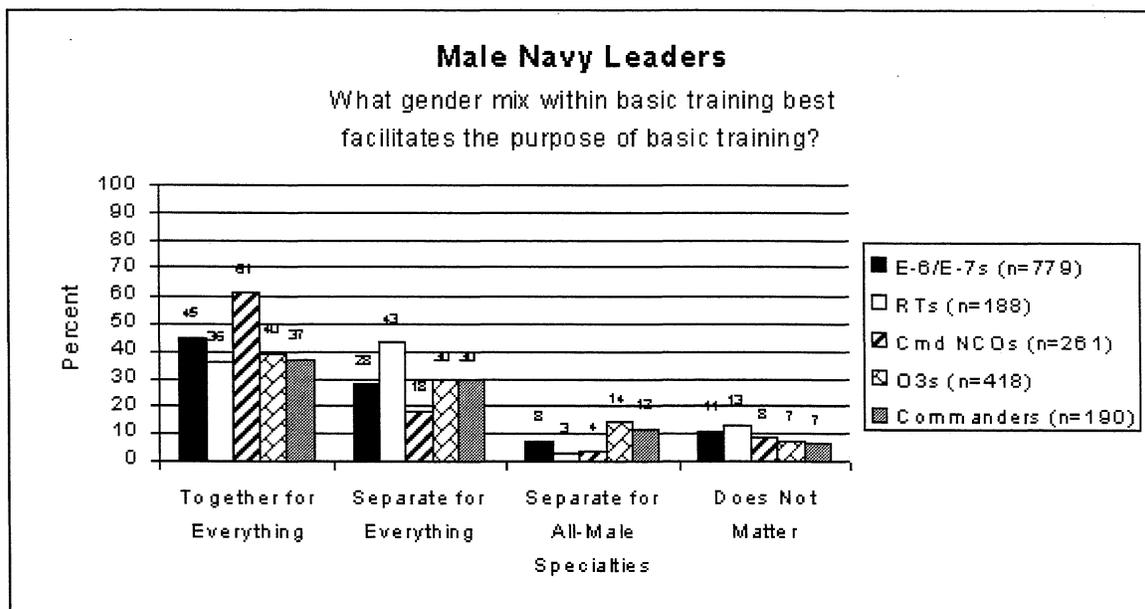


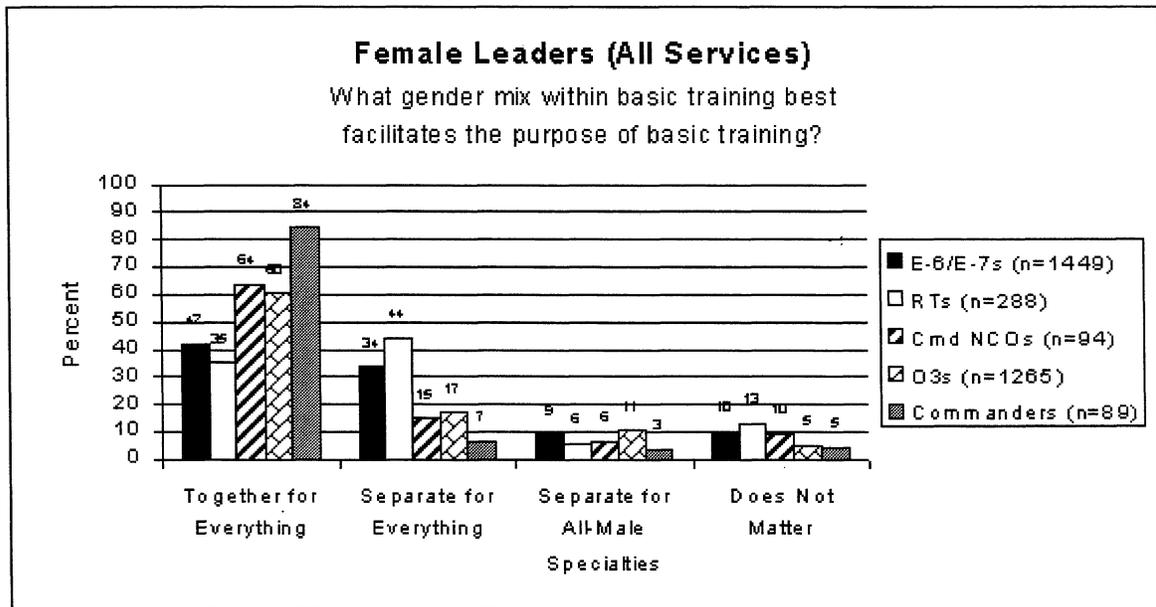
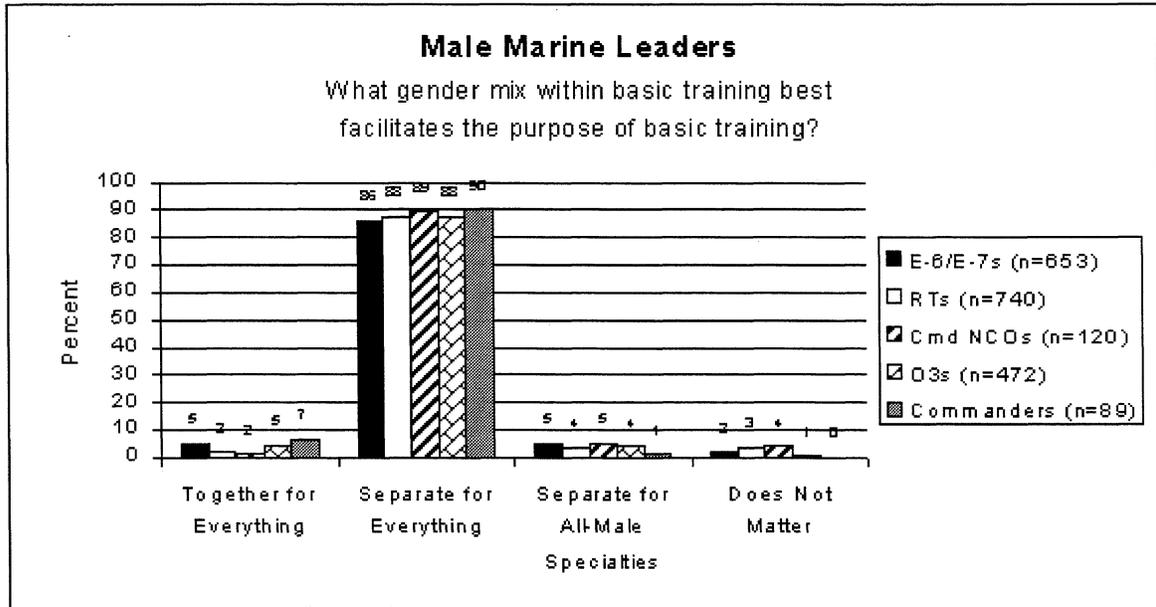


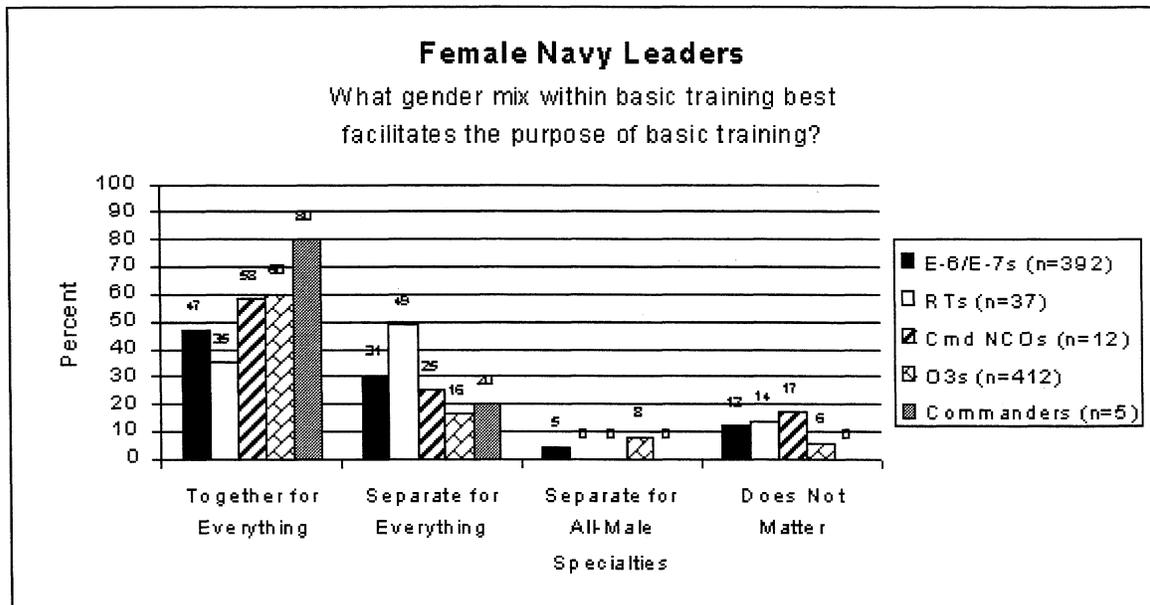
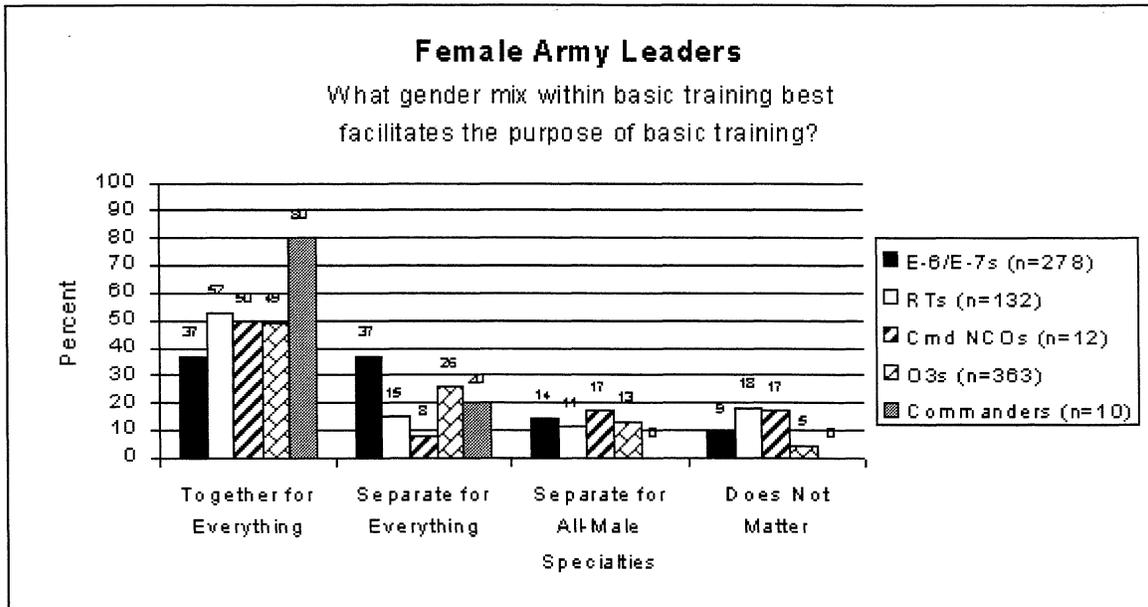


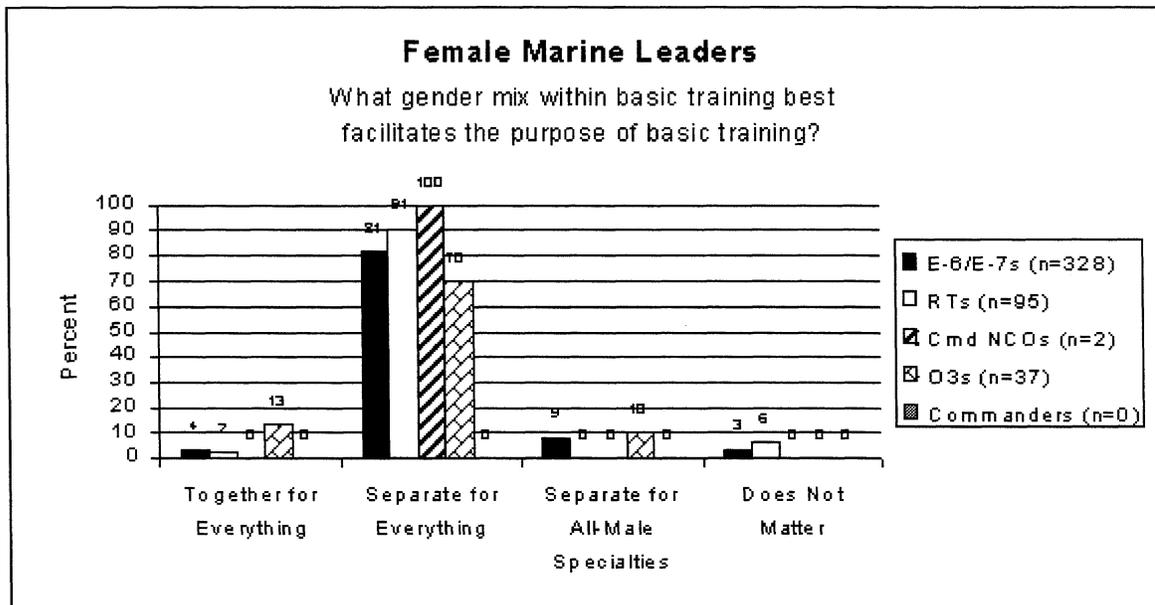
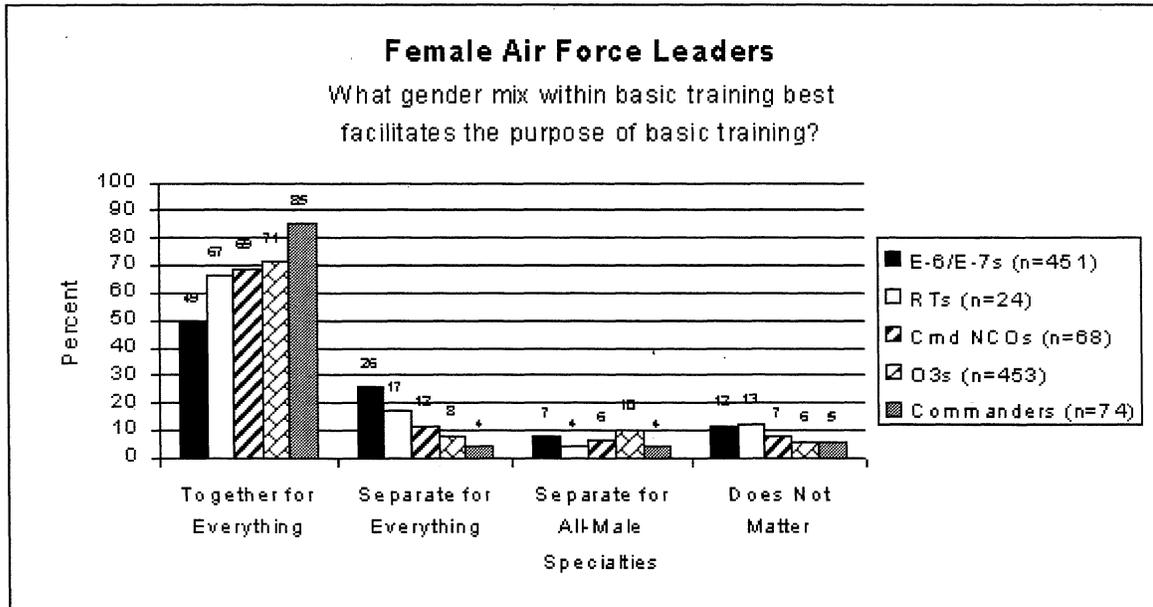


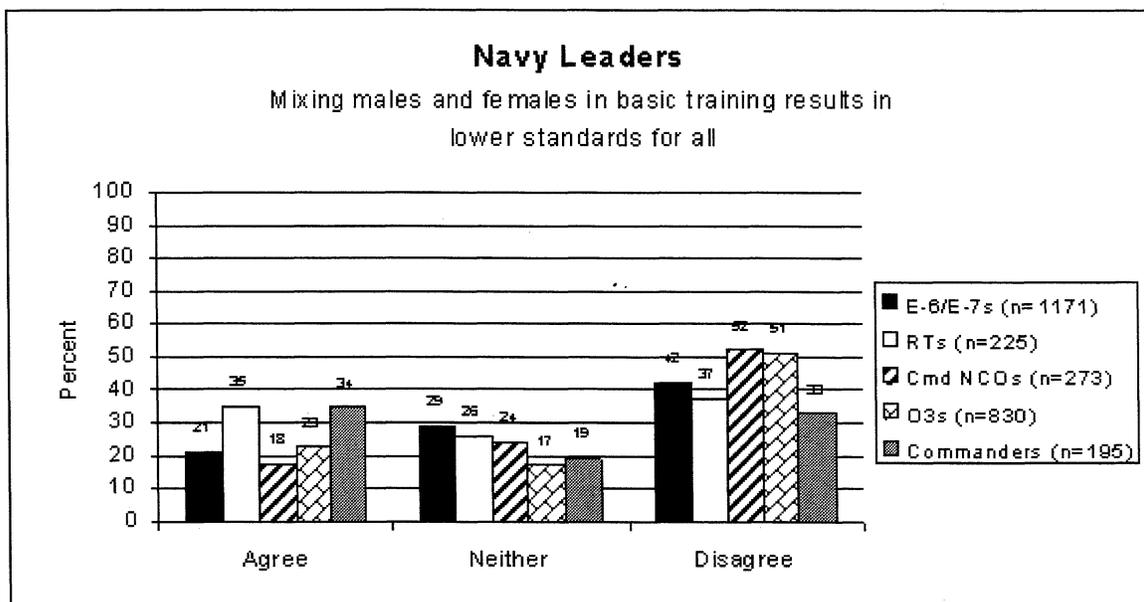
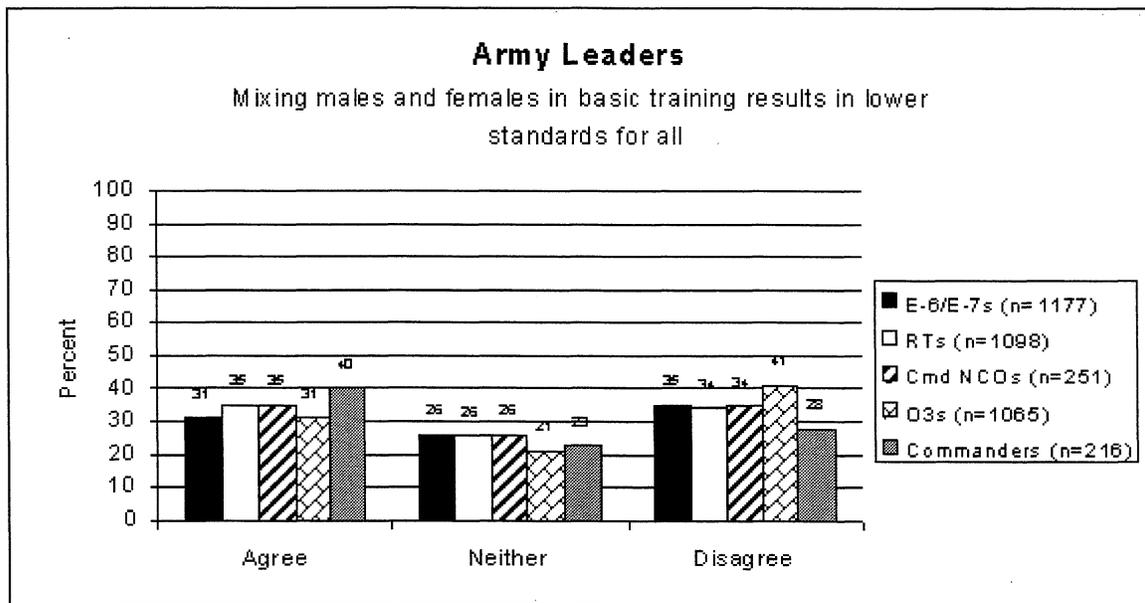


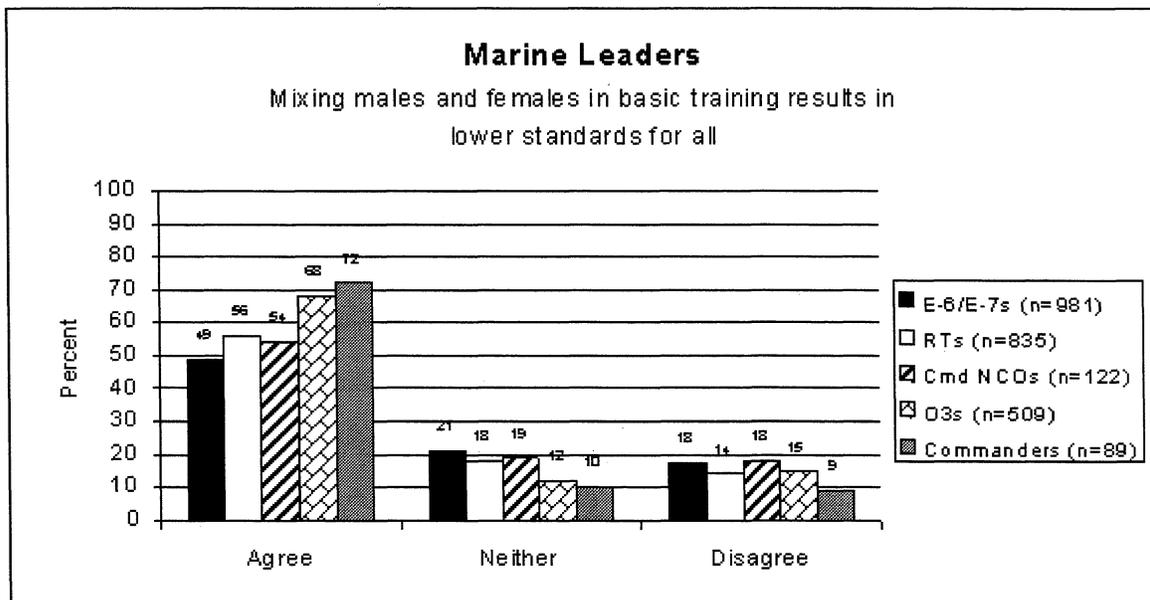
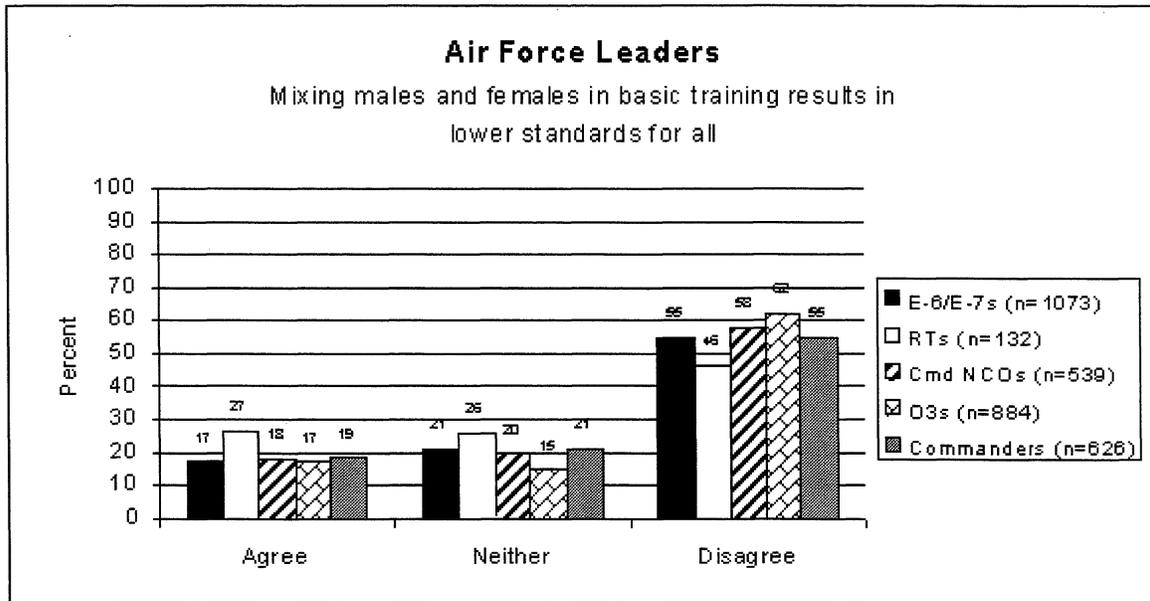


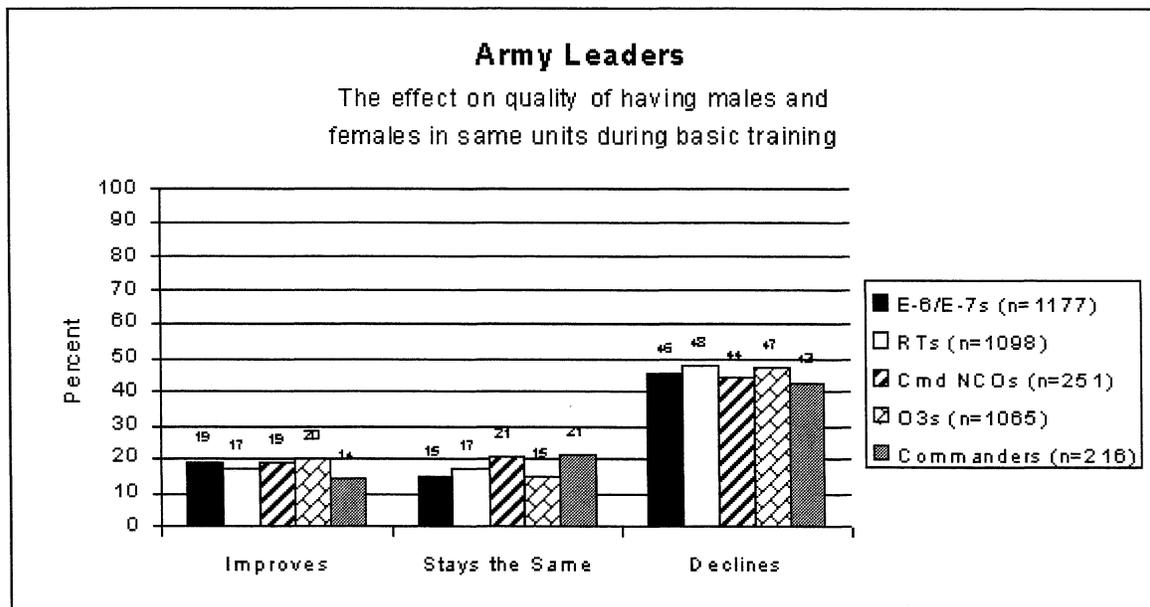
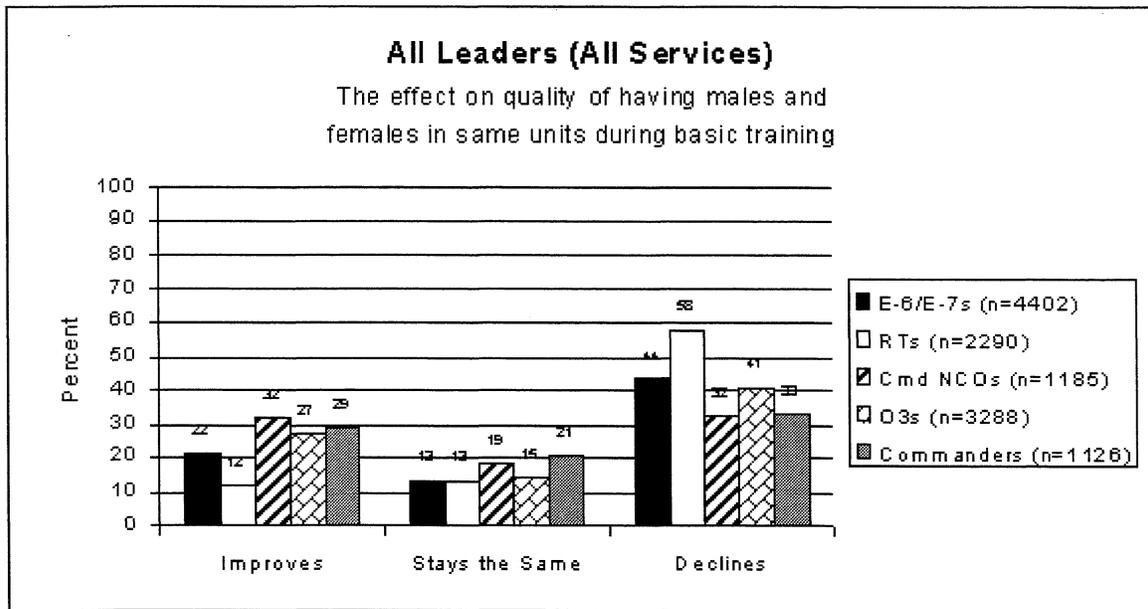


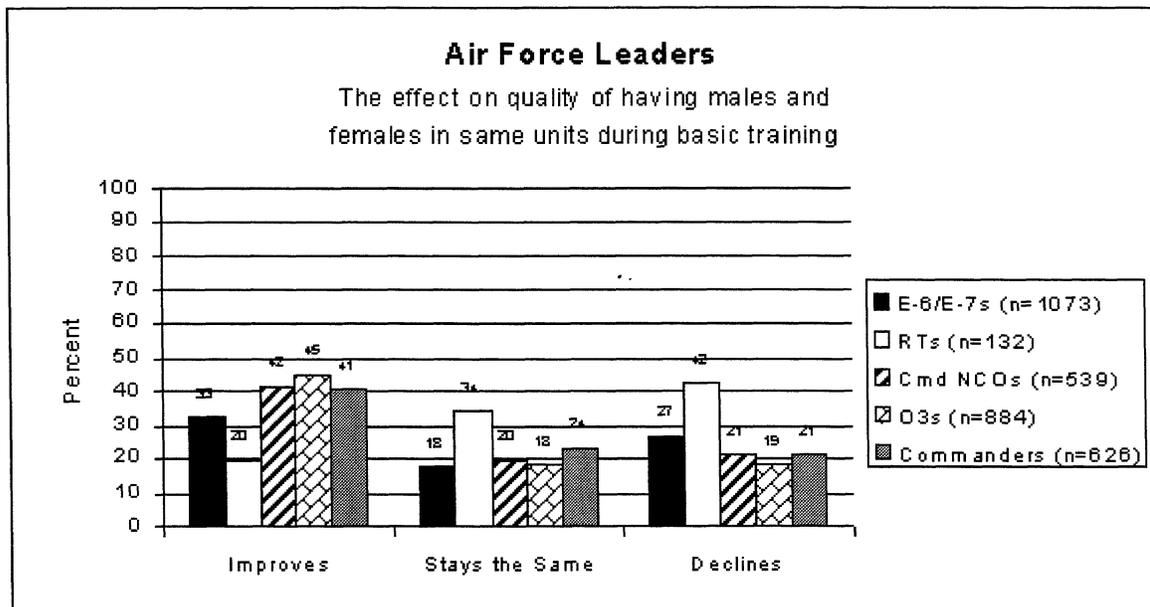
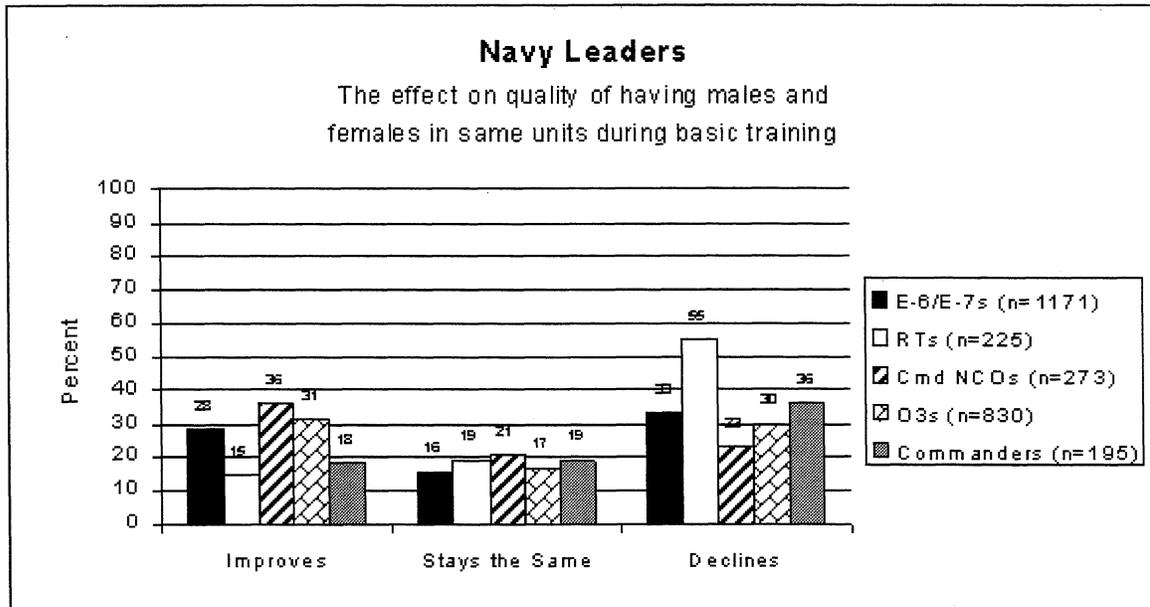


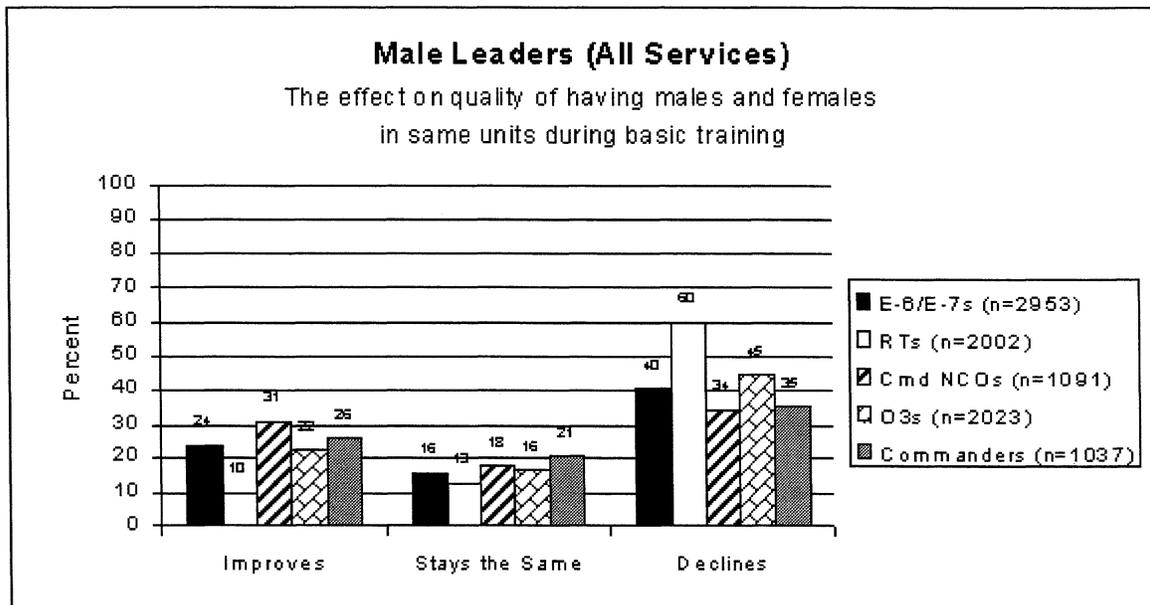
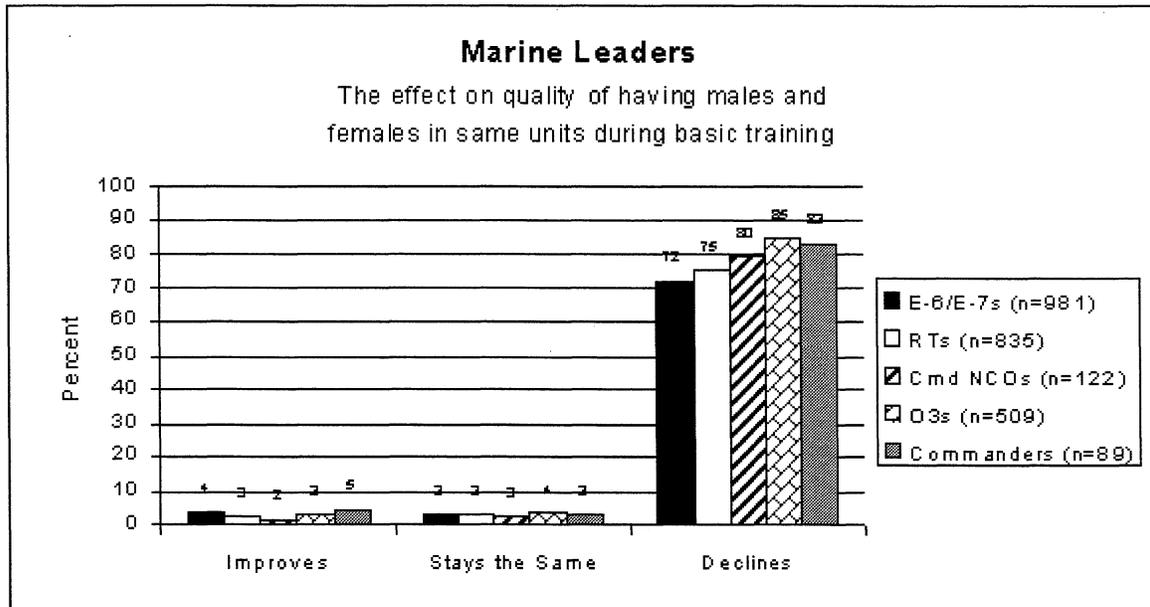


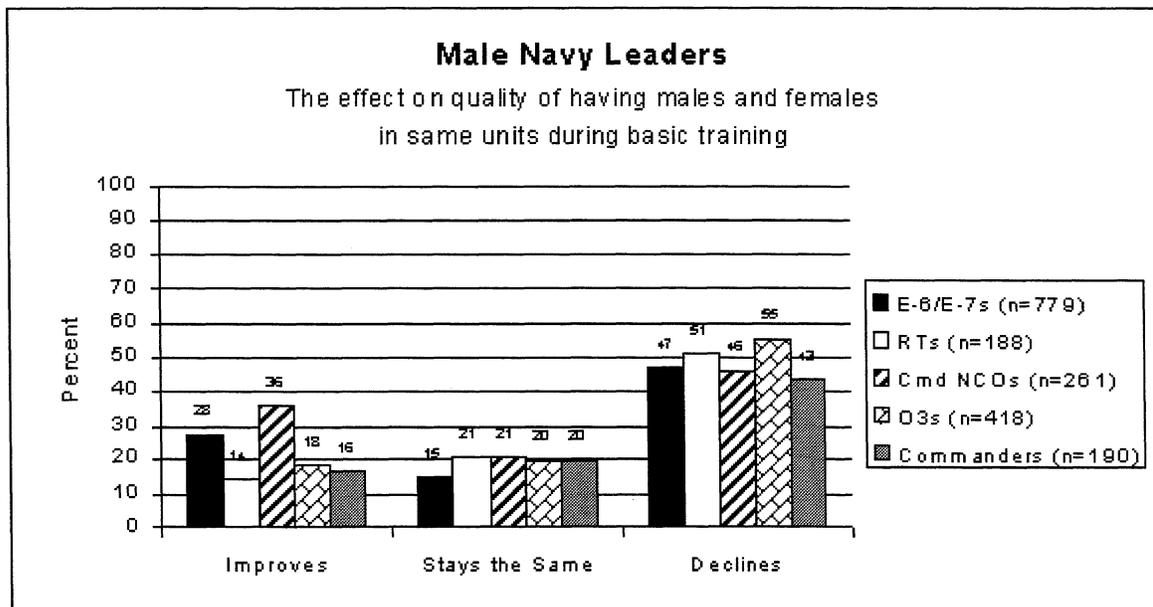
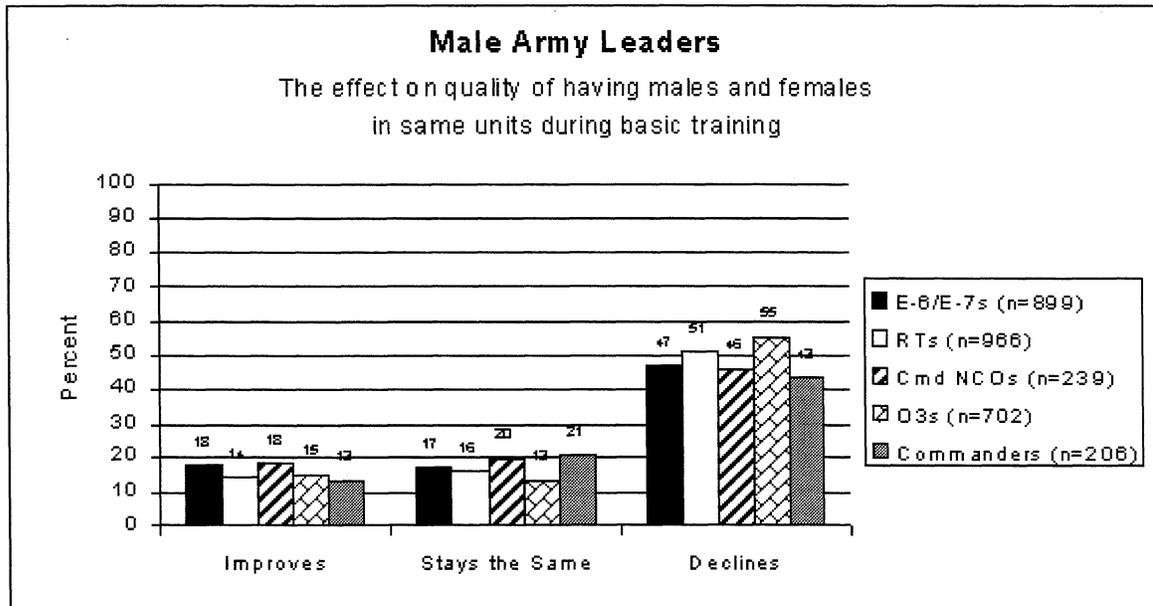


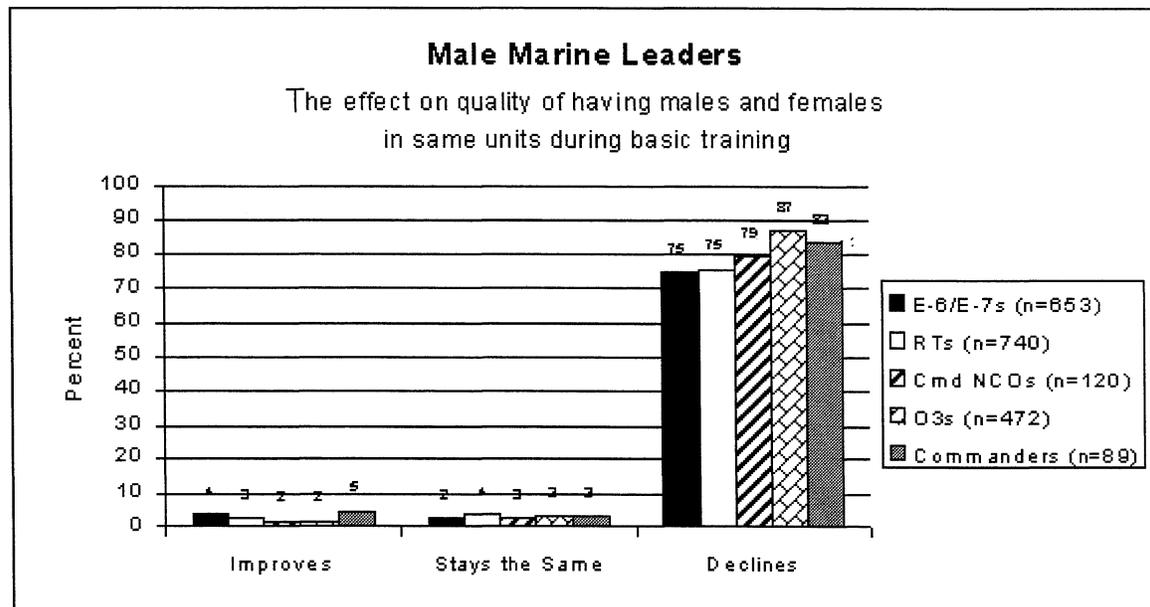
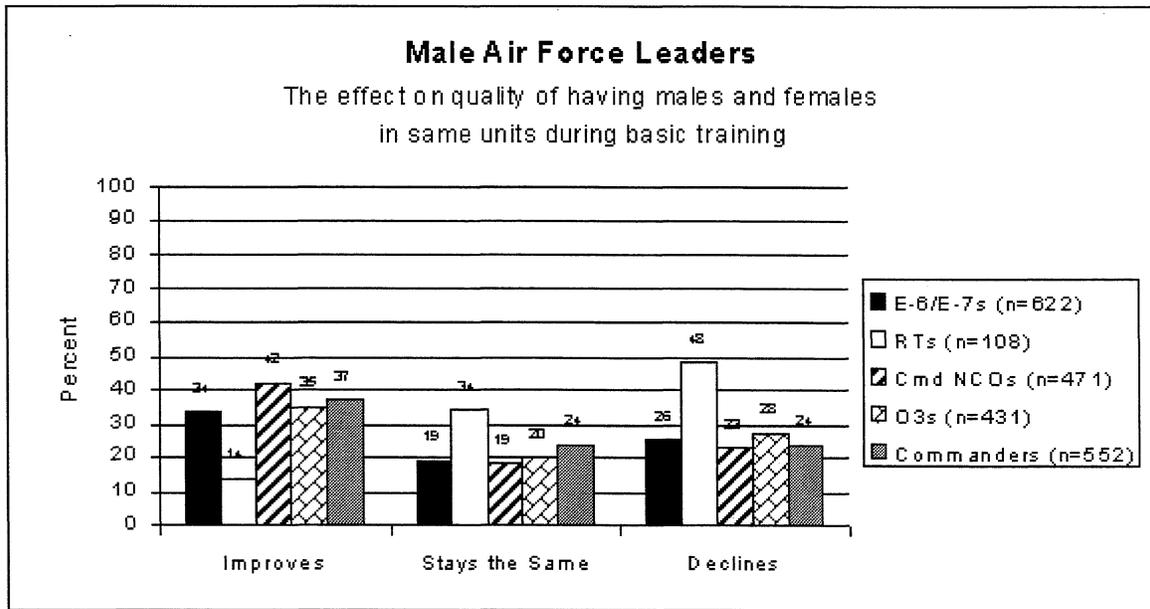


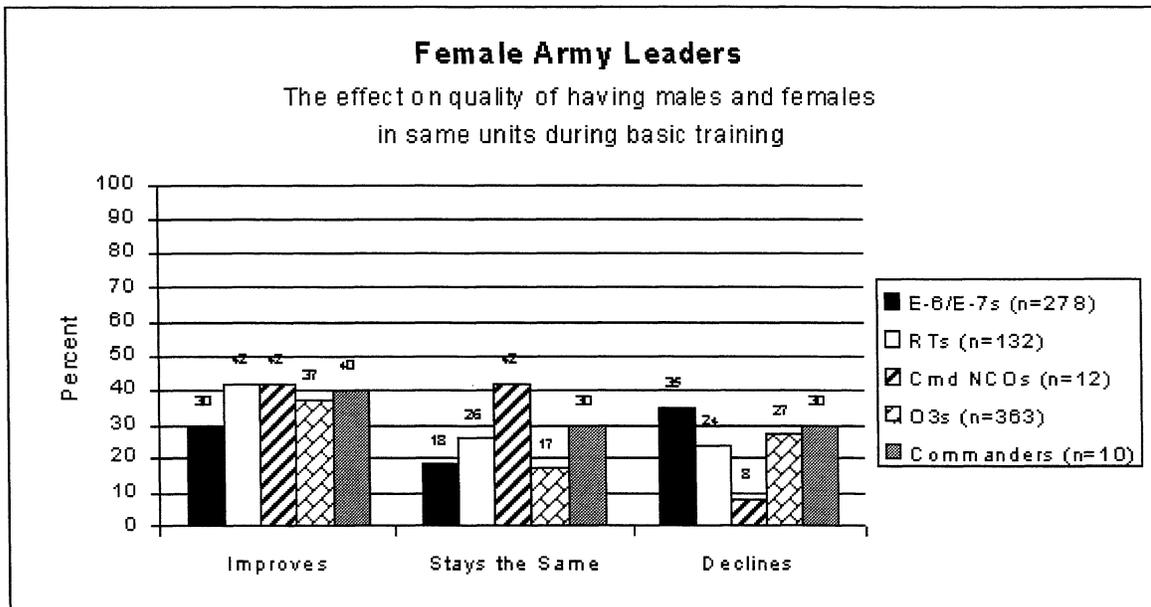
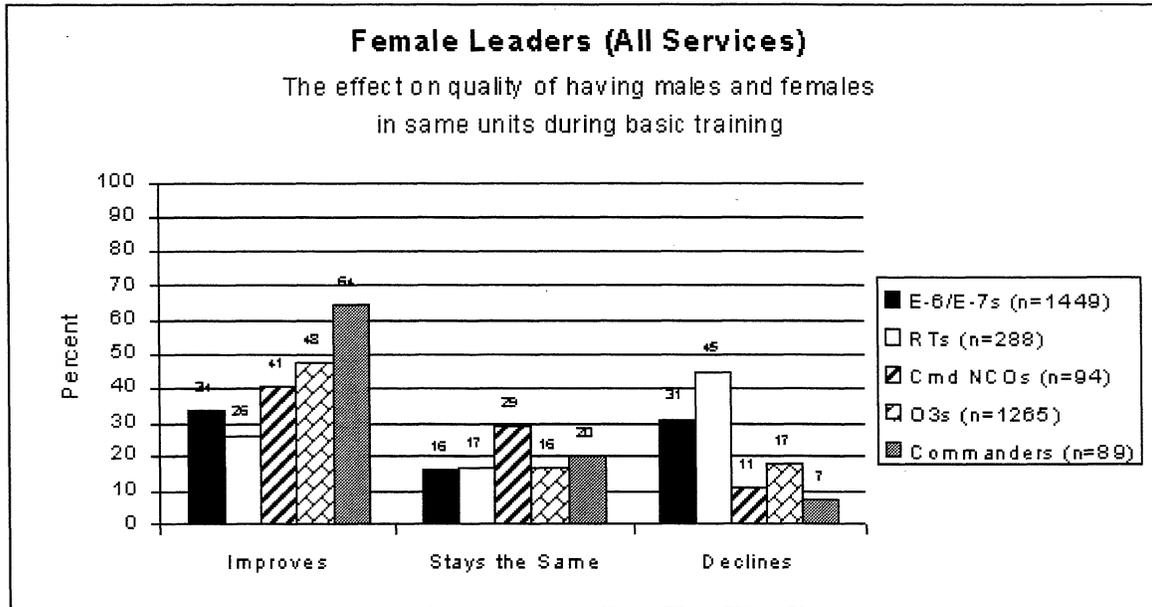


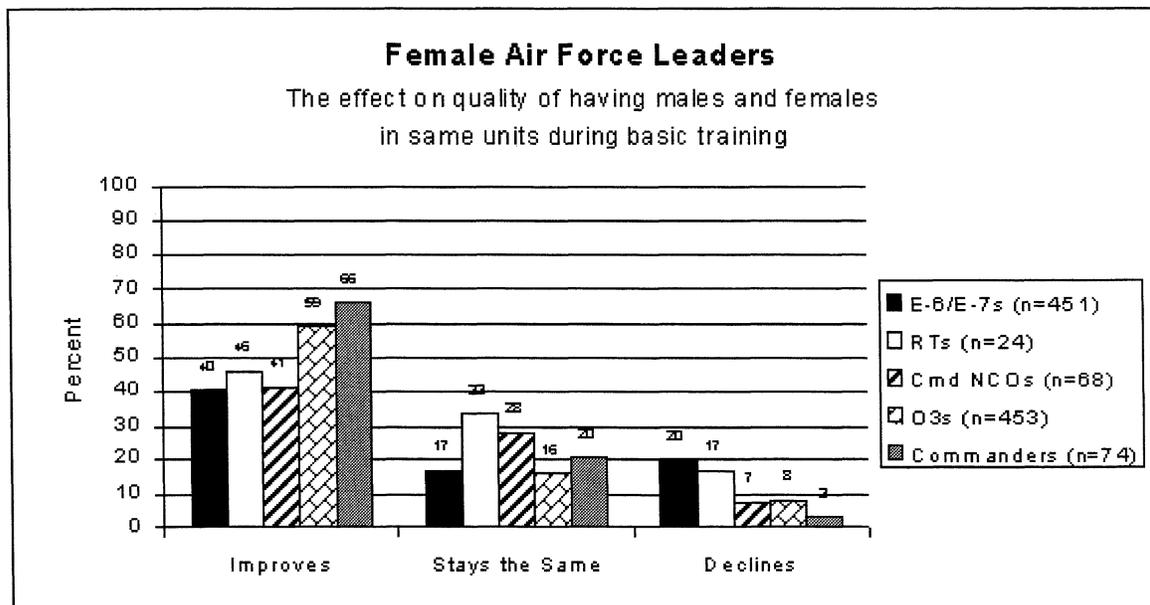
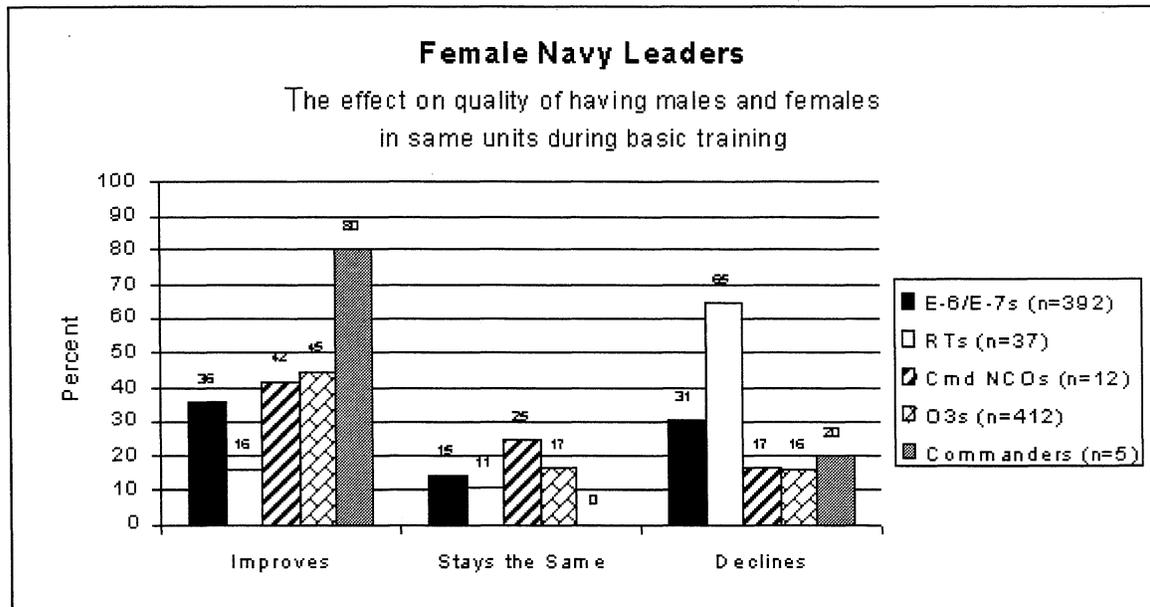


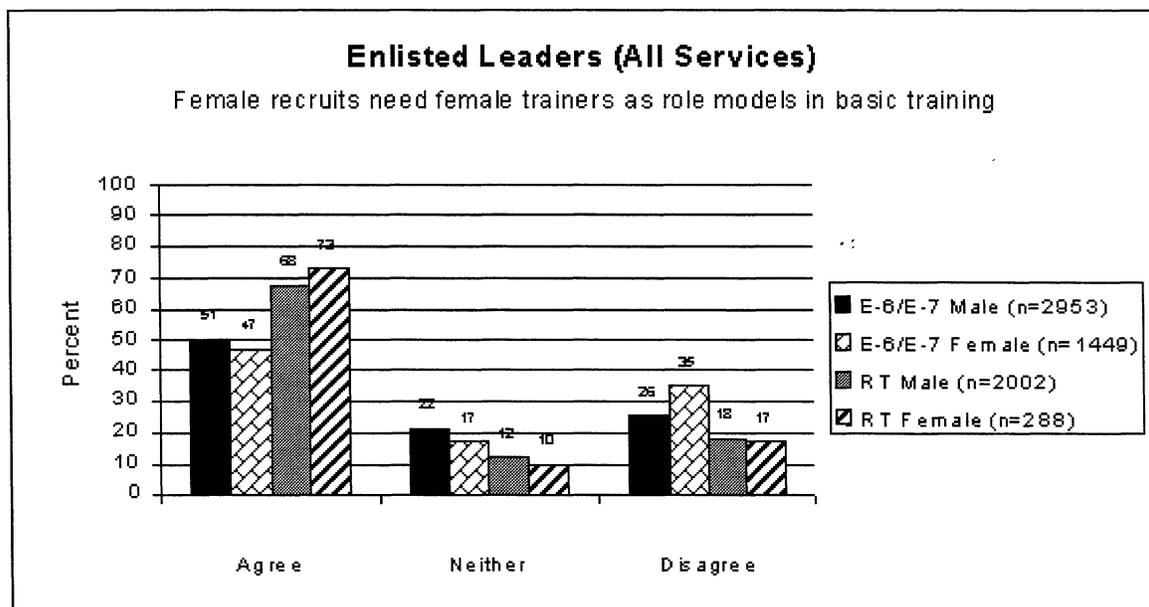
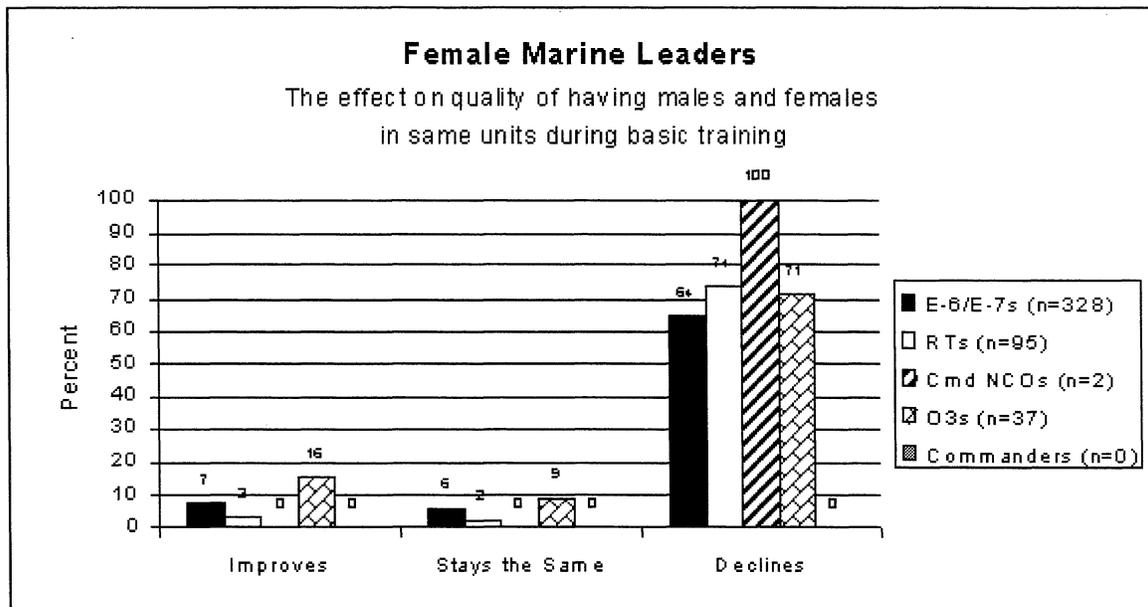


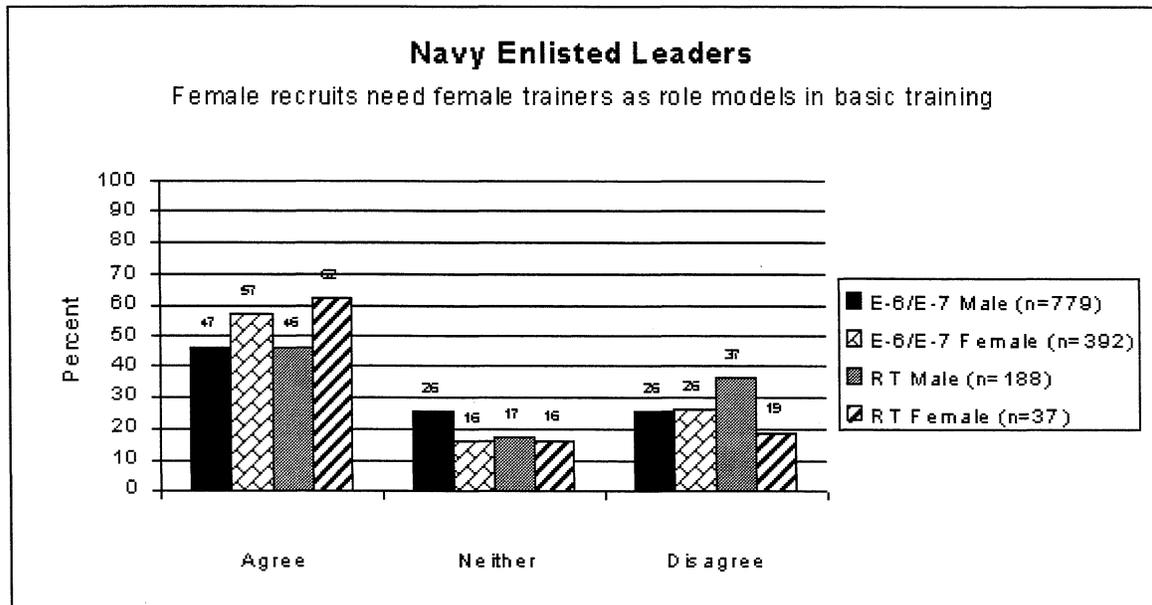
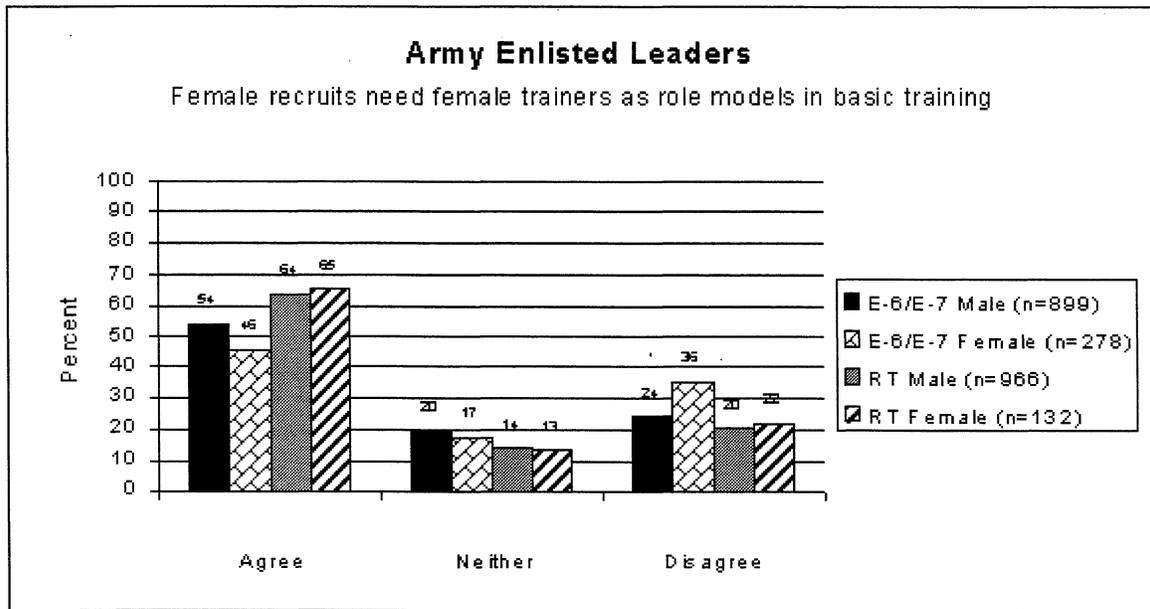


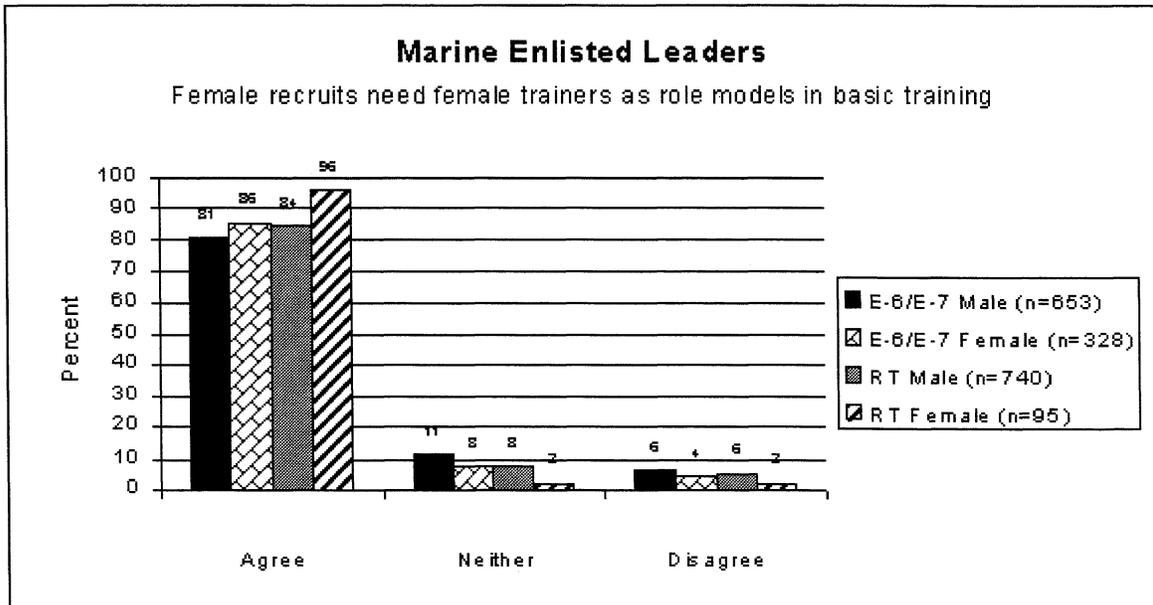
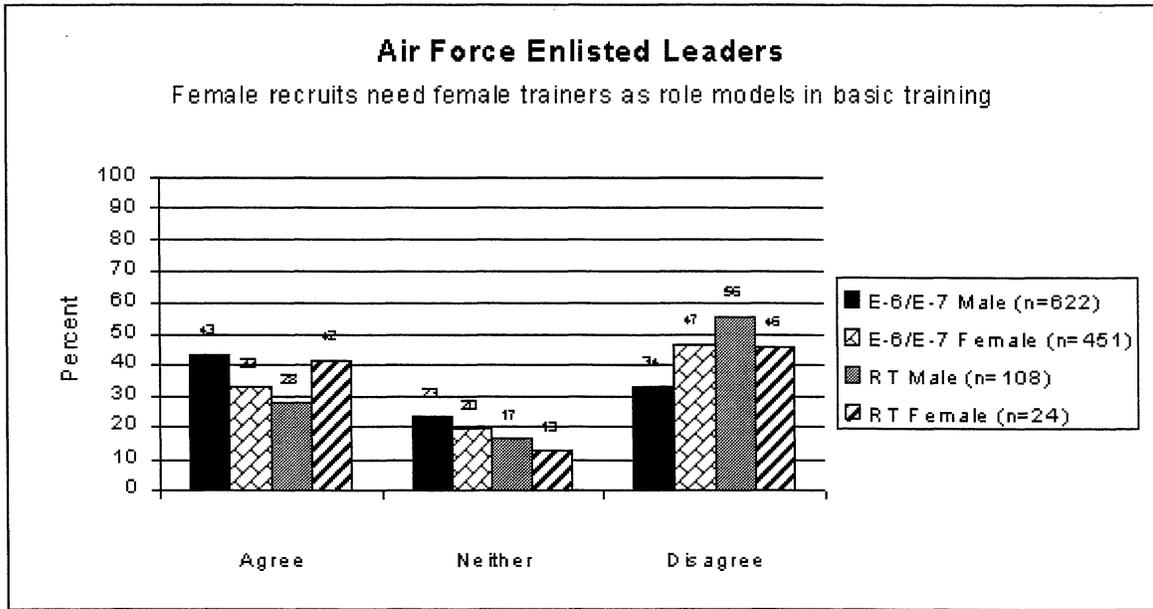


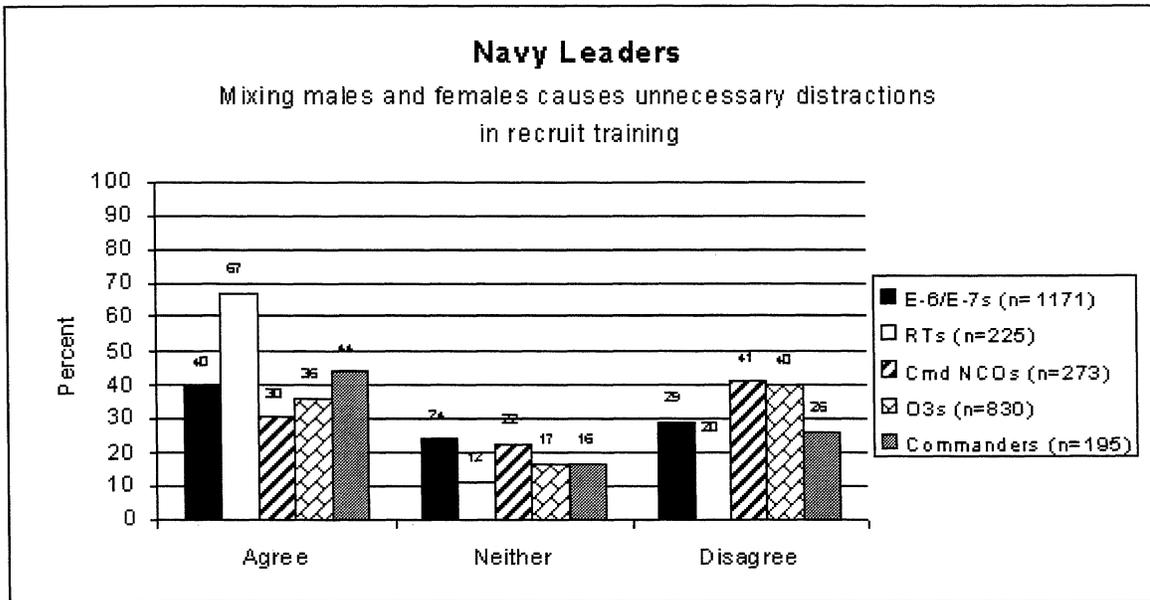
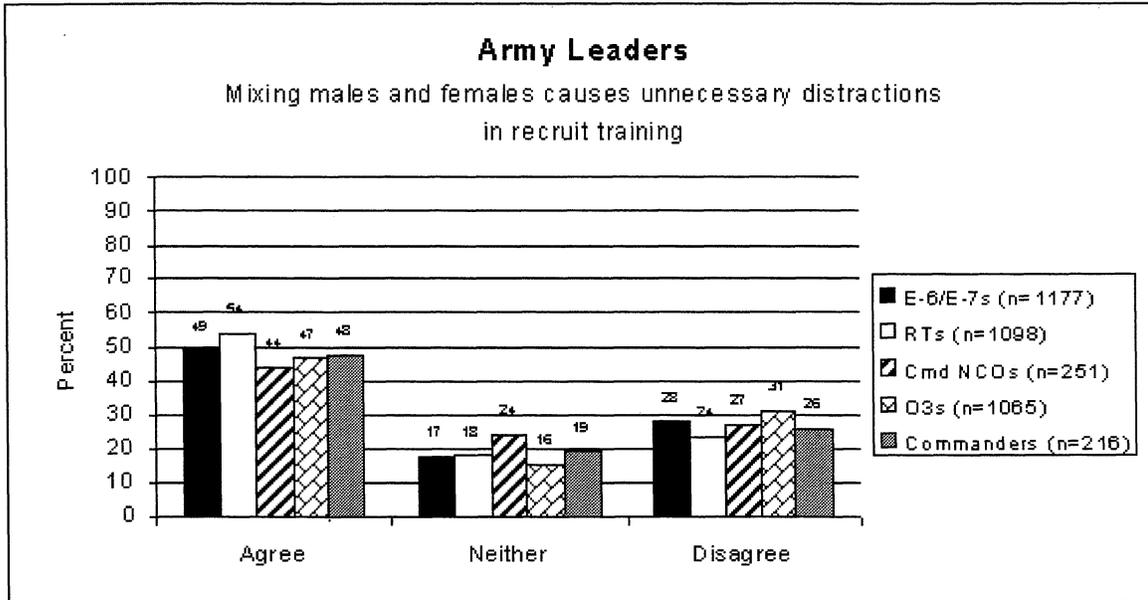


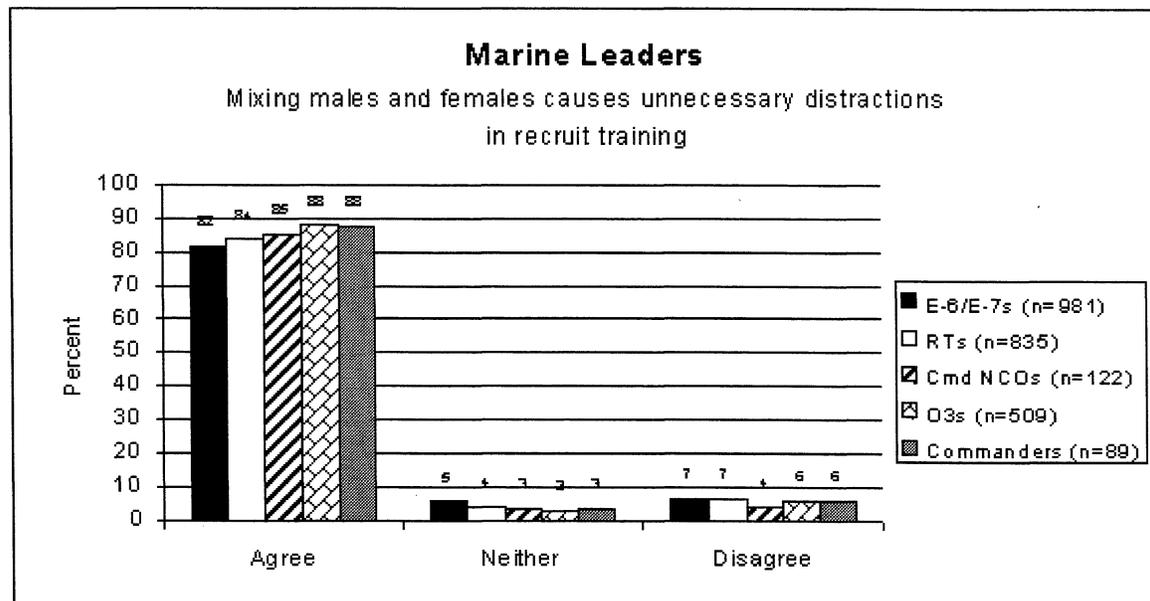
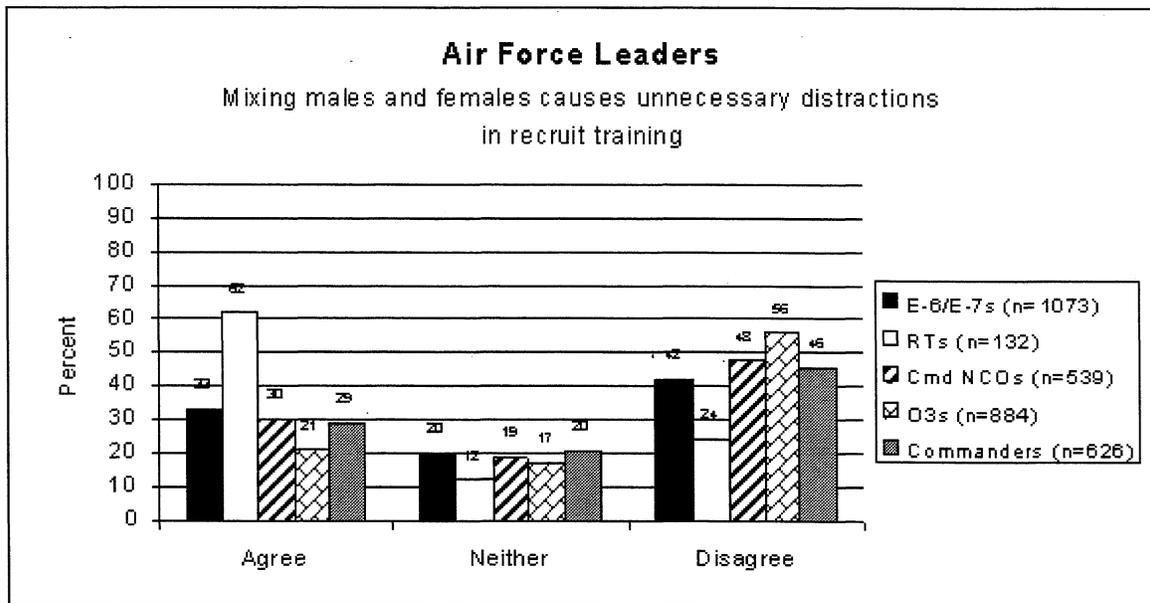


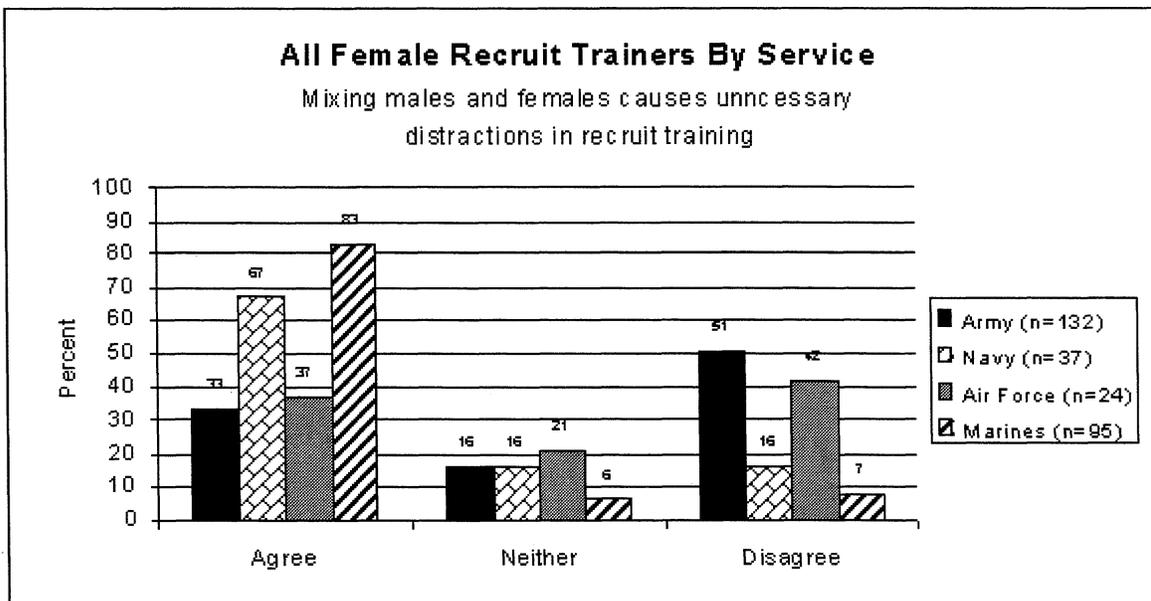
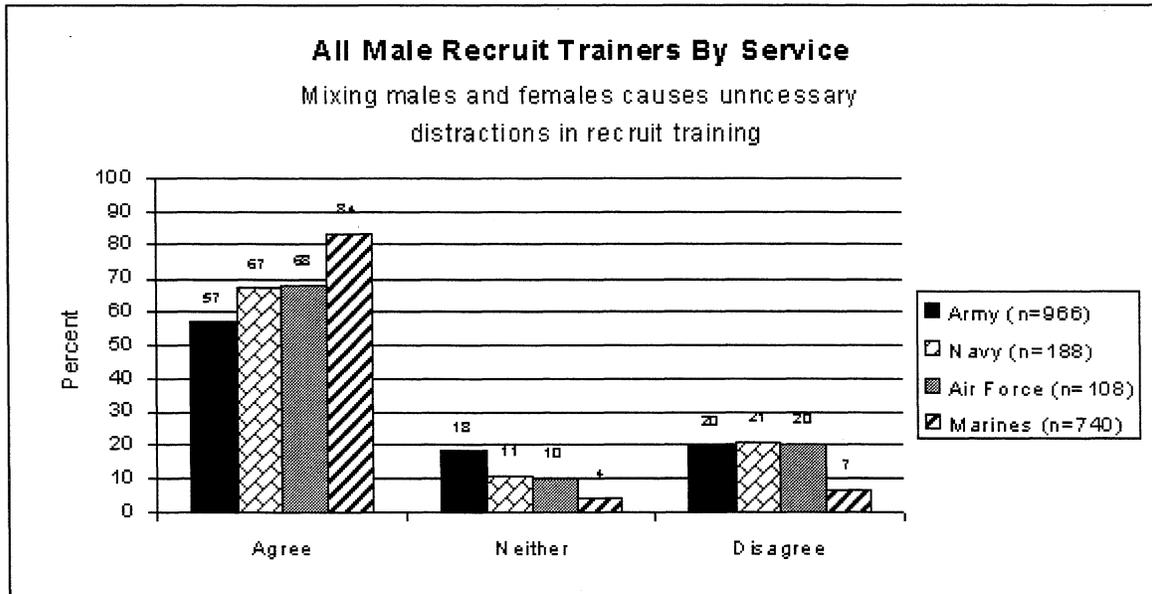


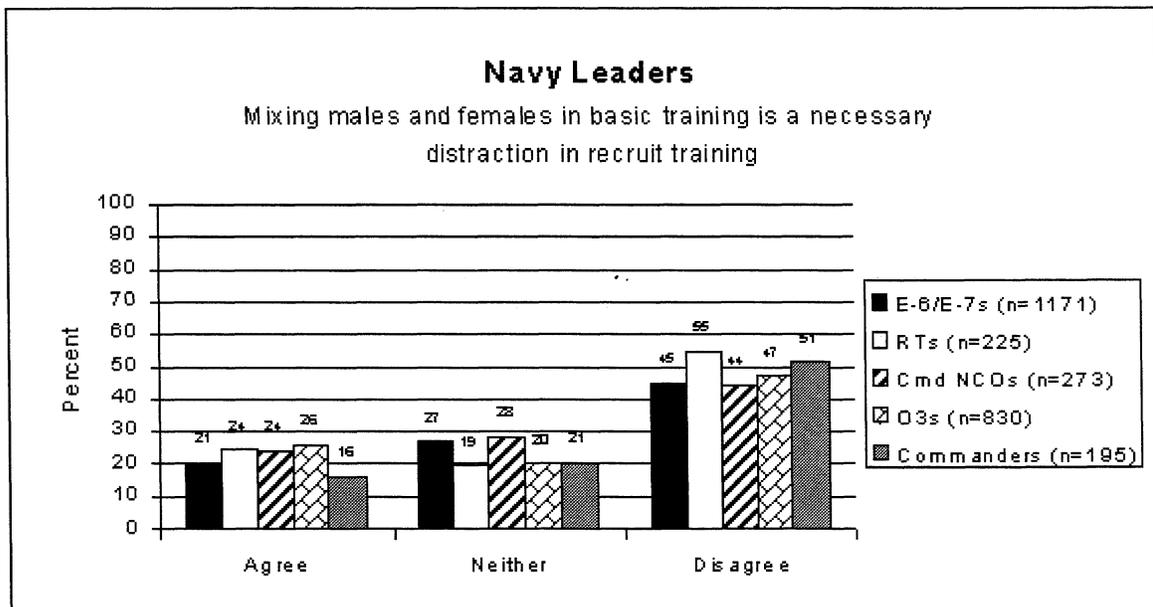
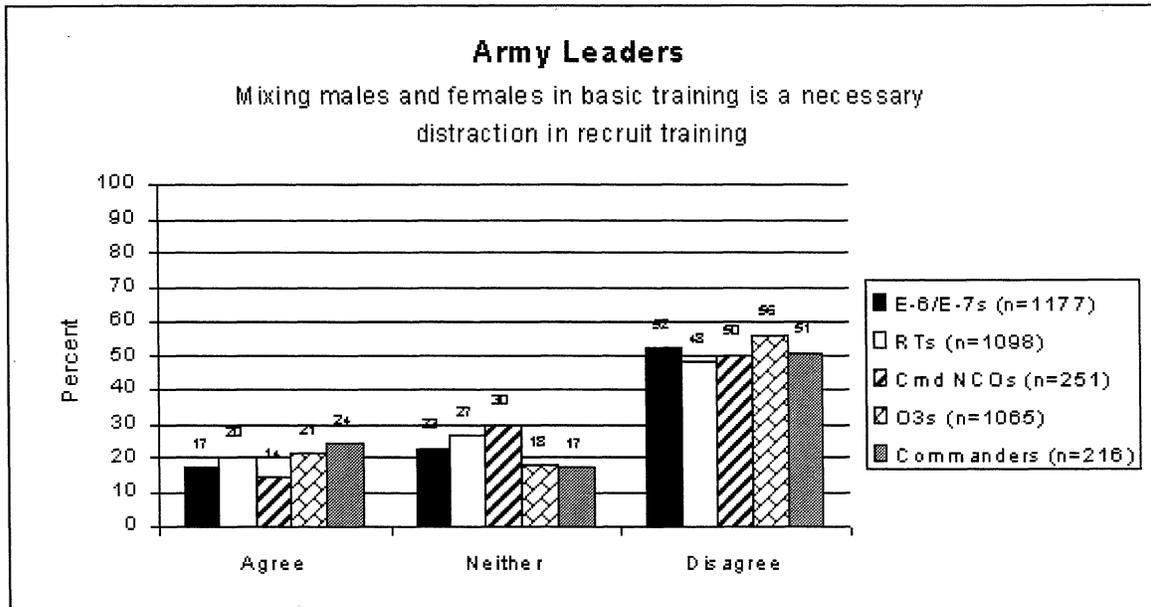


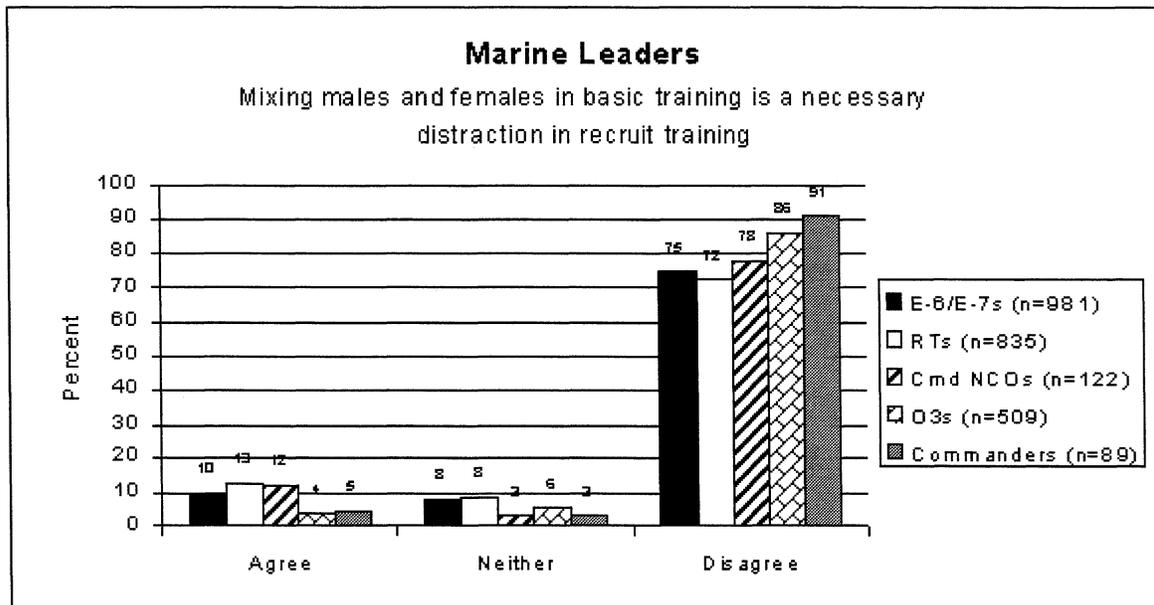
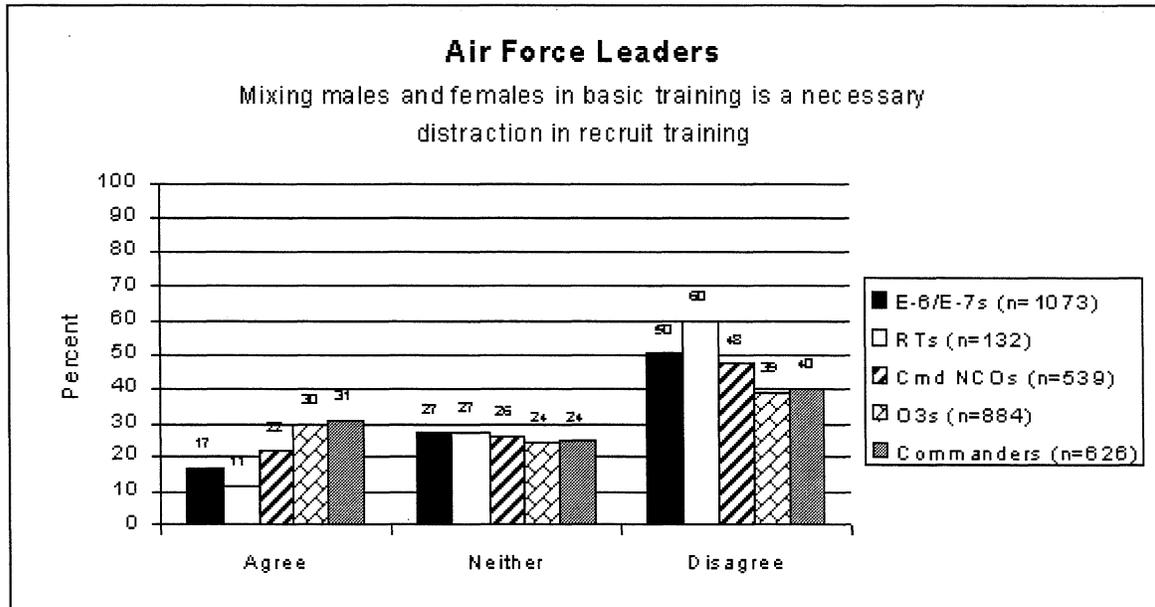


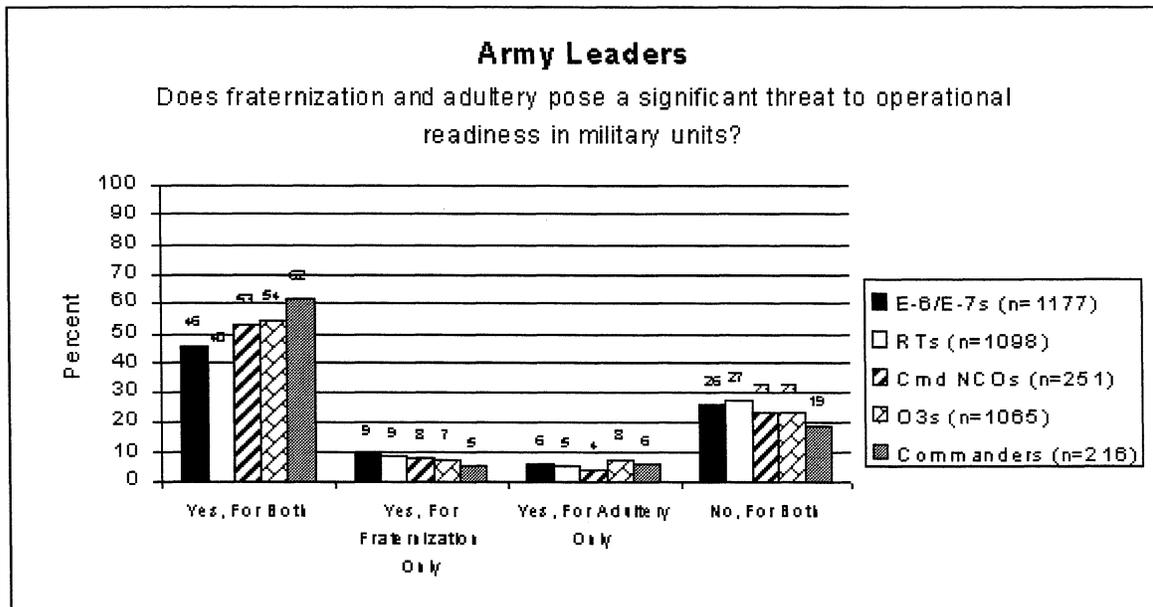
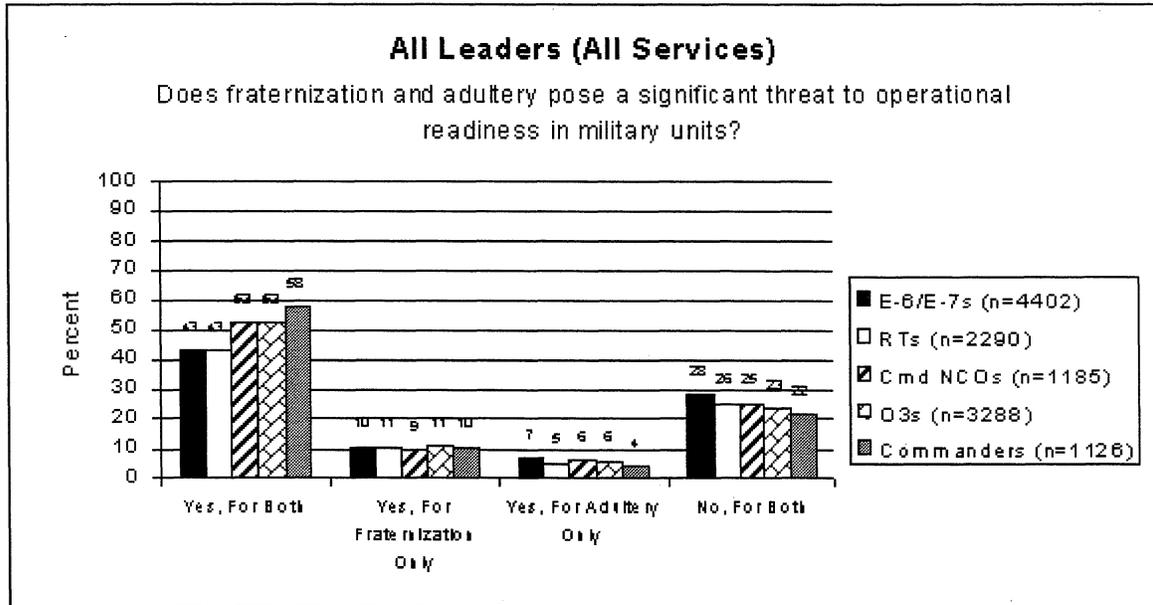


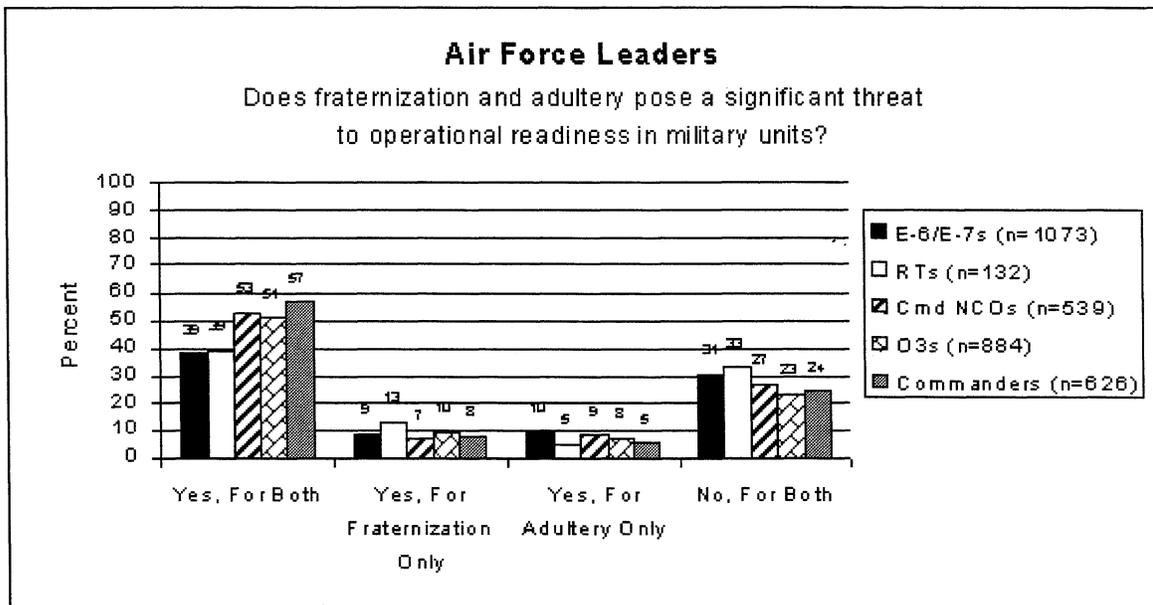
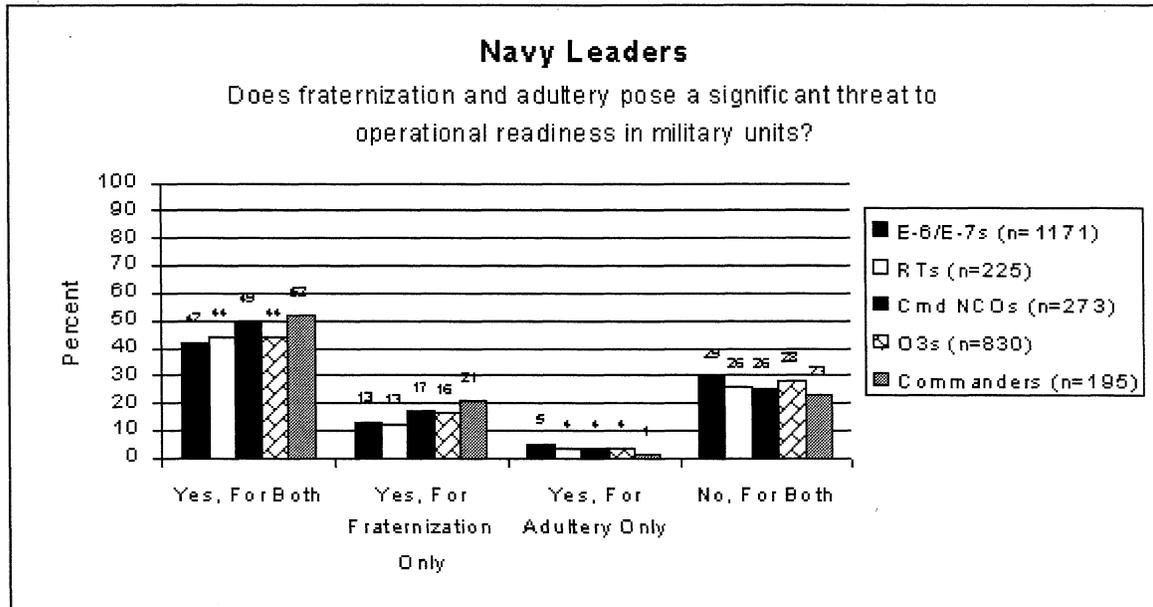


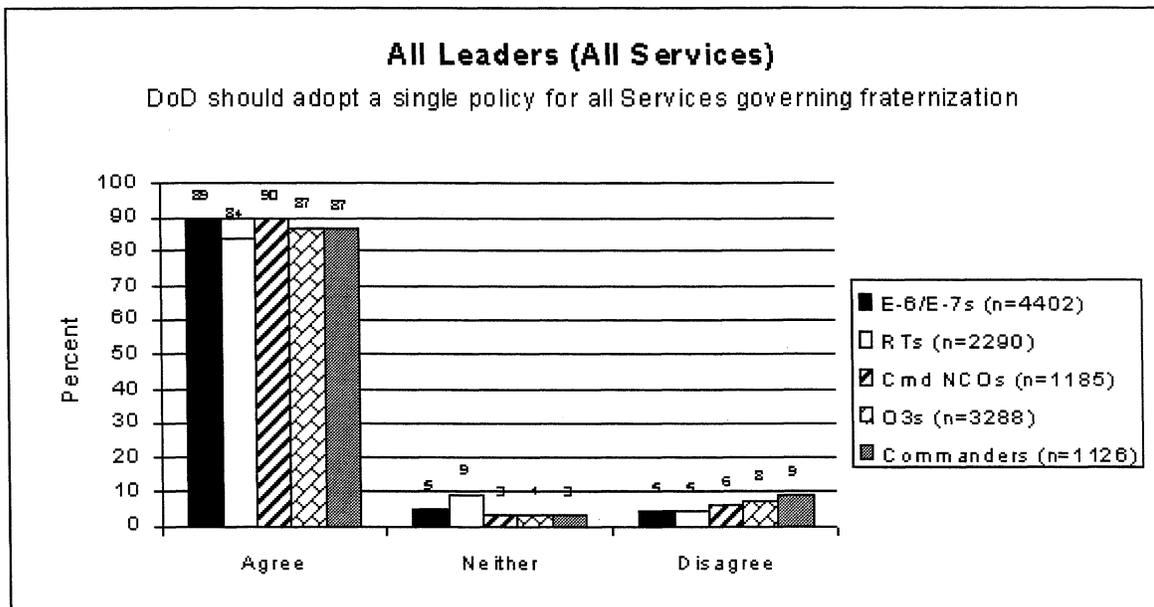
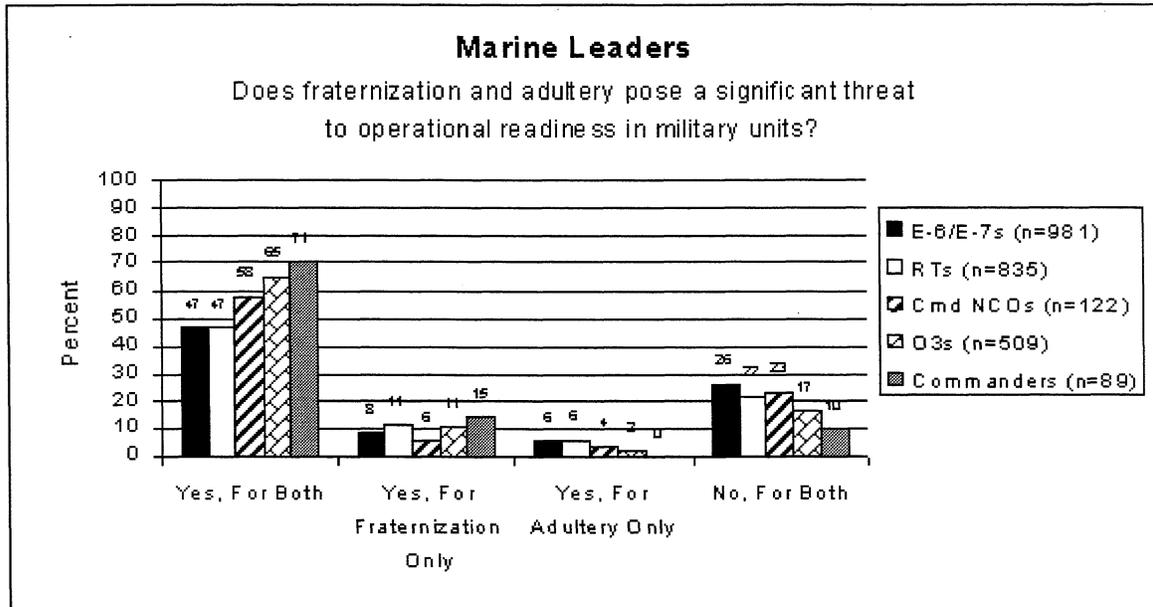


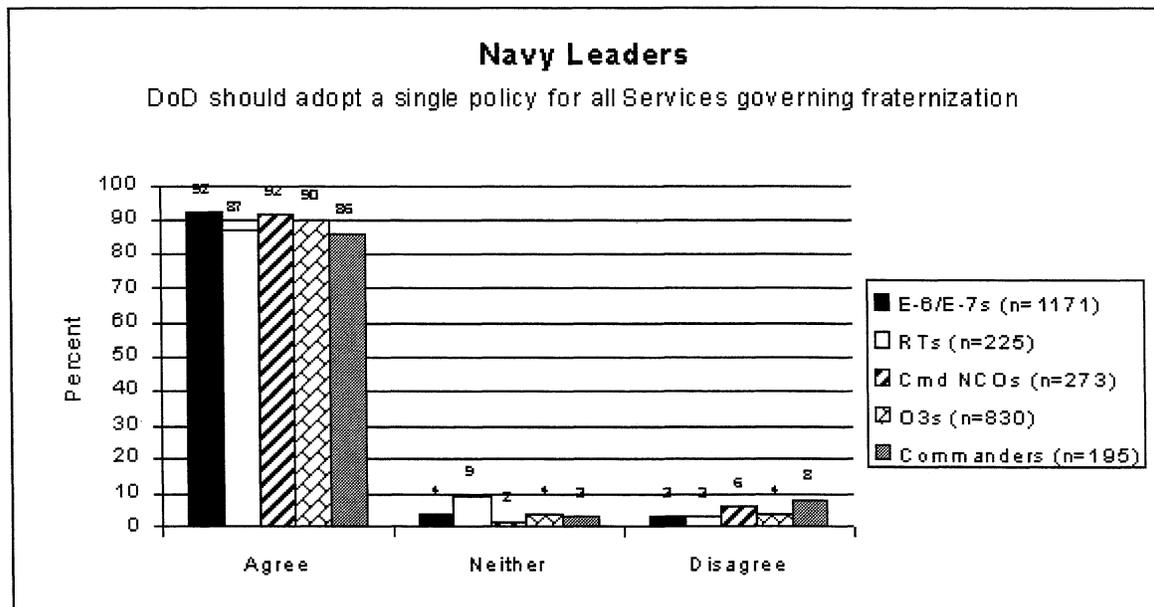
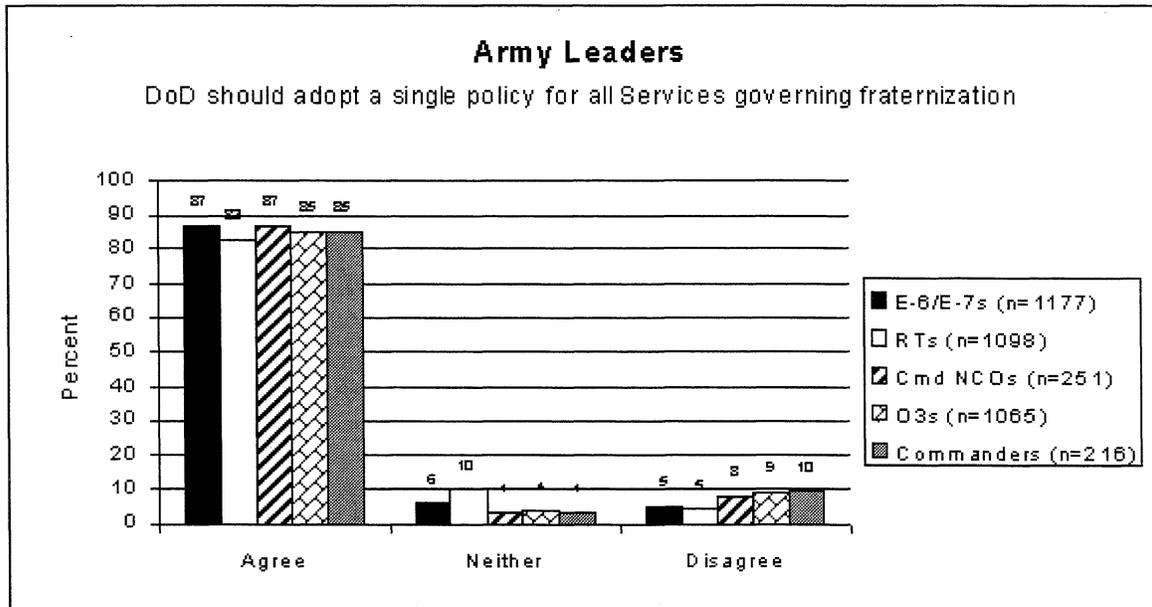


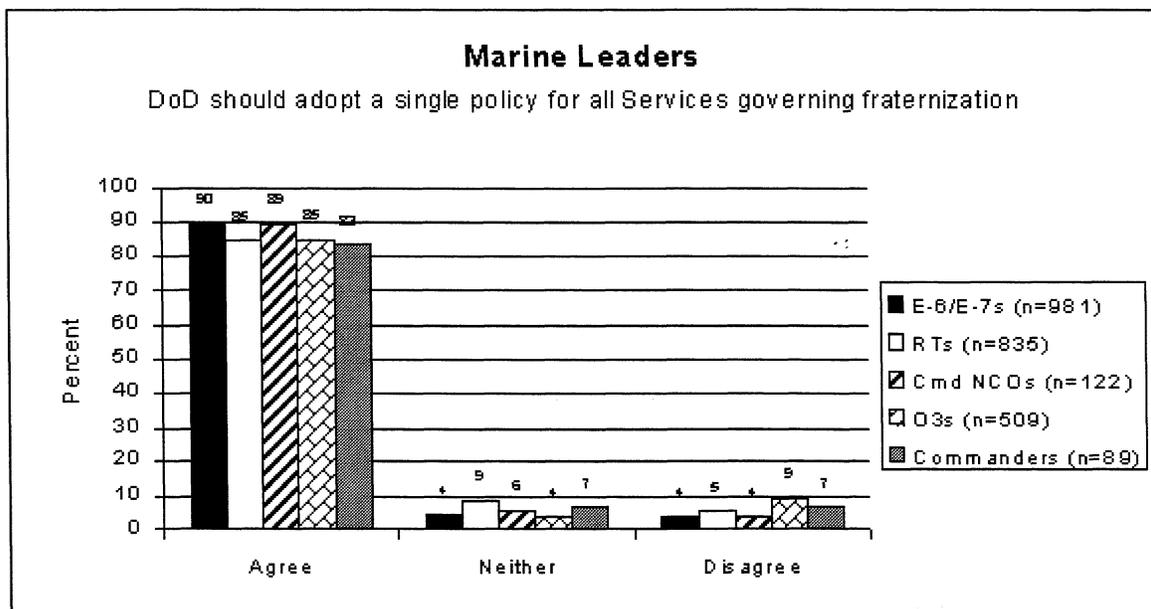
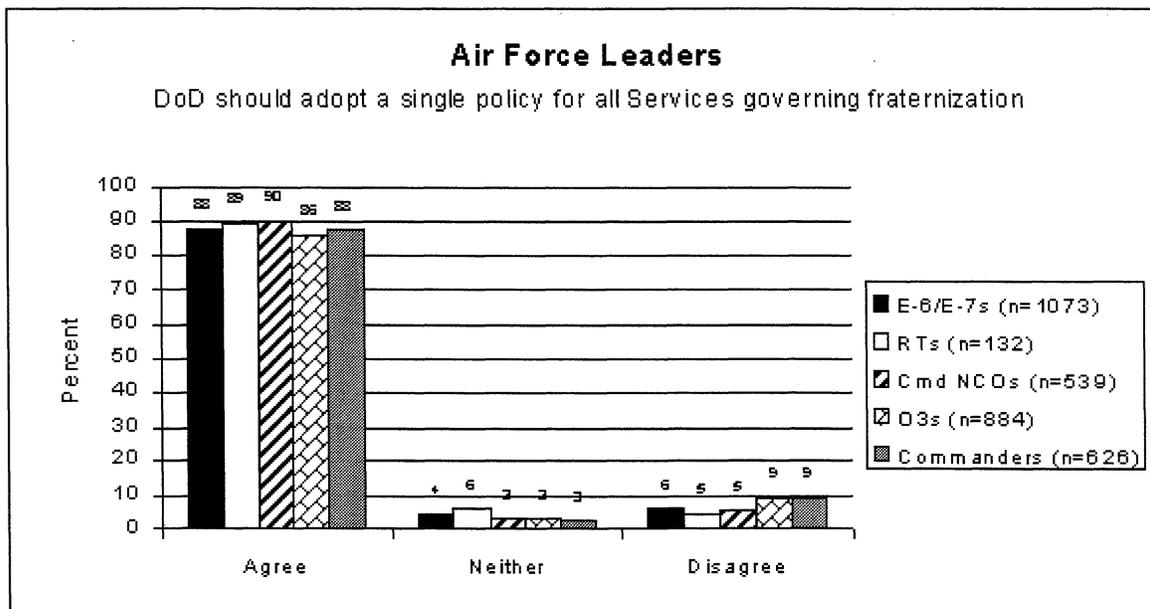


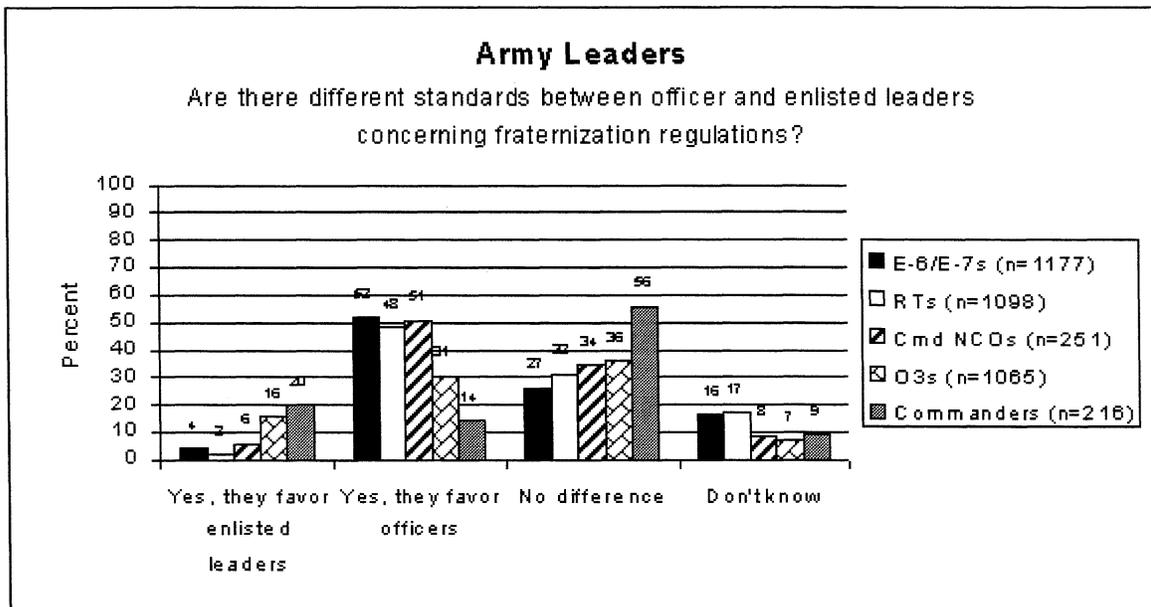
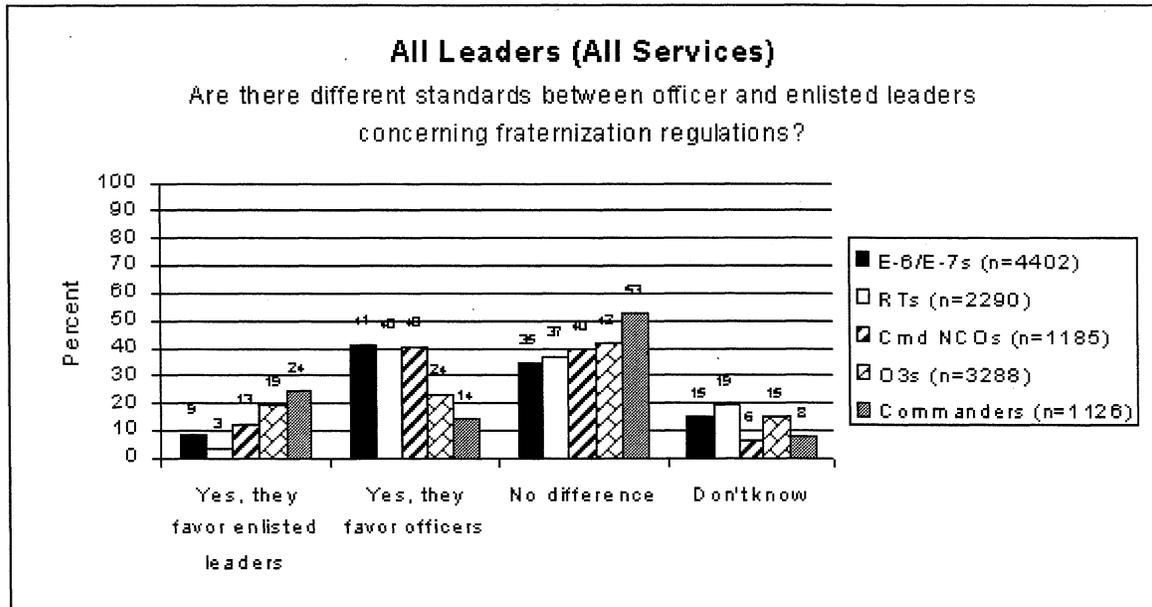


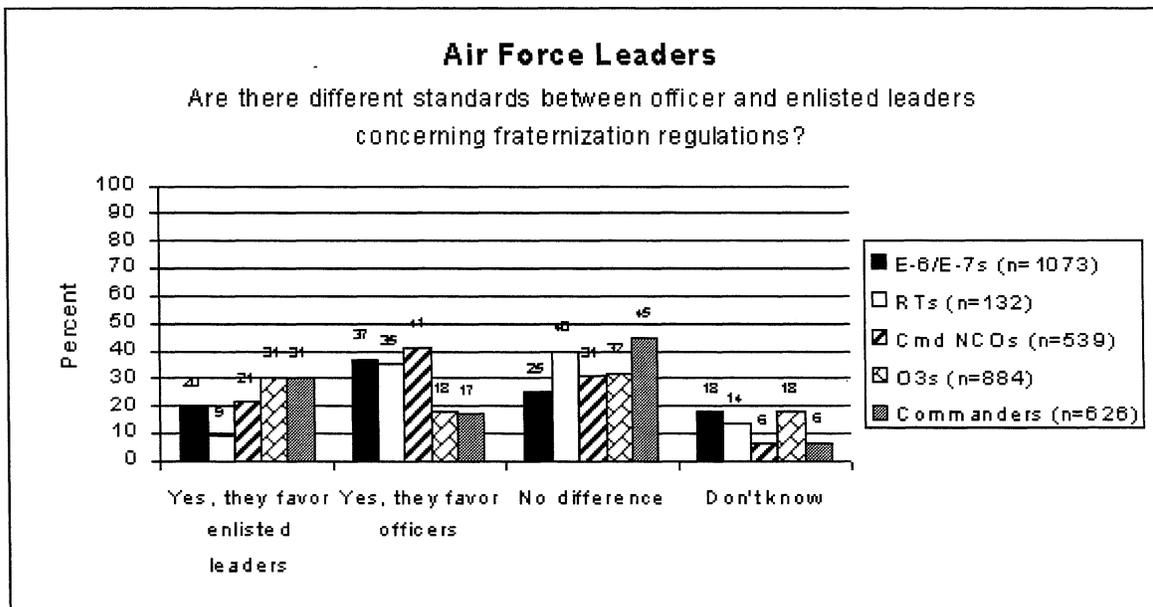
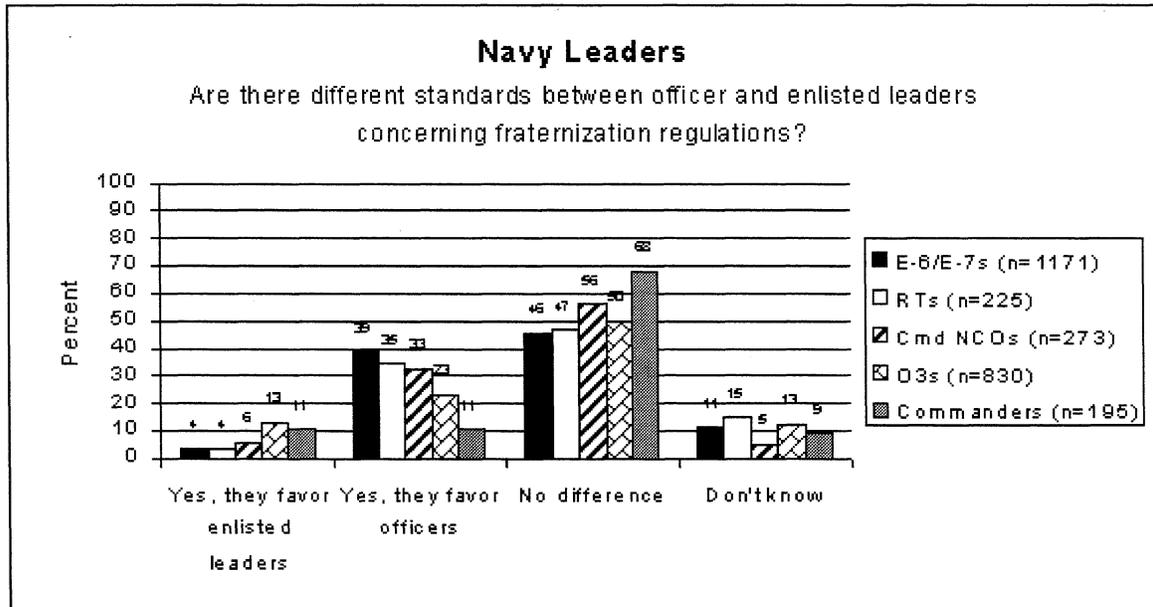


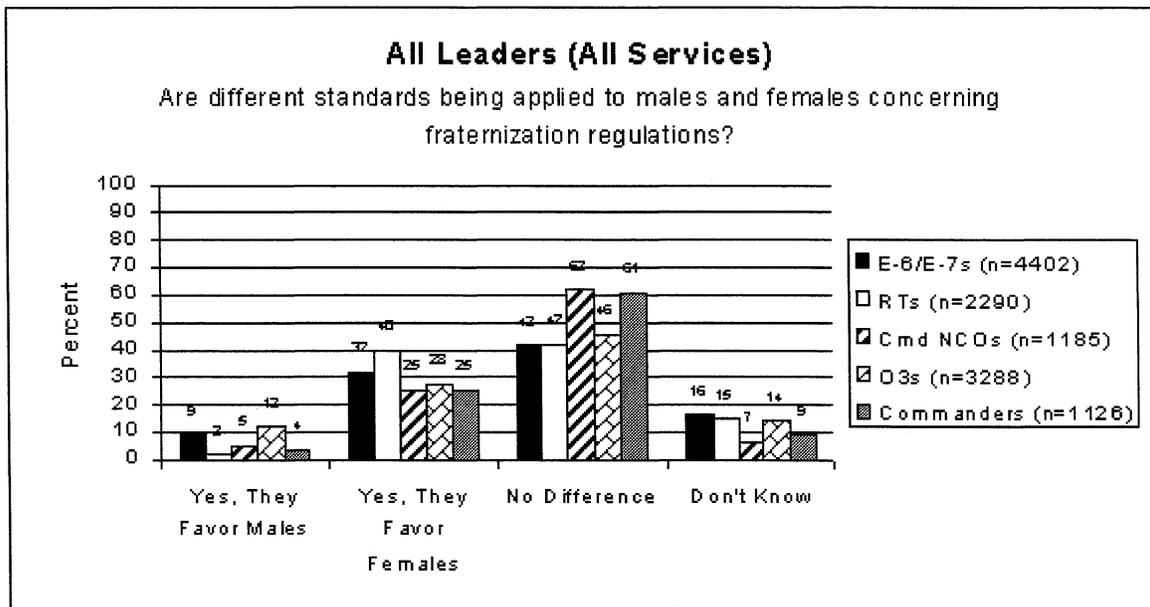
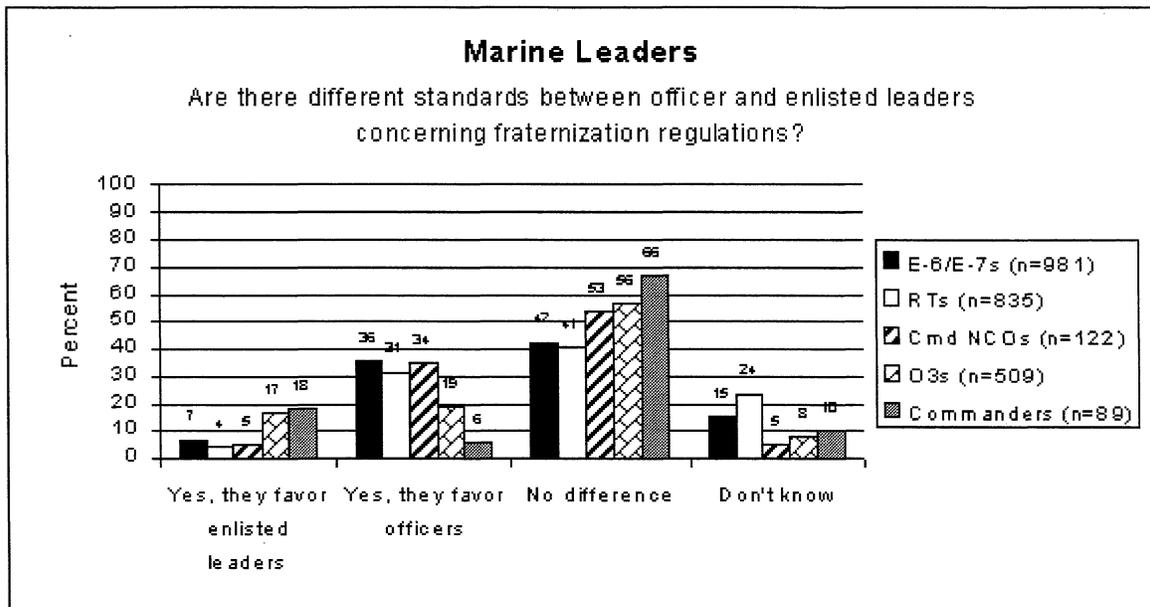


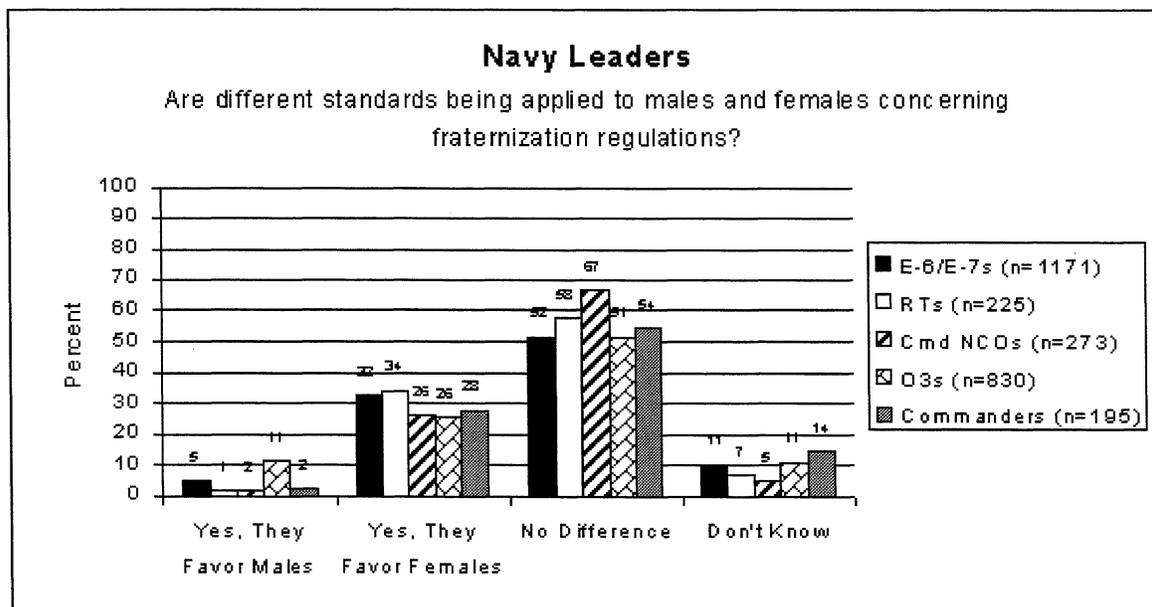
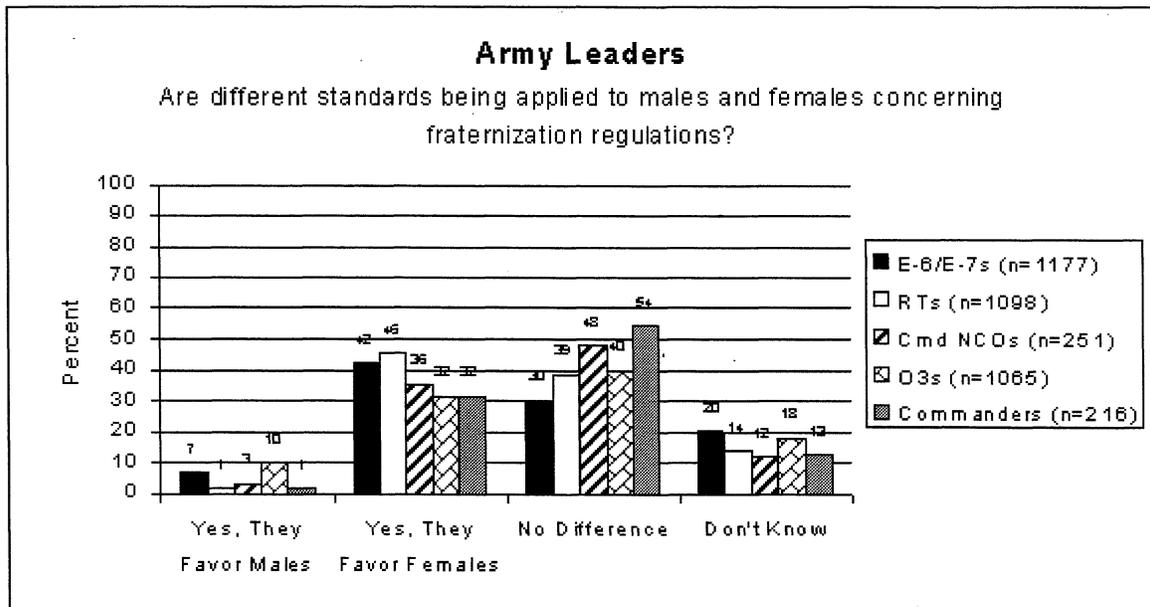


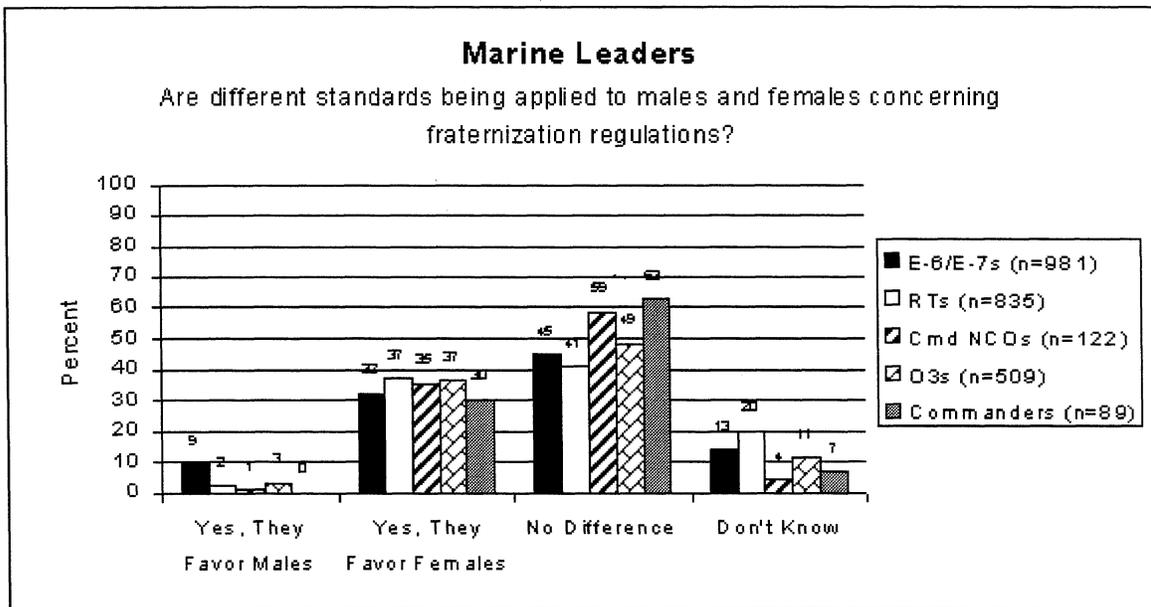
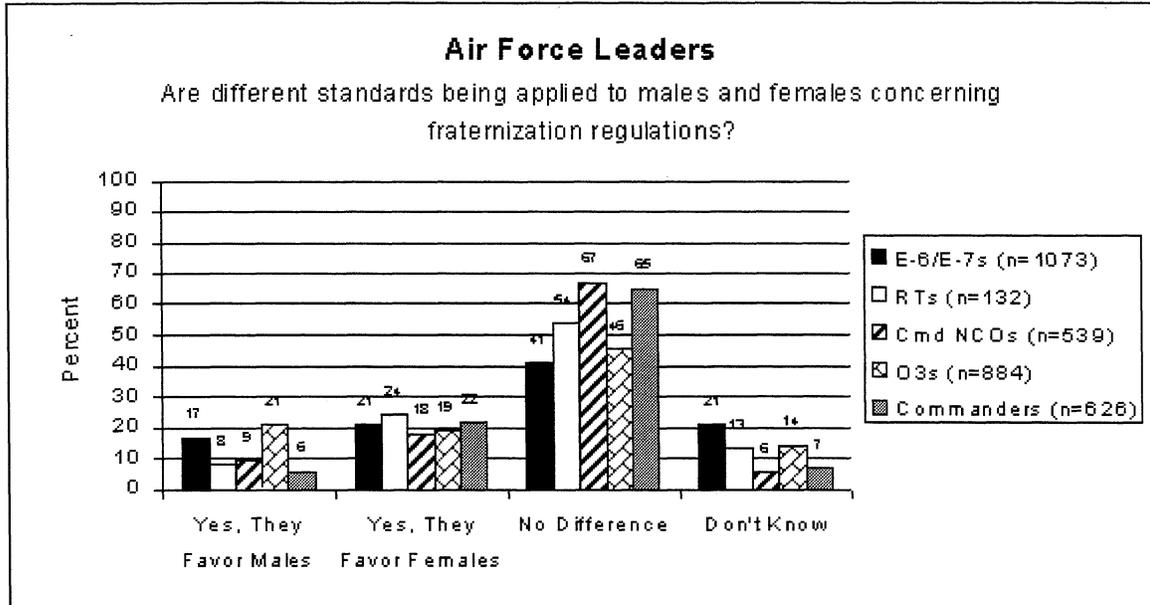


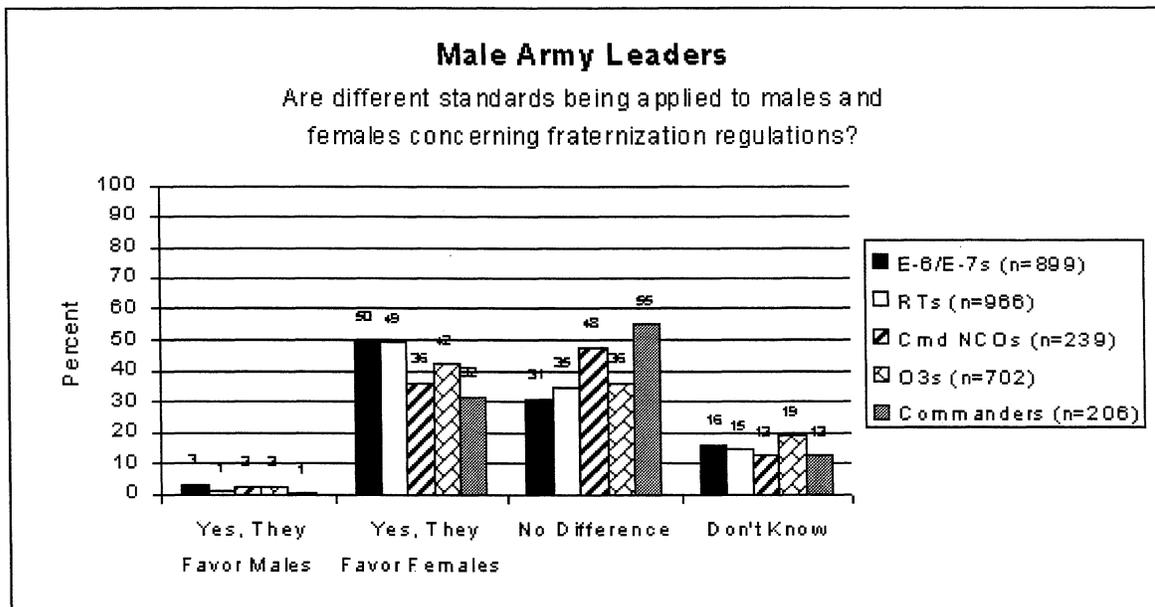
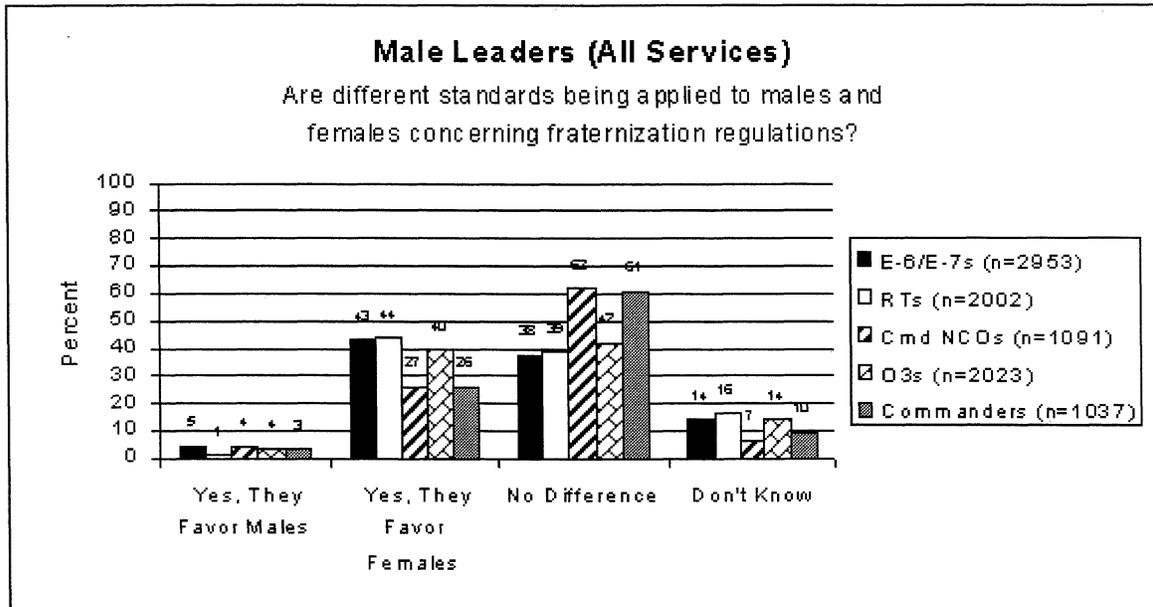


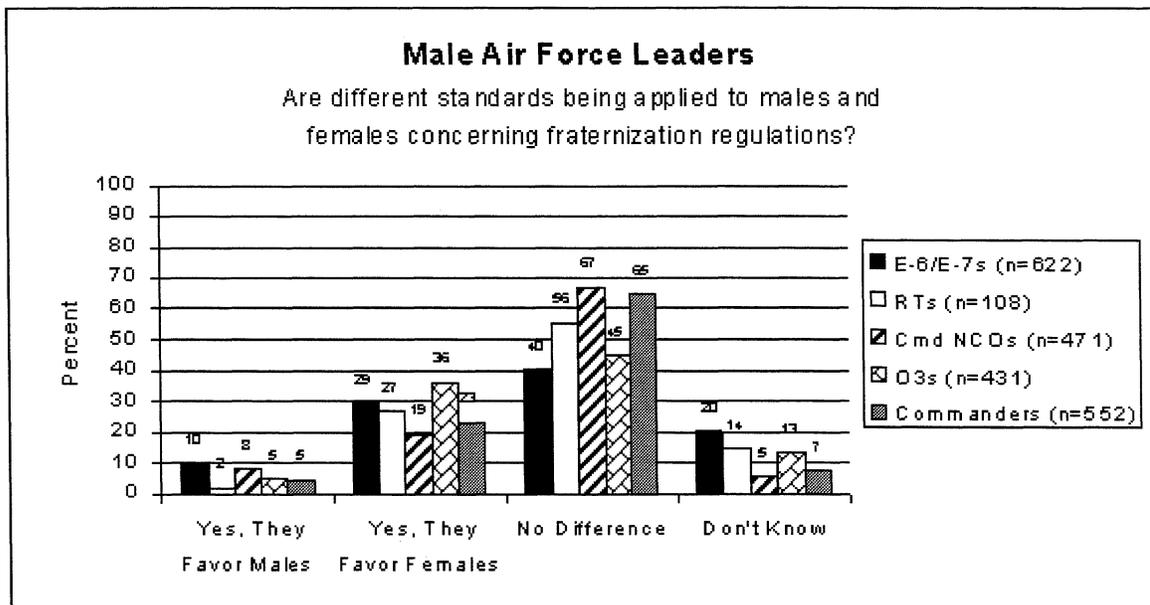
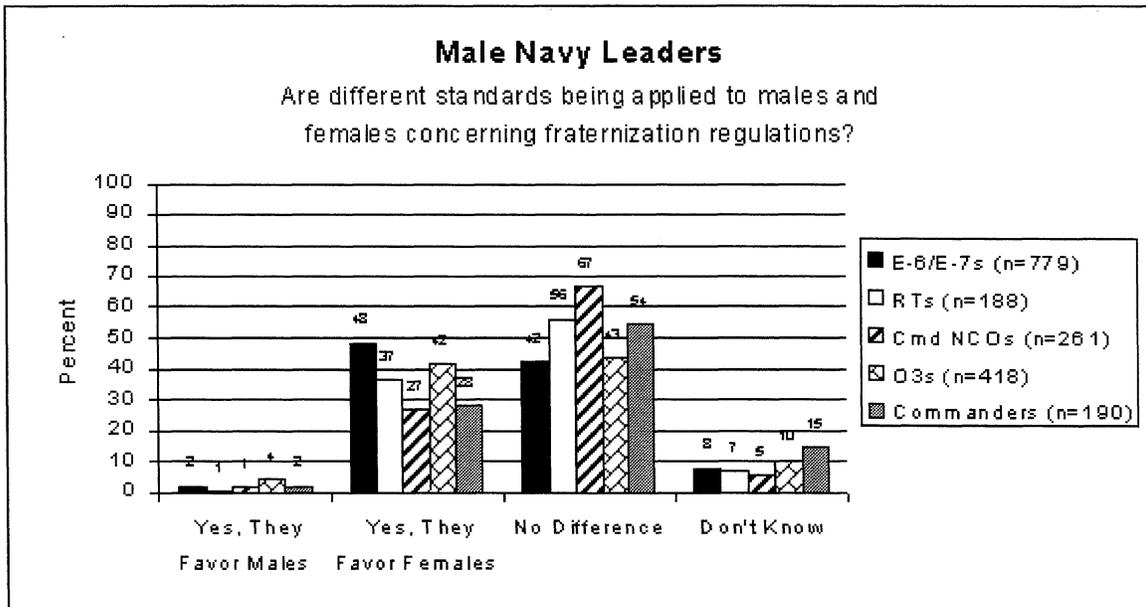


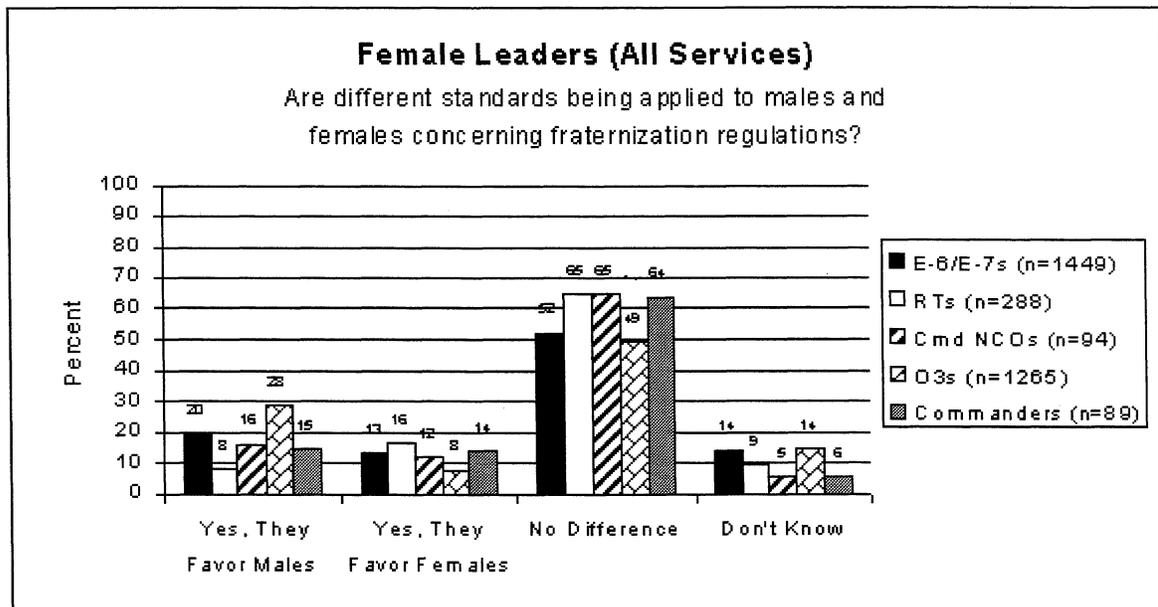
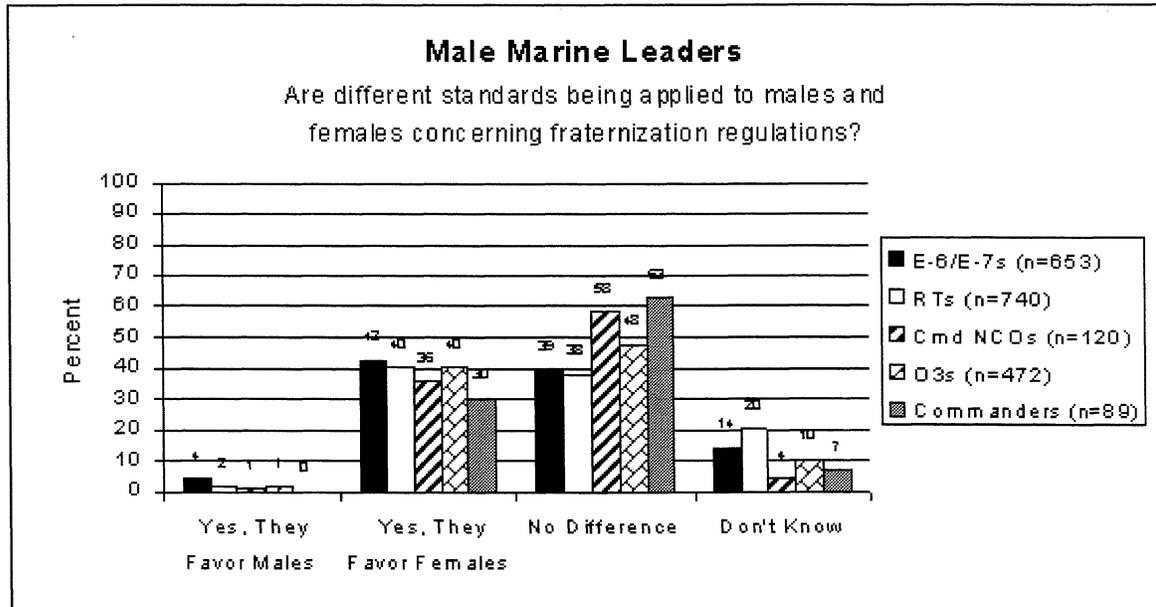


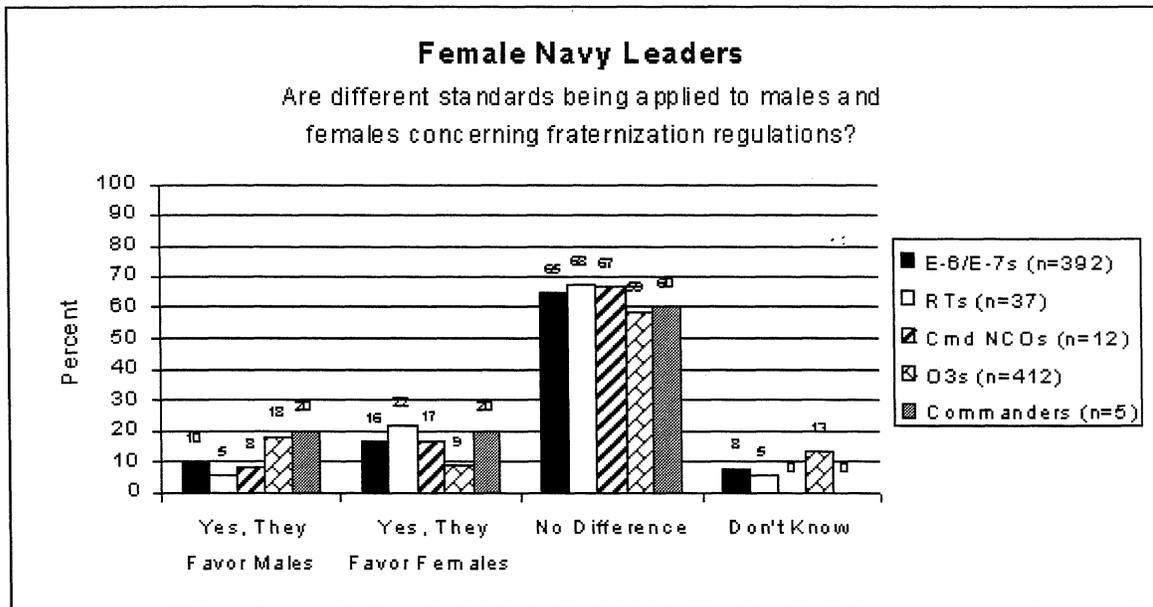
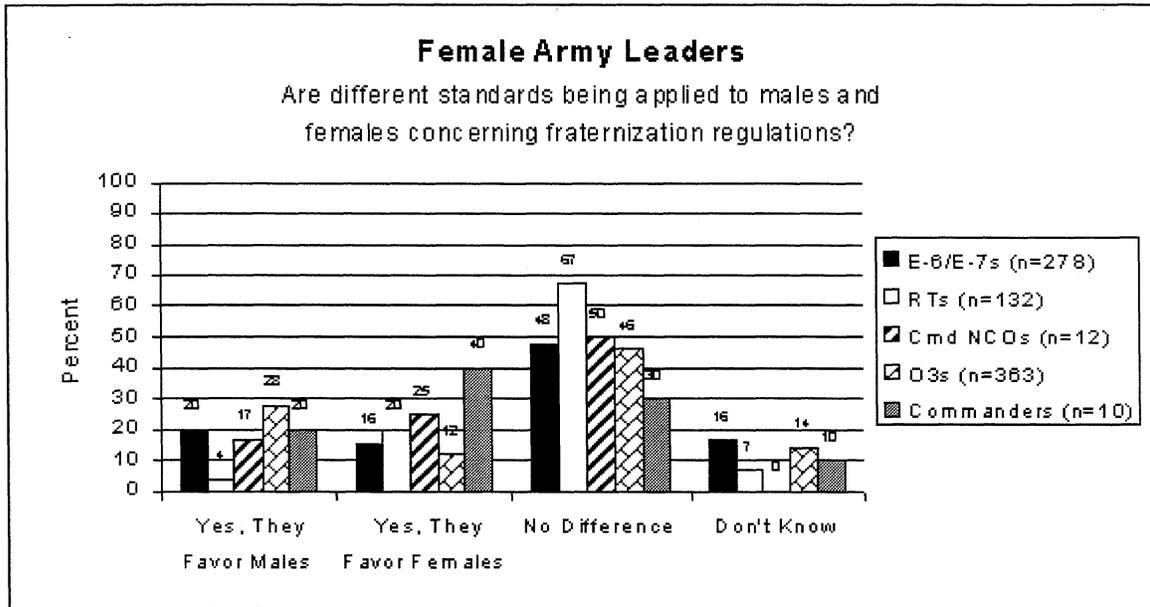


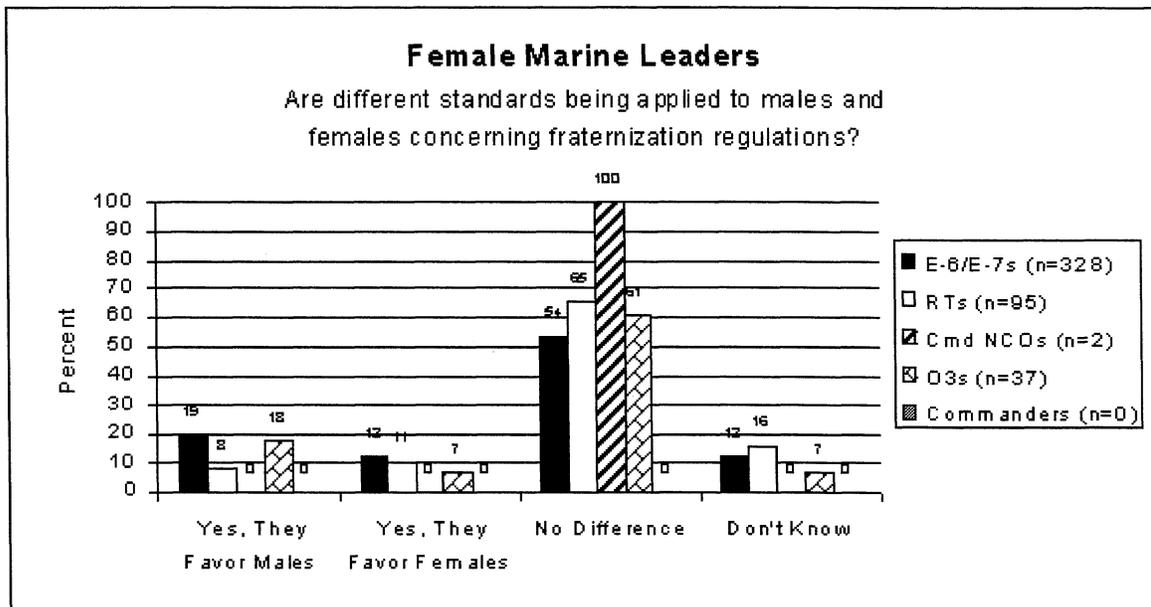
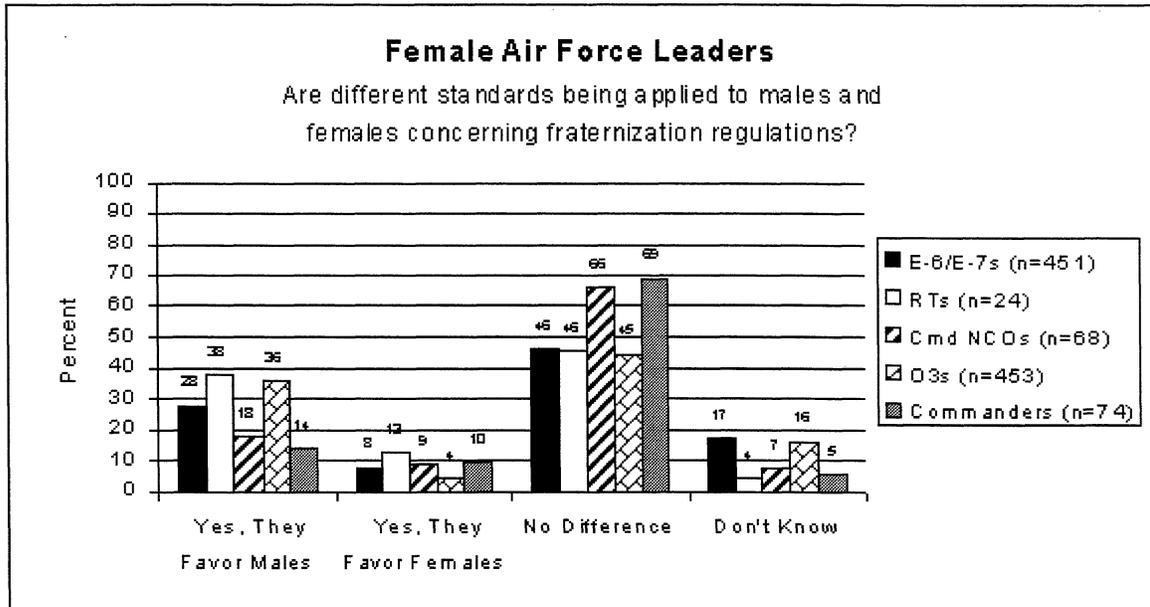


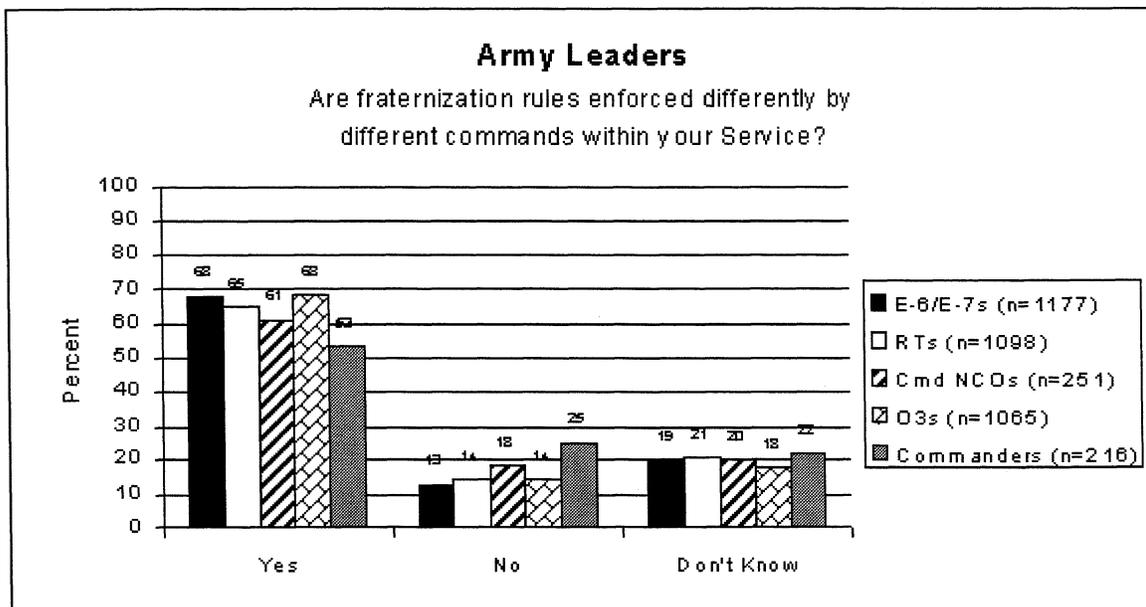
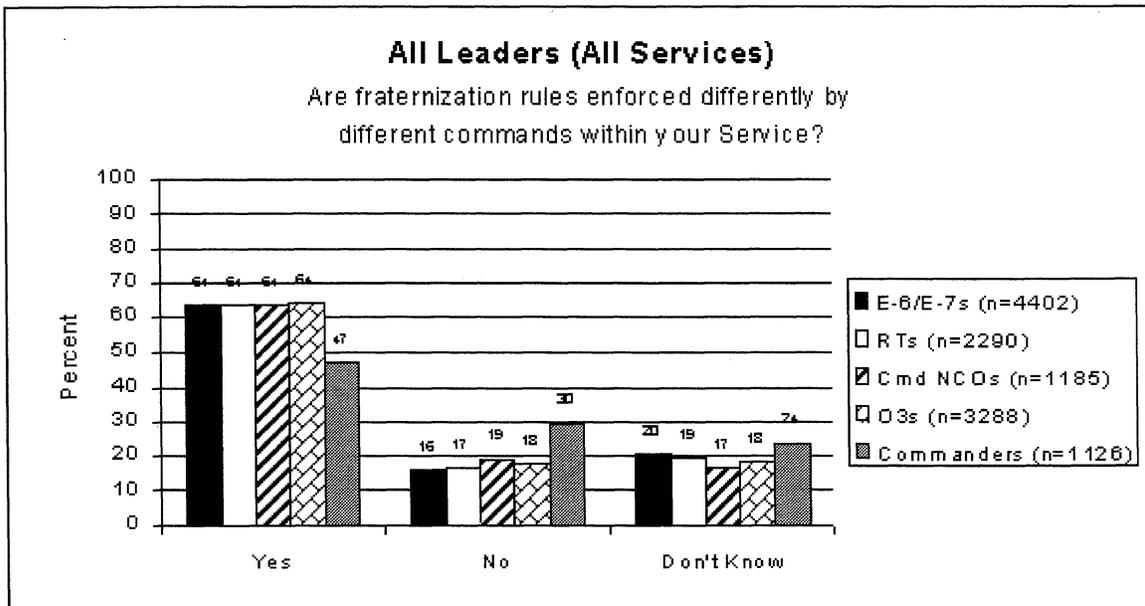


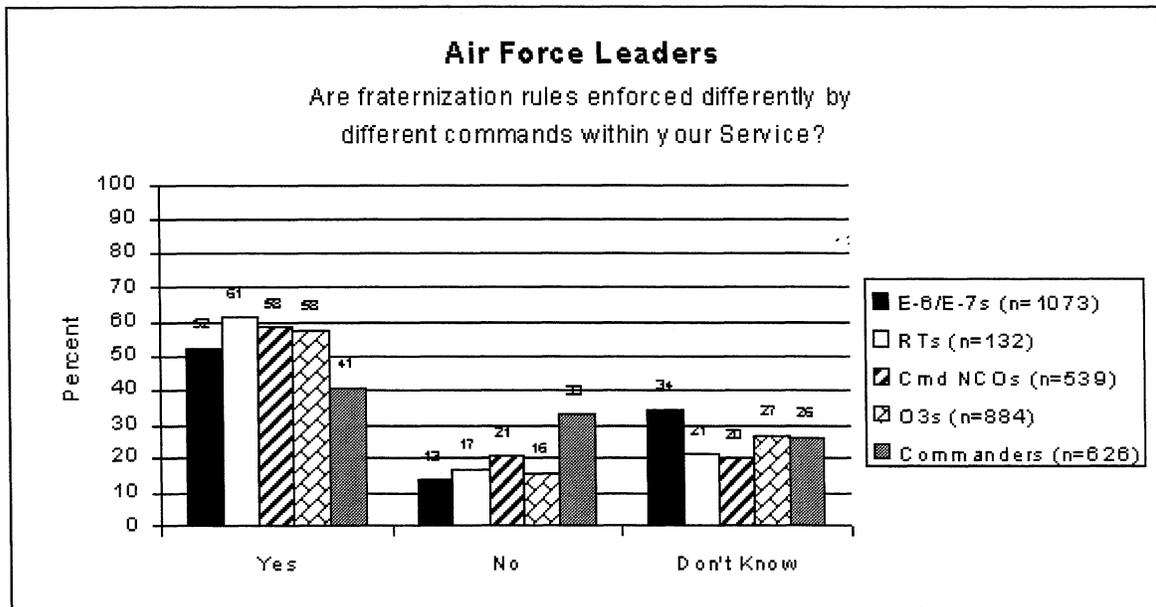
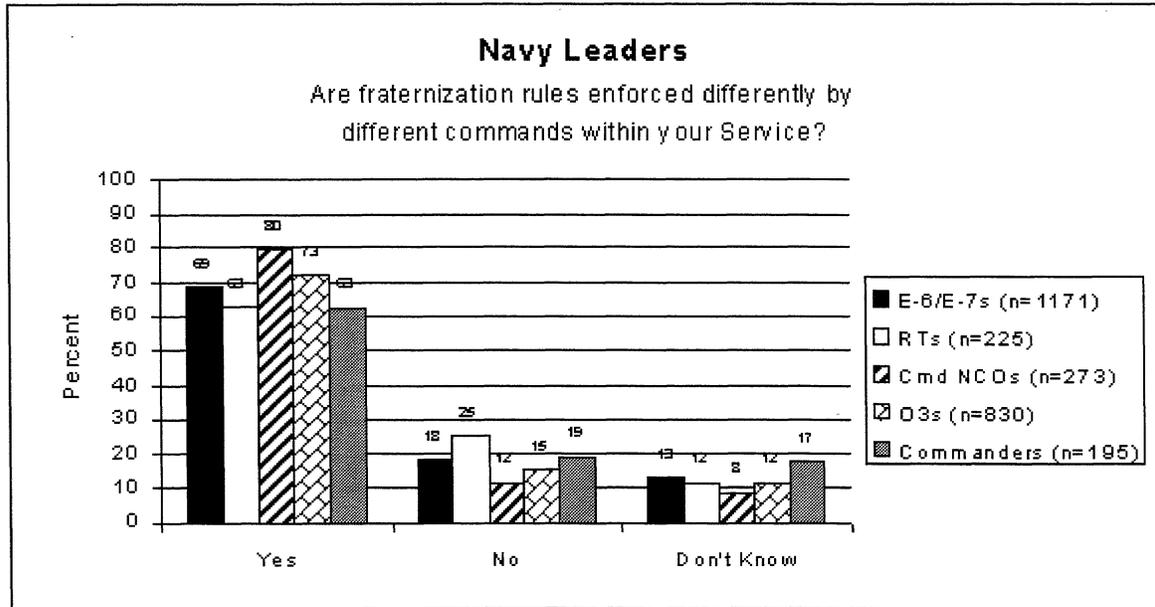


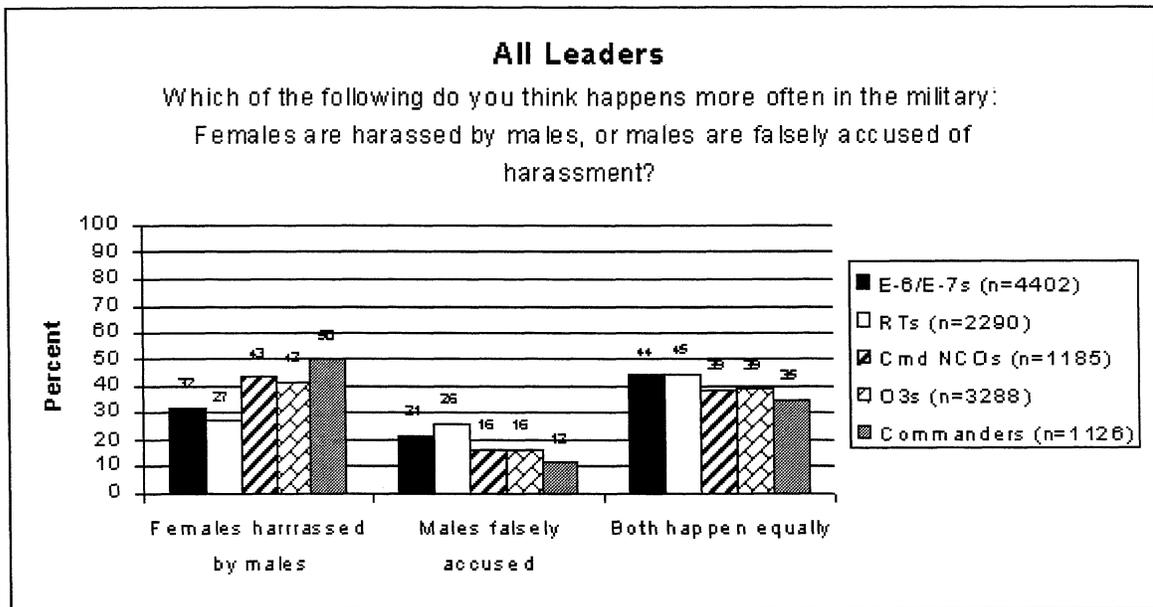
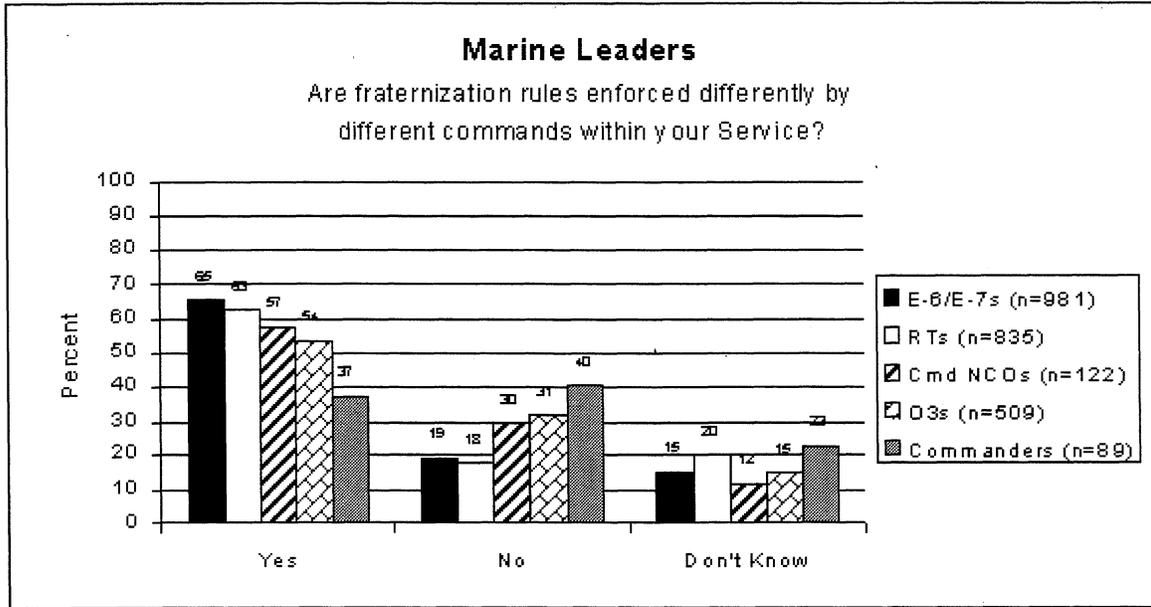


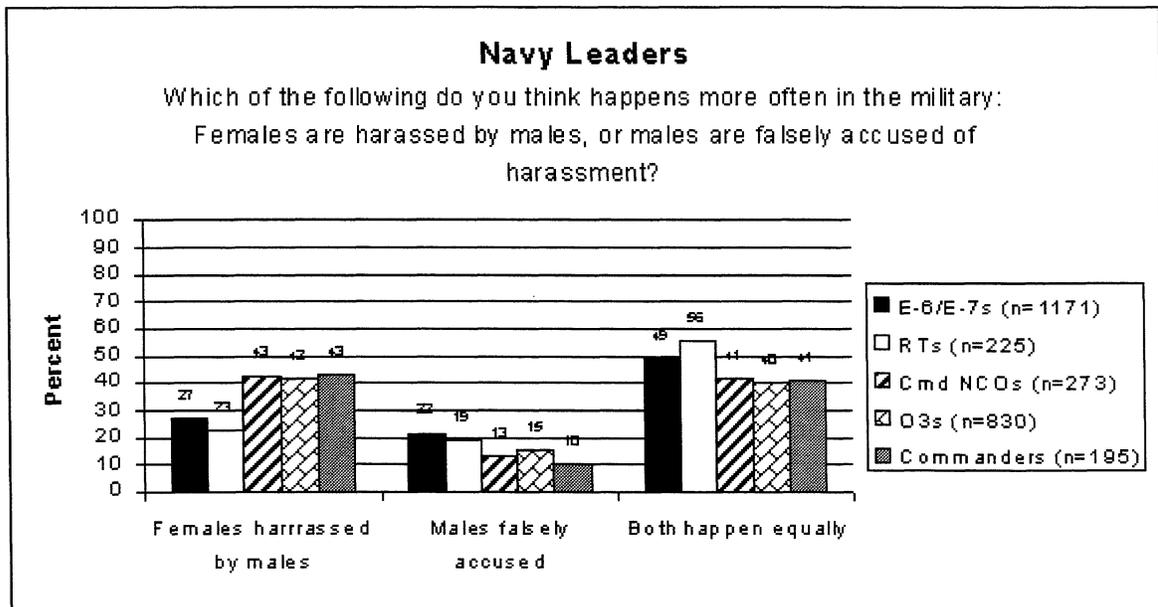
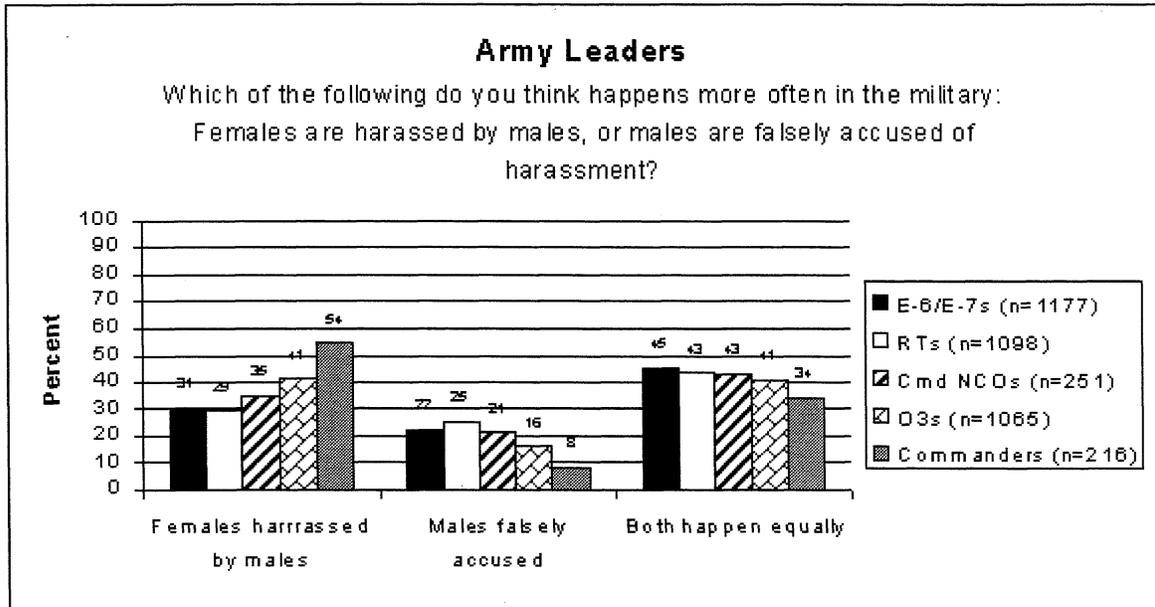


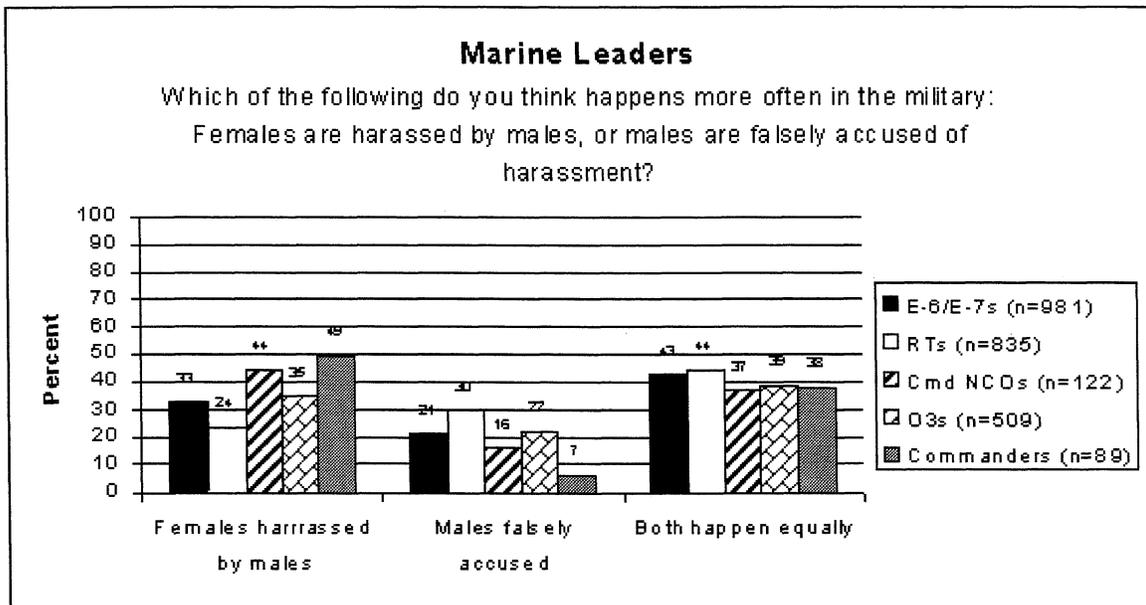
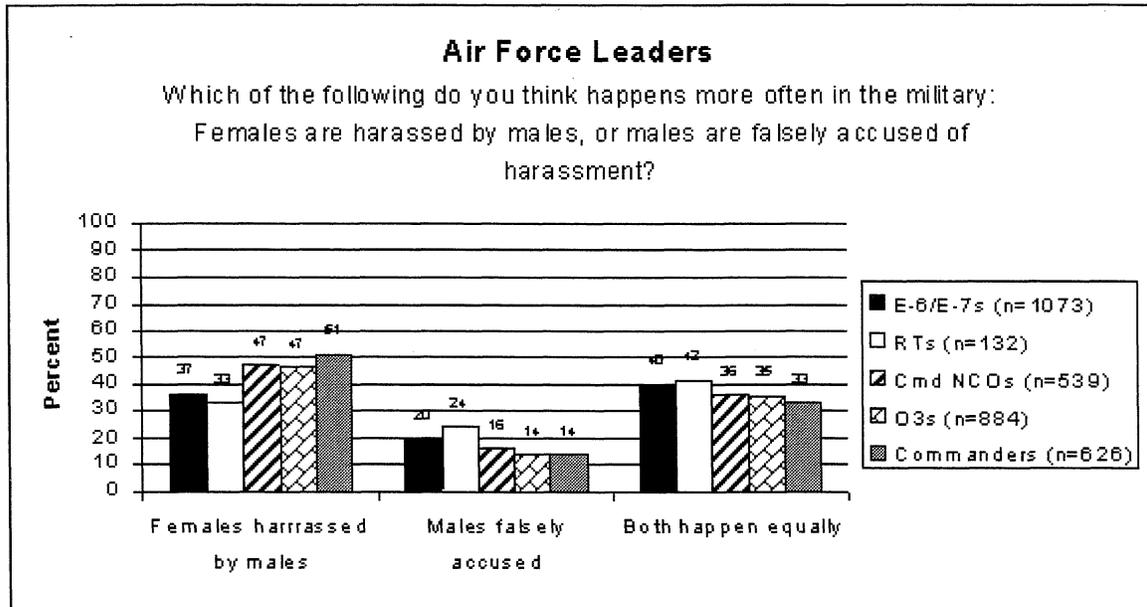


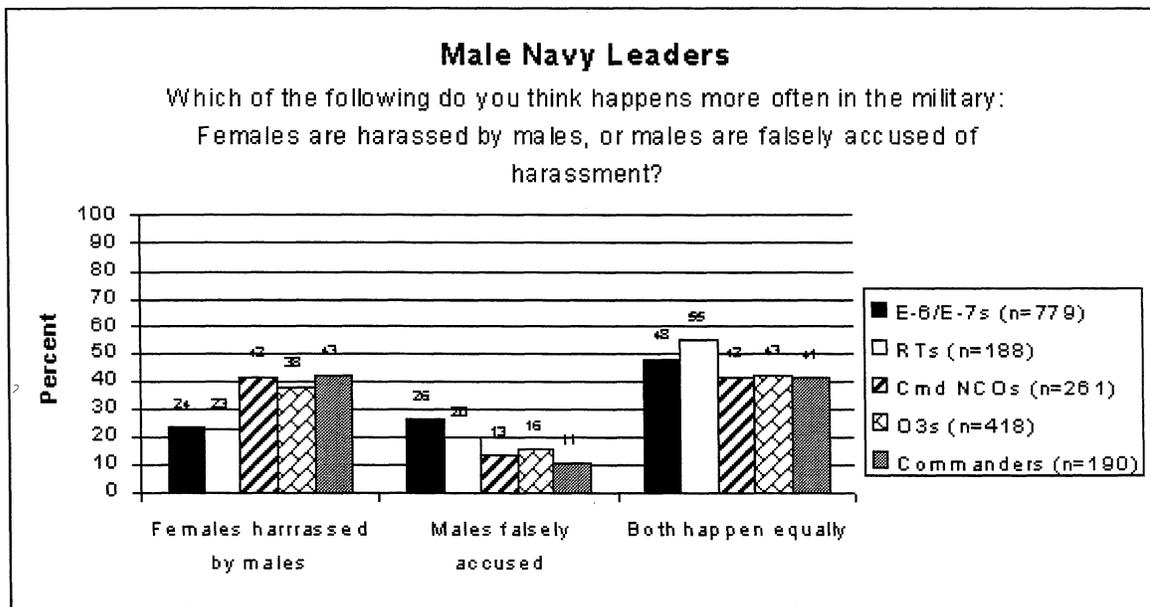
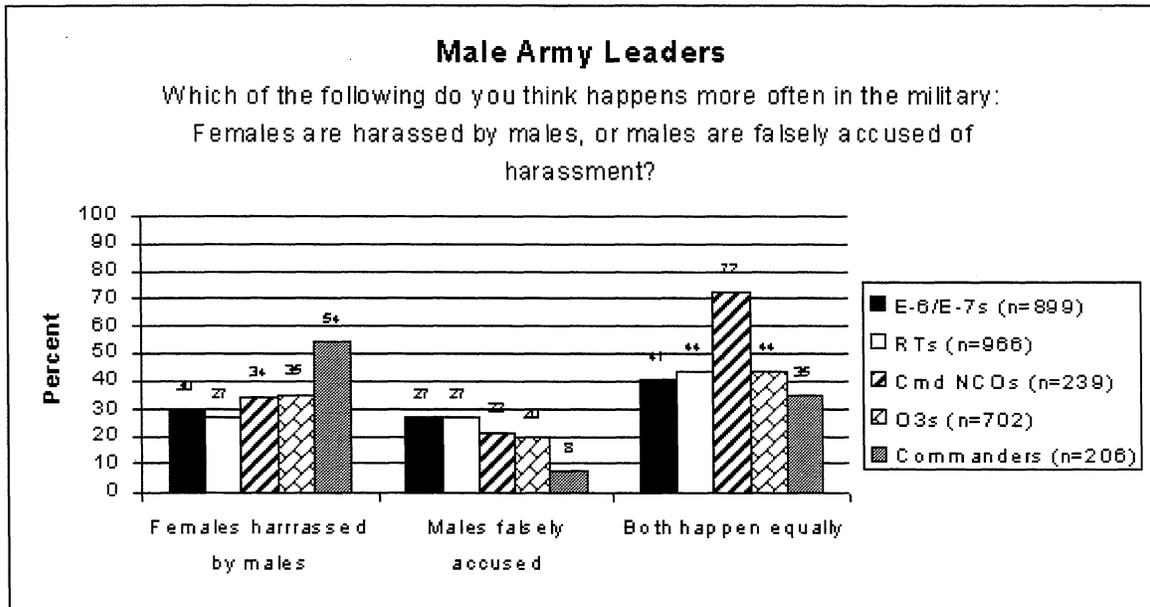






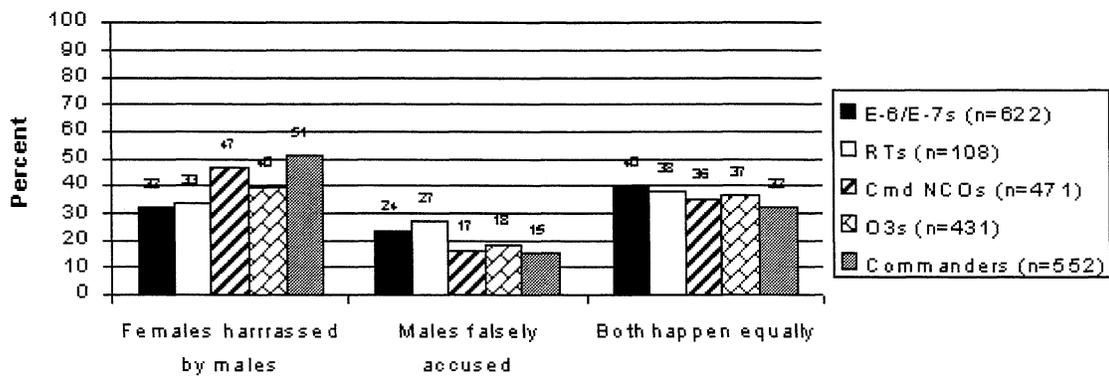






Male Air Force Leaders

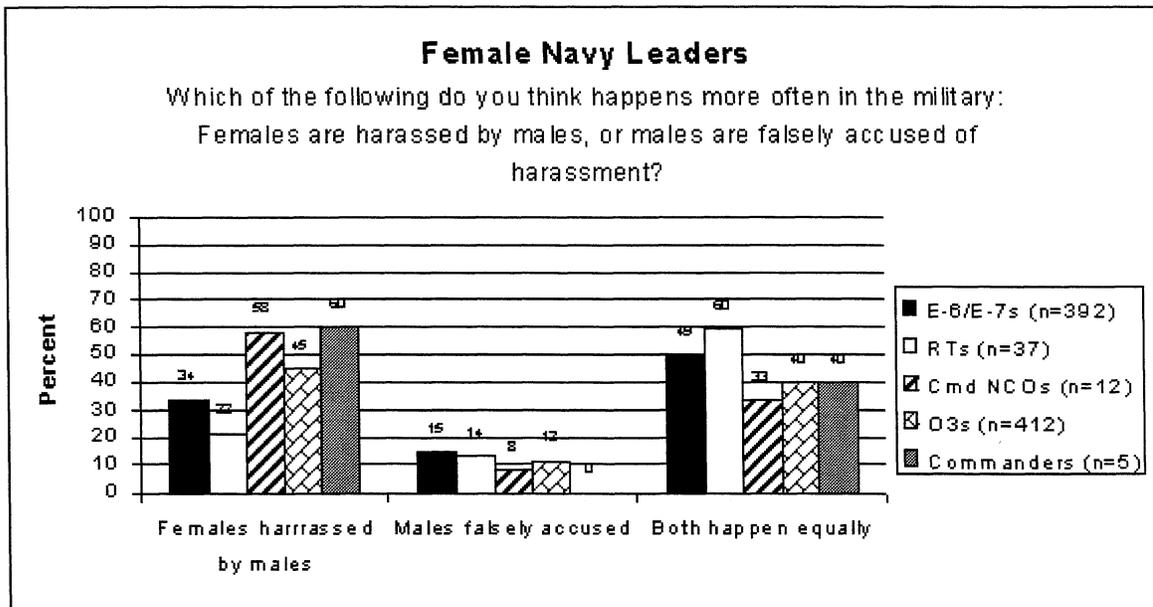
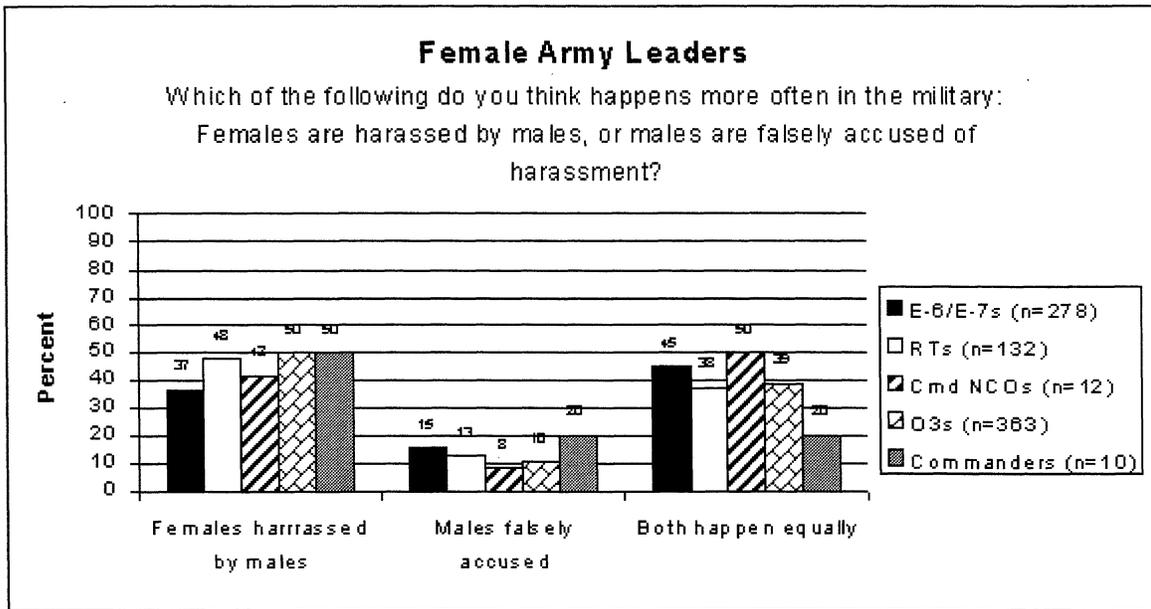
Which of the following do you think happens more often in the military:
Females are harassed by males, or males are falsely accused of harassment?

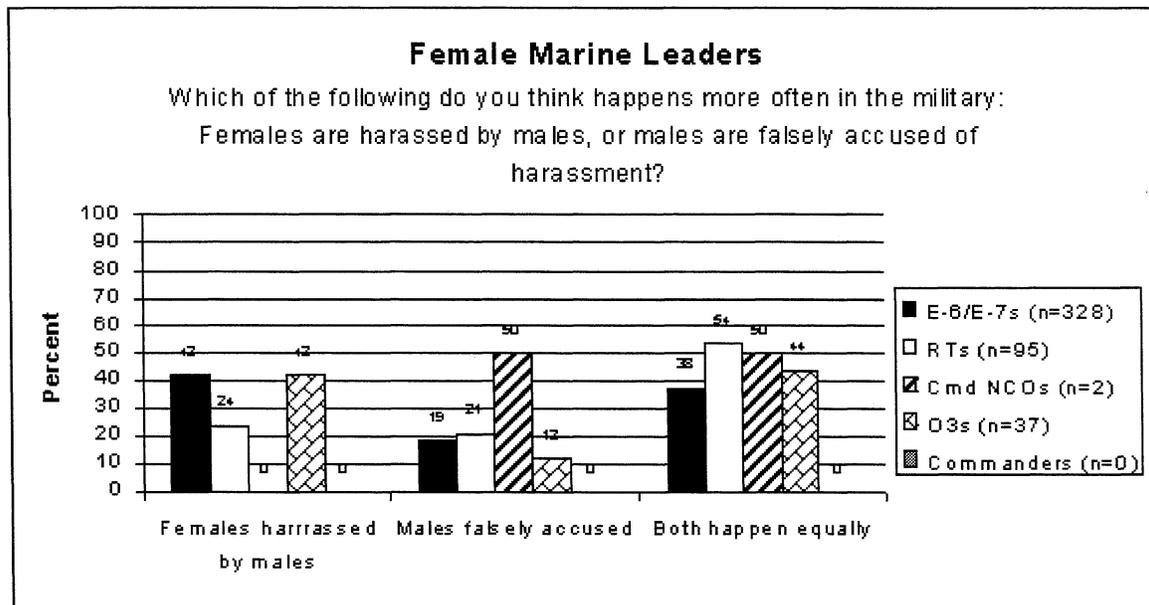
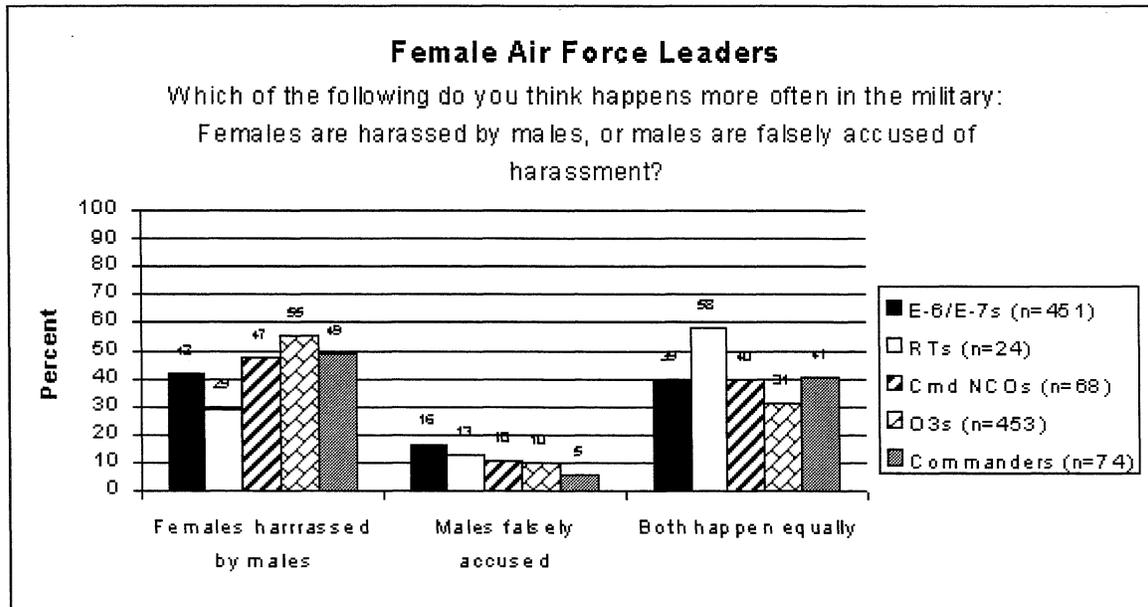


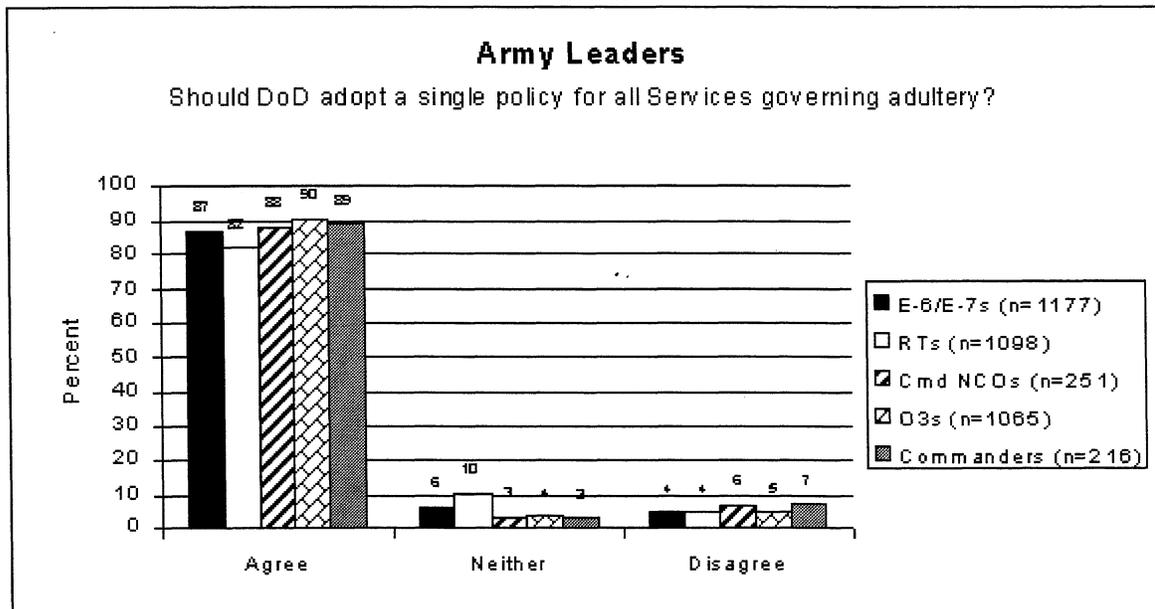
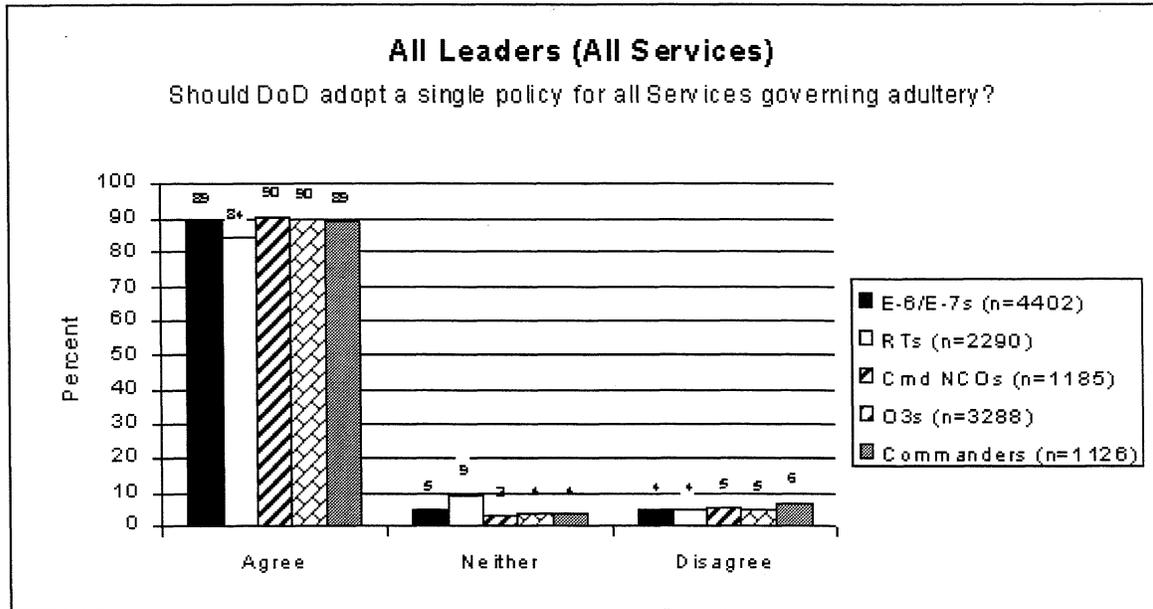
Male Marine Leaders

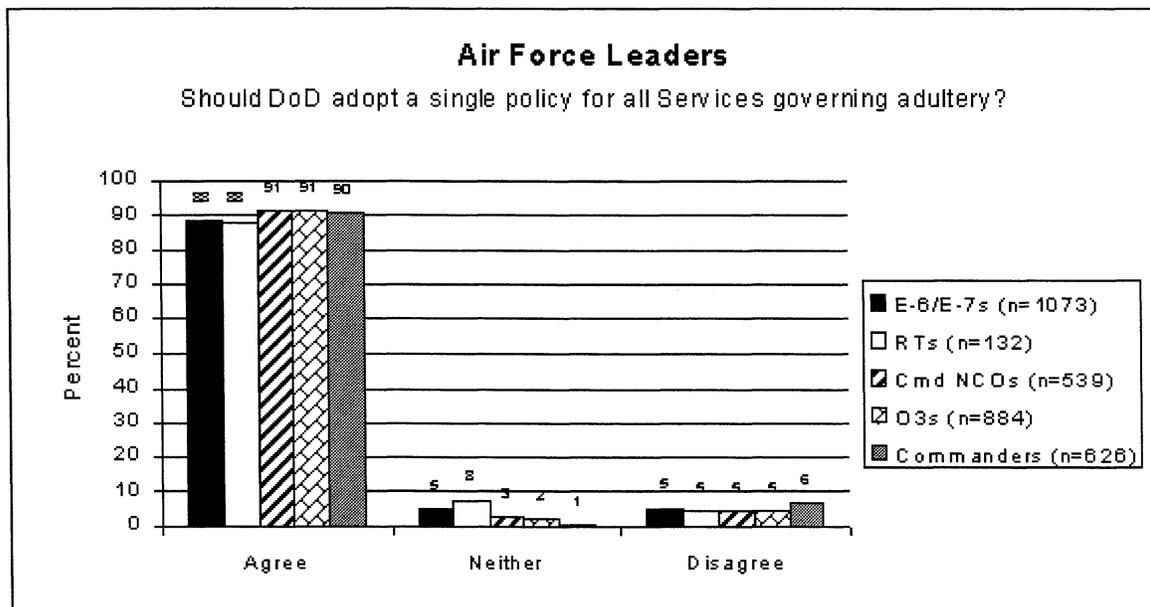
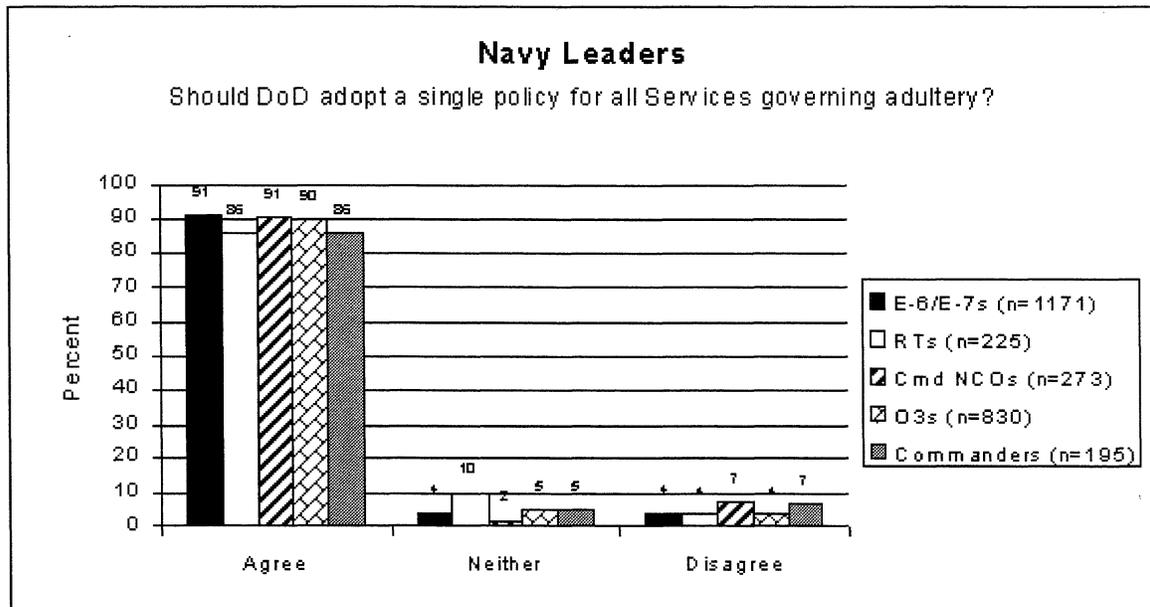
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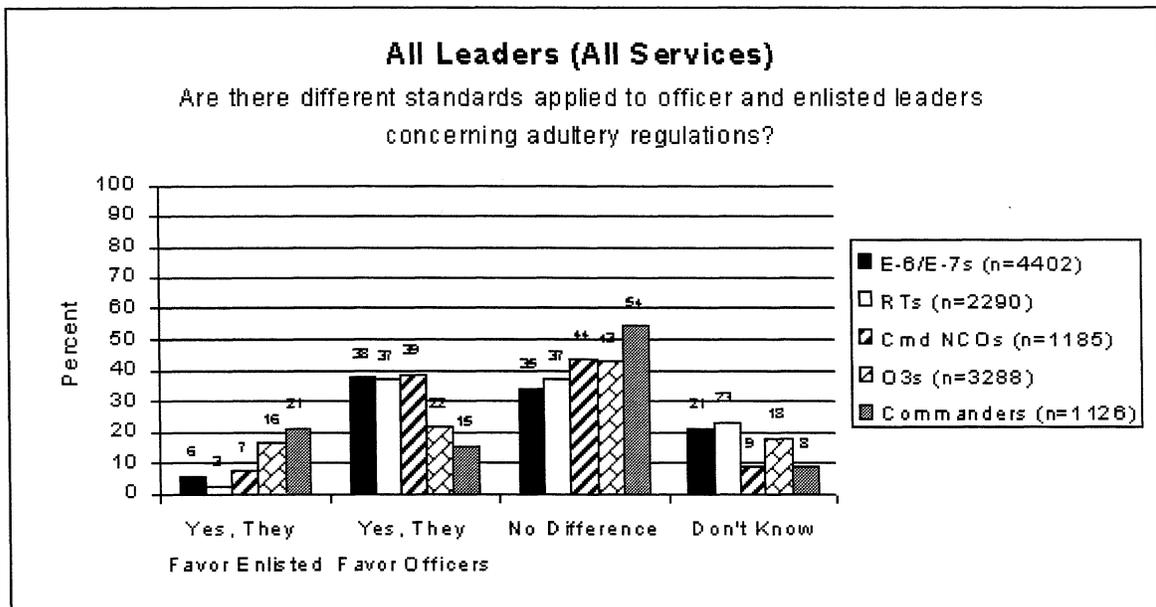
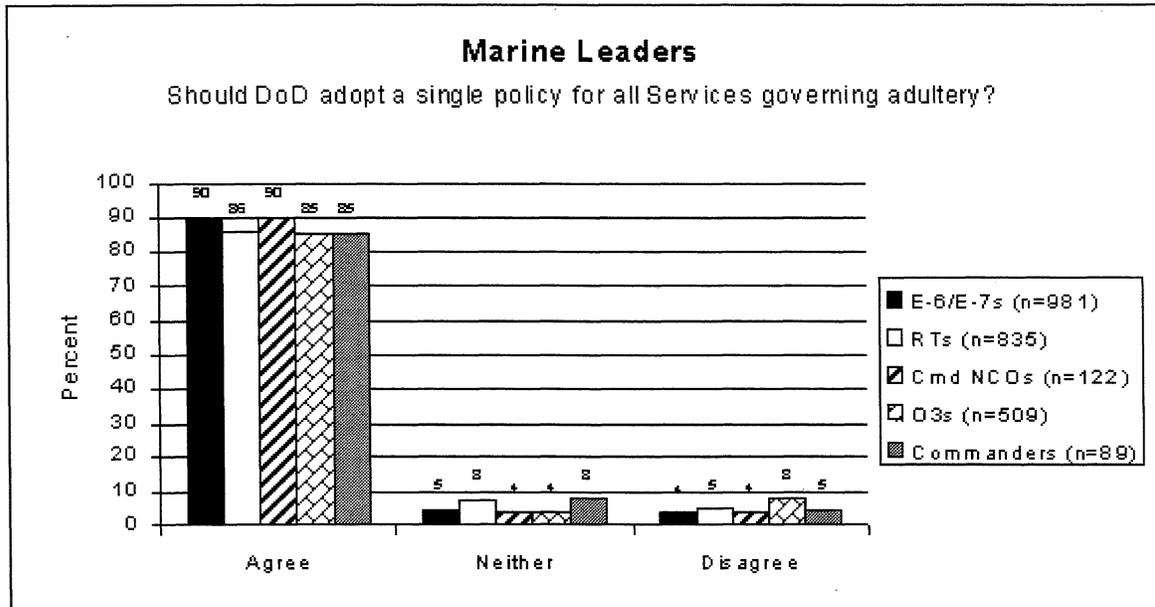


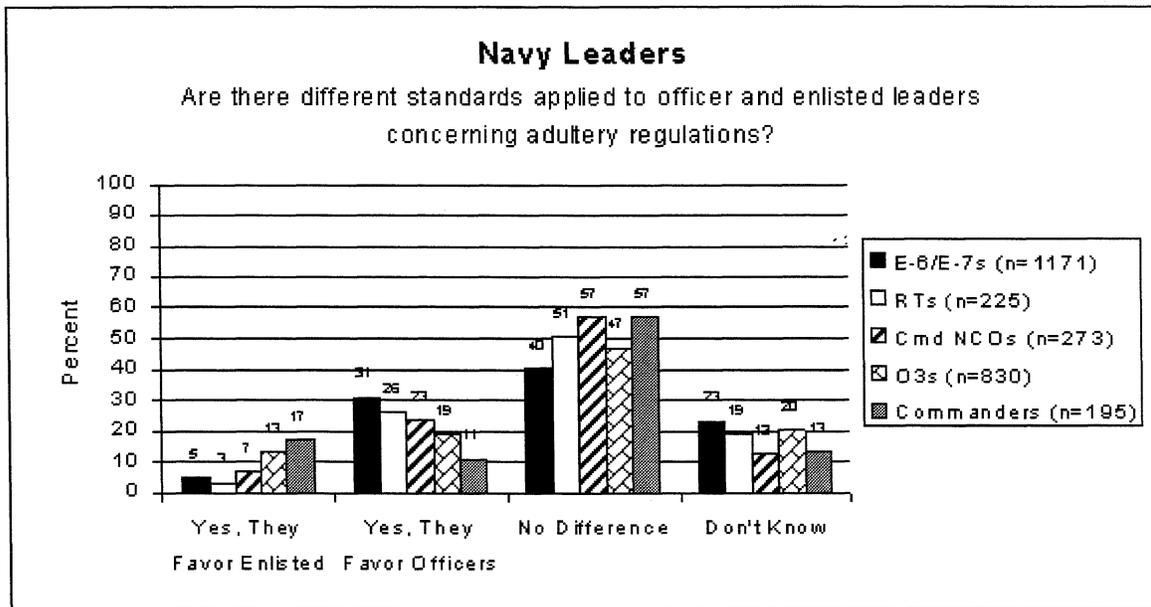
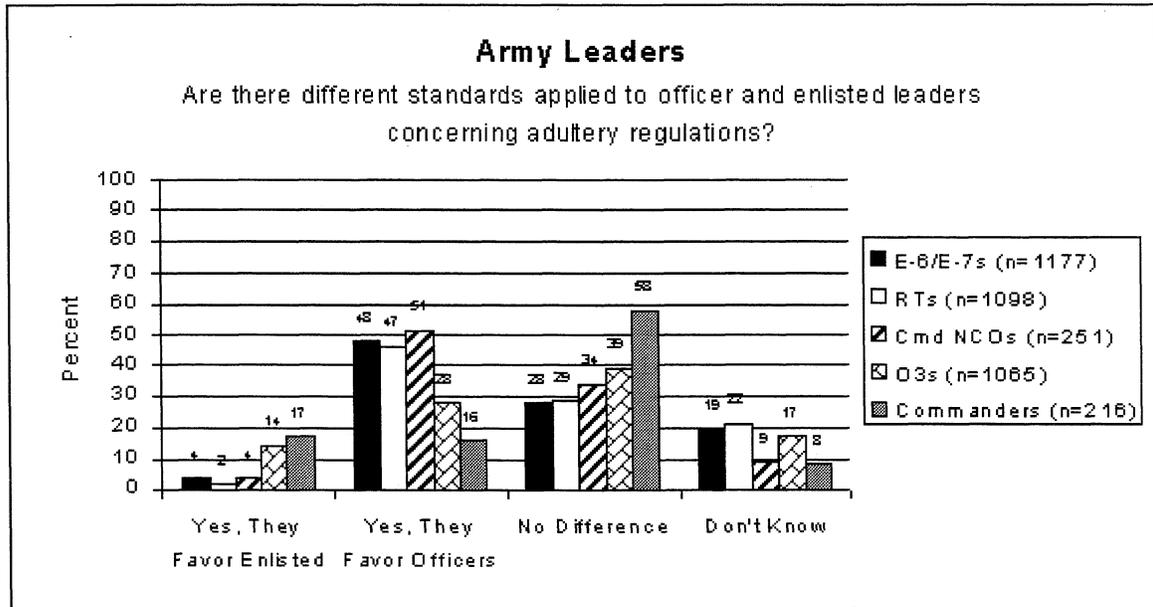


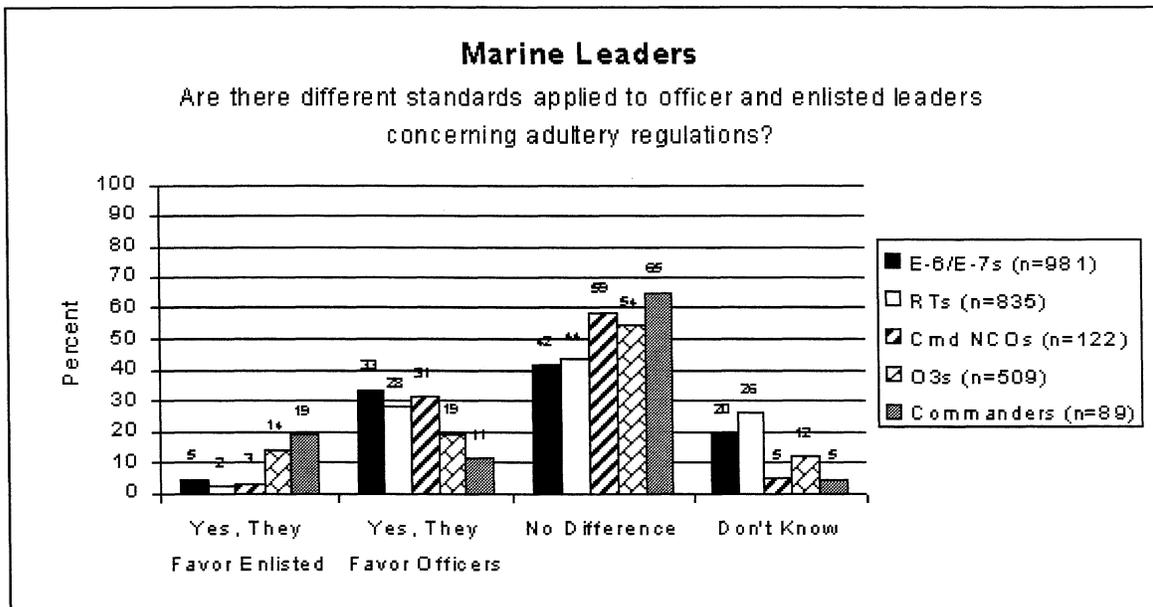
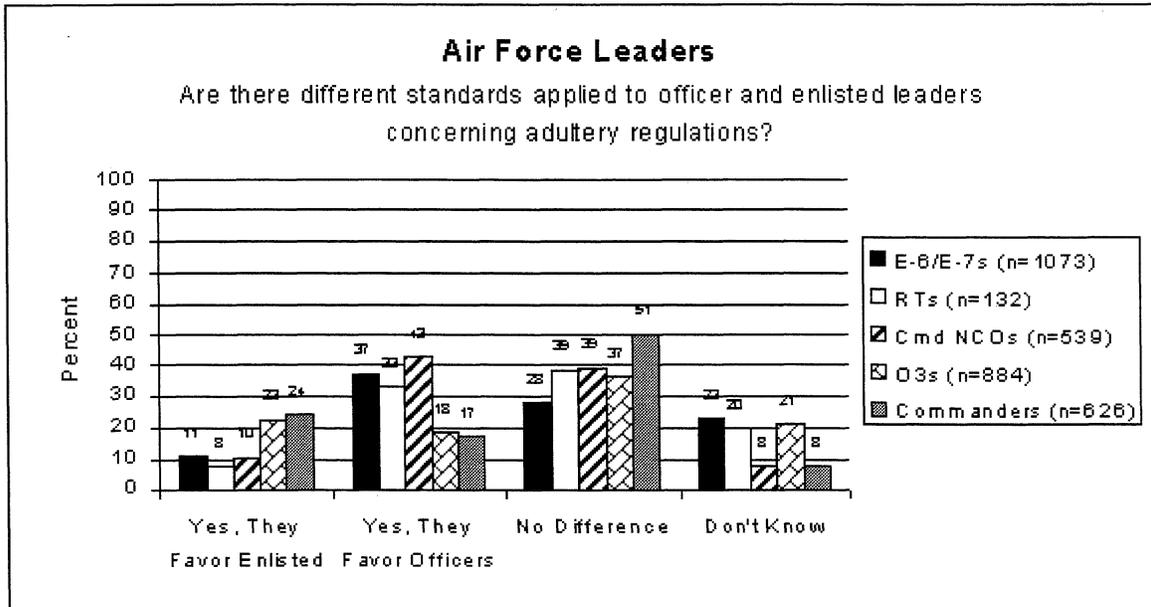


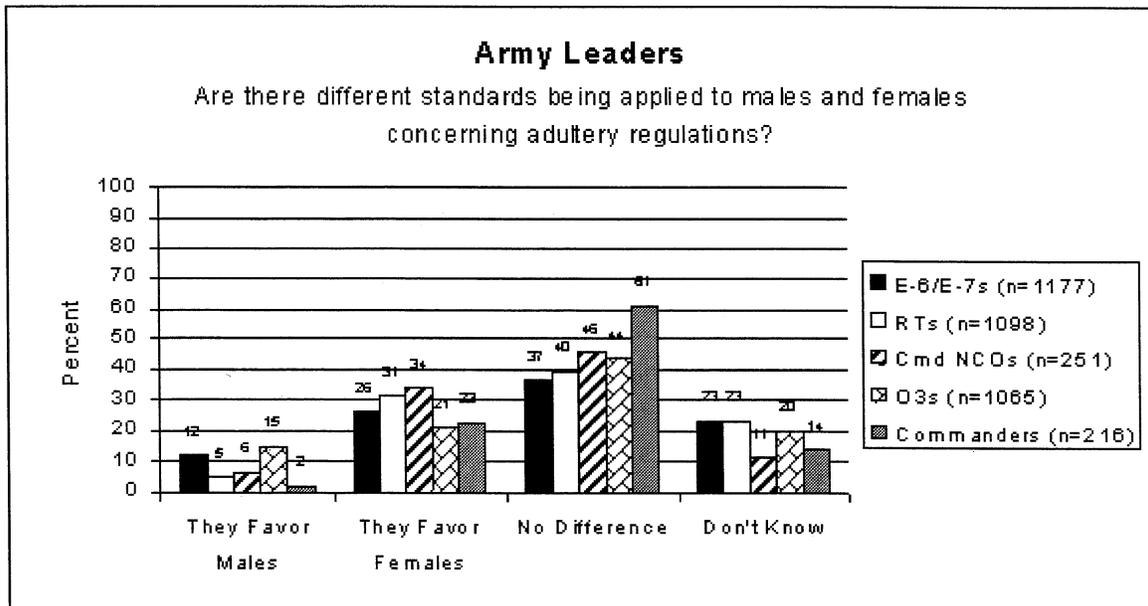
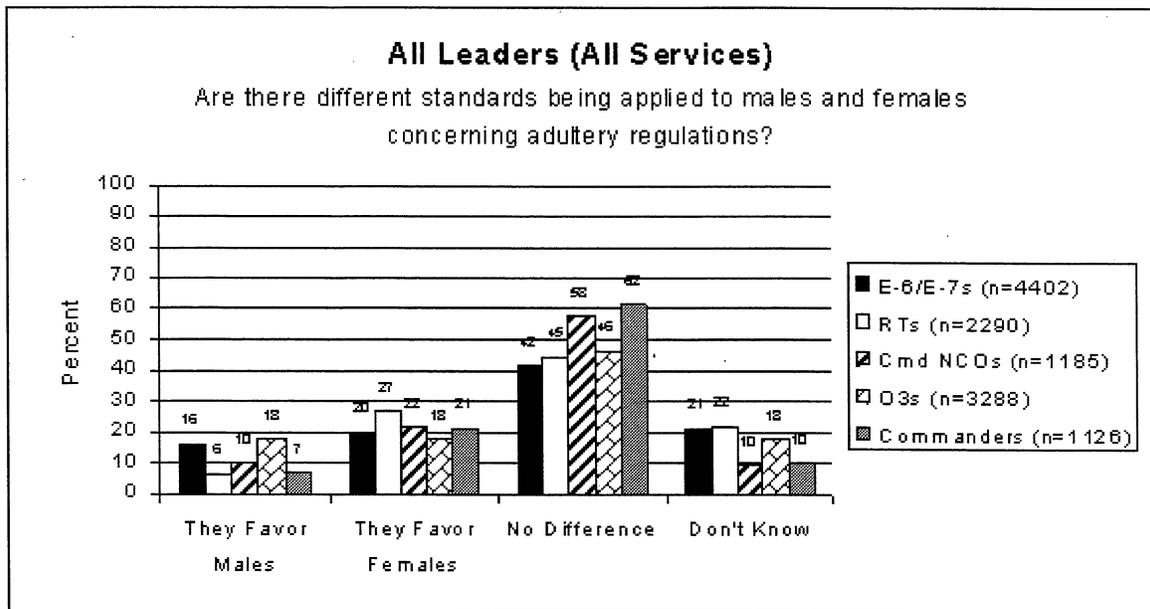


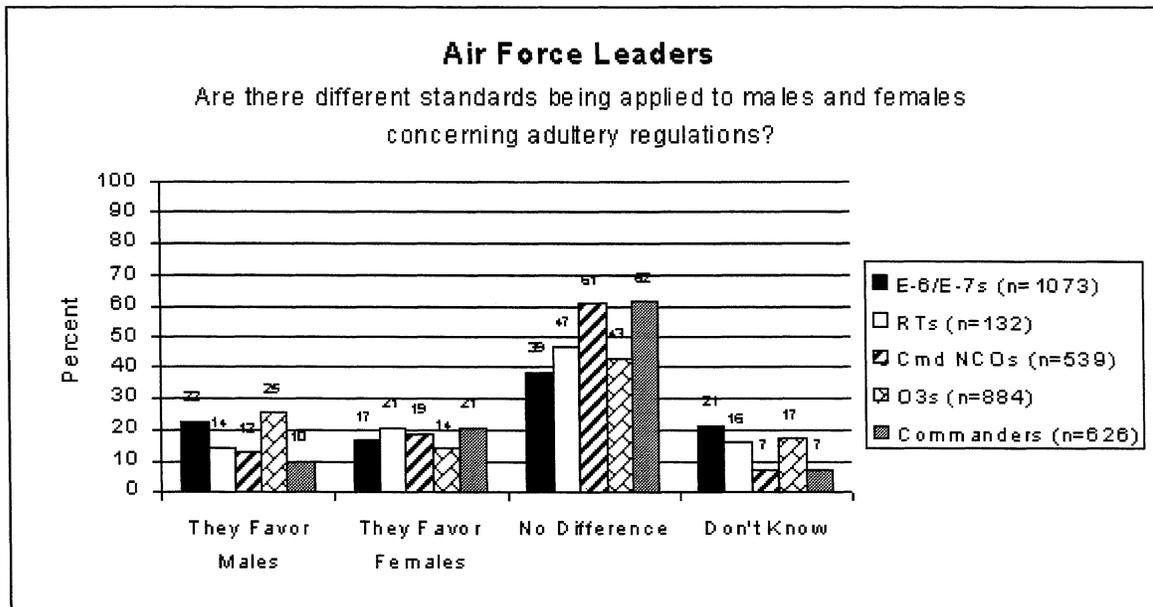
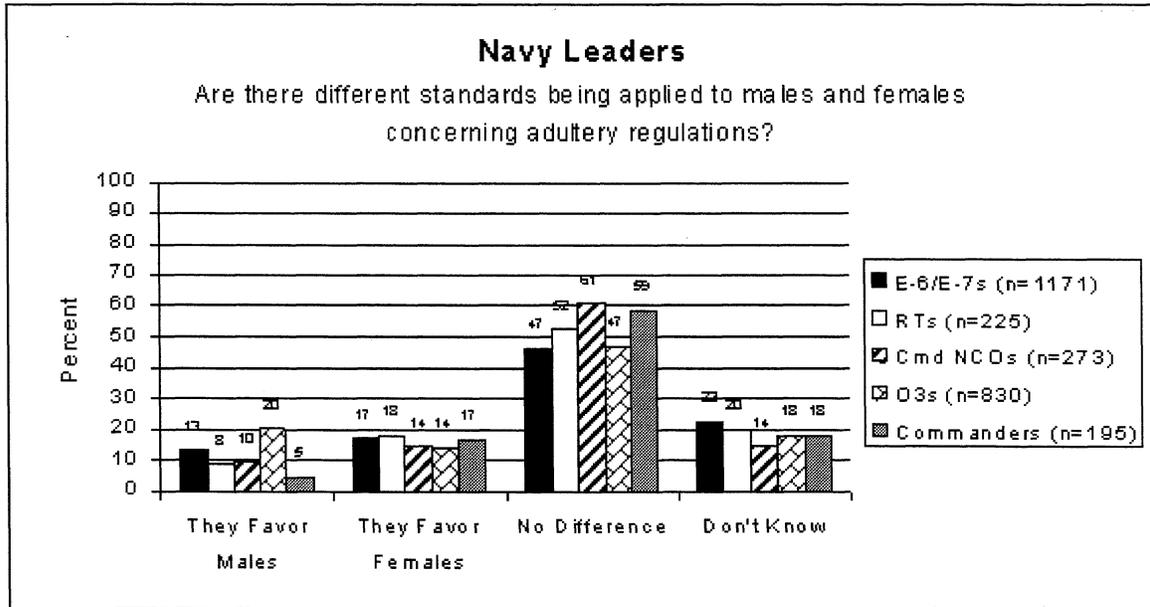


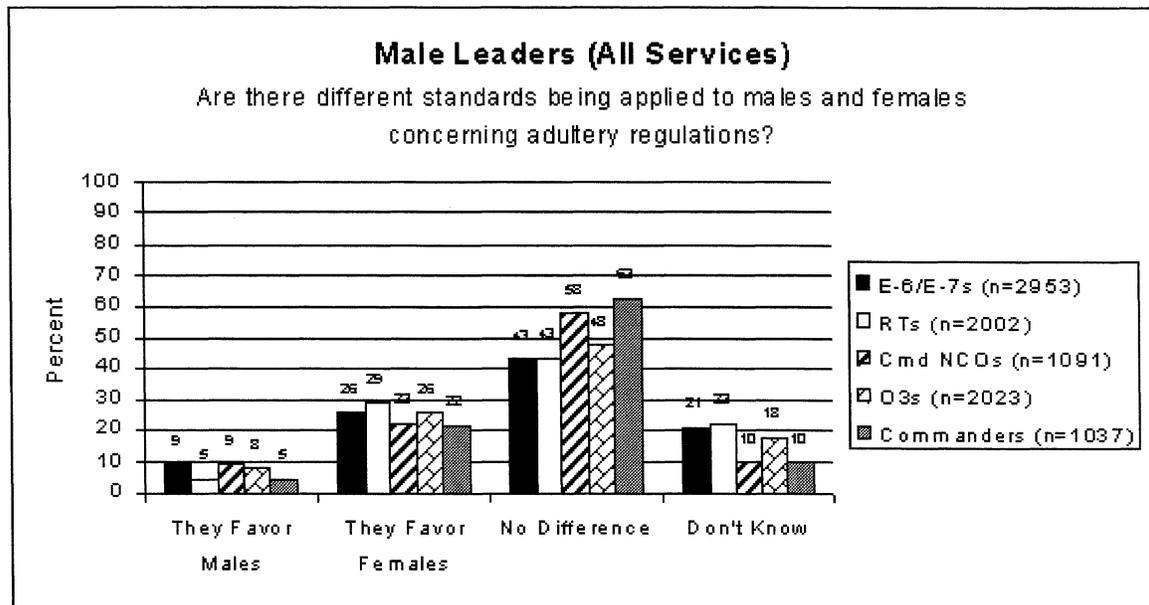
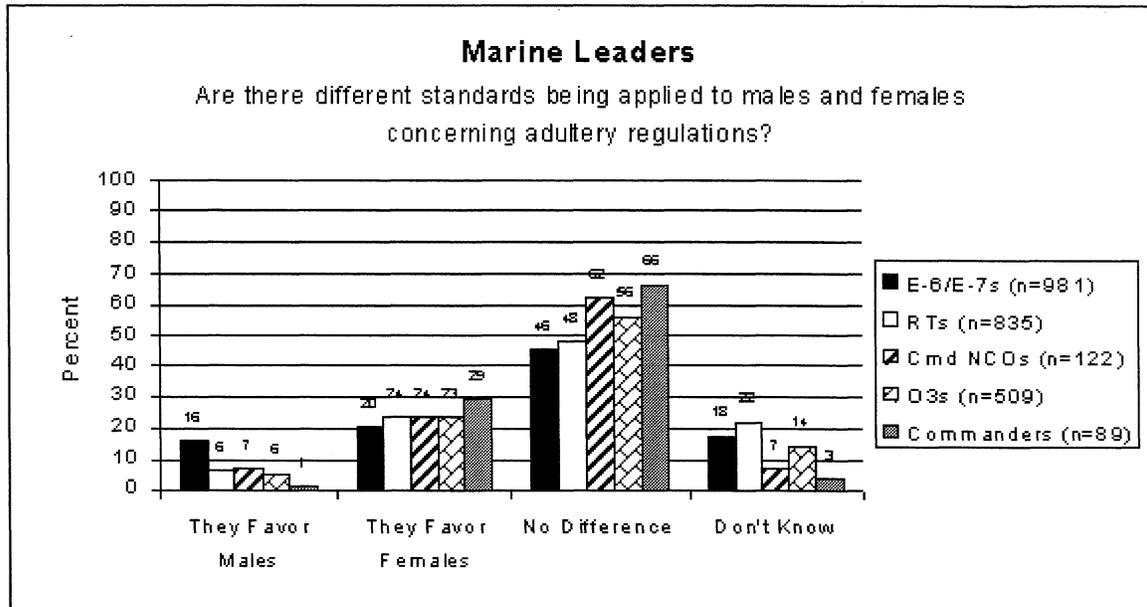


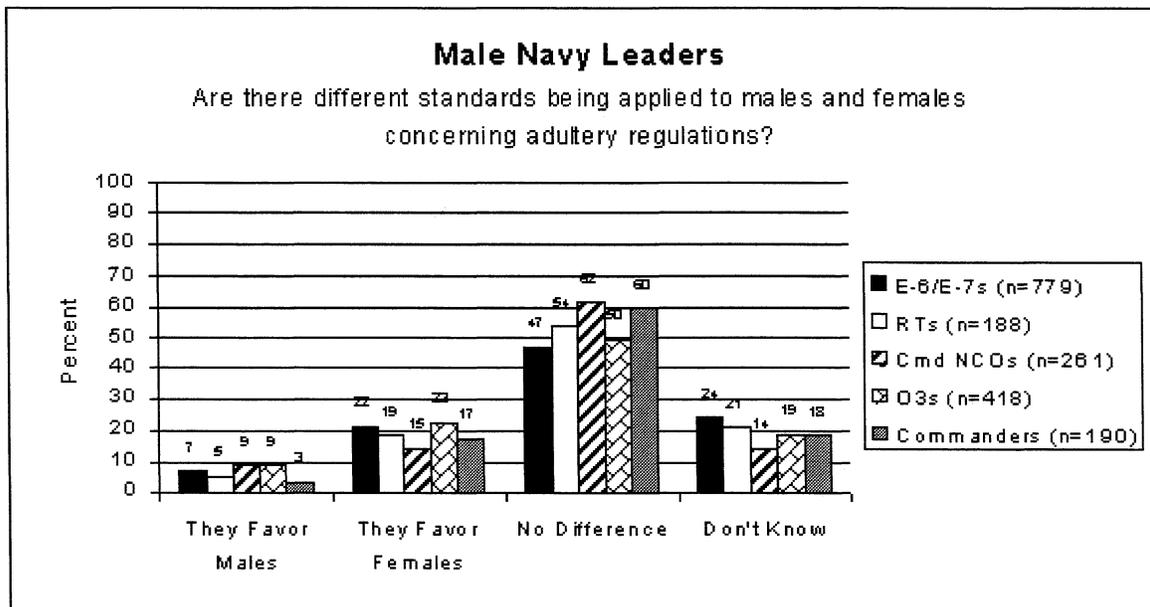
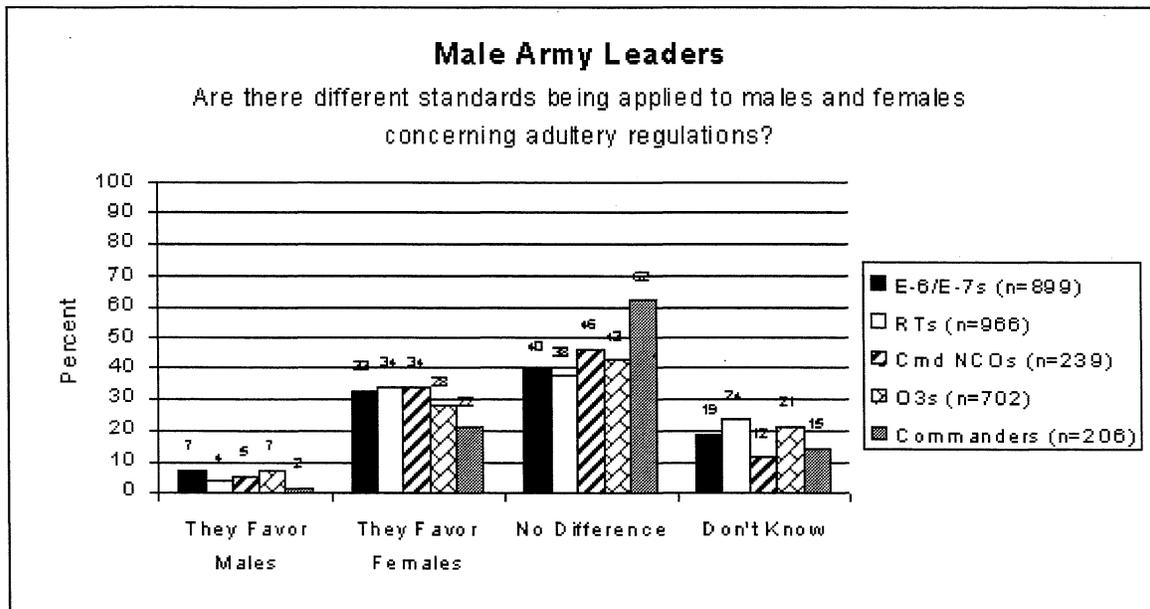


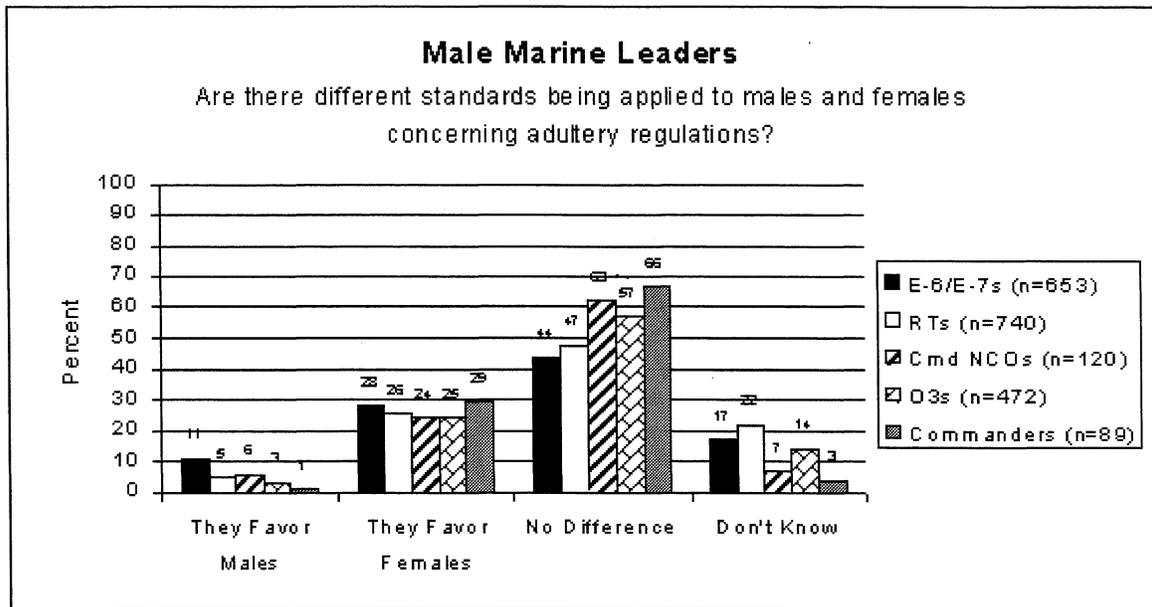
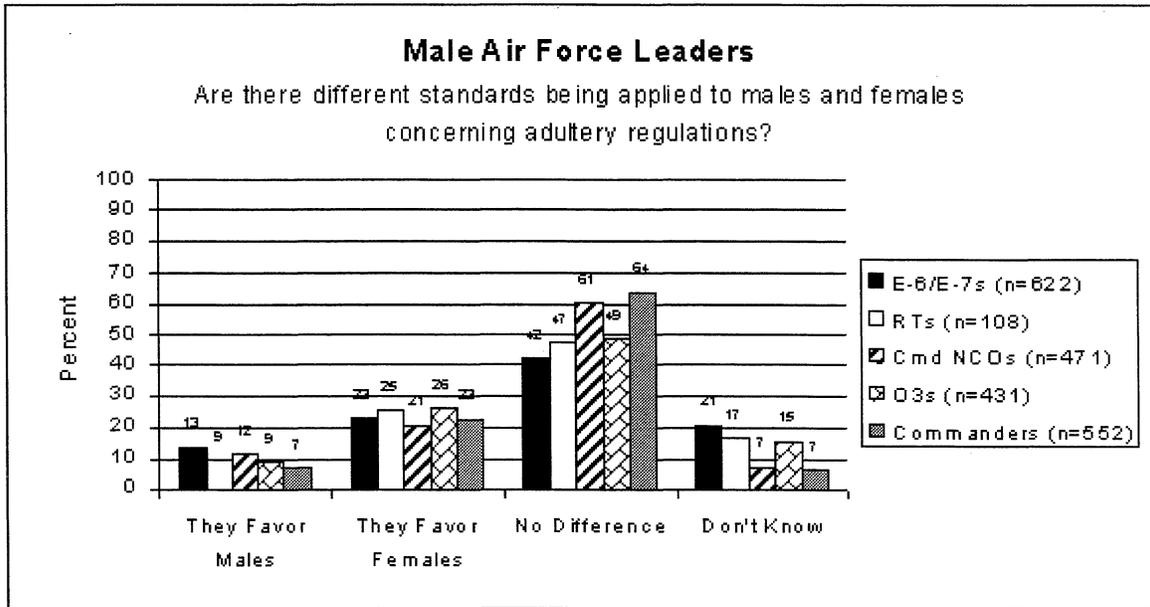


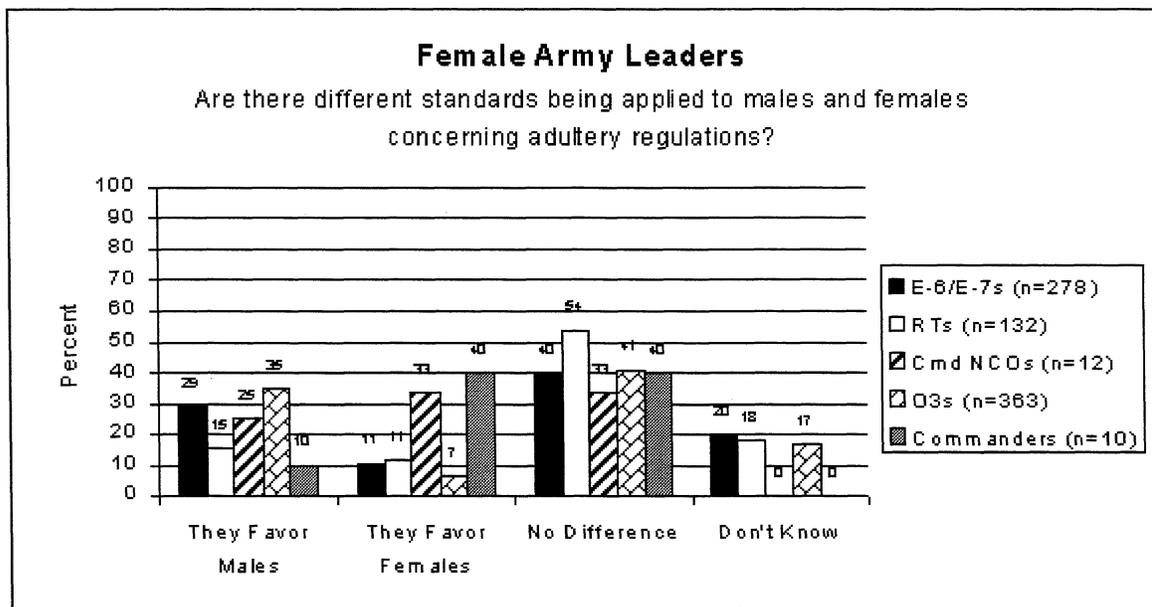
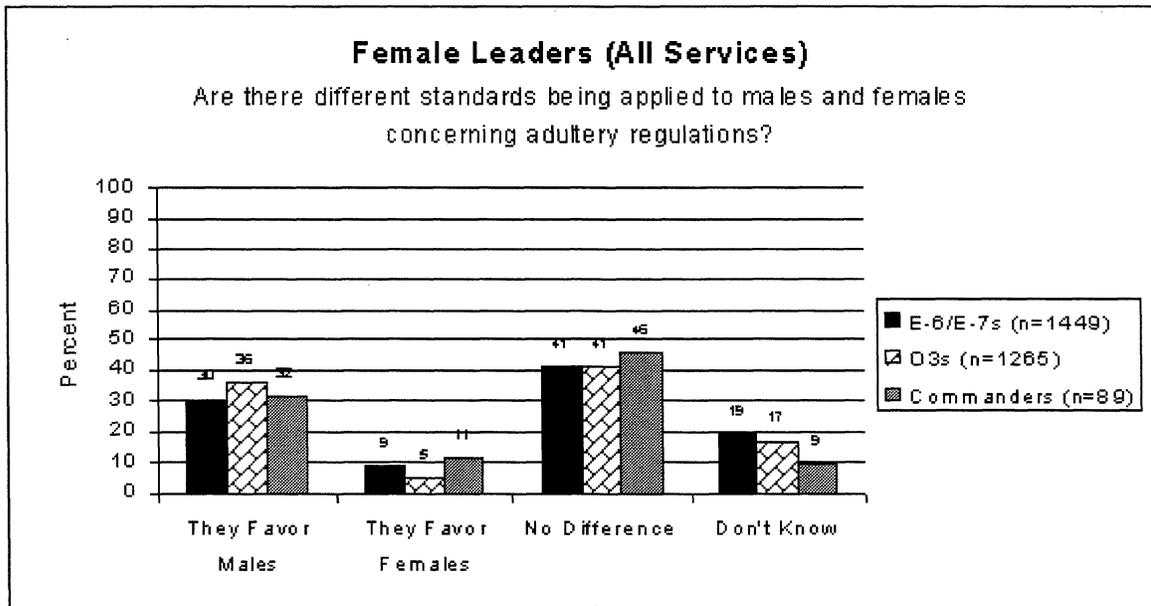


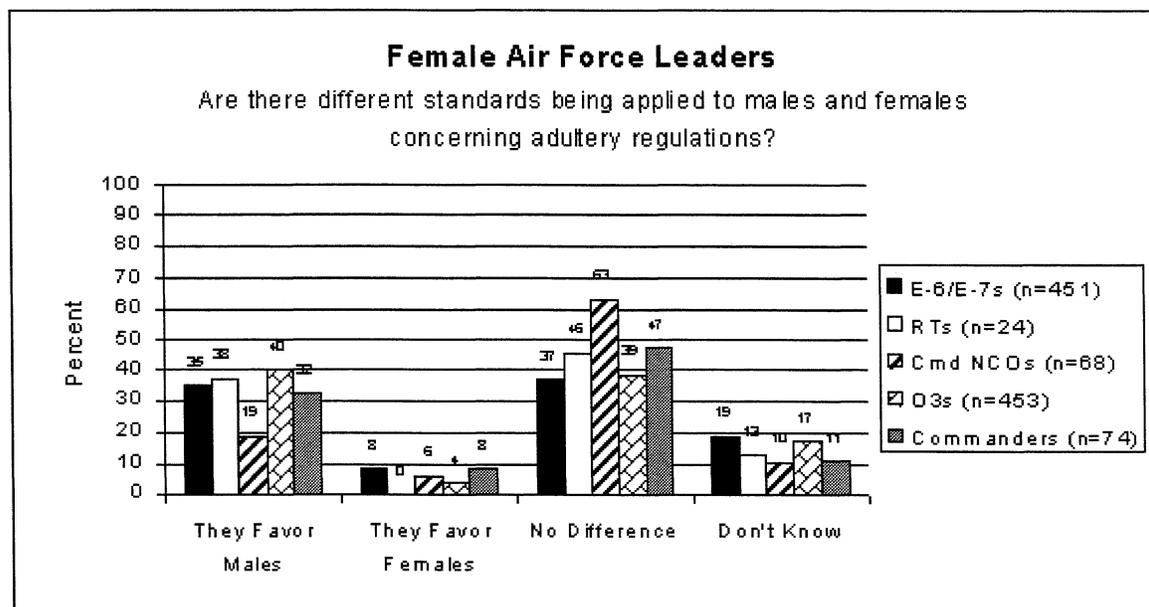
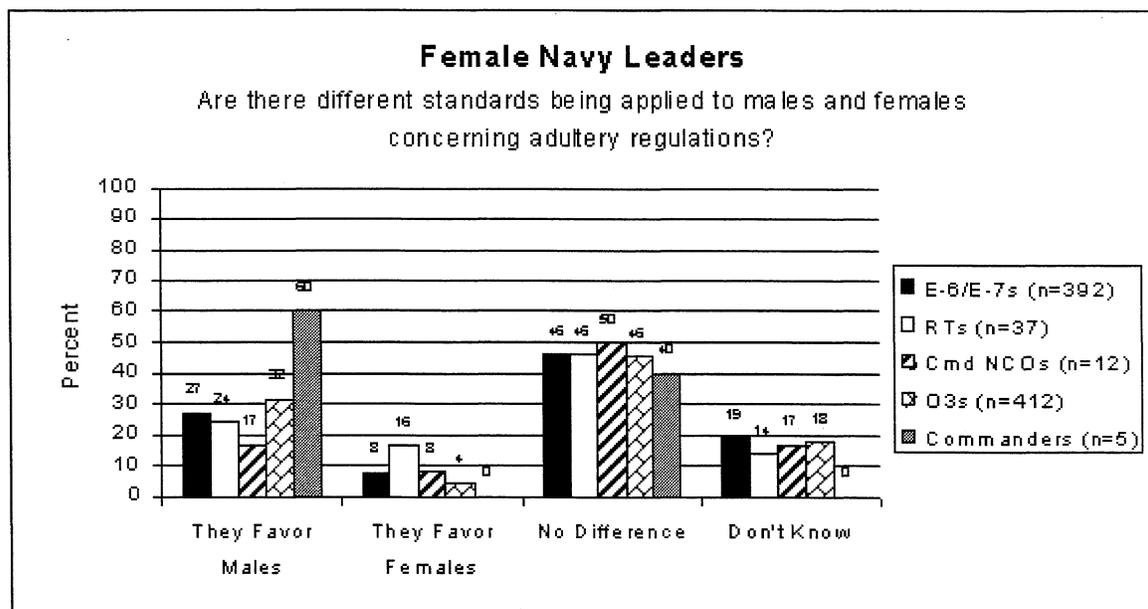


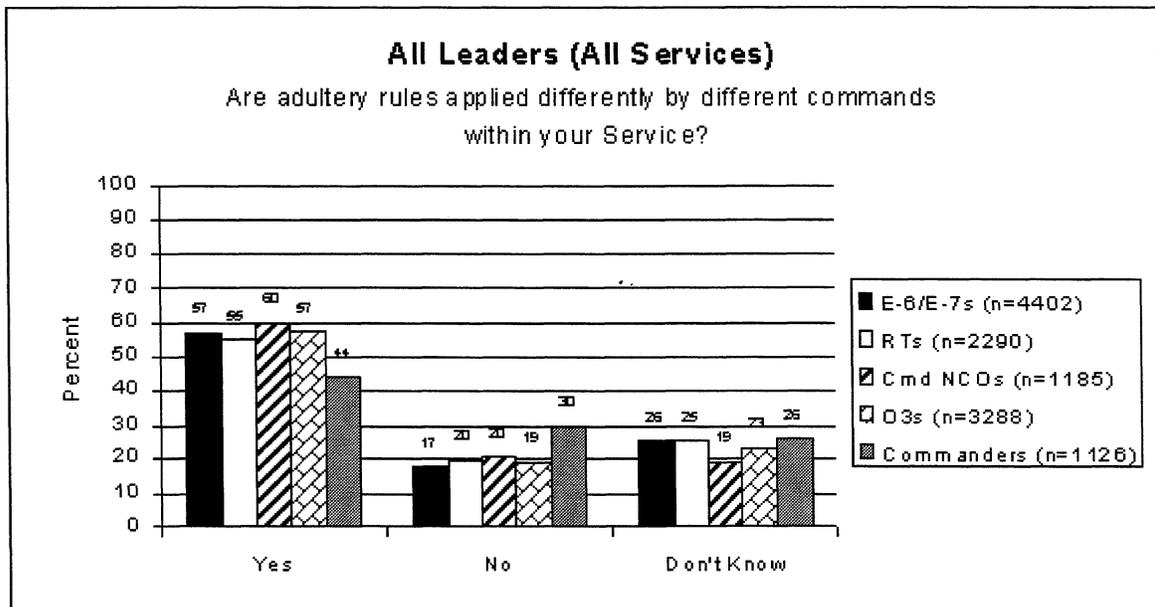
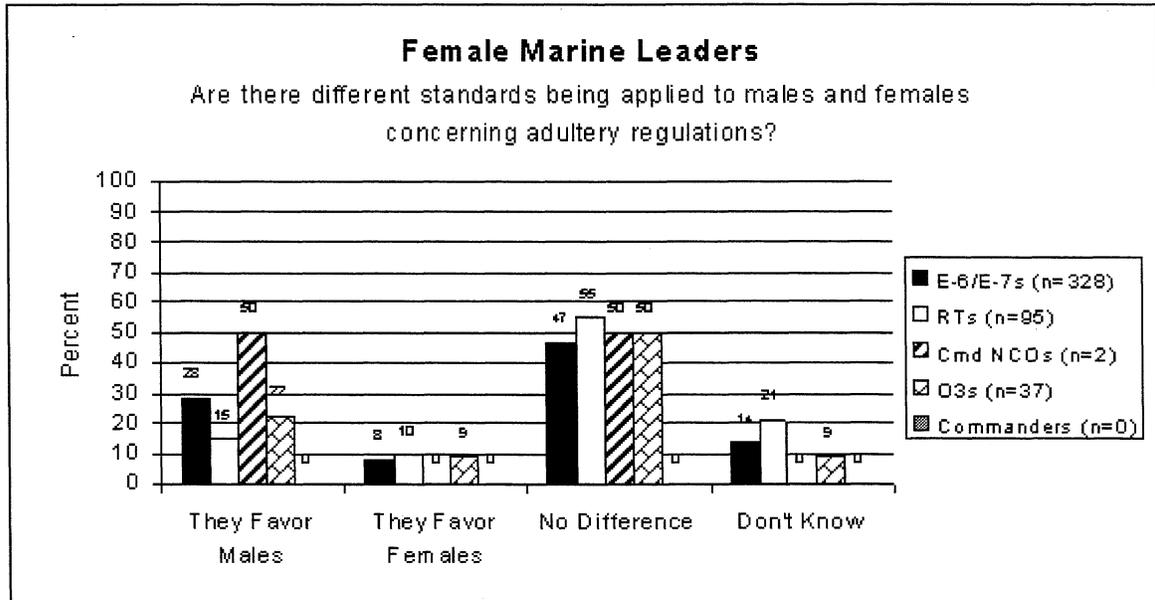


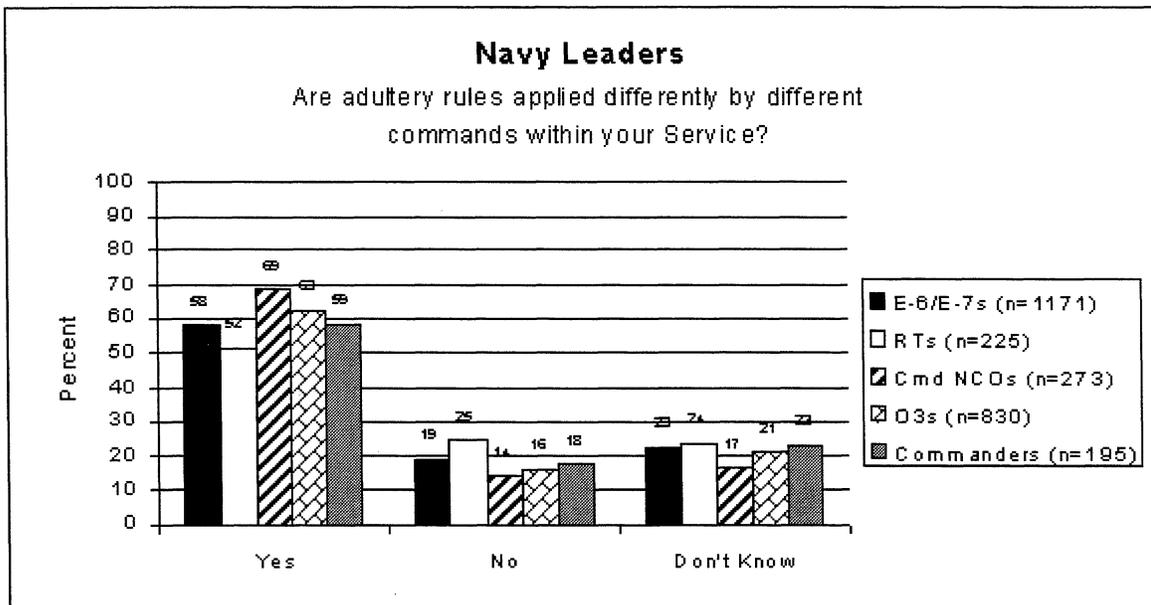
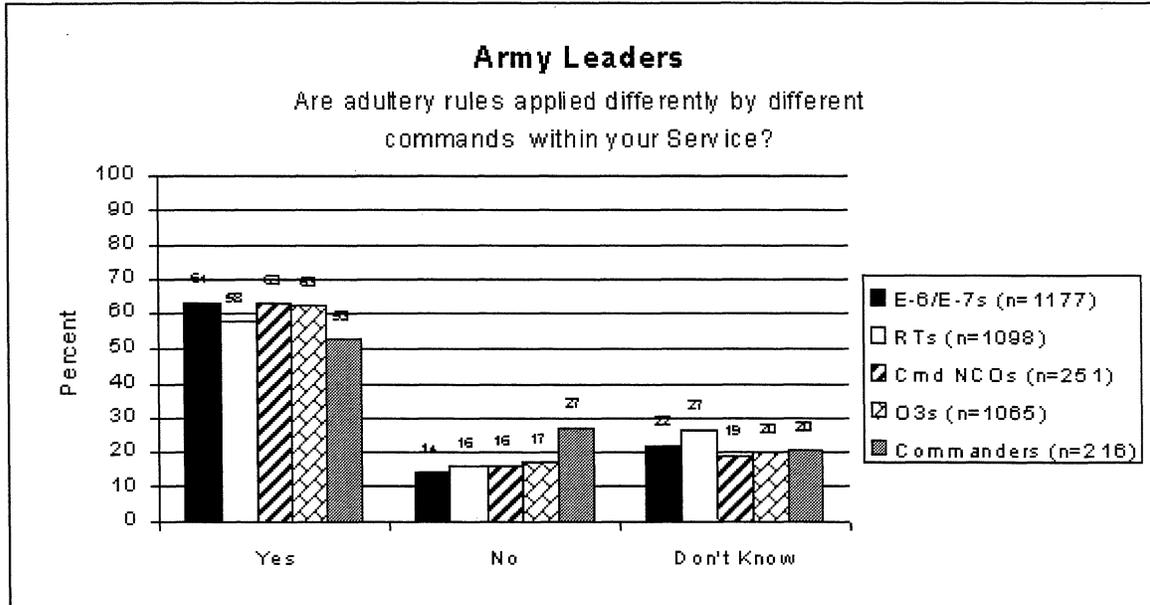


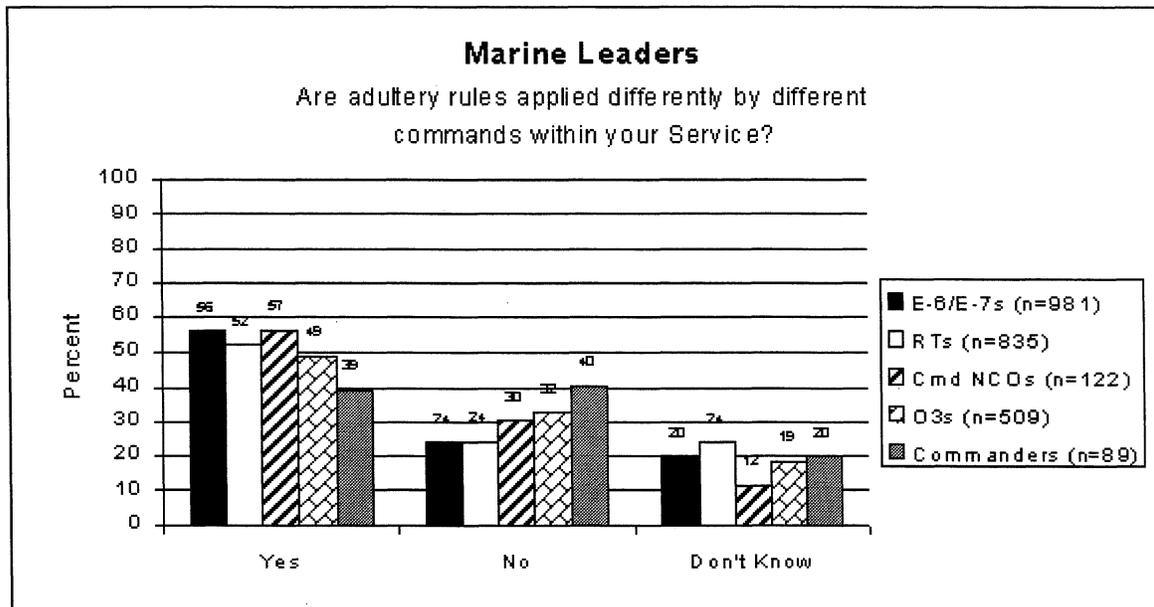
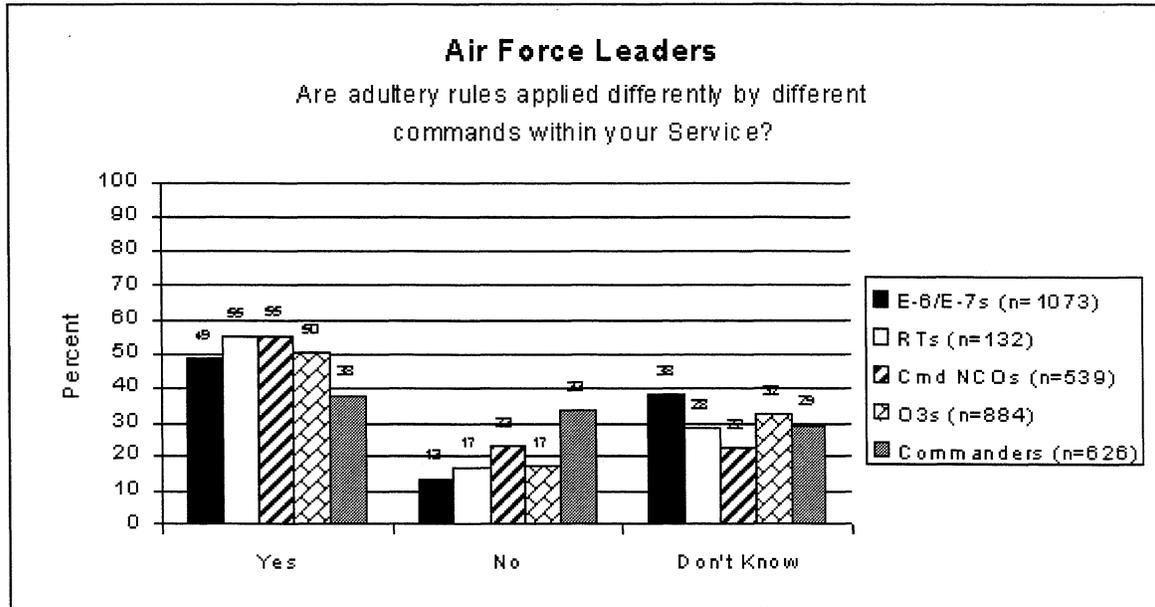






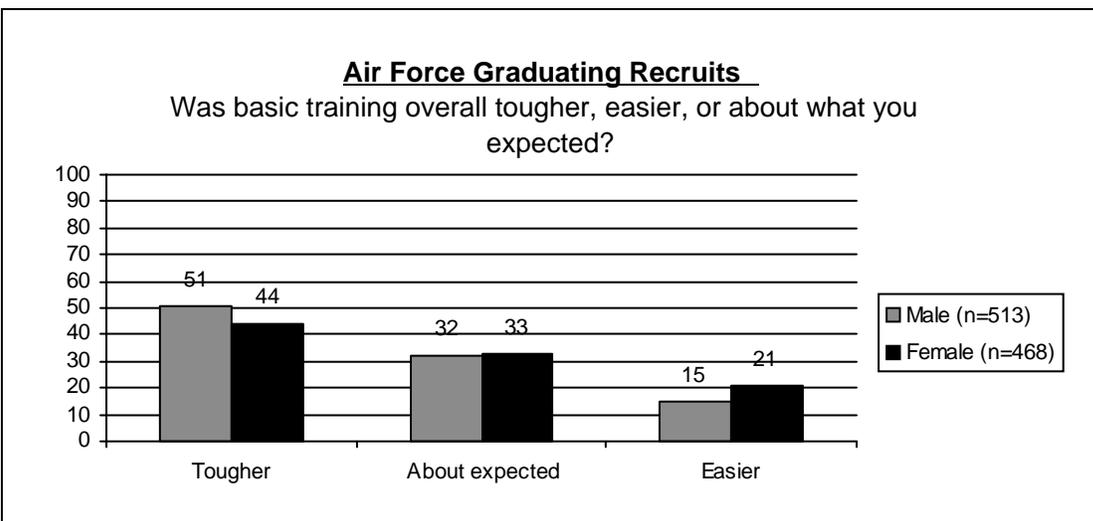
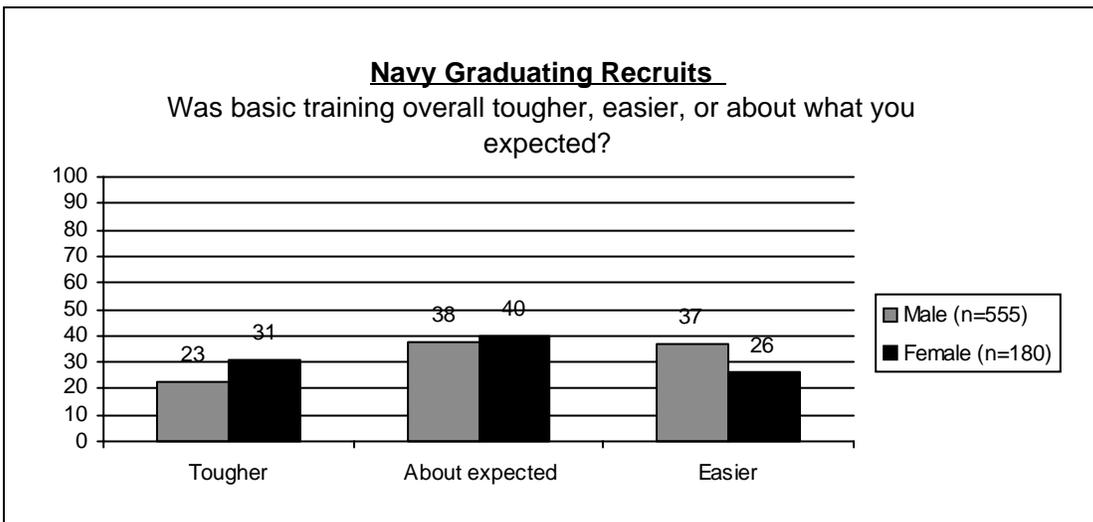
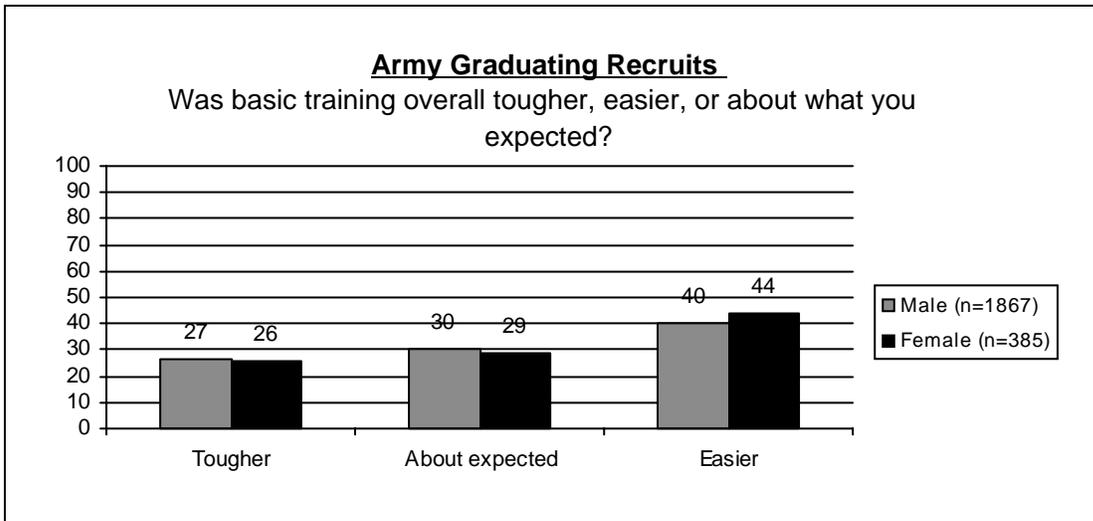


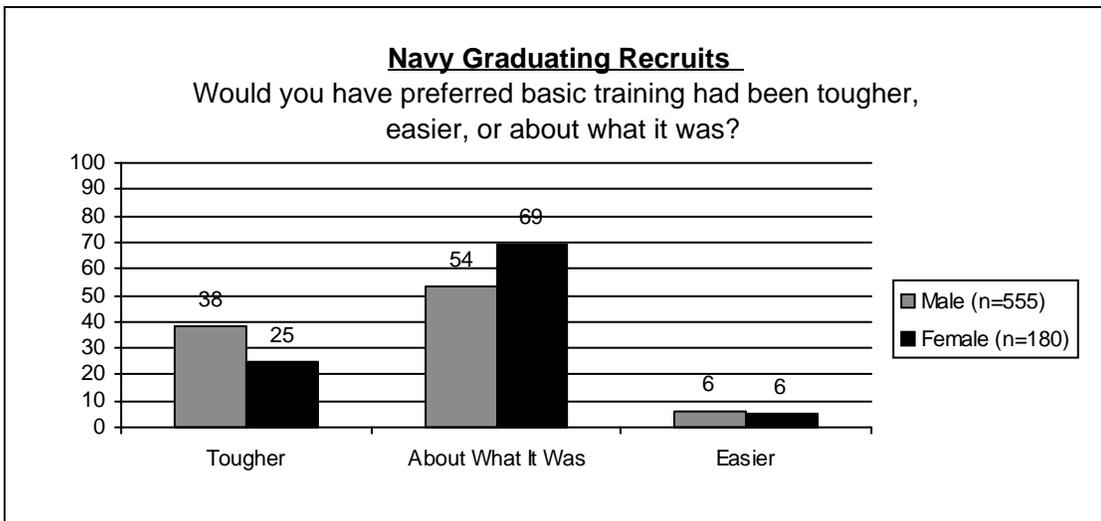
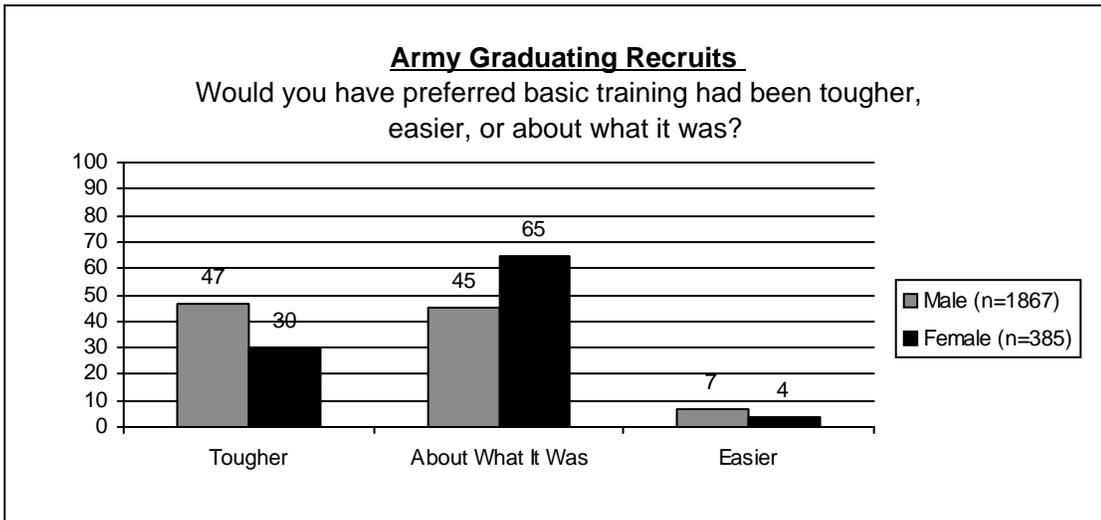
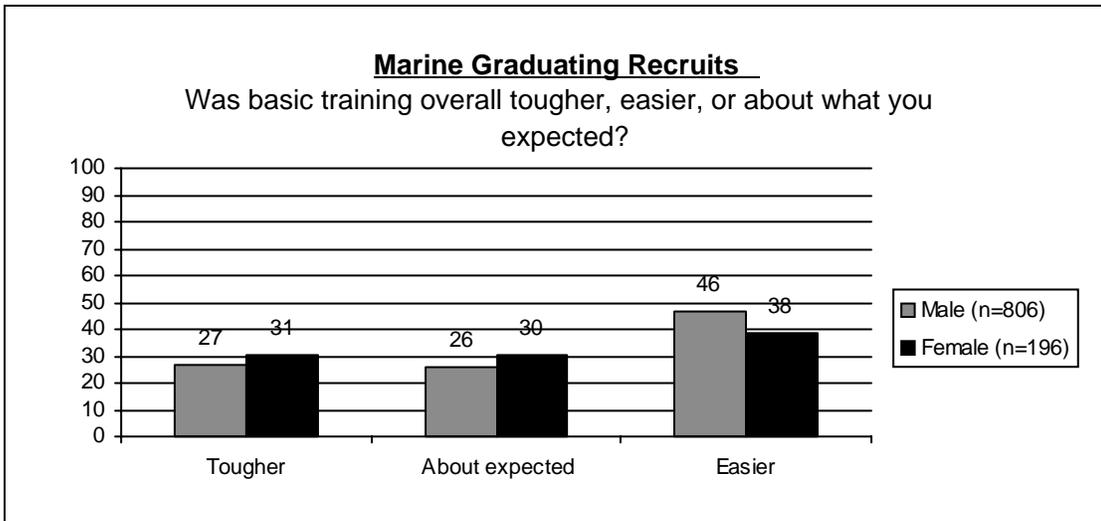


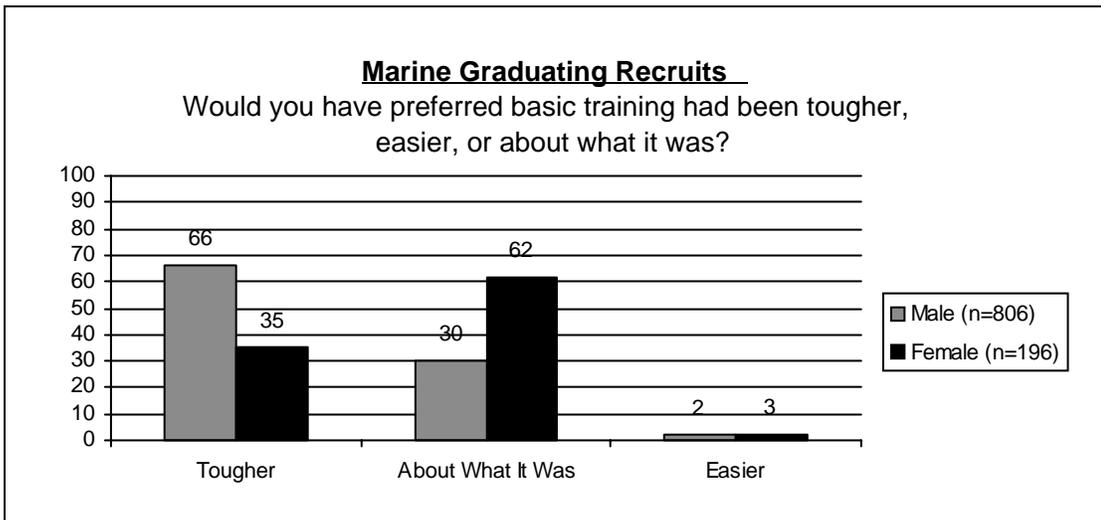
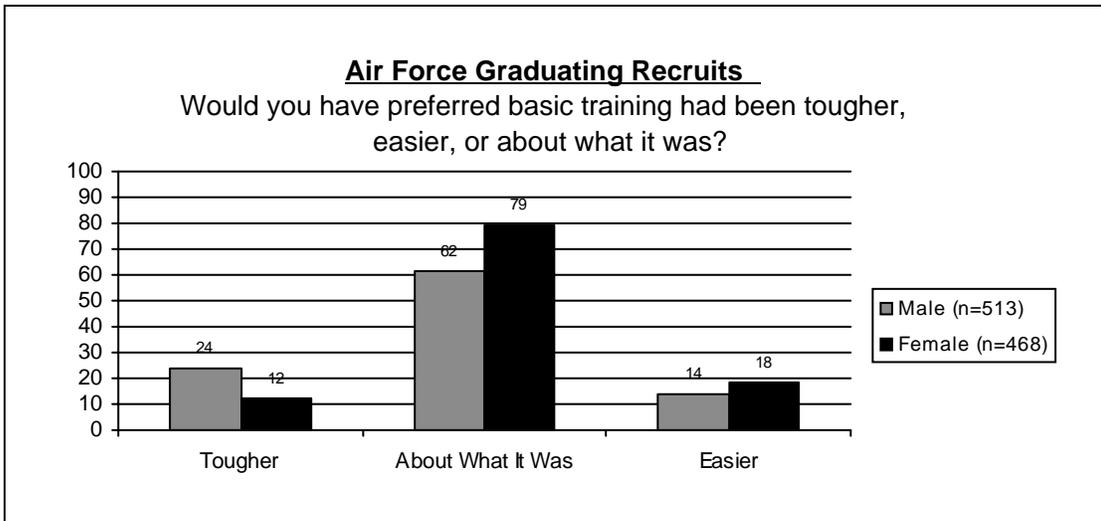


PART 1

*Appendix K: Graduating Recruits’
Opinions of Basic Training*







PART 1

*Appendix L: Service-Specific
Longitudinal Research Model*

RESEARCH MODEL OUTLINE

SERVICE-SPECIFIC MEASUREMENT OF DESIRED ATTITUDE OUTCOMES IN MILITARY RECRUITS

Purpose. To outline a research concept for a Service-specific assessment of desired socialization outcomes in graduating recruits.

Premise & Background

Recruit training is the institutional gateway from civilian status to the professional identity expected by each Military Service. This unique transformation takes place at the singular point when one's military learning curve is initialized at ground zero and then maximized by the intensity of the initial training experience. Consequently, the preparedness of graduating recruits, and thereby the immediate operational readiness of the Commands they join, is extremely sensitive to any variation in the quality of the Service's basic training.

The Commission's Research concerning graduating recruit attitudes conducive to unit cohesion produced useful results for those interested in optimizing the training impact on recruits. The research provided a better understanding of the recruit training strengths and weaknesses in terms of inculcation of desired attitudes; as well as what part gender of recruits, the gender format they experience, and their basic demographics, play into those attitude measurements. However, the research failed in that it did not show the relative growth from start to end of recruit training. The focus was graduating recruits; and time constraints precluded measuring the same recruits from both the beginning of their training and then again at the end of their training. As a result of this omission, there exists a critical gap in the information necessary to assess each Service's basic training programs – the measurement of the “value added” through training.

As a result of the Commission research, the opportunity exists to recommend that responsible officers for Service's recruit training programs review the possibility of conducting their own assessment of desired recruit attitude outcomes using a longitudinal research design and taking advantage of other lessons learned in this research.

Commission Research

The Commission research of recruit attitudes was not a longitudinal study. That is, the Commission's research did not measure the same recruits beginning and then the same recruits ending their training. As a result, the research could not draw the more direct conclusions that inevitably result from connecting beginning with ending scores. It is worth noting, however, that the measurement of separate beginning recruit samples in the research showed no significant difference in mean scores between the males and females, and only selected differences in beginning scores among the different Services. If we had connected beginning with ending recruit attitude scores, we would have found in certain cases that beginning and ending recruit attitudes showed little, if any, change, and in three cases within particular Services one of the three cohesion attitudes actually declined over the training period.

Research Design Summary

Longitudinal Sampling. Besides first ensuring that the desired outcomes of recruit training are identified by the Service, the key to an accurate and useful assessment of them would involve properly selecting a representative random sample of recruits at the beginning of recruit training and then assess the same recruits in the final days of training. This longitudinal design will better reveal the “value added” by the operation of training.

Recruit Survey Instrument. The data collection would employ two written survey instruments professionally administered to recruits at the beginning and end of their recruit training experience. The survey would take approximately 20 minutes to complete and would be divided into three sections: (1) Background items, (2) Socialization Attitude items, and (3) Opinion items deemed appropriate by the Service.

Leader Survey Instrument. A similar survey would be mailed to a stratified random sample of senior enlisted leaders (i.e., E6/E7s, or appropriate grade designated by the Service). The enlisted leaders would be asked to fill out the section of attitude items “as they hope graduating recruits would answer the items.” The enlisted leader responses would establish the baseline for Service leader expectation analysis and for construct weights.

Analysis. Mean scores for recruit respondents on each of the Service-specific desired attitudes can then be compared to independent variables deemed important to the Service (for example: location of training, recruit demographics, number of recruit trainers, recruit trainer turnover, number of days in DEP, number of days in forming, gender format, time of year, and length of training). Reliable tests for statistical significance can indicate the magnitude of differences among groups and regression analysis can further control for the effects of age, education and race or other recruit demographics desired to isolated by the Service.

Research Design Features

- It would be ideal if the samples of recruits were drawn randomly over an entire year of training to better understand differences in recruit demographics by season of the year they attend basic training.
- A longitudinal research design is essential. The beginning recruit samples would be the same recruits as the graduating recruit samples.
- It is essential that the exact day selected by the Service to represent the beginning and ending of training be the same day used in all subsequent samples.
- To receive useful data, the survey must be designed properly, tested for validity, and administered professionally in such a way that will not influence or bias recruit responses.

Research Advantages

- Research design is not intrusive or disruptive to training. The survey should take ½ hour to administer to an entire unit of recruits at a single classroom location.
- The ability of the resulting data on recruits to inform decision-making on the priorities of basic training is extremely promising.

Longitudinal study results will help to address the following Service questions:

- How much change in military socialization occurs – from beginning to end of training?
- Do our recruit scores on these attitudes change significantly by gender, age, time of year, education, race, etc.?
- Which of our training formats produce the highest scores on the attitudes?
- Why did our beginning recruits join our Service? Does the type of answer correlate to high or low scores on desired attitudes. Do the same beginning recruits change their reasons/outlook on military life by the end of training?
- Where in our recruit training should we put more emphasis, and possibly more resources, and in which areas are we doing about what we hope to do?
- Should our current priorities for recruit training remain the same?
- How should we allocate resources to achieve improved results in recruit training?
- What do enlisted leaders think about other Service-specific issues of interest appropriate to that grade?
- What are Recruit Trainer recommendations to improve basic training?

Research Deliverables

- Statement of Work (Work Plan)
- Analysis Plan
- Recruit Survey
- Leader Survey
- Monthly Progress Reports
- Preliminary Analysis Results
- Draft Research Report
- Final Research Report
- Brief of Report
- SAS Data Base file and Format Library

Summary

The Commission's research on desired recruit attitudes was useful, however, the lessons-learned from the research may be even more valuable. Measurements of separate samples representing beginning recruits compared to graduating recruits raised several significant implications to the assumption of a "value added" in training to desired attitude outcomes. The issues implied by the data, however, could not be answered given the overall design used to support Commission objectives. A Service-specific longitudinal research design that is outlined above promises real progress in answering important questions related to this crucial training period. A notional budget estimate of costs to conduct a Service-specific research program is provided on the attached page.

Part I

Single Service
Notional Research Budget Estimates*

a. Labor:	Days	Hourly Rate	Cost
Expert Contributor (Behavioral)	30	\$142.51	\$34,202
Task Leader/Senior Contributor (Behavioral)	0	\$99.72	\$0
Mid-range Technical Contributor (Behavioral)	10	\$75.45	\$6,036
Junior Technical Contributor (Behavioral)	0	\$47.71	\$0
Expert Contributor (Analytic)	5	\$172.74	\$6,910
Task Leader/Senior Contributor (Analytic)	0	\$117.23	\$0
Mid-range Technical Contributor (Analytic)	5	\$84.98	\$3,399
Junior Technical Contributor (Analytic)	5	\$52.62	\$2,105
Programming/Analysis Support Staff	10	\$65.18	\$5,214
Task Leader/Senior Contributor (Data Collection Operations)	0	\$95.70	\$0
Mid-range Technical Contributor (Data Collection Operations)	0	\$65.12	\$0
Junior Technical Contributor (Data Collection Operations)	0	\$35.12	\$0
Data Collection Supervisor	0	\$24.16	\$0
Data Collection Senior Technicians	15	\$19.32	\$2,318
Data Collection Technicians	0	\$17.29	\$0
Senior Technical Editor	2	\$94.08	\$1,505
Mid-level Technical Editor	9.25	\$56.86	\$4,208
Junior Technical Editor	0	\$48.40	\$0
Production Staff	35	\$59.49	\$16,657
Sub-total	126.25		\$82,555

b. Travel:	Trips	Rate	
Travel to collect data from trainees	7	\$900.00	\$6,300
G&A (15.6%)			\$983
Sub-total			\$7,283

c. Other Direct Costs:	No.	Rate	
Materials cost of surveying, including postage and printing	6000	\$3.00	\$18,000
G&A (15.6%)			\$2,808
Sub-total			\$20,808

TOTAL			\$110,646
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* Notional budget assumes outsourcing the project at Government consultant contract rates. Cost estimates would vary if research conducted by internal Service expertise and support. Budget includes data collection from random samples of recruit across a single fiscal year, a survey of recruit trainers, and survey of a random sample of E-6/E-7's by mail. Cost estimates could vary depending on exact requirements and objectives established by the Service.

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PART 2

*Content Analysis of Written
Comments Provided on the Recruit
Trainer Surveys*

PART 2

by

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and
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TABLE OF CONTENTS

	<u>Pages</u>
EXECUTIVE SUMMARY	371
CHAPTER 1 INTRODUCTION.....	377
Methods	377
CHAPTER 2 QUALITY	381
Survey Items Preceding Comment Field On Quality	381
Coding Scheme for Comments on Quality	385
Summary of Comments on Quality	388
Positive Comments About Gender Integrated Training.....	390
Negative Comments About Gender Integrated Training	390
Mixed/Ambiguous Comments About Gender Integrated Training	392
Positive Comments About Recruits.....	393
Positive Comments About Basic Training.....	402
Negative Comments About Recruits	406
Negative Comments About Basic Training	445
Other Comments About The Quality Of Recruits Or Basic Training	488
CHAPTER 3 FRATERNIZATION/ADULTERY	499
Survey Item Preceding Comment Field On Fraternization/Adultery	499
Coding Scheme For Comments On Fraternization/Adultery	500
Fraternization/Adultery Are Not A Readiness Problem	506
Fraternization/Adultery Are Only A Problem Under	517
Certain Circumstances	
Fraternization/Adultery Cannot Be Stopped.....	524
Fraternization/Adultery Are A Readiness Problem	525
Fraternization/Adultery Disrupt Interactions/Unit Cohesion/Morale.....	534
Fraternization/Adultery Hurt The Chain Of Command.....	542
Fraternization/Adultery Violate Rules And/Or Morals/	549
Show Lack Of Character.....	
Enforcement Of Fraternization/Adultery Is The Problem	553
Fraternization/Adultery Disrupt Good Order And Discipline	558
Comments Referring to Family/Home/Spouses	560
Other Comments That Fraternization/Adultery Are A Problem	562
Comparisons To The Civilian World	566

TABLE OF CONTENTS (CONTINUED)

CHAPTER 4 ADDITIONAL COMMENTS 569

 Coding Scheme For Additional Comments..... 569

 Additional Comments About Basic Training 571

 Additional Comments About Fraternization/Adultery 593

 Additional Comments On The Survey, Civilians Focused On The
 Military, And How The Military Is Run in General 596

 Additional Comments: Gender-Related (Excluding Fraternization/Adultery) 606

CHAPTER 5 SUMMARY OF RECRUIT TRAINERS' MOST COMMONLY EXPRESSED VIEWS 651

REFERENCES 653

APPENDIX - SOME ACRONYMS AND ABBREVIATIONS COMMON IN RECRUIT
TRAINER COMMENTS 654

LIST OF TABLES

<u>Table</u>	<u>Page</u>
Table 1. Sample of Recruit Trainers' Written Comments Compared to Total Surveyed and Total Who Wrote Comments	379
Table 2. Those Surveyed and Those Who Wrote Comments..... Compared to All Recruit Trainers Assigned to Each of the Services	380
Table 3. Frequencies for Comments on Quality	386
Table 4. Frequencies Of Comments On Fraternization/Adultery	502
Table 5. Frequencies for Additional Comments	570

EXECUTIVE SUMMARY

INTRODUCTION

This supplementary report contains the results of a content analysis of comments written by recruit trainers on questionnaires distributed by the Congressional Commission on Military Training and Gender-Related Issues. The Commission research team transcribed these written comments from the surveys into an electronic database. Coding categories were systematically applied to the data using HyperRESEARCH, a computer software package designed for coding and analyzing qualitative data in a quantitative manner. In the full report, the data are presented in tabular form, broken out by Service, then by gender, then by gender and Service. Overall, these qualitative data analysis results appear very similar and/or complementary to the quantitative data results. This consistency was obtained independently: we did not have the survey results when our codes and analyses were developed, so the qualitative codes were in no way "adjusted" to be consistent with the quantitative data.

The full report also includes general summaries of the majority and minority opinions expressed through recruit trainers' statements. These summaries are presented in this executive summary. The raw data in each coding category are provided in the full report, separated out by gender and Service. The length and tone of the raw data provide a sense of the sentiment and emotion behind the comments that cannot be captured in a table or descriptive summary of the written comments.

SUMMARY OF COMMENTS ON QUALITY

Comments Linking Quality to Whether Training Is Gender-Integrated or Not

The survey asked recruit trainers to comment on their answers to questions on whether recruit quality has changed in the past five years. At this point in the survey, virtually no one wrote anything about the relationship between gender integration and the quality of basic training or entry-level training graduates. No more than 3 percent of men or women mentioned this topic. Most of the survey content up to this point did not mention gender, and the questionnaire items that trainers were asked to comment on made no mention of gender. The latter part of the survey contained many items about the dynamics of gender in basic training and in the Armed Forces at large. Thus, most people who wrote about gender integration or separation in basic training did so in the additional comment field at the end of the survey.

Positive Comments About Recruits and About Basic Training

Overall, only a minority of recruit trainers made positive assessments of recruit quality (15 percent) or basic training in general (6 percent). The most common positive response was that recruits are smarter or more educated, although very often those statements were qualified with a "but" or "however." In the following presentation of the raw data, we have included in parentheses many of these "buts" to illustrate how many of the positive comments were paired with more negative assessments overall. Trainers often asserted that negative qualities outweigh or counteract the positive benefits of increased intelligence. Some responses described how "smarter" often translated into recruits too often questioning orders, rules, and decisions; or using their "smarts" to "outsmart" the system. Frequently trainers also

distinguished between "book smart," in which they saw recruits improving in quality, and "common sense," which they perceived to be increasingly lacking in recent years. Marine men stood out in being most likely to make positive comments about recruits. (So did Air Force women, but the number surveyed and who wrote comments is so small that we hesitate to draw any conclusions from that difference.)

Positive comments about basic training in general make up no more than 11 percent of any subgroup of recruit trainers. Marines in particular, but also a few Army trainers, found the recent emphasis on values training a positive improvement in recruit training. Other, though less frequently mentioned improvements included better equipment and training facilities.

Negative Comments About Recruits and Basic Training

While positive comments about recruits and basic training take up little more than 12 pages in length, negative comments make up more than 75 pages—six times the space of the positive comments. Of all the kinds of comments written about quality, 46 percent included negative comments about the quality of recruits (compared with 15 percent who made positive comments about recruits), and 43 percent included negative comments about the quality of basic training in general (compared to 6 percent who made positive comments about basic in general).

Women drill instructors were less likely than men to have negative comments about the training itself and were more likely to place the negative emphasis on the quality of recruits. While roughly half of Air Force and Army instructors gave a negative evaluation of basic training, only about a third of Marine and Navy instructors had a similar evaluation of their training program.

Negative comments about recruits were wide-ranging. Trainers complained that people accepted in the Service were unfit to begin with, entering with physical problems, for example. New recruits were frequently characterized as lazy, selfish, out of shape, undisciplined, lacking in morals, challenging every order or decision or rule, having no respect for authority, lacking in pride or self-esteem, lacking any attention span or ability to focus on the long term, unwilling to endure hardships or put forth much effort, and unwilling to shift from an individual mentality to a team orientation.

Because we cannot compare these responses to previous generations, we do not know if these negative attitudes toward the youth are a recent trend or consistent pattern. Throughout American history, one can find complaints by older generations that the younger generations are somehow lacking. Rather than speculate on whether these attitudes are new or not, it may be more productive to explore whether these drill sergeants' negative attitudes toward recruits interfere with their job or helps to motivate them in it. On one hand, trainers are charged with transforming ordinary civilians into military personnel who can perform well under the stress and hardships of the combat environment. Thus, they should view entering recruits as needing to undergo a significant transformation. On the other hand, it is possible that negative evaluations of incoming civilians could be excessive and detrimental. Recruit trainers with overly negative impressions of recruits may have trouble forming productive

trainer/trainee relationships, or may discourage youth who pick up on their trainers' perceptions that they do not belong in the military.

Another important focus of many of the trainers' comments was the perceived lack of tools for properly shaping civilians for military service. Most commonly, instructors complained that they have few options for training what they see as terribly unfit recruits into ideal military personnel. Although several trainers commented that the harsh discipline of the past might have gone too far, many argued that the pendulum had swung too far in the opposite direction. Trainers expressed anger that they could not fail or expel recruits who did not meet standards; that they could not raise their voices or curse to motivate recruits verbally; and that they had no recourse when recruits "talked back" or refused to do what they were supposed to do. Respondents also argued that boot camp has shifted from a focus on preparing youth for military service, to avoidance of scandals and or hurting the feelings of recruits or impinging upon their rights. Further obstacles to effective training cited include underfunding and understaffing, requirements to teach irrelevant or too much material at once, expectations that they achieve too many changes in too short a period of time, and pressure to push as many people through the training as possible without any regard for quality of the outcome.

Other Quality-Related Comments

Most of the comments that fall into this "other" category fell into two groups. The first includes neutral responses about the change in quality—comments that quality has not changed or general statements that some aspects are better and some are worse. The second group includes complaints that quality instilled during basic training was not upheld in follow-on training, advanced schools, or once new recruits reached their first job assignment. Other miscellaneous quotes related to quality were also included here.

Conclusion

In summary, the majority of recruit trainers who wrote comments on their surveys believe that the quality of recruits has seriously diminished. Even in the one area they tend to agree is an improvement—intelligence—they qualified their answers by describing how this quality can also be problematic because it encourages individualism and constant questioning of military orders or traditions. Because drill instructors tend to view recruits as requiring much more effort to train in recent years, they are particularly dissatisfied with what they see as the elimination of forms of discipline and training that have been available in the past. Clearly, drill instructors are calling for a reinstatement of some of the prior tools for discipline, and possibly education in new forms of motivation and discipline as well.

SUMMARY OF COMMENTS ON FRATERNIZATION/ADULTERY

The overwhelming opinion of recruit trainers who wrote comments about fraternization and/or adultery was that these behaviors can wreak havoc and harm unit cohesion, soldier morale, and military readiness. Roughly 10 pages of comments reflect the minority opinion that these behaviors are not a problem; just over 6 pages of comments reflect the even smaller minority opinion that these are only a problem under certain circumstances.

In contrast, approximately 36 pages of comments reflect the majority sentiment that fraternization and/or adultery can lead to numerous kinds of problems.

Not a Readiness-Related Problem

A significant minority of recruit trainers (20 percent of men and women) held the belief that fraternization and/or adultery have nothing to do with readiness. The general attitude in this category was that people's personal lives are private and have nothing to do with their work environment. Responses in this category also include those stating that these behaviors rarely occur, and thus are not a problem, or that they happen all the time but do not cause significant problems.

Only a Problem in Certain Contexts/Under Certain Conditions

A second minority view stressed that fraternization and/or adultery should not be of concern to the military unless work performance or the chain of command are affected. These responses emphasized that as long as people are professional, perform their jobs, and keep their personal lives out of the workplace, unit, and chain of command, then fraternization and/or adultery should not be treated as a problem. One might characterize this perspective as a sort of "don't ask, don't tell" policy on these issues. This view was expressed by 13 percent of all respondents, with women generally more likely to make this argument than men.

Can't Stop It From Happening

A few people (2 percent) made comments that rules and regulations will not stop people from engaging in fraternization or adultery. No gender differences were apparent.

A Readiness-Related Problem

Women were more likely than men to argue that fraternization and/or adultery can threaten military readiness (24 percent compared with 14 percent). Comments in this category typically asserted that these behaviors distract people from their jobs or their missions, and thus undermine individual and unit effectiveness.

An Interaction-Related Problem

Sixteen percent of all trainers who wrote comments on fraternization and/or adultery argued that these acts can have a negative impact on morale and/or unit cohesion. Respondents explained how such behavior can create tension in the workplace and lead to mistrust, gossip, conflict, and the general breakdown of the group's ability to work together as a team.

Negative Effect on Command

Ten percent of respondents noted the potential negative effect on the chain of command. Common were statements that fraternization can lead to either real or perceived favoritism; that subordinates lose respect for leaders who fraternize, and thus fraternization makes it difficult for commanders to enforce rules and lead troops.

Additional Problems

Seven percent of respondents argued that fraternization and adultery are problematic behaviors because they violate military policy and because adultery is immoral. Therefore,

anyone who ignores the rules displays a lack of character, discipline, and integrity and cannot be trusted.

Six percent of respondents commented that enforcement of these policies is the problem. These trainers said that commanders either look the other way or blow the situation out of proportion. Common were complaints that the rules are enforced differently for officers than for enlisted, or that different commanders have different standards for enforcement.

General statements that fraternization and/or adultery disrupt good order and discipline were made by 3 percent of recruit trainers. Another 3 percent of comments made reference to the negative impact on the family, home life, and relationships with spouses. Four percent of people made references to civilian standards, and in particular, they held up the example of President Clinton.

SUMMARY OF RECRUIT TRAINERS' MOST COMMONLY EXPRESSED VIEWS

The following statements reflect the most common sentiments expressed by recruit trainers through written comments on the questionnaires:

1. Over the past five years, entering recruits have possessed greater intelligence and education, although that oftentimes has meant they have a harder time adjusting to military culture.
2. Overall, however, recruit quality has declined in the past five years in terms of motivation, work ethic, physical fitness, respect for authority, and willingness to work as a team rather than as an individual.
3. Recruit trainers are not permitted to use the tools they need to properly motivate and discipline new recruits.
4. Basic training has become too focused on producing a large quantity of graduates and not on producing high-quality graduates.
5. Overall, graduating recruits are ill-prepared for the combat environment.
6. Fraternization and adultery within units or the chain of command can be seriously detrimental to unit cohesion, soldier morale, and military readiness.
7. Major problems currently plague gender-integrated training: fraternization, recruit distraction with the opposite sex, harassment or fear of harassment charges, complications in organizing the two genders, and differences in the physical standards for men and women.

8. Given the numerous obstacles recruit trainers face, boot camp would be more effective if recruits were separated by gender until advanced/follow-on training.

9. High-ranking military officers and civilians do not realize what basic training requires, or they are overly concerned with their careers and political correctness, rather than what is best for the troops.

10. Recruit trainers' responses to these surveys will not likely make a difference in military policy or be taken seriously by anyone in a decision-making position.

In summary, recruit trainers reported that the problems with basic training encompass much more than gender. Marines, who separate the genders for basic training, were as likely as respondents from the other Services (who integrate men and women in basic) to register lengthy complaints about the quality of recruits and boot camp in general. Furthermore, the gender-related problems reported often were not limited to the basic training environment. Overall, it appears that managing gender is but one of a whole host of problems facing drill instructors today. Because recruit trainers are not permitted to motivate and discipline recruits in the manner they see fit, they would prefer as few distractions as possible.

Chapter 1

Introduction

METHODS

This supplementary report contains the results of a content analysis of comments written by recruit trainers on questionnaires distributed by the Congressional Commission on Military Training and Gender-Related Issues. The surveys included two locations in which trainers were asked to elaborate upon their answers to questionnaire items. The first comment field was located after survey items about whether the quality of recruits has changed in the last five years; the second comment field was located after a question about whether fraternization or adultery were current threats to readiness. At the end of the survey, recruit trainers were encouraged to write further comments about their opinions on any of the issues raised by the survey.

The commission research team transcribed these written comments from the surveys into an electronic database. For each questionnaire, the data entry included the survey identification number, so that in the future written comments can be linked to other questionnaire responses. For the current content analysis, each recruit trainer's gender, base, and branch of service were also recorded.

After all the comments were recorded in a data file, the next step was to develop a list of codes by which the data could be analyzed. Content analysis typically involves deciding upon certain items of relevance to the researcher, and then searching through some data source for any references to those subjects. This analysis was different, however, in that the goal was to categorize all the written comments according their subject matter. Because of this unusual quality of this content analysis, we relied upon inductive qualitative data coding strategies, developed most fully by ethnographers to code their field notes (see Emerson, Fretz, and Shaw 1995 for the basic strategies used in such coding).

To develop the codes, or categories, that the statements in each comment field would be classified by, the first author first examined all the comments on the surveys in each

comment field. During this process, she developed a rather specific list of codes for the quality and the fraternization/adultery comment fields, so that each concept expressed would have a code to represent it.

The next step was to draw a random sample of responses to test the reliability of the codes. We randomly selected five percent of men and women in each service for the test population (a total of 72 recruit trainers). Inter-coder reliability measures were taken for three coders. This means three people used the code list/description and coded their own set of this randomly selected raw data. One coder was a civilian university professor whose research has focused on sociological issues in the military. The second coder was an active duty NCO in the Army. This coder attended single sex OSUT and served in the infantry for four years, and then attended gender integrated AIT and has since served over four years as an information systems operator/analyst. The third and final coder was a civilian with little knowledge of the military. By comparing how each of these people coded the data, we were able to measure the reliability of our analysis. That means we were able to determine the likelihood that other people, given our list of codes, would code the data passages similarly and report similar results.

For the codes on quality and on fraternization/adultery, these reliability tests revealed ambiguities in the coding categories, which led us to further refine our codes. The codes were revised three times to obtain acceptable reliability ratings. In content analysis the goal is to make the codes specific enough that it is clear which comments fall into which category, so reliable coding can be achieved. However, the codes cannot be so specific that raters achieve perfect matches on all codes, but that almost every comment has its own code and therefore it is impossible to make generalizations or comparisons among the data. On the other hand, the codes cannot be so general that they do not explain much about the data: again, reliability ratings can be easily achieved if everything is divided up into "for", "against", and "undecided", but such vague categories communicate very little about the content of those comments.

The final codes presented in this report were fine tuned to strike a balance between acceptable reliability ratings and validity, or usefulness of the coding categories. (For a discussion of balancing these two elements, see Holsti 1969; Krippendorff 1980; Riffe, Lacy, and Fico 1998, and Wimmer and Dominick 1987.)

The final codes were then systematically applied to the data using HyperRESEARCH, a computer software package designed for coding and analyzing qualitative data in a quantitative manner. The data are presented in tabular form, broken out by service, then by gender, then by gender and service. Overall, these qualitative data analysis results appear very similar and/or complementary to the quantitative data results. This consistency was obtained independently: we did not have the survey results when our codes and analyses were developed, so the qualitative codes were in no way "adjusted" to be consistent with the quantitative data. This consistency is another indicator that the content analysis presented here is both reliable and valid.

Following the frequency descriptions of comments in each code is a general summary of the majority and minority opinions expressed through recruit trainers' statements. Finally, the raw data in each coding category are presented, separated out by gender and service. The length and tone of the raw data provide a sense of the sentiment and emotion behind the comments that cannot be captured in a table or descriptive summary of the written comments. A list of abbreviations and acronyms is provided at the end of the entire report to assist in reader comprehension of the raw data.

**TABLE 1. SAMPLE OF RECRUIT TRAINERS' WRITTEN COMMENTS
COMPARED TO TOTAL SURVEYED AND TOTAL WHO WROTE COMMENTS**

Format:	Surveyed Number	Wrote Comments Number (% of surveyed)	Comments on Quality Number (% of those who wrote comments)	Comment on Frat/Ad Number	Additional Comments Number
Air Force Men	108	73 (68%)	58 (79%)	52 (71%)	47 (64%)
Air Force Women	24	18 (75%)	11 (61%)	12 (67%)	13 (72%)
Army Men	966	525 (54%)	446 (85%)	344 (66%)	235 (45%)
Army Women	132	61 (46%)	51 (84%)	45 (74%)	30 (49%)
Marine Men	740	534 (72%)	453 (85%)	402 (75%)	214 (40%)
Marine Women	95	79 (84%)	66 (84%)	58 (73%)	31 (39%)
Navy Men	188	118 (63%)	94 (80%)	84 (71%)	57 (48%)
Navy Women	37	22 (59%)	17 (77%)	14 (64%)	13 (59%)
Total:	2,290	1,430 (62%)	1,196 (84%)	1,011 (71%)	640 (45%)

**TABLE 2. THOSE SURVEYED AND THOSE WHO WROTE COMMENTS
COMPARED TO ALL RECRUIT TRAINERS ASSIGNED TO RECRUIT TRAINING BASES**

Total Recruit Trainers Assigned To Recruit Training Bases		Total Surveyed	Total Who Wrote Comments
Air Force	280	132 (47%)	91 (69% of surveyed) (33% of all assigned)
Army	1,907 *	1098 (58%)	586 (53% of surveyed) (31% of all assigned)
Marines	1,004	835 (83%)	613 (73% of surveyed) (61% of all assigned)
Navy	522	225 (43%)	140 (62% of surveyed) (27% of all assigned)
Total:	3,713	2,290 (62%)	1,430 (62% of surveyed) (39% of all assigned)

* Unlike other Services, Army Drill Sergeants are also assigned to Advanced Individual Training (AIT) sites. One thousand nine hundred seven (1,907) represents Drill Sergeants assigned to the six Army recruit training bases only. Total Drill Sergeants is 2,361, which includes AIT sites.

Chapter 2

Quality

SURVEY ITEMS PRECEDING COMMENT FIELD ON QUALITY

Question 56. Over the past 5 years, how has the quality of entry-level training graduates (includes both basic training and specialty training) changed?

	<u>Men</u>	<u>Women</u>
A. Improved significantly	4.8%	3.5%
B. Improved somewhat	15.4	17.7
C. Stayed the same	10.3	9.4
D. Declined somewhat	37.3	38.9
E. Declined significantly	25.8	21.5
F. Don't know	6.0	8.7

PART 2

Question 57. Over the past 5 years, how has the quality of entry-level training graduates changed (includes both basic training and specialty training)? [In the following areas]

1. Military skill proficiency

	<u>Men</u>	<u>Women</u>
A. Improved significantly	7.2%	5.2%
B. Improved somewhat	25.3	30.9
C. Stayed the same	37.5	34.4
D. Decreased somewhat	19.1	18.1
E. Decreased significantly	5.6	4.9
F. Don't know	4.0	6.3

2. Discipline

	<u>Men</u>	<u>Women</u>
A. Improved significantly	2.1%	2.1%
B. Improved somewhat	6.6	8.7
C. Stayed the same	12.2	10.4
D. Decreased somewhat	41.6	37.9
E. Decreased significantly	34.5	36.8
F. Don't know	2.2	3.5

3. Intelligence

	<u>Men</u>	<u>Women</u>
A. Improved significantly	11.3%	9.4%
B. Improved somewhat	35.7	33.0
C. Stayed the same	31.8	28.8
D. Decreased somewhat	12.4	20.1
E. Decreased significantly	4.8	2.8
F. Don't know	2.7	4.5

4. Ability to adjust to military life

	<u>Men</u>	<u>Women</u>
A. Improved significantly	1.9%	1.7%
B. Improved somewhat	11.2	14.9
C. Stayed the same	33.3	29.9
D. Decreased somewhat	35.2	31.3
E. Decreased significantly	14.6	18.4
F. Don't know	2.7	3.5

5. Ability to accept authority

	<u>Men</u>	<u>Women</u>
A. Improved significantly	1.6%	2.1%
B. Improved somewhat	8.2	9.7
C. Stayed the same	21.6	14.6
D. Decreased somewhat	39.8	38.2
E. Decreased significantly	25.5	32.6
F. Don't know	2.5	2.8

6. Acceptance of Service core values

	<u>Men</u>	<u>Women</u>
A. Improved significantly	7.1%	8.3%
B. Improved somewhat	24.6	21.2
C. Stayed the same	28.1	25.7
D. Decreased somewhat	20.7	25.7
E. Decreased significantly	12.3	13.2
F. Don't know	5.9	5.9

CODING SCHEME FOR COMMENTS ON QUALITY

Positive Comments About Gender Integrated Training: Comments that suggest the benefits or successes of gender integrated training.

Negative Comments About Gender Integrated Training: Comments that mention problems of gender integrated training or which argue for separate training for men and women.

Mixed/Ambiguous Comments About Gender Integrated Training: Mixed or unclear responses about gender integrated training.

Positive Recruits: Positive comments about the quality of recruits (excluding comments referring to gender integration).

Positive Basic: Positive comments about drill instructors and basic in general (excluding comments referring to gender integration).

Negative Recruits: Negative comments about quality that emphasize the recruits: their state when they enter, their behavior during basic, their quality upon completing basic (excluding comments referring to gender integration).

Negative Basic: Negative comments about drill instructors or the general quality of basic, including underfunding, understaffing, teaching irrelevant material, too short or too long, too easy, double standards, emphasis on numbers over quality, negative effects of media spotlight, etc. (excluding comments referring to gender integration).

Other Quality: Other comments about recruits or basic that don't fit into the above, including neutral comments about quality not changing and events that happen after basic training (excluding comments referring to gender integration).

Other Kinds Of Comments

No other code applies/ comment confusing/ comment doesn't appear to make sense/typos or grammar make it unintelligible, meaning unclear.

No comment/don't know enough, can't say, not enough information/experience to comment or judge.

TABLE 3. FREQUENCIES FOR COMMENTS ON QUALITY

Number of people who wrote comments in each coding category
(Percentage in each category out of people who wrote any comments on quality)¹

	Gender Integration			Positive Quality	
	<u>Positive</u>	<u>Negative</u>	<u>Other</u>	<u>Recruits</u>	<u>Basic</u>
Air Force	0 (0%)	2 (3%)	1 (1%)	8 (12%)	2 (3%)
Army	1 (0%)	14 (3%)	1 (0%)	48 (10%)	20 (4%)
Marines	0 (0%)	2 (0%)	1 (0%)	117 (23%)	41 (8%)
Navy	1 (1%)	6 (5%)	0 (0%)	12 (11%)	4 (4%)
Men	2 (0%)	21 (2%)	1 (0%)	166 (16%)	56 (5%)
Women	0 (0%)	3 (2%)	2 (1%)	19 (13%)	11 (8%)
Air Force Men	0 (0%)	2 (3%)	1 (2%)	4 (7%)	2 (3%)
Air Force Women	0 (0%)	0 (0%)	0 (0%)	4 (36%)	0 (0%)
Army Men	1 (0%)	13 (3%)	0 (0%)	41 (9%)	16 (4%)
Army Women	0 (0%)	1 (2%)	1 (2%)	6 (12%)	4 (8%)
Marine Men	0 (0%)	1 (0%)	0 (0%)	109 (24%)	34 (8%)
Marine Women	0 (0%)	1 (2%)	1 (2%)	8 (12%)	7 (11%)
Navy Men	1 (1%)	5 (5%)	0 (0%)	11 (12%)	4 (4%)
Navy Women	0 (0%)	1 (6%)	0 (0%)	1 (6%)	0 (0%)

¹Individuals' comments may have fallen into more than one category.

FREQUENCIES FOR COMMENTS ON QUALITY (CONT.)

Number of people who wrote comments in each coding category
(Percentage in each category out of people who wrote any comments on quality)²

	<u>Negative Quality</u>		<u>Other Quality</u>	<u>Other Comments</u>
	Recruits	Basic		
Air Force	35 (51%)	33 (48%)	9 (13%)	0 (0%)
Army	220 (44%)	262 (53%)	35 (7%)	46 (9%)
Marines	241 (46%)	134 (35%)	82 (16%)	42 (8%)
Navy	51 (46%)	32 (29%)	27 (24%)	9 (8%)
Men	467 (44%)	471 (45%)	130 (12%)	87 (8%)
Women	80 (55%)	40 (28%)	23 (16%)	10 (7%)
Air Force Men	27 (47%)	27 (47%)	9 (16%)	0 (0%)
Air Force Women	8 (73%)	6 (55%)	0 (0%)	0 (0%)
Army Men	190 (43%)	243 (54%)	28 (16%)	41 (9%)
Army Women	30 (59%)	19 (37%)	7 (14%)	5 (10%)
Marine Men	205 (45%)	174 (38%)	71 (16%)	38 (8%)
Marine Women	36 (55%)	10 (15%)	11 (17%)	4 (6%)
Navy Men	45 (48%)	27 (29%)	22 (23%)	8 (9%)
Navy Women	6 (35%)	5 (29%)	5 (29%)	1 (6%)

²Individuals' comments may have fallen into more than one category.

PART 2

SUMMARY OF COMMENTS ON QUALITY

Comments Linking Quality To Whether Training Is Gender Integrated Or Not

The survey asked recruit trainers to comment on their answers to questions on whether recruit quality has changed in the past five years. At this point in the survey, virtually no one wrote anything about the relationship between gender integration and the quality of basic training or entry-level training graduates. No more than 3 percent of men or women mentioned this topic. Most of the survey content up to this point did not mention gender, and the questionnaire items that trainers were asked to comment on made no mention of gender. The latter part of the survey contained many items about the dynamics of gender in basic and in the armed forces at large. Thus, most people who wrote about gender integration or separation in basic training did so in the additional comment field at the end of the survey.

Positive Comments About Recruits And About Basic Training

Overall, only a minority of recruit trainers made positive assessments of recruit quality (15 percent) or basic training in general (6 percent). The most common positive response was that recruits are smarter or more educated, although very often those statements were qualified with a "but" or "however". In the following presentation of the raw data, we have included in parenthesis many of these "buts" to illustrate how many of the positive comments were paired with more negative assessments overall. Trainers often asserted that negative qualities outweigh or counteract the positive benefits of increased intelligence. Some responses described how "smarter" often translated into recruits too often questioning orders, rules, and decisions; or using their "smarts" to "outsmart" the system. Frequently trainers also distinguished between "book smart," in which they saw recruits improving in quality, and "common sense", which they perceived to be increasingly lacking in recent years. Marine Men stood out in being most likely to make positive comments about recruits. (So did Air Force Women, but the number surveyed and who wrote comments is so small that we hesitate to draw any conclusions from that difference.)

Positive comments about basic training in general comprised no more than 11% of any subgroup of recruit trainers. Marines in particular, but also a few Army trainers, found the recent emphasis on values training a positive improvement in recruit training. Other, though less frequently mentioned improvements, included better equipment and training facilities.

Negative Comments About Recruits And Basic Training

While positive comments about recruits and basic training take up little more than twelve pages in length, negative comments make up more than seventy-five pages -- six times the space of the positive comments. Of all the kinds of comments written about quality, 46 percent included negative comments about the quality of recruits (compared to 15 who made positive comments about recruits), and 43 percent included negative comments about the quality of basic training in general (compared to 6 percent who made positive comments about basic in general).

Women drill instructors were less likely than men to have negative comments about the training itself, and were more likely to place the negative emphasis on the quality of

recruits. While roughly half of Air Force and Army instructors gave a negative evaluation of basic training, only about a third of Marine and Navy instructors had a similar evaluation of their training program.

Negative comments about recruits were wide-ranging. Trainers complained that people accepted in the service were unfit to begin with, entering with physical problems, for example. New recruits were frequently characterized as lazy, selfish, out of shape, undisciplined, lacking in morals, challenging every order or decision or rule, having no respect for authority, lacking in pride or self-esteem, lacking any attention span or ability to focus on the long term, unwilling to endure hardships or put forth much effort, and unwilling to shift from an individual mentality to a team orientation.

Because we cannot compare these responses to previous generations, we do not know if these negative attitudes toward the youth are a recent trend or consistent pattern. Throughout American history, one can find complaints by older generations that the younger generations are some how lacking. Rather than speculate on whether these attitudes are new or not, it may be more productive to explore whether these drill sergeants' negative attitudes toward recruits interfere with their job or helps to motivate them in it. On one hand, trainers are charged with transforming ordinary civilians into military personnel who can perform well under the stress and hardships of the combat environment. Thus, they should view entering recruits as needing to undergo a significant transformation. On the other hand, it is possible that negative evaluations of incoming civilians could be excessive and detrimental. Recruit trainers with overly negative impressions of recruits may have trouble forming productive trainer/trainee relationships, or may discourage youth who pick up on their trainers' perceptions that they do not belong in the military.

Another important focus of many of the trainers' comments was the perceived lack of tools for properly shaping civilians for military service. Most commonly instructors complained that they have few options for training what they see as terribly unfit recruits into ideal military personnel. Although several trainers commented that the harsh discipline of the past might have gone too far, many argued that the pendulum had swung too far in the opposite direction. Trainers expressed anger that they could not fail or expel recruits who did not meet standards; that they could not raise their voices or curse to motivate recruits verbally; and that they had no recourse when recruits "talked back" or refused to do what they were supposed to do. Respondents also argued that boot camp has shifted from a focus on preparing youth for military service, to avoidance of scandals and or hurting the feelings of recruits or impinging upon their rights. Further obstacles to effective training cited include underfunding and understaffing, requirements to teach irrelevant or too much material at once, expectations that they achieve too many changes in too short a period of time, and pressure to push as many people through the training as possible without any regard for quality of the outcome.

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Most of the comments that fall into this "other" category fell into two categories: The first would be neutral responses about the change in quality: comments that quality has not changed or general statements that some aspects are better and some are worse. The second category includes complaints that quality instilled during basic training was not upheld in follow-on training, advanced schools, or once new recruits reached their first job assignment. Other miscellaneous quotes related to quality were also included here.

Conclusion

In summary, the majority of recruit trainers who wrote comments on their surveys believe that the quality of recruits has seriously diminished. Even in the one area they tend to agree is an improvement -- intelligence -- they qualified their answers by describing how this quality can also be problematic, because it encourages individualism and constant questioning of military orders or traditions. Because drill instructors tend to view recruits as requiring much more effort to train in recent years, they are particularly dissatisfied with what they see as the elimination of forms of discipline and training that have been available in the past. Clearly, drill instructors are calling for a reinstatement of some of the prior tools for discipline, and possibly education in new forms of motivation and discipline as well.

POSITIVE COMMENTS ABOUT GENDER INTEGRATED TRAINING

Army Men

Soldiers work together (male/female) as they will be when they get assigned to a permanent duty

Navy Men

I believe male/female integration has helped. I feel all units should be integrated.

NEGATIVE COMMENTS ABOUT GENDER INTEGRATED TRAINING

Air Force Men

Having males and females in the same flight has dropped discipline significantly. The way it has happened is that they make dates for chapel service, write notes, talk in the stairwell after instructor leaves. This has caused discipline to fall and, in turn, has caused motivation to fall.

Combined training has caused more work for Military Training Instructors when referring to paperwork, taking the trainees in the flight, scheduling appointments/details, getting the flights out of different dorms at the same time to march to appointments and train for drill. Just to name a few.

Army Men

The standards are lowered to accommodate both genders.

Male soldiers feel slowed down because of females, not of hostility. Sex is always on soldiers minds, can't focus on what is important. Females are just as aggressive as males when trying to get together.

I have been a Drill Sergeant for 2 years and I spent most of my time trying to stop fraternization and counseling soldiers on fraternization. Also, most male soldiers in BCT have to blame that BCT would be much more challenging if it was gender separated.

I think that the gender integrated training is a contributor to the decline in military discipline.

Having males and females train together makes for lower standards across the board. Discipline, physical fitness are both lower.

GIT has caused the level of discipline and esprit de corps to decline. Privates don't care about training, just who they want to sleep with.

There is also a large number of problems with fraternization between the soldiers which detracts from the training.

Over the past 5 years, the gender integrated training has made the male soldier weaker mentally and physically. Because during training, everyone is held to the same standards and we have dropped the standards so females can achieve them.

I believe that gender-integrated training has taken away the discipline as well as the toughness factor for male soldiers. Although it is a good idea, I think it should stay in the AIT phase.

Whenever men and women are mixed, one goal is in the male mind and that is sex. I attended drill sergeant school with females and females are given the easier ride. 1-50 CSM made the comment in the paper "that the private is going to graduate whether you are there to training them or not!" Drill sergeant morale is at the lowest right now, because no one seems to care. All politicians want to do is put female recruits on Fort Benning; God help those who have to work here.

Level of discipline on today's recruits is much lower and it shows in the line. There are so many double standards in male/female integrated training. Females often get to pass even missing required training or not completing training, I.e. runs, test standards and etc.

We shouldn't be afraid of liberal politicians. Separate men from women.

Too many women get advanced just because they are females and most "not all" have very limited leadership skills. I.E. drill sergeant school. The majority of the women are allowed graduate and they don't meet half the requirements: 1. Falling out of 2-3 mile runs 2. Can't call cadence 3. Can't modulate (ask any DS).

Army Women

With all the SH in the media it appears the trainers are backing off due to a fear of messing up their career.

Marine Men

Having males and females train together would be a distraction on both parts for obvious reasons.

Marine Women

We teach the females to make allegations by treating them nicer than the male recruits. This gives them the idea they can be babied in the fleet and can't even handle any corrections from males. We also teach them that if a female says anything it's believed and pushed forward to ending the career of many males, because males from higher ranks are afraid to take care of these situations.

Navy Men

Mixed gender training is bad, almost! Recruits think about is the other sex (flirting...etc.).

When integrated division integrates outside the compartment it adds greater stress related problems on the recruits and the recruit division commanders. I feel that integrated divisions should only meet at scheduled events I.e.... classrooms. They should not have to march with the males.

I have nothing against females in the Navy, but the problems that come from integrating are enormous. Too much gender distraction. Recruits tend to lose focus on the goals and purpose of boot camp.

I feel the overall abilities have declined because a lot of recruits are not paying attention to classes, etc...and instead are more interested in attempting to pass notes and talk to members of the opposite gender. This generally declines their intelligence level upon graduating from boot camp along with their discipline and ability to adjust due to lost information.

Discipline and respect are lacking bad in boot camp and "A" schools, "C" schools, due in part to integrated training.

Navy Women

I feel this decline is in response to males and females training together.

MIXED/AMBIGUOUS COMMENTS ABOUT GENDER INTEGRATED TRAINING

Air Force Men

I completely understand why the decisions were made to combine males and females together in basic training. However, I believe we have lost sight of what we are training these young men and women for. Yes they will have to work together in the operational Air Force, but this initial training should focus on what is important. Right now, I feel we have just become an extension of High School for these recruits. We need to stop being so politically correct and be allowed to train them with more discipline

Army Women

Sexual harassment issues come to play a larger role in the IET also.

Marine Women

I believe that putting females at MCT with males has improved the understanding and acceptance all around which has helped all of these areas. I do believe, however, that the females aren't physically prepared to join the males at MCT.

POSITIVE COMMENTS ABOUT RECRUITS

Air Force Men

Airman that come into the Air Force today, for the most part, are good. [There is, however]

Smarter

Graduates have completed a higher level of education prior to joining the service. This provides a more knowledgeable military core; [however]

Trainees are smarter and need more of a challenge in team building skills, like the corporations do.

Air Force Women

Trainees are now coming in with more education, some even have college

The level of high school grads has increased, [but]

I believe that trainees are about as smart as they have been over the past few years. [However,]

We have smart kids coming in [but]

Army Men

I feel that today's soldier (new) are more intelligent than when I entered, [however]

Soldiers nowadays are more intelligent and have more technical and people skills than 5 years ago. The level of education has also increased. [In the other hand]

I feel that even though the intelligence level of soldiers (recruits) has increased in recent years, so has their perception of discipline and hard work

Basically is the same only military skill proficiency has improved due to their education level

However, privates are more intelligent making training more effective

57 - Soldiers are older and are willing to accept changes

The graduates are smarter and they tend to know what to expect of training

New recruits seem to be more intelligent

56 - We have a better soldier mentally vs. physically

The quality of new recruits has changed in many ways there is, it seems more reasons for the young soldiers to come in, i.e. More incentives, but less incentives once you are in to stay in. Therefore, we as a whole are getting a better group overall

Smarter soldiers

57 - They are able to accept authority. They learn from their mistakes they do. They have learned to work together and accomplish the mission.

Most Privates are smarter today [but]

I think the quality of soldiers have improved [but]

57: Most are better educated prior to entry, so it leads to soldier learning faster

The soldiers coming in seem to be smarter than soldiers entering the military 5 years ago. [However]

I think a better quality of soldiers are signing up for the military [but]

New soldiers are more intelligent, [but]

Soldiers are smarter today related to the past

Soldiers that we receive today are more intelligent [but]

The soldiers seem to be of above average intelligence, [however]

The education is higher, [but]

57 While this force seems to be better educated than previous forces

The quality of soldiers has increased slightly due to the technological advances in today's society

They have better eye-to-hand coordination. [However]

57: The quality of soldier coming into the military today is smarter, [but]

Today's soldier have a higher aptitude

Kids today are smarter and tend to want to think for themselves because for the most part in today's society dual working families becoming more of a necessity means less parental supervision

Soldiers are smarter

I feel that we are recruiting a more knowledgeable and intelligent group of soldiers compared to the past.

The quality of recruits are smarter due to improved education and commitment

We have many college level trainees coming in [but]

A lot of soldiers coming into the service are a lot smarter

Soldier coming in are smarter, [but]

recruits are smarter book-wise; [but]

Recruits are smarter, [but]

While soldiers are more educated

They are a lot smarter, [but]

True, today's soldiers are smarter

Recruits are book smart [but]

Army Women

They are "book" smart, [but]

As for intelligence and discipline, soldiers are smarter [but]

Soldiers are enlisting with more education in their backgrounds [but]

There are more educated younger soldiers.

Graduates are more educated a lot

[they lack in all areas] except intelligence

Marine Men

The recruits are smarter now than before, [however]

I feel that individuals today are smarter because of the change in America [but]

More smarter

Yes, we are teaching them to be smarter [but]

Although today's recruit seems a bit smarter (better informed)

MOS credibility is better based on today's technology...Intelligence: Smart boys. Military life - smooth transition. Accept Authority - on the large scale yes as far as a small unit.

Also they are generally have more knowledge of technology (computers, etc.) [but]

The Marines being trained today are smarter and more sophisticated than ever before which gives us a smarter, better Marine Corps

Recruits are smarter [but]

56 - The quality of entry level grads now are more willing to accept some type of responsibility vice before when the majority were frightened

Today's graduates come from a more individualistic society. They're smarter, (I believe due to the popularity of computer systems in the homes and school), [but]

During the past 5 years I've seen younger, smarter Marine

They have become more educated and a real sense of team membership is displayed Seems more confident in the fleet [but]

Everything's pretty much the same, the kids are smarter now, [but]

For the most, recruits are smarter, [but]

We are getting somewhat smarter recruits, [but]

the new recruits are more intelligent

57 - Recruits/New Marine are far smarter today then in the past 5 years. [However]

Recruits are smarter now [but]

I feel we have better quality (smarter) RTCs, making it easier to teach. [But]

Although today's new Marine are a lot more competent

Young adults are smarter today than five years ago.

Intelligence has increased because they are a lot smarter than before

Although the Marine are very smart

They don't seem to have many problems adjusting to life, and they do seem intellectually smarter. They seem to accept the Core Values and try to live by them

They do well in the regimented and highly demanding (discipline) environment of recruit training [but]

Today's entry level training graduates have a significantly increased awareness of society. Also, they are sharper and grasp basic fundamentals of MOS structure quicker. [However]

Smarter recruits, [yet]

I feel the individuals are smarter

RCTs coming in today have a better education [but]

Their discipline is good, [however]

They are smarter [but]

The new Marine we are graduating today are more intelligent, [but]

In the past 5 years, entry level graduates have become smarter [but]
The kids today are book smarter [but]

As for as intelligence is concerned, that has improved a lot [But]

They are smarter [but]

I believe marines in service now are more willing to do what it takes to get the job done. [Although]

With the introduction of computers, society has become smarter [but]

Technically smarter [but]

56. They have improved in their ability to make decisions and not have to have everything dictated to them. 57. Definitely more educated, [however]

Recruits are smarter [but]

It seems that even though recruits are smarter / have more education

It is mostly smarter service members [but]

Entry level marines appear to be smarter, [yet]

I feel that Marines are a lot smarter now because of the emphasis on military education. [But]

New Marines seemed to have more confidence and initiative...they will tackle tasks without asking permission,

although the physical fitness, knowledge of general subjects and emphasis on rifle qualification has drastically improved

They are smarter, [but]

They're smarter [but]

You can definitely see some changes. Recruits are being trained smarter now

Today's society has become smarter so the command has made a "smarter" recruit training, that allows recruits to transform to marines. This I feel, makes a better end product because when they get to their MOS school, they have a basic idea of how to be a marine

The recruits now are smarter than the recruits back. Most of them are now high school graduates

I think that newly joined members of today's service may have higher test scores when entering service [but]

They're smarter, [but]

It does seem as if the kids of today are more prepared or dedicated to the military as in the past

They may be smarter, [but]

Recruits that are coming out of recruit training today seem to be smart, [but]

56: May have improved mentally - [but]

I see smarter kids coming in, [but]

The recruits are much smarter and somewhat stronger than they were when I came in 15 years ago.

56. Recruits seem smarter today than before. Ability to retain knowledge. 57. Again, intelligence is up, [however]

The intelligence and education of recruits today is definitely on the increase

Today recruits have the smarts [but]

Recruits that leave recruit training today are a lot smarter, [but]

Personnel entering service at present date are far more intelligent, [but]

The people coming in the military today are smarter, but

Recruit training as a whole changed a lot, and with that change the recruit. Today's corps. Is mostly high school graduates and a lot come in with some college, so the maturity level is higher, intelligence level is higher, and everything else just falls in place

The marines are a little smarter [but]

I believe we are getting a smarter group of individuals with set goals in mind, or a younger group trying to make a difference in his or her life

Recruits are smarter.

The quality of recruits overall have improved

C. Technology has caused smarter individuals to enter the military.

The most important change I have seen in recent years is the intelligence of the recruits coming in

56. Recruits are smarter than they used to be, so the quality is better. 57. Recruits are more educated

Yes, there's no doubt that they're more educated now, [however]

This generation of recruit is technically smarter than the earlier generations. But

Some of them are smarter, [but]

The recruits are a lot smarter and grasp knowledge faster and retains more

In my opinion the recruits coming into training are a lot smarter, [but]

Today's Entry Level Marines are much smarter, [but]

Graduates are smarter [but]

I feel recruits are more educated than before [but]

I believe the quality of technological advances and advances in education has produced a more "book smart" individual

Graduates are smarter, and think more independently. Therefore, in my opinion are of better quality

We get what society gives us. As society changes, the type of recruits change. We have more intelligent recruits now

However, we are receiving recruits today who a little more intelligent

With all the changes of training and technology we have to train them. I believe that the qualities are far better than what it was

Most of the graduates are a lot smarter when they come to and some preparing for what they think they may encounter

recruits are smart enough to learn

57. Recruits are coming in educated and able to learn easier with a HS diploma set as a minimum standard we are able to almost automatically move forward instead of taking a step back then try to catch up

I believe my own personal opinion that recruits discipline and ability to accept authority has improved because of our strict adherence to discipline also through a better understanding of our service values

From what I've seen, new grads tend to be smarter [but]

While the quality of recruits intellectually has improved dramatically

It seems that recruits entering the services are smarter [but]

I feel that the newly joined service members are a bit more smart than the past 5 years

I feel the kids coming in today are much smarter [but]

Today's recruits seem to be more educated, [but]

Recruits who graduate today are a lot smarter and have better knowledge [but]

I believe the graduates over the past 5 years are smarter, [but]

I feel that the recruits coming to Basic Training these days are more intelligent and educated before them, [but]

Entry level graduates are definitely smarter [but]

Service are producing smarter members [but]

57, The recruits today have higher scores than in the past, [however]

Most entry-level training graduates have a high intelligence level [but]

56. The new marines seem more confident. 57. New marines seem to adjust easier to the fleet. Big change since 92

The New Marines that are coming into schools and the fleet are much smarter [but]

Yes, there's no doubt that they're more educated now, [however]

Marine Women

The females have been put through more physical challenges, which has favored them, because they tend to seek the challenges and also conquer them

I believe that today's Marine is smarter, [but]

Entry-level training graduates now seem to have more confidence about themselves and their abilities than years in the past. I believe the crucibles has a lot to do with it because they work so hard under a lot of pressure and if they make them feel as if there isn't anything they can't accomplish.

Being at a Recruit Training Command it is hard to say how much has changed since being here. My impression through observation of permanent personnel is that taking time in the schedule to teach Core Values significantly improves the Marine of the future's life in all aspects, family and military. It seems their whole attitude and focus has changed for the good

I feel today's new Marines are very smart MOS wise, [but]

Today's graduate is smarter. [However]

Having new marines to come to my unit, I see they are just as if not more disciplined than the ones before them.

On the specialty training - new Marines are smart, [yet]

Navy Men

[but] in general have a greater acumen for success.

While the intelligence level has increased

I believe our people are somewhat smarter [but]

Our best recruits come from well-developed families or straight from the hard streets; I.e., one extreme to the next

C. Smarter sailors developed.

While graduates today may be smarter,

The only improvement is in their intelligence of the recruit.

Service members coming in are educated more than they were 15 years ago.

Once the recruit has completed boot camp, they are good to go 99% of the time.

Some are real book smart, [but]

Recruits gain more knowledge of what role they will play in the military and gain much more exposure to realistic fleet environments. Recruits know more of what to expect and what they will experience upon graduation than previous generations.

Navy Women

I believe the generation is more intelligent and will be able to handle the technical military of the future, [but]

POSITIVE COMMENTS ABOUT BASIC TRAINING

Air Force Men

With more guidelines on what the military wants I think it has improved education wise. More information to the new recruits coming in

I believe we continue to do a good job of training our new recruits

Army Men

#56 - It has change in various ways - new equipment, 11B new ideas for the newer Army.

I believe that over the past 5 years the quality of soldiers have improved somewhat because the Army has learn to make changes and improve on the kind of training. The training is tough but safe

57 - More values training is enforced

I believe the only aspect that has improved somewhat in the last 5 years is the acceptance of service core values. Only because nowadays it is drilled more and a lot more emphasis is placed on the subject now

Since the values have been implemented they have made a difference on soldiers understanding of the military

No longer has to be broken in order to rebuild to Army needs. Military skill proficiency has improved somewhat due to new equipment

57 A&C Computers in schools have increased knowledge

But over the past year that I have been a drill sergeant, I have seen a general improvement trend in our doctrine and training methods

The "hands on" training seems better than when I went through, it's broken down more step by step method

56 - Technology better training in AIT

57 Better equipment, time management to train better

56: Because of the increased input from upper echelon commanders with regards to training it could have only improved. #57: The discipline adopting, etc., will always be tough and challenging for privates, but the training and instilling of values is force feed thus a change will result (for the better)

F. We may do a better job teaching it now, but we get the same results

99% of all Drill Sergeants (DS) are doing the right thing

C. Better education opportunities

The core values have made training better. Now that soldiers have a definition and understanding of the systemic value. We can all reach our common goal by leading by example and mentoring

Army Women

When I joined the military 11 years ago, I didn't know about values. With the quality we put into values training now it will pay off for these soldiers in the long run. This training program should be instituted Army-wide. You can definitely tell which soldiers have changed.

Less trainee abuse, more standardization across the board as far as POI's, more quality control, more organizations in place to help soldiers and cadres.

Training has become more intense with more requirements for graduation! This is great!! Young men and women are accepting the military way of life more readily. The quality of entry-level training graduates has improved somewhat because we have better trained drill sergeants.

Marine Men

Quality training is still afforded these individuals

Training has improved in the way of academics

I know from working with Marines who did not have the "core values" package and working with those new Marines who have been taught "core" values. I feel that this is a great improvement for the Marine Corps. I feel it gives us a tool to show by our own actions how to be a team player and how to apply this to everyday life. Whether in uniform or in civilian clothing

56 - Recruits have more time with Drill Instructors to talk about values all around (military and personal). Drill Instructors care. Come down to earth every now and then.

#57 - I think it has improved somewhat because of #56

We train smarter by instilling corps values upon these "impressionable kids

A lot of new programs and training techniques have allowed the military to "broaden their horizons" in the training and implementation of values and teamwork

training is more mentally challenging.

Due to the extreme and narrow guidelines of recruit training, the drill instructors are probably more professional now.

I feel that the extra week training of boot camp and the recruits that accomplish the crucible have a mind set that helps them accomplish other "hard" tasks in the fleet marine force

56: Instilling core values has been more adherent.

#57: Better physical conditioning

Overall, training has improved

The core values we do are great. I know it helps the kids deal with some of those tough decisions they couldn't have before

I was at MCT prior to becoming a drill instructor, so I've seen the "pre-crucible Marine" and the "Crucible Marine." It changed somewhat, the teamwork concept was better,

56: More defined values and amount of time spent on them has increased to help instill them

As far as training it has improved (MOS job skills)

From my point of view, the military skills have improved somewhat because of technology and experienced instructors from the past returning to train.

The mentoring program which is good

Technical training has improved significantly, giving them the technical framework they need

56. The type of entry level MOS skills training has advanced with the newer equipment and field advancements

#56: The core values program has instilled solid moral and ethical values that civilian society lacks today, I.e., honesty and integrity. The president doesn't even have to tell the truth and that is OK with society. #57: SOI is much better organized today. Discipline is the hallmark of Marines.

The transition period helps the new marines adjust before entering the Force

The quality has changed in that the Marine Corps. Is producing a smarter more confident marine.

I believe the way recruit training has implemented the core values has made a significant impact on recruit training, in that it teaches recruits different scenarios on how to handle different situations

In my opinion, our philosophy on training now seems to build more confidence with young men/women. As a SDI I try to teach my recruits all of the little things about life that I had to learn, something my DIs didn't do. If they apply it on the outside, it works

Were changing recruits to think in certain situations more. Discipline has decreased but they are more well rounded which is an asset to our Corps

The focus in boot camp seems to be working as a group no matter who is in charge and doing the right thing at the right time

56. I think the total quality has improved somewhat with all the new changes with core values, PT etc

Training in the past few years has improved dramatically. For the good of the Corps

Recruits are receiving more core values and team work training, also further education

The quality of training has improved significantly. For example, discipline and education are the two most valuable tools

56. In today's society the military has gone to a wide range of technological equipment. In now call for smarter and proficient individuals. 57. Today's basic training personnel are leaving boot camp knowing how and what it takes to be a team-player

With the institution of core values and MCT I believe we have improved tactically to those non-infantry MOS's and MSD have established a foundation for military value that may not have been established at home

The crucible is now allowing the recruits the opportunity for the first time to actually practice teamwork and mission accomplishment on their own

Core values and beliefs of what the Corps stands for have come out of the shadows and into the light. Talking about it makes it a more acceptable behavior on what is right

Marine Women

Overall, I feel the military has improved. Especially Core Values. Core Values help individuals understand who we are and what we stand for and believe in

Basic Training has improved by learning from mistakes and feedback. Many new ideas are used and turn out really good

With the core values being taught, the new Marines seem to grasp and accept better discipline, intelligence and military skill proficiency. The new Marines need to march on and this is totally up to them. New Marines are getting more training and more knowledge so I believe the quality is getting better.

MOS schools are teaching more quality.

I think new Marines are better prepared now

Since we are treating our recruits more like civilians than we were before their training/ knowledge is improving, but

Basic training offers more realistic introductions to future military life experience

Navy Men

56. Better training facilities/equipment used to train with.

57. Due to better facilities, skill proficiency has increased dramatically.

Certain areas have improved, I.e., battle stations. USN boot camp.

With the seamanship training and battle stations I think we are heading in the right direction.

More demanding basic training environment, higher quality instructors.

NEGATIVE COMMENTS ABOUT RECRUITS

Air Force Men

The people coming in have no respect for instructors or people put in charge

I have been a MTI for the past 2 years. This is my second tour as an MTI. My previous tour started in 1986 until 1992. In 1986 there was an occasional airman which was not disciplined, would not follow orders, etc.. Today that is the norm, rather than the exception. Trainees today are less disciplined, have little self-esteem, and do not accept orders from those in positions of

authority. More airmen today seem to have the wrong idea of what the military is all about. The number of airmen who come here seem to want to leave because they have made a mistake.

These recruits are a reflection of today's society. No morals or values, no discipline, no respect for authority or towards one another

Discipline is tough they get 341s pulled/comments signed, recycled but they still know that nothing happens to them, except paperwork

Before trainees arrive at BMT, they have already been brainwashed to a degree with information that conflicts with actual training regulations and standards. Too many below average trainees manage to graduate BMT

however, it has also effected discipline and respect towards senior military leaders (NCOs, Sr NCOs, officers

Kids are different these days. They come from single parent homes. There's no discipline. Schools are to blame as well. Start core values, moral and discipline and respect as early as possible. Hollywood is not helping either

New recruits are smart enough to know how to get by in the system. They use this in their favor to not have to dedicate themselves. All areas of intelligence is lacking. There is barely any dedication to the military in new recruits. They just need a job

The recruits coming in do more bolder things than I would have thought about doing, so discipline has declined. Therefore, accepting authority goes hand in hand

In the last 5 years, the airmen just don't care about what they are doing as long as they get paid.

57. There is no pride, discipline or love for their country. No respect for authority

I believe the trainee of today needs stronger discipline. These are things which all others build upon. The foundation of strength is based on your discipline and the ability to complete a task

no discipline, too sensitive

Trainees are about the same, however, the change has been a 'what do I get out of this, or what's in it for me

I feel that due to the fact that airmen are coming from a more laid background they are having a harder time adjusting to military life

I feel that new recruits don't have the same discipline that they had 6 or 7 years ago

This is a "me" generation. It's all about themselves, not Service before self.

Cultural Changes . . . Civilian opportunities and decrease in family values contribute to current recruits acceptance of military life

I believe the new raw recruit are a reflection of our society, they as a whole are less disciplined. This is a result of a lack of corporal punishment in schools

There is, however, a small percentage that still, after 6 weeks of AFBMT, military standards, those airmen are continually allowed to graduate, when in fact, they should be sent home

Airman are less disciplined, lazy, too willing to accept entry into the military the easy way (give it to me because I'm here). And too well briefed for their own good

I think the airmen have less discipline because of the home life, i.e. Broken homes, etc

Just too many people take the easy way out when they realize it's tougher than expected

Airmen today have no respect for authority. They need the discipline. I think we get people in the Air force that can't make it in college

Discipline has drastically eroded

Trainees are different from 5-6 years ago because of society pressures. I love trained airmen from the early 80's to present day, and believe me, I have seen a difference. Discipline is harder for them to accept and we allow them to quit so easily

A lot has to do with discipline of the trainees before they enlist. For most of them, we are the first to discipline them

Most of the trainees are young people whom have a problem responding to authority because of their family ethics or friends

The individuals coming through today get no discipline at home

Air Force Women

However, a large portion of them come in with an attitude that they should be able to do as they please. I don't know if this attitude comes directly from the parents or society in general.

But their attitudes are bad. They think because of school they already know life and shouldn't have to respect rank. Rank doesn't mean much to them. Bad habits like "yeah", "uh huh", "no sir or no ma'am", bad manners, and a lot of slang

but they're lazy, snot nosed and think if they don't like it, they can just get out. They don't want to take orders. They don't have any respect or manners. They want to question everything and think they have a say in what's being done.

Over the last 5 years, the individuals coming in have no idea about what it means to be in the military, they come in with attitudes and don't think they have to obey the rules set forward. They can stand to be disciplined because now they have to take orders and be responsible for their actions.

I feel the ability for our graduates to accept authority has decreased a lot because of the change in how parents treat their children. People learn respect for authority figures from their parents. If the parents never discipline their children then they never learn how to accept discipline/orders from others.

Trained recruits in 1980 - they are the same with one exception. They are a product of our lax, lazy and no-morals society. Their values are different.

Trainees have rights and want everything given to them. They do not want to earn anything. The first thing they want to do is put in a critique and say what can't be done

but the discipline, adaptability and authority acceptance are at an all time low. These kids are from a generation of parents afraid to spank their kids. You can't change 18 years of disrespect and lack of discipline.

Army Men

56 - Discipline level has somewhat declined/it effects readiness
Less soldiers are graduates from basic training, mostly female

Today in the military we are getting the best of the worst. The soldiers are joining for the college money, not to serve their country and be proud of what they are doing and who they are

Its too easy to say, I quit

Discipline and respect for authority are two traits that are declining in young Americans

The values of soldiers has declined in the last 5 years that is from families

Yes, SM are not physically and mentally tough at large.
People joining for the wrong reason, I.e. college fund

Today's soldiers are...less physical and disciplined. A product of today's worthless society and a reflection of our government by lowering ED requirements, banning prayer and disciplined in schools

Today's graduate are not soldiers. They're undisciplined. They are not focused on training and learning on how to become a soldier. Our military is going to be in a world of hurt someday

56 - Not enough discipline - OS are restricted.

#57 - They only want college money, they have too much book sense and not enough common sense

The quality soldier has declined, their respect just isn't there

Level of discipline is decreasing

Today's recruit is brought up in a American culture which stresses "individualism" rather than teamwork. To resist authority rather than conform and respect. "We" the Army do not want robots but we do not want rogues either. I see soldiers conforming to only do the opposite when authority is not looking

they are less disciplined and tend to show no values. Skill proficiency has reached near the bottom, and now that the SQT is gone there is no way of knowing what you are getting

Society has gone down hill so the privates go with it

Soldiers don't adjust to military life, they think they can do what ever they want

No discipline, respect, rushed through training, not physically ready

due to the changing values and morals in our country, the service values have nothing in common as new recruits entering the service. The Parents do not instill authority or discipline in the kids and the "liberal solders" are by a "yes" man Army cadre

Soldiers today have no sense of responsibility, no respect for anyone, and a lot just don't care

Trainees come in the military with no or some discipline. No respect of authority

Kids today have no discipline because "you can't spank your kids"

56 - New recruits begin with more rights than people training them

Trainees today are the most undisciplined by far

Soldiers of today have no respect for authority. Our public has become weaker in discipline. Everybody is scared to take actions against undisciplined children, in fear of being arrested or singled out as an abuser

Soldiers coming in now the main concern is "how much money will I get for college?" Instead of trying to apply themselves

Discipline and physical fitness have greatly declined

Initial entry soldiers today do not have the benefit of having been on many sports teams as previous generation. The termination of mandatory physical Ed classes has significantly impacted teamwork, discipline, and physical fitness negatively

I speak as a cavalry scout. The newly assigned graduates I have seen in the past 5 years have less discipline and don't accept authority very well. Young soldiers are more concerned with pay, time off than with their mission

It's no longer for the good of the country. It's for the money. Rocket scientists not killers is what it's all about

In the civilian world it seems there is no discipline or respect for authority. So when civilians come into the military it's a culture shock

The quality has declined because the majority of today's youth have little or no discipline and a total lack of respect for authority. Dual working parents or even single parents do not spend the adequate time needed with their children. Most kids today spend more time with a TV or a sitter

Today's younger generation are much less disciplined in today's society

Over the past years the types of soldiers coming to permanent party has been lazy. Did not care about the Army, only about themselves. I believe the soldiers are losing focus around AIT

56 - Privates today do not have the inner will power to push themselves and with the way higher leaders think today you don't need Drill Instructors, you need babysitters

I think the kids coming into basic training within the past two years are much more lazier and unmotivated than when I went through it in 1986

New privates are being bribed to come in. They are in it for the money (college) not the honor

56 - When you lower the Standards for entry what do you expect. Every time you turn around the military is downsizing them, increasing the number of recruits it brings in. I have never seen so many recruits without a high school diploma. If school was too damn tough, do you really think they can handle the military

In the other hand, most soldiers today are less receptive to authority, discipline and subordination, due to that they are more independent

Recruiting standards have lowered and it is reflected in the ability of new soldiers

New soldiers in a line unit need more discipline

The training in itself has changed only slightly. The difficulty is training recruits who may be HS grads. But lacks adequate reading, writing and comprehension skills. The level of

discipline upon arrival is relatively low. Poor study habits displayed while in training is a good indicator as to how they performed in HS. The attitude is generally "what will I get out of it"? And view authority as intimidation, rather than realizing that each soldier has to accept authority

Discipline levels have fallen due to the upbringing, not as hard a life
Soldiers today are in poorer physical shape (initially), many significant numbers are unable to cope with stress and authority. SM seems to develop negative attitudes quicker and are content to settle for the minimum

The Army has lowered most of its standards to meet the lower quality individual it now allows in. The Army has taken away a lot of benefits so the soldiers now are only here for the college and feel they can make it to ETS doing the minimum that is required of them

A lot of the adaptability problems are due to the changing attitudes of today's youth. They are less disciplined and less physically fit upon entry into the Army

SM entering into this type of environment has changed significantly due to the fact that the civilians workforce is growing and these benefits are much better out there. The level of discipline has lowered greatly due to the fact parents are not teaching values or discipline, due to laws that restrain them

This generation is suppose to be smarter and better physically fit, where are they at? It is not the ones that come to us

56 - Declined. Because it is easier training now

IE7 graduates are not the same quality of soldiers, that we are used to having. They have a hard time with discipline and accepting authority because mom and dad have been soft on them. Then they fail in life and come into the Army because the recruiters need to make quotas

56 - The Army is letting anybody come in regardless of their mental or physical ability.

#57 - Soldiers today already know what a Drill Sergeant can and can't do to them. So they get away with a lot

Individuals enter with poor physical condition. Attitudes toward authority. Lack of long range goals

56 - Over the past 5 years as a Section Chief, I have had a lot if undisciplined soldiers working for me that received Article 15 or Chapters 57. As a Drill Sgt I see soldiers that have a hard time accepting authority and discipline

Discipline and respect are down and although the Army wants more highly educated recruits the current influx of non-grads shows the opposite

57 - Soldiers feel that they have joined some type of Boys club, not a military organization. Don't seem to project a soldierly attitude, a desire to train or engage the enemy attitude

57 - New recruits tend to lose focus not always mentally prepared for real reasons for being in the military

57 - Decline of nations values not being taught makes it hard to instill after someone is set in their ways

56 - Lower standards for enlistment (i.e. Accepting CAT IV soldiers). #57 - C. see above

Over the past few years I have noticed that new soldiers coming to units have been significantly weaker and less disciplined. This causes a problem for the units that receive them...they lack the spirit and drive to want to change. We no longer have a society that has a sense of pride in serving their country but a way to get a paycheck. If we continue to offer the high dollar signing bonuses all we are going to have is an Army full of people that came in for the money and when the heat gets turned up, them and possibly others will get burned. Society is the greatest contributor, due to tolerance. The Army should not be a testbed for societal changes or standards

Level of discipline has lowered

It also takes a lot of effort to put out the product because of the raw material you have to start with. I'll say at least 9% of each group don't deserve or want to be here. But they are force to stay and we are force to train them.

I believe recruits today has declined in the last 5 years and to morale upbringing from home or civilian life

As fewer values and less discipline is taught at home, the Drill Sergeants has to spend more time teaching these things

As a recruiter in the early 90's I saw first hand what type of individual was enlisting and more importantly - why! Now as a Drill 6 years later I'm not seeing the same kind of individuals. These new soldiers have almost no values at all, 0 discipline and are is awful physical condition. Nine weeks is barely enough time to teach basic military skills - very basic

The quality of soldiers coming in today was more undisciplined as the ones way back then
56 - Most trainees quit during the 90's than in the past

Inner moral values has decreased to such an extent that it must be taught through punishment (UCMJ) instead of correction (Extra Training/Counseling) and, of course, this reflects a disdain for general military authority and discipline. My opinion: Parents need to pick up the mirror and look long and hard

I feel that privates are joining the Army for college money only. Since that is the case, they are not committing to service. They are mostly spoiled kids who are used to getting their way and are very reluctant to change now

The new generation of recruits seem to have had no authority in their lives

We're training people who want college money. They want to do the minimum required and go home. They DO NOT want discipline and will rebel against it, and sometimes make allegations or exaggerate the way they're treated in order to get the command or chaplain to "mellow out the Drill Sergeants

Pvts do not care!) They only want the college fund. Pvts ...have no common sense

Most Privates ...lack discipline and physical fitness

Quality of people coming into the Army has decreased which is a major reason in the decrease in training, discipline and intelligence

In some cases, we receive soldiers to basic training who are no where near the requirements to enter (i.e. Asthma, extremely overweight, education (non-GED), serious injuries prior to entering. We are in some cases scraping the bottom of the barrel

57 - People coming in today have no morals, are lazy and have no discipline. People expect us to do in 8 weeks what parents couldn't do in 18 years

The newer kids coming in don't seem to have the value taught 10 and 20 years ago at home. This is the Nintendo generation. They spend more time playing games and eating with a silver spoon than they do being active and working to get ahead

I feel that soldiers... don't have the foundation from home, and that makes it harder for them to adapt

Kids have rough time being told what to do

The change in the way people are raising their kids has created a computer age soldier who is less physical and less disciplined

We have all fallen under the perception that just because a new soldier may understand a computer that they automatically will make a smarter, wiser soldier. That is not the case, many still have an individualistic attitude and lack discipline and motivation to rally around a common goal. A lot fail to realize what the military stands for

The kids we get in today are kids that come off the street and don't have any home training. The parents sent us the kids to instill the values that themselves could not do

however, with changing values in society, they tend to lack self discipline and any type of values

IFT has changed somewhat because the soldiers that come in don't care. Has very little discipline, if any

Soldiers now are looking for the easy way out, it is rare to get a hard charging SOLDIER. They are smarter to work the system to get over

The military is recruiting more intelligent, college educated individuals who want reasons for everything. This is good for a peace time Army, but not good when the bullets start flying

57. Yes, the quality of recruits is deteriorating. That and the lack of discipline can allow for nothing more than a 50-50 soldier

Soldiers joining the Army today are physically and mentally weaker than in the past. However, they only reflect the world they are coming from

The discipline level of today's IET soldiers I believe has decreased basically due to their upbringing. Some don't even possess or display basic common courtesy or respect of yes sir, no ma'am, thank you, etc

The quality has declined because of the families the PVTs' come from. If there was no discipline there, there is none instilled in the PVT. Ability to accept authority has declined because of society, and how the young man/woman is viewed. The values of kids today is based on the values of society

Lower standards produce a lower quality product. The more we cater to the individual the less effective the person will be as a team player

56 Quality of today's recruits are not as serious as before. Some think it's just summer camp. Come in for college money

I feel the recruits entering the military service today feel that the Army as a whole "owes" them something. Most, if not all, have very little discipline upon arriving at training. By the time they get passed the perception battalion at their basic training post, it is even worse. They spend too much time there with Ds' that are on their 3rd year and just don't care anymore

Today's youth have less "grit" about them. Easy to quit

Some soldiers how up at a unit and don't have a clue on what it takes to be an MP. During the past five years, soldiers show up at unit undisciplined and no respect for the leaders of the unit. Point blank, not disciplined

Soldiers are coming in the Army for themselves

I have personally experienced a lower quality of soldiers coming into the Army! It seems if a civilian accidentally falls into the door way of a recruiting station they are accepted. No questions asked!! The recruiters throw a uniform on them and send them to the drill sergeant to weed out soldiers who don't qualify as a soldier. Nonsense

56. Soldiers that are coming in now are weaker and unmotivated. #57. the ability to reason and improvise are less, and they appear dumb and as an NCO it seems like I have to retrain them

PART 2

The new recruits are Nintendo babies. They are in worse physical shape than I was in when I was in the 5th grade in elementary school

Too educated. Recruits would rather rationalize a decision instead of committing to it. From experience they (the minority) would rather do the bare minimum to get by

You cannot "teach" someone values, they are instilled at a young age by whoever is the parental/mentor figure in the individuals childhood and adolescence

D, E, F - Parents and society's responsibility - same explanation as indicated in A & B.
- F. Service values and personal values are one in the same. Just worded differently. At 18 years old or above can reiterate and enforce, not teach

There are a lot of lower standards and also quality of soldiers are much lower due to the recruiting of soldiers

Privates change from season to season if they really want it, it shows. The individual also shows. Some Privates come knowing the Drill can't do this and can't do that to them so they set themselves up for something not so realistic. Get recruits (Reception stations to stop telling them bullshit!!) It will save me time and I can spend all remaining time on those who want this great life of mine

There is no true commitment in about 80% of new trainees

Due to lies and promises from recruiters, soldiers do not adapt as well or as quickly

but we lost some of the discipline that the Army once had

A) As a previous recruiter and current drill sergeant, I know the propensity of civilians to join the Army has decreased significantly and therefore, we are accepting less mentally qualified prospects

The entry level soldier of today are not as physically fit or respect authority...However, their overall coordination is poor. They have a short attention span. They at times rebel against authority and have a tendency to just quit

58: Seems to be less disciplined, more intelligence and seem to have been babied somewhat

New recruit's criteria less = less intelligence or common sense

While assigned as a DSG, in the past two years I have had more soldiers come into my unit with disciplinary problems or with no desire to be a soldier

Do not feel we are producing the same quality of soldier as before. I am not sure if it is the Army's fault or a decline in basic family core values (i.e., divorced or single parents, less disciplining civilian world)

Soldiers don't have a sense of belonging or caring. Discipline has decreased due to the commanders saying that everyone at the big house don't want it. They have a hard time being told what to do - due to the fact that no one has ever told them to do anything in their life time

Younger soldiers don't care about rules. They want the money for college

The average American, in my opinion, feels physical training is not as important and often the youth of today lack discipline and respect

New soldiers are not as physical growing up and seem to have a lot less discipline than years ago

Soldiers come in for the education, travel and a way out of trouble from the streets. Not to serve their country

The military has lowered its standards to accept substandard recruits. Such as felons, GEDs, physical handicaps, injuries existing prior to service. The Army offers money when it should only have to offer a chance to become a soldier; disciplined, physically and mentally fit

Because of the outside cultures and changes in society, soldiers have a lot less discipline and respect for authority

57 B, D, E The rapid breakdown of the "American family" has left us with fatherless homes, resulting in lack of authority figure

The recruit sees a business not duty, honor, country. The "9-5" concept. When the seriousness and reality is more stronger...the desire is lagging. Military life is harder for them to accept

The personnel arriving from MEPS have a lot of prior injuries, mental problems, and must be getting waivers for everything. The recruiting command must really be having hard times putting people in the Army

The soldier of the new generation have been found harder to discipline. They do not accept authority over them and they disregard any type of authority. They show a lackadaisical attitude and do not desire to learn any type of discipline unless it has a benefit for them

I believe the drop in the quality of soldiers is due to a good economy and parents and even service members are discouraging all civilians not to enter the service do to the cut backs, lack of manpower, deployment and stress that is placed upon soldiers in today's zero defect Army but weaker physically. They also have a tougher time adjusting to authority because most have never or seldom heard the word "NO" before

Lowering requirements allowing CAT 4's low QT scores into service shows. Harder to train and discipline

In the last 5 years being in the infantry and a drill sergeant, I have seen a significant decline in the discipline and physical fitness of 90% of the new soldiers. Their attitudes aren't the best, when they get to the unit, 75% can barely pass a PT test. They seem to have no pride in the Army, and take most tasks as a personal burden

the formal and informal norms and basic human values are not as prevalent as the kids had 20 years ago. The Core Army Values are being instilled in some of these youngsters for the very first time in their lives

Some areas have decreased because today's youth don't have the same values instilled from home. A lot come from broken homes and struggle with authority

New soldiers arenot in average physical condition. NO discipline

Due to recruiting command offering so much to Cat III & IV, entry level soldiers. Instead of offering bonus to get someone (3 & 4) in the military, offer to those who will survive and excel (Cat 1 & 2) soldiers

There is a major difference in discipline and the ability to adjust to military life. I have seen a difference since I first became a drill sergeant and when I was a private in 1989. I believe maybe 2 or 3 Pvts. were out of shape. Majority of the company did not go to sick call, get a profile, etc. It was a different time, but new soldiers today are very much so out of shape and do not have the values set in them from childhood as did my generation seemed to have. Soldiers are less disciplined and in worse physical shape. Most soldiers I've dealt with have a hard time paying attention to simple details and staying physically fit to meet the APFT standards

57 - The quality is they still let too many soldiers in the service with discipline problems and personal problems

Overall the core soldier seems to have less discipline in personal responsibilities

I believe that the military is a reflection of society. As the views of society changes so does the military. I believe we have changed from it's OK to fail as long as you give a 100% effort to its OK to quit if you don't like it. The intelligence level overall is down because of an increased job market. Most of a person's values are developed before they join the military, we can only build on those

The quality of personnel are way down, the military has nothing to offer, medical and dental programs in the military are getting worse so good people look elsewhere for jobs. The military benefits are dropping now so is the quality of its people

When receiving soldiers, Basic/AIT, approx. 25% of those I received have been chaptered out. They have lack of discipline, MOS proficiency almost doesn't exist. I find it hard to believe that 25% of the new soldiers coming to a new unit require so much attention of the leaders that it hurts the other soldiers who do wish to serve with pride

but lack the intestinal fortitude to see any task to completion

57: The general attitude is that the Army owes them something before they even put any time in services. It seems that a lot more privates are just here to do their time, get their GI bill and just make the standards to pass by

Quality of soldiers has gone down considerably in the last 5 years

The quality of personnel currently enlisting get hurt much easier, have problems grasping simple concepts, lack any form of discipline, and are in very poor physical condition. They, for the most part, lack the basic moral and ethical core which was the responsibility of their parents to instill

57 Generations of young people lack discipline today

The soldier today comes in with very little discipline and show very little respect, if any at all, towards other soldiers.

The troops entering their first unit of assignment are less physically fit and disciplined than those about 5-10 years ago

Soldiers come in less disciplined
Discipline is lacking

New generation that comes from no discipline, no values type environments that aren't as smart and value instilled as their predecessors

Soldiers tend to join service more for bonuses and college money than a willingness to serve

57 - Has to do with the new Generation X and the values instilled of our young people of today

56. In my years of service, the quality of soldiers has declined. The discipline that was a part of my every day life is now non-existent. 57. ...physically weaker and they stubbornly refuse to be disciplined. As for as Army values, less than half of them are willing to change to them

however physical fitness and discipline as well as acceptance of authority declined drastically

Soldier coming in ...their generation seems apathetic

56 - People in general are doing what they want to do with no morals coming into service, so it is hard to undo 20 years of wrong
They show little discipline, it's the society that they grow up in. It starts at the top

To be able to talk to soldier like "privates". They aren't soldiers yet. A lot of them come with no discipline from home life. Some of them to get your point across or get their attention you have to curse at them

Discipline has gone down

Today's kids have overall have no discipline and respect nothing. ...I think most try to use their smarts to get over

Soldiers are joining the military for the wrong reasons, they have no sense of national pride. I blame the Army's recruiting message which to often seems to center around get college money and then the hell with the Army

But the discipline has dropped considerably

The soldiers are not as tough and willing to partake in certain tasks that require some of their time (personal). They are not as motivated and dedicated to the Army or military services as a whole

tend to be more independent and express their desire for more rights

57 - They do not respect authority. They keep their own values

Today's young adults don't have the same values as the military. And instilling those values is a timely process

Physical and mental toughness has declined

There doesn't seem to be loyalty or desire to be part of a larger team. The soldiers that I see are here for the what the Army will do for them, not what they can do for the Army. There's no sense of selfless service

The soldiers today don't have discipline at home before they come and it's harder/longer to discipline a soldier that never received the discipline at home

The generation of soldiers received are lazy and a majority of them are very insubordinate. I feel parents of these children are not teaching kids enough or disciplining them at all. Society is changing and getting weaker

less disciplined and more likely to quit

New soldiers socialization is different, it's not easy trying to change one's personal ethics. If they were raised with little manners or discipline, some take to the Army and some cannot adjust

No discipline in civilians to military. No values in the people coming in

56. ...not readily accepting authority like they should 57. Smarter groups of recruits does not mean they will hold the value and goal of the Army. Most cases are completely serving themselves i.e. college money

The PVT's are more concerned with going home on leave and college, than they are in learning proper discipline

Trying to instill discipline inputs, who some day will have to charge that machine gun is getting more difficult. Today's youth is coming into the Army for the wrong reasons. Once they get here its too easy to leave. Take the college money and bonuses and pay those willing to sacrifice all they work for. Educate the American public on the values and maybe it might work. Make it worth it and others will want it

The quality of soldiers that enter the service are less mature than the ones in the past, both mentally and physically

Year 89-90 was a quality force. Now it seems we are begging or scraping the bottom of the barrel

57 - Some soldiers today act and think the Army is in the business of giving away goodies and they want handouts

they don't seem to have the drive to excel

Lack of home training

Soldiers are not as mentally tough as they were years. ...lack a lot when it comes to common sense. Society's changes has a lot to do with it. The Army seem to want this perfect individual. Book intelligence is not what makes a good soldier. It's no good if the soldier doesn't have the courage, and physical toughness to match, it's a waste

During the past 5 years I have served 4 of them as a platoon Sergeant in a Light Infantry BN and as a drill sergeant. When I as a Inf. PLT SGT I thought that the training in the basic training units had gone down hill, but after being here for a year I see that not much has changed except for the quality of the recruits. It is way down

D. Unwilling to commit to the military E. Stems from lack of discipline

Now days soldiers come into the Army with attitudes and are out of shape

I think the Army perceived the message about recruits from this generation as having other than becoming of soldier values and therefore integrated it as part of the BCT POI. I serve as a DI, Fort Jackson, and can reflect on the poor soldiers I received post Gulf War

Today OSOT SM is not willing to do the job you are asking them to do. They are here for the money and college not as a career

56. The quality of entry-level trained graduates has changed, somewhat downward. Why? Because the type of civilian initially that comes in the military are Brand X civilians. The soldiering they feel should give them everything. The work ethic is not instilled in the current generation

The recruits are the product of our society, today not much emphasis is made on physical fitness or values, TV and Music are giving the young people the wrong perception about the world as it really is

Soldiers are coming into basic training with medical problems they already had prior to joining. This takes away the training from the other Pvt

There are still some soldiers who slide by and do the minimum, stay out of trouble in basic but when they get to their units they are bad apples who got through the system

Too many kids get married right after basic training. A lot of problems arise early on.

In the last 5 years discipline and physical fitness have significantly declined. 4 out of 10 recruits get chaptered within the first 18 months at a regular unit

Army Women

with the lack of a lot of home training, their discipline is terrible.

Soldiers who train together have a better understanding of each other. The discipline, intelligence, ability to adjust to military life and accept authority has decreased because soldiers coming into the Army don't like to be told what to do. The majority were in control of their life, therefore, they don't want to take orders.

Some is truly going on with the initial screening process. Numerous individuals should have never been accepted

Graduates are more educated a lot and sometimes more independent. Harder to instill the discipline level the military once had. No longer do without asking why. SM's now want to know why. May adapt in basic, somewhat, but revert once back on their own.

They act so smart that they assume what you are telling them isn't that important, so they come up with many excuses as to why something can't be done. Rather than spending that same energy figuring out a way to do it.

Graduates today do not have much discipline and a lot of them have problems with authority - they are not used to it and they don't know how to act. A lot of trainees also are not taught the values they need at home like they should!

Some of the soldiers that are coming through basic have GEDs. Some of the same ones have no idea about anything even after a lot of DS attention. There have been quite a few that have come through with AA, BA, masters degree that lack common sense. However, you still

worth with those soldiers. It goes to show, regardless of what type of degree you have, if any, that everyone is not cut out for the military. Too many soldier come in for "the college fund" but don't realize it takes a lot of sweat to get it and want to quit without giving 100%. I've noticed a drastic move as far as soldiers. Most are undisciplined and refuse to obey authority. Thus, making the job somewhat stressful. Overall, you try to give all soldiers that chance because someone gave you a chance.

Today's soldiers are not conforming to the way of life as soldiers should. They usually want to take the easy way out without hard work. They rebel against authority and really have no respect of it!

Soldiers arrive a lot less disciplined. It takes more time to "mold" them. They are "book" smart, but they don't apply common sense to a lot of situations,; adjusting to a discipline, structure environment is difficult for those who grow up with no standards or stability. Most don't like being told what to do and how to do it. Drill sergeants spend a lot of time keeping trainees motivated (strong willed).

Soldiers entering the U.S. Army today have no values. .

Soldiers are recruited by any means necessary and most of them although meeting regulatory requirements are not suited for military life, they lack in all areas except intelligence.

Some SIT's can't adjust to military culture, because they are not used to being a part of different culture of others.

The soldiers feel as if they can do anything and get away with it because it is real easy to just have Basic Training. Privates have no discipline because they have the "I don't care" attitude.

the generation the soldiers are coming from has a lot to do with it also.

What's important to some higher officials is not going to be the same to a drop out college student looking for another chance in life. If we can recruit bums off the street, our values as a whole decrease.

Speaking only for my MOS, the quality soldier has declined. Many I feel have just been pushed through the system -- soldiers are less disciplined and quite a few don't know their job (MOS) when they arrive at their duty station, even the basics -- having a college degree doesn't always mean you're the brightest or most willing to follow instruction.

The soldiers that enter the military are very different (physically and self-esteem) from 5 years ago. It takes a lot of discipline to bring them to the level you want to see in permanent party.

Soldiers come to us with past health problems which keep them from training and eventually become a holdover and continue to receive pay without doing any kind of work. Just hanging around till they get a departure date, sometimes 6 or 8 months later.

Soldiers are no longer entering the Army for patriotism but for their own personal gain. With this attitude it is hard to instill the Army values because they just want college money.

#56: The quality of soldiers have went down! #57: The same as above, no discipline and we baby them too much. I'm a female and is much stronger minded then the soldiers we get today. I am willing to die for my country.

- 1) Privates arrive at their first duty station untrained.
- 2) No discipline.
- 3) If there's a loophole around something today's Private will find it.

Soldiers don't even come here a little physically fit or within weight requirements. Basically, the quality of the IET soldiers has declined significantly. We are so worried about quantity instead of quality that graduate today.

Soldiers discipline coming into the Army is not the same as before. They seem to not care they don't want to do any work.

Because the trainee have some many right. If there is something they don't like, they know how to take approaches so that the system works in their favor.

The quality of soldier is about the same, no significant changes except that the soldiers are less disciplined, want to talk back a lot when told to do something rather than just executing their instructions. Have a problem with authority because it was not ingrained in them during basic or AIT

The quality of entry-level training graduates has changed because soldiers coming into the military have more options rather than to come in the military.

The quality of entry-level training graduates has declined.

A great degree of self-respect and discipline is missing.

It seems the soldiers we get today are not as intelligent. There used to be a GT score requirement of 110 for MP's now that it has been dropped, just about anyone can become a MP. The history some of these Pvts. come here with shows most had a low income upbringing without a strong family to instill values so we have to start at ground zero, but they are far from the soldiers of the old days.

Marine Men

Recruit quality is not as much an issue as the discipline instilled. For the most, recruits are ...lacking in discipline and the requirement to adjust to military life in all facets

Entry level training graduates seem to have no values, for unit corps, or their job. The quality of recruits have change significantly, they have no respect for authority

Recruits seem to have the upper hand and don't care about learning. They just want a free ride and they don't put out

New Marines are more independent. Loose respect for authority figures quicker and get lazy faster. New Marines are smarter and take more chances with the system to see how far they can stretch the units

Discipline has decreased due to what is happening on the streets today. Ability to adjust to military life and ability to accept authority has decreased because of the same reason

Discipline has declined dramatically causing lack of self discipline

I am a career Marine and seeing the new Marines coming to my unit I must understand that these individuals may not be as devoted to the Corps as I. So without an open mind I may see these Marines as slightly less disciplined or adjusting as well

I would guess today's society has a big role in the undisciplined recruits. After recruit training a lot falls back into their old ways

The caliber of recruits has not changed much, but this generation seems to want instant gratification and fails to see the purpose of hard work to get to the end

I think that it has declined because entry-level training standards are not the height. SD Marines just put enough in to get by

Entry level training graduates seem to have no purpose in life or are not disciplined the youth of today just does not like authority because it's cool to be someone that is in trouble all the time

Kids today are individuals more. #57 - Kids seem to have a greater problem accepting authority

Recruits are now in to more of the Video game error. Recruits can't stand authority

56 - Recruits and new Marines enter their unit with a cocky attitude, no discipline, no drive or will to learn, a know-it-all attitude with little potential to "serve" but they usually want to know what the Corps can do for them. They want the world on a silver platter but don't want to work for it

less likely to accept authority compared to the generations in the past

From what I hear of friends in higher enlisted ranks that new marines are not the same anymore. New marines, getting higher rate of NJP belligerency, etc

Over time society has been declining. So what young men and women we get are pathetic, no values, no respect for any one including themselves (self-centered

New Marines seem to have no respect for authority and are less likely to follow commands without asking why something has to be done

The younger generations lacks morals and self discipline

The "Generation X" kids that are coming in today do not have the same desire as the Marines that are training them when we were entry-level graduates

I think that the newer Marines don't really respect the values the Corps stand for and Generation X are quitters

I don't believe recruits (Marines) come out as well disciplined as they used to

today's generation haven't had much discipline or authority before they get to recruit training and it's harder to instill it

The personal and moral values of today's society, has led to a decrease in discipline, taking responsibility for one's actions, and a contempt for authority. Most new recruits come from broken homes, with no male role model or were hold accountable for their actions

it is much harder to put good core values into them because of the society they come out of

Kids more recently are more independent. It used to be what can I do for the service now it's what can the service do for me. #57 - ...no tolerance for discipline

He seems to have a more individualistic approach to things. (I.e., What's in it for me?)

Many recruits do not have benefits of dual-parent, one-marriage upbringing. These all lack confidence, trust, self-esteem, direction. More time to instruct is required

Basic training principle will always be the same. The people are changing and we must adjust to that....they have less discipline instilled in them. They take longer to accept authority over them

I believe the civilians coming into military service today are more undisciplined than 5 years ago mainly due to society

The quality of entry level graduates have been less disciplined, and concerned with the military way of living. The values that should've been instilled are lacking. Some graduates ...lack common sense and judgment

they tend not to follow orders as well

I feel that the genuine desire to serve their country and be the best that they can be has declined

It seems that today recruits often challenge authority, the values are not there anymore, very easy to pick our a recruit that had a good upbringing vice one who didn't. Recruits get stressed and they quit so much easier

It seems like the entry level recruits are a little more apt to have an attitude because there has been less adult supervising growing up. Also they are ... in slightly less physical shape

Patriotism is gone from society and kids are here for the wrong reasons. I believe parents are to blame young men are just not willing enough to try harder to excel

The level of quality is going down because of the change in society. As well as the attitudes of defiance and accepting of our core values. Kids have just flat out changed
Too many are more interested in themselves and their own goals and "rights" then in becoming a member of a team and serving their country

In today's world younger people really do not understand about what it means to be responsible and are timid, and unsure on what they want I feel that it is because of some parents can not control their children like back in the 60's and 70's

Some recruits who come down here are not ready for the challenge that lies ahead of them. They are weak minded meaning that they give up on themselves when it gets tough for them. They also come down here with too many family problems that they think military is the answer which it might be but in most cases it's not

The majority of the people serving in today's military do so for personal reasons, not for the love of this great country. The value of being American has diminished and that leaves an opportunity for selfishness to set in

the individual is a lot more weaker. The values that we passed to generation to generation has been somewhat lost because you have kids raising kids. The overall discipline of the American youth is totally screwed up because everyone wants to be tough and no one wants to but forth the effort it takes

A lot of entry level marines don't appear to understand the rigors of deployments nor the importance of having their personal lives in order prior to deployments or constant field operations

Discipline: Has diminished somewhat, you have to try a little harder to get them to move these days...the privates are reluctant to listen to the PFCs. Acceptance PF Core Values - Will harp on it enough, they got it. They just need to apply it!

Over the last five years, I have seen a decline in new graduates. The discipline, acceptance of authority and core values have declined

RCTs coming in today have a better education but less discipline than those of 15 or 20 years ago. RCTs constantly want to quit or question the authority of those appointed over them.

PART 2

Core Values, I believe it takes more than 12 weeks to instill them if they don't already have some. RCTs just pay lip service to them

For question #56 - the military can't be expected to change a lifetime of bad habits in a few weeks/months. It takes strong leaders to follow on with core values in the fleet

Marines these days lack respect for authority and traditions

56 - Due to the decline in discipline quality is automatically lower.

#57 - Again, due to discipline being lower the recent graduates think it's a cake-walk

56 - I have seen new Marines arrive at the 1st unit, and in the first year after arriving they are in trouble. No matter how much counseling or prevention we do, the individual is going to get into trouble

Recruits now don't seem to conform to military life the way they did in the past years less disciplined

Recruits are lured to the military with "things that we can do for the" vice "what we can do for the service", so we get what we pay for

In the past five years, due to the current economic condition of the country, the quality of recruits in the military has been on a downward trend. I believe this is causing the military to conform to society which has a negative impact on the type of person we recruit and how we recruit them

I feel it has declined because of the way society is now. Society has gotten lazy and it shows in the recruits. Military skills decreased because of the laziness these kids displays. Discipline has decreased because a lot of them only cares about themselves. Intelligence has increased because they are a lot smarter than before. Adjusting to military life has changed because they miss home and they can't handle being away from home. These kids don't like to accept authority because parents don't give any authority anymore

they lack discipline and "values" which is nothing more than a direct representation of our society

Over the past five years, the "attitudes" of the upcoming generation has been very undesirable and with certain restraints and inconsistencies in policy, presents (at times) an unrealistic goal to achieve when transitioning from civilian to basically trained Marine is anticipated

But in the same respect, they come from a selfish and protected society that makes it extremely difficult for them to adapt to orders and uncomfortable situations

a lot of new marines come from broken homes which they are in need of that "father figure

From my observation, the new Marines entering the FMF seem to disregard rank structure, and have very little respect for authority

56 - Members in my MOS must have received the wrong type of trainees, the education level was not there to obtain or learn the necessary skills, they did not have the right mind set to be in a combat arms MOS. #57 - The discipline I believe has dropped plus the acceptance of service core values was not instilled enough, "reason I say that is the member would get in trouble during leave or transition time, after a punishment was rendered some continued to be a burden on the unit, but there are a few that became better members after a wake up call

New Marines go to FMF and have an attitude with seniors and they're overweight and do not care, which causes NCO, SNCOs to waste time on paperwork and trying to change their attitude

Recruits are lacking in basic grammar skills, possibly due to a numbers game

they have no respect for authority

The generation in question is the "why" generation. They have been taught to question everything, be skeptical of their seniors. It's tough to instill values in to someone who questions you

We have a ...less "do or die" Marine Corps today

The most significant change I have seen is in the ability to accept authority and discipline
The Marines I have seen recently do not have a firm grasp of customs and courtesies and are lacking respect for authority

This generation seems to be a group of individuals of what that the service can give me and not what I give the service. Recruits want the easy way of doing things
The big change I have seen is new Marines is they want to know "why" we are doing it before it gets done, rather than just doing it

Physical fitness and discipline have dropped in this way. When new Marines get to the infantry BCT, they are not ready for the physical training that takes place every day. The new Marines are also very quick to disobey and become belligerent to the NCOs. The punishment of NJP or court martial does not seem to be a deterring factor. All though, the Marines are very smart. I feel they are more concerned about themselves than the accomplishment of the mission and the success of the team

Because of society, the young men and women coming in the Military have a less degree of Esprit de Corps or team players

The Marines to hit the fleet in the last three years have been steadily declining when it comes to discipline and intelligence levels

57: I have noticed a decline in the respect for authority, and willingness to obey simple instructions

Over the past 5 years, I have witness a very low quality Marine being part of a unit in the FMF. I believe that these individuals never had the basic knowledge of what it is to serve our country or what it is to be patriotic. Society is not teaching those values in our days

Kids don't have any self respect; no discipline. Yes, I think that it has dropped as times have changed

Discipline: It's changed because recruits that are coming to boot camp have very little respect for authority and little to no drive to succeed. They want everything given to them without working for it. Most come to boot camp with no direction or goals in life. Most have difficulties adjusting to doing what they are told and doing it quickly. Most have no faith in their country and are here to collect a pay check. So recruits change their minds about Recruit Training when they find out their living quarters are not the Hilton's or they find out they might have to fight and die for their country. A lot of them believe there will not be another war or conflict. Today's young generation have very little pride in themselves or this country. Most come to boot camp with no fear or attitudes what can I get out of the corp. Not what I can give to the corps (USMC)

Some of today's youth don't care about much, except what's in it for them. They want the title but don't want to put forth the effort to earn it

Since I've been in the Marine Corps and seen more entry level Marines come to units I've been in, they have tended to be less disciplined and more readily to talk back to authority figures and don't seem to know as much about their jobs or their service

The only reason any changes take place is because of society! The people joining the military out of high school now have no values

Individuals today join the military today for a broad variety of reasons. The majority seem to be looking for a place to "belong". They seem to be morally and mentally weak. They do well in the regimented and highly demanding (discipline) environment of recruit training but, on their own, they lack the maturity and self-discipline to put in practice what they have learned

My response to the above questions are based upon this. Recruiters, for the most part, are intensifying the screening. However, the standards at times are overlooked or lowered

In today's society a young man or woman at age 18 doesn't realize that they are responsible for their own actions and that they have to accept the choices they make in life. I find that we lower our standards or change the words of how we do things to please everyone

I think that the recruit now have less discipline

Discipline in new recruits has dropped

It seems that the new Marines I had come to my command have less personal discipline and an attitude that says they don't care about the consequences as long as it feels good while I'm doing it

much lazier because the way they were raised

are lacking many of the basic values of a warrior. More are lazy and look for ways out of duties

Today's society leans more towards individual desires and gratification from those desires. Common trends are that they lack guts to do what's right and to see things through to the successful end. Only trend, not the rule

they are more apt to question supervisor's orders if they are wrong

their intelligence is no greater. Many of today's service members lack the self discipline to do the right thing, such as being committed to a task or the authority of someone appointed over them

The discipline has gone down dramatically. Without discipline, you have more casualties in war

they are lacking in physical toughness, mental toughness and most of common sense
Basic training is not only about core values, but instilling the warrior spirit, but most of these recruits will die after a 4 mile run. They may be smarter, but they don't act like it! They really must start with discipline

The graduates have no self discipline, do not care about the service nor their job. They have no core values

I don't think the discipline and competitive spirit is present in recruits of today as it was 5 years ago

Recruits seem somewhat more timid on the whole
Recruits/new members don't listen as well as they used to

Young marines today don't seem as focused on the military and its lifestyle. If you have self-discipline you can control most of the problems at hand, physical fitness, finances, etc

Recruits are not as "cream of the crop" as I would like to see. Recruiters are unable to be as selective as they should be and go to any length to make mission. The "warm body" mentality comes into play when the end of the month comes around

I don't think young Marines are taking honor, courage and commitment seriously

Today's recruits come from a more aggressive and unstable background than ever before. There is little if any discipline in those lives. Most of these have never been told the word "no" or denied the ability to have their own way. This makes them less receptive to military life

has caused a slight decrease in discipline due to many recruits coming to recruit training with little or no discipline to begin with

When they arrive to the fleet, they are too lax and are more worried about how they can get over, vice mission oriented and how they are able to help. Today it's more about (what's in it for me) vice let's just get it done. As far as skill proficiency is concerned, they have been through the basics and know the bare minimum but only a handful care enough to do beyond that

There just isn't enough time and they don't care what you write about them

It seems as if these recruits come out just like they came in "nasty"

For whatever reason it is it seems as though that young Marines today coming out of boot camp do not have the same mind set as far as accepting authority and having the discipline

their ability to adapt has declined. They lack the discipline and ability to accept authority that recruits 5-10 years ago had

the recruits are somewhat more selfish and seem to be less receptive to conforming
As an NCO in the Marine Corps, my primary specialties were aircraft related. Though in technical jobs I found the quality of my new Marines gradually declined between 94 & 97

Recruits are different these days...less disciplined and more immature

much lazier

New marines have no respect for authority, or concept of what they are being taught. They are coming out as individuals and not team players

initiative is lacking. New marines seem to expect more these days instead of having to work for it

physical fitness is lacking

The personnel coming into the service today have no drive and we as leaders have more problems with the young members on discipline and also many of them are married with no clue on what's going to happen to them

Overall, I believe that the discipline and respect to higher authority figures have seen a significant decline over the last few years

During the past five years, Marines have been more of a "me" concept. What can you do for me. The discipline level has decreased. Some have it and the ones that don't...DO NOT. They don't want to be held accountable for actions and let their personal opinions conflict with the unit's mission and regulations

Recruit's values prior to arriving basic training have changed dramatically. Instilling just basic core values is not enough. Sometime an individual's "soul" will never change no matter how hard you try. It has to come from within

Recruits do not have the discipline they have had in the past. I feel it is because of politics

there's a noticeable drop in overall physical aspects

Recruits come from a society whose acceptance of authority and values are declining. It takes a lot to overcome this.

In many occasions I have it is difficult to get juniors to do what is asked of them. They often question superiors, whether 1 or 5 ranks above them, authority. Any task assigned that is not directly in their "MOS" guideline is sure to cause them to complain or do a barely marginal job

In my experience, new marines joining the fleet FMF have more discipline problems. They seem to be on their own program. They think that they are civilians with civilian rights. They lack the discipline that is instilled at boot camp. They have little self discipline oesn't have much respect for authority

new recruits nowadays have no discipline

With the computer age everything has become centered around some sort of computer type equipment. But what we tend to forget is that we need more physically able service members to pick up or fix this equipment (I.e., tanks, lav's, Bradley's, etc.). So because we have kids with brains and no muscles they think that we should not expect them to be able to get that physically challenged mission accomplished

lack the discipline to excel. They want everything given to them, but do not want the responsibility with it. Constantly challenging authority and values are not great

Just like the society has changed and manners and courtesies decrease so do the quality of recruits. The end product still has that society on it so when they enter the fleet the civilian ways come back out

The kids coming though now don't have the respect for authority
Recruits that are joining The military are more carefree and feel that they have less of an obligation to commit themselves to an organization

It seems that a new Marine don't respect their superiors as much at that lack of respect will make it harder on the unit as a whole

common sense has declined. Recruits today don't seem to accept authority or adapt as well today

today's young people that come to boot camp are from a society that now basically accepts adultery, rapes, violent crimes, and drug abuse. That is the type product that is now being basically processed, not basically trained. Marines used to be the best. I'm not sure I can say that now

I believe that through the decline in societies values, the level of discipline and willingness to accept authority has declined

I feel that the quality has changed due to the changes within society. Individuals now join the military to get away from something at home vs. because they want to join

Entry level Marines seem to not have the discipline that they used to have

The young men and women coming into the service is lacking real family structure and have not developed the skills to adapt to a team. A lot lack the discipline to work through the tough assignments

the discipline is declining. Parents have to be there in times of need for their children. Don't let them become a part of this society that does not respect authority. Teach them right from wrong

more casual instead of professional. They expect to be told why for everything it seems I don't think they are as disciplined because they question authority more. You don't have to agree all the time, but there are just sometimes when you just have to accept it and move on

as for the individual trainee, he has no morals or discipline

no common sense

discipline and respect for authority has really declined

ability to adjust to military life needs to improve a little more. Some smarter recruits/graduates have problems accepting authority as they feel they are above their superior or senior

more dependent upon someone

57. Young men of today's society feel as though something is owed to them. Upon entry into the military they are full of "their" rights unable to see a bigger picture (Marine Corps) even after boot camp

The quality of military entry level personnel has declined because of the original product inducted into the system. They are more sensitive, and lack heart from being never challenged before arriving. The kids today ...lack in creative ability to adapt, the values are not the same as far as right and wrong

The reason I feel there is a decline is because, to live comfortable today, there has to be a dual income family or someone is working overtime or both and this takes away from our children, the basic morals that were taught at home and we can't teach this in 12 weeks in boot camp

lost all responsibility and accountability of self. No common sense. Lazy

today's youth are not as physically fit as years prior. It takes longer to get them ready physically for some of our training events. 57 B/E: Today's youth are more prone to want to do things their way - they're not used to authority figures constantly correcting them

Recruits today feel that our Corps values are just words. Some not all

I think the respect for superiors is diminishing

The newest members of my last command always checked in with disrespectful attitudes and never wanted to be involved in the training are lacking in discipline and guidance

require more benefits to stay focused on what they're doing

some have deficiencies such as accepting authority and discipline

Today's new graduates appear to ask more questions rather than have instant obedience to orders

Adapting to military life is becoming more difficult for generations unexposed to war, combat or conflict

New service members have a difficult time with the operating tempo of the FMF.

D. Due to current living standards, some have problems, so do not, overall stayed the same.

E. Most of who enter the military do not have any authority in their life so accepting it is hard for them.

Discipline and job over liberty and best I can do has fallen by the wayside. Authority is taken for granted

I have left the Fleet Marine Force only to see why some of my young Marines lack of discipline and the reason for it. ...they have serious authority and discipline problems on the rise. That's from an infantry standpoint

I feel that the true discipline, self-discipline is not were it should be

56 Seems to be a lack of goals and discipline instilled in today's youth, but I suspect those that trained me 18 years ago said the same things
the discipline, camaraderie, and esprit de corps have diminished. I find the recruit of this era experiencing trouble adapting to a military life style and having difficulty accepting authority

Right now they are not disciplined enough. I don't mean go crazy but there should not be a set of exercise to do. Yes, a time limit and your judgment but having to do it on the card is not good enough. Too much of nice guys. That's why so many hats go down. They want it there way. That is the reason it is not tough enough

I also feel that the new service member seems to need more attention than in the past. More attention as far as personal problems and ability to adjust to military life

56. No instant obedience to orders. 57. It used to be 2 out of 10 weren't very mature, hard going and responsible. Now it's more like 7 out of 10

I believe discipline is being replaced for intelligence and I don't believe its good for our Marine Corps

Discipline has decreased

I also feel the moral decay of the family nucleus over the past 5 years (divorce, drugs, etc.) have produced adjustment problems and a lack of elderly guidance in today's youth

I feel this causes them to ask why? when they're given an order

I think the level of discipline has declined, therefore a willingness to conform has been lost

Society allows individuals to get away with more which in turn has spread to the Marine Corps

physically "weaker". In part of the "Nintendo" generation as opposed to previous generations. They give up quicker and do just about everything to get out of training

less likely to take the bullet for someone. They seem to feel that if someone gets on them that their being picked on. Discipline has decreased just look at our E-1 - E-4's today

upon initial entry, do not possess the same levels of self-discipline and moral character as in years past. Much more time now is spent on the development of moral character and discipline

much less mature, much less responsible than before. They're looking to be part of something but still be individuals with their own single-track mindset

they are much more likely to question authority

56. New Marines go on leave spend all their money and check in somewhat broke. All they be adds E-1 and up and think they are getting a good deal

they don't expect authority. They tend to need more supervision and they lack confidence in their abilities but training has overall improved

New marines seem to have attitude problems now more than before. Some of them are smarter, but they seem to think they know everything about everything

The military is governed by society and parent don't want to see their kids disciplined. So they are lacking in some family values

less active and less disciplined then 10 years ago

Entry-level trainees don't have the same love or passion to the service history and standards

at the same time they seem to be weaker physically. Maybe because we are in the computer age

much less disciplined. They tend to want to straddle the fence when it comes to military commitment and being part of mainstream society. They want the best of both worlds

The service member lack of can do attitude and don't quite understand these job and or demands placed upon them. The discipline isn't as responsive as in the past, they tend to question every aspect, to include authority and it's a challenge daily

have little values. In my 13 years of service I have witnessed more disciplinary problems in the past 6 years. A lot of Marines still have the same problem with authority

Entry level trained privates give up too easy when things get tough, today's society gives up. Personal pride in on the decline. Privates would rather suffer the consequences of just failing than to give what they got and fail. Privates know that even if they don't succeed, they will still be around

it's the individual not the institution or the way we train. Discipline may have slacked off slightly

The recruits that we see today do not have the drive, motivation or discipline that recruits have had in the past. The respect that they learn in boot camp is lost between 10 days leave and their first duty station

they have no respect for authority or discipline

lack respect for authority, discipline and pride in military service

I feel that kids today don't respect authority due to the fact a lot of kids are growing up in single parent homes. The values are not being instilled in them. Parents view on the way their kids are raised has changed

Because of the breakdown in families, morals and ethics are less than to be desired. So the military takes on a larger role of teaching these things

lack a little military bearing and respect for authority
however, it seems that because of society in general and the way they are raised, it is more difficult for them to conform to military standards of discipline

I don't know much because of my limited time, but being attached a special OPS unit, we see kids all the time that come in with lack of discipline and inability to accept authority, mainly stemming from the lack of courage to do more than the average Marine

56. All they worry about is college money. Most think they will never see combat. Wrong attitude as far as I am concerned

I feel the military is looking for higher education, and people who can make decisions, I think we're losing our discipline, through today's generation whose family values are much lower that they were 10 years ago, because I.e. single families, the economy, both parents working. Things are made much easier today, i.e. riding lawn mowers, automatic dishwashers, computers

have no discipline and a lot of financial and family problems which degrades unit readiness. They expect to be given everything instead of working for it

at the same time, there seems not to be the same discipline and respect for authority as when I came in

57 Today's parents have a tendency to give their children everything that they want--and often do not require anything from them. I find myself falling into that same trap

Marine Women

From what I have see, the new Marines have no respect for authority and lacks values.

Although the knowledge portion has increased and testing is tougher, recruits are not trained to be respectful, courteous, and responsive to orders. The command seeks to retain recruits who consistently show a lack of commitment, respect, and ability to respond to authority. They are allowed to display attitudes and ease through training without a fear of being recycled.

Today's "new" Marines have somewhat of a selfish attitude. Most have a what can the "Marine Corps" do for me attitude. Some continue to bring the civilian life (gangs) into the Marine Corps" which causes a lot of problems

Young adults feel they know it all and can quit when they want. They are spoiled, everything has been handed to them their whole life and recruit training is becoming the same. They want quantity, not quality, that is why there are so many problems later on. We are adjusting to the standards, when they should be adjusting to ours.

Recruits are not being disciplined enough at recruit training. And GT's are being waived so they can come in

even recruit training has a hard time changing 18 years of no discipline

The discipline and acceptance of authority has decreased in society in general. While in the initial training environment, it is very controlled, and therefore, more disciplined. However, 18 years of society has a way of returning once they leave boot camp and are no longer in such a controlled environment

I feel that the quality of the recruits coming from boot camp has gone down drastically

Unfortunately, the discipline and acceptance of authority have declined a great deal

Today's new Marines lack discipline and respect for seniority. They don't like to be told what to do, even when they don't know what to do. They act like senior Marines are supposed to be their "buddy". On the specialty training - new Marines are smart, yet act like they are only supposed to learn a certain aspect of their job and perform only that. They are not willing to learn outside of their "box". I often hear "that's not my job

RCTs are given too much leeway. RCTs have lots of power over DIs

The product of RT today does not compare favorably to the years past. New Marines appear to be the same punk who left home, but now wear a uniform. The discipline has declined vastly and is very evident. Most recruits have a major problem with authority and take that to the fleet with them

Receiving young Marines from MOS schools. There was a noticeable change of being lazy and thinking they could talk any way to superiors. The new Marines are more outspoken but in a negative way. Some new Marines feel that they can continue their old lifestyle and carry the title United States Marine. New Marines had to be reminded where and who they were.

Young Marines today care mostly about "me". They don't retain discipline and feel that since they have graduated recruit training that they now rate to do/say/go anywhere they want to. They loose respect as soon as they leave training. # 57 D) They feel they don't have to live per military the lifestyle. That they may do anything the like. E) They tend to retaliate towards authority/they feel that they have served their time in recruit training and rate to be treated as senior Marines. F) Young Marines seem to not care about any type of values.

Over the past five yeas, I have seen a decrease in the discipline level of entry-level graduates. As a result of the decrease, many Marines, for example, are made to get out early or get out

after their first enlistment due to disciplinary problems encountered caused by the lack of respect they seem to have for authority

Over the past several years, fewer marines have demonstrated the values that have been emphasized, exercised the proficiency in skills, the adaptation to military life and acceptance of authority. The values and morals taught in society are still impacting our newly inducted

It seems as if young women and men come to the military as a last resort not a first choice. They are more apt to be unruly, less focused as when I came in five years ago. They display the "I don't care attitude." They lack morals and respect for other human beings.

Today's younger generation tends to be a lot more independent and most lack respect for adults or authority. Recruit trainers can only do so much to change their attitudes. Today's recruit has more of a mind of their own and it's difficult to change that regardless of how much training they receive

I have seen a significant change in ELT Marines, they don't have the respect or purpose of joining the service, it's just a job for most

They have become marginal due to society and the way children are brought up.

The service members within the last 5 years have become more selfish and individualistic. They don't see the whole picture just "what's in it for me?" Which also displays a great lack of discipline and team concepts.

I've had new Marines have no concept of Core Values, and some that were all about it. Some are totally lost when it comes to their job and some that learned more than I had After the Crucible, recruits are now Marines. It seems that the discipline and instant obedience to orders lessens

New "training graduates" are far more concerned with themselves and their individual rights. The ability to accept orders have declined dramatically. They have the highest self-esteem you can imagine - not a good thing because their ability levels do not even come close to their opinion of themselves

I feel that the discipline factor has declined. New Marines don't seem to have the same level of discipline. They seem much loser. The rest of the qualities are there just not as strong

I think that recruiters are coming in for the wrong reasons and that they are looking for as easy way out. They do the bare minimum to get them through basic training

I think that the quality of entry level training graduates has declined because they seem to come to the FMF less disciplined. The way they carry themselves is not very military or without bearing. They no longer have the same respect for a higher authority

the discipline levels are down compared to when I came through recruit training nine years ago

Most individuals use the military as an escape and really have no desire to continue in the military.

does not want to work as hard as his/her predecessor

The new Marines don't care as much as the older Marines about getting the job done and done well.

With so many civilians, Marines are not as knowledgeable

The quality of persons are not as high

I believe that due to the generation of young people coming from society, more often than not they aren't as physically fit. And parents are not disciplining their children as much and, therefore, the recruits are not able to accept authority, not disciplined, they do what they want at home and the adjustment is harder for them

The new Marines seem to disrespect the authority of the higher ranks. They tend to be on their own program and lack a lot of discipline. The younger Marines also tend to give up a lot easier than the Marines of the past

they don't always have a good amount of respect for authority

Navy Men

Most people entering in the military today have been given everything they've wanted. They are spoiled rotten. When something doesn't go the way they want often they want to quit. Most people want to do whatever their minds have imagined to do instead of what is morally correct.

It all comes from our society. They are lazy and more "into themselves" and "what feels good." No tolerance for physical discomfort associated with physical training.

All unsatisfactory.

I believe that the last 5 years has shown that the recruits now have less respect for authority

Also, get rid of don't ask-don't tell. It undermines good order and discipline in the division to have homosexual recruits in boot camp but our hands are tied because we haven't caught them "in the act."

Recruits seem to have more of an individual value then team values and real peon physical condition. SR's and Naval personnel reporting to ships do not understand or never received discipline. They don't handle authority well and have a hard time adjusting to military life.

I feel that the current social/political environment in the country makes military service undesirable to groups of people who were until recently enlisting. With a narrower base to draw upon we are not enlisting a lot of the better educated young people. And fathers are no longer as eager to encourage their sons/daughters to serve.

E. Recruits now not as acceptable to authority, because accountability has diminished some.

Standards have changed/lowered for recruits, to invite more people to join the military, with less benefits people are losing interest.

Overall scores to enter the military have declined. Personnel don't even require a high school diploma.

I believe graduates today are far more independent as in "they do what they want to do." Less loyalty and devotion to duty.

Too self-absorbed, not all people have the same desire to achieve or the ability.

SR's are mostly latch key, computer kids that never really had a structured environment. They are out of shape because no one makes them exercise.

#56 - Don't seem to care about their job. #57 - Less discipline overall personal values are less or lowered.

The declines listed above are not the services problems, but problems with the way children are raised today.

Intelligence of the recruit is lower because more of them run the streets and are from broken homes.

#56 - I think it has to do with what they were doing before they came in. Kids nowadays have been playing video games too much and don't have much discipline or willpower. Back when kids worked a lot and were taught to listen to their elders, today it seems that everyone questions authority. #57 - I think this tells it all, weaker, slower, unless hopped up to a monitor or TV.

New recruits lack discipline because of a lack of family values growing up.

Personnel coming into the their first command lack discipline and most of the time have attitudes and can't follow orders. It doesn't matter if you're smart or dumb if you can follow orders and do what you're told you will succeed.

they are more individualistic, less willing to follow authority and have problems realizing they are "in" the military. It's unlike any other job. Many enter for college dollars and that's what they want, period.

Students seem to learn just enough to "get by". After basic training has been completed, discipline and ability to accept authority starts to decline.

I believe trend started more than 5 years ago. All entry level persons are interested in college fund, not serving their country, travel, new experience, i.e. "What can the Navy do for me?" is the current attitude.

I believe the quality in all areas has decreased. The majority of recruits who graduate are more concerned with themselves than the mission of the Navy. In about 10 years, once all the quality military members are gone we will be in fear knowing that our forces will not be able to meet the challenges and demands of the Navy.

MTV

I believe our people are somewhat smarter but that doesn't always make them better.

I believe discipline has decreased.

While the intelligence level has increased, so has the questioning of authority. Resistance to conforming has also risen.

These new recruits now are mostly internet computer zombies or play station playing, potato chip eating, couch potatoes. They have very little physical training background and very little family ethics and moral backgrounds instilled in them.

I have only pushed two divisions (males) but coming from the fleet, I have seen and have worked for me some individuals who I thought didn't have a clue on what was expected of them. Also, I've noticed that the new sailors in the fleet have a hard time accepting authority.

Due to discipline declining in the home prior to coming into the military, it's harder to get individuals to understand the purpose of respect and reason for discipline while in the military.

Moral values have declined. Too many joining for college money, not commitment to nation/service. Disregard for authority, less discipline coincides with above.

Some that are coming into the military these days are doing it for the college money. Serving their country is not the priority. As far as quote/unquote highest caliber of personnel. That's just because recruiting will set standards from time to time not allowing anything in under a 50 AFQT. They are for the most part the ones that will question authority.

One of the reasons I became an RDC was because I saw a decline in quality of recruits coming to the fleet, many of whom didn't pan out and left our commands undermanned.

Quality has suffered because of the need for personnel in the Navy. Before when you were a problem there was not a problem in getting rid of you. Now seems to me it's an all out effort to keep everything that comes through.

Younger sailors in the fleet they want someone else to do their job for them. A lot of sailors are working as individuals and not a team player unless they are forced. The smarter or advanced ratings you are in the easier your job is.

In 1993 I was a recruiter and could not get a person with an AFQT below 50 in the Navy, now my division's average AFQT is 45 with 76 in the division.

It is taking recruits longer to adapt to the regimented lifestyle. They have a difficult time accepting authority, maintaining discipline and believing their core values. The patriotism of yesteryear ain't what it is now. Perhaps boot camp training should be extended by a few weeks or allow parents/schools to discipline their children more as they are growing up. Pledge of Allegiance in schools and Star Spangled Banner played at school would be nice, etc., etc..

Recruits appear to be less motivated and less to accept discipline once they leave training seem to fall back into that same old area of peer pressure.

The recruits who come in today are not fully prepared for the challenges that face them. Both physically and mentally.

overall, I think a lack of respect for authority is being seen throughout the Navy. Maybe due to the more independent backgrounds of people coming into the Navy, I.e., gangs, single parents, etc.

I feel society as a whole has taught the younger adults that it's okay not to follow the rules or that values aren't important. That's very apparent when you observe recruits that come in the military today.

some of the people they coming in have too many problems, from home life, that they bring here and the recruiter still lets them come so we are faced with a problem person.

Basic training has become more relaxed because Navy wants smarter sailors. And you can really tell that by new recruits coming into services. Also with less people coming into Navy. I also think the Navy reaching in bottom of cookie jar and letting some of recruits come aboard. Need to look at all ships and in two year frame how many sailors are getting kicked out of the Navy. Wasting Navy money and RDC time with some of recruits walking through gates.

Recruits coming into the service just don't care about much of anything. Recruits are today are slow, if you given them an order to do something they want to say I'm not doing that and quit because you are being too hard on them.

when it comes to hands on training, they can't do the job.

Navy Women

I haven't seen any change in the standards or training requirements other than a different type/level of member enlisting and their ability or desire to accept the levels, meet or excel. I have

seen a decline in personnel/team commitment which appears as a decline in the training process.

Seems to me that entering the military is easier. The quality of recruits coming in is lower.

When the going gets tough, they want to quit.

Today's graduates are more augmentative and questions everything. Graduates have too much lead way. They are taught about grievances in training and I do not feel they need to know this.

The quality of recruits is directly related to the type of people who enlist, and enlistment's are way down, along with AFQT and other scores. We have had to lower the bar on allowing people in, some can barely read and write, their physical ability is about N/L, and their discipline is non-existent.

I also feel they are not coming into the service for the same reasons as people did many years ago. People are more emphasized on themselves vice an overall team concept. Nothing more than products of society. They certainly learn more at being a sailor than when I went through 16 years ago, but the "love" for being in the Navy is not there for them as it was for me.

NEGATIVE COMMENTS ABOUT BASIC TRAINING

Air Force Men

Discipline and respect for authority has decreased because of the lack of leadership. There are too many leaders out there who are concerned with hurting feelings instead of insuring we have discipline service

The individuals coming through today get no discipline at home and little here. It's more important to meet numbers than to graduate well discipline, well trained airmen.

Unfortunately, it's all about numbers

I feel it is due to the restrictions placed on the training environment and the instructors. Discipline has about gone out the window

You have trainees who get too many chances

I feel that this "kinder, gentler" attitude is disgusting. If you won't train individuals, then let us train

I personally feel that the trainees today have it much easier than what it used to be. If one feels you've done them wrong, they will drive you out in a heart beat and our supervision will believe them over us 99 times out of 100. I feel that they do not allow us to instill the discipline that they should have in order to be able to face up to some of the situations that they might one day incur

Because guidance from above is changing. NTIs are unsure of what is expected. Instead of giving answers (the truth) we have mislead the commission and as a result MTIs are working twice as hard. The same effort is not going into flights. Of what would have been the same since 1947; it's a question of what would be accepted by those in charge. Right now, everything is slanted towards the trainee. The actions of a few should not affect everyone

Training itself has changed. I believe most problems seen today can be directly attributed to training methodology. We cannot seriously think recruits have changed that drastically in 5 years. However, I have seen the end product change. This validates what I see everyday. Instructors are overworked and undermanned and all the while told he/she must be "easier" or "nicer" to trainees. The system results from bad training ideology from the high levels of command. I have a commander who is seemingly more worried about whether or not trainees like the food in the chow hall than about how disciplined they are. We are more worried about letting them go to SPURS basketball games and participate in Operation Home cooking (where they go and eat at a family's home at Thanksgiving) than about their mental and physical fitness and abilities to perform

Discipline is sacrificed to allow for more trainees to graduate. In other words, more trainees with discipline problems/problems with authority are being allowed to graduate from BMT on time with few to no repercussions concerning their behavior or attitude

Discipline, adaptability to military life and accepting authority are declining due to the constant restraints being put on Instructors. Most instructors are afraid to train due to the direct link trainees have with other supervisors. Instructors don't even have this. If a trainee complains, they are automatically correct, the integrity of an Instructor is non-existent

Basic Training should be rigid and focused. Recent changes have both distracted and confused trainees

They are one in the same. As an MTI, my hands are tied. The Powers Above make changes and decisions without consulting the workers. I have never felt the use of physical/verbal abuse to solve the problem. But we are so concerned with what we can't do (profanity, use deserts as a tool) that we feel micro-managed

Discipline level of trainees has declined/our hands are tied, we basically have to "baby" the airmen for fear of disciplinary actions "if we get told on

The Instructor has no authority to change it

We are directed to train out airmen, but they may critique us at any time. The upper command really wants is a babysitter. No, they won't say that. "Don't offend them", "be sensitive to them". We need to offend them it's a negative to motivate them to prove us wrong. The meaner I was the more disciplined they were and now they call back and say "thanks". Then, it wasn't good but now they understand

Trainees don't receive the discipline or core values--which stems from poor motivational tactics

All areas declined due to limitations placed on instructors during training. Disciplinary problems, respect for authority. The recruits should be required to follow a tougher guideline for new recruits.

Service members are more apt to question authority because they are taught throughout basic training that everything is questionable. They don't ask "why" to simply understand, they ask "why" to question why they have to do it.

They also are given too much leeway to disrespect authority in BMT and Tech school without reprimand.

A MTI has 6 short weeks to try to instill core values and respect, etc.. It's very challenging at times, but the frustrating part is when we know a trainee has slipped through the cracks. Knowing there is an airman somewhere in the Air Force that hopefully, will not hurt or kill someone.

We as military training instructors need to be given more tools to instill the maximum amount of discipline.

I feel that training has gotten easier. It is nearly impossible for a recruit to fail. For example, the End of Course test is given again the next day, they know what areas they failed. If the promotion system was set up like that, we sure would be promoted a lot faster. The same holds true on inspections. These recruits are given chance, after chance, after chance. It is nearly impossible to fail! Which in turn decreases discipline.

Training has become too soft! Airmen are not babies.

Airman haven't been instilled with the fear of repercussions for their actions. They have seen worse things in inner city life than they will ever see in the military. So they feel like we owe them something and not the other way around. Because of what types of airmen that are arriving at their first duty assignments is why people with 6-13 years are separating, to include myself.

Discipline has gotten lax in BMT with trainees. These AMN coming in today lack discipline and BMT needs to bring the tools back so these Amn will leave and cater the operational Air Force knowing that discipline and following orders is important to military service. We need to drop the BS business aspect and get back to military training.

Discipline sucks! I personally believe the tools MTIs need to train with are so limited that "yelling" at trainees will be considered offensive by the year 2002. Pushups/sit-ups, water and bread rations should be used for discipline problems.

We are letting some sorry individuals walk through the doors and right out to operational Air Force, because we can't train the way we need to because of fear that the Instructor is always wrong. Forget the media and let train the trainees.

Air Force Women

Basic training has become like a day care for adult training acting like kids. Restrictions on training methods decline the quality of airmen graduating today. Why is officer training tougher. It is the enlisted that wins wars.

I believe that the discipline area has decreased a great deal because of the fact that we are not as stern with them as we used to be. We are trying to train these airman that when you go to war you just can't call home to mommy and daddy or their congressman and say this is too difficult, I want to go home. What would they do if they were in a real world situation. They would get killed.

Discipline has decreased immensely because of today's basic training. Training cannot be provided in a manner that would benefit the services.

In addition to this, some our tools to instill discipline have been taken away. At times it seem the airmen are right--they can do as they please and still get by.

Initial Training is not harsh enough, there is too much babying and coddling of trainees. More emphasis on war like skills and tough discipline is needed sorely. Instructors are constantly having training tools taken away, with nothing to replace them, leaving instructors with their hands tied and low morale.

Instructors feel like they are walking on eggshells all the time. (Basic Training), therefore our young people are going out into the services undisciplined and not challenged.

Army Men

Discipline has decreased due to the fact NCO have lost their compassion and not caring for lower level soldiers.

To me, the Key Quality most desired by an NCO in a new recruit is discipline. A disciplined soldier is going to put out more effort than an undisciplined soldier and regardless of his physical ability or intelligence level, he will push himself to succeed. What I have seen since my enlistment is, soldiers that have no respect for authority and punishment. Why? Because they will call mom and mom will call her Congressman, leaders tired of trying to punish soldiers through ineffective UCMJ so they give up, and senior-leadership trying to sweep everything under the carpet. The military is for fighting wars! We don't need sniveling little kids who just want to play Army so they can get their college money. We sure don't need Congress telling us how to train a combat ready force. As a Drill Sergeant I feel like a babysitter. The only people that don't make it through basic training are the one's who will go to any means in order to get out. I can say that about 60% of the ones I watch graduate should go home.

Drill Sgts are constantly threatened by higher HQs that they'll lose their career if they do this, that, or the other. This causes Drill Sgts to back off of Privates' and not discipline them.

Basic training is a joke; the liberal representatives of our country have turned it into a waste of time

They don't care about quality, only "quantity" states

There is none, our hands are tied

There is more focus on what a Drill Sergeant does around Privates then allowing a Drill Sergeant to give the tough caring approach

56 - Unit standards are declining, need to separate those who do not meet the standard. Don't continue to give more chances

In BCT the commanders are more concern about keeping the soldiers happy than allowing the Drill Sgts to train soldiers properly. Too much politics in BCT

56 - PVT's are being removed from training to attend different functions which they are allowed if over the age of 21 to drink. What values are being pursued there?

#57 - Number of graduates from a cycle is more important than a soldier really meeting the standard. In an over weight PUT may meet their 50% and 60% of BCT and DCT but upon arrival to permanent party they are chapter out on the over weight program

In many guidelines for Drill Sgt, it's too hard to do your job when there are higher commands sitting behind a chair making rules that effect the why you are training. That's why there's no discipline in soldiers in today's Army

The military discipline training need improvements to be successful in war

The current ATC regime has watered down basic training to the point that privates graduate no matter what. Drill Sergeants hands have been tied, you must constantly go into the "grey" area in order to effectively train privates. Even this produces marginal soldiers. It is difficult to train when you constantly have to watch your back

Politics" concern more with numbers than quality

57 - There are too many highers that have not served under the hat and they do not understand how or what the Drills deal with each and everyday. They just look at status

The quality has remained about the same because recruit trainers are too restricted with what can be done to new soldiers. For example: Why do we have to wait 3 weeks before sending a discipline problem soldier home. We are the ones who have to deal with the effect left on the remaining soldiers. Higher commands should come down and ask, in a forum, what we should do about policies that are going to be more restrictive before they are implemented. Ask the NCOs that have to conduct the training

The way we receive the Privates we have to baby them too much. We are treating soldiers more as kids than adults and men willing to die for their country

there is the possibility (very strong) that we, as a training force, have become so politically oriented that we have become too "soft". Pressure from above (high-ranking civilians and military personnel) has placed us in this situation and it does not produce quality, disciplined soldiers

Standards have lowered so the Army will suffer in the long run.
Can't enforce discipline to maintain standards

We have no rights when it comes to recruits

Standards have dropped to easy. Need to be more discipline. We treat training like babies. We need to set higher standards and train like we fight. I'm afraid our soldiers today will not survive in combat. We lack in change in new style of skill proficiency. This Post needs to update the jobs

Discipline somewhat lack because of the many restriction impose on the trainers

The above two questions improved somewhat but the trainees are hand fed too much

Too much trying to pacify Privates instead of instilling discipline and adhering to the standard

Due to many changes and/or restrictions in BT. Soldier discipline has declined. It's more political now. The vendors have become top priority now. Everyone wants a cut of the financial pie at "the training

We seem to have more limits and restrictions that keep us from being effective trainers

There are many recruits that aren't getting the discipline expected from basic due to the state of our society

Now soldiers make it through IET, just because of a number count not on their performance or intelligence

In the passed 5 years, training has gotten easier and soft, you concerned about soldiers feeling and how to talk to them IE don't yell, don't swear, give them there space

In my opinion the military in this case the Army has somewhat decreased in it's teaching of new recruits. I think we've went from one extreme to another

Soldiers don't get enough hands-on training. Concerts, football games, mall trips, sports days take away from training. Not being able to discipline a soldier, because someone will accuse you of troop abuse, hurts our Army

When we raise one voice at a soldier, they are deeply offended and will tell on you, even tell a lie to get back at you. I guess it will take a war and a whole lot of body bags for the public to understand that we have to be tough on soldiers in BCT. But not to the point of abuse. Our society will be stronger not weaker. Respect and discipline for each other

Too many restrictions for Drill Sgts to do. Soldiers know how to work the system in their favor. Too many officers making decisions and policies and don't know what Drill Sgts really have to do to get the job done

Policies change and restrictions are placed on the trainers. New soldiers must be taught discipline, respect, and develop pride within themselves. They must be loyal to those they serve

Then, add in all the politics and restrictions put on the drill sergeants, you get exactly what you asked for out in the field units. That is, a soldier who will do 2-4 years at his own pace no matter what happens to him

Basic training has become so political. It is all about what your chain of command wants (personally). It has gotten away from teaching discipline. Bn Commanders and CSM's are wanting Drill Sgts to baby soldiers. Soldiers fail to follow instructions, tell soldiers it's okay and teach him how to follow instructions. That is one example of the type of chain we have now

The leaders above myself have changed the Army to make it easy and they would rather have soldiers with very little discipline and who don't respect authority. Then soldiers who will do things without question. We as a whole have made this a kinder, gentler Army

rushed through training

I believe politics have played a role to where leaders cannot train soldiers as efficiently as in the past

I believe entry level training is watered down too much. Worried about how the POTs feel instead of instilling discipline and pride

SITs are allowed to witness other SITs doing wrong with no reprimands

The areas selected has decreased, somewhat are decreasing because somewhere in the higher levels (Squadron and above) of command, people are worried about quantity not quality. There have been many occasions where a trainee did not make the standards at testing and was given additional attempt over what is stated in the regulations. Privates failing to meet standards in the required amount of time and attempts should be new started or E.L.S'd IAW TRADOC REG 350-6 but they are not. They are given extra attempts

Drill Sergeants can't use fear or hard tactics, so new soldiers report to a live company and can't deal with the stress or work load

The quality of training is or has change somewhat due to the command environment. The soldiers are the same it's just the drill sergeant is different

OSUT is too political and mismanage

56 - Quotas allowing people to graduate and move on where they shouldn't

Drill Sgts have been given the title to train but the system will not let them train the Privates. I believe "BCT" should be given by corresponding causes

The Army has gotten confused that we are to defend the nation. In order to do this you must instill values and train like you will fight to defend the nation. We have lowered our training standards and requirements for discipline tremendously

56 - Privates are almost getting babied through Basic Training and then get to their real unit expecting the same thing. The level of discipline went way down

Too political and there is no level high level of stress that is allowed to administer to prove a soldier. Having a military is to protect, deter and win wars. Unfortunately, people, we and the new public can not accept that fact. However, because Vietnam was so political, this is why most Americans do not trust the Government

I believe that people are more concern about the numbers that are able to graduate and not the standard or quality soldiers

Basic training is easier thus dropping discipline and standards

There are certain ways to dealing with individuals that have no discipline and AR 350-6 does not allow you to do that

The Drill Sergeants hands are tied. It's more about the induction ratio. Privates are allowed to get away with acts that would have ended a career 10 years ago

Standards are not enforced by higher ups, we keep retesting and refiring way past 350-6 Standard. Officers worry about numbers and OERs, not quality. Drill Sergeants are so restricted they worry about ruining their career and statistics that discipline and training suffers. Today's recruits come from primarily "don't care attitude" life style, and the command doesn't support the Drill Sergeants in the area of discipline or take the recommendation to put the recruit out. Therefore, you get apathetic Drill Sergeants and recruits that play games, because nothing is done to them, and the effect can snowball to other recruits

57 - You can not discipline due to limitations put on Drill Sgts. (Don't stress RT's out

The leaders in the military at a very high level are scared because some Congressman tells them what to do. We can't use bad language because it offends people. You hear noise on TV.

We're training these kids to survive in War not Boy Scouts land to put up with the unending hours or deal with the problem ones

Drills are now restricted too much to be able to properly instill discipline. Without discipline you can achieve anything

The Drill Sergeants hands are becoming tied

57 - They power base is gone. You are limited to what you can do

About 4 years ago the units I was in were noticing a big drop in the quality or now troops. Now I'm a Drill Sergeant, I understand why Drill Sergeants hands are tied. 1) Very hard to get rid of privates who won't adapt or accept authority or change negative attitude that in itself will affect everyone in that platoon and in some cases the whole company

Better equipment to serve better knowledge to the tasks. Taking a civilian and changing them to military life. It needs to be a straight forward conversation (truth) between recruiters and civilians instead of recruiters trying to lie to make a quota. Civilians should know what to expect from basic training that would save the Army more money in processing a soldier, than him getting to BCT and getting him out for discipline reasons. Military needs to better stricken rules on civilians who are not serious about the Army. We are wasting too much money on immaturity

Soldiers as I see them have different attitudes due to the restrictions placed on the basic training Drill Sgts to instill discipline, i.e. only call them soldiers, do not make them do more than 10 push-ups, only do PT once a day. This promotes the lack of discipline and "you can't touch me" attitude

57 - B, D, E Standards have been lowered. Enlisted leaders don't trust their officers to back their decisions

During Basic Training the recruits know that they have more authority than the Drill Sergeant. Discipline can not be enforced because there is no backing from the higher chain of command. It is more important to be politically correct than to train Privates

Recruits now need the same types of discipline that was given (but not necessarily needed) before the draw down before Aberdeen, but they can't get it. Because Drill Sgts aren't allowed to give it, their hands are somewhat tied

The Drill Sergeants hands are tied, as far as SOPs for the battalions. What are 350-6 says and what the HQs at the lowest level says are two different animals. IE BRM failures So when they join the military and we initiate our so called soldierization nurturing, it is ineffective. We need less don'ts and more rigorous and realistic training

Basic training in these days pamper the Privates. They don't want tough soldiers they want wimps. They should let the Drill Sergeant train them instead of micro managers. If we ever went to a BIG war, we will lose

We are too concern with offending soldiers and making their surroundings comfortable. We are training Americas future combat engineers. Their task is not easy, their conditions are not easy, their standard in combat is definitely not easy. So why is such concern placed or be easy with soldiers. I want my trainees to hit the ground running, not clam up in the face of stress. Our soldiers are trained to die, unlike myself and fellow engineers before me

The civilian community thinks the military should be easier on "their children" so they have forced the "higher-ups" to make discipline and training too cushy! They are forgetting the bottom line: TRAIN FOR WAR! I will not be Mr. Nice in combat and have these lightly trained, so called soldiers get killed or get me killed

We should be able to put soldiers out after 1 week

57 - Discipline is critical to becoming a team member and needs to be #1 in priority for training new recruits

I believe that due to the restrictions placed on the trainer. Discipline level has gone down and the quality of the soldiers going out into the Army has decreased

We want to do more with less gov't. But when you have a SP man PLT and 2 Drill Sergeants when are you going to do more. Also you still pull CQ and MASA Guard so now one or twice a week your by yourself. So who do you help? The decision on who stays or goes is up o you, the Drill Sergeant, we need help and need it soon! (or training will continue to drop.)

The quality of BT graduates has decline. This can be attributed to the restrictions placed on the trainer in regards to the type and amount of certain activities necessary to make a "good" soldier. This is a result of the decisions made by leaders who have no clue as to what is actually happening at Bn or company level. The "Big" picture isn't always the correct picture

Drill Sergeants hands are tied. The higher leaders don't care about discipline. They just say "yes" to the highest level making these decisions

56 - Privates are able to be tested or given too many chances to pass when the standard is three attempts.

#57 - Discipline is the core of all of our values. Stricter discipline and swift punishment make the non-conformers conform. With discipline the acceptance of authority is habit not a discussion. Discipline drives home the values "you either change your lifestyle or you are out

The quality of training and soldiers has somewhat decreased because of the restrictions place on the training by leaders who have no idea on training or how to conduct it

We also have gotten so concerned over how the soldiers feel that the "Command" is "Scared" to discipline. There is no help or support from the Bn Cmd up

Corrective measures don't bother them. Trainees have more free time than Drill Sergeants. I thought they (senior leaders) said "this is the smartest Army". I can prove them wrong

Too much command involvement! NCO's are not allowed to discipline soldiers when command is micro managing and cuddling recruits. NCO's used to be primary trainers, now commands TS

Society today tends to be more fragile! The discipline has declined because "higher powers" establish the rules. If this "higher power" would be in the "trenches" I think they would understand

Because higher echelon leaders are more concerned with political correctness and more worried about themselves other than a finished product

Discipline is the key, but the Army doesn't want to discipline soldiers they want to baby them

Privates are babied too much and have no discipline as a result

From my experience, upper military leaders focus more on being easy on privates. IET soldiers need more discipline, so when war time does come around, it will not be a surprise

As a Drill Instructor, I've noticed that the standard required to pass BCT are not as tough as the stands that I had to pass. I've also noticed that some units make it hard for the Drill Instructor to perform their duties by placing restrictions on how they are to conduct training, when they can conduct training, when they can be at work, and how they can talk to the recruit trainees.

As a NCO for more than 10 years, I have seen the quality of the soldier decrease over the years. A few years ago I use to receive soldiers that would do what they were told and for the most part knew how to perform their specialty skill. But lately, I receive soldiers that are more defiant to orders and most have to be trained at their specialty just as soon as they get to the unit

Privates need more discipline but everything we do, we have our hands tied

Skills are easily learned but with infantry, discipline and motivation are key in a combat situation. The Commanders (officers) who never deal with soldiers one-on-one should not use political correctness to influence the training (by NCOs) of soldiers. Soon we will be too soft to fight. Can we learn from history? Why have I been required to get college when my input means less each year

Basic training is not separating unqualified soldier. Quantity vs. quality is the issue. We are interested in Quantity

56 - The quality of a soldier is not what it use to be because the Army says it wants smarter soldiers to do more than one type of job. Physical and mental toughness is what you need on the battlefield during a hostile conflict between life or death. Because we train as we fight during peace times. So, we will be ready for any war within a moments notice. It has changed due to standards being lowered for entry-level training and discipline is put on the back burner for some outside the military to tell us what to do with the soldier that we must train for war or save their life

Discipline has decreased. One reason is due to the quality of drill instructors. They look at it more of a stepping stone for their career and the army has chosen poor quality drill instructors. I know one drill sergeant on their NOOER before becoming a drill sergeant received an unsatisfactory on leadership. Does that make any sense

I feel the emphasis is placed on quantity not quality when a Drill Sergeant, after spending day and night with a trainee recommends ELS and shows step by step counseling stating why. The chain of command who does not spend one day with the trainee put the trainee in NSO status

Basic Training is too weakened down, with a "everyone pairs" perception. Too much emphasis is placed on stats, that some leaders don't wait to get rid of substandard soldiers. The discipline level is also very low. Cadres are not allowed to do so much and the trainees know it and will blatantly refuse to perform legal corrective action. There is little fear in most recruits and they will try to play the system to their benefit

To me the level of intensity has decreased dramatically! The expectations of drill sergeants are high and with the shortages of drill sergeants here, it is less time training and more paperwork! The inspections of packets has to be a lower priority if the drill sergeant is going to be successful. Drill sergeants taking paperwork home when the little time that you have takes away from the family I think this creates a snowball effect

56: More time is spent on eye wash then training. Trainers are more concerned with what looks right in leaders opinions than what is right for training.

#57: Same as above; when trainers attempt at instilling discipline and values, someone who's opinions differ from the trainers steps in and rebuffs the trainer and his/her techniques

Too much emphasis on the feelings of the soldiers. If the soldiers didn't want their feelings to get hurt sometimes, they should not have joined the military

Recruit soldiers straight from IET and they had lots of financial problems and family problems. Financial could be taken care of by DS/family by new squadron

I feel that these Pvts are not held to standards. For example, 350-6 states how many chances a soldier gets to pass a APFT or to qualify with his/her weapon but here they can retry until they make it. That is showing no standards. Not everyone who comes to basic is soldier material

B) Additionally, restrictions on how drill sergeants do business and the concern of drill sergeants being relieved for something minor or perceptive impacts training. A&B = C - a less intelligent, less disciplined product

57 - Discipline has declined because we're not hard, when they get to the real unit they sometimes change back to civilian life

All can be attributed to the upper echelon Chain of Command caving in to whining recruits, parents and Congressman and their own needs to look good on their evaluation reports

There are too many restrictions on the drill sergeants. The drill sergeants fear for their careers and families. So just the minimum standards are better than getting in trouble. What I mean is, in order to have a well oiled instrument of war, you need to instill much more discipline than is allowed. Now a days, this is considered abuse. (Until the next big War

Training is more watered down now

56 - It has changed due to the steady decline of today's soldiers having discipline instilled in them during their first level entry data as service

OSUT training does not prepare soldier for the Army. Soldiers are not any better today than 10 years ago out of basic or OSUT

The focus for IET solders is how can we better comfort the private? How can we make the training less stressful and more enjoyable. I only hope that the enemy trains their soldiers with the same concerns, otherwise on the battle field, our soldiers will break under any little stress

Basic training is getting to easy. You have to be nice to the soldiers

The soldiers are babies to an extent that there is no discipline. If we could give more authority to the DS when a soldier messes up then things would improve. Most soldiers don't have a clue about discipline and probably never will because society has said spank a child and you'll go to jail. Sometimes the child needs this to understand he or she was wrong

Soldiers need more discipline enforced in order for them to focus on the military objective. I was abused based on today's standards, but it stuck with me for 16 years. Go back to the old ways

In our Corps we have lowered our entry requirements to the lowest. This is causing all training to become simple and not aggressive. Everything is geared to allow them to pass instead of challenging them to succeed. It is a give me. The drill sergeants are being forced to train using no authority because it has all been taken away. Colonels and above are degrading basic training to the point it could be a correspondence course

Easier basic training drill sergeants have their hands tied. Must be nice to the privates, don't want to hurt their feelings

Privates have no discipline because we preach Army values instead of changing civilian minded people. They learn what can and can not happen to them throughout training. Drill Sergeants hands are tied

Training is focused towards training for quotas, i.e. PT Go/No Go rates and the number of personnel they keep in compared to the number of individuals that actually meet the standard. If the Privates don't make it - it's the Drill Sergeants fault and we still get "rocks" to work with. Not everyone is cutout to be a soldier but the higher Chief of command doesn't see it that way

The soldiers of today arrives at his/her unit undisciplined, out of shape, unmotivated and without an understanding of the basic requirements of being a soldier. We need to get officers and senior NCOs with no experience as a Drill Sergeant, out of their business of training Privates. There's too much focus on not offending anyone and not enough on realistic training. We are fooling ourselves if we think we can make a better soldier by making basic "kinder and gentler

As a drill sergeant, it is hard to discipline privates when you are told by superiors not to yell at IET soldiers but use a "command voice." There are times you need to raise your voice. It's also hard when 99% of your leaders don't have a DS badge on. They think that they can come up with better ideas when they don't have a clue what the DS go through on a day-to-day basis

Instructors have been stripped of all authority to get the discipline level up to where it needs to be for a combat situation. The core values are well and good only if they have the discipline to adhere to them

Training has gotten too easy and too soft. The focus is on the recruits not the training

We are getting too weak on the Pvt's for them to have the opportunity to succeed. After being here in the TNG BDE, they go to real units and it's a shock to them. That is why a lot of them don't make it. Too many officers out of touch with what the drill sergeants do. Making decisions they don't have the right to make. They haven't been here (BCT/OSUT

When we started treating soldiers like they're our own children and stopped training them to go out and fight a war

I feel basic has become too easy for the soldiers. Commanders have taken away the tools needed to instill discipline. Discipline is the foundation, the most important thing a soldier should learn

Today's soldiers are a reflection of our society. Soldiers today are trained to question everything. It is almost as if they are here to evaluate the cadre training them. The higher chain of command has become a political organization chasing its tail. Trainers hands are tied by whatever the flavor or concern of the day is. All a private has to do is make a hollow statement or threat to contact a congressman and the chain of command will rewrite AR 350-6 to meet the private's demands. There is way too much officer involvement over eye wash. Let the NCO's do what they do so well and we will get back on track

The degree of discipline has dropped due to the current regulations and "restrictions" placed on the trainers. Some of the IET soldiers have never been told what to do and how to do it. When a person of authority jumps on them, they call their congressman and BS changes come down from higher

Lastly, the core values training, while it is a good idea, is not going to change a person in BT/OSUT environment. The soldiers either come here with them and their values are enhanced by the training or they came with little or none and a seed is planted. For them, the training will only be initiated but will not mature before they leave

Soldiers don't have a sense of belonging or caring. Discipline has decreased due to the commanders saying that everyone at the big house don't want it. They have a hard time being told what to do - due to the fact that no one has ever told them to do anything in their life time

Too soft on soldiers

Only thing I feel we lost, as drill sergeants, is discipline. Some recruits need the yelling to get them headed on the right track

I believe today's recruits are more undisciplined due to the quality of life, and restrictions applied during basic training

56: It seems to me that we are more of a babysitter rather than a trainer. The Private has everything in his/her favor when it comes to bringing up charges on a Cadre member.

57: The overall training process for IET has turned into a dog and pony show. Everyone is making decisions on how to make it better but the majority of the decision makers have never been in the boots of a Drill Sergeant or Cadre member in the training brigade

56 By not being able to discipline soldiers the way the system was designed to discipline them. By not allowing Drill Sgts. to do their jobs

The trainers are not training the way young soldiers should be trained because of (politics) or politicians. The chain of command is afraid to make a mistake. Working with your hands behind your back is not the way to train young soldiers. Money is also a big part of the problem

I think they put so much attention on protecting the privates that they are not as disciplined as they should

The IS, a great problem for the Drill Sergeants because we could not touch or yell at them the way I would my own son or daughter

The new training command has seen fit to micro manage the drill instructor. Also, a kinder gentler army is being constructed

Drill Sergeants are too scared to do their job due to the chain of command puts too much pressure on us with their rules

It seems now - we spend more time ensuring that the soldiers "rights" aren't violated, or taking the situation at face value rather than training

Today's soldiers are treated with such kid gloves that they expect everyone to cater to them for that reason, discipline, respect and the overall mental and physical toughness is lost

Physical failures and non-disciplined soldiers make it through because chains of commands won't support Drill's on things such as ELS for problem privates. Soldiers don't care about training as much because they know the higher HQ keep lower level leaders hands tied (soldiers are more intelligent today)

I believe that soldiers today lack discipline and physical fitness. These two keys are and have been slowly declining for at least ten years. Just look at the trends in the changes of the Army Physical Fitness Test, the differences in what was considered trainee abuse five and ten years ago vs. the scrutiny of drill sergeants today

Through political correctness, our military force has become a softer force. We have leaders in charge of training commands that have no idea what the soldierization process is about, except for what is force fed to them from Dept. of the Army. Basic training has become a joke, a summer camp that parents send their kids to get a break

It's only so much you can do to train - the chain of command dictates everything for the SM. SM give up easy on tasks. People up high make changes which makes it easier for the SM. Cause brand new recruits to give up and quit. Higher chain doesn't train the privates, drill sergeants do

Basic training is now geared as an organization that is somewhat similar to the civilian sector and not totally focused on what we are really training soldiers to do

Newly enlisted soldiers are not ready or prepared to deal with life as a soldier in the regular Army. It's the Army's fault because the rules and regulations let the Privates get away with anything and everything

Leaders have allowed soldiers to loose military discipline and bearing due to restrictions imposed by society and their leaders. Tools that were used for discipline 5-10-15 years ago are good tools that can no longer be used. We are more worried about calling a trainee "trainee, soldier, private, individual" because it hurts their feelings. What is degrading about being called any of those above names but we are restricted by this! One of many restrictions

Well I think basic training should be able to be a lot harder. When you train infantry, they have to be the best and hardest on the battle field but we have to treat and train them just like support MOSs

Standards for today's trainees are significantly lower than the standards which I had 16 years ago. Therefore, the military as a whole doesn't produce the same product. If the leaders of today are still looking for yesteryear's standards in a soldier they'll be disappointed

The discipline level and attitude of soldiers has declined because of the change in leadership style and philosophy

New soldiers coming in today are pampered and not disciplined enough in early stages of training. DS have to act differently. The soldiers are used to as a civilian, I.e., no cursing, no toughing (placing hands on soldiers). Soldiers have more power to ruin a DS career

Standards vary widely throughout brigade from strict to "Joe in control." This affects overall attitudes of instructors and trainees. It is senseless to take time correcting/reporting on trainee discipline problems to CO's/BN's that don't care. You give up on all but your own platoon/company

Today the service members just don't have the know how as when I came in and it's because of higher and the restriction put on the DS

Because of all of the past incidents that involved drill sergeants and a changing society, basic training has become much too easy. The discipline and standards are not where they should be. Many soldiers graduate because of "quota's" and attrition rates when the chain of command knows they would not want that soldier that graduated for those reasons to arrive at their unit in permanent party

The Drill SGT's hands are tied, their authority diminishes a little each cycle. Soldiers are briefed on what a Drill SGT can and can't do, and holds it against them. These soldiers are spoon fed and pampered. The Drill SGTs get reprimanded for simple things like yelling too much (how much is too much?) or letting a cuss word slip. Everything we do is mandated at BN level or higher. The soldiers themselves tell me that basic training is a cake walk and disappointment

SM's have arrived at units needing a lot of re-enforcement training. Discipline responsiveness were some of their weaknesses. Because of the policy changes of reactiveness the Army has gone to a softer approach to training

During the past 5 years, I have had limited exposure to soldiers after entry level training. The last *** 2 years ago and their physical fitness was lower than I expected coming from Ft. Benning

I feel that we must get rid of those soldiers that don't want to be part of the military. Give the drills more support on ELS

The life of the IET soldier has become easier to get through. It's too easy to graduate, or restart

PART 2

Training has become less demanding, discipline suffers, focus is on college not on defending the country (in trainee's mind)

The military is the last piece of decent society, moral fiber in the country. If we fail to maintain or enforce the standards we come just like the rest of society

IET soldiers are only receiving the rudiments of what it takes to be a soldier. The further they become aware of their personal growth as an individual and soldier do they become a better and committed soldier

We allow soldiers more time = decrease in discipline

PVTs learn what they can get away with and do. They know how to ride sick call and do. They know no admin. action can happen to them if they continue to ride sick call from profile to profile

In the past 5 years training has declined because command level leaders care more for appearance of the training than the training effect. Teaching the core values has made no change whatsoever in soldiers core values. It should be taught in grade school

Drill sergeants are under the microscope and have too many policies and procedures that are being implemented only thus becoming training distracters

The quality of entry level training graduates have declined not because drill sergeant's involvement, it's because higher level involvement. They do not expend a lot of time with the trainees to understand their needs, but they want to dictate how drill sergeants run training

IET soldiers are given too much knowledge on the procedures to exit the military, making it very easy for them to quit when they face adversity. Since the values have been implemented they have made a difference on soldiers understanding of the military; however, the respect for authority is not the same as it was 5 years ago. What contributes to the issue is higher command does not respect the drill sergeants. Soldiers recognize that and use that to their advantage

TRADOC is too easy on new recruits!! You see it here as well as down range at the units! The Army is suffering because of this

56 I feel the military has gotten away from "the old Army" and become more politically correct. This has drawn away from hard core mission first mentality

In the past five years, training has decreased due to money or some other cuts

In order to produce a more disciplined soldier we need to be allowed to instill more discipline! There is "supposed" to be basic training, not summer camp

Some soldiers you cannot instill discipline in. Yet the command allows them to stay in regardless of what the drill sergeants observe and know

Physical requirements have declined softer attitude, drill sergeant restraints

The drill sergeants are unable to train the soldier like they should be trained. It's hard to send a soldier home who is unwilling to live by the army rules because of the chain of command

Soldiers get all these pre-briefs, informing them what can and can't happen. Soldiers feel that they have the DS under control. The laws/rules favor soldiers, not DS

57 - Too soft on recruits in BT

discipline has gone down due to the fact of too many restrictions on DS's

Drill sergeants are to train, not baby-sit

Basic training and AIT are a joke. We are a factory and our product is soldiers. Army values are preached and inoculated into our young soldiers. However, they graduate regardless of performance. You cannot force these values upon someone who does not want to accept them. They should not graduate

The expenditure in funds for all of the values material could have been used more productively

56: Standards have declined, despite what "the books" say

It seem that we are giving to many "gifts" to become a soldier

Without discipline, you're just basically at a stand still

As we move into a kinder, gentler Army, the discipline has decreased resulting in problems in all other areas. Discipline is the key to success
Today's soldiers are being pampered in BCT environment and once they are at a unit they fail to meet all requirements physically and mentally

Too many commanders have said that there are no bad privates, only bad Drill Sergeants. If we put the Privates out, it could ruin their life and the Commanders don't want that on their conscience. They shouldn't need any discipline because they volunteered and want to be here. What a load of #

I believed that DS do not have enough authority over recruits because of the command climate, Joe rules training. Always being don't do this or that. Because someone is looking over their career

The adapting to military life is left to the recruit. He/she has the option to complete training with little consequences if the recruit chooses not to complete training

56 - Not enough discipline. The discipline is not instilled

57 - Can quit too easily

Basic training is just too easy, too many restrictions, and too many treats and obstacles for the leaders. It's all for the new soldiers, but nothing for the NCO's. I'll explain. If a group of soldiers write a bad survey about an NCO, that NCO's career is finished. If you push the standards and try to uphold them, they will call it training abuse. Basic combat training is just one step above the Boy Scout camp due to all the restrictions and political games

Over the past 5 years training is substituted for things such as passes, critical training has been deleted or shortened

SM are allowed too much freedoms and allowed to get away with too much

The quality of entry level training graduates has decreased over the past five years. The overall product is less disciplined and more self-serving. Restrictions placed on drill sergeants by their chain of command is a main culprit. Battalion commanders are increasingly worried about their units splattered throughout the media; therefore, imposing policies that cuddle soldiers and damage the discipline level of new recruits

Basic training as a whole has become much easier. Just look at the new soldiers arriving in some line units

Put bluntly, IET has become far too easy. Soldiers in training come here and leave with the "what's in (it) for me?/I have rights." attitude

The quality of soldiers we have today does not compare to the soldiers in the past due to society being more involved with the way we treat the initial entry soldiers. These soldiers are pampered too much

The stress should not be between the drill sergeant and the task, which is true, in my experience the stress comes from above, which enabled drill sergeant to do their jobs (too much politics) at Camp Jackson

The discipline has dropped due to the constraints put on drill sergeants. Everyday there's changes on how to handle new recruits. I don't believe you have to hit them, but don't baby them either

Due to lack of sufficient drill SGT's and Training Committees compounded with more training requirements in producing a less than desirable product

Soldiers are still graduating for the wrong reasons, numbers versus quality soldiers a standard needs to be established, maintained and enforced. Not changed due to fear of not making mission

The drill sergeant is "FORCED" to go easy on the soldiers. Now days soldiers come into the Army with attitudes and are out of shape. So what do we do, we lower our standard to make it

easier for them instead of saying, "look this is the standard and if you want to be here, you'll do what you need to do to get it"

More emphasis is placed on trying to instill values that often critical tasks (individual) are neglected

Soldiers that come to basic training need basically to get the crap scared out of them. They need someone to give them a wake-up call. We can't do that at Fort Jackson

New soldiers have not received the AIT training to prepare them to move into a unit and do the job is sent out to deployment. Most must be retained, some can't even gun a monitor system

The Army leaders are getting too touchy feely. Everyone is so scared of being offended to the point where we have to walk on eggshells. Just shut up, do you job, and bitch about it later

Pvt.'s are getting babysat instead of disciplined because of the restrictions drill Sgt.'s have

Soldiers arrive at units not capable of passing APFT, not able to shoot or do their job. The lax standards now and the statistical push of political bureaucrats pushes many unqualified soldiers into real world units who now take on their incapable burdens possibly into combat, that becomes only real to those of us who have to count on those in war and not on paper

Soldiers are coming in without a challenge. We are more concern with taking soldiers to a ballgame than training the soldier.

Basic training tends to be easy, soldiers should have a bit more "move as a purpose" then relaxing as weeks go on

57. Because of cut downs and cut backs the level of training across the board has decreased Today's soldiers are weak and undisciplined because today's leaders make it that way

the new "politically correct" training environment (I.e. no cursing, no humiliating, etc.) does little to improve the situation. As bad as it may seem or feel humiliation and degradation can be strong motivations, especially in a team environment

56 - The US Army is making it easier on the soldiers in BT. They are handcuffing the drill sergeants' hands

The rules have tied hands on Drill Sergeants and changed the stress off of privates and back on to Drill Sergeants

Over the past 5 years I have seen a significant decline in soldiers coming from AIT in all aspects of military training -- PT, basic knowledge, discipline, socialization, etc

A. Training is not focused on the individual task anymore

With the rules of today a soldier can only be tested on his basic skills not put under pressure for a long time. The high leaders shield the soldier not letting them be held liable for actions

In the last 5 years we've tried to teach recruits too much. Their not getting enough of the basic skills. On the service core values is hard to say because it was not taught before

I feel that quality has declined because there is no real teeth in the rules and regulations. Officers (especially at battalion and higher) want to pamper the soldiers (it seems). Drill sergeants are overcome by the sheer numbers they are given to train and often soldiers who should be given closer attention slip through the cracks. Disciplinary action is not swift and when finally processed, any point or example is usually lost

Soldiers today learn values right off the back. In the past these values weren't instilled until they made NCO. Also basic trainee have to deal with a lot more restrictions which tests service values daily

Command limits the Drill Sergeant.

Pvts get away with too much. Drill Sergeants hands are tied

Discipline has declined due to limitations on disciplinary trainee in today's Army

Drill Sergeants cannot really discipline problem soldiers. We can not even raise our voice without being told that we are "out of control". I'm not talking about beating anyone up and neither is any other Drill Sergeant, but when we express our views when asked we're told that we are not good Drill Sergeants only trouble makers

7 years ago when I came through, a private would never tall up to a Drill Sergeant, if he did, he was pushed to muscle failure or article 15D. Now, it's a problem and when a Drill Sergeant tries to handle it himself, too many people look into the problem asking too many questions. Some Drill Sergeant's don't believe a private is worth his career and some lose their career

56. Making sure they do not get into any trouble, privates have all the power

Being PC is more important to the higher leaders than training for war. We do not stress these young men enough in fact low stress has made it harder to instill the discipline required to win in combat. These young men are not ready to face their units let alone combat. Too much officer involvement has stifled the NCO initiative so much, training has suffered because of it

PVTs are in charge, not the leaders. Everything is done to comfort the PVTs, failing to realize that this is the period to see who can hang

by the limits of restriction that are placed upon you, the trainer

Policy changes daily here. Every policy that's written makes life easier for a private. It seems like everybody around here has lost their focus. We are suppose to be training these soldiers

for war. The direction we are going, we are nothing more than strict babysitters. Privates constantly lie, but when a private complains everybody jumps. It used to be when someone of rank says jump, you jump. It's still that way only officers and privates get respect. NCO's get none. No matter how much you pound Army values into privates, when you catch them doing something wrong, the first words out of their mouths are lies

We are more worried about numbers of people graduating OSUT then the quality. Importance should be quality not quantity

Just looking at some of the soldiers I received in my unit before becoming a Drill Sergeant, my answer of decreased performance are due to many new restrictions on Drill Sergeants. Sometimes we're so concerned over who watches us that we get distracted from our job

DS are slowly but surely losing the training tools they need to train IET soldiers due to political agenda. A soft mind makes a soft ass, we need to train the soldiers harder without being under a microscope

Training should be more demanding

The intellectual ability has remained the same, but with BCT in the spotlight and all the new rules and regulations, the drills feel like their hands are tied and the recruit has the upper hand. Hence, drop in discipline

I believe that some of tools of DS has been taken away from them and therefore we cannot instill discipline on soldier like it was when I came through

There isn't enough time in the day to just go about the business of instilling discipline when training is so packed. When we learned of the added week in basic training we were told no new training would be added -- that didn't last very long. TDC is over rated. Chain of command does not support decisions of the drill sergeant

Here in the so called IBT (Turner Bds) there is nothing for the privates. Everything we do is to test the Drill Sergeant and hold their feet to the fire. The private is always right and the DS is always wrong. And it's all about numbers. How many we can graduate! More Discipline Less Skill Level 2 Task

It is my opinion that discipline has been somewhat placed aside. This in effect causes commanders to have a lot more time dealing with these problems. I believe that IET graduates quality of training decreased because commanders and drill sergeants have become too focused on statistics of key events and not how well the training is received by all trainees. As our current BN CSM states "Don't focus on training as hard as you used to. As long as S3 and S1 are working these soldiers will graduate

I think because of the limitations of discipline towards soldiers the quality has somewhat reduced, not physical punishment but the upper ranks (1SG CO and BN CO) not backing Drill Sergeants in UCMJ areas.

Soldiers have the upper hand because they don't see ELS's happen fast enough of AR15 happen quick enough they tend to run away with contraband etc. in the training area and billets

I have seen a lot of soldiers coming from AIT with no motivation to stay in and physically unable to pass the APFT and company runs. I think, the 50% rule of the APFT in basic training has a lot to do with it. As far as discipline is involved, there are a few numbers that get to the new duty station and show tremendous lack of discipline when addressing their supervisors. I think that Fort Jackson, being a post that provides BCT for combat support units, should be run by drill sergeants from those branches. The reason I am saying this is because I have heard too many Infantry drill sergeants say, "Man, I am glad I won't have these jokers working for me" This makes me wonder about how much initiative these drill sergeants are putting into the training that these soldiers receive

Standards have lowered

Trainees are babied nowadays. Hard to instill discipline.

56. Drill Sergeants cannot fully instill the strict discipline as they used to

Civilians' control over military officer leaders have tossed the military's standard of discipline and how we train down the tubes. Thank God for the Air Force and Navy's ability to strike first. If we had to do it on the ground with sheer guts, blood, and discipline, we would lose miserably

Army Women

The soldiers are not graduating with the level of military discipline they need for active duty. I fault the drill sergeants. If we did not have the bad apples training, we could instill the discipline. But too many drill sergeants have abused their power and have caused a lot of rules to protect the soldier from abusive drill sergeants. As long as we have this problem, the good drill sergeants will never be able to instill the discipline that they need.

Now that the Army has switched to Phase Training instead of super bowl task, it has declined because there are too many tasks to teach and it is too much for soldiers to remember and Drill Sgts to teach and still be effective.

Due to constraints placed on Drill Sergeants regarding how they train/discipline IET soldiers, the level of discipline and acceptance of authority have severely declined. In addition, lack of funds have caused a decline in proficiency due to the fact that working training aids are scarce or impossible to come by.

I discipline is not instilled at entry-level training the system is failing and currently, it is. When they get to their unit (the recruits) they should be ready to perform their mission, not learn to be a soldier. That is what basic training is for. Due to current policies and the "Trainee Friendly" training, we (the Drill Sergeants, etc.) are not allowed to do our job sufficiently. An added problem is amount of drills who do not know their mission (or care)!

Basic training has become more political. Soldiers are here to be pampered and sent home, because they don't have the stamina to withstand hard physical training. It's becoming a real kinder and gentler army.

...and it's somewhat difficult for DS to instill the Army values because we "can't" discipline soldiers.

A lot has changed from when my peers were DS, the ability to discipline soldiers has been taken out of the DS hands, we are a much softer, gentler Army.

With all the restraints that Drill Sergeants have today. Some discipline in Basic Training is limited.

I feel because of the restriction on Drill Sgts. It has caused the discipline to go down

I feel that the Army has made it easier for soldiers to graduate from BCT. They say it's not about attrition, but it's about something. It's getting harder and harder to remove soldiers from the IET environment.

first of all, basic training has changed not for the better. We seem to cater to the soldier and not to the exact purpose of BCT.

we are a more "kinder and gentler" Army. Don't yell at the privates or upset them. This is the Army, where you can be deployed and are trained to kill. What do you expect, not to yell at them, what is this "day camp?"

56: Discipline problems are on the rise.

57: discipline is down and so is their ability to adapt.

#56: The quality of soldiers that are going down range today, are not better prepared. They are babied in basic training and not given that challenge that should be there. The discipline and PT is lacked because the higher echelon is worried about what the Congressman is going to say instead of looking at if that soldier really needs to be here. We are getting too soft and in the units it shows. We have Pvt. crying when told to do something or they are refusing to do the job.

Because of the way the Army has changed to a stress-free training, the soldiers in training are not accepting the way drill sergeants are instilling discipline. They feel the drill sergeants hands are tied when it comes to discipline so some of them slip through the crack and go into military life without discipline.

Because of incidents between DS and trainees new measures have been implemented which restricts disciplinary measures used. Prior to '95 soldiers leaving OSUT were more disciplined and well aware of the importance of authority. It has now appeared that many new soldiers "believe" the discipline measure used is a "mockery" and ineffective. This was information

given to me by newly assigned privates arriving at my prior duty assignment. Privates are more educated on how or what they can get away with and the means to.

With this kinder and gentler Army, soldiers are given too many chances to change. Too much power is taken away from the drill sergeant. When I try to put a soldier out, they (the chain of command) ask the soldier do you want to stay in. The soldier says yes and is given another chance. I could have three or four counseling forms on this soldier, but yet he or she gives the commander or first sergeant a sad teary-eyed expression and ends up staying. Only to go back a week or two later for the same thing.

Basic training has changed within the last five years due to the fact that it is more of a day care than actual training.

Basic training DS has become more difficult to train and discipline soldiers. That makes the soldier less disciplined in that effect. DS always has to look over his shoulder to see who is around in using discipline. The leaders care too much about soldier and what they can do for them and not about the types of soldiers being put out into regular Army units.

Marine Men

I feel that the graduation requirements for recruits should be tougher such as the crucible. Events at the crucible do not have to be completed, the recruit just has to be able to keep up with his team and they pass

I feel with discipline comes respect for authority. Nowadays, we see our military youth challenge key leaders in key situations. I feel this stems from recruit training. With all of the rules we must follow, recruits get the feeling Marine Corps life is easy, and if his Drill Instructor turns up the intensity, he is automatically doing something wrong, although he may not be. When I graduated Parris Island 10 years ago, I went to the fleet thinking a Sgt was a "GOD". It's just not like that anymore

Recruits are not the same basic trained marine because those warrior skills are not given to them until MCT, therefore the quality is lower

We are too concerned about what people will think, we need to remember that these recruits might be in combat one day. They are babied here entirely too much. Boot camp looks harder on paper but it has actually gotten easier due to the restrictions placed on Drill Instructors

It seems that today's society (American public) is too involved in the way we train recruits, which has caused the degree of discipline in recruits has drastically declined. It seems more so, that the Drill Instructors are being held to the higher standard than that imposed on the recruits. This will be evident in the next major conflict we're involved in

Basic training doesn't toughen up individuals for the rigors of follow-on schooling and fleet service. Recruits are no longer required to have intestinal fortitude. They are pampered! Recruit training is too "safety conscious". There is no element of the unknown and recruits graduate the same as when they stepped off the

As the treatment of entry level personnel gets "kinder & gentler", the quality of the end product decreases. We're not trying to build a group of politically correct "ladies" and "gentlemen". We're trying to build a fighting force to win wars

Military skills decreased less BWT, no weapons.

B) Are taught to think on their own, Jr. Marines just need to do what they are told! Not come up with how I can do it better although, there are exceptions to this

Recruits or entry level personnel are asked to comply not made to. Discipline has decreased in the same manner as answer #56

Training has become much easier, and is focusing on moral values. We are not parents we are the guardians of our country. The more you sweat in peace the less you bleed in war

Recruit training is very easy now, too many officers! Enlisted training, enlisted standards are lowered to keep up with numbers

The standards are getting lower, making #s. I've had to graduate recruits that shouldn't be Marines. Some people think the Corps is for everyone, it isn't. At times we lose our uniqueness

Discipline demands on recruits have become less struggling

Over the past 5 years recruit training has been dictated by people who have never trained a recruit or by recruits

Too much politics involved in training. Needs to get back to basic of training instead of a constant show for onlookers

Recruits have no respect for Drill Instructors because Drill Instructors can't train them hard. Life for the recruit is easy and recruits have no fear of repercussion. The PIT, NJP, screaming, yelling, etc., have no effect on the recruit. There is no fear in recruits, therefore, they really don't care about what they do, how fast they do it, or anything the Drill Instructor says. When I came in, you as a recruit, would be scared not to do everything to the very best of your ability. It brought out the best in us, instead of the weak and lazy performances you see today

The new Marines that are graduating now are not as discipline as the recruits that wasn't doing the crucible and core values. We're learning more towards teaching recruits vice training recruits. Drill Instructors are afraid to train and recruits are not afraid of recruit training

We have made a change in recruit training toward changing the ethos (core values) and increased the knowledge the recruits received. We have lost major ground in the areas of self discipline and accepting authority. This is because we work under the belief that any recruit can become a Marine and spend 90% of our time on 10% of the recruits. We also lose valuable training time on documentation to try and sell an unfit recruit to the command. All new changes to recruit training come with increase documentation that leaves the Drill Instructor behind a desk instead of training recruits

Too many regulations in training a recruit

It seems as if the standards have been made easier to make the number requirements when training was harder the attrition is higher, training is easier, attrition is lower

but they have to have an aggressive mind set to go along with the "Honor, Courage, Commitment". That aggressive combat mindset is gone and we have a more "let's be understanding train of thought", which is wrong

Because of constant restrictions, privates in recruit trainers I believe the recruit suffers. Discipline is the key in the transformation from civilian to service member. With restriction, privates on trainers they tend to sit back more. No one wants to have their career ended because an 18 year old kid says something that is taken out of context by others

Discipline and willing obedience to orders has gone down due to the restrictions placed on recruit trainers

These are entry level individuals, young, immature, and some can be very insolent. We are too focused on recruits welfare and safety! It makes me want to vomit! They should conform to us. We should set the tone. At PI all we should teach is discipline, drill, marksmanship, PT, how to salute and wear a uniform, and crawl on your belly

Recruit is getting too strict, in sense. Recruits these days are not being trained the way they should. The rules go over board (SOP). The requirement is not own our side

The blame is not on them by itself because the higher ranking individuals are taking away our teaching tools to train them to be the type of Marines we can still become. Some of the tools I agree should have been taken away but we can't let the MOA (Mothers of America) run our Marines Corps

With the tenderness displayed during recruit training, the discipline is out the window. Motivation tools are taken away from the small unit leaders. The attitude of "let's treat them like there in college" is significantly damaging the product that leaves recruit training. They are smarter coming in, but the tools to instill discipline to follow orders is lost

I'm a Drill Instructor and through my own observation, and through numerous conversations with recruits the total census is that recruit training just isn't hard enough especially in the aspect of physical training and tools to instill discipline. Boot camp has gotten easier

Recruit training has become harder to train recruits

Follow on schools have been shortened and don't even teach rudimentary technical skills. Young Marines who don't make the grade are graduated anyway in the name of attrition. Then they are sent to the fleet where they have no clue of their job and are basically useless, and we end up spending 4-6 months teaching them things they should already know

There is less focus on discipline and more focus on learning. We have a smarter, less "do or die" Marine Corps today

I believe that we have gotten so worried about what people might think or what would be "politically correct" when it comes to recruit training. Remember we are trying to train them into basic Marines who may have to go to combat in the future. Don't leave that burden on the fleet

One of the problems is that the individuals instructing the society's "Generation X" individuals don't know how to train them, because they are not "Generation X" types themselves. Perhaps, within the next 5 years when the Generation X types are trainers, a noticeable difference should take place

Due to entirely TOO much involvement from Officers/Congress trying to change what they have no clue about, causes a significant decline

57 - Although, today's new Marines are a lot more competent, there appears to be a breakdown in discipline between recruit training, graduation and MOS school

It has changed due to the Americans concerns about recruit training be too tough we have allowed ourselves to rely on modern war fighting equipment rather than concentrating on the American fighting man behind the equipment. Smarter Marines are fine but when faced with terror face to face the hard training and discipline instilled in recruit training will prevail

however, I think it should get a little harder (discipline) for the recruits. Most of the recruits are looking for discipline. When they get to the yellow prints some are a little surprised by how easy it is

Marines nowadays get all types of training and core values is No. 1 in recruit training but once they leave training some of them seem to forget all. We need to work harder out there in the field to correct all kinds of deficiencies from NCO and up

We are somewhat going easier on training so they can complete boot camp and when they go to SOI they can't carry what they are expected to carry. It's a softer, gentler Marine Corps (politically correct) changed with society views

I feel the quality of training has declined somewhat, in the fact of today's society has changed and will continue to change

Recruit training is no longer a weeping out process, the emphasis on warrior training has but all vanished replaced by this touchy feeling socially and morally correct institution who believe we can cure this morally corrupted youth. We have more ways to keep recruits that don't belong than you can shake a stick at, and we waiver standards or but all did way with completely. We are slowly becoming the largest processing station ever

The tools that we have are primitive and regulations make it hard to train recruits

56 I feel recruits get away with more in the areas of discipline because RTC trainers are more apprehensive and feel that there is no room to make a mistake. (A feeling of zero defect

Less stress in boot camp throughout the entire phase of training greatly reduces the amount of discipline a marine has after boot camp. Therefore, making his or her adjustment to military life harder and also creates a lack of authority towards their leaders

We seem to graduate Marines who have not yet grasped basic skills (core values, marginal PFT). PRAC is a joke! The instructors practically give the answers to a recruit, in some many cases, they do

Today's training graduates are taught differently. Discipline is not as good as it used to be

Boot camp itself is less disciplined, weak, too laid back

Recruit training caters too much to the individual recruit to make sure they are happy and comfortable. This does not teach hardship, teamwork or dealing with stress

56 - Commanders care so much about their careers that they significantly reduces the Drill Instructors ability to discipline recruits. Each training incident brings new restrictions. Now for example, recruits act like they are at a ball game when they are observing certain physical training events. Five years ago, they would have displayed more discipline. Drill Instructors don't make corrections because Commanders want "all quiet on the western front" while they are in command. This is only one example but there are hundreds more! Instead of addressing the individual commanders seek to cover all bases so they address their group to cover their ass (weak leadership

The demands of RCT training have been decreased and drill instructors are afraid for their careers

The Marines is the best institution for what it should stand for. But sadly the civilian population has taken over and is starting to become more vocal within the military, i.e., hazing incidents, stopping hand to hand combat skills because a couple of recruits get injured. We've trained this way for 223 years and everything was fine. Now we're getting more drug pops and court martial, because the training has decreased. I love the Marine Corp and will always be a marine and I will miss it dearly

Recruit training has the Crucible and more Corps values. It has not changed or improved the Marine Corps. Recruits are treated like boy scouts. We are scared to train them. Officers are involved more than ever. Enlisted follow officer's views on how to train. We have no view or respect from officers. We're treated like recruits going through Transformation Week

Recruits get pampered too much by society and the chain of command

The recruits in boot camp are too pampered and afforded too many ways to quit taking responsibilities

DIs are being forced to be nice to and baby recruits

57 - The discipline of recruits has gone down due to the restrictions of Drill Instructors, but I don't complain. Because it is a professional environment

As a senior enlisted and a drill instructor, I have found that today's military is far less disciplined than yesterday's military. Since discipline is what makes us, everything else fails. We are having tools taken from us to hold someone to the standard. Such as restrictions on EEP and intensive training. These tools are useful for not just Recruits but Marines as well

The way in which we instill discipline are so mild, they don't work very well

I believe the quality of recruit training has decreased because of those service members/higher ranking officials, i.e. Congressmen and senators who uses the politically correct rule of thumb

Marines from the fleet often are what is going on at Parris Island because of the quality of Marines being sent to the fleet. (Discipline, bearing, disrespectful, etc

Everything we are doing now is weaker and set for individual needs. We should be pushing teamwork and more importantly self sacrifice, instead, we try to buy our Marines. "If you do good, I'll give you stuff", I always hear "what do I get if I do this", my reply is always "good job, what else do you need

Discipline is not emphasized to the degree it was in the past. All false notion that conformity no longer fits in with today's recruits and that somehow conformity to common military values and uniform thinking prohibit the ability of individual thought and good judgment. This theory is as ludicrous as the "domino theory" and communist spreading
The recruits are too at ease out of recruit training. New marines don't follow orders as good or have the respect for authority like they used to. They are smarter, but not as disciplined. If you want to see what I'm talking about, ask one of them to do something (right) they really don't want to

Here at recruit training we keep recruits who don't meet the standards and process them even through they will not benefit the military. It is a huge numbers game! Not always based on quality. We who train them hold our standards, but the ones who write the rules are not pulling their end of the string

Coming from the fleet and working crucible Marines, they have far less discipline and skills that Marines before the crucible. We continue to change our training standards to meet the weaker

I wanted to make a change (difference) when I became a DI because I couldn't stand the marines (Pvt's). PFC's) we were getting. They were lacking discipline. I remember being scared to show up late for formation or fail an inspection, or even open my mouth at the wrong time. Nowadays, they think there are no consequences. Sure, I could do the paperwork (counseling sheets. Page 11's) but it takes forever and it always gets kicked back for a

technicality. It's too much like our countries failing court system when it should be the Marine Corps WAY

I feel in recruit training the recruits better understood what it was like to be a basic rifleman when we taught basic field skills and with practical application in this environment. In that discipline would still be high and they would learn from a more professional teacher

The tools used to teach and instill discipline and certain values are being taken away from the recruit trainers. The abilities of trainers in follow-on training aren't the same as recruit trainers thus lessening the discipline and values after recruit training. The generations of new Marines don't have the same values or respect for authority as they did even 6 years ago. The new generations seem to defy authority more

Training has been manipulated by personnel that have never stood in the trenches or never asked anyone who stood in the trenches. I plan to get out based solely on the training I have seen and the future it will bring

A lot of restrictions have been placed on the recruit training in regards to instilling discipline and other training areas. The American people who impose these restrictions do not understand that we are in the business of defending our country and their rights. At times, this can be very demanding. The restrictions imposed on recruit training allow for individuals to graduate who may not be able to handle these demands in a hostile situation

The way recruits are disciplined has decreased, therefore, you have now marines that are on their own too much

Discipline has decreased because there are so many rules and regulations for DI's to follow. Entry level training graduates somewhat declined its physical challenges. Some recruits became weaker both physically and mentally because all the things that can improve recruits training were taken away. Some of them think that this is summer camp compared to Army training

I feel recruits these days are being somewhat babied for say, but also it's due to the wrong things being done for discipline

Recruit training has been slowly de-emphasized discipline and conforming more and more to society. The reason this is happening is because it is becoming tougher to sell a young civilian on entering the military where low wages, recent deployment is the norm. In addition, it became tougher when the President developed the plan to work to pay off student loans

Entry level graduates leave the depot as marines instead of 3rd phase recruits and they're not afraid of chevrons and brass

The quality of the entry-level graduates, they're not held to as higher standard as they used to be. Not because of the trainers but the limitation on the trainers. There are stricter guidelines on the trainers from higher authority than on the trainee

The crucible marines have somewhat less discipline and are more apt to discussion or argue an order

Recruit training is getting a lot easier, core values instill moral values but not discipline or the chances to survive in war. Recruit training used to be more complete because they learned more things

57. Many of the small tools used to instill discipline have been removed from training by those who do not actually train recruits. In many cases the discipline instilled is not long lasting

Since I've been aboard MCRD (1 1/2 yrs), quit a bit has changed. Things change every cycle. Recruit's word is gold while marine in the corps for 10 years, doesn't mean squat. This makes DIs not as intense and gun shy. They worry more about getting in trouble vs. training recruits. The SOP gets thicker every cycle. More DIs get burned daily.

Last 5 years the crucible has been implemented. Some people like it, some don't. I don't think it is really hard enough. Some obstacles have nothing to do with the citations. Some aren't even challenging. The way they do it here, all recruits will pass. Even if he doesn't have to carry his pack. It's a joke, Everyone can't be a MARINE!! Here we have to think about the numbers game, though

Marine recruit training has become less stressful. The sense of urgency has.

I think there is way too much officer involvement in recruit training and policies. I think drill instructor hands are being tied and the tools used for discipline and obedience to orders taken away. I think that is why if we ever get involved in a major war, thousands of service members are going to die

The deterioration of society in general, along with a decreased emphasis on discipline in basic training, has led to an increase in problems with junior troops, i.e., gang activity, hate crimes, etc

I believe the society is beginning to dictate military training ,i.e., boot camp. We should train hard and to the point. After all, our main mission is training marines and winning battles. If we let society dictate, then we aren't training marines which results in losing battles

56. Training continues to become easier.

57. With the nation's mentality, we can expect a lot of decreases

I feel the ways of instilling discipline in the recruits are so scrutinized that drill instructors are feeling somewhat restricted in things that they can do to get discipline. Therefore, the quality of training recruits have declined. It also makes it harder for recruits to adjust to military life

but it's hard to keep the high state of discipline that is expected when we are now making leaders or possible leaders out of every recruit. Recruits are guided in a different direction.

More time spend teaching them and less time spend disciplining them, because of the high tech battlefield we live in. Character and morals are the hardened areas we concentrate on

DT's hands are tied due to too many chiefs spoil soup

The training is the same. It should be more demanding in all aspects

56. The quality has decreased because so much power has been taken away from drill instructors.

#57. Discipline has significantly dropped because of the power that has been taken away. The recruits don't have to accept authority because they don't respect authority. Drill instructors have to now be told to lower their voices when speaking to them (like their parents; the ones they never respected)

Standards have been lessened

I believe the level of discipline gained in recruit training has decreased some. It doesn't seem to be the focus and I hope this doesn't have a negative effect on the Marine Corps in the future

Recruit training has backed off a lot by allowing the training schedule to drop important tasks. Such as PT has declined somewhat. Also not allowing trainers to train without a bunch of little stipulations to everything

I believe some aspects of training have gotten a lot easier. Yes we are supposed to make basically trained Marines but how can you prepare an individual for a real conflict situation if you're so limited in training and how you go about training. We need to instill more survival of the fittest with teamwork than worrying if they like it or how they feel about it. We build men to stay alive to see tomorrow, defend their country against all enemies foreign and domestic. Not little boy

I feel the quality has declined somewhat because of all the changes, such as I.T. cards. I feel strongly that the discipline in young marine's is declining because of things like the change of I.T. cards

The Marines are not in as good of shape when they leave because we have the PFT too early. Friends of mine from the fleet say there are a lot more Marines coming to them failing the PFT. The discipline has gone down slightly because the I is easier and more restriction on it makes it hard to discipline the recruits for the minor infractions

I do feel that we are losing discipline within our service because of always being on such a tight schedule you spend more time running around than disciplining recruits

As quality of life began to be an issue the tools used to instill discipline were taken from us. I was spending more time dealing with discipline problems than doing my job. On top of that, I had undisciplined Marines coming in from entry level training - WHY

There are tools used to instill discipline in recruits and basically trained marines which are being taken away because of fear. The zero defect mentality is killing us. Give the NCO in the fleet the authority to discipline a marine effectively and hold him accountable

The SOP for training is to protect recruits - who protects DI's? DI's are more scared of recruits than recruits are of them

I do not believe newly graduated Marines feel they were mentally or physically challenged beyond what they thought they were capable of which significantly reduces the sense of accomplishment

Basic training should stay consistent the entire training cycle. With transition week it allows recruits ("Young Marines") to get too relaxed and lose a lot of what been instilled into them for the last 11 weeks. The discipline levels peaks and drops to fast at the end

Within the past 5 years, the focus of making Marines for combat has now changed to making Marines for Society. In boot camp, most infantry type skills have been done away with and in its place is now core values classes. Make a better product for society

Some formal schools have lowered their requirements to fill their quota. We have strayed from teaching just "hard discipline" to helping recruits understand their responsibilities as young marines. They now learn basic skills and military proficiency at follow-on school

Our Corps has adapted to society's demand for a kind and gentle Marine so we have changed our ways of training recruits

The military today hand walks new recruits through basic training. They can make mistakes but are not held accountable for their actions

With the Marine Corps jumping on the politically correct bandwagon in recent years, it seems as if standards are being lowered constantly to accommodate underachievers and non-hackers. Since when has the needs of the individual come before the needs of the unit. When are people going to accept that the military is a different lifestyle with many unwritten rules just like all other walks of life

the discipline and acceptance of authority has declined. Alas, the warrior spirit of winning has gone away because drill instructors are denied the tools that were so important (i.e., trophies, range flags, honor platoon). Officers will believe recruits exaggerated allegations over career service members

due to political correctness and inordinate amount of safety precautions, a lot of adversity has disappeared thus not pushing individuals to their limits which sells them short. A lot of individuals have conveyed that they were let down by their training because they thought it could have been not only harder, but more demanding. I.E. to many safety rules not allowing someone to go all out and push themselves physically or mentally

57: A. New technology has caused an overflow of information having to be taught in MOS schools causing less time on each subject - less proficiency.

B. Although the same amount of discipline is required in basic training, by the time the new Marine gets off leave, home life has degraded its effect

Recruits coming into training are not being held to the high standard of the ... corps. We are allowing weak recruits to graduate

Recruit training should be extremely difficult and it should be an incredible screening process. Only the best should remain at the end

The way I remember recruit training for myself was much more challenging in all aspects than the way I see it conducted now. We have stopped training warriors and started training politically correct mommy's boys. If we ever go to a serious ground combat situation somewhere - mothers of America will see the "positive affect" that they have had on recruit training - in their dead sons

The quality has declined in that we have lowered our standards on prospects. We tend to push graduates through courses who cannot grasp the concept, just to avoid a high attrition rate

Mentally in order to combat attrition recruit training has gotten easier. DI's are not taught enough on how to be mentally demanding on recruits

56: The quality of training has changed not because of the drill instructors, but because of the leadership from the top. Certain officers believe recruits should be trained a certain way, so they implement their beliefs on training. If they were down at "our" level, they would see exactly how challenging it can be in training recruits.

#57: The discipline has decreased significantly because we are not able to train recruits as before. Now we are simply "glorified babysitters

MCRRS are too soft on discipline. REC are like gods. REC can do no wrong

Today RCT trainers are so scared to make a mistake because of fear of being relieved as a result of this they are less apt to lead with their own style. Also a lot of the training has been made easier in order to reduce training injuries, by no means do I want to see recruits get hurt. But many recruits comment that the training is too easy -- and this affects the recruits confidence and self-esteem--which results in poorer quality recruits with less motivation and discipline

Recruits in recruit training today are sheltered to the point that it is unrealistic, when a recruit "New Marine" gets to his or her first unit and is treated like a private or PFC they go into shock because they haven't been exposed to military life. Recruit training is more like day care

They are pampered too much. They go to the fleet believing that they still have the same rights as when they were civilians and find themselves getting in trouble

I think that more attention needs to be paid to adjusting to the military. I don't know about the others

I feel that when ever you allow someone who has no experience to question set policies or patterns that have already been established, it slows progress and proficiency. By teaching young marines to question authority, it makes them act insubordinate, thus takes away from unit cohesion ("Crucible Marines"). Young marines use to say "aye-aye sir", now they say why? Why? Sir

I feel that we, the military, have taken a more "over-kill" view on the welfare and morale of recruits. Safety should be paramount, but not to the point of taking away the purpose of boot camp

The importance of discipline MOS proficiency is over shadowed by everyone trying to do the politically correct things. Such as not being able to enforce the knowledge of job or the importance of discipline by having consequences if you do not learn it

In the attempt to make a more smarter and thinking Marine, discipline and the kindred warrior spirit slowly start to fade

Basic training should include weapons, land nav, communications, and an intro to offensive and defense tactics. This has been removed and delegated to another command. Concern over attrition from BCT training has caused numerous cases of problem recruits to graduate. BCT trainers ID the individuals who need to be separated, only to be told to stand down

All the officers are worried about having their butt on the line for not having the "numbers" or having high attrition rates. That combined with everyone trying to be politically correct and "kinder and gentler" has made for a watered down recruit training. Hazing is a buzz word. A recruit's word is as good as gold. And EVERYBODY wants to do a survey to see how they can make everybody happy

The training in Marine boot camp over the past 5 years has been somewhat discouraging due to so much restraints on the DI

but it seems that we are cramming to much information to Marines in less time. Are they grasping it all? No. Will they grasp it all? No

We are so worried about how they feel that what can do for the service. I would have more authority as a recruit

Took away some IPT exercises. IPT is softer yet we still do exercises in PT schedule. The test is only 50? The answers are practically given to recruits

I believe that nowadays the sole interest in military service is placed on career issues and not on warfighting capability or national service. Graduating Marines often times fall into the same environment they left and try to go back to the "old times

56. I believe a lot of new members are kind of disappointed in the challenges they expect when arriving at their unit.

57. Just as above as recruits they expect more stress but are not given it because of certain rules and regulations. And when it doesn't live up to its reputation, interest is lost, so training becomes not much of a challenge

Over the years, recruits have been given far too much room to do and act like they want. DI's hands are tied on a lot of matters that used to be in their control. Recruits are far too babied

In the past recruits were put through such a rigorous boot camp that it changed their whole mentality and made them appreciate things more than they did. Now its so suppressed that recruits think its easy and they take everything for granted

There is more emphasis on making recruits training safer and less stressful than turning out the best recruits possible. Discipline is at an all time low. Recruits have more rights than a Marine Drill Instructor with over 10 years in the Marine Corps

Boot camp is easier so discipline is at a low

Today's training focuses a lot on being civilized around civilians rather than loud obnoxiously proud Marines. The image is a well mannered killing machine

In the infantry basic military skills, I.e. patrolling, Land Nav, BST knowledge has decreased

The military has become less strict in the areas of physical fitness and discipline upon completion of recruit training. The basic field skills instruction and practice are almost non-existent. We are accepting poorer performance with the excuse of that is how parents or society is preparing these young adults

Poor training by NCOs and SNCOs to subordinates resulted to poor proficiencies and discipline

56. Taking better care of new Marine such as ensuring they're not abused mentally or physically by the leader or seniors.

57. Entry-level graduates are given so much they don't appreciated things so they take things for granted

Core values is destroying recruit training. It could work if it was not shoved down a recruit's throat. There is NO standard SOP every officer makes or adds his own thoughts or beliefs to the SOP! As for discipline, officers seem to think it will come with Love and Togetherness

Due to our lack of numbers of members in service. Standards have dropped somewhat; such as scores to enlist recruit standards. We are worrying more about attrition than standards We have taken a lot from basic training and given it to follow-on schools. So when recruits or new Marines have recruit training, they have missed out on those skills being introduced to them

Today it is acceptable to question authority and today's leaders are slow to correct deficiencies in an individual for fear of appearing too harsh or heartless in the eyes of others

It's all about quantity now instead of quality. When it use to be "Discipline above all else

In this days recruits have too many right and it should be a little bit tougher

In my opinion, we as a service is looking more at being "politically correct" than our entire purpose of service, which is to defend our nation against all enemies, foreign or domestic. Therefore some of the current and constant changes are degrading the quality of warriors we produce. I think, for the most part, we should not change to suit an individual, the individual shall change to suit the team. -(team of servicemen and women

Drill Instructors are more limited now than ever before when it comes to discipline and training the recruits we are expected to produce the same quality of Marines to the fleet, with a lot less tools

56 The POI has been changed to improve the way we train recruits.

#57 The POI was changed and quality of life issues has taken away from training made to be not so intense and more friendly to the Nintendo generation of kids coming in. Also a great deal of the POI was handed over to SOI/MCT

It's becoming less disciplined

Entry level training graduates tend to throw out the window values that they were supposed to keep longer after boot camp and I think its because the lower values on society nowadays. And recruit training has become way easier to handle mentally

I believe that recruit training has gotten a lot easier over the last few years. Recruits are not as disciplined, physically fit and no respect for authority, then the recruits 5 years ago

There seems to be too much emphasis put on the coddling of young Marines or budding up to them that they don't respond with the instant obedience of the post

And the lack of sternness and stress is not making it better

They are lacking in respect because it is not enforced enough at the entry-level because higher ups are becoming too soft and letting the drill instructors train recruits like they are supposed to be trained

Mothers of America's affect discipline, our hands are tied (I.e. 628 min IT) most high school athletes laugh at that

The military is too concerned about how the civilian sector sees training. The news shows a ten second clip of an unfortunate occurrence in training which sends civilians running to question how training is conducted. Basically, "wall a mile in my shoes

Right now they are not disciplined enough. I don't mean go crazy but there should not be a set of exercise to do. Yes, a time limit and your judgment but having to do it on the card is not good enough. Too much of nice guys. That's why so many hats go down. They want it there way. That is the reason it is not tough enough

Discipline has taken a back seat to some other training. The focus of training has shifted to values not taught at home, but I think the focus has shifted too far

and I feel that in the past you did what you were told, because you were taught not to question orders. But core values weren't pushed as much back then as they are now

56. The quality of Marines has declined because of the emphasis on discipline has been placed on the "back burner" of training. The recruits are smart enough to learn, the academic portion isn't hard at all. But trying to all of a sudden become disciplined isn't and over night task

Tougher laws and less gray areas will close the gap

but they loose the values and discipline that was instilled due to being exposed to a negative environment

Well basic training has become somewhat of a joke to the new generation of recruits. They keep tools from the drill instructor, and we are running out of weapons to deal effectively with the youth who can not care

Discipline is the key to all. Don't forget that in our quest for higher values. Our classes and examples are only words and images without discipline to burn them into ones soul

More of the Command level officers have forgotten what our history of recruit training is. They instill the numbers instead of quality of Marines. It takes two to go to war

But discipline has drastically declined and questioning authority seems to be increased. Values are being pushed more

In today's society it seems like we have to coddle the recruits or marines. We are here to be warriors not coddled. Discipline has gone down because of the training schedules

Military leaders spend a lot of time on individuals problems due to the new marines did not properly adjust while they were in recruit training. The respect for authority is not there, they don't have the intensity or it runs out. Due to lack of instilling discipline in recruit training

57. Because of the restrictions put on DIs the Corps. Quality of recruits has declined. When they get to the fleet they question authority and get attitudes. Boot camp needs to change

The standards have been adjusted too much to fit today's society

Marine Women

There are so many restrictions placed on what you can and cannot do., I.e., yelling at a recruit, that instilling discipline and instant obedience to orders becomes a very difficult task to accomplish especially with today's youth.

I think the guidelines continue to be more lenient towards recruits, they are advised more of their rights and they know the levels to which they can break the rules and they often test the recruit trainers. This leaves them with less discipline than prior recruits before them because the corrective measures were more harsh (I.e., new IT cad

Recruits now have an option whether they want to be a Marine. It is no longer a title earned for all

There seems to be so many rules as to what can be done to the recruits as far as punishment. The recruits tend to get "babied" too much - males and females

I think that we are being too compassionate to the recruits. Some of the subjects that are being taught really doesn't need to be. Basic Trained Marines that's were it stops, and don't separate male and females. Its all Marines at the end

I believe the restrictions put on the DI's and the power that the recruits have has made a dramatic change in the way they are being trained. DI's are afraid for their careers and don't do or work up to their full potential

I feel the way we are allowed to train RCT, affect how they are in the fleet. For the past three years, all I hear about from fellow Marines in the fleet is how unsatisfactory a lot of the new Marines are coming out of RTC training. I guess it's because we live in a gentler, kinder Marine Corps

The military has become too political. We are no longer concerned about training and being mission capable - just being politically correct

There's not enough discipline instilled. I feel they have taken a lot away from a Drill Instructor (tools) to instill discipline. They micro-manage

I feel that the recruits are being tasked with a lot more academics and they are a lot less disciplined than they were five years ago

Navy Men

Less focus on discipline in Basic Training has led to less discipline sailors being sent to the fleet. This is not a corporation, this is the military.

D. No really preparing recruits for military life outside of RTC.

Boot camp has become easier. All of the "old teaching" techniques are gone. You are limited to what you can do.

Today's increasing use of computer electronics and decreasing use of discipline has somewhat decreased the ability to adjust to a rigorous and discipline-oriented military lifestyle.

We have also loaded the training schedules down too much at the beginning of boot camp, to where RDC's don't always have time until it is too late to do a lot of good.

Basic training should be extended to allow for more time to instill Navy values or become tougher to weed out the weak.

I feel that since we have gone to a kinder, gentler military that all areas of basic training has declined and will continue to do so.

It's the generation with all the changes and policies people are somewhat afraid to train.

I feel the demands placed upon recruits in Basic Training have increased in number. That does not necessarily equal quality. Our quality has dropped. Recruits have a difficult time comprehending the academics of Basic Training and lack of discipline.

Because of the change in military discipline tools are allowed to be used by RDC's. Today's recruits do not understand the basic concept of military behavior. When told to do something a person MUST react quickly and positively to get the job done without questioning the reasons behind the evolution. This is lacking in our service and cannot change unless the recruit is trained to positively react to given commands with question.

Based upon the type of individual newly reported to my ship, I have noticed a decline in discipline displayed by these individuals. As an RDC I have observed other RDC's spend more time yelling at an undisciplined recruit than taking the time to mold that recruit into well-disciplined sailors.

Discipline tools are too easy (not hard enough).

I feel discipline is on the decline. We need it back to where it used to be 5-10 years ago.

Discipline has changed a lot of the military leaders hands are tied because the recruits have more rights than the RDC's.

Before I came to RTC I believed the quality of recruits dropped dramatically due to a "kinder, gentler" boot camp. Now I have to disagree. I believe the drop in military bearing happens at "A" school with the low number of military instructors/authority figures.

Recruit division commanders have limited tools, i.e. ITE only 2 times per day and limited ITE card.

Personnel leaving boot camp do not have the discipline and respect for authority as recruits did 10 years ago. Somewhere we have lost sight of the fact that this still is the military. We as RDC are so worried about grievance reports that discipline falls by the wayside. The Navy is

now too worried about attrition and what CNN thinks. Heaven help us if we have a real conflict like Vietnam. Then it may be too late to stop coddling these recruits. Discipline procedures/limits have been installed.

The quieter, gentler approach to Basic Training is not working!

It seems as though young sailors are pushed through school in order to meet the fleet's need to maintain attrition.

The Navy boot camp has become softer - more "kinder, gentler Navy." We are more concerned about offending someone and worried about what congressmen will these recruits parents write to if we push them too hard. Boot camp is supposed to be very hard. Not everyone is supposed to make it. But yet, we have to be "politically correct." Give me a break. Let us do our jobs.

The changes in recruit training has affected the quality of sailor in the fleet. Recruits are no longer required to be intelligent. I believe that a recruit being able to fail every academic test and still pass training is wrong

Taking away some of the disciplinary/motivational tools from RDC's is why I feel the discipline level has dropped.

I think the military (Navy) has gotten "real" soft. Especially when dealing with recruits.

56. As it stands now, a recruit in (Navy) basic training can fail every exam, take the same exam fail it two more times and then he/she can still continue in and graduate from basic training. That policy was unheard of when I came through basic training.

57. I have heard that there are no academic failures in most specialty schools. I'm told you're allowed to retake the exam/test until you pass. Someone needs to really look at and change that policy. I personally have had recruits in my division that "barely" understood English.

Boot camp is just to please the public instead of preparing their kids that one day you might be in a war and have to give up you life. We are more concerned with how the people on the outside see us and their parents. We have lost that drive of true professionalism.

We are here to defend the opportunity for others to go to school, bad mouth our system of government and to be disobedient. We're not here to exercise that ability on the job. The now "less physical" RTC allows too many people to bring personal likes/dislikes and wants into the military without regard to their obligation to serve. We take the same caliber recruit, but produce a less disciplined sailor.

Navy Women

Some of the items taught are too extensive and not needed. Testing requirements are unsatisfactory. A recruit can double fail all 4 tests and still carry on. He or she will never pass a rating exam. Standards change depending on a quota of how many recruits are needed at the time. This goes for AST/AB scores to body fat.

It has declined - Right!!

Shortages in manning requirements in the fleet has resulted in less discipline in the trainee training path, in order to supply the fleet a body. Resulting in the fleet not being satisfied with the quality of the sailor, and lower retention.

RDC's are extremely limited on ways to discipline recruits. Intensive training and advanced intensive training are no more grueling than RDCs Physical Training.

Training is a lot easier for recruits. It doesn't get them prepared for graduation.

OTHER COMMENTS ABOUT THE QUALITY OF RECRUITS OR BASIC TRAINING

Air Force Men

At basic training we instill all these factors and they go to tech school and first duty station and lose it all.

I feel that as an MTI I am wasting time instilling discipline when operational Air Force members allow it to erode. This is due, in my opinion, to lazy Air Force members and especially supervisors who do not demand respect for what they have earned. Authority.

Trainees forget what they have learned (discipline) after they leave Basic Training and get into trouble in Tech School. Then they move on to their next duty station and have trouble in the work place.

With the movement towards the kinder-gentler, we are losing the level of discipline that is being instilled at entry level training. The graduates now, by the time they reach their first assignment are almost civilians again. They are losing the core values that are being instilled during basic.

Discipline because of the severe lack of it once at first duty station

I believe we're still getting pretty much the same quality entry-level folks

While I do not believe the quality of recruits has either increased or declined measurably

Field training experience should be a larger part along with drill.

Army Men

Also, the benefits in the military have decreased and the job market on the outside is much improved

The Army is changing into a business, not an Army. There is too much politics that hinders the Army. From kicking our bad soldiers and being tough. Protocol has gotten to be out of hand and there is no leader that knows the condition of our Army. The hollow force is here

I speak as a cavalry scout. The newly assigned graduates I have seen in the past 5 years have less discipline and don't accept authority very well. Young soldiers are more concerned with pay, time off than with their mission. I attribute this to the great loss of mid career leaders through the drawdown

The soldiers if you want to call them that might as well go straight to AIT. The President has no values so why should soldiers be expected to

A PUT comes to the Army that wants college money and is less strict than the Marines, plus officers have not attended Basic nor Drill Sergeant School - thus there is no common ground for sound and timely judgments based or flavored by personal knowledge

The discipline throughout the service (Army) has declined so much and so fast. That in my opinion if the Army does not address the issue, then when the country calls on the Army to execute our mission we will execute so poorly that a unsubstantiated amount of our fellow American soldiers will return home in "body bags

Soldiers need more MOS specific training

Discipline the same

About the same, well rounded

Some trainees are willing and able and then there are some that will take more than the 9 weeks of basic training to get them on line

In my view, the military has become too politically correct. Everyone is worried about the decline of the morality of our nation. It is because our nation has become less discipline and too worried about things that aren't important. So is the military, we are a reflection of our society

Training was much harder, demanding

However, the discipline level and respect for authority takes a large drop once soldiers are out of the IET environment

57 - Discipline has declined because we're not hard, when they get to the real unit they sometimes change back to civilian life

I haven't noticed much difference

56 Clearly, automation and digitization upgrades have greatly increased our ability to be able to conduct and win a battle. However, this technology seems to have a "trickle down" effect on deploying these assets to the field. This equipment needs to be available to all operational units (I.e., SINCGAARS & Aviation Mission Planning System (AMPS

at the same time it's hard for the recruiter to meet his quota of recruits

PART 2

Over the past five years, discipline has decreased significantly, and the service core values of recent have been introduced to the Army

At my regular unit, Private to BCT Land, 2 of 3 soldiers received after BCT/AIT were usually dismissed within 12 months due to discipline

3 out of the 5 years I've been on some type of specialty duty. I also don't judge a new soldier that comes into my unit believing that they should know the same as a soldier that has been in any time longer. I'm still strengthening their short coming and maintain their strengths

If the foundation is good, the soldier will be good
The training remains true, but the acceptance/compliance varies

Overall quality has stayed the same for the end product

B. Flows over from society

I feel training hasn't changed that much

Weaker public

Qualities have stayed much the same - however

Core values has improved by knowledge not necessarily by application of those values

Army Women

It seems that there is a lot less marching to ranges...this probably cut down on injuries, fractures, bad feel etc. However, it takes a lot more to get soldiers into shape. Soldiers probably don't miss as much training due to injuries.

57 This all depends on where the soldier received his/her training and the trainer.

Soldiers arriving at their permanent party stations seem to easily revert back to their old ways.

The leaders that are required to train to soldiers are the key. The level of commitment and the reality of our awesome responsibility for the lives of these soldiers is what drives the train. Who would want to spend the rest of their lives wondering how many soldiers they sent off to die because we failed to train them properly!

I did not experience a change from today's recruits of a significant level.

Many of these soldiers seem to leave the Army before finishing their first enlistment.

Many Privates change their attitudes after Basic Training A/T the laxity in their AIT. Once permanent party, they are unable to adjust to the "real" military lifestyle and become unfit. Able not unwilling.

Marine Men

The only adjustments that I've seen is with all new service members is adjustment to the culture

Basic training is just that "Basic". It 's up to us (the NCO and SNCO) to ensure that follow-on KCM training is carried our and develop our new Marines

I believe the quality of entry level graduates has stayed about the same, it's when the new Marines get to there new duty station some of the NCOs that are placed in charge are unsatisfied and a lot of it is due to being young and immature. Furthermore, the SNCOs are not holding the NCOs feet to the fire about leading by example

I use to work at MCT. Some ways went down, others went up

56 - They learn more in the classroom.

#57 - Their proficiency has increased by class time

I think people need to focus more on the most current and immediate changes that goes on during recruit training and in life, and stop trying to keep the past with the present

I believe the quality of entry level training has stayed the same, it just focuses on different things

I feel the respect for authority level has decreased somewhat in the lower enlisted ranks. Discipline is still there if you enforce it

The discipline remains close to the same, because of the values that must be instilled into these young men. Their ability to adjust to military life is about the same, due to our reinforcing our core values

My belief is the graduates tend to become too lax that last week of basic training. Which causes the graduates to report to their next assignment with a lax attitude vs. being highly disciplined. Nothing has changed in the last five years

Training had to become updated as the kids that come in today are smarter

I feel that over the past 5 years entry-level training has stayed the same

The Marine Corps has changed for the worse then the better and it will all come to light in the future

Some of these values and teamwork fundamentals are "obscenely absent" from civilian society. The military is different from the civilian society, and for good reason. The priority of living and basic daily demands and functions are drastically different. Please do not attempt to make them the same

They seem to be grasping care values

57 - society has changed after Vietnam people stopped trusting the military/government and the standards were dropped. Now the military/government is trying to improve itself to correct any problems and get better people

I feel if you do not instill discipline, willingness, and instant obedience to orders, then the core values will not stick

The pass several years I think recruit training have went the right way, however

With different programs such as the Leadership Program, and the Crucible allows recruits to think on their own

I've seen little change in current product end

56 - Recruits are still trained the same

The quality has stayed about the same. The difference is that we changed our training philosophy. Some of the old military personnel have problems accepting the change. If they looked at the end result, the job still gets done and missions get accomplished

The grads now have some real good and bad points

As entry level training graduates transition to normal service life, the controlled environment effect is lost and many who fall into this group fall below standards and this data/information does not get out and the effect goes on, strong NCO/SNCO must meet this head on and stop it. Many do not

It is good to learn from our past mistakes, but it is also important that we stay with the foundations of how we train recruits. Once the foundation is prepared for the worst, it can be built upon and groomed for preference

56: Marine Corps boot camp is not the same as it used to be, but everything changes with time.

#57: Discipline is needed no matter what the problem is

The core values we teach and use in the Marine Corps have changed the views of today's recruits

Kids are raised in a more carefree society today than 10-15 years ago. The "no worry syndrome"

This area has stayed somewhat the same because recruiting is a constant changing environment

It seems that 5 years ago new Marines showed more respect. It is my understanding that with the detailed, structured training schedule- recruit training has never been as thorough

For the Marine Corps, I believe that although basic training has changed to include the crucible, the role and general performance of the drill instructor has not changed. Therefore, the general discipline, military life adjustments, acceptance of authority and values has not really changed. As far as basic military skills, some aspects were removed (fire team maneuvers, etc.) But a lot of skills removed to make room for the crucible have been re-installed in required marine combat training or school of infantry that all RCTs must attend after graduating boot camp. So I think that "although things have changed, they remain the same". We still train and output to the best of our abilities the finest, disciplined, loyal, dedicated, patriot this country can produce

but they still need that guidance from senior enlisted to show them the light. As the civilian world changes so will the type of Marine enlisting into the core

I believe it has stayed the same. The only thing that has changed is the means that we do business

Basic training has improved somewhat, but it seems to me that a most service people have a harder time after basic training adjusting to military customs. I've observed this coming from a joint command and notice that the Army has a harder time adjusting to military culture I think that the new service members are the same as they were 5 years ago

to train an individual today is the same over the past 5 years. The expectations has not changed, discipline, physical fitness and moral standards
I think that the quality stayed the same

Training for entry level Marines has stayed the same in the past five years in my opinion

It's not that the quality of Marines, the DI's are putting out in the FMF, but the leadership and examples new marines are being faced and dealing with from NCO's and SNCO's out in the fleet and schools

I believe it has stayed the same overall. The discipline is less stricter due to society and the services reflect that

My opinion is based on Marines who qualify aviation MOS and attend naval schools for their job. A Marine spends 13 weeks at recruit training and is then sent on to his schooling. What happens a lot of times is the Marines are (stuck?.....) in a class of 24 sailors and maybe 4 Marines. The schools can last up t 52 weeks and 52 weeks with the Navy can mess anyone up

No, but afford them to have the chance

Because of more educated recruits coming in

There has been nothing changed concerning disciplining recruits. I have spent two tours on the drill field

56. Military training has continued to be the same (what they teach) the only change is how they teach

Intelligence is relatively to experience and exposure. I'm unclear if that has occurred in a significant enough manner to make a judgment. Military life and civilian life are two differing elements

The quality of entry level training has remained the same, teaching the basic fundamentals of that particular MOS. It's up to the individual unit to get that individual up to speed on learning the meat and potatoes of his MOS

Overall, I believe that the quality has stayed the same because as a leader, I was seeing most of the same problems with new marines as I did when I was new to the service; indicating to me that some situations must be inherent to military service

I've really not noticed any great changes in quality level REC training, or specialty training. Having worked both as a drill instructor and as a MOS instructor, everyone of them seems about the same

What is asked of today's entry level new joined is the same that was asked of me when I came through - just in a new way

Push ups or fire watch, digging a fighting hole were needed for discipline matters, not new Due to technological advancements, training as a whole had to change

It has basically stayed the same but in some cases, as society changes, so has the quality of recruits and the influence of society on how they are trained

It (quality) has improved in some area's but also has declined in some

I feel that the areas we should work harder at are those fields. Instilling discipline will make all other training easier on the (new Marine) BCT and instructors easy

Once a new marine reports into his first command, his abilities and discipline, coupled with leadership provided will either build on or detract from what he was taught in boot camp

Of most graduates that I have encountered, the discipline level is good till arriving to the 1st Command. Then it gets a little bit out of hand, but they are very smart in many areas

56. Results from boot camp I think are the same or better. I think the let down is from there MOS school. Once a new marine leaves recruit training, what was achieved needs to be sustained

The majority of the decline comes when Marines begin MOS training. There is not enough discipline in that type of training environment. It needs to continue somewhat after recruit training

I feel that recruits are still on the same level of training

57. I think a lot of the problems are still there with a little improvement I think the one major good change is the addition of core values

Over the past five years, entry level training graduates have changed, some good or for the better and some for the worse

Recruit training has changed in the method in what and how the military skills are taught

It is my belief than on average the majority of recruits and the quality of new marines have remained the same

56, The focus has been more on training smarter not harder

but you have to ask what type of discipline we had 5 years ago. "FEAR" or "CONFIDENCE

I have not seen any noticeable change in new marines that arrive at 1st duty stations as having more common sense or discipline

56. Have not sensed any difference of quality of Marine lately except usually there discipline or reason for being in the military

Biggest thing I have noticed in my time is that military has gone corporate

56 Seems to be a lack of goals and discipline instilled in today's youth, but I suspect those that trained me 18 years ago said the same things

The product coming out of recruit training has not changed. But the generation of new recruits are far different from those entering 10 years ago. They pose some different and interesting leadership challenges

Marine Women

I've had new Marines have no concept of Core Values, and some that were all about it. Some are totally lost when it comes to their job and some that learned more than I had

I don't thing that senior members hold their troops accountable with joining consequences. MOS training is still the same, but newly joined Marines are being allowed to lower the standard

Having new marines begin and conduct training in the team concept will benefit the Corps for many years to come

In the past five years, there has not been a lot of change. The responsibilities are on the leaders of the command the young Marines go to, to continue instilling core values.

The new Marines PFCs and LcpLs and some NCO's tend to be reluctant to being respectful to all ranks when someone comes and tells them to do something if they don't work for the higher ranking individual on certain instructions

I have not seen a change

I have not seen a drastic improvement in new Marines in the FMF. Many become discipline problems and challenge authority in negative ways. When SNCO's attempt to enforce military discipline, they are not supported by the command (officers) as they once were

I believe they have stayed the same

After the new marine enters the fleet, there is little sustainment to keep what they were taught in basic training

I find that service members checking into their 1st duty station have somehow back tracked from the military teaching that were taught at the basic training, SOI. Not including "V" Victor units. And I see our career Marines, SNCOs, officers, not keeping a tight hold, nor are they teaching the new Marines, not sending them to resident schools, (CPLs CRS, Sgts. CRS). Not making sure the (new Marines) keep all their training up to date, not keeping them physically fit, MCI's, uniforms, weight. Not keeping them transfer to military life.

The training they received is not followed up very well once they get to their MOS schools. They lack or seem to forget what was originally taught in boot camp about being responsible, respecting authority.

Navy Men

The need for members needed, outweighs the need for very intelligent recruits.

Wile some areas decreased and some areas increased, it is necessary to continue the level of leadership of our junior personnel beyond the basic training environment. Many petty officers and chiefs in the fleet possess poor leadership skills.

The ability to adjust to military lifestyle helps the recruit to learn the skills to adjust easier with authority and learn the basic skills needed for follow-on training. By instilling the proper military lifestyle on the recruit you are accomplishing the greatest of all the requirements of boot camp.

I believe in the rating/technical side we have improved. We have to do the same job with less money, less people, less ships. On the other hand, we tend to have lost the military discipline in the fleet for whatever reasons. One reason could be you have a mission to do competitive cycles/pre-deployment schedules to meet. Disciplining one person takes time and if you lose him or her when are you going to get a replacement? As long as they are doing their job. Wrong attitude in my opinion.

recruits leave RTC with good core values. Follow-on training is failing to uphold what is being taught here.

They go to crap at follow-on training because of the lack of discipline and leaders O3 who put the students ahead of stuff, cut the heck out of manning (Congress did that) and demand we do more with less! This is not a new issue! Hello!!

The changes that is witnessed in today's recruits in nothing more than a representation of today's society!

Too many senior people are not being held accountable for their actions on ship and do not enforce the rules. They must see the example!

We do not need everyone. RTC plan from higher ups, we need painters in the fleet. That's just setting them up to fail. This is command policy.

B. Same discipline I was asked to have.

It seems when recruits get to the fleet they have problems because no one holds them accountable for everything they do.

Once many newer sailors reach the fleet, they seem to think that no one cares if they do what they're told. Many of them just act like they have military bearing while in boot camp, but become lazy and disrespectful once they get to a ship.

This is all dependent if recruits are willing to change. Each one of us is an individual and react differently to the same situation.

Discipline has declined due to the lack of supervision at follow-on training sites. Discipline goes hand-in-hand with ability to adjust, accept authority, core values

I really can't say if there is any difference in the way recruits are turning out. Society as a whole has changed and that is most evident in new service members.

I don't believe that there has been any significant change since I enlisted.

Have not seen much change.

Recruits are not allowed any decision making on their own. They have an RDC present at all times.

Stayed the same.

In some ratings are not getting the attention or retention of qualified "first termed" sailors. Similarly, those who do complete initial and/or follow-on training receive mixed messages to the detriment of their careers.

This is my second tour here in the last 5 years and I think that quality hasn't changed that much.

56. Quality - This term is somewhat vague. Quality of training varies upon individual technique of the instructor. Quality of recruit varies dependent upon how flexible the military entrance requirements are, the social-political climate dictates.

57. Boot camp is not the real Navy. Many things done are so basic, that it's hardly intellectually or emotionally stimulating.

Navy Women

I know my "A" school passing requirements have dropped from 70 for passing to 63. School has been shortened and skill level reduced. Students are left to themselves with poor fleet examples to go by. "A" schools defeat everything that's being done in boot camp especially in discipline and military bearing.

I find that once recruits leave basic training everything that was instilled into them, respect for authority, discipline, etc., declines during "A" school training.

Discipline is lacking once they get to the fleet. They tend to lose it while in "A" school or ATD. The military bearing is forgot about and not enforced.

Society has changed, young sailors have changed.

It takes time for the new recruits to adapt to military life. Loss of privacy, living amongst people from different races, religions, learning to be part of a team and trusting others. Especially since so many of them come from negative backgrounds.

Chapter 3

Fraternization/Adultery

SURVEY ITEMS PRECEDING COMMENT FIELD ON FRATERNIZATION/ADULTERY

Does fraternization or adultery in today's Military pose a significant threat to operational readiness of military units?

	<u>Men</u>	<u>Women</u>
Yes, for both fraternization and adultery	43.3%	42.4%
Yes for fraternization, but No for adultery	11.0	6.6
Yes for adultery, but No for fraternization	5.6	3.1
No, for both adultery and fraternization	24.9	29.5
Don't know	14.7	17.0

CODING SCHEME FOR COMMENTS ON FRATERNIZATION/ADULTERY

Not A Readiness-Related Problem: Adultery and/or fraternization are not work related issues and/or are private/personal issues and thus do not effect work/mission/readiness/job. Therefore, this private realm should not be regulated by military.

Context/Qualified Conditions: It's not a problem as long as people keep it out of the unit, out of the workplace, out of the chain of command. If people are discreet, mature, and/or professional, it doesn't matter/ shouldn't have any effect.

Can't Stop It: It doesn't matter whether it's a problem or not: you can't stop fraternization and adultery from happening with rules. You can't keep people from getting together/breaking the rules in their private life if they want to. Forget about making or modifying rules or policies.

Readiness-Related Problem: fraternization and/or adultery is a distraction and harms performance: training/readiness/the mission/people's work/ability to fight/good order and discipline. People think about other things instead of what they're supposed to. When people are busted or removed for violations you have to take up the slack or find replacements. We need frat/adultery regs to maintain readiness/mission effectiveness, job/good order and discipline.

Interaction-Related Problem: Units are negatively effected: it starts rumors/gossip, tension and conflict; disrupts trust, bonding, cohesion, teamwork; hurts morale. We need frat/adultery regs to preserve bonding, good workplace environment, morale, cohesion, teamwork, trust.

Negative Effect On Command: disrupts chain of command, distracts commanders who have to deal with it, impairs their ability to lead and/or credibility, results in special treatment/favoritism or perceptions of it. We need regs to maintain chain of command, leadership ability and credibility, minimize favoritism.

Violation Of Rules/Morals: Fraternization and/or adultery are against the rules/regs/UCMJ or are immoral. Violating them shows poor discipline, poor judgment/ little character/ low morals in other areas / implies the person is untrustworthy

Enforcement Is The Problem: There are double standards for officers/enlisted, double standards for men/women, it's enforced unevenly by commanders or across commands/units, command ignores or doesn't enforce it properly.

Disrupts Good Order and Discipline.

Family-Related: References to family, spouses, and home life. It's detrimental when people worry about their spouses when they're at work/deployed, it disrupts the close knit military community, it destroys families which in turns hurts soldiers and the mission/their work/readiness.

Other Comments About Why F/A Is A Problem.

Comparisons To The Civilian World: Any comment about standards or opinions on these topics in the civilian world, society in general, the Commander in Chief/White House/Clinton/President.

Other Kinds of Codes

No other code applies/ comment confusing/ comment doesn't appear to make sense/typos or grammar make it unintelligible, meaning unclear,

No comment/don't know enough, can't say, not enough information to comment

TABLE 4. FREQUENCIES FOR COMMENTS ON FRATERNIZATION/ADULTERY
 Number of people who wrote comments in each coding category
 (Percentage in each category out of people who wrote any comments on frat/adult)³

	No Problemfor Work/Readiness	Depends On Context	Can't Stop it Anyway	Readiness/ Work Problem	Interaction Problem
Air Force	19 (30%)	12 (19%)	1 (2%)	10 (16%)	15 (23%)
Army	56 (14%)	50 (13%)	15 (4%)	53 (14%)	52 (13%)
Marines	109 (24%)	54 (12%)	2 (0%)	77 (17%)	88 (19%)
Navy	15 (15%)	18 (18%)	2 (2%)	17 (17%)	10 (10%)
Men	173 (20%)	112 (13%)	17 (2%)	126 (14%)	141 (16%)
Women	26 (20%)	22 (17%)	3 (2%)	31 (24%)	24 (19%)
Air Force Men	15 (29%)	11 (21%)	0 (0%)	7 (13%)	11 (21%)
Air Force Women	4 (33%)	1 (8%)	1 (8%)	3 (25%)	4 (33%)
Army Men	46 (13%)	44 (13%)	15 (4%)	42 (12%)	45 (13%)
Army Women	10 (22%)	6 (13%)	0 (0%)	11 (24%)	7 (16%)
Marine Men	99 (25%)	43 (11%)	0 (0%)	63 (16%)	76 (19%)
Marine Women	10 (17%)	11 (19%)	2 (3%)	14 (24%)	12 (21%)
Navy Men	13 (15%)	14 (17%)	2 (2%)	14 (17%)	9 (11%)
Navy Women	2 (14%)	4 (29%)	0 (0%)	3 (21%)	1 (7%)

³Individuals' comments may have fallen into more than one category.

FREQUENCIES FOR COMMENTS ON FRATERNIZATION/ADULTERY (CONT.)

Number of people who wrote comments in each coding category
(Percentage in each category out of people who wrote any comments on frat/adult)⁴

	Hurts Command	Violates Rules	Enforcement is the problem	Disrupts Good Order & Disci- pline	Family Related Problem
Air Force	5 (8%)	4 (6%)	4 (6%)	1 (2%)	5 (8%)
Army	29 (7%)	24 (6%)	35 (9%)	11 (3%)	11 (3%)
Marines	58 (13%)	39 (8%)	17 (4%)	16 (3%)	13 (3%)
Navy	8 (8%)	4 (4%)	12 (12%)	7 (7%)	1 (1%)
Men	90 (10%)	61 (7%)	56 (6%)	28 (3%)	28 (3%)
Women	10 (8%)	10 (8%)	12 (9%)	7 (5%)	2 (2%)
Air Force Men	5 (10%)	2 (4%)	3 (6%)	1 (2%)	4 (8%)
Air Force Women	0 (0%)	2 (17%)	1 (8%)	0 (0%)	1 (8%)
Army Men	25 (7%)	21 (6%)	28 (8%)	11 (3%)	10 (3%)
Army Women	4 (9%)	3 (7%)	7 (16%)	0 (0%)	1 (2%)
Marine Men	53 (13%)	34 (8%)	16 (4%)	11 (3%)	13 (3%)
Marine Women	5 (9%)	5 (9%)	1 (2%)	5 (9%)	0 (0%)
Navy Men	7 (8%)	4 (5%)	9 (11%)	5 (6%)	1 (1%)
Navy Women	1 (7%)	0 (0%)	3 (21%)	2 (14%)	0 (0%)

PART 2

⁴Individuals' comments may have fallen into more than one category.

FREQUENCIES FOR COMMENTS ON FRATERNIZATION/ADULTERY (CONT.)

Number of people who wrote comments in each coding category
(Percentage in each category out of people who wrote any comments on frat/adult)⁵

	Other F/A is a problem	Comments About Civilians/ the President	Other Comments
Air Force	1 (2%)	5 (8%)	6 (9%)
Army	30 (8%)	22 (6%)	91 (23%)
Marines	41 (9%)	15 (3%)	65 (14%)
Navy	9 (9%)	2 (2%)	10 (10%)
<hr/>			
Men	75 (9%)	41 (5%)	158 (18%)
Women	6 (5%)	3 (2%)	14 (11%)
<hr/>			
Air Force Men	1 (2%)	4 (8%)	5 (10%)
Air Force Women	0 (0%)	1 (8%)	1 (8%)
Army Men	28 (8%)	21 (6%)	84 (24%)
Army Women	2 (4%)	1 (2%)	7 (16%)
Marine Men	38 (9%)	14 (3%)	59 (15%)
Marine Women	3 (5%)	1 (2%)	6 (10%)
Navy Men	8 (10%)	2 (2%)	10 (12%)
Navy Women	1 (7%)	0 (0%)	0 (0%)

SUMMARY OF COMMENTS ON FRATERNIZATION/ADULTERY

The overwhelming opinion of recruit trainers who wrote comments about fraternization and/or adultery was that these behaviors can wreak havoc and harm unit cohesion, soldier morale, and military readiness. Roughly ten pages of comments reflect the

⁵Individuals' comments may have fallen into more than one category.

minority opinion that these behaviors are not a problem; just over six pages of comments reflect the even smaller minority opinion that these are only a problem under certain circumstances. In contrast, approximately thirty-six pages of comments reflect the majority sentiment that fraternization and/or adultery can lead to numerous kinds of problems.

Not A Readiness-Related Problem

A significant minority of recruit trainers (20 percent of men and women) held the belief that fraternization and/or adultery have nothing to do with readiness. The general attitude in this category was that people's personal lives are private, and have nothing to do with their work environment. Responses in this category also include those stating that these behaviors rarely occur, and thus are not a problem, or that they happen all the time but do not cause significant problems.

Only A Problem In Certain Contexts/Under Certain Conditions

A second minority view stressed that fraternization and/or adultery should not be of concern to the military, unless work performance or the chain of command are effected. These responses emphasized that as long as people are professional, perform their jobs, and keep their personal lives out of the work place, unit, and chain of command, then fraternization and/or adultery should not be treated as a problem. One might characterize this perspective as a sort of "don't ask, don't tell" policy on these issues. This view was expressed by 13 percent of all respondents, with women generally more likely to make this argument than men.

Can't Stop It From Happening

A few people (2 percent) made comments that rules and regulations will not stop people from engaging in fraternization or adultery. No gender differences were apparent.

A Readiness-Related Problem

Women were more likely than men to argue that fraternization and/or adultery can threaten military readiness (24 percent compared to 14 percent). Comments in this category typically asserted that these behaviors distract people from their jobs or their missions, and thus undermine individual and unit effectiveness.

An Interaction-Related Problem

Sixteen percent of all trainers who wrote comments on fraternization and/or adultery argued that these acts can have a negative impact on morale and/or unit cohesion. Respondents explained how such behavior can create tension in the work place and lead to mistrust, gossip, conflict, and the general breakdown of the group's ability to work together as a team.

Negative Effect On Command

Ten percent of respondents noted the potential negative effect on the chain of command. Common were statements that fraternization can lead to either real or perceived favoritism; that subordinates lose respect for leaders who fraternize, and thus fraternization makes it difficult for commanders to enforce rules and lead troops.

Additional Problems

Seven percent of respondents argued that fraternization and adultery are problematic behaviors because they violate military policy and because adultery is immoral. Therefore, anyone who ignores the rules displays a lack of character, discipline, and integrity and cannot be trusted.

Six percent of respondents commented that enforcement of these policies is the problem. These trainers said that commanders either look the other way, or they blow the situation out of proportion. Common were complaints that the rules are enforced differently for officers than for enlisted, or that different commanders have different standards for enforcement.

General statements that fraternization and/or adultery disrupt good order and discipline were made by three percent of recruit trainers. Another three percent of comments made reference to the negative impact on the family, home life, and relationships with spouses. Four percent of people made references to civilian standards, and in particular, they held up the example of President Clinton.

COMMENTS THAT FRATERNIZATION/ADULTERY ARE NOT A READINESS PROBLEM

Air Force Men

Personal business should stay private

What I do off-duty is none of the military's business, except if it was drugs, domestic violence, etc. Other than that, leave it alone. I am an adult. Don't pry into my affairs if it doesn't concern my job

Personal lives are just that personal

It's not who you sleep with, it's who you kill

I should not have to worry about my cc and someone making policy in the bedroom

What occurs in someone's personal life outside the work environment has no effect on the unit

What happens in a persons personal life is personal

Who has the requirement to say who anyone can love or have a relationship with

This is not a "significant" threat
A persons private life is just that, private

It's happened for years and never caused any problems. This is just something else to limelight

If a person is trained right, it will not matter if they have the right training

I have never in my 19 years seen any significant threat to readiness

It does not happen often enough to have a major impact

[frat. severely hurt the unit,] but with Adultery, it shouldn't

Air Force Women

It's a part of their private life

Stop worrying about adultery and fraternization. There's more important issues. Adultery and fraternization does not affect performance

Adultery is a personal issue between spouses

Incidents are few and far between

Army Men

How does having an affair outside of the work place with someone unknown to your unit cause a threat to operational readiness?

No matter what happens when you are off, mission comes first

Leave private lives alone

I don't feel that fraternization or adultery poses a threat for operational readiness because in the end result we know what are job is and what we need to do to accomplish it

It's been going on for years and the Army still performs its mission

People should separate the difference between personal life and professional life. The military should get their nose out of everyone's personal business

Two mature adults made a decision. It's there business

No. People commit adultery on/off duty time not while working

It's personal

Two adults undergoing a separation should be able to exercise free will

No, we have had this in the military all through out and I haven't seen any threat in the male units I've served before

As long as we continue to focus on fraternization and adultery of course it's going to stand out. Let's change our focus and everything else will take care of itself

That is very stupid to tell a person who they can marry. I think you should be able to marry who you want to. The Army is very primitive in that area

It has always happened, and will continue, and the readiness of the units stays the same

I have never seen a case threaten any readiness

fraternization usually is kept on personal side and hen it's time both are professional

I don't feel it poses a threat to readiness. I've seen it happen in division units and they are still prepared. Does not mean I agree with fraternization or adultery, but don't feel soldiers should be punished

I don't believe that this effects readiness

Because it happens all the time, but people still do their jobs

I believe that it is a personal issue and has no bearing on job performance

Quit worrying if someone is having sex so much and concentrate on the mission first

Adultery on the other hand is usually not with other service members and is an after duty relationship

I don't know that it has a great effect on readiness, but if its between two consenting adults then it's private

If someone commits adultery, especially with a civilian it won't stop that unit from functioning when they go to war

Yes, it is immoral, etc., but realistically I don't think it has much of a bearing on the military's ability to train or go to war

I have not experienced either cause a conflict with readiness

What does adultery have to do with my job? Nothing. You will fight for your country no matter what

I have no problem, I don't see any of it so, I guess we are doing pretty good

Just makes good sense to not date anyone in your unit. However, I don't think that a regulation should be needed

All are adults

No, I believe that there's only a hand full of soldiers that break the rules. The more you concentrate on a problem, the bigger the problem seems

I think the readiness of the units operational leaders will not be threatened by two individuals being friends

What someone does behind closed doors or at home is their business

I am capable of keeping my personal life, personal

If a soldier commits adultery, it does not make him ineffective

Adultery should not determine ones career

I don't think it keeps you from accomplishing your wartime mission

Because who your friends are or who you sleep with has no bearing on how you fight

I don't see what they would affect in the battlefield operations

Personal business

It does not matter who you are doing. As long as the job gets done

People are going to do what they want when it comes to sex. I t should not affect their job

The value of each individual makes a difference in unit readiness to an extent, However in the big picture as in wartime. I don't see it hurting to military

Has nothing to do with the ability to close with and destroy the enemy

Has not been a problem in my units

Even though it may cause problems one bad apple in the bunch is not cause for throwing the whole basket away

Army Women

Under some circumstances charges of adultery is barbaric . Adultery is something that should be dealt with between a couple in civilian court, if it becomes necessary (to be decided by the wife and husband) it should not become public knowledge. It's a private matter ... between the human being and God

No, because one person should not stop a unit's readiness

It's really none of the Army's business who I or you are sleeping with

A person's off duty lifestyle (other than DWI/DUI) often does not impair on their performance

If you're a true soldier, what you do as a personal favor shouldn't take away from you or your comrades being ready for any conflict

As long as the mission is done, I don't care what they do at home

As with any personal relationship, I don't feel it affects the unit's wartime mission whether the relationship is illegal or not

Adultery and fraternization are acts that have been committed for centuries and we have won many wars despite the fact

No, because it has been going on for a long time. It is just more in the open now

This is nothing new

Marine Men

Standards in the Marine Corps are still very high, units are ready

Marines thrive on the opportunity to go to war so with that in mind I don't think personal problems would be a factor

I don't believe it affects what we're capable of doing

I don't think it determines ones job performance and the military teaches a lot about professionalism and I don't think it's no different between two married people working in the same area

Regardless, the readiness will be met and ready

Adultery is a private matter

Fraternization is usually kept on a quiet level and usually doesn't effect the unit much or if any at all

Adultery is a personal problem that should be handled between two people not your command

That is not our main concern. Our main concern is teaching responsibility in being a man or a woman. We're too childish in things that we should not be worrying about that only comes out 10% of the time, not things we need to discuss

Adultery would effect a small percentage of morals but would not necessarily affect the readiness

Adultery happens on your own time. It might even be known in the unit

Adultery reflects negatively on the unit, but not combat readiness

Because if you go out with a 1st Sgt you will feel comfortable around other SNCOs and also learn from them

Fraternization and adultery in my opinion is not a significant issue within the armed forces and really does not affect readiness

Professionals can still put things aside and accomplish the tasks at hand

The Marine Corps will always be operational ready, regardless of what circumstances that might be faced

Can leave personal life out of the military

I don't pay attention to how other people live their life

I strongly believe that the way a person conducts his personal life does not have any impact on how he/she conducts his/her military duties

A person's outside life should have nothing to do with his military career

Although I do not agree with adultery, it is not a significant threat to the operation

No, because if it's adultery, it's only affecting that person and he/she can be replaced

Fraternization does not

Adultery and fraternization has nothing to do with accomplishing the mission that's the main purpose

I feel that the regulations are in black and white so it doesn't pose a threat in my opinion

Who cares what people do on their own time

I know it has not been a problem in my whole 17 years of military as far as the USMC

Not so much for fraternization because fraternization doesn't really effect emotions within a unit like adultery does

Adultery or fraternization are petty issues for politicians not military tactics. We need to concern ourselves with training and readiness to flight and win on the battlefield

Adultery deals more with an individual personal value

Personal life shouldn't have effect on performance

No. One's personal life should not coincide with military life

If a married man wants to have sex with someone other than his wife I don't believe it makes him less effective on the battlefield

Outside the realm of doing the job in your MOS, no interference from the outside should hamper their performance.

Nine times out of ten, you don't hear about adultery until its went on for a while anyway. Meaning you couldn't tell the difference in the individual when it was happening

Too personal to really worry. The defense of our nation is far much greater than who is sleeping with whom

A service member who is having an adulterous affair does not pose a threat because it is not effecting the mission of his unit

What does fraternization and adultery have to do with operational readiness

Fraternization does not have to be concentrated on each member of the service being from the same unit. So that would not effect operational readiness

As for adultery, that is a private matter between people that the command has no business getting involved in...adultery is a religious SIN but not a civic crime

No because as professional we put aside the male, female concept. We do what it takes to accomplish the mission

The military and its members are professionals. Affairs come and go, the mission will get completed regardless of who is in.

Both adultery and fraternization commonly occurs outside of work and are irrelevant

What a man or woman does or who they do it with, to me, has no threat to readiness. Because when the time comes, we all come together

Adultery is between a man, a woman, and their God. I have never seen a case of adultery affect a unit's readiness before, and I have seen cases of adultery

Marines are ready to serve

A good Marine can operate well, even though he is committing adultery.

People in the military should be mature enough to handle these situations

I've seen several blatant cases of fraternization and it never effected operational readiness

I don't think adultery would have the same affect

It's all about your personal values and shouldn't be left up to the military to dictate your personal life

I don't think the mission readiness would be affected

Operational readiness is there no matter who is sleeping or drinking together

No, life goes on

Depending on who is doing what it would be detrimental to a unit but ultimately the mission will be accomplished no matter what

I don't think it has anything to do with operational readiness

No. Because most people do not mix business with pleasure

You either trust somebody with your life or you don't. This is based on how you view his skills as a combatant not whether or not he can control his libido

I said "D" because when rounds come down range, it doesn't matter

I don't believe there is enough fraternization or adultery occurring to be a significant threat to operational readiness

I haven't seen any problem in the DIV units I've been with or here at MCRD

no

A professional knows when it is time to play and time to get the job done

Probably not a significant threat to overall readiness

That's something people do in their private lives. Feels it doesn't affect his job.

I think adultery really doesn't affect the work place

It has nothing to do with op readiness

but I can't see how who's sleeping with who has anything to do with operational readiness

Fraternization will not take away a team member

Our command does not have problems dealing with adultery and fraternization

I have not encountered this in the Marine Corps units I have been in

Nothing significant. More an irritant than anything

This is an ordinary thing now a days. It seems to be more acceptable then ever before. If you're not involved get on with your life

I do not think it poses a significant threat. However, I do feel it poses a slight threat

I believe every command covers these two topics very well during their military classes

It doesn't stop a person from focusing on the mission at hand

where adultery doesn't effect the team concept

It is not a major problem toward operation commitment

but who a person sleeps with shouldn't affect the operational readiness

I don't think that it poses a threat on readiness cause when its time to work or do whatever, we're all professionals and we get the job done

I feel both are more personal than professional. Therefore, don't pose a threat

I still question whether a private relationship between 2 consenting single adults kept separate from the work environment should pose a problem

Personal problems should not effect the workplace period

What a person does on liberty as far as who they are with surely does not mean that they don't know the Job and be ready to do that Job when the time comes

I don't believe that the military has a big problem with this issue

Whether he or she commits adultery, it doesn't affect work habits

I believe adultery and fraternization do not affect Marine Corps readiness

an no to adultery because it is usually more a private or indirect issue

I do not see either one as a problem that can hinder operational readiness

were as adultery the mission normally continues with no problem

I don't feel that either issue have a threat on our service because I don't think it's that big of a problem

it would be hard for adultery to affect readiness.

It's such a small percentage, that like always the strong will carry the load

I think we will always have some incidents. But we can still be ready to answer all

I don't see how it would affect it

It is proven that both are out there in different commands but not to the effect that it would hurt operational readiness

I personally don't see or haven't read statistics showing a profound impact on mission accomplishment

Fraternization has clearly been blown out of proportion

Because I have only worked with all male units, fraternization is not a problem.

Marine Women

No, normally it doesn't interfere with professionals' job

Adultery is more of a problem that has nothing to do with our mission readiness

Most situations I have observed never entered the work place and had no effect on operational readiness. It was reported and no action took place

I have never had any problems

Fraternization or adultery is very wrong and shunned upon. However, it has nothing to do with the quality of training a unit receives

There doesn't seem to be a problem with fraternization period

I don't feel adultery and fraternization are a big problem or issue

If a service member chooses to be adulterous, that is his/her moral belief.

It could, but I think it's dealt with and the problem is resolved

There will always be rumors and perceived favoritism within a unit due to fraternization and adultery but all proven cases would be dealt with under the UCMJ and the unit continues to function

Navy Men

It is more of a personal problem

Adults are going to do what they want to do

Adultery people do it all the time and it doesn't seem to really effect overall operational readiness

It's part of life. Doesn't effect military readiness. 18 years ago it was nothing for CO to have sex with enlisted. Didn't effect readiness. It's just politically incorrect to do so now

I don't see a problem with fraternization/adultery

A well managed unit will always be operational and ready. It's not what the service member does outside the job, it's what's done at the job

A significant threat to operational readiness is a lack of discipline to get the job done. Fraternization is a social issue not a tactical one

We are professionals. The insignificant minority of these abuses does not effect any readiness of military units

This is a fact of life. If I'm married and still want this female or male that badly and that person wants me to, then that is our business. It does not effect any one else

I've never seen either one at any of my commands

I see no major problems in these areas

The rules and regulations are firmly defined, I think

People just continue to go on. It's just that everybody else makes a big deal out of it

Navy Women

most adultery cases have had no effect other than personnel conflicts resembling individual conflicts

Does it go on. Yes. Has it had a threat with the mission. No

COMMENTS THAT FRATERNIZATION/ADULTERY ARE ONLY A PROBLEM UNDER CERTAIN CIRCUMSTANCES

Air Force Men

If it's out of your chain of command, who cares

I feel fraternizing, if it is with someone of the same unit, could be distractive to the units moral but if not, half of the time no one even knows what goes on behind closed doors unless you brag about it. That's when adultery can become harmful

adultery concerns more individual actions. If a person can do the job, who cares who they sleep with

When a situation such as this starts to affect the mission, or the unit, then it should be dealt with. Other than that, leave it alone

As long as your job is done correctly, let the individuals handle it

Bedroom/social conduct should be held differently than mission accomplishment. Is the job being impacted? If not, then it should not be of concern

If two people are having an affair, who cares, as long as one doesn't work directly for the other. We go to work and get the job done professionally

Shouldn't matter as long as it does not affect work

No ones job or the mission of their unit is affected by either until they are found out or end up offending someone

If it is outward and public. If it is private between two people the effects are less harmful

As long as they are not in the same direct chain of command, it does not really matter

Air Force Women

and if it's not brought into the work place, no one seems to care

Army Men

As long as it doesn't interfere with the accomplishment of the mission

Don't worry about others personal business if they perform on the job

As long as it does not interfere with the work environment

I don't believe that adultery or fraternization pose a threat to operational readiness of units if the guidelines are followed

There are many military leaders who do not allow what goes on in their personal life effect their military performance

Adultery affects readiness if it involves soldiers/dep of soldiers

Most of the time the people committing these offenses are professional enough to keep their personal life out of their professional life

As long as the relationship is consensual and kept in perspective, it normally doesn't pose a problem

Adultery between soldiers and civilians (not dependents) - who cares

Fraternization is fine as long as the individuals understand that work is work and play is play

No, as long as it doesn't hinder the individuals performance

Adultery might if it is within the same unit

However, I feel adultery is harmless to the unit unless it happens within the unit

As long as it is not within someone's chain of command

Adultery would pose a huge threat if it is in the same unit

Yes, if it is happening within the units

Depends on circumstances

If the unit is performing to standard, who knows

Adultery always poses a threat if it involves another service member. Fraternalization probably depends on what you define it as and at what level it occurs as well as the perception of other members

It all depends on if it is interfering with the unit on mission

For some sure, but if you are mission focused, it should not pose a problem

Being deployed more often makes these type of actions more important

As long as the act doesn't interfere with the job

I strongly agree that both can hurt the unit but you have to evaluate every situation

If two consenting adults have an affair and they're not linked in the chain of command, it should be nobody's business

Fraternization within the same unit yes. Adultery, yes, if with another member of the unit. But the military still considers it adultery even if you are legally separated and have been that way for more then 2 years. That's ridiculous

Fraternization does not pose a threat to operational readiness as long as they are not in the same chain of command

But there is nothing wrong with having a friend in either chain of command or officer/enlisted. As long as the individuals know how to act when at work

As long as it is not obvious or in the same chain of command

As long as the soldiers have no direct influence over one another, leave them alone

In today's world everything someone does is analyzed and most of the time ham is done when this happens. So basically this question can be answered on a case-by-case basis

People are going to people as long as it doesn't interfere with work output

This depends on the situation

As long as a supervisor doesn't show favoritism

When identified as long as it is dealt with - should be no problem

Even today it is happening. But no one knew about it. Don't ask, don't tell

Stay at home and away from work, you'll be OK

People are grown and are doing what they want. As long as they aren't bothering anyone else, it shouldn't matter

As long as it doesn't involve leader and subordinate

I feel neither adultery or fraternization has any significant threat unless members of the same unit

I guess it would depend on the individuals involved

As long as they can still do his or her military job

I think the "don't ask, don't tell" should apply also to adultery and fraternization

If they are single, why not

Army Women

If the service member is able to complete the mission all well and good

The decider is if it's going good or bad - as with anything

It really depends on the individual. There are some people that are capable of keeping their personal matters away and out of their professional matters; always remaining focused on the mission at hand

For those you do and no one knows, it does not interfere with their work

What a person does on his/her personal time shouldn't matter unless it conflicts with the mission

If their personal life begins to interfere with readiness, then some type of action could be taken

Marine Men

If they are doing their job effectively with no problems then who cares what they do. Don't be an ass about it but do it on your own time and stay in a high state of morale

I can't really say because it would be dependent on the situation

As long as its personal and is proficient in his job, and has sound judgment

Whether adultery affects readiness is case-by-case. If it doesn't affect ones job performance, it shouldn't concern the military

Operational readiness won't be affected unless you're in the act while having to make a decision (ask Bill).

Adultery is a personal morale issue, unless it effects that person's work ethics

Fraternization as long as that person is not in your work section, it should not matter

If it does not affect the Marines work, then it poses no threat

Depends on the whole situation

It depends on the people involved and how the unit confronts the situation

Depends on severity, civilian and military definitions differ

They both can cause problem between Marines in the same command

Fraternization within the work place. If the adultery was in the work place then yes, other than that it's none of anyone's business

Military people have a personal life too. I think if it don't interfere with the day-to-day job. Do what you like

A lot of people are committing adultery in the open and don't get caught but maintain their level of respect if they are good leaders

Sleep with whom you choose and work can go on, but when subordinate don't follow orders/ trouble is near

Adultery can only pose a threat if it interferes with daily business

I think it's OK if out of your command

If someone is committing adultery that's not gonna have any impact on the unit unless they're caught

Adultery is a more personal matter that could effect the individual or the unit, but doesn't have to

If a Marine can still perform at the same level he needs to be left alone

For those cases brought to someone's attention

whereas adultery tend to be a private matter best resolved by the individuals involved unless it comes into the work place

Adultery is more on the individual and usually has no effect on readiness unless it is among spouses of members in the same unit

It happens all the time, but who does it keeps it a secret and doesn't let it affect their jobs

It depends on the individuals.

Date who you date, but stay professional at work. It's the same as if a male was attracted to a female, but he's married... He needs to stay professional at all times, not transfer her or something. Simple common sense

The only way that it may pose a threat would be if both the individuals are in the same unit.

Fraternization only poses a threat if the individuals are letting the situation affect their judgment

The military is getting involved in people's personal life too much. As long as that military member is able to perform his job, the military should stay out. Period

As long as it is not known, there is nothing threatened by these acts. If they don't show favoritism to one another no one knows the difference

As far as adultery is concerned I know it goes on without seeing it and for it not being seen it doesn't affect it

It all depends on the type of unit, individuals involved, and the situation at hand

Consenting adults should be left alone unless it affects the work environment. Same goes for fraternization, keeping in mind impression is 90% reality and this should not affect work

Only if it crosses over and effects the unit. It should be nobody's business

No for fraternization, so long as both parties are not in same chain of command

My opinion is from what I have seen which means different units may have a different impact in today's military. Our air wing has seemed to do well

Besides it all depends on if the individual know how to handle the situation. Some individuals are stronger will powered than others

FRATERNIZATION is only wrong when one of the persons involved becomes unprofessional.

I don't believe that adultery would effect the mission unless there were military ties

Not if both parties are mature enough

Depends on how many service members it effects. The unit should still be operationally capable if one serviceman was not there

Consenting adults should be left alone unless it affects the work environment

Marine Women

Why would it matter. As long as the individual does his/her job, than it should not be a problem

Adultery is more behind closed doors. No one really knows until the individual says something

It is none of your business, as long as you stay professional and can carry out your duties. My personal life is my problem

I have no evidence that it does or doesn't. I would imagine if the mission of the unit is different, these matters would be weighed more heavily or not at all

It makes no difference as long as they keep it at home

Only if the fraternization is among members working directly with one another.

If the relationship is an honest "I intend to marry" relationship, than it does not detract from good order and discipline

If its fraternization, the atmosphere in the work area may have tension and then it can effect everyone in the shop. But if they move through it there may be no tension. As for adultery unless they were working together there shouldn't be a problem but may those individual lose the respect of the other worker so it depends on circumstances and individuals

Servicemen should be able to hangout with whomever or date whomever they chose to as long as it does not interfere with morale

Adultery only hurts the individual concerned as well as the family's involved, which in turn have nothing to do with operational readiness unless someone is not let to deploy because they are pending charges

Fraternization and adultery is a common thing in the Corps, however, most instances it does not become a hindrance to operational readiness until others find our about it

Navy Men

Adultery (unless between two service members)has nothing to do with the Navy's primary duties

When someone commits adultery or fraternization they don't bring it to work with them they just carry on

If the relationship remains professional at work or in the field, then it should not be a problem; however, if it does affect work performance it is wrong

As long as the adultery doesn't involve other military in the same unit it will not affect operational readiness

It depends on what parties are involved

As long as it remains as part of their private life. The command should not get involved

affects the team as a whole. Adultery does not necessarily do that. Some people don't care who is cheating on their spouse

if adultery occurs outside the military, who cares

Male and female relations are okay as long as they do not interfere with division or unit and as long as mission is met

In some cases it might

If it affects the workplace then it should be handled accordingly

Fraternization and adultery outside of the work space is a moral/ethical question only answered by the individuals concerned and does not pose a threat to the job until brought to the job

Yes on fraternization if they are in the same command

As long as they maintain professionalism at work and relationship is maintained

Navy Women

In my opinion fraternization rules should not apply to enlisted-to-enlisted (E-1 to E-9) unless in direct chain of command. Enlisted to officer is understood

I don't think they have any effect on a command unless it is within the chain-of-command

Unduly familiar relationships in the workplace/within immediate chain of command have negative effects

They will only impact operational readiness if it occurs with someone in work center or chain of command

COMMENTS THAT FRATERNIZATION/ADULTERY CANNOT BE STOPPED

Air Force Women

You can't stop everyone. People will be people

Army Men

As long as men and women work together they will always do what men and women do

Adultery and fraternization have been around since the earliest time no matter what you say or do it will not go away

It has been going on before. We even came in the military and it's going to be here after

Adultery regardless whether in service or not, if a spouse decides to do it they will. Fraternization is common everywhere in all ranks

Men and women can not stop fraternization, especially when they are 17-18 kids. As for adultery, they will never stop it. It is as old as man

You can't stop the course of human nature. You can only sometimes control

as for adultery it always has happen and will continue to happen, but it does effect readiness a great deal

Sex is a part of the body function that can not be cut off. The physical attraction to a male or female will always be there and a soldier will plan a way to let it happen

It always has and always will. People just get over it

It will always be there. It will never die no matter how much rules and regulations change
It's not right to commit either but, you are trying to change human nature. It has happened, is happening and will always happen regardless of the restrictions

Females & males working together will always be subject to fraternization and adultery

It's going to happen like the last 10,000 years and it's going to go on for the next 10,000 years
right or wrong

You cannot control who you are attracted to. That is a natural fascination, not one based on military rank

fraternization is not, we are still humans regardless of rank

Marine Men

This has always been going on. This is not new under the sun. Only that these days it seems to upset people. This will always go on whether in the military or civilian

People have and always will commit things such as adultery, it will always be with us

Navy Men

Alas, I think putting males and females on ships and sending them away for 6 months and asking them not to get together is ridiculous. We put people in no-win situations (such as recruits). We ask 18 and 19 year olds to march in close confines and do not expect hormones to take over. Please

Because regardless what regulations are set, most will try to play the system

COMMENTS THAT FRATERNIZATION/ADULTERY ARE A READINESS PROBLEM

Air Force Men

They cause us to think about it rather than the mission

Because both can affect the mission

Both can greatly diminish morale and readiness

Fraternization directly impacts unit readiness

When you have either, you jeopardize the overall mission

Both fraternization and adultery can hurt moral and mission effectiveness

Force readiness and ones ability to deal with deployments and other mission requirements can easily be lost due to "love life" concerns. Our job is to defend the U.S., not satisfy our sexual needs and lustful "wants"

Air Force Women

Professionalism is paramount to the military's readiness

To maintain readiness, it is vital that all follow the rules described above

I believe fraternization/adultery effects the units operational readiness of the unit

Army Men

If someone is worried about being caught or they are trying to protect someone, operational readiness is going to suffer because they can't concentrate on doing their job

and failure to focus on the mission

Fraternization between opposite sex soldiers in the same unit undermines readiness

Could bother him/her emotionally making him/her to lose concentration on the mission

It affects soldiers ability to concentrate on the mission at hand and causes him to be not as effective

If you worried about something other than home you have a problem that may not allow you to focus on your job

Personal problems causes your job performance to suffer

Because soldiers can't think about their job. They worry about what someone else is doing

Because it affects the soldiers performance because their mind is on something else

as for adultery it always has happen and will continue to happen, but it does effect readiness a great deal

Fraternization and adultery can definitely put a dent in the operational readiness of a unit if it goes awry

Any type of misconduct will eventually threaten the operation and readiness of any unit

If they are lessened in any way we would once again lower our standards and hurt our true war fighting capabilities).

Fraternization and adultery have no place in the Army today and furthermore detract from morale and operational readiness overall

Adultery and operational readiness very rarely go hand in hand

Adultery could result in resentment, mistrust, or hatred between co-workers that will affect the units ability to perform its mission

Training distractions

Happens often and slows down unit with actions taken once discovered

Negatively affects readiness because focus and time is directed toward fraternization/adultery incidents instead of training and readiness

The fraternization detracts from the military training

I think fraternization can effect readiness especially if in the same unit

When you mix work and personal things, there's bound to be problems

I believe if I cam home and caught my spouse with another person, there would be a significant threat to operational readiness

Soldiers have had to spend numerous hours away from the job to take care of these issues

Within a unit (in combat), I feel the one individual would neglect, somewhat, their duty and place concern towards their partner

Especially if it occurs within the unit, service members minds are on personal matters and not the job

adultery causes personal problems which cause deployment problems

Spouses that know one of the two is going on, will only try to get to the root of the problem and will not do any of his military duties

Reason being, it takes a soldier out of your training plan because that soldier's mind is not with him

A soldier cannot concentrate when he's being dependent upon if his mind is elsewhere

Yes, by not letting soldiers do their jobs

People tend to focus on each other rather than their job

Fraternization and adultery breaks down unit cohesion and readiness

Fraternization can and does effect unit readiness. It can cause unnecessary obstacles and training distractions

Yes, because soldiers would not be able to function in their workplace if there was not a rule or regulation to govern such behavior

The value of each individual makes a difference in unit readiness to an extent, However in the big picture as in wartime. I don't see it hurting to military

Both negatively impact on unit cohesion, morale, and performance

Soldiers can't focus on readiness

You cannot have other soldiers sleeping with other soldiers. I have had it happen, it brings down readiness

You can't concentrate if you're constantly thinking about getting some into bed

Both, especially fraternization, decreases unit effectiveness

Adultery leads to divorce and causes problems for unit readiness

Army Women

However, if the situation was to be brought to light, the chain of command would have to react - therefore making the matter a significant threat to the operational readiness of the unit. Especially if that person was a major player in the implementation and possible success of the mission

It could cause a problem with knowing when to put personal business to the side and drive on with the mission

fraternization can affect a unit because the people, soldiers, are not focused on the mission

Soldiers can't have the force on the job if fraternization and adultery is on their minds

The unit can't be ready

If you are personally involved with someone that becomes more important than the mission, then lives are lost

Fraternization in the work place affects the mission

It causes serious training distracters in entry-level training. Takes the focus off of the mission at hand

Yes, because the mind is not focused on the mission because of a private and personal matter that should have been handled within house

When involved in fraternization or adultery situations you lose focus of the world mission

Because their minds are not focused on training

Marine Men

Both fraternization and adultery take the marines mind off work

They both can have a very significant effect on readiness because if a Marine can totally focus on his/her job optimum efficiency won't be reached

Yet, fraternization involves a unit and because of that it will affect readiness

If you allow yourself to get caught up in situations you take away from what you need to be doing

Adultery would be that the individual could not fully concentrate

Yes. If the Marines can't work together as teammates, and they are think of "other" things, then of course the readiness goes down because one of them may forget something

It makes units lose focus on the mission at hand

It's out there that's a fact. As long as it is, it will always affect operational readiness plain and simple

If you loose a member due to legal matters, someone has to pick up the load

You can't have a person giving 100 percent if he's thinking of something else

If the focus of the service member is not on mission readiness/accomplishment, then there is a good chance that the unit will begin to breakdown

The will put many hours of investigation and other stigmas on the unit itself

Any outside distractions is an obvious threat to operational readiness

For combat - you have to be focused. You cannot focus well on the job if you have the problems and consequences associated with fraternizing and committing adultery

and seriously jeopardize unit integrity and mission accomplishment

If an individual is not feeling good about him/herself they will not be able to carry out the mission at hand

To some degree it has an affect on your ability to operate in normal means

Any kind of fraternization or adultery affect units due to loss of focus on the mission at hand

Fraternization always poses a threat to operational readiness. That's why it is fraternization

If situations such as that arises it will break down a unit's ability to function effectively

If you have people behaving in this manner it is a major lack of morals and integrity which damages combat readiness

You can't have male and females in the same unit dating or even married. It breaks down the readiness of a unit

With these two areas, comes personal problems and with that you don't have good unit cohesion. And then comes poor readiness

In adultery (if it is uncovered) the Marines run the possibility of going on legal hold when and if his unit deploys

Can make a person not have his head in the game and cause someone else to get hurt

Fraternization affects op readiness if both member are in the same chain of command

Both of these items occurring within a unit leads to the breakdown of good order and discipline

Fraternization is different, it could definitely affect your readiness significantly, if it happens in your work station

Anytime fraternization or adultery is present within a unit, it creates tensions that reduce readiness

Tends to create problems that take a lot of time and effort to correct. Takes away from valuable training time

Fraternization and adultery have always and will always cause a threat to operational readiness

Personal feelings cannot ever be allowed to affect one's judgment or decision. I've seen many times where it did and it affected the morale and therefore the operational readiness of a unit

A unit cannot be effective with adultery and fraternization going on

It does not help the tempo of unit readiness

adultery will remove him or her

With adultery whichever party committed it they are constantly worried whether or not the other is taking their mind off the job

Both cause animosity and jealousy which detract from unit readiness and mission accomplishment
there can not be any kind of friction in today's corps. because you must stay focused on the mission at hand.

Fraternization and adultery both disrupts operational readiness because it causes problems that have to be attended to

I believe that fraternization has a great impact on the readiness of a unit.

The standards are there for a reason, our UCMJ serves a purpose to govern both morale behavior and achieve the highest level of readiness attainable

This will bring down morale which affect readiness

Both are wrong and not tolerated because they hinder readiness

Someone's mind just isn't totally in the game if they are involved in adultery

These two subjects will take time away from an individuals responsibility which in turn will stop progress

Yes, because this type of behavior can result in service members trying to cope with this. Which would lead members not to focus on their mission

I would say yes because it breaks down the rank structure and team work expected when called upon

If found guilty on either count it would keep an individual from deploying due to legal hold, therefore, making someone else pick up the slack

Fraternization poses a great threat to operational readiness, especially if they are in the same unit

It brings down the unit performance and unit's cohesion

Therefore, they pose a significant threat to operational readiness

Personal problems could hinder a marine from being deployed and having his mind on the mission

If you have both in your command, it's going to be hard for that person and the unit to stay focused on the job at hand

Both fraternization and adultery can affect mission accomplishment and troop welfare

Fraternization will hurt the mission

I think that fraternization would

These can cause a multitude of personal problems that can effect readiness

A lot depends on that units mission. I've seen Admin units morale effected by fraternization which in turn effects their mission

Yes, because these cause personal complication or problems which in terms effects our combat readiness

Both have a significant impact on unit morale, cohesion and readiness

If they are going to go through family problems they aren't ready and fraternization gets the members separated then they mess up the unit

It will cause problems with individual unit members, in turn, declining that units operational readiness

If someone in your unit is charged with either fraternization or adultery they have to be covered for awhile, taking care of their problems therefore putting a bigger workload on everyone else

Marine Women

But I believe it would, if males and females trained together because they would be more worried about sleeping with each other (there all human).

Military members can not effectively do their job if they are faced with problems like fraternization and adultery

If any individual is worried about personal problems then they have become no longer an asset. Plus, they get recalled from missions to go deal with problems and another Marine has to replace them. It definitely makes an impact

Yes, because personnel are focused more on what "fun" they can have then on mission accomplishment

This cause people to think of their own life and not the mission at hand

It can pose a threat

When fraternization or adultery are within a unit, the objective of the mission tends to get put aside in those people's minds who are involved in those items

Because if you have two individuals fraternizing or someone committing adultery, those individuals will not do as well of a job and jeopardize mission accomplishment

Takes away from what should be accomplished (the mission). If you are dealing with other personal issues, things don't get accomplished.

Anything that affects the work place can threaten operational readiness

Fraternization interferes with mission accomplishment

Yes, because it gets in the way of mission accomplishments

If a member is under any duress, this could pose a threat to operational readiness

poses too many personal problems that effect readiness.

Navy Men

Fraternization always affects operational readiness

It breaks down the readiness of a combat unit

We can't afford to have these things take place because they cause distractions and someone could get hurt

Fraternization deteriorates military readiness

Fraternization and adultery will lower work productivity, professionalism, and operational readiness

Cuts down on manpower when caught

I've seen people discharged because of it. Quality workers that left big voids to fill

People can't have their mind on the task at hand when they are involved with another coworker

Shipmates having sex with shipmates will not work when at war because Sally or Johnny will be thinking about each other, rather than thinking about war

If fraternization and/or adultery is not punished at the same level for everyone across the board it can cause readiness problems

I think they both effect the readiness especially if from the same command

They cannot focus on doing their job because their personal life is a mess

In either situation, parties involved cannot do their jobs proficiently

Fraternization and adultery degrade the readiness of a unit because people become preoccupied with it

Navy Women

Focus should be on the job not relationships be it friends or lovers

If either exists, the willingness to put one's mate's life in harms way may endanger the mission or safety of the ship

Because of these two behaviors, time is taken away from operational training to deal with this moral issue

COMMENTS THAT FRATERNIZATION/ADULTERY DISRUPT INTERACTIONS/ UNIT COHESION/MORALE

Air Force Men

I fell that fraternization will severely hurt the unit

as well as trust and honesty required to be successful

Breaks down morale

These are problems which cause distrust among fellow workers and can cause severe problems within the unit

I feel fraternizing, if it is with someone of the same unit, could be distractive to the units moral

Both fraternization and adultery can hurt moral

Unit fraternization can be undermined causing distrust within a unit

Both can greatly diminish morale

It decreases the unit's morale

and brings down moral

With fraternization morale is lowered

Air Force Women

it changes how people have to work/interact with other personnel within their unit

We, as the military, cannot afford to second guess one another

Causes problems with moral

Both detract from unit cohesiveness and discipline. It prevents an harassing type environment and must continue

Army Men

Fraternization and adultery take away from the work environment

A disciplined, cohesive fighting unit cannot be sleeping together nor committing adultery with other spouses

In the respect of fraternization between members within a command as well as adultery, I have been witness to both in one recent unit. It causes significant problems for teamwork and morale

Fraternization; when it occurs disrupts a units cohesion

It is a morale breaker

A disciplined, cohesive fighting unit cannot be sleeping together nor committing adultery with other spouses

Can cause a lot of animosity in a unit

You must trust one another for combat situations

Adultery could result in resentment, mistrust, or hatred between co-workers that will affect the units ability to perform its mission

Unit morale is effected

if it goes awry. The people involved may not want to work with each other

Fraternization within a unit can quickly break a unit down

It distracts from unit cohesion

Fraternization breaks down the continuity of units

In these situations favoritism and fear are produced, which causes mixed emotions and uncertainty in soldiers

These problems tear apart a tight unit (i.e. Infantry Squad or Platoon. They are wrong and should not be ignored

How can you work with someone you can't trust.

Weakens the unit

Fraternization and adultery breaks down unit cohesion

The atmosphere changes and cannot or will not be the same among personnel, the lines tend to disappear

You can not have a cohesive unit when you can't trust the ones you work with
Fraternization tends to eat away at the Esprit de Corps and camaraderie of a unit

It causes strife among the soldiers

It tears at fabric of discipline and morale

Familiarity breeds contempt

Fraternization causes confusion and disorder among the rank

Fraternization in trainee units tears down morale, creates jealousy, and is a distracter

Can affect morale

Adultery usually leads to gossip or dissension in units

Cannot trust your co-workers

Both cause a breakdown of trust and cohesion within a unit

Lot of tension will build and soldiers couldn't work any more

Fraternization and adultery affect the morale of any unit

Both negatively impact on unit cohesion, morale, and performance

Either one will breakdown the morale and cohesion a unit has

Fraternization has an impact because depending on the persons involved they may react differently on a day-to-day basis. Adultery will distract the persons involved and may cause a lot of friction both in military and personal life

If you can't trust a fellow soldier to leave your spouse alone when deployed, who can you trust

Favoritism ruins morale in any unit

Both pose "trust" problems

Who can you trust

It could result in favoritism and low morale

I believe both pose a threat by undermining the team

Adultery and fraternization create a hostile environment at the workplace by giving a bad example

A lower ranking soldier who fraternizes with a higher ranking person destroys confidence and team effort with and among peers

If you can't trust your fellow soldier with your spouse, how can you trust them with your life

Army Women

It doesn't affect readiness it just leaves room for gossip

Both destroy morale. There is no place for it in a professional setting
Depending on who is committing adultery, you could cause division in the unit

Sometimes it can break the morale of the unit

When this occurs it effects all of use within a unit

When enlisted and officers are involved directly in a personal relationship, it could create a hostile workplace

Yes, it brakes down the team concept

Marine Men

Fraternization is a cancer with unit

decreases morale, and serves to build tension

Both break down unit cohesion which is essential for success in combat

Brings morale down

PART 2

Tit can have a unit wide impact within the service because the tensions it builds between ranks and fellow members

You (I.e., any unit) is as strong as its weakest link and if that link is fraternization and adultery the individuals involved will not be fully ready and the individuals who work with and are religious ones will not trust them. Thereby the unit will be second guessing itself

Yes. If the Marines can't work together as teammates

Breaks down trust, loyalty, and cohesion in the units

It really damages trust and unit cohesion

It can and has torn units apart

Because in both cases, it can ruin morale, and without morale, you don't have a good tight unit

It tears down morale and should not be tolerated

It can break down the spirit of the unit by causing friction between members of the unit, trust, etc

They both hurt the unit. Morale becomes low if it's not handled correctly

It breaks down unit.

Both jeopardize unit cohesion

It degrades a unit

It breaks down the family unit and trust within a unit

Can definitely destroy moral and unit cohesion

It can cause friction in the unit

It disrupts the cohesion within a unit

Fraternization is important not to do because it breaks down morale

Fraternization can bring down morale in a unit

It lowers integrity and unit morale

While at work, there should not be any fraternization. It will tear the unit apart

But fraternization affects the whole unit because all the troops see what's going on and are discouraged by it

Loss of trust

Who can you trust

Not so much for fraternization because fraternization doesn't really effect emotions within a unit like adultery does

If one member (a leader) is messing around with a troop's spouse, this will rip up the unit and lead low mission accomplishments

It lowers troop morale

Both have potential, not necessarily historically true, to destroy unit cohesion

Unit cohesion is not possible if a relationship exists that could cause conflict, even between just two people the rest of the unit will choose sides

Both fraternization and adultery break down unit cohesion and esprit de corps

Fraternization will bring down the whole unit

Fraternization and adultery can destroy a unit and its ability to function as a team
The morale of the individuals in the team is affected by each person's feelings whether good or bad and adultery plays into morale

They cause a lot of tension and morale problems when these problems occur

I believe fraternization messes the integrity of a unit and adultery will destroy.

Trust holds confidence. No trust, no confidence

It weakens a unit's cohesion when you know your leader is married and can sleep with anyone with no trouble

It destroys a service members morale

A unit cannot operationally ready if you cannot trust the unit members to do the right thing

Adultery ruins unit camaraderie

With these two areas, comes personal problems and with that you don't have good unit cohesion

It erodes cohesion within the unit

Fraternization and adultery are a matter of trust and confidence. Once that is breached, it is hard to command or get respect from your fellow Marines

Individuals within units split due to bias from a case of fraternization

Fraternization will ruin a good team or devastate a bad team

It breaks down unit cohesion

Fraternization can destroy the foundry of teamwork

Both can compromise a unit's integrity.

Both offenses can cause serious damage to morale and operational readiness

Both offenses can cause serious damage to morale and operational readiness

There is no room for this type of conduct in the military where trust is a way of life

This is extremely hurtful to morale.

It weakens a unit's cohesion when you know your leader is married and can sleep with anyone with no trouble

directly impacting morale and unit cohesion.

Both have a significant impact on unit morale, cohesion and readiness

Yes, fraternization and adultery make the units uneasy, not a team

Fraternization and adultery destroy unit cohesiveness

It brings morale down

You can not have a cohesion team if one member is dealing with fraternization or adultery problems

When things need to happen that might not be what you want to do, your relationship with that individual will affect your decision

when anything effects the morale of an individual it ultimately effects the morale of the unit

A lot depends on that units mission. I've seen Admin units morale effected by fraternization which in turn effects their mission

Both fraternization and adultery have an impact on the morale of a unit

It is a breakdown within the unit. Therefore, it can not function. That's if it takes place with both parties working within the same unit

If this is going on, it can bring down the unity of a unit

Everyone starts to question than do. There's no loyalty or trust

Fraternization causes more internal breakdown

Fraternization or adultery cause friction and unjust to Marines who are against this

This will bring down morale which affect readiness

As far as adultery the morale is brought down

Both fraternization and adultery can affect mission accomplishment and troop welfare

It brings down the unit performance and unit's cohesion

Marine Women

Relationships are ruined

Fraternization breaks down unit cohesion, order and discipline, and has a major impact on morale

Adultery breaks down the trust/loyalty necessary with units

If you have fraternization or adultery then your Marines have trouble using teamwork to get certain tasks accomplished

There will always be rumors and perceived favoritism within a unit due to fraternization and adultery

Both effect unit morale and discipline in a negative fashion

Because it will effect the way the unit performs as a team

Fraternization can cause many problems within a unit

adultery often times interferes with the troop welfare aspect

Fraternization hurts a unit

Fraternization would interfere significantly in the work environment

If the individual has any input into the ones life that they are having a relationship with, you can be assured that the individual is getting special treatment or favors and that will cause hate/discontent among members of a unit

Navy Men

Very difficult to fight a battle with someone you have a relationship with in the trenches

Fraternization affects the team as a whole

In the most extreme situations, life or death/war ... one can only speculate how a service member may respond; ex: A service member in a battle has a weapon. He/she could aim it at the adulterous "best friend" or shoot the enemy

It erodes the trust necessary to ensure that "... shipmates will look out for one another

Fraternization affects the morale of all concerned. A ship of 360 personnel will know if fraternization is happening

Fraternization kills overall morale

Adultery or fraternization leads to disruptive and sometimes hostile service members

Can create conflicts in work center

Bad for moral and unit cohesiveness

Navy Women

It effects the environment of the work place and can really cause some unpleasant situations

COMMENTS THAT FRATERNIZATION/ADULTERY HURT THE CHAIN OF COMMAND

Air Force Men

Obviously someone could try to use fraternization as a tool to avoid being deployed . . . I have never witnessed this, but it is logical that it could occur

People are afraid to get to know an officer, because of the fear of fraternization

It tears down the chain of command

People start to doubt leaders

People in your section see this and think you'll get special treatment

Army Men

In these situations favoritism and fear are produced, which causes mixed emotions and uncertainty in soldiers

Because it would probably lead to someone getting special treatment, i.e. somebody given a position who is not qualified to perform at that position

You can't be buddy, buddy then expect them to perform when your in charge

Favoritizing destroys a team

When subordinates think they can get over because they're friends with a leader, it degrades moral

Yes. Because the service member loses respect for the leaders

It poses a threat due to the relationship of family members and senior leaders in making decisions

Fraternization could result in showing favoritism

Plus, if you are involved with lower ranking, how can you lead effectively. The Army brought this upon itself when they tried to make all ranks equal. Officers should have their place to go. NCOs theirs and lower enlisted theirs

First, fraternization causes a breakdown in the chain of command

If you have an affair with another in your unit, how could you as a leader send that soldier in to a hostile area or be responsible for their death

It generates favoritism

I my female platoon Sergeant is sleeping with my battle buddy and I'm pulling all the ash and trash duties that is a detrimental effect

That type of thing affects the acceptance of authority in combat. The willingness to drive on without favors

Officers and enlisted relationships (unless platonic) seem to weaken discipline and respect between both grades

Fraternization deals with messing with someone who is a subordinate and you hold something over them for favors

The command climate is destroyed when fraternization and adultery occurs in the unit

If you can't trust your leaders to commit to themselves, they won't commit to you or your unit

How can you be a leader to someone you are dating

If one of my soldiers is fraternizing with a senior NCO in my unit, it is difficult to supervise them

Officers are afraid

Fraternization should not be tolerated, because individuals do have personal problems and sometimes that leads to disrespect for authority and authority being abused
It could result in favoritism

Because takes the combat leaders' focus away from the task at hand

You cannot be a leader and fraternize

Army Women

When in a leadership role, you lose your ability to command when you are involved in these types of situations. Who would really take you seriously if they sleep in your bed when they know that it's against regulations anyway

Fraternization opens the door to adultery and favoritism. Favoritism brings the morale down within a unit

someone gets promoted or what they want because of sexual favors not earned just give it away

Some would believe favoritism exist

Marine Men

If fraternization is present the unit will sense favoritism toward an individual

You cannot be an effective leader if your mind is preoccupied with the above

I have personally seen adultery several times, particularly with officers. It's like a sport to them

Yes, because you look up to your leaders and for them to get the example and where they don't then your unit will hurt from that. Because certain people might get different treatment

Some one might be put into a leadership billet that has no right to be there. All because the party with someone all the time that has authority to do that

Fraternization breaks down the military chain of command and authority (respect

For a unit to have mission accomplishment the leader can not be out drinking or screwing the juniors

Fraternization effects the command

The threat would come from not knowing if the leader is there because he/she is good or if some one liked them

Fraternization between seniors that make command decisions and junior who act on them is contradictory as the seniors decision could be affected by personal feelings for juniors

The relationship between officers and enlisted is a sensitive one and shouldn't be compromised

cohesion and bring question to leadership authorities regardless of rank.

Fraternization within the chain of command does, i.e. Like special favors

Respect is lost when leaders become too socially involved with subordinates

Yes, it affects readiness because, the moral and trust diminishes when we see our leaders do it and get away with it

Fraternization and adultery can erode trust and break down the chain of command

One could be seduced and talk for sex or for position or for rank

and the leaders can not be leaders when they need to be

If a Leader has a had personal life, it will effect his military career. How can you trust a Leader who will lie to his/her spouse to tell you the truth

and it may influence a leaders judgment.

If fraternization is going on the leader may favor that person more causing contempt within the unit

It declines the leader's authority

Detracts from effectiveness of chain of command

Social life gets in the way of military duty. Not everyone can drink a beer with their boss and the next day take orders from him

A leader must have integrity. If a leader lies he cannot be trusted

It only matters when individuals in charge are weak

Fraternization is a sexless offense. It can be between same sex, different ranks and can be taken as favoritism. If there is an involvement between sexes and ranks in the same command, it can be viewed as favoritism, harassment, etc.

In the area of fraternization, favoritism comes into affect

Fraternization within a unit can prevent sound leadership. Leaders cannot be buddy buddy with subordinates

I believe forms of fraternization like favoritism would pose a problem within a unit

Because if they're sleeping together it would cause problems due to he/she might expect to be present all the time

In fraternization, Marines have the ability to get out of deployment, possibly

Fraternization breaks the unit's ability to push forward. Jr. enlisted don't trust leaders when favoritism is shown to jr. members of command, i.e., playing golf with members and trying to translate it as command function and then clearly favoring the Marines that play as opposed to those that don't!!

How can a leader be impartial when they are sleeping with those they lead

Fraternization - not equally described, workload - favors

Fraternization creates loss of respect for leaders by their subordinates

Fraternization threatens readiness because unit members lose respect for leaders who fraternize with junior members

Yes for fraternization, if favoritism is shown

It could affect in a chain reaction manner

for obvious reasons, fraternization can lead to the appearance or worse of favoritism undermines authority, and breeds dissension in the ranks of both officers and enlisted especially if there are special favors given to some individuals

Fraternization and adultery are both committed because of some character flaw and deteriorate trust and confidence in leaders who condone these types of acts

leads to unfair treatment

Fraternization takes away from the basic idea of chain of command

If a Marine finds out his/ her senior is messing around it can effect their performance drastically

Both fraternization and adultery can show poor judgment and can give a bad impression about leadership and the military in general

The problem on not having your jr. buddy do something hard comes to mind

Because when the time comes some individuals may or may not take orders and do what they are supposed/ expected to do because of the these type of relationships

I think that adultery puts a question mark on the individuals leadership decisions

We can't sleep with Marines wives (anyone's) and hang out with our Marines (below our rank) and expect them to train and fight at a complete level. Does not work

It breaks down the respect for authority and the chain of command not limited to the individuals involved, but everyone who is aware of it

and brings down the trust of a leader

Marine Women

Effective leadership cannot be attained if the lower ranks do not see leadership by example

There will always be rumors and perceived favoritism within a unit due to fraternization and adultery

Fraternization breaks down the boss/worker concept

You have to have a separation in the chain of command. One superior cannot be buddies with certain juniors and not others

If the individual has any input into the ones life that they are having a relationship with, you can be assured that the individual is getting special treatment or favors

Navy Men

Yes, fraternization does hurt the credibility of your command and workforce. Adultery can also hurt the individual and command functions

Breakdown in supervisor authority for fraternization

Because if the persons involved is the senior he/she will show favoritism to the persons they are involved with

It breaks down the chain of command

A leader will lose authority and credibility with personnel in their unit

Fraternization causes problems because it is in the chain of command

and causes favoritism

Navy Women

Sex for favorable evals, shipboard "romances"

COMMENTS THAT FRATERNIZATION/ADULTERY ARE A PROBLEM BECAUSE THEY VIOLATE RULES AND/OR MORALS/SHOW A LACK OF CHARACTER

Air Force Men

I believe it does because it's a reflection of the moral character of our members. If they fraternize or commit adultery, who knows what else they might do

It's a moral issue, enough said

Air Force Women

Fraternization is an officer's lack of character

Removal of any would be throwing values and ethics out the window

Army Men

No trust at home. How can you be trusted at the unit

Lack of integrity

It goes against morality and the basis of 7 Army core value. It should not be tolerated

To me, if you're going to be dishonest to your spouse, you're going to be dishonest to everybody

We don't need it in the military. I believe you commit this type of crime, pay for it

Adultery is worst since a person is breaking their word, thereby, they have no integrity

Adultery is just flat out wrong. No morals

Adultery is committed by people who are unable to stand by their word. It would be difficult for me to trust someone who does such things constantly and without remorse

If we as leaders cannot abide by simple rules concerning relationships or break marital commitments, how can we be "expected" to perform our wartime mission in a proficient manner

Bad apples should be destroyed

all the Army values, are violated

Adultery is illegal and immoral. You shouldn't need me to tell you if I think it is wrong

It's in violation of the UCMJ. If you do it and then you must pay the cost

It is a direct threat and goes against the Army values. The Army foundation must stay strong

Adultery is a sin all together. You break one commandment you break them all

I believe that both are compromises of values and should be punishable

It violates moral beliefs

It is hard to trust an individual who clearly displays favoritism and is incapable or unwilling to control himself/herself sexually

The Army kind of dictates who you can and cannot be friends with which to me is not right; however, rules are rules and one must abide by them

It shows a lack of discipline

Adultery is a moral issue

Army Women

It goes against the Army core values which are values that are not just military terms, but a way of life

It shows a lack of discipline

There is no loyalty to one's own family, so how can there be loyalty on the job

Marine Men

Breakdown on integrity and dependability

Has nothing to do with readiness only morals as a human being and respect

It is wrong and all who violate the law, code, and/or regulations should fear the punishment and actually be punished

Some people cannot be trusted in garrison they cannot be trusted in combat

How can you trust someone to be there and honor his/her commitments in combat, when they can't honor their commitments at home

These things are not morally correct but critical in the overall mission

It is wrong, if you are married, you are married and should be committed to that individual

Both of these items are in direct conflict with our core values and therefore, lead to a direct breakdown in discipline

They are both against what we teach and that's honor, courage, commitment

We need to work as a unit as professionals, mission accomplishment first and respect others and follow regulations

As we teach morals and values to basically trained members and allow leaders to get by with breaking the rules in these areas, it plays a big part on having new members do the right thing even though no one is looking or cares

Adultery is just plain wrong

Both of them questions confidence in individual ability

Adultery leads to the decay of the high moral standards we are expected to adhere to and will only lead to poor moral standards while deployed overseas

There are rules that govern this type of conduct

If a person can't follow basic protocols, then probably aren't trustworthy

Without a policy on the two subject, there would be a breakdown in rules, reg's and policies

Adultery is simply wrong period!

If you have people behaving in this manner it is a major lack of morals and integrity which damages combat readiness

Adultery shows no integrity and someone without integrity is not needed in this profession
Adultery is a violation of trust and integrity

How can you instill core values and ignore acts such as adultery. If one can't be faithful to his/her spouse how can they be faithful to their service

Adultery is what a religious man considers to be a sin. Fraternization is a lesser poor judgment.

It goes against everything that we believe

Adultery will bring down our moral fiber

adultery - honor, courage, commitment, this individual may not have none of the above

Undermines ability and questions integrity

You must have some rules and regulations being enforced

There has to be a distinct difference between enlisted and officers or the job would never be accomplished. There needs to be a distinct line that no one crosses or should not cross

Fraternization and adultery are committed by people void of the values which are taught in boot camp

ADULTERY is a sin and is just plain wrong

If you teach Core Values and commit adultery, it doesn't work

If individuals cannot be faithful to their spouse, they can't be faithful to the Corps

Both fraternization and adultery can show poor judgment

Marine Women

No discipline, nor trust or values in family, and if they can't show it there, the Corp is no different

Those who engage in these activities are a disgrace to the Marine Corps and not worthy of trust or respect

With adultery you lose a lot more trust with an individual

If you are not faithful to your spouse, how can one trust you to be faithful to the operation
The individuals that fraternize and commit adultery are usually deficient in some moral character and in an operational readiness situation, I believe to make those decisions concerning many individuals lives shouldn't be made by those that compromise their own moral character

Navy Men

People committing adultery do not display the core values of the Navy and it clouds their judgment

Both show a lack of commitment. If commitment is lacking in personal affairs, I believe it is lacking in professional areas as well

Being together for a long period of time (6 months) underway, some people have low values and/or low morals and fraternization and adultery happens either in the open or behind closed doors

It is contrary to regulation in a disciplined organization we don't select which regulations are convenient enough for us to follow

**COMMENTS THAT ENFORCEMENT OF FRATERNIZATION/ADULTERY
IS THE PROBLEM**

Air Force Men

Every time I've been TDY, adultery and fraternization is alive and well, and is out there in the open and absolutely nothing is done about it. Everyone just pretends if doesn't happen

However, the system favors the officers so much that the enlisted corps feels the brunt of the blow

Since there is such an apparent difference between enlisted and officer, the impact it has is not the adultery or fraternization itself but how it is handled depending on rank, or really commission status

Air Force Women

Why some get away with such crimes? I.e. Males, officers

Army Men

A PFC should be punished like an E-9 (CSM). But it's not

However, soldiers in training are not prosecuted to the full extent concerning fraternization

If we let these two go, what will be next - "Stealing of items under \$25.00

They are wrong and should not be ignored. If they are lessened in any way we would once again lower our standards and hurt our true war fighting capabilities

None of the "Standards" or prosecutions (when pushed) are harsh enough to get the message across: "Adultery is NOT tolerated." Most don't really know what it is

Officer can resign, enlisted can go to jail

I believe adultery poses a threat because from what I observe some units don't enforce adultery as they should, and Private stringent punishment as it should and it effects individuals performance

It is happening everywhere. People are being punished in different ways. It is going to take a whole to change

Adultery is rarely even talked about

Different spansks for different ranks

officer ranks and enlisted ranks are treated differently

Rules are not the same

PART 2

When a male and female are caught with both married and only the male is punished, as has occurred, that is a threat

It's no secret, officers get special treatment. They get chaptered, we go to jail

I think a lot of this type of offenses get blown out of the water

The criminal justice applied to enlisted vs. officers is the problem. Many officers get to "retire" quietly

adultery, through rarely enforced due to difficulty in proving

Many commands turn a blind eye to the whole thing

Standards should be enforced equally regardless sex, gender, rank in order to have a functional effective unit

There was an officer in the B&E I serve now who had a relationship with a graduated trainee. Did the relationship start before graduation, I don't know, but I do know if that would have been a drill sergeant, it would have been an in-depth investigation or court martial. All that happened to the officer was he left command and went away. Does that sound like a different standard

Only when they witch hunt and cause problems does it effect a unit

Different standards in different commands equal non uniformity

Because of weak and different standards that are applied to different people

A fellow DS got relieved for adultery but her husband, a commander, did not. Fair?

Everyone turns their head the other way from the top of the chain of command to the bottom

Adultery should not include those individuals legally separated

Officers will be asked to retire, enlisted will be punished

Mainly, when you have a senior ranking individual who commits these acts with someone that works for them everyone from the battalion commander knows but no one want to do anything

Army Women

How can we punish someone for fraternization and adultery when we are letting drill Sgt.'s off for abusing their power. We need to treat all the same

Happens all the time, but ignored

Some commands enforce/counsel, etc. Others choose to look the other way

Yes, if several people are doing it and everyone is not punished then there's a problem

It should be given a hard enforcement then ...

As long as they do their job the command will look the other way

But if the command knows about it they threaten them so bad that it effects their work

Marine Men

Fraternization and adultery are easily overlooked by seniors

Enforce for all or none

The definition and use of fraternization as a legal course of action are sometimes abused by leaders for their own means

As we teach morals and values to basically trained members and allow leaders to get by with breaking the rules in these areas, it plays a big part on having new members do the right thing even though no one is looking or cares

The adultery rule is a double standard

I have never seen a case but have heard of it being a problem. A Marine may be accused before facts are gathered

I feel that male marines are getting away with adultery because they're supposed to screw a lot of women. Commands let them off the hock. I feel that in the infantry that NCO is picked up (MADE) too easy and that the young NCO's can't make the break from the non-NCO ranks. I've seen to much acceptance of this type of behavior

Different units have standards and sometimes it is overlooked

In units where these are not enforced individuals try to use them as a leverage tool to avoid their duties

If there were fraternization and adultery it would be impossible for the commanders to come to fair and just punishment for these offenses

The military should do away with adultery in the UCMJ, it's not enforced hard enough

Weak leaders let these things happen. When someone looks in, from the outside, they try to tighten the screws. By then, it's too late and many people get in trouble. And the weak leaders try to pretend they never knew it was going on

I know both continue on a daily basis, but are pursued more fervently by some

If rules are not enforced for both fraternization and adultery, Marine Corps. Itself will not exist

however, for fraternization it depends on the policy in each command, not the Marine Corps policy

Senior enlisted and officers prey on young Marines (females) and get away with it

Marine Women

Because so much is swept under the carpet. Majority of the time they just get rid of one of the parties

Navy Men

Adultery is never emphasized

I have witnessed fair treatment of fraternization policies but senior enlisted and officers get away with adultery

It should be dealt with in a case-by-case basis. Do not punish the entire group for one person's mistake

Each command have their way of doing business and enforcing the laws. Some commands enforce fraternization's and some overlook it

It all depends on who evaluates the situations

Too much emphasis on relationship between senior/subordinate. Too stringent - too much "perception"

Reasoning not reasonable man appreciation

If fraternization and/or adultery is not punished at the same level for everyone across the board it can cause readiness problems

I have never even seen someone accused of adultery

Commands do their best to keep it quiet and don't want to get involved

Navy Women

Commands need to quit turning a blind eye. Otherwise, do not make it a regulation if it is not going to be equally enforced

Yes, especially because some commands still turn a blind eye to either/both instead of dealing with it and disciplining the members (officers as well as enlisted

Fraternization and such are taught from day one, the do's and don'ts. I don't feel it's a threat as long as the command holds the individuals accountable. Key word.

**COMMENTS THAT FRATERNIZATION/ADULTERY DISRUPT GOOD ORDER
AND DISCIPLINE**

Air Force Men

We must be able to keep the officer and enlisted ranks separated for proper order and discipline

Army Men

Anything that interferes with a soldier's mental "Go to War" attitude is detrimental to the good order and discipline of the unit and must be minimized to the greatest extent possible

It interferes with order and discipline of any unit

Fraternization could result in showing favoritism which would disrupt the good order and discipline of the unit

These areas decline. The discipline level in units.

which would disrupt the good order and discipline of the unit.

If you allow soldiers to fraternize, you will not have the same level of discipline

Fraternization can and will disrupt good order and discipline

Fraternization and adultery tear down a unit's good order and discipline

adultery, through rarely enforced due to difficulty in proving, also disrupts the good order and discipline of the unit and its ability to function properly

It tears at fabric of discipline

Affects the good order and discipline of the military

Marine Men

Yes for fraternization because it usually breaks down good order and discipline

Both break down good order and discipline of a unit

Not consistent with good order and discipline

This does not promote good order and discipline

Because it breaches discipline

Good order and discipline

Both of these items are in direct conflict with our core values and therefore, lead to a direct breakdown in discipline. How can that NOT affect operational readiness even on a small scale

Maintain good order and discipline. How can you when you are involved in either act

Fraternization brings down the good order and discipline of a military unit. It crosses boundaries and lines that go against tradition and military combined

It can have a big effect on good order and discipline.

Does not promote good order and discipline

Marine Women

Fraternization is not a moral belief, it is a law that keeps good order and discipline within a unit

Both effect unit morale and discipline in a negative fashion

It takes away from the good order and discipline of any unit, regardless of rank

Both disrupt good order and discipline

Fraternization and adultery does not promote good order and discipline

Navy Men

People involved become undisciplined

Both are detrimental to good order and discipline and should not be tolerated at any level

Detracts from good order and discipline

It may harm good order and discipline

Strict adherence to a chain of command is paramount to good order and discipline. These are qualities that are desirable in a nation's fighting force

Navy Women

Erode good order and discipline

If it is allowed then good order and discipline is lost.

COMMENTS REFERRING TO FAMILY/HOME LIFE/SPOUSES

Air Force Men

Adultery destroys the family unit that is so important to the Air Force mission.

Nor should I have to worry about someone hitting on my spouse. I would not be able to work with this individual.

It affects the unit indirectly because of the close knit military community.

People may be a little more weary in leaving someone back home alone now.

Air Force Women

ABSOLUTELY. Can you go TDY and leave your spouse home if every person in your unit shop is hitting on them daily.

Army Men

A soldier worried about his wife's fidelity may not perform well on a deployment also his wife may not take care of the home front, if she feels he is "doing his thing" overseas

When soldiers are deployed there is no trust in individuals left behind. Family members do not associate with unit

It poses a threat due to the relationship of family members and senior leaders in making decisions

Adultery; when it occurs tears apart a family and puts a weak link in the unit

Adultery usually causes one to be preoccupied with the act itself, causing family problems, lack of concentration and is really damaging when committed with a co-worker's spouse or even a co-worker (causing anger, fights, lack of trust)

We must have some form of deterrence. If we take away the regulation, how can we have soldiers with piece of mind while deployed and so on

Adultery ruins families which is one of the building blocks within the Army's fabric

If I am deployed and I don't want to have to worry about my wife, and I don't.

If you can't trust a fellow soldier to leave your spouse alone when deployed, who can you trust

Adultery hurts spouse not cheating.

Army Women

When involved in fraternization or adultery situations you lose focus of the world mission and your commitment to your spouse

Marine Men

My being married leans toward I don't want any military member having that type of relationship with my wife

It is very important that Marines are focus on the mission at hand and not on what is going on at home

Instead of focusing on their job, military members have to worry about their spouse

Adultery hurts the family, and if the family hurts you have a problem

If the home life is not good, a Marine's head is not totally in the game

It breaks down the family unit and trust within a unit

All military personnel who is going to deployment to fight for their country don't want to have to worry about who's doing what with whom at home and why the military bases in the states can't put a lid on it

Spouses not willing to deploy for fear of an adulterous situation

Marines will get to the point of not going on deployment if they think their spouse is going to cheat

Because you are worried more about your spouse rather than the task you must perform

If a Marine is more worried about what or who his/her partner is doing, how are they treating others and what are they concentrating on

If spouses think it's happening they don't concentrate on the mission like they should

Having to worry about spouse does not allow a head in the game attitude for the secretive member nor a strong family life at home

Navy Men

I've seen too many wives with other men while husband is at sea while at the same time, husbands cheating while at sea

OTHER COMMENTS THAT FRATERNIZATION/ADULTERY ARE A PROBLEM

Air Force Men

However, who knows when and if this is going to take place until it does. When it happens it is then a "significant" threat

Army Men

Simply detrimental

No one really cares much unless it happens to you

Keep females out of combat MOS. That would stop a lot of fraternization and adultery. The question is not whether females can do the job but nature will take its course between females and males which will effect combat readiness

It's a weakness

Adultery and fraternization are small problems that can be handled by the CO

Males and females should separate

Yes, SM now has to worry about how someone is going to handle instructions

Adultery is just plain wrong

Furthermore you never hear of a man complaining about sexual misconduct it always seems to be a female trying to get an edge

It is going to take a whole to change

Some rules are very strict towards the service members in this manner not at all towards the spouse

The military breeds adultery from the SM part and the dependents part, due to exercises and deployments. We live in a society that marries for convenience, money and a chance to move out of the barracks

Is it a big deal? Yes. But on more of a personal level

Yes, because if fraternization is happening adultery is not far behind for married personnel. Fraternization will come back to hurt you

There is no place for any individual who involves themselves in either situation in today's military

Both of these offenses create negative stress

Should not be tolerated. This could happen to any great leader

although there is an issue/problem between drill sergeants and recruits, the real problem, from my point of view, is between the recruits. And there is no real policy in place to prevent recruits becoming involved. It destroys everything a drill sergeant has built in no time at all. We need a policy to stop this

Everyone is so afraid someone will make a complaint and you'll be guilty unless you can prove yourself innocent

Fraternization and adultery can cause major problems in any environment but must not be tolerated in the military

As long as it continues in the OSUT environment it's going to be a problem. I think that the leaders who committed these acts know what a profound effect it will have in later years to come

Adultery is wrong

I have seen very few cases in my units of adultery

When we have to even consider fraternization in the military SOMETHING IS WRONG

From what I've seen adultery hurts some person

If there is fraternization, the unit is probably not professional

I have never been in a unit with both sexes, but would speculate that both would be a problem

It should be forbidden period

Army Women

We do not need it

Yes it does, we are here to defend the U.S. Constitution, Army, unit and others, not to have extra marital affairs, just because we are not with our spouse due to mission assignment, i.e., Korea

Marine Men

Over familiarity, especially sexually, is dangerous to any military organization. Fraternization and adultery are both cancer to military society and should be strictly prohibited

Fraternization does demean the military

Adultery reflects negatively on the unit

I feel that to commit adultery with someone in or not in your unit could hurt that unit seriously

Fraternization poses a direct problem

Adultery causes financial burdens and stress

Adultery - if it takes place within the workplace can be extremely detrimental. I have observed this in a previous work place

The only threat I can see with adultery is that personal problems may arise from that individuals actions

Only because usually things get ballooned then there is a problem

Ten years ago it didn't, today with the hoop jumping it does

Depending on who is doing what it would be detrimental to a unit

Fraternization/adultery gets in the way of the military's real mission to serve the country

Adultery will bring that one person down

Adultery should not be tolerated whether in military or no

Fraternization raises eyebrows from the start

Yes for both, because some people "Marines" are not mature enough to handle a friendship with a young Marine

I don't know how much exists but it will definitely affect the individual

Adultery should not be tolerated

affecting not only the unit but the hosting countries' opinion of the Corps as well as our country

fraternization can play a big role

With fraternization, it probably is a bigger issue that adultery

Fraternization can have an effect on the work environment

Fraternization will effect the unit

I would say yes to fraternization because it is more likely to directly involve unit members

I feel that if fraternization happened in one's unit it would affect it

The military should focus on just that--defense of a nation and its values--not on relationships

Both are wrong, mostly adultery

Fraternization can directly effect the unit in which it is happening

Yes

I think that fraternization would but it would be hard for adultery to affect readiness

Adultery has no place in the military

Yes for adultery

The bottom line is it is not tolerated

You need to keep both away from the work place. They have no business there

A Marine's business with another Marine (or his/her spouse) IS military business

Adultery is wrong! But only effects the individual involved unless they're both in the military and same military which would be fraternization if not the same rank. But it's still wrong

Adultery poses the threat of unwanted pregnancy, STDs, higher divorce rate, and the time it takes a unit to effectively deal with a service member's situation

More so a problem with adultery than fraternization

Marine Women

Adultery is more of a problem that has nothing to do with our mission readiness

Adultery may hurt an individual

I feel that fraternization tends to weaken Marines more, especially, when it is so visible

Navy Men

Fraternization is always a problem

Fraternization/adultery is organization and shouldn't happen in work center or home

Both are a problem but not a "significant threat"

I believe fraternization has no place professionally or specialty

While onboard ship, fraternization can be a problem

It affects the work place

Adultery hurts people, regardless if they are in the military or not

Adultery causes expenses for STD's

Navy Women

Yes for both

COMPARISONS TO THE CIVILIAN WORLD

Air Force Men

The military now feels it must be the moral model for our country when it is not possible.

If Clinton can get away with it and 75% of the public don't want him impeached, why should we be punished for it?

Just look at our commander-in-chief.

Adultery is an excepted moral issue in today's society. Fraternization is not.

Air Force Women

Let's live by civil law on these issues and worry about more major problems.

Army Men

If the President can do it, then everyone should if they so desire.

Look at the news, read the paper. It explains it all.

There will always be a possibility of adultery so it is the same in the civilian sector.

Who cares? It happens everywhere in the world today. The President does it, why not us?

It happens in civilian world and military.

Watch the news and read the newspapers.

Both acts, though immoral, have been going on in the military even before I joined. It has only been brought to light because of a large scandal such as Aberdeen and the Media got wind of it. A few power hungry individuals used it for personal gain making it look like they caught the individuals and bringing them to justice.

We have a more kinder and gentler Army to please the civilian population and news can have our business.

The President.

You see it in the news all the time just watch CNN.

It creates a hypocritical command climate, which is related to the way our society operates.

Adultery is an accepted norm in today's society and to jeopardize a life times work for one night of indiscretion. In the civilian or other government services is it not an issue - this is a double standard.

While I was in Desert Storm a service member committed adultery with my (ex)wife. Nothing was done by the Chief of Command, yet I am still held to maintain the higher standard of no adultery - go figure.

If the Commander-in-Chief is above the rule, then it shouldn't apply to anyone.

Higher chain of command sets the example, President Clinton.

The military is only a reflection of the society but under more control variables. Let's hope the control can set an example for the rest of society.

Why go ahead hunting when the Commander in Chief can do it?

Our society finds sex as amusement a must and a stress relief.

It's not a crime in the civilian world.

It happened in the past and no one said anything. Only recently with the new feminist movement has it become an issue.

Our Commander-in-Chief; however, should be held to the same standard, if not higher, than we are.

Army Women

The President is still the President.

Marine Men

If the truth be told, adultery happens on all levels from Command-in-Chief on down.

No! The President can commit adultery so why are military people held to the standard?

Adultery does not, not even enforced in civilian community

The moral decision not to has gone away. The only thing wrong is when you get caught. Not the act itself. That mindset has been instilled by society as a whole.

It decreases public support of the military.

As for adultery, just because society accepts it doesn't make it right.

Operational readiness won't be affected unless you're in the act while having to make a decision (ask Bill).

Doesn't matter - look at our CMDR-in-Chief.
civilian and military definitions differ.

Sounds to me like a bunch of liberals put this survey together to try and change some regulations in the military because "everybody else is doing it". Pathetic!

Look at President Clinton who had an adulterous affair and it did not effect the way he ran the nation.

If the highest ranking official in the free world can do it and not get punished for it but a PVT. does it and gets punished for it, it leaves a bad taste in my mouth.

If you allow the service to accept society's eroding values, then the services will slowly turn to nothing more than a National Police Squad. There will be no definitive separation between citizen and service member.

Fraternization and adultery have become commonplace in the civilian society, and look at what has happened. Our Commander in Chief for example.

Marine Women

How can we enforce either one when the Commander-in-Chief mocks both (adultery and fraternization)?

Navy Men

But in the White House, it does.

If Bill Clinton can do it, why can't we?

Chapter 4

Additional Comments

At the end of the recruit trainer survey, respondents were asked to "Please provide any further thoughts you have on the issues raised in this survey." Statements in comment field following this request are addressed here as "additional comments."

CODING SCHEME FOR ADDITIONAL COMMENTS

Basic: Additional comments about recruits and basic training, excluding gender-related comments.

Fraternization/Adultery: Additional comments on fraternization and/or adultery.

Survey/Civilian/General Military: Comments about the survey, about civilians concerned with military policy and practice, comments about how the military overall is run.

Gender: Gender-related comments that did not deal solely with fraternization and/or adultery.

Other Comments:

No other code applies/ Comment confusing/ comment doesn't appear to make sense/typos or grammar make it unintelligible, meaning unclear,

No comment/don't know enough, can't say, not enough information to comment

TABLE 5. FREQUENCIES FOR ADDITIONAL COMMENTS

Number of people who wrote comments in each coding category
(Percentage in each category out of people who wrote any additional comments)⁶

	Frat/Adultery	Basic (not gender related)	Survey/Civilians/General Mil	Other Comments	Gender-Related (excl F/A)
Air Force	2 (3%)	14 (23%)	5 (8%)	2 (3%)	40 (67%)
Army	10 (40%)	80 (30%)	49 (18%)	4 (2%)	142 (54%)
Marines	15 (6%)	61 (25%)	49 (20%)	19 (8%)	130 (53%)
Navy	1 (1%)	3 (4%)	6 (9%)	8 (11%)	55 (79%)
Men	21 (4%)	140 (25%)	103 (19%)	30 (5%)	340 (61%)
Women	7 (8%)	18 (21%)	6 (7%)	3 (3%)	61 (70%)
Air Force Men	2 (4%)	12 (26%)	4 (9%)	2 (4%)	30 (64%)
Air Force Women	0 (0%)	2 (15%)	0 (0%)	1 (8%)	10 (77%)
Army Men	7 (3%)	70 (30%)	46 (20%)	4 (2%)	125 (53%)
Army Women	3 (10%)	10 (33%)	3 (10%)	0 (0%)	17 (57%)
Marine Men	12 (6%)	56 (26%)	48 (22%)	17 (8%)	106 (50%)
Marine Women	3 (10%)	5 (16%)	1 (3%)	2 (6%)	24 (77%)
Navy Men	0 (0%)	2 (4%)	5 (9%)	7 (12%)	45 (79%)
Navy Women	1 (8%)	1 (8%)	1 (8%)	1 (8%)	10 (77%)

⁶Individuals' comments may have fallen into more than one category.

ADDITIONAL COMMENTS ABOUT BASIC TRAINING**Air Force Men**

Basic military training is the starting point for all military careers. Our job should be to prepare all men and women for duty. Discipline the basic on which all of this is built. Lose the discipline, lose the battle.

Basic Training is the introduction to discipline and how to learn to follow orders without questioning any authority. Yet when they leave here, they are told to relax and not to be so serious once they arrive in Tech School. They forget about "Yes sir/Ma'am" and forget to stand up when someone of higher rank talks to them. I guess in the end it is up to the individual to keep and never forget what he/she has learned in BMT!

I just feel that if things continue to get much easier for the trainees today, I don't think I could sleep very well at night knowing what we are allowing out into the service to supposedly protect our national interest.

MTIs need to be taught how to motivate. This can be passed on by individuals who are allowed to stay longer than regular tour. More importantly those in charge need to be honest with the commission. Better manning, yes, always. I would rather push 60 man with a team, than 48 by myself.

Get training back to training. So these Amn going into today's military will perform and the supervisor will know they can depend on the individual. We are in the military and we train like we work for IBM. If we trained like some other countries do, these wimps would cry. People need to perform as instructed. Take the "Please" and "Thank You" out of BMT and train these airmen - DISCIPLINE!!

I think Congress needs to mind their business because of them have no idea what it's like to train trainee's nor even serve their country in a subservient role. Our military is in bad shape because we don't enforce discipline in our young trainees, we're too worried about graduating as many as possible. Most airmen do fine, but there's always two or three who shouldn't be here, but we keep them anyway. That tells the other 40 or so that the low standard is acceptable.

Basic training is more like a day care for brats. When we say "no", we get a false critique, wrong or right, our credibility is jeopardized, not the airmen. The airman have all the power. Heaven forbid, if a curse word slips out and an airman gets offended. But it's fine and dandy for them to watch an "R" movie and think that's funny. Basic Training has gone soft. Don't get me wrong I don't think we should be able to hit them, but how about a little lead way.

Trainees should be trained properly without any maltreatment or maltraining. Yet instructors should NOT be constantly worried about critique or questions from trainees which are mostly fabricated and do nothing more than hinder the training process in man hours and waste tax dollars. Credibility needs to be reinstilled into the Instructor's Corps and legitimate complaints dealt with at the lowest possible level (Chain of Command), just as it would in the Operational

Air Force. Chain of Command is taught but not enforced with trainee's. This sends out a false message to a trainee who will follow suit in operational training of their first duty station. Get away from the red carpet treatment and allow a stiffer training environment, and a lot of this stuff would not happen

There is a lot of money being wasted on these issues! In the Air Force, the recruit housing is not designed for what we are currently doing. It is difficult on the airmen and their instructors. The Air Force operated for years in a specific manner and, acted rather drastically to please outside agencies without regard for those involved in the process. As a 4 year instructor, I have noticed a drastic decline in the quality of training an airman get, due to an instructors attention now being divided between 90 trainees instead of 60. For years as an instructor you had 60 trainees (male or female) from 0400-2000 that you were responsible for throughout training. Now, add 30 trainees to your dorm that are not in your flight and 30 trainees in your flight that you are responsible for but only see while marching to appointments or on the drill pad. There is a sense of team or cohesion missing! But this has all been said before and, it will not change. Because E-4's through E-6's know nothing about a process they deal with every day, however, Colonels and Generals know everything.

In the area of discipline, the Air Force has Military Training Leaders (MTL) at their Technical Training Schools (Operations Training). I believe the breakdown in discipline happens here. Rules enforced in Basic Military Training are often not enforced or they are not able to be enforced because the trainee to MTL ratio is so high. I think the Air Force or all services should adopt a policy which is standardized. Ex: The Army has Drill Sergeants at their (AIT) schools. The Air Force should adopt this policy as well. MTIs already go to school with military training instructor...we would be able to be interchangeable thereby broadening our manning and experience levels throughout.

I feel that we should work to put the military back into military bearing. The impression that we get at the bottom is that we are bowing at the alter of political correctness. I am not saying hit recruits, but, why limit so strictly the way that we train our recruits and instill military bearing and self discipline. I feel that senior leadership want well disciplined troops with a training style that a civilian would use.

Air Force Women

I feel that we should go back to the way it was in June of 97! We also need more discipline.

These young adults need to learn to work side by side. They are still immature and often make dates, etc...BMT no longer has the leverage to train these airmen tough. The discipline needs to return and punishments harder. Keep parents out of our business!

Army Men

The Army has lost in a race for well disciplined soldiers. Too many politicians have spoiled the pot. But now we can talk all Army values but the discipline is higher must mirror this and it doesn't. So now we have no values or discipline. All branches should adopt the Marine Corps philosophy. Instill discipline first! Then knowledge. That's why 14 years with 2 left and

I'm getting out. It's not worth it to be a part of this racial, sexist, buddy click field scout group anymore. We have lost too many to others. Why? Wait until the next real conflict, I'll prove my theory. Discipline in the future will be paid with the blood of our sons and daughters 10 times fold before someone in WADC wakes the hell up. So until then I continue to train "the old way" knowing the parents and God are proud!

We should copy Marine Corps boot camp.

Today's Army had change in many ways towards improvement in others not. The quality of recruits today is low depending on the time of the year. It seems that recruiters put their best recruit out first and later on, because they still have to make their quota, the worst. It also seems to me that, the way troops come on bunches at same time during the year, there is nobody controlling the flow or I should say forecasting ahead of time. Too many privates in the platoon or company make it more difficult for trainers to put attention to any one specifically. That's how some soldiers, that are not fit for duty, fall through the cracks. Also, Drill Sergeant incentive should be higher than the recruiters, because their the ones that work a lot harder to put the product out

This survey focuses on issues about new soldiers from a point that must be seen by a leader. I, as a Drill Sergeant am concerned with training the civilian into becoming a soldier. Times have changed. Many new Privates question the training, because they feel some things we train are out of time in today's real world. They are used to seeing too much technology, that maybe some leaders are not exposed to, example computer training

Being a new Drill Sgt I feel that we also need to be more compassionate towards new recruits

Someone needs to relook the whole BCT concept. Take back the control from the higher leaders who has destroyed what a Drill Sergeant stands for. If not just take our brown rounds away and give us a BDU Cap, I will tell every NCO I know not to volunteer for Drill Sergeant Duty. It is a very unstable situation with very few guidelines to follow. And the Drill Sergeant is always' being told to "just do it", with no resources, money.

This level should have the best equipment money can buy. I was proud when I graduated Drill School. Now I'm shocked at what I have been through for 20 months on the Trail, you can keep this hat

1. The first thing that I would like to know is how can we have a regulation covering what we can and can't do, I.e. 350-6 when it comes to how you treat one you can very easily violate it, however, it also states that trainers will not side in pouts but we allow that for the benefit of them, it should be one way. 1st ATB allows privates to go home with other SM during the holidays. Some one needs to read AR 350-6.

2. Iron Mikes, that is a great inspiration for a Drill Sergeant doing well and the units want to take it away to save money. But we can renovate a battalion headquarters that is just fine.

3. The special duty pay for a Drill Sergeant is not as much as it should be. The recruiters get \$390 just to find some CAT4 and we have to spend 9 weeks, 16-18 hours a day trying to fix him or her.

4. I feel the discipline of today's younger kids are much lower than what it use to be and sometime you have to cross into that grey area in order to fix them but then you always have to worry about someone saying you hurt his feelings. I have served as a Drill Sergeant for 3 years and am very proud of it however I would not recommend it to anyone simply because your career is on the line every day

I hope these get read. All members of this country that serve it, civilian or military, should be held to the same standards of conduct. Our young sons and daughters see the results of what happens to leaders who are in a position of authority and if nothing happens to them, then they think it's okay. We are all, from the President down to the Sergeant, role models for young soldiers and an outward, visible representation of our country. Soldiers want tough training and sometimes we cannot deliver it because of policies are too restrictive. NCOs should be consulted about changes to policies before they are implemented. I mean the NCOs; Sgts, SSGs, and SFCs that are responsible for the training of the soldiers

Why? You can't do anything about it! It's just a joke, all about dollars. Privates rule everything, Drill Sergeants are afraid to lose their careers

Since the majority of this survey is on Basic Training, I feel I have valuable insight on the matter, as I am a Drill Sergeant. I constantly watch Trainees leave basic training as graduates when they should have been kicked out on Week 3. They leave with usually no more discipline than when they got here. They just know how to beat the system. I have had these Trainees show up in the units I have been in, and they were nothing but a drain on the unit. As a Private, I was struck in the head for doing something wrong, I never did that again. Did I cry to my Congressman? No! I learned a valuable lesson when that NCO struck me and it may save my life one day. But as I write you this story I could get relieved of duty for making a Trainee do too many repetitions of an exercise, or making him do an unauthorized exercise (there is only 2 I can use for corrective training). I could get relieved if I call it "smoking" instead of corrective training. If I use profanity while talking to a Trainee or call that Trainee a vulgar name, I could be relieved. What are we supposed to be getting these Trainees ready for? Summer Camp?! I can only imagine that combat is harsh and unforgiving. If I am nice and polite and treat the Trainee with the respect I wish I was treated with, would I be preparing him for WAR? Who cares for the Privates' anyway? Those who wish to be easy on them, or those of use who wish to prepare them. I would never do to a Trainee that which I have not done myself. I don't wish to beat down Trainees indiscriminately, but there are occasions when corporal punishment would be the best thing for the Trainee, the Army and the Nation. This is no place for the timid, weak or liberal-minded individuals. Let the NCO's train our warriors without a civilian telling us how

To solve a lot of issues in reference to this survey we need more Drill Sergeants. It is very hard to ensure we are giving a quality product when you have 8 drill sergeants and 160 to 200 soldiers to train. You have duties and details that pull NCOs away from training. Within a couple of weeks of the start of a new cycle drill sergeants become very tired of working 16-24 hour days, 7 days a week. The load continues to grow along with the demand to succeed. It is very hard to do with out the support of high HQs (Congress and other Senior levels) that ensure Privates are taken care of, but Drill Sergeants are an overused under funded tool to be

replaced as needed or maybe not even replaced at all. We are always guilty until proven innocent at the word of a private who has not time in service. Just walk a mile in my shoes and you'll see

Get away from politics. Lets go back to training highly disciplined well rounded soldiers. Stop allowing Drill Sgts to let soldiers graduate who do not deserve to graduate, because their hands are tied due to the chain of command. Get rid of all the non-standard bearing senior NCOs and officers

People that make these decisions should come and live this for awhile

Basic Training has become ineffective. The Drill Sergeants are burdened with too many external commitments (funderal, RP, etc.). The political correctness causes Drill Sergeants to let things go out of self preservation.

The politicians are making all of these changes about things they know nothing about. The officers are making ridiculous changes and spending money in a poor manner so that they can have a nice OER.

The Drill Sergeants who really want to train recruits soon give up out of frustration with the above; and, go into a self preservation mode.

The Privates who want to train see the system becomes disgusted and decides this isn't for them

In BCT more combat related training, lots of hands on with small arms and ranges.

To get a quality army you need people who are trainable. Not flood the system with new people in hopes of getting the right ones in. If a soldier refuses to train stop his pay. If he gets hurt and gets a MED 200. Don't put him in holding for months. Get rid of the trash, save some money. Takes too much paper work and time to chapter a Private. Streamline the system

Really, training soldiers is not the hardest thing to do as a Drill Sergeant. As a non-commissioned officer taking care of and training soldiers has always been my job. It's when people (officers, non-OS, senior enlisted, etc.) who have never been in my situation, try to influence my technique, tell me what needs to be fixed, etc., etc.. That's when I have problems. I firmly believe that you could put all the officers in BCT/OSUT on leave for three months and when they come back they would find out that the soldiers were trained to standard. I believe that trust is sometimes lacking in this environment and it's sad. I can be trusted with the lives of 27 combat engineers in a line unit, millions of dollars worth of equipment, my knowledge valued, but in a BCT unit I've got everybody watching over my back

In order to remain a strong force in all branches of service we need to re-vamp our ways of thinking and basic training before it's really too late. It's already late! We will learn a valuable lesson from all of this on our next BIG conflict

Why important decisions are often made by those who are never directly involved with the problem

Training should be a lot harder. So what if your soldier bruise him or herself a little, give them a band aid, get it checked out, but don't baby them all over. Many good soldiers in the past have lost lives and nothings said or very little of

1. Remove the officers from training, they do nothing. The training is coming from higher up and can't be charged at SQDN level so what do they do all day.
2. When someone comes in, they want to change things or add more to the training, like trying to train the Drill SGTs while still training the Privates. In this, someone will lose and it's the private. The Command in General is putting too much into basic, these soldiers are so front loaded right now it's not funny. Let's get back to basic, train on what's required and stop adding trying that will make an OER look better.
3. Letting a private for 10, 11 or even 12 timer at BRM is really getting out of control. If the private cannot fire his personal weapon, he just can't fire it. Let's not blame the Drill Sergeants, let's separate the private from the service and if you want to blame someone blame yourself because I did everything I could

I have never been in a company with females before this unit.

General Response: The trainers must be able to instill discipline so that when a recruit shows up to his unit he can be given the knowledge to become an asset to any unit. If he does not leave BCT with discipline he will become a training hindrance to his new unit

Let's train! Don't worry about outside BS concerts, time off, phones, work periods, soldiers get paid to train and work, not to have time off. Personal time should be a reward not a requirement. Let Drill Sgts train they way they know how, keep Congress, Officers, and the rest of those people who are clueless stay away. Until you, as decision-makers, have worn the hat quit making decisions. Spend 6 months on the trail not 2 or 3 days observing training (dog and pony shit) then and only then, can you make an intelligent decision

I just feel that if a soldier can't make the standard in the required time, let's move him out and continue tot rain the solder who can make the standards. We will have better quality soldiers to go with better quality equipment.

Stop worrying about our O.E.Rs and let's train quality soldiers. PLEASE

ISG and above, also officers abuse their power

I believe soldiers are trained by professional NCOs and officers, and then there are those who abuse their power because it is the first time they have ever been in a leadership position with so much authority. As human beings first, and soldiers next, we must remember where we came from and apply that to what we teach and expect from the new soldiers

I think GIT can be successful if the right tools are used. There will come as such a time that the term "soldier" will have no reference to gender, and such surveys will be unnecessary. The training must still remain tough, comprehensive, and challenging. To reduce the training effort puts every soldier at risk on the battlefield. I would hope that a sincere effort be made, along with common sense be used, so the Army can move on. Political correction should not be the determining factor. As a combat veteran, I know what well trained soldiers can achieve on the

battlefield. I sincerely hope that our primary mission is constantly re-evaluated as we move through this process

They need to reorganize BCT! It is very political; I understand some of the policies, but it should be tougher. Drill Sgts and instructors are often too careful to do their jobs because of politically incorrect or actions

I strongly believe the most important skill privates can get in Basic Training is discipline. Discipline is the foundation that everything else in the military is built on. I would rather have a new soldier come to me, from a real unit, that has discipline than one that can do all tasks easily but has no discipline.

Physical fitness is also very important. If I get a soldier with discipline, at a decent physically fit condition, I can train and make him a good infantry man. But with no discipline he is a chapter case waiting on the paperwork

Training has become somewhat too oriented to values. I have watched units spend countless amounts of money to foster values everywhere but signs do not instill values, leaders do. We wasted money in the wrong manner. We can not afford the basic items and training aids needed because we're broke due to values.

We need to tighten up on discipline. The quality of the soldier entering the service is low and their reasons for joining are rarely for the traditional desire to serve. The lack of discipline at home and it is a tough enough job without the support of the Command to bring discipline to them now

This is a nice survey but lets address a real issue: Basic training at Ft. Sill is a joke. Standards are constantly being relaxed to accommodate marginal soldiers. The chain of command is pathetic. The BDE CSM blindly rubber-stamps policies of the BDG CDR. This results in low Drill Sgt morale, a sense of uneasiness, and an overall unmotivated Drill Sgt Corps. Politics is the name of the game. Money talks, at least once a month. The privates put on their "money giving" uniform, go to the ATM and kick out a few dollars to support Ft. Sill. They allegedly volunteer but are more or less coerced into paying for whatever the chain of command directs. Until we get some real leaders, not just yes men running things around here, this will continue. Thanks for nothing

2. Recruiters should not get enlistment credit until the solder graduates from Basic. This would help keep them (the recruiter) from sending us low quality. A recruiter can brief someone to pass the medical exam at the MEPS only to get to Basic then have that problem come up

People who do not train trainees should put less restrictions on those who do. Especially, people who have never gone through BCT and never had to train trainees
I appears that military leaders in IET selectively enforce AR 350-6. If it suits their approach or need they quote it. But if it is a way to take someone down then it gets ousted off and implemented.

Basic is too easy with too many soft regulations (I.e. allow SM to talk in DFAC/lower PT standards/recommending take an IET soldier home over holidays (2/46 IDEA) expressly forbidden in 350-6/having ISG and or CSM not a previous drill sergeant.

No award system in place. Drill Sergeants work 2 or 3 years with no AAM or ARCOM but might get MSM at end (might as well say he didn't achieve anything in that time). People in TO&E get AAM & ARCOM for doing daily jobs! Why not Drill Sergeants, if we do so much more

Tougher screening required. Too many EPTS (Existed Prior to Service) conditions allowed to come in. Recruiters should get credit based upon graduation of Basic Training, not how many put in

Replacement Battalions (prior to shipment) to basic training should ensure recruits pass entry level requirements prior to shipping them off to basic (give NO waivers) for this. Many soldiers play catch up / new start or chain of command states to deal with it. Soldiers become holdovers and should have been new started to a company a few weeks behind. This is supposed to be a good thing! But commanders hesitate on that issue. Society as a whole needs to focus on physical fitness. Too many soldiers tell me "drill sergeant, we did not have a gym class offered at my school" or I have never ran in my life." These new soldiers are our future, and our future as a military, doesn't look so good

The whole problem with basic training is that the Drill SGT's hands are tied. In this battalion, we can't yell at soldiers, we can't raise our voice in the dining facility and a hundred other policies that are in effect. The soldiers know this and hold it against the Drill SGTs. We cannot operate like this. I can fix the problems. Just let me do my job and you'll have a much better quality recruit. They are spoon fed and soft, not be my choice, but because I am mandated that I have to train them this way. Even the soldiers would agree with this. Basic training is a disappointment to them. Example, it's mandatory that we take them to Concepts during basic training and let them eat whatever they want. This goes on in the red phase when you're trying to instill the initial discipline in the soldier

I think that we are not truly training these recruits as we should be. We treat them as if they were pre-school children and not men and women training for combat ready units, if we ever are faced with another Viet Nam, America will truly weep

Need to made BCT harder. We need soldiers who will perform above the standard, not ones who barely meet the standards. Let drill sergeants train and leave the politics out. BCT overall is too easy

It would appear to me that this is another survey to justify the changes being made in the military. If this country were to go to war (not Iraq), I believe this so called smarter army just might be in big trouble. Too many changes are being made to make the soldiers life to easy and making the leadership focus on change to a point to where they are not so much worried about training. All they do is watch their back for some new soldier to make allegations that for the most part are false. The army has forgotten about those soldiers that have devoted their

lives to this country. Yes, things happen that are wrong, but the last time I looked, mass punishment went out a long time ago. But it is back in force

Basic training should focus on getting the soldier ready for his unit and instill the values of the Army. In order to do that the drill sergeants must be allowed to make basic training mentally and physically demanding. It should not focus on belittling the drill sergeant or making him/or her go through basic (...) every time. It should not be focused on relieving drill sergeants if they let a curse word out. The soldiers must be ready for what lies ahead. Let the drill sergeant do their job without being under a microscope

I believe that a lot of the training is slowed down because of weaker soldiers. We should get rid of the weak so we can have a stronger Army. Lets get back to tough training and hold everyone to the same standard

The standards have dropped since I entered the service, so the quality of soldiers has declined. Physical requirements have declined. Need more drill sergeants to uphold the standards

In this survey just say you checked a block? Most likely it is. But if not, today's Army is too soft on the recruits. Once they leave training, look at how many have problems in a regular unit

I feel basic training in today's army is a joke. New commanders come in and attempt to re-invent the wheel. They have changed standards of conduct and training, making things easier for soldiers to graduate. They make excuses like "it's a different generation". I feel that with the rate of change in the standards and the enforcement of discipline, 5-10 years from now the army is going to be in bad shape

Bottom line: look back on history, how did we train soldiers to win our past wars? If it worked then, it will work now.

I am really disgusted with this whole nonsense. I pray we don't get involved in a large land war ever again.

DO THE RIGHT THING. NOT THE POLITICALLY CORRECT THING

I also believe that Trainees today are trained less effectively today as opposed to Trainees of 5 to 10 years ago. I believe it results from all of the new policy and the so-called "kinder, gentler Army

As a Drill Sergeant, I believe I should be able to participate in the guidance that is handed down. A lot of (directives) guidance has too much leeway. You are supposed to be able to work with guidance. It is a tool to go by. But, in this environment it is not. Changes are coming down to quick and not giving us a chance to work on what was put out a week or two prior

Need to let the Drill Sergeants do their job and quit worrying about the Privates so much. Basic Training needs to be difficult. I would rather loose a soldier in Basic Training than on the battlefield

Benefits issues and the state of the economy have hampered quality prospects joining the Army.

Budget issues, tight restrictions on drill sergeants due to high visibility drill sergeant misconduct cases have negatively affected the "willing and able" drill sergeant to train to highest possible level for fear of being victimized and relieved of duty for the slightest infraction. (No room for error - one strike you're out environment)

Drill sergeants' families still suffer, due to the duty hours. \$275.00 is a joke! Why not \$375.00 to be equal

It is time to get the politics out of the DoD. The focus should be on America's defense not on political and social issues. If those issues support the best defense of American, than use them. If they weaken America's defense, even in the slightest amount, they should not be considered. Let's keep the focus on training soldiers to kill the enemy on the battlefield instead of making them politically correct

The "kinder, gentler" approach to Basic Training pushed by higher ups is totally out of touch with reality. We are given people to train who have never had discipline and respect for authority and are expected to exert "quiet calm confident leaders." In most cases, this just doesn't work. Despite what officers think, training cadets at ROTC and training Privates is not the same. There are too many restrictions on Drill Sergeants especially in the summer during heat CAT 1 and above when we can't use Physical Training as a method of discipline without approval from the higher ups. Physical Training is one primary tool to instill discipline and when it's taken away we don't have much. We've also got CDRS and DSGs who want every Private to graduate even when they show that if they're allowed to stay they will just be some squad leaders nightmare. Drill Sergeants recommendation to get rid of soldiers are rarely acted on

I believe there are too many distracters in the OSUT environment! Too many high school games being played! As little time as we have to conduct training we shouldn't have to worry about anything but training. Over the pas two years, I have seen standards drop. 350-6 is more designed to control the drill sergeant more and more! PVTs should not be abused by no means. But some PVTs need more discipline then others. Everyone is worried about stats, and if they deny it, then they're liars. Lets get back to being hard and disciplined. Everyone seems to have a knee jerk response for everything that is going on. This drill sergeant thing has been happening for years - deal with it swiftly and move on. I think if they want to rid them of the problem then use a few of the guilty PVTs as an example! The noncommissioned officer should know better, but I feel if we had a couple of court proceedings with privates on the coals, then we just may see a different outlook and less situations developing between DSs and PVTs

The discipline that the soldiers receive could be more stern than it is, presently. In that way cadre could set the tone for discipline throughout the cycle and not just in the first two weeks

Too many times, commands waste time on trivial pursuits and don't concentrate on the big picture. Drill sergeants know their job. Micro-managing is not the answer. Think about the problems, ask for solutions "from the drill sergeants", make sure it passes the common sense test then, and only then, implement

Basic training, in my opinion, sets the standard and gives the impression of the military in general. Men and women train together in their units, so this act should be enforced with the SGTs. If we are going to have a strong military, the traditions of loyalty, duty, honor, etc., should be instilled. I am not sure if adultery and fraternization or any other infidelity really matters. An individual will do what they want anyway. So the focus and energy should go towards the operation in general. Lesson learned from the real Army

I think that BCT standards have declined too far. If we were to go to war, a real war, we would suffer very high losses. The standards for BCT are too easy. We are worried about congressmen/women and mom and dads than training SIT's

A concerted effort must be placed on increasing the discipline level of new recruits

Make it tougher. Let DS run things

In an effort to increase the training load in BCT, we have lost a key element needed here: the time drill sergeants need with their platoons to correct, train, and discipline to a higher standard. Most growth within the platoon occurs when the drill sergeant is allowed the time to train/correct what he/she knows the platoon is short on. No one knows this better than the DS

I feel that the trainer has an impact on the initial learning process that I give during BCT.

1. Set the standards and demand it.
2. You are the mentor, lead by example.
3. Eliminate soldiers that don't follow the guidelines and rules.
4. Enforce and talk about the Army values (great start for the fix) and how they relate to certain topics such as fraternization, respect, etc.

The outcome of training or quality of soldier is the direct result of what is trained and instilled during BCT by the mentor (first person the soldier deals with

A lot of soldiers coming into the Army today are here for what seem financial reasons. The good soldiers showing leadership potential tend to get out because they understand the Army has no real benefits to stay in. They come in and get these bonuses and leave. When soldiers leave BCT the Army life is less stressful unless you've deployed 3 or 4 times in 10 years. I think politicians need to survey the Armed Forces and start spending money on those we need to stay in. Better retirement benefits and pay raises. It's a shame the military family can be on welfare and yet sacrifice his/her life for the country

The product we put out there are in no way as disciplined, physically and mentally fit as soldiers ten years ago. I understand that society has changed, but the fact is an Infantry man has got to close with to destroy the enemy and he, of all people has got to have the type of

training to get him prepared for the rigorous job ahead of him in the event that "you PEOPLE" decide to send him into harm's way

I fear that our Army is becoming weaker. It seems like nobody remembers that we are training these soldiers for war. Everybody that writes policy seems to think they know what's going on or how things should be. I'm telling you I do the job and I know. They are clueless. They don't have any idea what it takes to transform undisciplined civilians into soldiers. Our hands are tied. Commanders of the training company are puppets and it's not their fault. Everything is dictated down to how we conduct PT

Does it really matter, we the NCO's are being led by self loving officers and dictated to by inexperienced commanders. Let's go back a few years and let NCO's train and officers command. The Army isn't fun anymore. It seems as though we're going to the you must shine brighter than everyone else to succeed. Too much back-stabbing, not enough taking care of each other. It's our fault, that's why I've got to go

Let's train as one: Maintain a correct standard, the same standard for officers and enlisted

I believe that the military is not for everybody. I volunteered to be a Drill Instructor because it taught me to take care of myself and made me grow up. I do feel that as an instructor due to my chain of command I was forced to graduate soldiers that will not be a benefit to the U.S. service.

It's the I only came in for the college money syndrome. Some soldiers just don't fit the profile as an well rounded soldier. I came in and went straight to Berlin, Germany. We were required to be well rounded the motto was soldiers that could shout and shine

Just more of the same "politically correct" crap that waste time we could be spending training soldiers. Why not just let us do our job the way we know it needs to be done, without having to keep looking over shoulder

Training soldiers in my specialty. I feel that soldiers are too relaxed and do not realize the importance or history behind what they are here to do. Basic training is a camp and needs to get tougher and meaner. This will in fact give a more discipline and stronger Army for all

DS should have more power to better help us discipline. But we always have to look over our back

Army Women

53 - with proper discipline and military values.

#54 - due to current disciplinary policies (lack of discipline), inability to enforce the rules

Just from being on the trail since 1 Oct and serving as a candidate from May-Jul 98. Drill Sgts have no rights. They are monitored more than the soldiers. These soldiers got it easy. The standards favor soldiers over the Drill Sgts

Overall basic training is heading in the right direction, except the changes come so fast and so often that the trainers tend to get confused and it looks like we don't know what is supposed to happen. The leaders (officers) need to go through and test out the changes and then maybe it can run a lot smoother. As we always quote "I will not tell or ask you to do anything that I would not do"

DS start with nothing - no values, no fitness, no self respect, etc. These are things we come in the Army with. Now all they want is a way out of the life they had, the free college money, whatever. In the time we have them, we give them the BASICS of life and military service. Since we have just laid the foundation, operational units have to build on it. It used to be the 1st or 2nd layer would have been built at the end of OSUT. So everyone is further behind. Start with the recruitment

The issue raised in this survey are valuable to us as military leaders, however, I feel that the recruits we receive today are not screened and checked out as they should be

Non-combat MOS (91B, 91S) should not have to know the grenade

If we would get back to the number one thing we came for, which is training soldiers we would be a greater Army. If we try and spend all our time trying and make rules which are sometimes not feasible we would do better. If we asked the Drill Sgts and ISG's on what we think instead of people that are just sitting in the chairs that are not down in the field to see what is going on. We would do a lot better. The soldiers are not getting harder and tougher like they should but soft and only coming in for college money. Look at the commercials- the Marine commercial talks about honor and respect. The Army, we talk about the GI bill. Let's wake up and become a better Army a more prepared Army a Proud Army

Most Privates today have no commitment to the military. They will tell you in a flat second they are in for the college money. Three years and out. Who's going to fight the wars once they force the rest of us out. No experience will be left

Recruiters shouldn't send soldiers in that have a handicap and say "don't tell your DS." this breaks down the morale of the soldier because the DS has to spend more time on that particular soldier. I understand that their job is to put them in and ours is to train them. This gives the soldier a sense of false hope

Basic today is so easy it's like giving candy to a baby. The leaders are more concerned with what they do that will show up in their OER than bringing BT up to standard to produce better soldiers for our future. I honestly hope there is no war where real fighting is required or that I am not there. Leadership talks out of the side of their mouths. They say one thing and then find different ways to go around what they said they are not going to do. Anyway, what we write (answer on this survey) really doesn't matter to you anyway. You will do what you want to regardless of what we say

Marine Men

I feel that as a whole society needs to stay out of the way the military trains its people. If we happen to go into a war right now I personally believe we will lose a lot of people due the fact that everybody wants to tell us how to do our jobs or they think they know a better way on how to do it. Some intervention is needed but that never happens, we always go over board

We are headed in the wrong direction. Pass or Fail - still sail

I believe today's recruits don't worry about the standards we set. Everyone will graduate, eventually you can't change someone in 3 months from what he internally has been for 17 years

Before I became a Drill Instructor almost a year ago, I wanted to stay in and retire. I wanted Meritorious SSGT and to train recruits to be the best in the world so they can win wars. But everything has changed, boot camp is soft, just like the new marines. We are putting in the fleet. Now I want to get our of the Corps

Recruit training is so complex and so rushed that we are overlooking the most important things, and we can't teach the most important skills. Incentive PT is too lenient and restricted. The male training process is too restricted. There is a precaution for every possible scenario and recruit trainers hands are almost tied. Recruits come to the island, play the game for 13 weeks and move on, never experiencing a significant emotional event which will change the values system forever which is the intent. This can only be accomplished through hardships, and constant correction and supervision and disciplinary measures and pain and suffering (to a degree), which doesn't happen.

Out of time and room

Basic training has changed a lot over the last 10 years in that it is more demanding mentally for recruits. Due to the change in society, the aspect of physical readiness doesn't seem all that important

Some of these issues are touchy and sensitive to conversation. Although they're mostly the problems we're having. The more we instill core values and enforce them as well as set the example things can only get better. No further comment

The quality of training has declined because the Drill Instructor's hands are tied. Drill Instructors are very "gun shy" because all it takes is one recruit to accuse a Drill Instructor of something, even if the Drill Instructor is innocent, and his life is miserable. At MCRD Parris Island, a recruits word holds more weight than that of a Staff NCO with over ten years of faithful service. And it's that way because the leaders (RTR/Bn Comdr. and above) allow it. Many Drill Instructors won't go to a Court Martial to fight allegations because "a recruits word is god" at Parris Island

Recruit training has gotten too easy. We are supposed to be training these young men and women for combat, but they can't get wet. After the next major conflict and enough Marines die, someone will re-evaluate recruit training

The few, the proud, need only one standard. This way we keep on the best. Quality vs. quantity. As small as we are, quality will always come out on top. Marine Corps for another 223 years.

Stop using the military as the petri dish in your experimentation on societal issues. The military will adapt over time to the myriad of social issues. Also, there should not be an attempt to "equalize" military standards of conduct to civilian society. We are in the business of warfighting, not policy decisions. Survey your "clausewitz" for the real role of the military. It still applies even with the advent of the 21st century.

I feel basic training should be more tougher on the side of discipline.

Recruit training is not doing what it should. It is run by personnel who look more at attrition notes than the product being put out. It makes dropping a recruit almost impossible with loads of paperwork and procedures instead of your word as a trainer. Recruits are here because they desire to be trained not treated like kings or queens. The reason so many of them do not make it in the fleet is we do not prepare them or we graduate recruits who should not. The Marine Corps in particular should not care how many we graduate but focus more on quality. If a recruit has a desire than he will train. Do not move the standards to get into recruit training but rather the standards to get out of recruit training.

The term brotherhood and Marine Corps - I don't think they go together as much as when I first came in. The officers here tend to push policy to the fullest and some of the senior SNOCs. Of course, DI in the past and present, have done stupid things but some of the small things could be over looked and not abuse authority.

I think Drill Instructor's hands are mostly tied because of a SOP (Standard Operating Procedures) that is out of hand. DIs are constantly in fear of their careers. If they make a mistake or forget something. It seems recruits have more rights than the DIs and there is very little respect given to them. They have the hardest job in the Marine Corps and it gets harder when the DI is in fear of his career and everything he has worked for, just for someone that doesn't know if he wants to be a Marine. I think Recruit Training needs to be harder and more demanding, so when they leave boot camp they have a strong feeling of achievement and pride in the Marine Corps and country.

The issue that needs attention is the purpose of recruit training. Recruit training only scratches the surface of the "military way of life". Drill Instructors need to be made aware that their mission really is to train a basic military personnel, not a super military personnel. The recruits entering training are merely a reflection of today's society, MTV, baggy pants, a days pay for no work (generally speaking). Not all recruits are like this, but a lot are. Can we look down or punish these kids for growing up in today's society where you can shop on the internet? The military must really change with the times without sacrificing the mission and traditions of that branch of service. Recruits are smarter, I.E., SAT, ACT, etc., but as a whole, the seem to lack basic discipline and values. However, it is a pleasure to impact so many lives on a small unit leaders level! Semper Fi!

These are some thoughts that have arose from these issues:

1. Political correctness is killing today's military.
 2. Everything can not be answered with a black and white answer.
 3. What I wish recruits would answer and what they would answer are totally different.
 4. Leaders today are more concerned about themselves then their men (in certain aspects).
- There are more, but in all honesty, I am not the best in putting my thoughts on paper without considerable time. I would do more harm to my words and to your survey by continuing in this manner. I would be more than happy to talk with someone and even show you exactly what today's service member thinks and acts like on a day to day basis. I do feel you will not get the data you want or need from this survey. If you do have questions you may contact me.

If we continue to be as weak as we are now, some foreign soldiery will one day invade our nation and breed a hardier race. The above says it all.

The screaming for Drill Instructors should be a lot better than it is right know. In turn, I think we should crank it up on the recruits. This in the long run will make the Marine Corps better. I am not saying we should never abuse a Marine or a recruit. The physical standers should go up with more time in the field. I also think the 3 year tour on the drill field was a complete mistake. It is too hard on the body to do three years and train the recruits like they should be trained.

Additionally, Drill Instructor School would be longer, due to courses reduce for future Drill Instructors to learn in regards to topics sensitive to either male or female recruits. Lastly, the screaming process for future Drill Instructors has to be tremendously intense and tougher.

I think the Marine Corps cares too much about what your commission or anyone else thinks about how we train.

Bring back "General Alfred M. Gray". Bring back "The Warrior Focus" and the tougher physical standards and make recruit training miserable!!! So we can instill the discipline. So that when every inborn instinct tells us to run we stand and fight!!

My basic training was great! My trainer were as though on me as a dad was also I had good role models after basic that helped me be more successful today, that's why some things to me should not change, it worked for me, it worked for my Dad and if my son want's it too, it will work for him too. Role models are the most important guide through life!

Leadership and the will to succeed in MC and life starts in recruit training and should be at every school, unit, and job thereafter. It is the responsibility of all service members to strive to be better

Need old day training

Discipline should be the primary goal of recruit training. All other goals such as teamwork, esprit de corps, pride, etc., stem from discipline. The type of recruit today has not the discipline or upbringing nor the previous challenges of life that recruits in the past had. He requires, wants what he/she has missed out on. A life of order, purpose, challenge, uniform

code of conduct and morality. It is our duty to give him just that, not a watered down politically correct version of what they seek. Any marine, who at least considers himself a good Marine, should not wish to deny those that follow him the same indoctrination and experience that led to shaping him into what he is today. Experiences are both pleasant and unpleasant and thus two sides of the same coin and together make the whole. It is both those types of experiences that make us what we are, America's finest fighting force

Back before "Honor, Courage and Commitment" came in, there was no need to hear these words everyday. This is because drill instructors were "grinding" these into recruits. Now, with recruit training being so easy, drill instructors have to constantly preach these three words. Boot camp has more or less turned into a joke, where the higher chain of command is worried about graduation numbers and the attrition rates. They are not worried about the quality of the recruit graduating. Boot camp, especially the Marine Corps boot camp, should be hard. It's a sad day when three of your prior recruits go "UA" after only three weeks of infantry training, and their sole answer was "because this is a lot harder than boot camp." Let us do our job - training Marines and keep the political trash out of our way. We are not babysitters, we train to fight and win - the hard way

All aspects of training should be harder

To provide protection for the freedom that the United States and her population demand. The country needs a hard and lean military. For this reason rules, laws and demands should and must be greater than those put on the public.

It seems that someone should fill the public in on this. For it's great to have a hard fighting Marine Corps in wartime. But in peace, we have been called radical extremists by not only the public but by prominent politicians.

I guess that's my 15 second soap box speech

This opinion was not in your survey, but I feel it needs to be addressed:

The drill field should only be two years in length, not three years even with a nine month quota. Two years is plenty for anyone.

I also believe every DI Team should have at least four maybe five DIs per team.

I also think DIs should be able to bring hot plates back to duty hut from chow hall. Because DIs don't always have time to eat at the chow hall

I feel with the new PT standard, the overall physical fitness of recruits is going to decline

It's difficult to answer questions thinking about what a recruit might think or feel about certain things. I guess you would have to assume what they would say by putting yourself back in those shoes, not all of us were raised the same way. Some of us grew up in strict families and was already taught discipline and to never quit at anything. Then there is others who have had it easy and feel recruit training is miserable and feel drill instructors shouldn't yell at them. Those are the ones with different opinions. Recruit training as a whole, has not changed much at all except for the leaders now in position. The same goals are still being accomplished, producing basically trained marines. It's up to the leaders in the units to fine tune the product

Although the services are getting smarter, we are not getting any harder. We don't have those medal of honor candidate strolling the streets like we used to. Today, if you don't have a high school diploma or GED, the nation acts like we can't use you. When in fact, those are the ones who will receive those medals of honor and lead our young troops into combat with total disregard for their own life and well being to take care of the smarter ones who are quit ready to do battle

A lot of people from the FMF think that a recruit out of boot camp is less disciplined. What they need to realize is that when he leaves boot camp, he is a squared away marine. It is when they get to school and the FMT is when they get nasty - and then it's up to the NCO and SNCO to take charge of these young men and put them on the right track

If you want better service members, allow for a more strict discipline enforcement, I.e. (pushups at anytime). This couldn't hurt anyone, but it will get their attention. All the core values in the world is not going to change a bad apple. But disciplined recruits grow up to be disciplined SNCO's

In reference to question 100. I can't say that one is harder than the other; however, I can say that there is a huge difference.

In reference to question 99. We may be stronger now than in the past, but it is very frustrating when you know that if things were made tougher, recruits can handle it and do so safely. Sometimes some will get hurt or injured, but that will happen in war also. So why do we pamper them when we can be harder and be much better. I expected things to be much tougher than they are and that disappointed me. But, I will continue to do my best to find out why and try to deal with things as a professional

Also, emphasis needs to be refocused on combat skills in RCT training. Land nav and weapon familiarization are traits that should be basic to service members, specifically Marines

The military is the "United States Military"! We protect and defend the Constitution and our freedom. Higher ranking officials need to stop pacifying mothers of America. Recruits of today are being stroked and cuddled vice being trained to be hard and accept things for what they are. Put a boot down and say "We are training for the future of chaos!" The more we sweat in peace...the less we bleed in war. Let's get with the program

Drill instructors need more leeway to teach recruits because it seems DIs are handcuffed and now discipline is lacking drastically

The Marine Corps way of training recruits has been working longer than any other service today. We don't have the problems other services have been tarnished with by their recruit trainers, we never will be faced with such problems as long as we keep up with what we are doing

I personally believe that our country's services are very physically and mentally weak right now because we aren't allowed to produce a 100% made product. And the next time we have to go to war I believe that we'll find it out then, and we'll also regret it. Combat is a stressful environment, and if a recruit can't handle stress then he cannot handle combat later on. We

need to train harder and less restrictions on what can and cannot be done. We will definitely regret this terrible atrocity that we have committed ourselves to

The Marine Corps is too busy trying to please the public, rather than do our job and make civilians into defenders of their country. We spend absolutely too much time parading and prancing around instead of worrying about the men that are going to die because our training in my opinion is falling apart from the top down

The purpose of the military is to fight battles and win wars. But more importantly as recruit trainers we must train individuals to survive in battle and if we do not do that we are doing a great injustice to them. Recruit training should be the toughest thing any Marine experiences except war

I feel that recruit training has been made more of a parade for the visitors of the military than a professional training environment. There are a lot of positive changes in work today. But, in time, when retention issues become present, those standards begin to plateau or lower. The crucible was a brilliant idea, but nowadays because it was doing what it had been implemented to do, developing a sense of strong attachment to a tough, elite organization it has been diluted to the point where it is a check in the block. I feel that today's basically trained marine has been short changed on the expectation that they will be demanded constantly to put forth maximum effort to get results. Today's recruits during Corps value classes often voice opinion that they were expecting a lot more from training, a lot of time is spent sitting in the squad bay or being somewhere for the benefit of someone else's entertainment. These issues need to be addressed

Right now I think recruit training should change into harder program. If a drill instructor feels a recruit is not ready he is not. All the consoling in the world and he still graduate. Miss more than the required dates he still goes on. Something is not right. But is not my call. Some recruits knows that we can not drop him for being stupid. So in my opinion the drill instructor is the only one who knows, not the command, not unless you have Doc's. And like I said Doc's don't help. sometimes you are just too busy going eye to eye

We (Marine Corps.) spend too much time on drill. We could use that time on many other subjects. Marines have always performed well on the battle field even when there was no drill i.e. WWI and WWII

Failure individually or as a group is unacceptable

I feel today Marine Corps is training hard and making well disciplined, knowledgeable manner

For over two-hundred years, our service (USMC) has been providing our nation with the most elite protection and service known. I think we should only change minor things that comes to light as being wrong, not to be politically correct for when our country calls on us to do the impossible, they expect and have the right to know that it will be done. Freedom comes with a high price and our service have to constantly train to pay that price, hopefully with less casualty. Unless we stay with what has been winning battles, we will become a watered down

organization bound for failure than ultimately lead to disaster. Then the question arise- why do we have all these different services that prove the same effect? And when this happen, the Marine Corps will become obsolete. And no more will it be the great one to call on for instant, willing, obedience to orders from mother America. When this happen, the lost of discipline, democracy itself stands in the way of danger. Therefore, our basic training must enforce with a vengeance the qualities of discipline, physical fitness, and mental toughness to ensure that generation on generation, there will be an America

Drill instructors today have their hands tied behind their backs. There are more things they can't do than they can do. And you can tell by the way the Recruit OR Platoon behaves when their DI is not there. The DIs are so afraid of getting in trouble and ruining their career that the product they generate come graduation is below average. DIs are being told how to talk and how to act and are not being themselves and are not being honest with recruits. Recruits are being allowed too many chances and that brings down morale with DIs and Recruits. Good Recruits see the others getting away and then they question the Honor and Courage of the way we train "Marines" now. Let the DIs train and make Marines

A lot of standards have dropped, not only since I've graduated boot camp, but since I've become a drill Instructor. Especially in areas of physical fitness and the high standards that recruits were expected to achieve in order to earn the title of United States Marine! I think it is sad and unfortunate that the Marine Corps is heading in this direction. I hope that we fix it before it does too much to hurt us

The military hierarchy puts too much concern on what civilians think of our training. You'll never know how someone will react in combat, but that shouldn't stop recruit training from being as stressful as possible to weed out the definite "quitters." Officers are too concerned with how many recruits get kicked out, because it makes them look bad. If you get a bad bag of apples, would you still keep 80% of them? If you do, you'll be hearing some pretty nasty apples

Our inconsistency has a terrible effect on morale

Too much emphasis is placed on the amount spent, and the quantity of recruits that graduate than the quality that graduate basic training

In today's military, we have recruits who are trained to civilian standards and not what the military deems appropriate. In order to survive as a leader in today's military, you have to be a yes man and never speak your opinion about why we should not do the politically correct thing. Everything in the military today is a direct reflection of our own societal individualism

I am unaware about dealing with female Marines due to the fact I've been in infantry all my time in the service. I have worked in areas that might have females, but no direct contact. As for Recruit Training, I do feel the sense of urgency has somewhat been quailed by the political correctness of what discipline disciplining is. As a ground infantryman, I know only one thing "If that recruit doesn't have the discipline to stand at attention in a formation (that's small),

what will he do when under fire, command comes to move forward or cover me!?! A wise man once said "Lets not forget that wars are cruel, but not to be prepared is committing suicide

Marine Women

This survey is very unrealistic and mediocre at best. Yes, I would want the recruits to say I'm a team player, but the first things the recruits say are "I" "me" or "my" even on Training Day 64. The team concept is here but the actual application is lacking. Recruit training is going down real fast. It's so generalized and overrated, it should not be called recruit training because it's not. It's 24 hour daycare or summer camp. It is very obvious in the fleet that the system is failing. Visit MCT and see all the recruits that graduate "summer camp" and can't make it through MCT and subsequently get released from active duty due to injuries or attitude.

Physical training at recruit training is pathetic.

We as DIs train recruits according to the SOP. If we break the SOP then we are punished without a doubt. But when a commander decides to change or stretch the SOP for their benefit then it's okay, and we as DIs have no say in the matter. We must accept what is deemed "changeable" to them. Where does it stop. If we as DIs must strictly go by the SOP, then so should everyone in the chain of command. No "bending" of the requirements/standards.

I strongly feel that if officers weren't so political and knew how to take care of their Marines, instead, they are quick to throw us in the fire and not stick up for us because of their position/billet they are in. Maybe the Marine Corps could work with new changes and adjustments to help make RCT training a better environment for Drill Instructors. The RCTs already get what they want. But what about us.

Also the discipline level of recruit training has declined not so much the trainers but the new generation's respect level is not as it used to be nor their need to be successful or their desire to be physically fit. Some just rather be a couch potato.

Navy Men

The problem with entry level personnel is not the quality of training at RTC. It is not the instructors at the first "A" school. I feel it is the environment around schools. We spend 20 hours out of every day with the recruits ensuring they do what is correct.

In my opinion, military bearings is relaxed to the point where individuals revert back to their old ways of doing things. For the majority, this doesn't apply. However, what is more often seen? The wrong way or the right way. Furthermore, which is acted upon

To succeed in the military all people have to do is obey and follow orders. That falls along with discipline. We are teaching them and sending them to their ship. There they will start off well and start to see that the "senior personnel" don't have to do it, why do I

Navy Women

Training recruits today has become I think a lot easier for recruits because as an RDC, I feel recruits are not held accountable for their mistakes - for their lack of attention, but you as the

PART 2

RDC are always held accountable - and there is constantly an underlying fear - to what you as an RDC do or say because you are more likely to get in trouble than the recruit will.

ADDITIONAL COMMENTS ABOUT FRATERNIZATION/ADULTERY**Air Force Men**

The policy regarding fraternization in the military is antiquated. It shows that we are put in a position of leadership and called professionals, however, we will not be trusted when it comes to the opposite sex. Again, if two people consent to having a relationship, and it does not disrupt good order and discipline within the chain of command, even if it happens between officer and enlisted, why should it matter?

Why does the military feel it needs to adopt a morals policy on everything? Are they trying to build a utopian Air Force?

Everyone is just so good and perfect. Civilian corporations, for the most part, don't care if you read pornography, have an affair or fraternize with the boss. We go overboard trying to be judgmental and self-righteous. We allow Sr officers to retire quietly for indiscretions but harass NCOs for the same indiscretions. This is not fair and I've witnessed it first hand.

Army Men

I would like to say that officers are more likely to be let off with a slap on the hand for adultery than any enlisted soldier. I have seen it happen first hand. The officer gets over and any enlisted soldier has the book thrown at him. Enlisted soldiers go to jail for things that they do, and an officer is moved away or he/she is allowed to leave the Army with respect and they get over it.

However do I know this? My father-in-law was in the Army he was an officer. Did the Army send him to jail? No. They let him get out. Did they do anything to him? No

3. Don't change Fraternization and Adultery rules. In fact, charge Mr. Clinton

There should be one DoD policy on adultery and fraternization

None. Time and time again we say the same thing - training is too easy, different standards, fraternization and adultery happens in the civilian sector what makes you think not here (military) and it's a fact males are always falsely accused so what's new

On the issue of

Fraternization: although there is an issue/problem between drill sergeants and recruits, the real problem, from my point of view, is between the recruits. And there is no real policy in place to prevent recruits becoming involved. It destroys everything a drill sergeant has built in no time at all. We need a policy to stop this

Bn Cdr. needs to be more involved with what happens in the unit, you have soldiers committing adultery in the units and commanders are not doing nothing, get involved

Why can my President commit adultery and get away with it and we can't. This really is a bad time for the military

Army Women

96 - The standards for adultery are in low already so how could the military go any higher

I believe fraternization and adultery between two military personnel should be handled by the military. However, husband and wives need to handle their own affairs and if they can't work things out, then I suggest they get divorced. There's no such thing as misery loves company. Live life to the fullest. We will all be judged come Judgment Day. Consider the skeletons you have in your closets before casting judgment on someone else

No, because what a person does on his personal time is just that. As long as it does not affect his professional career

Marine Men

I feel that your personal life should be yours but it's become a problem to others when you bring it to work, or start letting things from home effect your working habit

The fraternization and adultery issues in society are all subject to media scrutiny

In my opinion fraternization - as defined does not exist. You don't pick who you fall in love with but you do have control over your own actions. If you were to take advantage or a situation you would be unprofessional and should be charged with conduct unbecoming or something similar.

I have never really seen fraternization / adultery enforced. It doesn't seem to be a big problem

I see fraternization going on daily and everyone is aware of it. The problem lies in someone saying something about it to the individuals. People justify fraternization rather than simply looking at the policy and accepting it as it is. The definition of fraternization should be expanded to prevent interpretations to fit a person's situation

As far as adultery and fraternization, although the civil/society holds it as a less crime. The stress of combat, coupled with it, could become a danger to all members. I know that I could not function if I discovered my spouse having relations with someone else (.... ...) someone in my command. And if I was on deployment I would be useless to my command

Fraternization and adultery are individual actions made by those of questionable character. But when someone in a leadership position is caught doing either, sometimes the punishment is less severe for those of higher rank than for those of lesser rank. In an attempt to cause less embarrassment for the service and their leadership, the punishment is often times less dramatic

I also feel that the Marine Corps. as a whole deals with fraternization and adultery when found with just punishment

We have no idea what is going on in a person's life and therefore cannot impose our values on them as far as adultery. A commitment to a family is important, but if you are not true to yourself and don't follow your heart, you're wrong. Out of all the people in the world you are

bound to fall far more than once and shouldn't lose your career over it, but if you're family leaves, that is their choice. Now I, as a senior enlisted, happen to find myself in love with a Junior. We are human and legal adults, who are you (Gov.) to say I can't do that or I'll be in trouble. We are responsible for our own actions and adults let us act that way. Making it against the rules to follow your heart is wrong

One policy for all regarding fraternization and adultery

It is hard to hold military members accountable for Adultery, Fraternization and sexual harassment when our most senior leader is not being held to the same standard

My thoughts on Adultery are that its not clear. If the President can do it, why should the DoD be so strict on it. I feel the DoD should be stricter and also for government officials. The DoD should be reactive on adultery, not proactive. Don't go looking for it, but when it comes, squash it, and put an end to it

Marine Women

In regards to fraternization and adultery, all services and their leaders should have the same standards.

Adultery and harassment needs to be consistent. Consistency is not throughout the whole DoD, beginning from the top. Ones that are being tried should not be blown out of proportion in the media. It should be handled professionally and thoroughly.

Fraternization - This is not a clear cut kind of thing. Something one person would say was fraternization, another would say wasn't. That is why commanders have different relations. Adultery - Some commands go looking for adulterers and some wait for them to make a mistake or have someone report it.

Navy Women

Adultery is an issue that needs to be addressed at the personal/home life. I do not see where it is a command issue. Being in the situations Navy personnel are I -- being away from home for long periods of time a certain amount of what the Navy would now consider inappropriate behavior is going to occur. I think it probably shows a lack of commitment to your home life, but I don't see it as a lack of commitment to the military or to the job you have to do. The American people don't care that our President has been committing adultery because they don't see a lack of commitment to his job. And of what I have seen and it does happen whether acknowledged or not, it is not a lack of commitment to someone's job or to the military but a lack of commitment to their personal life that may or may not have ever been there.

ADDITIONAL COMMENTS ON THE SURVEY, CIVILIANS FOCUSED ON THE MILITARY, AND HOW THE MILITARY IS RUN IN GENERAL

Air Force Men

If I had one wish, it would be for us to be able to train accordingly as MTIs as opposed to people who have no training experience dictating our rules and lesson plans. Text book scenarios are no comparison to real "street" training. Stop treating trainees like babies! They know the rules because we enforced them. Are our military members (AF) really prepared to defend the United States with their lives, or do we need mommies permission...or that of Congress? I love training but I spend more time with my hands "tied", tip toeing around critiques and political correctness because a trainee's (civilian at that!) noted can virtually destroy my career. Who's in charge?!! Is it us or them? Take my hat and send me to a military that trusts the word of its' NCOs. I've had enough of this survey crap...send us someone that will show us results, no paper!!

I am sick of taking them. Nothing has happened yet and I have taken about 4 of them. How do you expect me to answer what an airman would say - ask them! What is this survey for anyway? You waste more of my time and nothing is done about it. Most airmen don't like basic training and they are not suppose to - so get over it! This is Basic Training. It's suppose to suck and be hard. They learn how to adapt and to overcome it!!

The personnel administering the test were not professional at all toward a question that was asked of them.

Congress should stay out of military business. They should allow the military leadership to do their job!

Army Men

The commands need to do a better job fixing the problems we have in the Army

4. Enlisted soldiers are held to a higher moral standard than officers. This is wrong. It should be the other way around.
5. I feel the Army was at its high point in the late 1980's. We have gone downhill since 1992

I feel that if a Standard, law, regulation is set that all parties should be held to the standard no matter who the personnel is, the rank of the person or the position of the person. There is too much double standards in the service of our country, both military and civilian

First, I think the military is spending too much damn money or pushing core values. I don't need a damn card that cost money to make to remind me about values nor does a recruit. Take that money and give it to us to get better equipment. Secondly, get rid of DA photos and all race blocks on forms. That way promotions will be fair. Men and women have to deal with each other everywhere. I think there is too much over reactions to harassment. Its to the point where soldiers don't know how to treat to each other. A simple smile can be a form of sexual harassment. I have 16 years in the military and have been in an MOS that has females. Most of the problems have been with senior leaders. But they most they get is a letter of reprimand or

a bad NCOER or OER. This gets us nowhere. Private Snuffy gets a article 15 for showing up late for a formation. When you have the power in your favor it's easy to bend the rules. Have CSM McKinney or President Clinton take this survey. Let me train my troops. Just back us with some of the money that's being wasted on cover-ups

Another survey with no results

My thoughts about the survey: the questions were good but why be anonymous about who is answering the questions

It is the responsibility of the Executive Office of our nation to set the morale example. It is very hypocritical to teach young soldiers values when the President is sleeping with everyone. The issue about the seven Army values is astounding; you can mimic behavior however, after about age 12 your individual values and beliefs system is already established. So how can you teach something that is past the teach window. Maybe we should screen for values deviation prior to military service (I.e. DUI, arrest, problems with the authority

Whoever came up with this survey (killed a lot of trees, for no purpose

Long survey.

Received this same survey in the mail

Whoever makes up these surveys mind set is in the right direction. But a survey is only wasting time. You know what's wrong and pretty much on how we as a whole feel about all of these issues. Make a change for the better and make it fast

Keep cutting benefits and the quality of the military will drop. Most people who join today do it because they have nowhere else to go. It's a last resort. Increase pay and benefits and the quality of people will increase. Ask yourself a question. Would you want your sons or daughters to join with the current pay and benefits? There is too much pay difference between officers and enlisted. Most who come in are only qualified for enlisted, later in their career they have just as much education as officers

You should may who you want regardless of rank. Everyone is human. Sometimes people in higher positions forget where they started from, assuming they are better than ever because of the color of their skin, but they shall also reap what they sow. People must open their eyes and realize that there is racism among the ranks

The military is a slice of society. I fail to understand what the focus is on here. It is not different than what goes on daily in political circles. The standards for punishment must be the same regardless of rank. The military has already become soft enough. It's time to tighten up or we will face another Task Force Smith

The Army, Navy, Marines, and Air Force are reactive to situations rather than proactive. I want to be treated equally - not just according to my rank. I really feel that civilian leaders and

commissioned officers are treated above the law. Enlisted soldiers are treated like auto parts - keep changing the part - but never solving the problem. In short, officers are treaded with kid gloves

Too many words are thrown around. I stood in front of a board and was asked what the 7 core values were. I replied that I didn't know the correct names but I lived them everyday. Actions speak louder than words

I head a rumor that the Army is coming out with a regulation that would restrict officers from dating or marrying enlisted ranks. If that is true, the Army or service will lose a large number of the force. The only person that can dictate who I love in this world is God. And the last time I looked in a dictionary GOD was not spelled US Army

People in the government make bad choices about the military and they haven't spent one day in the military. They are slowly making it not worth being in the service. But they are making sure that they are well taken care of

Life is going to remain the same regardless so let's put this survey in File B like the Army always does. These surveys are only kicked around to cover someone's ass later and to show the politicians we can still suck their ass with these surveys to get you but over to the A.O. and see how it is for yourself. Get in there as a spy...

If you want the truth

Whatever is decided is going to effect our force for the next 10-20 years and the people who make the final decisions (Congress) most have little or no military experience or it was in a different time period. So make wise decisions not popular ones

Is this really going to help the current situation or is this put out to appease someone? I'm tired of sensing sessions and surveys - I feel it is a waste of tax money. Someone need to take charge. Oh - you are welcome for the survey. I really do hope it helps

Survey should be shorter

This is a waste of time. Decisions have already been made and no one cares what we think

We are held more accountable for our actions than the civilian populous, it de-motivates me when the Commander-in-Chief can get away with what he did and the public really doesn't care about the moral obligations, just that the country is doing better, it makes you wonder

If this survey would have been given at a more convenient time, it would have had more accurate responses

I sincerely hope that I didn't just waste my time filling this survey. You asked for my thoughts and I honestly gave them. But even I know that sometimes these surveys are a waste of government funding

It is sad that until a major conflict we seem to lower our standards and just conduct surveys as if they will solve these problems. A survey can be read in any way a person wants. You can take the statistics and make this survey say anything you want

Why are drill sergeants/seasoned NCO's filling out the first part of this survey? Shouldn't recruits be filling it out? Or is DA afraid of what their answers may be. This looks like more bullshit, eyewash so command can get the answers they want and lie to the American public about the condition the Army is in. The Army is broke and it needs to be fixed ASAP. Tell the American public the truth about what does on here. The hollow Army is back in effect

The military in general has invested too much time and money into surveys, probes and punishment for something that doesn't happen all that often.
Spend the money more wisely on Q.O.L., pay raises, and retirement benefits

Senior ranking personnel need to stop abusing their rank and stop playing favorites

When we start some equality between officers and NCOs (money). A captain with 4 years in service makes the same as a CSM with 20 years. How fair is that? Congress needs to wake up before things really get worse. Too bad I'm not a big game ball player

I feel there is a gap between the Army as a whole and our senior leadership. Also the civilian leadership doesn't seem concerned about the conditions we work in. The lack of money and resources and poor facilities is embarrassing and also takes its toll on morale

Today's Army is better: better trained then ever. It's just getting adjusted to the cutbacks in its budget

I wish the military would stop trying to please everyone and get back to why we are here. To defend our country and its way of life. Stop wasting tax money on values, CO2, and other programs. Put the money into training. Improve the NCOER system to get rid of the dead weight all through the service. Put the money into training. Give us the correct and operational equipment we need. Get the politically correct out of the executive decision making position. Why does the Army need to teach values that the families should have instilled prior. QUIT WASTING THE FUNDS!!! Give us the equipment WE NEED

ISGT's can't be ISGT's and I don't even know what a CSM is any more. It used to be a soldier that when he/she spoke somebody listened. Now it's a mouse that hides in a building and has no authority. It's not their fault. NCO's do all the work, but officers run the show. Officers are over paid. I have a 2LT with 11 months in the Army. Doesn't know very much. The only thing he does is coordinate meals/buses and type training schedules. I break back every day. How can I not resent that. This individual falls out of runs. A great man once told me that you cannot lead from the rear!!! When you put an officer in front of me, I expect to see leader. There was incident during the Regimental Review where a female 1LT had passed out the day prior and during the actual ceremony she got tired and just walked off the field. A drill sergeant ran up and asked her if she needed a litter and her reply was "no, I did this yesterday."

If a private tried that or an NCO there might be trouble. What are we teaching these young officers?

It is nice to do these surveys, but they never change anything

Will this really change anything?

In closing, please stop wasting our time with meaningless surveys! Our opinions, experience, and recommendations obviously mean nothing to you. Although most government officials have never served in the service, they are more qualified to make policy than the warriors who have seated, trained, and suffered

I question the validity of this type of survey. Are the questions constructed in a manner to produce predetermined results? If you are truly interested in evaluating entry level training atmosphere - do a cycle with a drill sergeant

I don't think it will make a difference what I think. Politicians always make the decision for us, the NCOs that actually do the work. Government officials should come and trade places with us before making decisions. Government officials live on a pink cloud where everything is just right, but here it is real and by you restricting and lowering the standards, the quality of our Army has declined

Killed another tree for this paper

I think that this survey was very good and it should be conducted more often because the survey brought up some good topics and it also showed me some things that I should look at, both about me and my unit

The first part of the survey should be filled out by the recruit, not me. The honest for the heart answer would come from the source. How much \$ does this cost the taxpayers? Who came up with this

I don't believe anything positive will come from these surveys. The country as a whole seems to be more interested in serving a "politically correct" agenda rather than standing up and making the right decisions

The Army wastes too many dollars on these surveys, they can't afford to give us a decent pay raise, but they can keep me away from my family after 1800 hrs. when I don't have to be here

THIS WON'T CHANGE ANYTHING

Army Women

The physical fitness standard should be as it is. Adultery should not be an issue. I think we spend too much time in a soldier's personal life. It should be enough that they are willing to die for their country, at the money they make. Why do a 2Lt with 11 months in, make more money than a SSG with 11 years? That's what they should look at

I feel that this survey is an absolute waste of time because the people who wrote it knew the answers before asking the question just by the way they were worded. We should pay more attention on comparable pay between the civilian sector and military and work on restoring more benefits for retirees

Now! Paying all that money to civilians who have not even went to war or done anything for the country gets everything. How can the Armed Forces expect to grow and be tough when the trained killers are leaving this army day-by-day because someone who has never even been in the military is making decisions. Yes, I am a drill sergeant, but I encourage any young soldier not to come in unless it's 2 years for college. The army is not the army I thought we were. Lets look at our quality of Armed Forces

Marine Men

Stop holding the junior enlisted to a higher standard of moral conduct than the senior enlisted and officer

Military is destroyed, the force to dry. We are deteriorating from the top down and reside out

Today's military would be fine with the smarter, stronger people joining and with standards continually being raised if we could lose more politics and get back to really taking care of the people in the service. People are getting out left and right because of the retirement plans and it has nothing to do with how successful the person is or a question of loyalty to the service. It has to do with being successful after your working career that these successful people want, the military makes successful people and in order to keep them they have to be taken care of

No thoughts about the issues on this survey except that I feel this survey is pointless and not needed

Today's leaders are faced with doing something for the public vice the individual who has sacrificed their time and efforts for military service.

There should be a survey sent to families to discuss the amount of chaos brought into a Trainers' home based on the constant hours and demand for service on the same note. Your family suffers from your lack of presence. The 3 year tour for the Marines at recruit training will encompass total sacrifice just to leave successful 2 years was more adequate

Good survey

Good issues, but what are we going to do with the surveys. Is it going to make a difference, is something going to change? Or is this another format

No one really cares what we the enlisted Marines of today think. Congress dictates every facet of what we do. This survey is just something that they are trying to use to appease us (the enlisted men and women) so what the people who are actually doing this back breaking work are saying is and I've spoken to several is that what we think and say just doesn't matter. From pay to retirement these are two of the reasons young people are departed services so quickly.

It's not worth working all these years for a couple of nickels. The Congress has no problem voting for themselves to get a raise. But all hell breaks loose when it comes to us

I think all this is insane. This is distraction as much as adultery and fraternization, etc.. Take me away from my recruits, even for 30 minutes, effects recruit training. Insisting that this survey and the other surveys get filled out annoys me

Equal opportunity is for civilians to keep everyone happy. We train people to prepare them to fight and work to protect the civilian way of life. Don't try and fix what isn't broken here in the Corp

#15 - Depending on your actions to what you are doing, that involves the military.

The first section should be given to graduating recruits. I am not able to think for them.

Just like the public's opinion of hearings about the President & Lewinski. These surveys, questionnaires and committees are GETTING OLD!

Military life IS different than civilian life - accept that! I did when I joined and did not expect for the military to change around me. Now we are doing that because of unnecessary things like this!

In a survey like this, the surveyors provides all the answers. You pretty much can get whatever answer you want. A lot of my answers won't be accurate without an explanation, but there was no room for explanations.

Survey is designed to obtain desired responses by placing the statement.

[As you hope] graduating recruits would respond to this part of the statement makes the survey misleading!

First of all, hoping how a recruit will answer is ridiculous. You can only assume for yourself. Only the new marines can express issues for themselves. You can always say what you want to hear but it really happens. The survey should be directed to the individual and not to what they think someone else may answer or "hope" to answer.

This is a survey given to help the military get through issues. Why is it necessary to ask the same questions 2 and 3 different ways. I feel in a way offended that my honesty and judgment would be questioned.

Services like marriage counselors and family services. I would never- go to no matter how hard it got. Those places do not look out for the welfare of a Marine or his family. They harass them. If you talk to a counselor from there, they will tell you they know they have a bad name. I, myself, have never had any problem with them, but I thought someone should know that nobody trust them

I will always encourage everyone to go to college before joining the military if they have the chance

28: It is never a good day to die; but how ever it is a good to make the enemy die!!

#30: I feel if an elected official does something wrong, that a marine should not be persecuted for voicing his/her opinion as long as it is in good taste

I believe that the most successful people in the military are the ones that believe in what they are doing, and although there are ways of passing this belief along to others, you will not always have everyone in the uniformed services in possession of this belief. Thus, you will always have some discipline problems, etc., much as you do in any organization, luckily our leaders have not lost sight of the fact that it's okay for someone to enlist for four years and leave at the end of their contract, leaving those in the career ranks to pass on service values and lessons learned to a new generation of marines

I feel that the military should receive a big pay raise instead of the small ones that they get every other year. I also think that active duty or reserve service members and their dependents should receive better dental and medical services than what they are getting now. Base housing should be available for junior Marines and service members before its available to the senior service members

I feel that the topic is political and that the real deal is, the Marine Corps, needs a big raise due to inflation and economy tax raises

When a real war comes that will be the test of the quality of discipline and self-sacrifice. When there is no choice but to deal with discomfort or die. I just hope we don't fail. But sometime I think we will

the Marine Corps policies seem to work for the Marine Corps. I should stay that way

The first part of this survey should be done by recruits. We all have different opinions about recruit training but who would be better to access how he feels about certain topics than the recruit himself

Unless the person taking the survey has been in a position where he or she trained both male and female recruits or worked with male and females in a unit, this survey is all based on what he or she have heard

I feel that surveys such as this take away from the operational readiness of the depot. So many times in my career I have taken surveys such as this or asked my opinion. But in all reality, does it matter what I think?, NO it doesn't. Some might be gullible enough to think that we are involved in the decision making process. Time could be much better spent such as training recruits, than filling out a survey that is a mere "check in the box" for someone much higher up than I. We waste so much time with subjects like this. We receive countless classes on fraternization and adultery and it still happens. The marines in the classes aren't the ones committing the offensives. Stop wasting our already valuable time

Very interesting survey but, I think most of it doesn't apply to MCRD recruit training

I'm curious to see what the objective is to this survey. One's ability for a functional mental ability and physical results are different based on a case by case situation

Leave us alone and let us do our jobs. Are we so incompetent that you have to come down here and tell us how to train Marines to go to combat? The military is not a test ground!!! I am resentful of anyone not in my shoes who thinks they can tell me how to do my job

I don't think it took 102 questions to find out if I thought males and females should train together or not. It just took time away from training my recruits to be Marines

Do we really want to compromise training to appease a growing civilian/political perspective?

I think this survey is a waste of time in training. That will not benefit in any way the job we are doing now. The problem is the Armed Forces are letting society in and cripple our training. The service is a voluntary thing. If you can't hack it, then just pack it

Why do we take these surveys when we are told what we can and can't do by higher headquarters? We just take orders and run with it. So why ask us? What the higher command tells us to do we do and that is that

provide more specific instruction on sexual harassment, fraternization issue

Physical fitness may be better but physical toughness now is much more lower. Look good, run fast, and always put your career first is the key to staying in and getting promoted. Working hard, helping others, integrity, honor, courage, commitment, mission accomplishment troop welfare mean nothing in staying in and getting promoted if you lack (1) or some of the first mentioned items. It doesn't matter any way how hard you make it, or what you do to boot camp, the bottom line is that there's such a major lack of leadership in the fleet that there's not many team/ mission oriented priority people out there to take these kids after basic training and accept the responsibility as a leader to continue to guide and mentor these kids in the right direction. The Corps. is so competitive it's bad. HQMC isn't ready and always looking at the best leaders, trainers, mentors for promotions and reenlistment. If I send in a bad picture of myself in uniform everything that you did for the corps is thrown out the window. For example, I could be one of the best leaders, trainers, mission oriented around, but if I don't look as well in uniform, all that matters is thrown away

The Marine Corps would be a much better place to be if they would keep good Marines who want to be a Marine, and put out those who don't want to be a Marine

The Marine Corps has been doing it right for far too long to say - let's change this because "I" need a job on a committee. Lets not screw things up like the Army has

Most of these questions are very ambiguous, or just do not pertain to some individuals. If these questions were asked in an open forum, like PME. Maybe I could have answered honestly, not that I wasn't being honest with my answer

The questions regardless how we would want to recruit to answer is not a fair scale to use on this survey. Should have simply inquired our response

I resent the fact that my tax dollars are paying for a survey such as this when they could be going to much more important things

A lot of the questions are dependent on who, what and where you are working. Hard to answer some

Very interesting survey. I hope this data is used effectively and that all participants answer honestly as best as they can

This is about the 3rd or 4th survey since being in this command. Instead having survey after survey why doesn't somebody make a decision so we can all get back to work

This has been and is a worthy survey

I FEEL THAT THIS SURVEY IS BIASED TOWARD FORCING THE MARINE CORPS INTO GENDER INTEGRATED RECRUIT TRAINING

I honestly believe the military is getting away from military beliefs and is beginning to conform to the civilian ways of life. In other words, the military is trying hard not to be military

Marine Women

This is all personal opinion, which means basically "no results".

Navy Men

This survey needs to be addressed in the fleet more. Navy needs a better checks and balance after boot camp. I feel a lot of recruits achieve and meet the challenge to graduate boot camp. After they leave they forget or get lazy because no intense challenges are facing them

One other thing makes all hands do the job. Not just E-7 and BECOW. E8 & 9 come here to sit around and go from one job to another (the jobs were they are not working with recruits) but they sure do love drawing the 220 a month. It's long over due to cut down on the number of senior enlisted here. There is no training of junior enlisted done here, just push! The CO should look at the number of division A E8 & 9 have with the same amount time onboard that a person in the paygrade of E7 and below

Nothing will come of this but my wasted time. That could have been spent more productively

Bill Clinton is our Commander-in-Chief and should pay just like the military

How about questions concerning Commander in chief to officer to enlisted hypocrisies?

Navy Women

If I really felt there would be any serious changes I would comment further.

GENDER-RELATED ADDITIONAL COMMENTS (Excluding Solely Fraternization/Adultery Comments)

Air Force Men

As we watch society change each day in the news world, I really feel sexual harassment cases are all on the way out the door. Our Government is seeing to that. But for the issue itself I feel that it takes two for harassment. It usually doesn't happen unless provoked and when it gets out of hand someone cries wolf.

With that in mind, so what. If two people are conversing what makes me the almighty to judge harassment between others. I have no business getting involved with two adults conversing or anything else unless invited or they are doing something to disgrace the uniform.

I pushed both female and male flight. I treat them exactly the same. Each has it's own standard in PC otherwise it's the same. Females loved it, they want to be pushed hard. Some people might question my training habits but I look at the end result. They have succeeded 14 promotions and awards and some still write me 4 years later.

I think the recruits should be trained together but as separate flights while marching. Congress and anyone that has never experienced Basic Training has no clue. They are concerned with the recruits, instead of asking or being concerned with the Instructors. About 50-60% of the female instructors, both supervisors and workers, are lesbians. Why is that tolerated, but yet we discharge people for the same reason? Female weight standards should be the same because of appearance. The morale of the MTIs SUCKS!!

Microsoft Chairman (Bill Gates) and Fed Chairman (Allen Greenspan) could probably help the high echelon out when it comes to running the future Air Expeditionary Force Corporate Concept. Less effort needs to be placed on meaningless issues and more emphasis placed on gender mixed training and operational support issues. Having cameras installed in all dormitories, "2 Person-in-Charge of Quarters" concept (which is utterly ridiculous and a waste of manpower, which is a Federal crime) should just totally go away. Too many chiefs and not enough Indians, plus we have too many "yes man" types, worried about their retirement or making their next stripe or in most cases bar or bird or star. We are here to train airmen. Please let us do our JOB!!!

Question 54 - I believe it declines somewhat because of the instructors. Male instructors tend to favor female recruits because they are afraid that the female recruit will critique them or claim harassment so to avoid that they don't discipline female recruits as hard as they should. I just think that female recruits have a little too much "cry wolf" power and male instructors don't want to punch them as hard as they should.

#89 - Rings very true. Female dorms will work much harder to meet a male. TIs standards then a female TIs standards

Get rid of integrated training. It's a big distraction. When Congress teams visits Lackland AFB we are told to give the political answers and not the truth. Nobody wants integrated training. It's a headache. Lets harden up on these recruits! It works just like the old system did, but we work longer hours and it's more difficult. Sometimes it amazes me how much political bullshit we have to put up with just because higher ups have their own plans. Integrated training is a joke! You want it - you got it!!

If we are going to march males and females in the same group as a unit, there is no need to segregate the females by placing them on a floor that is just a level higher. Put them on the same floor!! Not in the same dorm, just the same floor!!

I think the gender issues being currently raised are a distraction in Basic Training. Such a big deal is being made about it, it is beginning to be a problem itself. Men and women live together, work together, and play together from the time they are very small. If a problem exists, it is a personal problem not a problem with the military service training that recruits receive. It is silly to think that by separating men and women in training will fix any problem. All you are doing is keeping the opposite sexes apart for 6 weeks of a very long Air Force career. If there is a problem with that individual, 6 weeks is not going to change them. The gender integration issue is starting to almost get silly. Either they need to make a decision on the matter or just drop it. Enough surveys already!! The bottom line is, you are gathering information to solve a problem that's for all practical purposes does not exist.

During basic training with mixed gender flights, the male discipline falls. There are more relationships occurring during training. Females have a different thought process than males. We need to allow them to use it. Male trainers are more dominant in training, so females just tag along.

Here in the Air Force we have been training integrated for 22 plus years. The squadrons that were all male were more motivated and disciplined. I feel there were less distractions and that was a major difference. I believe in Tech School training together is appropriate. In BMT, training separate should be the norm. We only have 6 weeks to train these individuals for the possibility of war. That requires an extreme amount of discipline. I have witnessed the drop in discipline when we went to combined flights (i.e. Males and females together). Our job would be much easier if training was segregated. That is not politically correct to say, though to our senior leadership. They don't want to hear it. The proof is easily seen though. Segregated training doesn't take us back to the past. It helps us train, highly motivated and much more disciplined trainees for military service.

I do not know why my opinion to being asked. I do what I am told. Problems of gender are minor compared to the lack of commitment and discipline. I believe the integrated training causes airmen to concentrate more on each other than the requirements to accomplish basic. I'm not saying all airmen do this but you have quite a few which can cause problems within the organization. I don't see anything wrong with separate training, it does not affect the operational Air Force at all.

At some point in an individual's career, they will have to work with someone of the opposite gender. So why not start the new recruits off in a manner that will reinforce the standards of integrated training/integrated military. Basic Training sets the standards in which a trainee will base his opinions, so I believe integration in the early stages will eventually make the workplace in the operational military go smoother.

As a man, I'm approached by females in a way that should the role be reversed, I would be placed in prison!!!

If we all do the same jobs, should all the standards be the same regardless of gender. We're all required to perform the same tasks.

I trained new recruits when they were gender separate and when they were combined. I must say that at the lowest level (Flight) it should be the same gender. The unit level should stay gender integrated. With the gender integration at the Flight level, it is a logistical nightmare - the discipline of the trainees has shrunk because they are too busy trying to make dates with each other - they are not focusing on training.

We need to go back to 1 dorm, 1 flight. This integrated stuff is a huge distraction and does not help the process. These recruits have seen the other sex for at least 18 years, and if they are apart for 6 weeks they will not forget how to act around the opposite gender.

The questions regarding gender integrated training are misleading. We always trained together (males and females). The term "gender integrated" applies to flights, not training. In that aspect, the integrated flights cause more of a hassle than a benefit. Why not a Question #103 - Referring to males harassed by females. This is an issue that always seems to get covered up!

Physical Fitness - Physically men are the stronger. You cannot have equal standards for male and female. I mean if it were possible wouldn't the Olympics be that way, wouldn't females play high school football everywhere? On a "fitness" level females should be pushed further. Gender Integration - Get rid of it! The initial introduction of a recruit to training is hard enough on the individual without the added stress of interaction between the sexes. These "kids" think about what the others (sexes) are thinking about them rather than focusing on their own training.

We are trying to change them too early. We can have a more gender sensitive force, but Basic is too early. (You wouldn't try to teach your child social skills the night you bring it home from the hospital...would you?)

When you mix females and males, it creates a huge distraction. Hormones go crazy!

I do not feel that I can't work with any female because I went through Basic Training in an all male squadron. Going through basic training with all males does not make me a less effective NCO when dealing with females regardless of their rank.

In my opinion the way that BMT is being conducted now has its flaws. For example, the combined flight issue. (male/female) The only time they are actually combined is marching. BIG DEAL. I feel that the AF should go back to one dorm one flight. It is too much of a

headache to maintain records as well as keeping airmen separated by flight in the dorm. The best place to form a team is in the dorm. Its just too confusing.

Make females shave their heads like the males since everyone wants men/women to be equal.

A persons private life is just that, private.

General Response: It is important to look at Gender Integrated Training from two areas. The first would be to totally separate males and females in separate facilities and to train separately. This would be wrong. However, males and females training in the same flight needs to stop. Air Force Basic Training has become a dating club where trainees are more concerned with making plans for after Basic Training than they are with Basic Training.

I feel it would be a big mistake to train male and female trainees in any way except Gender Integrated Training. If they train separate, it would be difficult to work together later.

Males should train together and females should train together. You should not mix them together. Keep the flights together-no integrated training. You have more team work when you have all your flight members together instead of in different dorms, whether it be females or males.

Why do we question if recruits will have problems working with individuals of the opposite gender after Basic Training? Most recruits already have experience working with people of the opposite gender prior to Basic Training. However, in an environment such as Basic Training, the distractions are unnecessary.

Males and females should train together but not in the same flight. They can experience all aspects of training together this way. The "Combined Flight" program in the Air Force Basic Training is nothing more than eye wash that serves no tangible purpose except to create added hardships for trainers. Leadership made a huge mistake here but no one except the trainers wants to admit it. No one can point our a single advantage of combined flight training yet we are told to do it anyway. Our customers are the ones screaming for a better product and this system of training can't create it. All male and all female "flights" is what should happen, but still allow them to "train" together.

Gender related needs to be dealt with. Make a solution to this issue. People are tired of hearing about it and nothing happening.

Air Force Women

Recruits need both male and female trainers as role models. Males and females to succeed in any job today need to train together. They also need to live in the same building, just different dormitories. Separating male and female recruits in basic training would be a big mistake. Also, not allowing female or male trainers to work with the opposite sex would be a mistake. Trainers and instructors need to develop these skills because they will have to use them in all situations later. Either in the military or later in life. Males and females working together and training together is just a reality. Stop trying to go back to the "stone ages". Basic training has

also been able to get easier throughout the years. Training has changed with the times. Let the instructors do their job! Because certain restrictions are in place, trainees are leaving basic training undisciplined and other people have to take care of the problem. We need proud, productive members of the military. Not "whiners" from the couch potato, Nintendo playing generation.

Do not change the way training is conducted. Male and females need to work with one another!

Gender Integrated training was placed on unbearable burden on instructors and has no quantifiable reason for occurring. It has created unnecessary policies, procedures and has increased the instructors workload. Military leaders refuse to accept this concept because they are more concerned with public opinion than training then training trainees or taking care of instructors. Regardless of the burden gender integrated training has created, leaders insist it has value. They can't prove this "theory". We lose more instructors because of gender integrated training than we do for fraternization, adultery or sexual harassment. We need to PUNT this concept.

Basic training was always gender-mixed at the squadrons when I came through. The only difference was that there was all female flights and all male flights. Dormitories was all one flight, not 2 different ones. It makes training a lot harder to keep track of trainees that are not in your flight. Where one flight my base details but because there are two different flights in your dorm you do not always know who is your trainee, and you get in trouble for missing an appointment you never new about. For poor performance if you are working with a weaker TI, you do not feel that you are training all your trainees. The majority of the training and discipline is in the dorm.

#53 - While I do believe males and females should train in the same environment. I don't believe they should be in the same flights together (combined). This causes unnecessary distraction and takes away from the primary objective. Females tend to be more aggressive overall, especially P.C. when they are around other females. Since the advent of combined flights, we have had numerous cases of inappropriate behavior amongst trainees. There is clearly no purpose for putting them together other than showboating. If they have a problem working with the opposite sex, they learned it at home and 6 weeks of training will not change their negative opinions.

Female trainers tend to train airmen equally regardless of gender. I do think males tend to learn to respect women more if their trainer is a woman. I also believe female recruits need to be involved with female trainers simply to understand what it means to be a woman in the military. They will learn not to compromise their own values just to get ahead. Male trainers tend to allow females to use their "weaknesses" to their advantage. Female trainers would expect more of them. Many times I have witnessed a male trainer allowing a female recruit to go the dispensary during P.C. because of cramps or a female problem when female trainers probably would not have sent them because it's something we all deal with. I think we need to get back to the real objective of basic training as it was originally designed not what it has evolved to today!

We need to start training airmen in the same type of environment they will work in--integrated. If we separate them, there will be questions like: Are they receiving the same information as I am? Is it harder or easier for them? Why can we NOT train together? I personally feel that if we separate males and females in basic training we will be taking a huge step backwards. It should be no different than training with different religions, races and cultures. We must all learn to live (and possibly die) together.

#102 - Keep the focus where it belongs. Harassment is the problem. False accusations may get more attention because they are not the norm and because there are a lot more males in the military. A bigger problem for the military than false accusations are the cases of harassment that go unreported (and there are many). If I report harassment, even if it is substantiated, I risk being ostracized by all the males in my workplace and that likely does as much damage to the work environment as the harassment. Emphasis on false accusations will only make it more difficult to decrease (it can not be eliminated) the cases of harassment.

I think that the way the Air Force conducts training should continue. There is no reason to separate males and females since 98% of our jobs are gender integrated anyhow. We have the largest percentage of females on Active Duty than any other service. Separate training would greatly hinder mission accomplishment in the long run. Gender integrated training should start in Basic because we do have more control at this level, that at the operational level.

Males and females training together is somewhat of a distraction, but necessary. It is just like school or most any workplace. If the Instructor Team was larger--any misconduct could be handled quicker and possibly avoided. As far as fitness, males and females are different, plain and simple. But as a female, I have NEVER not been able to carry my own rucksack or gear. Equality is in how you treat people- not a number. You push the trainees to their own limits and if they give 100% - that should be enough. Hopefully you in Congress who have never put on a uniform to serve your country can understand this and go on to more pressing issues.

I believe training together is a good thing, but placing males and females in the same flight doesn't hurt or help. It just makes the technical end of it harder. Males and females have trained very well together since I have been in (and I am a female). We didn't have to be in the same flight.

The survey shouldn't be about gender integration. Gender integration should and isn't a problem. The problem is in the management of BMT. Commanders use BMT as a stepping stone to their career, they don't care about their MTIs one bit. The group commander changes things for the sake of changing. Not thinking how it affects the TIs. I think BMT should stay integrated--it teaches males to respect females, that's what's important.

Army Men

Gender training in AIT only and basic separate. At the Reception Bn the genders are separated by gender and I have never heard or experienced a sexual harassment case, in basic I had at least 2-4 per cycle.

The Army picks its top 10% enlisted to be DS. Are we doing the same for CMDRs and 1st SGT? My experience tells me no!

Males are guilty until proven innocent. Females are hardly ever suspected when accused of it.

If you continue to change policies and procedures on (GIT) by separating/segregating male and female genders, what's the message you are sending to the world. Go ahead and do it in the schools and business as well. We are trying to put a band aid on the problem but it's deeper than that. It goes all the way back to the environment, values, and norms that was fostered in the home. Morally, this nation is going under. Lead by example is a dying term but yet HS said more often than any. The Army values should have been introduced in the homes by both mom and dad but, most homes are not complete. Take these values to the schools, put prayer back in schools, educate those that want to change. All will not want to change so let them be. So tell me what's next. Separation by ethnic group? This is a discrimination and borderlines sexism

Females, without a doubt have an important place in the military. But, basic training should be separate for males and females. Those males with their hormones raging will not be paying attention to the DS. The boys should be trained with the boys. Personally, I would have a hard time going through basic with females. I would honestly be trying to see which ones I could sleep with. Maybe I am different than most males. . .but I don't think so. Another thing, physical fitness. There is too much disparity between males and females. For example, it may take 5 minutes to dust-off females and 10 minutes for males. What do the females do for the other 5 minutes? Best? Keep the recruits separate

Basic training should not be coed. Males standards are lower in BCT, i.e. road marches have to do them real slow, most females lack behind. BRM qualification day, mostly females don't make it. If BCT would be all males or all females I feel the standard would improve for all males and females will even out

In the military all it takes to be guilty of harassment is an accusation

How do the Army expect Drill Sgts in Combat Army to deal with females, yes, you can say all leaders should have discipline and conduct their self with the Army values. But you can not expect a Post that is 98% combat and MOS to deal with this right from the start. There are soldiers who have more than 10 years of Honor Service to the U.S. Army and all it takes to destroy that is a female who can not take the pressure from her Drill Sergeant to make one false statement to destroy it all. "Think about that

Females get better treatment.

A male can't say he was harassed by a female. This is like non-existed. Males suffer on that behalf.

Females will not receive the same type and training, I believe

in BCT separate males and females, the USMC uses this method, they have no reports of Drill Instructors sexually abusing females.

One standard for everyone on PT and all sex related issues, or go back to all female units

Gender integration is not going to work in infantry OSUT or Ft. Benning, but someone is trying to make a name will push it

I think that the male should train with males and females train with females

America needs more Christians in the community schools and Armed Services. Where there is male and females, there is a 80% chance there will be a baby. Teach spiritual values to the recruits, not just Webster's values

Separation of the genders in Basic Training is a "MUST". Too many distractions every class you learn after the fact of relationships, fraternization between trainees. This undermines completely the concept of initial training into the military lifestyle. What is going through the minds of our leaders. I am "Pro" gender integrated military if you can meet the standards then "come on in". This is only a "Force Multiplier" but the way we are going about it, by changing physical training standards so they are unequal. Worrying about others "emotions" is a political and social problem allowed to "creep" into the military lifestyle where we have slowly forgotten that we are Warriors by profession, not politicians or a social experiment

Gender integrated training has been going on for years and has worked well. This survey is just another way of spending taxpayer's dollars to find out something the Defense Department already knows

I feel that males and females should be separated during basic training and then brought to train together in AIT.

Not live together - train together.

Having males and females in the same building is a huge training distracter

102 - Here is BCT I have seen several male Drill Sergeants falsely accused of sexual harassment, however, each time the accuser who has lied goes unpunished. What is fair

How can you expect the standards to be met, when they are changed to accommodate females (one standard - one goal

Soldiers should be evaluated on their performance and technical knowledge, then gender. We must be realistic on the physical capabilities of a female soldier in reference to the type of job she is working in

Go back to separate Basic Training! This system does not work. The Army as a whole is suffering because of it

Combat arms should be left as combat arms (Men Only). Combat, often, does not allow for "considerations". Men have enough "considerations" as it is. If integration (across the board) is the goal, then let it be complete integration. You and I, however, know our societal norms will not allow this. There are far too many women who are still just that: Women! And, want to be treated as such! I know, I am married to one and have a 17 year old. As a Drill Sergeant and NCO I will abide by and enforce what is required of me on this issue. But it would require

an attitude, or mentality, of complete and unequivocal sameness of required standard meetings. I would be perceived as a very cold hearted person by new female privates because of this mentality, but an ounce of prevention is worth a pound of cure

In today's military you are guilty until proven innocent. Females know this and use it. Young soldiers are not coming here from convents they hear, say and have seen a lot, but now they know that if they don't like you or the way you work, all it takes is one comment. After the comment you get investigated only after you have been moved somewhere to work (gym, TASC, etc.) that hurts your career

I think physical fitness should be the same if they are going or wanting to do what we do

Even if gender integrated training is here to stay, the mission is still there to train soldiers. Leaders serving as Drill Sergeants must do something very simple! "DO THE RIGHT THING

Train these soldiers separately in Basic Training. We can instill discipline in them, then send them to gender integrated advanced training. We waste time and money everyday accommodating "GIT". These are 17-21 year olds away from home for the first time. The more walls you build the harder they try to push them over. We need to give them Basic Training separate to try to instill some values before mixing them up. It's kind of a "No Brainer

1. Males/females should have separate basic training units

I don't really concern myself much on GIT issues because to me the military is my career. I am here to do the best job I can and it doesn't matter if I work with males or females. Either way, they are soldiers and should be treated the same regardless of sex

One standard for Basic Training!!

Women want to be equal - than one standard.

Leave Drill Sergeants alone, let them train to standard not quotes.

Men and women training, so what! Let's train to standard. Make recruiters do their job, not just feel numbers

We adopted our role as Drill Sergeants from the Marine Corps. They obviously have a system that works. We need to adopt other Marine policies such as gender not mixed. Marines do not have a bureaucratic "New Start Out Program

The soldier will suffer but the Army as a whole will suffer the most with GIT because of the distractions. Also Drill Sgts will fear interaction with females because of career training problems such as disciplining a female. If she gets upset and wants to get even she'll scream assault and the chain of command will believe her over the Drill Sgt. I've seen it happen

I believe problems with the opposite sex will arise just as problems in racial differences. These problems will always come about and I think that through proper training we can at least prevent most of the problems

Its like this, you take a civilian, try to make them a soldier in 8 weeks and turn them over to AIT for however many weeks it is. During Basic, soldiers are sensitized to sexual harassment. If their chosen MOS is gender integrated, then genders will be exposed to each other there. If a soldiers MOS is males only, then they will be exposed to females along the way and their career, but the training they received in Basic Training has prepared them how to conduct themselves when in the company of any female, military or not

Females unfortunately are more prone to favor and it seems have no pride or self esteem and waste the governments money coming in for 2-3 weeks than going home. Females in a BCT unit slows down males who naturally will stop and try to help. Seasoned females (E-5, E-8) can virtually do what they want and will be the first ones on the promotion list. Before the male who works his behind off and sacrifices more. Some minorities also make rank easier not by performance but by gender. What else could it be? A white soldier is evaluated by performance strictly

We cater and pamper female soldiers and give them what they want. PT standards are lower, and equal. Hand Grenades - if a female can't throw it far enough we'll waiver her, but if a male does he'll get recycled. If she can't complete the obstacle, she can go around, if he can't complete the obstacle, he has to do it again till he can. There is no equal training between males and females because the Army sets up lighter standards for females. They should not be basic training that is gender integrated. AIT should be integrated. For males only units should be more classes given on gender-related issues

Training both males and females together is a big distraction. But then again we had to get rid of all training aids around the billets because command wants a college type environment, that's what they have

Keep male and female recruits training separate. Also, raise the Standards

Being single and very shy, it is very hard to deal with being a Drill Sergeant. Why? Because right now I have no life. Why? Because my job 7 days a week, 0400-2100 everyday for 2 years having female trainees I have to not let them smile or get away with anything and I will not take favoritism between male or female. I'm going insane and I'm not caring if I live or die right now. I've lost my friends and what female friends I had. Yes, I'm alone every single day. My unit right now have 4 diversities going through. Well, mostly I'm just an under-educated NCO who cares - Right

Listen to all the soldiers filling out the survey. The real truth will come out when commanders are not around. Too many soldiers are afraid to say anything for fear of reprisal. I recommend a study be conducted on sick call and injuries between male and females. I believe females need to be separated from males in training due to the fact of the physical fitness levels overall. If females who start out on the same level train together, I believe it would reduce the number of injuries they incur. Most males training with females are not pushed to the same physical level as the females. So for the females the training is tougher while the males a lot of times are not challenged. To ease and help soldiers keep drill sergeant strengths at all posts 100% and in every unit to help reduce stress this would greatly improve on training. Don't

lower the standard to enter the Army due to shortages or not meeting standards. Make recruiters and MEPs doctors responsible for the soldiers they send in the Army

I feel that males and females should train and live in the barracks together. I've been a Drill Sergeant for 3 years. I have seen both sides of the street. I feel you get a better quality of soldiers if both genders train and live on the same floor. This last cycle the females live on the bottom floor. Look behind door I was hard for the females to get information due to them not coming upstairs to the Drill Sergeants office. If we had office downstairs the same would be with the male soldiers I feel a few bad apples screwed this up. My first year as a Drill Sergeants when I had both female and male living on the same floor standards were the same for all. What I man there are a lot of male soldiers that could have learned a lot of home training from the females, i.e. Making bats cleaning common areas. The same could be said about the females they learned the other items, such as weapon control, road marches, physical aspects of the military. Separating the male and females does not help us out in the long run. Sooner or later you have to work and live in the same area as a female why not work the issue in Basic Training

The military has provided an atmosphere that can set individuals up for either success or failure. An organization can not be held liable for an individuals actions. Everyone knows the standard yet weaker individuals fail to realize the repercussions of their actions. Personally, I think Basic Training should be segregated. Look at the Marines and their discipline, I say no more

I have no problem with females in the military. If they can meet the standards by all means good for them. However, I still believe that separate physical fitness standards should remain different for males and females based solely on the physical difference of males vs. females

Males in my opinion are the aggressors from experience. They tend to be the ones who harass whether it be indirect or direct or even sometimes in a subtle manner. I'm not saying it doesn't happen both ways and that from time to time someone wouldn't falsify a complaint but most of the time, it is a male harassing a female and the complaint is either not made or is a justified complaint

Separate genders/increase discipline. Too many soldiers are entering with little or no self discipline or strong role models (father figures) and need to be snapped into a stern environment

Males and females training together offers huge distractions. The way in which males and females are heard at Ft. Leonard Wood also pours many problems. For one, with putting all the females on the 1st floor (with no officers and doors that alarms and locked) makes them feel alienated and weak and in need of stricter protection. This also erodes at the platoon cohesion. Instead of working at a common task (whether it be barracks maintenance or preparing for an inspection), much time is wasted going up and down the stairs trying to keep communication well. There is quite a bit of animosity at times between males and females for this reason. The females, in this case, are constantly feeling like they're left in the dark or set up for failure.

I feel if males and females were separated at least for Basic Training, than there wouldn't be this alienation and they could be a cohesive team. As it stands right now, males and females really don't work together, they're just in the same training area together at the same time. Most of the time, if a male and female speak, they are rebutted for trying to start a personal relationship which happens all too often. And finally, the male recruits do have a perception (one which is true) that females are treated differently. I can promise you...they are. I know many male Drill Sergeants that are hesitant to scold a female trainee. Even I don't scold a female the same as I do a male. We've seen too many Drill Sergeants get falsely accused of things out of spite. Right now Basic Training is being run by the trainees. It's said to admit, but they are controlling Basic Training, that is why the quality of training has gone down so badly. Before I became a Drill Sergeant I had no respect on the Drill Sergeants. The new privates I received in my platoon unit were substandard and had to be retrained - not in skills, but in necessary things like discipline, saluting, wearing a uniform properly, etc. etc. When we allow the Drill Sergeants to properly train soldiers and instill discipline without fear of false allegations and reprisals, we'll get a better soldier

It takes two to tango

It is too easy to sit and ask questions that look good on paper, but until you've been going through what we go through, it is not the same. Before integrated training, there was no sexual harassment going on. Too much pampering is going on and too much covering up. I strongly feel that if the military continues to train our soldiers (IET) in the same manner, that the Army of the future will rely solely on technology. We are training an Army to be soft and gentle. I pray our enemies are doing the same. A drill sergeant gets relieved and possibly loses his whole career because he made a private feel bad (verbally). This is ridiculous and someone needs to wake up and realize how we're treating these soldiers. Come work in my boots for one basic training cycle. You'll open your eyes then

The survey appears to be an attempt to justify keeping females and males together in Basic Training. My answering the questions in Part I was based on how I interpreted the question. For the most part "As I hope" and "What I hear" are completely opposite. Males and females should be separated, bottom line! If they were separated then ask yourself one question, "What else can they possibly complain about

Remember Part I is what I hope they will respond with not what I think they will respond with.

It now has become common knowledge with just an accusation the man is finished. Females are using it and will continue to use it. We should make a platoon of females and have a female drill sergeant as platoon sergeant. This would alleviate a lot.

When we run and put a 4ft 8in female up front, the rest of the group must run at a crawl to keep up with her. This soldier is causing the majority to not push themselves.

Basic training should be hard. It should be mentally challenging and physically. We have developed the idea that the Army is for everyone when in fact, it is not

Gender integrated training is all about political correctness and economics. Until we as a society have no qualms about women fighting on the front lines, side-by-side with men, we will never be able to train them to the standards that need to be achieved to be successful

GIT has it's ups and downs, we just need to do our jobs and stop looking for reasons not to
In reference to PT female & male standards.

Being that basic training has various MOS' the PT standards should be different.

I feel in AIT and the Permanent Duty station, the standard should be the same

The separate living area of females from the platoon breaks down the team. Results were better when the whole platoon lived on the same floor, from discipline to good requirements. I was more confident that no one was having sex, as when both males and females were staying on the same floor. Gender integrated training helps both males and females to adjust and see that no one gets over

I believe females should serve in the military but there is a line between low density MOS, and combat MOS. Females should be offered non combat MOS and stay that way

My experience as a DS, there has been too many problems and distractions with integrated training an OS spends too much time punishing these offenders (fraternization) instead of training

Mixed gender training is reality training. "You train as you fight." There is no need to step backward to separate gender training. If so, what's next - separate race training?

Recent problems in the military in regards to DS/trainee improper relationships is only recently coming to light, due to command emphasis as of late. It has been going on for years. Better screening of DS candidates is the answer. The fools doing it today are also doing it in the regular units and should be dealt with in the strongest possible manner.

Standards are standards. If enforced unilaterally, military life would be much easier, but there is always room for interpretation and in today's modern military, "interpretation" has been taken to its limits

Basic training should be separated until AIT, due to the fact that females are distracters in training for an 18 year old male who is only thinking of being laid. I also think that female drill sergeants should train female Pvts. The chain of command at Ft. McClellan is so concerned with drill sergeants (male) having sex with female Pvts. That they are destroying a lot of good NCO's from doing well or training better Pvts. due to the fact if anything is said negatively the drill sergeant is pulled and his reputation is destroyed. I came to be a drill sergeant because I always wanted to be the best and train soldiers to be like me and proud of what they are, not to be called predator or another negative name. I would never violate my trust to this country or the Army

If anyone really reads this, I hope they actually do something about the rope being held over the drill sergeant's head as far as someone making a complaint and them being guilty until proven innocent. I also think that these problems of fraternization and adultery are not as large as the media hype is making it out to be. Lets make a decision and stick with it

I believe we would be better served by following the Marine Corps example by having males train males and females train females

We should always, no matter what, train as we fight. Gender integrated training should continue on. Should make a selection process for DS to be harder. Should relook DS School standards and requirement. If we stop finishing soldiers' careers because do not want to be DS's at the end, the product would be a better DS. In the same hand, we should drop the number of recruits required to be placed in by recruiters and demand quality. A better quality recruit will make a better soldier and would train with more effort than an average soldier. Reevaluate amount of special duty pay given to DS's. It should be the same as recruiters

I don't have a problem with integrated training, but I do feel that the male soldiers do not perform as well as they should, especially physically, the male soldiers know that they don't have to give it 100% to achieve the same standards of the females. Some of the male soldiers have a weak mind, so they spend a lot of time trying to impress their female counterparts

The physical differences between males and females cause a training distraction to both SGTs and cadre. Females, typically, are not selected for various details due to strength. The big difference is the cadre treat the two genders opposite. A drill sergeant will allow a female to sit out of a run when they will make a male with the same problem run. Females are capable of performing many of the tasks at hand but the leaders allow the females to dodge tasks because they are female

Genders should be separated during basic training. Not only does it distract the soldiers but now the trainers have to fight with it

Harassment issues should be highly checked and rechecked. There are many cases both male/female which are only looked at on the surface

I think males are approached equally by females as females by males. Males just get blamed more. Males just accept it and forget about it

I feel that the Army has put so much effort in planning and teaching soldiers about the issues of sexual misconduct that we have forgotten what we are here to do. I will tell you this that the soldiers involved have been court martialed and their peers have said do it, it is OK. Our justice system is not right. Punish the accused and let's train soldiers. That's what we get paid to do

Society has it to where the male is stereotyped as the aggressor and not the female

For MOSs such as 95B it is essential for mix gender training. When you hit the operational unit you must work hand and hand with opposite genders every day. You need to learn how to deal with the opposite sex in basic prior to hitting the road

Both happened]

1. Don't put female Drill Sergeants with no leadership experience in charge of a platoon.

2. At 98 in the shade, it makes no sense for male and female privates to share the same building. If I'm in charge of a week detail and females wearing only a brown T-shirt on and the top bounces in front of male soldiers, who do I yell at, the females for bouncing their chests or the males for looking?

Females can make great soldiers but just don't train them in Basic or AIT together! Females can now be 12C's or bridge builders - Great! What a scam! You build one bridge with all males, one with all females, and one mixed. Which one will go up first and with fewest casualties. We're talking about the safety of everyone. Bad call on female 12C's, Congress

Drill Sergeants are mostly selected like myself. If I had a choice I would have not volunteered for drill service because the female soldiers are treated with a lot of courtesy than males. A female can't do the same job as a male because they are built differently. I, myself had to lower my standards in order for females to make the grade and that was wrong. Most of the problems come when male drill sergeants are not use to training with female soldiers. You really need that background

Today's army should be gender segregated so that the males can get their maximum training and females can get their maximum training. Female drill sergeants should train females. Male drill sergeants should train males. Then there is no harassment or improper association. In basic training, it should be segregated. In AIT it should be integrated

Gender mixed training is good. Command should be so afraid of the drill sergeants doing something wrong. This has a big impact on training and the way soldiers are trained

102. Men usually don't turn in sexual harassment charges, they usually blow it off

I feel males and females should be trained together because we both fight for the same country, for the same pay and the same rank, so we both need to be put through the same HELL

We are making a "big deal" out of gender integrated training, it's no big deal. I do think females try to use their charm over the male drill sergeant to try to get their way, but if you're the type of drill sergeant who they know they can't get away with that type of behavior, you will not even be faced with that problem. The thought of making the male and female physical fitness standards the same is insane. Females bodies are different from males, there is nothing we can do about that. However, physical requirements on the job should be the same. They get the same pay and rank, so job evaluation shouldn't change

There should be a standard across the board regardless of sex. Females get paid according to their rank. And they have the same opportunity for promotion so they should maintain the same physical standards as their male counterparts

Do away with integrated training

Basic training should not be gender integrated. If they are going to be integrated, it should be in A.I.T. That is where they learn their specialty training. That is where they should also learn to work with members of the opposite sex.

When they are integrated in BCT, they pose a distraction for each other. Males find themselves lowering their standard to meet those of the females. "Females get by with this much so that's all I'll do." I have heard this in my 18 months as a D

Ft. Jackson, SC had been the birth place of gender integrated training. Therefore, the code has been broken on how to do it and should not be reversed. However, training should and is becoming more realistic. I strongly believe that the TDA to gender integrated BCT units should be changed to allocate 4 DSs per platoon with at least one female DS per platoon. This could only enhance the mentor role for those female recruits as well as offset the shortages Plts have when certain duties occur (I.e., CQ, SDNCO, KP pushers). Additionally, DSs need to have their special duty pay equate to those of a recruiter. We are the "first line" mentors

It is clear to me that today's leadership has forgotten what the military's main role is, and how to train the soldier to accomplish that role. The only way to truly allow equal treatment and opportunity is to totally integrate the services and occupations with same physical requirements, intelligence, capabilities based on job requirements not gender / age requirements

A lot of females in the Army just take it and let it happen because of the turmoil it may cause. What we have is numbness against female soldiers and an untrusting amongst the leadership. Accusations in this environment comes like LES's and every single claim is escalated to the highest level and whether you are right or wrong, you still are looked at like you are a piece of crap. Everyone here believes the Pvt.'s and when they know this and the BDE commander tells all DS's that he believes them, we've lost and just need to hope that we make it out unscared by the madness. Female Pvt.'s always wish that the male DS's are wanting them and some get super offended when they find out they don't. Hopefully, one of them never comes to my Plt

I think gender integrated training is necessary but definitely affects training in that a lot of time is utilized in correcting improper trainee to trainee relationships and that some trainees focus more on having relationships in the IET environment instead of focusing on their mission

I find it hard to train to the soldier's full potential (males) in a gender-integrated BCT. Females tend to fake their way through because of their physical weakness. Males are held to a higher standard because they truly are expected to defend the U.S. While females are just fillers for society's comfort!!

Female drill sergeants are weak! They should be only training other females. They are lazy, untrained, and mostly incapable of being successful or effective trainers. Males are the ones who carry the brunt of BCT.

Most female DS are fat and out of shape. They are not!! good role models for males or females. They signal to male recruits the double standard that males must face in the U.S. Army.

Go Airborne!! Get rid of the weak

From some of the cases I've read or heard about, It's probably the same. Males do sexually harass females. However, females have found it a harmful tool to use against their male counterparts (unfortunately)

I feel gender-integrated training is good for gender-mixed MOSs. Soldiers should get used to working with the opposite sex. In most gender integrated MOSs the physical aspect or how well they shoot is not as important as in OSUT. (12B, 11B, etc)

I think people should be trained to a level of intensity that fits their job description.

Fraternization and adultery, where do these people find the time. The people who break these rules should go back to basic training and learn about commitment and Army core values. In my opinion, someone who cheats on their spouse probably would cheat on their country, if the price was right. I'm young, I care about my country and for which it stands. I just hope there are a lot more people like me serving it

A lot of time the male being a male tries to pursue a female too hard and it turns out bad for him or harassment as you call it. Females are sometimes sneaky, I am sure you know that

I think females are harassed more than they are falsely accusing. However, I think a formal inquiry should be completed prior to admin actions taking place to protect those who may be falsely accused

This is about the 5th survey of some type that I filled out. When do we start focusing on training? Again? Either separate the males and females or don't, it matters not. Everyone will not be happy with the outcome, but in the military we just paid to train, so let's train. But I do know one thing, the soldiers who are affected the most are the enlisted soldiers who must support and enforce the policies that take place

The questions raised about physical fitness in my view proves that the standards should not change. In my unit, out of 152 soldiers, a female recruit leads the way with the highest score, and we are just in week nine

Everywhere, every job where males/females work together, there will be the possibilities of relationships or advances between the two. Be it wanted or not. It is impossible to stop human instincts. Separating male/female just for the sole purpose of preventing any relationships is absurd and unrealistic. Train as you fight and male/female will fight side by side. Why not train side by side, and any unwanted/forced advances should be dealt with swiftly and accordingly

It is my opinion that combat MOSs remain male-oriented only. And drill sergeants should be selected from MOSs that have mixed genders. I have observed (DS) that have trained with males only throughout their career have lost their career because of being put into an environment where female recruits know the ins and out's of their policies and can manipulate them to their advantage

I feel that a platoon of female recruits would perform better being in the same platoon. Females, and males both, tend to try harder against each other. Female recruits are better able to compete with female recruits in physical activities, I.e., confidence course, PT Test, obstacle course, etc. I am all for gender integrated training, the males and females should be in the same company, just not mixed in PLT, not while in basic training

Gender "mixed" training does not work! Regardless of what goes on paper and what is reported, it doesn't work. There are too many distractions and standards must be dropped too low. Platoon integrity is also impossible because of separate housing for males and females. Fraternalization among SIT's is rampant, even with the amount of control that is used by trainers. Basic training should be rigorous for every soldier and this cannot happen when males have to slow down their pace for female soldiers. If the purpose of Basic Training was to help soldiers adjust to working in a gender-mixed environment, I would understand. I have never seen this listed as an objective of Basic Training. Basic is to give soldiers entry level, combat training. AIT is where I believe the sexes should merge

All women strive to be sexy. Men like that, "walla!" we have the volatile mixture. Our society is permeated with lust. We have a private that was raped by her recruiter. Horrible Basic Training should be separate for males and females. It's too much of a distracter for the soldiers. They can learn to work together after basic. Soldiers are in Basic Training to learn one thing, "How to become a soldier"! Gender integration sets them up for failure. We need 2 males and 1 female drill sergeant per platoon for gender-integrated Basic Training

I think that Basic Training was fine the way it was. If we want to train together, then the standards should be the same for all

Do the people who get the results of this survey care more about political correctness or defending this nation? Regarding training males and females together -- there are some exceptions (as in most things), but for the most part, training for combat, training to actually kill, face-to-face, eye-to-eye is diluted by females. They go through the motions and lack any real aggressiveness. I've seen it happen too many times. I am a student of history and a realist. I know that we have not fought the last war yet. We are not doing anyone any favors by imagining that political correctness has any combat value. I only hope it won't cost too many lives for us to realize this

I feel a lot of the time female soldiers get over, that is, they cry about road marches, they can't carry the same weight. (Not all, but some). Some females will try and sweet talk their way through things. I personally don't think, oh well, it don't matter

Basic training in Fort Jackson is a bunch of bullshit. Female drill sergeants don't know their head from their ass. If a female wants to get out of work, she knows how to do it. Why can I go to jail and lose everything for doing the same thing as my commander-in-chief? If a company has a female commander, it better have a good strong 1SGT, and vice versa. If females are so great, put a female 1SGT and commander together and watch the chaos. The drill sergeant program is a crock of shit. Someone needs to take a good look at it. Infantry drill

sergeants do all the work anyway. So why not have all the drill sergeants be males? Being a drill sergeant in Fort Jackson makes me sick, every day I think about going AWOL. Female drill sergeants number one concern is if their nails are good and their hair is nice and if a male or female drill sergeant is looking at their ass

Basic training should be non-gender integrated. Gender integration should happen in AIT; however, present billeting restrictions and the command directives are guiding integrated training in the right direction so far

Males and females should not attend BCT together. This causes for too many distractions. Males and females would strive for more if they were separated and integration would be better served at AIT.

Also, government officials should not sit on their cloud to make decisions concerning the military. Get off your butt and spend two months with the trainers to see what must be done

I don't think gender-integrated is a problem. Everyone really needs to stop whining and execute the mission

102 - I feel females are harassed by men more often only because of the difference between what would be real harassment in civilian world.

#100 - An example would be the obstacle course. Men always help the females up and over the obstacle and never the opposite or since it is so integrated the females never get to just have females so they have to use their muscles and their minds. Right now men just snatch the females over the obstacles

People all ID the males, but the males that are being harassed are too proud to say that they were harassed by a female

Gender-integrated training shouldn't happen. You could have all these statistics that say it works, but you'll always have those leaders and soldiers that will cross the line regardless. In turn, careers are lost for stupidity in which now every drill s

You have been shoving this gender crap down everyone's throat

I believe that training soldiers together, both male and female, will help our Army operational readiness, because they'll already know how to work together in the combat environment

Our society and the Army is integrated with males and females working together. If we were to have separate training for the sexes, then we would be sending mixed messages to soldiers. Teach them from day one that a soldier is a soldier rather than a male or female. It is unfortunate that our Command-in-Chief, who tried to use the Soldiers and Sailors Act, would be guilty of sexual harassment and not accept the same punishment as a soldier who committed the same offenses, would be given. Talk about sending out mixed signals

The military needs to get away from political correctness and get back to training. Hard, tough soldiers. Females have a place but not in a combat or combat support role. Separate male and

female training. Stop worrying about people's feelings and get back to training for war. The Army is not for peacekeeping. Its purpose is to defend the Constitution and the U.S. You got to remember that young males and female have sex drives and for them in basic training together they will pay more attention at times to one another than they will to the training they are suppose to be receiving

Concerning this survey's questions about quality of IET. As the years pass, I have seen the decline in discipline of soldiers decrease. The reason for the decline in my opinion. Is the decline in personal values in today's society. As our society changes the military must do the best job possible to instill these values. As far as female and male training, I think this training causes distracters to the trainees.

As our Army continues to move. It is my opinion the drill sergeant could best serve when not given letters of reprimand for missing a symposium on the installation's programs or having to worry about being 110% politically correct 120% of the time

Liberals are destroying the Army by letting homosexuals and all those sensitive females that complain about everything

Basic training needs to be segregated. The military is not the place for political games and experiments to appease a public that hasn't a clue of what is going on. Professionalism within the service is weak and not enforced, especially by non-combat arms units. I would NEVER say this to one of my men, but, the way the Army is going, if I did not have so much time, effort, sweat, and blood invested I'd exit tomorrow. But I will finish what I started, professionally and the best I can. Maybe some day I'll make a difference and the Army will go back to being a fighting force, not a political circus

Segregate males and females during basic. Have drills of the same sex. Teach recruits. Hold recruits accountable for contracts. (Train or jail

Due to command climates and leaders running scared, unfortunately too many male soldiers can be falsely accused. And from what I've seen, either finding, a good soldier loses

Stop the gender-integrated basic; it's like summer camp. I have a partner(s) who is a senior drill sergeant at Fort Jackson and he tells me the drill sergeants don't care if the privates are getting trained or not; they are just trying to survive. Unit readiness must survive; this policy on gender-integrated basic must go

Male situations are just more visible. Female situations don't seem to come out as much

Male and females are harassed equally. The standard or judgment of the male are focus more. Female tend to use their sex for the advancement of rank and job security. If not pleased it seems they complain about all types of harassment. If pleased they jump the chain of command for favorable actions. Not all female the norm

I wish people in charge would wake up. Any time you put male and females together things are going to happen. I don't care how much you threaten someone. Separate, and you will stop a lot of the problems

of gender during training, I believe causes much unnecessary distractions- lessons standards to some degree. How can you expect a female to carry as much equipment as is demanded in combat units. Physically impossible- some males can't achieve the standard I know. But that shouldn't led to lessening the standard. During combat operations every one has to be able to shoot move and communicate on ground level. Slowing down for a weak link can't be done, that's why at ALLPIIA echelon units weak links are separated quickly

Tougher basic training. Equal but separate training for men and women

Keep the males separate from the females. During all training. Being with males most of my career, I see a difference. When I see female soldiers working, if its not paper work the job won't get done

American fighting men will never get used to seeing women (American) blown apart, mutilated, or POW. Women don't belong in combat

If a females cries "wolf" everything stops. That individual is considered guilty until proven innocent

Females use it as a tool to either change there position in the unit, their job, by relocation or by getting rid of someone just for no reason except for to be vindictive or menial although there may actually be some very few actually harassed

Standards for females are too low. Command is to worried about there careers to let the DS do there jobs

Some females for the most part can hold something over the command because of their poor duty performance - not all women do this but 75% do. FACT

Army Women

The "Old" Army might have been old fashioned but we "old" soldiers have discipline and live up to the Army values. Mixing males and females in Basic Training is a training distracter. "We" say we have a smarter Army. Yes, book sense, but no common sense. Books only have the meaning of discipline and values. Common sense instills them

I feel that males and females should go through Basic Training separately

54 - Having both genders in the same basic training unit doesn't effect the quality of training. Quality is based on the trainer and training aids available. All trainees regardless of gender receive the same training. In addition, the Drill Sergeant's ability to perform training instill discipline and impose corrective training must be unrestricted. In other words, as long as we

don't beat them or have sex with them, leave us alone. Let us train and discipline the trainees and you'll see an improvement in the quality of IET soldiers

Females should get a prep -- basic training to make them come up to same standards as males. When you place a female and male off the streets and put them into this environment you must realize men have a lot more opportunities to be physically ready for the strenuous activities in civilian world than females. If the Army wants stronger females start making them, but don't expect them to be in the same areas as men. I've been in several years and only now can I compete to another male soldier

88 - only because of the lack of female recruit trainer role models. There are quite a few female instructors but most do not work to impress the quality of both genders of trainees - do not encourage equal physical output, etc.. Male trainers often make the same mistake.
#93 - It gives everyone achievable goals - there are physiological differences

I hate to say it but males present to be weak towards females for whatever reasons

I feel that female recruits need female trainers as role models to show that they two can accomplish anything. I also feel that male recruits need female trainers as role modes to show that they can also do the task, and to show that, as a team, we are undefeatable. I feel that male and female integrated training is beneficial because after basic and AIT, these soldiers do not go to an all male Army or all female Army. Most units are integrated except the combat units, and I believe in "train as you fight." What is the problem with a female helicopter pilot having to fly into a danger zone, same as a male helicopter pilot, and not giving her any ammo to protect herself, yet the male pilot has all the fir power he needs. It is the same mission. We are all trained as 11B initially, so drive on and don't dwell on the petty stuff. Everybody has a job to do

Yes, it's wrong for a male to harass a female but when the female leads the male in and when she want something and can not get it then it's harassment. The female is just as wrong as the male, it takes two. Telling the male it offend you and not joke about it will get them off you Females who make a false claim need to be held accountable (action taken against them) too many times I've seen nothing happen to the female

Speaking from a female perspective I have to say that women are "catty". Meaning that they will connive and scheme to get their way. It's not all women, however, there are enough of them out there to make a label for the rest. I believe that there are a lot of allegations made solely because they believed they could "play" the DS. When it didn't work to their advantage - harassment was brought to light. I truly believe that even though a DS may have (or have not) engaged in a "improper" relationship with a female recruit - the female recruit initiated and should be penalized as well as the DS "who knows better." People are human and make mistakes. I feel pretty sure there are some female DS "carry on" with male recruits, but you don't hear about it because male recruits won't talk in order to continue to reap the benefits of the "improper relationship." It's sad, but temptation happens both ways and people of weak moral character will fall prey to it

In order for integrated training to fully work it will take time. There should be one standard for physical fitness (and all training), society must accept females in military service (combat roles eventually). In order for it to succeed the Army must lead the way. Separate but equal standards aren't good enough. We can't please everyone but in the best interest of the Army, if the best man for the job happens to be female than so be it. Let's not lower standards or waste money, time, and energy of the taxpayers creating alarms for the alarms. Keeping male/female recruits separated. Let's put trust in our policies, UCMJ to take care of that

The only reason I do not like gender-integrated training is because of all of the sexual harassment charges against the drill sergeants. The only way I can see that ever changing is having all female recruits with all female drill sergeants and vice versa. Even through that would stop the sexual harassment, I don't know if the results would out weight the benefits of males and females training together

The military needs to focus and then study the decisions. Some high paid individual decided gender should be mixed, we changed, now look at this mess. I am fed up with quick decisions that cost hard trained soldiers their career

A female may feel that she is harassed but the male is not trying to and she takes it the wrong way and the same goes with the males

We must keep integrated training. It is how the military must fight. Separating us at first will only make things worse. I went to DS school at Benning and saw all male world. Most E-6, E-7 Infantry men have never worked with females and have no clue how to. They treat us different and quite frankly as less. If we were to separate the basic training again, it would negatively effect the Army. It may make it easier, but easy is not better, just easier

I feel it is rare that men are falsely accused of harassment. Females are harassed more often than anyone could ever imagine (in the military). The problem is just so complex and most people are just out of touch with what really goes on with trainees and soldiers in units outside of the IET environment. I have no answers though

I have been a DS for 2 1/2 years. In that time, I have encountered many situations in the IET environment. It is in my opinion that the majority of female soldiers want to believe that male DS's are interested in them. They will take the littlest act of kindness (from a DS) and twist it to mean so much more. The female soldier is very competitive in all areas. They compete for the attention of the male DS. They brag to their fellow soldiers about incidents that they say happened, in reality they are their dreams and fantasies. Once the rumor is started, it's too late for that male DS. He is marked. I do believe there are justified cases of male DS's harassing females, but I believe it to be the minority not the majority

Marine Men

As far as gender I think we should continue to separate in recruit training, don't need the extra distractions that will happen, like the Army, Air Force. As far as what it takes to make it as a service member, you have to try everyday to be the best person you can. Everything else will take care of itself

Separate females and males training is important to keep the focus of the recruits. If not you'd have to worry about sexual relationships occurring

Providing the Marine Corps with combined male and female training would cause too many distractions and to many problems. This would be detrimental to the Corps. Two years experience in training over 400 recruits tells me this

I think since sexual harassment is the flavor of the month, as soon as you are suspected, you are presumed guilty. The accusers words are taken for gospel, and you had better have a lock tight alibi or you are done even after found innocent, after the smoke clears, you still have to make up for the accusation even though its false

I truly believe that separate training for males and females should remain. When a recruit is in training, his/her thoughts should be totally on recruit training. I believe in the physical standards set up by the marine Corps. Males and females have different physical abilities and therefore the limits should remain different

The other branches of service should segregate their males and females during recruit training. I feel it allows for better training opportunities and works better and produces a better product to the service

Anyone who doesn't believe that men will try to get in a vulnerable young woman's bed is living in a fantasy world. No, not all men, but too many to risk the possibility

Why must we be forced to lower our standards for females? If they want the same job, make them meet the same standards!! I've seen how "tough" female recruits are, and I dread the day that my life may depend on their performance

Gender integrated training will not work. I already have enough to worry about with males. If I had to train females at a basic level they would not receive the proper training because all the males would be so worried about doing something wrong that it would lower standards, not to mention the recruits couldn't concentrate fully on training due to the other genders. This is one thing the commandant is dead right on. No gender integrated training for entry level personnel

In my opinion, cross gender training during recruit training is an absurd idea. There is too much going on and going fast to worry about political correctness between men and women. Now it may be because I am a Marine, but this is my news. Every night I have to perform a hygiene inspection on my recruits to check for shave, dirt, blisters, etc.. I could not do that on a female recruit. I am a professional, but the average 18 year old girl does not want a grown man, looking at her in her bra and undies. Females do an outstanding job training females and vice versa. The Hygiene Inspection is just the tip of the iceberg. After recruit training cross gender training is fine, right now, it would be a hassle

Integrating genders in the Marine Corps will be a horrifying mistake from personal experience. Females cannot handle the stress in a male platoon

We tend to take the high road on all perceived accusations. Sometimes administering justice without even talking to the accused

I think both happen about equally; however, males seem to get blame more. The difference in training is we get caught up in male or female, it should be Marines everyone get treated the same. It seems as if the Corps is catered to the females because they get things a little easier than males

Marine recruits should stay separate in recruit training in reference to their gender

As far as harassment goes, though it is no excuse, sometimes males don't realize they are doing anything wrong.

The whole key to military success on any level is communication.

The standards for the military should be higher for the simple fact is we need the respect of the civilian population to function properly and the only way to get the respect is to earn it. That means higher standards, morals, etc., that is expected in our society as a whole

I feel the final product you get from recruit training depends on the recruit trainer. Two recruits could have two different trainers, yet receive invaluable intangibles that the other doesn't receive from his/her trainer.

Sexes should be separate because I feel they provide better role models for the same sex. I'm a man, what kind of role model would I be to an 18 year old female recruit? I just don't see the logic. Then we'll get into harsh treatment from man to women or unfair treatment from women to men. I think those are issues recruits would raise if trained by someone from the opposite sex. In addition, I've also seen male instructors have relations with female students in formal schools. I think we'd just be asking for trouble, in a military society that doesn't need any

Military life is structured by discipline. Not saying the Marine Corps is the most discipline when it comes to operational units. Because each service have highly discipline units. But some of those units in the other branches of service are almost 1/3 the size of the Marine Corps. The Marine Corps is much smaller and teaches its discipline from the beginning. Recruit training. The other services in my opinion have the advantage of training their recruits and having bigger pool to choose from. Helping them in their operational readiness. Instilling discipline at Boot Camp requires me to be very stern with my recruits. I do not believe any male recruit would have the same respect for a female Drill Instructor disciplining him nor do I believe a female recruit would respond in an equally positive manner towards me

Maybe training males and females will work in the other services but not the Marine Corps. The females may do the same training here but the levels of performance and stress levels could not be if we trained together

Gender-integrated basic training is a time-bomb waiting to explode. This type of training should be for advanced training after recruits have been properly indoctrinated into the military

It seems as if females want to be treated as equals yet they don't want to change the physical aspect, and if it does change the change is to lower it to the females so the males are being cheated.

Males and females need to train separately when they are together it's like they're back in high school playing puppy love. Both males and females grow up in boot camp. Let them grow up separately without distractions, like children if they're taught values when they leave Parris Island, they'll still have them

Recruit training for the Marine Corps need to remain segregated until there is a uniform standard for both males and females together without fear of violating political correctness. If it isn't looked at like a big deal by military leaders and trainers than it would be easily accepted as the way things work. Females will always get special treatment and destroy unit cohesion. Males just can't handle it. I recommend two separate services completely or no females at all, better yet

I feel that if males and females train together it would hinder the overall success rate of recruit training. There would be too many more distractions than needed. Females wouldn't know how to respond to the constant corrections of male Drill Instructors and the same goes for male recruits to female Drill Instructors. Situations would have to be handled differently. Standards are not the same for both; so how can you treat and train equally. Things are better off the way they are male role models for male recruits, and female role models for female recruits

If any gender race or ethnic group wants to serve in the Armed Forces under their own free will, they ALL. I emphasize ALL should abide by the same standards of physical, moral and ethical standards for the best overall force in the world. The day that all of society can accept gender integration and central control than we will operate smoothly

Training males and females together would be a mistake. There is no way that we are going to get better or the same training results out of young males and females. We would have the same problem the Army has. Learn from others mistakes

I apologize for the "I do not know" answer in regard to a lot of the gender integrated question. I am an infantry man and have never served with females. That is all I know and I know it works just fine.

The percentage of harassment is low once the harassed makes it clear to the harass that such action bothers them. What bothers one doesn't always bother another. Professions will communicate to a degree where there is no question. Female recruits are treated different because the female Drill Instructor are held to a stricter code of conduct. As a male Drill Instructor I have no problem getting the same result from female/male recruit. Professional conduct, firm, fair, will produce Marines.

Because we have more male in the military we find that more females will be harassed by males than ever.

I cannot answer a question with out known tests. The question is basically biased towards females not males. Who really knows without some type of study. Other questions directed to female training. Females and males should continue to be segregated in basic training so they can obtain all necessary information. They will be training soon enough in the fleet.

Females train as hard as males without having to obtain a "I must be like a man"!!! It all comes down to the person and instructor. Some males have problems just like some females. Some females however tend to have more discipline towards recruit training.

Male and females should train separate but do the same as they want to be treated the same. Core values should start about half way through training and the physical training should be tougher.

It is my opinion as a Marine, that as long as women are restricted from combat arms units or MOS, that men and women continue to train (boot camp) separately.

Don't mix the training.

Bottom line is if there is a need for male/female recruit training, then most likely it will happen, due to the fact that there will be only one MCRD therefore saving money. This is why I believe it all boils down to money. Not the concerns of male/female training together.

Having a mix gender, recruit training would definitely bring additional problems in recruit training. I believe that we should "fix" what we face with right now before we even think about mixing men and women in training. I'm not totally against having a mix gender boot camp, but I feel we should seriously look into the cons of having one, i.e. Rape within recruits/drill instructors, sexual harassment with recruits/ drill instructor, female recruits being pressured to keep up with the male recruits, and relationships within recruits/drill instructors.

I believe that the sexual harassment issue has become a working tool of advantage for individuals. It is being used to achieve or prevent certain situations/events for a service member. I strongly believed that sexual harassment is WRONG! However, more emphasis has to be devoted at. What has caused that individual to get to that point.

Males and females should not be allowed to train together in boot camp. Having different genders in the same location would allow for nature to take its course. Men and women are naturally attracted to each other. I know that if I were to be trained with a female, I would concentrate on being with her than with training.

Recruit training should stay segregated with females and males having boot camp alone. This would not effect the fraternization and adultery results.

I feel men and women should be trained the same, but should be trained by their own gender and not in the same view of each other.

Males and females should train separately using the same standards. RCTs for each service should have to meet the standards of that service instead of DoD standards.

There absolutely should be no integration of male and female recruit training in the Marine Corps or any other service!

I believe females should be fully integrated into all jobs in the military. If physically capable (the standards should not be changed, so females can make it) to include combat arms. If this is not done there will always be two standards. Male and female and each side will distrust the other. That way it's "uniformed."

As far as male and female recruits training together, it shouldn't happen to the Marine Corp or any other service because of one simple fact, men are more physically stronger than females and are more tolerant to the strict discipline and demands male DIs put on their recruits.

On the issue of male and female training together, I feel it should not happen. Some men submit to the temptation and that can create problems. Some men were taught to be respectful to people, but more respectful to women and the recruits as well as the trainers might take advantage of that. My most concern comes from the Navy recruits that started dating in basic training. I think that either could have been distracted from time to time and the focus on the military was taken away. Men and women bodies can withstand different physical challenges and the requirement for both is designed to meet their capabilities

Integrated is not the answer! If you think it is then everything has to be even across the board! Recruit training in the Marine Corps is a whole lot tougher academically and mentally

Recruit training should be separate for males and females

The simple fact of the matter is that when you group 17-20 year old men and women, there is going to be sexual tension. Open your eyes. Females in a unit will use their looks to get by on occasion. Young men want to get sex from somewhere. Don't you think an 18 year old girl does too. In society, they are having sex at 12-15 years old! Today's youth are less disciplined because society allows it. Sex is OK in school. There are no values in today's society. Money is good, more money is better. Individualism is the goal not the whole group. When you bring these elements into recruit training or the fleet, sex is still going to be on their minds. Why does everyone think military women are such goody two shoes. They like to party and have sex just like every young male marine in a liberty port. As long as women have a different standard judging them, they will not be accepted. I want to know that they did everything I did and can lead their Marines that way. So far, I haven't met one that could do that in this infantry, not one

I feel that genders should not be able to accuse when it does not exist. Discipline is the key to any unit's success and if we can have discipline in boot camp with training one gender group in one place, then the effects should not change if you put another gender in that place as well. Trainers are leaders and professionals at all times, regardless of whom they train Marine Corps recruit training should never be combined, male/female recruits.

There should never be a combined Army/Marine Corps boot camp
Gender mixing in the recruit training environment is counter productive to instilling good discipline and order in both female and male recruits. As a whole, the Marine Corps has proven this in numerous studies conducted by the congress and Department of Defense. Furthermore, it probably wouldn't be cost effective to change the current Marine Corps' policy on recruit training. I feel that males and females should be trained separately during boot camp

We need to keep the genders separate to keep it from being a distraction while in training

The entire issue of complete gender integration in the military has been forced down our throats by activists, lobbyist and leaders who have no clue what the military does. They will do anything to make this happen but it will never work!! First, because combat boils down to physical strength and endurance which the average female does not possess. Second, complete integration can't be expected in recruit training as these kids are nothing but sexually active boys and girls who will be distracted by each other and standards would not be fair. As far as the adultery issue goes, we spend too much time worrying about people's private lives...and how can we without being hypocrites and slam a junior service members when the Commander-in-chief is guilty

Each military member has to conduct themselves professionally with everything they do

Mixing male and females in recruit training is bad business. Marine Corps Drill Instructors already have a tough job as it is without having to worry about females hygiene needs (sanitary napkins, etc...) and their emotional needs. Females tend to be more emotional than males. It would also slow training down considerably due to females physical capabilities. I already feel male recruits do not move fast enough as it is. I can imagine the speed and intensity of a female recruit. This political correctness business has gone too far. Politics are so deep into the military that I feel we're breeding a softer, kinder military man already. Let the females train with females. The Marine Corps is doing good business. We're in the business of making warriors that will accomplish the mission first

The problem with sexual harassment is that males working around females tend to get comfortable with females like a friend. If the female starts to get comfortable with him like a friend, he mistakes it for affection and moves in. If she shuts him down, he thinks -well, she's attracted to me until I did something wrong. I'll try another approach. Females have something males want. Therefore, males are going to try to get it. If males never tried to get it, how would the population continue. It's primal! If females feel they are being harassed, then tell the guy doing it. If he's a man he will probably stop and apologize.

Females want babies or diamonds and always try to get what they want. "it's primal

Mixed gender recruit training is not a productive idea

Recruit training should be separate from males and for females. Once basic training is done, it is OK to inter mix gender/sex at their first school. Recruit training needs more discipline and higher standards. They need to listen to the drill instructors

Where is a man's game?

Males and females an average of 19 years old leave home for the first time. What do they feel? (imagine when you left home and had gone away to college for the first time but now you have someone that tells you what to do?) Males and females recruits are lonely and depressed, if you put them together, their focus or effort is no longer with training but to look for comfort. Boot camp is a transition from civilian to the military way of life. We teach recruits of honor, courage and commitment so when they go on to their follow on schools they have the basic knowledge and skills to adapt to any social need. Basic training should be segregated to instill the basics: discipline, military bearing

In my opinion, recruit training needs to be gender separated! The Marine Corps is doing it right - the other services need to get on board with this program, NOW

I think the military gets all bent out of shape on small matters. We have bigger subjects at hand than to try and familiarize ourselves with who's sleeping with whom. Not that I condone those types of activities. But it's minor, compared to some of the other things happening in society. And the military is affected by society. If the problems arises then take care of it. But lets not go looking for rocking beds. They will pay in the long run

Going through co-ed training at Parris Island, I would have to say that it's a distraction with working with the opposite sex. Being a human being, would impel me to do human things like being intrigued or curious. On the other hand, being a professional would control those thoughts. But there is still always that possibility, which invites conflict in the work environment

The quality of the armed services has fallen drastically. When you mix male and female you lose the control of what goes on when the lights go out. Adultery and fraternization vary from commander to commander. There should be one policy right or wrong. Sexual harassment is a touchy subject and should not limit service member from expressing his feeling or desires to court another service member. There should be a line drawn but not at the point that someone can not even look at a female or male for more than three seconds with out that being considered sexual harassment

I feel that this survey is basically trying to see if females should serve with men in combat, and in doing so will the unit still be able to function with fraternization and adultery taking place. No unit can be successful if standards are not maintained. Women can serve with men and men with women once the basics of military life are taught to them and they understand that their personal lives should remain separate from their professional

really can't comment much on a lot of the female training questions due to the fact that I have never really dealt with female training. Overall, my opinion is if the soldier, sailor, marine, etc., can hold his/her own, then continue to march

Do not integrate United States Marine Corps Recruit Training

I feel that recruit training should not be mixed in regards to sex. The reason is it causes unnecessary distractions for both recruits and the trainers. There are a few exceptions however such as academics which would be alright to mix but overall it should be separate until after recruit training

I feel that until we hold both males and females to equal standards all around, without lowering our standards, that recruit training should remain separate. Also, I feel that male and female recruit trainers should somehow interact, as leaders, with recruits of the opposite gender in an effort to begin at entry level, to show the equality of leaders regardless of gender. Until all genders are trained and held accountable to the same standards and rated on their performance, technically and tactically, it will be a long while before all MOS's are open to both genders. Gender-segregated training is only feasible because our standards are not equal and our leaders way of thinking is still civilian oriented instead of solely military. Both males and females would benefit from equal standards and early introduction to gender neutral leadership

Well, I feel that as far as mixed male/female training is not the way to go. We do not authorize a romantic or sexual contact between sexes during training so why put them together. We are not dealing with disciplined men and women. Often is just the opposite. Yes we can work together as a team (males/females) maybe even a few parts of training can be integrated I.e., some field OP's but as for training as a whole, I strongly disagree

Initially females were being harassed more, but in recent years harassment is something that has been used as a way out of a controlling tool for females. Males are often encouraged to ignore or avoid females who break the UCMJ for fear of harassment charges

Just like when I was in for 4 years and out for 5. My first 4 years in I think I saw two omen Marines in 4 years. Now, they are everywhere. Females should be allowed in certain MOS's. But definitely not combat related at all. The males first instinct is to "PROTECT THE FEMALE." This jeopardizes unit mission and safety for every other Marine. While in Sergeant's Course, in the field, we had to "stop the war" because the 2 females we had to use the head. I'm seeing too many Marines walking around nervous about losing their careers because a female might wrongfully accuse them of merely saying hi. The Marine Corps is America's finest fighting force. Not a college sorority house. If the Marine Corps combines recruit training I will turn in my belt and cover. PT isn't the same, and isn't fair as far as standards. Besides stretching, and exercising together merely causes "distraction" and if anyone say different, they have no honesty or integrity

In my opinion males and females should be trained separately -- bottom line. Females relate to other females in a way that is different than with males. If their "role model" (drill instructor) is a female, then I feel that they can learn more than if their teach of instructors were all male or mixed. As children females, in most cases, do different type of recreational activities. (I am not attempting to stereotype) It's easier for the males, in most cases, to adapt to a strenuous physical training program and it doesn't take as long for them to become conditioned. In most cases these same males do not mind being told what to do in a very stern voice. Does this

imply that I think females are weak -- no -- It means I think they need a little different type of training than males. They will succeed at a higher quantity with same gender instructors

Males and females should not train together

Personally, I feel that females raise the issue that females train the same. There is a distinct difference between being trained by a man and being trained by a woman. If females were put through basic training by males, there would be a lot less female service members

For the most part when a female see that trying to mess around with a male can cause problems for her they have a tendency to falsely accuse the male of harassing them

The vast majority of female recruits and female recruit trainers are weak and also lazy! A female DI isn't so positive a role model if the training she is administering is kicking her butt as much as it is the recruits. I see female DI's all the time sandbagging on runs, not working out during PT sessions. I would estimate that 60%-70% of them didn't even deserve to graduate from DI school. So what you get is female SNCOs and NCOs that are being looked upon as role models that are less than awesome. Some are good, that is for sure, but most don't pack the gear

Lose all the "beat around the bush" questions. If one cannot tell or comprehend that males and females need to go through basic training separately, they need to watch the news. Although the goal may be one thing, each group needs different guidance to get there. Just look at the other services. It speaks for itself. Honor, courage, and commitment are the same, however, different genders need to be dealt with and taught by people (the same gender) who can relate honestly from experience, and not give some "from the book" response

Training needs to stay gender segregated. Females need strong successful female role models to look up to while males need the lack of the "distraction"

It seems that if a female lies and makes a false accusation against a male regardless if the male is found not guilty, the male still is punished

Anyone who spends time with any platoon for any amount of time on Parris Island knows male platoons get harsher training. But even with this fact, I support gender segregated training because once you mix the two, you invariably must compromise the level of intensity for one or the other in order to keep them on equal terrain as far as training goes. Ultimately, our job is to fight this country's battles

sometimes females use sexual harassment to get what they want, however, it is not always the case

The rigors and stresses placed upon recruits are far too great to add another stress such as someone of the opposite sex training in the same platoon. This is evident when male and female platoons get mixed in certain events. The recruits pay less attention to the instructions and more to trying to see what that recruit in the male or female platoon look like or what they

are doing. Who better to know what a recruit is going through than a drill instructor of that same gender. There is plenty of time after their initial 12 weeks of training to introduce a Marine into working with that opposite sex

Go ahead and mix male and female recruits together in the same platoons. It will completely destroy recruit training and then all the liberal mothers of America and pencil pushers in American politics will finally be happy

Males and females are physically different and cannot train at the same level in some things. However, discipline and hard training should be the same
I personally believe that gender integrated basic training takes away from the training because of the unneeded distractions that come naturally from both sexes

I think some males do not know how to compliment a female properly and professionally on how they wear their uniform and it all boils down to that. The remarks that are made in some cases are taken out of context

The military is not a proving ground for social change, the leaders of the military spend a great deal of time dealing with subjects that have nothing to do with the defense of the nation. It is a fact that women can not do everything a man can do physically, I have a lot of woman in my MOS and anytime we go on hikes or runs the woman lay behind, not that men don't lay behind but the percentage of women is higher. We need to start using common sense

With all the trouble the other services have had with male and females in the same boot camp. There should be no questions about trying to make the Marine Corps. do it. That just wouldn't make sense

Males and females should have the same requirements and standards for the completion of basic training.
- Standards on sexual harassment should be the same also

If this survey is to be used for information on training males and females in the Marine Corps. It should not happen. We have all heard and seen what has happened to other services and know that the same thing would happen to at some point

The main focus of recruit training is to instill the basic qualities of what it means to be a marine. An individual's discipline, his commitment toward his team as well as himself is of utmost importance.

Marine Corps. Policy and orders will always come down to the individual Marines ability and willingness to enforce those decisions.

The separate training of males and females is the current and correct policy that should be taken standards should be the same for both men and women in order to ease a lot of the tension that is felt among both sexes. Other services are failing with their co-ed boot camps and we should be learning from their mistakes as instead of following in their footsteps

Keep boot camp segregated, if a female can hike a 80lb load on a 25 mile MCCRES hike, let her in to the combat arms. Civilian values should now be military values

I feel strongly that bender segregated basic training is essential to the continued success of the Marine Corps. And should be standard for all of the military services

Woman play key rolls in our Corps which are essential but recruit training should remain segregated. Combining the two could effect the quality of male marines physical readiness for the fleet. It also adds undo pressure on drill instructors and recruits

Don't combine women and men together at recruit training. But then again what do I know, I only have 15 years in and I'm a drill instructor

Keep women out of combat MOS's for the following reasons: 1. War crimes to female P.O.W.'s would be much more heinous. 2. Field feminine hygiene - unsanitary conditions for everybody. 3. Rape within friendly lines by "friendly" personnel... if an Airman would sodomize another using ether (Gulf War "ether bunny") what would or could they do to females

this survey may serve a purpose which one is yet to be seen. My feeling is that the survey is meant to see how training males and females together would work. It won't as we have seen from Army standards. Too many distractions as it is, don't add another one

Keep recruit training as is ! Males and females separated

In our military environment, we will always have conflict of gender. We need to work hard at gapping the differences soon

The only problem I see arising from time to time dealing with female personnel is the preferential treatment that others tend to think they get and I have observed that to happen on units where personnel of Junior authority do not know how to handle this issue

I think society and people in higher office are scared to "disturb the herd." It has become easier for a female to point a finger and that male is guilty as charged, without consultation or even the facts. Society has even turned this to racial and ethnic groups with this equal opportunity stuff. If two men go for the same job and one scores higher than the other, they then have to look at his skin color to see if they have enough whites, blacks, Asians Mexicans before hiring the highest test score. With this male and female boot camp, if its costing the Marine Corps too much money to send all the females to P.I. . . Buy the Naval Training Center next to MCRD and use that

The issues concerning recruit training and success of military unit served a purpose in asking--the adultery/fraternization issues...? We need to focus our efforts in building a better, stronger military and country--not concern (or waste effort) on who is dating whom

integrated training is not the answer. There are enough distractions to deal with already

The female, male thing is no big deal to a lot of us. It's the softening of our training. We are not here to train better civilians. We are here to make Marines! Everyone that has not or will never serve in the military always will have something bad to say about how we train. A stronger breed will one day defeat us and breed a harder race

Yes! Males harass females and often females harass males. It is human nature. However, males have been falsely accused of harassment. Females often lead men into situations that give the wrong impression until a female feels threatened or violated, then she is quick to falsely accuse a male

I believe that the gender issue in Recruit Training or any military service is being concentrated on too much and blown way out of proportion. Gender Segregated Recruit Training has proven very effective in the Marine Corps. Can females do the same job as males? In certain cases, yes. Even in a combat MOS, but those cases are few and far between, not across the board

Recruit training should be conducted **WITHOUT** the added pressure of gender integration. No only is gender integration an added distraction for the recruits, but it is a **MAJOR** distraction for the trainers. There are far too many issues that Recruit Trainers **ALREADY** have to handle. Too many entry-level recruits arrive for training with the **WRONG** moral ethos towards gender relations, and concentrating on that aspect too early in training inhibits training in other areas for maximum effect

Page 10, Q 90 - this does happen, but the question unfairly targeted female recruits. Male recruits will try to "sweet talk" a female trainer just as much as female recruits will do it to a male trainer.

We can make all the rules we want about sexual harassment, Fraternization and Adultery - but until we get rid of sexual discrimination we will always see the same problems! We are our own worst enemy - with different uniforms, Grooming Standards, Physical Standards. (I.e., skirts, haircuts, jewelry, body fat) If we become more standard and uniform in appearance, and quit telling everyone there is a difference, then maybe we can go on with being a great military

Marine Women

Recruit training should remain separate for both genders

I feel it does not paint the whole picture where as how females respond to male trainers as far as respect, how about male recruits being told negative things concerning females, and therefore, upon leaving boot camp attempt to address females lowly, there is a point where they should be integrated. **NOT!** Until boot camp is over, we are dealing with different temperaments, emotions, previous mental abuse/physical abuse which is more prevalent in females. I feel there is more to this than this questionnaire and if your talking about sex, adultery and fraternization it will run rampant if we combine training in the beginning stages.

I think we are focusing on a woman's requirement issue. We are different, a man is a man and a woman is a woman. Putting a woman in a fighting whole would cause dereliction of duty,

and tension between other men, because the interest would be there on who would get her and the ones that didn't would resent the one who did.

Same thing for recruit training, you can't have that type of "cave man" mentality of the man winning over the woman, and you would and you could not control it. They are human. They need to focus on what's important and when they graduate. They have the rest of their lives to worry about it. Until then and for our nations safety and ability to keep our standards we don't need that type of distraction.

I do not think that gender integrated boot camps should be applied to USMC. Females need females to bond to, and not have the distraction of males around! During PT runs, the females would get discouraged because the males can do better so the females would give up!
NO INTEGRATION!

Females need to be prepared in RCT training to be more physically able when they get to MCT.

I strongly believe that female recruits should be trained by female Drill Instructors because we can serve as good role models and when personal or female problems arise there is no hesitation on bringing it to a DI's attention.

I believe that females are patronized entirely too much. Further, I feel that many females only want to be treated equally when it benefits them. More training must be done to educate both male and female leaders to treat everyone with professionalism, leadership, and maturity.

By the looks of this survey, it seems that we are considering opting to mixed training across the board. I strongly disagree. I was at Great Lakes Naval Base when they went to mixed training and in my opinion it was a disaster. Because even though you have so called mature military individuals, they still let their hormones and stupidity get into their line of thought. In my opinion, separate basic training is the way it should be.

This survey is a waste of time because the individuals asking the questions don't have a clue how things are ran.

The higher ups are afraid to make good decisions because they are afraid of women and that allegations will be ran to the media. We are not training women properly, if they lie, there should be severe punishment, like what happens to the males. I have seen too many males get taken down by females who are using their gender.

I believe the military should focus on the whole picture and improve or look over its standards/policies. Don't just focus on gender training, sex, harassment, adultery.

The primary purpose of recruit training is to make members of that service. Mixing genders would certainly provide no help towards that goal. When males and females interact, there is always a change in the social structure. Young men and women especially have a hard time working together. If you take young people who already are having great difficulty adjusting to military life and add in sexual issues, it can only harm training. I do think each gender

should receive sexual harassment training (in boot camp) from someone of the opposite gender. I have seen far more frequent problems with females using their gender to get out of work or get better assignments. Talking with other service members, I have heard the same comment echoed from them (especially those who went to integrated recruit training).

Females are harassed more often because there are more males and less females.

Training of female/male recruits: It must remain separate although the physical standards must be the same. The 4th Bn obstacle course needs to be torn down and rebuilt to regular standards. It only sets them up for failure and if they can't make it through a regular crs, they need to go. Right now, PT must be the same. If female recruits can't meet the required level of physical fitness standards, then they need to go. We hold onto dead weight that continues to be dead weight, not just throughout recruit training, but out in the fleet as well. The clean-up needs to start in recruit training. We must have higher standards, and get rid of what should never become a Marine (both male and female).

I strongly believe that males and females should go through Basic Training separately. It makes it better for both and the next step is SOI and males and females are together and they work together throughout their service.

Initially, being separate is better because females need to build confidence and faith in themselves but they can't get that being with males. Males are physically able to do more which makes females feel less.

I think integrated training is good. It motivates both sexes. The females will push themselves more and the males will also as not to fall out. I think we need to stick to the basics and what we are here to do and that's to defend our country. Not worry about makeup and some other classes which are not necessary. Males need to know how to train females and the same for females!

I think that it becomes such a hot topic that too many women jumped on the bandwagon at the slightest miss-phased sentence. Thing have been grossly blown out of proportion.

I believe that separating genders for the sole purpose of Recruit Training is good. Due to the fact that it places positive role models for the young recruits to follow within their own gender. Me being female, a female recruit can see herself as me or doing what I do. A male training a female has no idea what it's like to be a female in the first place, our bodies, our makeup, etc. And realistically, a female can achieve what a male is doing but when they see a female do it, it puts it into a little bit better perspective for her to focus and accomplish without the sexual tension added.

A male can not relate nor address the issues of 65 young women whom have never been away from home. From teaching personal hygiene (which is more involved for females than males) to "dear John" letters and the fear of their first PAP Smear. Young people need that role model; someone to emulate. A goal that is able to be reached. There are very few women who want to be like their father. Young women need to be taught; and demonstrated by example; how to be strong young women. A man can't do that.

Segregated training shouldn't exist. They should be exposed to males and females to learn how the FMF really is, and maybe they could survive MCT.

Right now recruit training for the Marine Corps is the best. We really aren't segregated, because we do things together, I.e. the crucible and rifle range. It's what we do in our basic daily routine that separates us.

Harassment - I feel females are harassed more but they are taking care of it themselves more lately by telling the male what is wrong. Females don't report as much because of this and because they don't want to be assumed of making it up.

Gender Segregated Training - Every service has their own mission and should be allowed to train recruits their own way to prepare them for that mission.

The way the PISC RTR operates with the separate gender training is proving to be successful and should remain this way, as long as they (recruits) are taught through classes that they will need to work with other sexes than their own.

As a female DI, I can only speak on the female side. Females in today's society, as in the past, have low self-esteem, no self confidence or no self worth. When they come to boot camp and it's segregated, the females get to show their own aggressiveness and learn to get self confidence with their peers. Having self worth and confidence in boot camp helps females when they get to the fleet to stand on their own when working with men. Males are already more aggressive than females as a whole. I think it helps prepare females to be a team player in their units.

I feel that females and males should not train together in boot camp. I feel that they need this separation so that females can have a female role model and males can have a male role model. I feel the time to integrate is after boot camp.

Navy Men

Battle stations at RTC is one prominent example of the difference between male and female training. Why should all male divisions be pushed harder to perform the same jobs in the fleet

Having worked and trained in a mixed gender Navy for all of my 16 years of service, and now as an active Recruit Division Commander for 2 years, I feel that mixed gender training in boot camp generates undo and unnecessary distractions in boot camp which detracts greatly from the ability of recruits and RDC's to get the most from boot camp

I honestly haven't had the opportunities to drill male/female divisions nor serve side by side with females. If we are to work together in the fleet than we should train together from Day 1

Integrate does not do anything for training. This should be done at the fleet

Males and females have been interacting with each other before they came into boot camp. Due to the morale decline in the United States today, boot camp would be better off with males and females housed separately. That is one barracks for female recruits only. No

integrated male/female recruit divisions (companies). Recruits have enough to learn without the distractions of the opposite sex

In an effort to meet the needs to maintain our sea lanes and to carry out the mission of the Navy and Marine Corps, we must train as we fight sailor and Marine are in harms way in a gender integrated world.

I feel they should get their initial training as such

Mixed boot camp - Bad

Regardless of the distractions in Basic Training, integrated training is a MUST. If a female has the desire to pursue a military career, she should be given the same opportunities as a male

Equal pay, equal work!

We want it equal, shave the heads of all, no earrings, same physical standards, we are saying both genders are equal, but are they? Why can a 21 year old female do 4 push-ups and pass, but it would fail a male. We send screwed up, mixed messages to all. If in fact, we're all equal, same standards for all. If we are not equal, then let's tell the truth. Because someone is black, should he be allowed to do less pushups than a white? Of course not!! If we keep a hold of affirmative action and all these other reversed discrimination policies, we do an injustice to all

Most of the issues raised were general in nature. Issues involving gender-related training fall into many shades of gray. Most cases or situations are probably clear, but there are enough cases or situations that occur where a simple black/white solution cannot be found. This is where political Ping-Pong is being played. Along with this of course come the media. Regardless of the reality of the situation, the perception dictates action; and most actions (referred to as "knee-jerk") tend to be as distracting and a detraction from the overall service mission as the original situation itself

There is no integration at RTC

I believe that males and females can train along side one another but not together. They should be placed in separate divisions. You should never breakup the integrity of your division just so you can make a coed division

SECARMY brought back integrated training 10 years after it failed the first time. Females should not train or serve with males at sea. Females should only be assigned shore duty jobs! Maybe if the U.S. would have started integrating 100 years ago things would be different. But today all young people do not commit to hard work! They commit to only what is easy and fast. We must find a way to focus young people to commit to long term goals. If we do not DoD will suffer in the long term

I don't know what the big thing is on integration. I had no problem adjusting to females after 6 years. 2 months is not long. I think now, where doing business needs to be looked at - they integrate and march together but they only thing that counts for competition is drill. My

personal opinion is integration causes too much distraction and they're not totally focused on the job at hand

Gender-integrated basic training needs to go away. Why? Well some of us have forgotten what it's like to be 18. Hormones are going to be at or near the surface all the time. Also, a male is more likely to try and be macho in front of females rather than follow instructions. Males and females PT together and it hurts the males since for the most part they have to hold back. Let's face it, females cannot, cannot do the same physically as males. Recruits do not concentrate on training. I don't care if there's one RDC for each recruit 24 hours a day, they will find a way to sneak around. Let's make boot camp, boot camp again. To hell with paradigms. To hell with attrition. This is the military. If they are coming in for the college fund, then let's make them earn it

Gender-integrated training wastes valuable training time. For example, integrating when departing the barracks. RDC's spend too much time resolving problems brought on by integration, when they could be training. It is a BIG and UNNECESSARY DISTRACTION. Most of these recruits are 18-19 years old. Trying to restrain the natural urges they have is ludicrous. They spend more time worrying about dates after RTC than getting through RTC. Non-integrated divisions are better recruits. I've pushed both and firmly believe that

Recruits have many pressures placed upon them upon arrival at Basic Training. They are extremely vulnerable to many things happening to them, i.e. They are lonely and homesick, and going through the biggest culture shock they will ever experience in their life. The mixing of the opposite sexes in boot camp is unnecessary. It is another added pressure they don't need at that stage of their military life. Integrated training is okay in the classroom setting only. The ships at RTC should be designated male or female. A male division should have a Sister division that lives in another ship. The two are not to even mix until they mirror up at the classroom or at events dictated by minor schedules. I have pushed integration and non-integration. Integrated training takes much more counseling time with male/female fraternization issues. The punishments of these offenses makes no difference. They always will find a way

Trying to instill the Navy's core values and discipline is hard enough in boot camp without the added distraction a recruit has with the sex issue. Male and female recruits should be segregated but it is very important to have male and female trainers integrated in order to expose all recruits to the integrated Navy

Basic training should be gender integrated. It is an unnecessary distraction. Needs to be taught Basic military functions not "see Jane and dick run". Let's be PC and ruin the whole

There are cases of fraternization that could not be proven but the accuser was never charged for falsely accusing. Often we look for reasons, beyond me, why we should not integrate. This is wrong. We need integration for changing times. If we fail to make it work than we fail our country. The future of the military is depending on us to set standards and make a difference on us to set standards and make a difference. This must work (integration) if we are to ever get

passed harassment. We can, we must. The future of the U.S. depends on us and newly entered recruits

I truly believe females should push females in boot camp and males push males only

In the Navy recruit training, we have not yet truly made it to gender-neutral training. We tell ourselves and others we have. They march together by splitting two division in half and merging opposite halves.

If 2 recruits are caught talking, we first have to identify what sex each were before we decide the appropriate punishment for the unauthorized activity.

Half a division that earns an academic or athletic flag or even higher awards marches onto the parade deck and takes a division picture the awards won (or not) and guidon and personal flag of another division. They begin to figure that out the first week of training.

We can do this

What is the purpose of integrating only 10% of RTC? Integrate entirely or not at all. Equal work for equal pay - PT standards apply as do uniformity in appearance

I think that females should be trained the same exact way and if they don't cut it then they don't stay. And I think it makes no difference in who the Drill Instructors are, and I think they should be trained same place but not integrated. It eats up a lot of time trying to get them to work all the same way when they aren't the same.

I think the standards imposed on RTC should be imposed everywhere or even for it to be imposed on all personnel at a RTC. If I as an RDC have to maintain excellent or better than all staff members including support staff should be the same. The recruits see all them fat, out of shape, uniform too tight, personnel and they ask why can they do that when we tell them that it's wrong. What are we telling them

RTC policy on integration is all smoked and micros. Having male and female berthing support and bring them together in close is same as having them live in the same ship with less problems. Male and female will find a way to be together at RTC or ship

We need to stop integrating brother/sister divisions. The two divisions go to the same place anyway, so let's stop wasting time by integrating. Also, while integrating is a great opportunity to pass notes and make kissy faces at each other why are we setting these recruits up to fail

100. How to train females and males differs but the end goals should be the same. ONE STANDARD

I don't buy the split up of males and females. The recruits have worked together before they joined. We must go one step ahead. Personnel INSP. Testing all one. Have 44 males assigned and 44 females assign to a division. You can still use the compartments. It just would take some planning. It can work

Basic training is NOT the place for gender-integrated training. In terms of dollars, it costs more to train a gender-integrated division because there are 6 instructors, 2 barracks, and lots

of wasted times and effort to coordinate both the male and female elements. Then, the gender-integrated divisions only march and eat together. Children in kindergarten are more integrated than a gender-integrated division. Now, add to the mix the male/female interaction and the setbacks in training caused by male/female inappropriate contact (let's face it: Our trainees are basically teenagers with raging hormones that we, as instructors, are required to discipline when inappropriateness occurs). Gender integration at the basic training level is a bad idea that is wasteful of time, effort, and taxpayer dollars. My question to you is: What would you do if your daughter became pregnant while in basic training? How much longer is a failed policy going to be forced - trained, and what will the eventual cost be on our Armed Forces

1. Physical training standards should be the same for all service people.
2. Male and female recruit divisions should not march together or stand inspections together. They should attend classes together

Unequal treatment between civilians (DoD) and military, why am I held to a higher standard than my commander in chief?

I don't believe females can do my job (seagoing NEC) as well as males but as they are here in this grand social experiment integrated training is a must to accustom the males. Sometimes we forget our job is to kill people and break things, not train everyone to be happy all the time

Integration cuts back on the training time. Cause both sides, males and females, are never ready when you need them to practice for drills. Males or females could have something to do separate from what you want to do. Males doing something in house, while female have free time in house. You can't integrate because males are busy

Recruits should be placed in all male or all female divisions the same way things were done in Orlando. A brother and sister division can go to classes and events at the same time, but no integration is required. Integration provides too many distractions that seem to have a tendency to lower the quality of training and the quality of the recruit

As a recruit division commander, I feel integrated divisions help promote the objectives concerning fraternization. Recruits get a live lesson on how gender is not an issue in determining the level of treatment. In others they see that there is not a division of treatment but rather both genders are treated equally

If integration makes better sailors, are we saying that the 90% who don't integrate in boot camp aren't as good as the 10% that do? Boot camp is boot camp. We should lose the distractions. It is just as hard for some males to go to a male ship and not have females present as it is for people to learn to work with females. Remember most everybody has grown up in an integrated environment. So we know what that is like. Maybe 2 or 3 months away from the opposite gender will increase the respect for them. People should be in boot camps to learn about discipline, self worth, and Navy core and leadership

Integrated basic training is WRONG. It is an unnecessary distraction that lends to producing poorer quality graduates. We need to equip our young sailors with discipline and core values. Once that is accomplished we can then allow for advanced training to be integrated. The

division commander spends more time on integration problems than he/she does on training the recruit. A more effective way would be to segregate initial (boot camp) training than allow them to be integrated during their advanced training, keeping the trainee focused on training is paramount to producing a successful sailor, we are doing ourselves a disservice and the trainee by playing this political correctness game. "No one ever went to war because they were asked nicely." Keep politics out of the military so we can defend our country. Our society's political views continue to undermine our military. The very thing that provides for them to express opinions freely. Political views are ill-equipped to defend our land

Reducing gender-specific "train of thought" and "operational practices" would better serve the nation's military tasks. Worrying about how it would look if "Little Suzy" came home in a body bag is a double standard that is counter productive to the patriotism to our country and its constituents. Make standards; enforce them equally; and continue to improve/move forward

Without calling it segregation, I would like to see separate basic training facilities for males and females. Integrate once basic values are instilled and a higher level of maturity is achieved

I don't think female recruits have as much discipline or military bearing as male recruits. The females try to use femininity to get them places or get the job done

I would like to see females train by themselves so there would be less distractions by the males. This would also allow the recruits to prove themselves (... of us). We are females and we met the standards and passed them

As look as males and females work together I think there's always going to be some problems. Some bigger than others. But everyone needs to think about their job and purpose and keep rest of that --- of job center. Over 500 RDC on base doing an excellent changing civilian into sailors and one or two messes up and makes the other 498 look bad also. Is there anything we can do to stop this problem. A concern RDC

I think male/female integration is good and should be occurring in all units. This billet was the first time for me working with females. I think integrated training needs to start right away

Integrated training should be stopped. People are integrated through all of their school years. For 8 weeks they should be separated. Integrated training in the Navy, is what we do for "show" (I.e. for the Congressional leaders). Integrated training does not accomplish what people think it does. It requires RDC's to spend a lot of time trying to solve problems between both male and female recruits, rather than training about military life

74. Too much emphasis placed on male and female. We should be referred to as sailors or service members. There are no men or women in the Navy, just shipmates. The Armed forces should not try to please the general public. Stick with what works and stick with it. We are training to fight wars, not baby-sit. (Signed

Men and women are integrated at birth, why are we so concerned about problems of the sexes interacting now. All of these issues are taught and lived long before arrival to military service. Yes, people need to be monitored and a status maintained, but this is nothing new

Navy Women

The politically correct position on integrated training is to say "yes" it works. We are supposed to say this because of our leaders wants it to work when in fact it serves no purpose and doesn't belong at the boot camp level. The recruits should integrate when they go to follow-on training.

Perhaps if someone would just show up on our doorstep and picked who they would like to talk to or talk to everyone without a command representative present, they would receive honest answers vice "politically correct" responses.

RDCs have the toughest job in the Navy and tends to be career oriented. None wants to jeopardize what we have earned; some would rather sacrifice honor and courage.

Integration cannot work the way it is because they are not always integrated. In some events they flag for they compete integrated and some then don't. A recruit needs to concentrate on their training and nothing else. Integration clouds the issue. There is plenty of opportunity out in the fleet to learn to work with females, or the opposite gender. As long as a division has opposite gender RDC and the recruit learns to accept orders from the opposite gender, that's about all the exposure they need in basic training. If today's recruit has never been exposed to opposite gender, both socially and academically and never had to do some form of project together or worked at McDonalds together, they have been living in a box. Integration in boot camp has no lasting effect on recruits.

1. We need to be integrated for battle stations - they perform better as a team. But, why should we have to integrate to march to chow? Yes, running together at Physical Training is good, but why do we have to march integrated to school? Generally, women do better at bunk and locker and marching. Guys do better at Physical Training and on tests. We need to work together, to use each others strengths, but why do we have to split the divisions on the drill deck?

I like and support integration - they will work side by side in the fleet. But must they march together everywhere we go? Nobody marches after they leave boot camp.

2. The Physical Training standards are different because of the physiological differences. But I think they go easier on women: 33% body fat makes some pretty big people in standards.

The current integration policy violates every female sailors equal opportunity rights by not allowing them to maintain their division integrity because they are split in all events and combined with a brother division. The division they are assigned is based on gender and training is altered. Lawsuits are waiting to happen.

I feel that integrated training is not so much a problem as the command's approach to it. Males and females will work together in the fleet so boot camp should be no different. I feel that some male RDC's are reluctant to train female divisions because they feel the training is of lower standards when it is in fact not. Some males worry about allegations of inappropriate conduct with female recruits when there should be no problems as long as you act professional and keep a professional distance from the recruits. Overall, I feel that basic

training is accomplishing its mission with the exception of double timing between events during battle stations. I see no valid contribution to training in this evolution.

Divisions should not be integrated. Causes more conflicts and is not necessary. "a" school is a good time to integrate. It is not necessary to do so during boot camp.

The discussion of integration in a training environment is not what it appears. Even with integration many instructors/RDC's put out the wrong message as to male/female interaction. It is treated by some as a disease vice informing both genders they are to remain professional and respectful of each other. I still believe there are many instructors/RDC's who have a Neanderthal attitude when speaking to either gender (I.e. to an all male division "What are you a bunch of girls." To an all female division, "Maybe you should go back home to Mommy and stay in the kitchen." I also feel some the things taught at basic training are things they will never use the rest of their military career. May want to look at revamping some of the issues.

Male RDC's should not train female recruits. Nor should their training be integrated. The concentration level decreases.

I do not agree with integration in boot camp. The only thing they do is march. It makes it more difficult to work with so many RDC's just to go somewhere. I also don't think it is right for the recruits to earn flags and then not march with the side that has their flags. So during pass-in-review no one gets to see the real flags that they had earned. This is not something that will make a big difference on how they work with opposite sex in the fleet. They don't march together on ships they work together on equipment.

Training for males and females differs. Males you can be tougher on. Females get away with more than male RDC's.

Chapter 5

Summary of Recruit Trainers’ Most Commonly Expressed Views

The following statements reflect the most common sentiments expressed by recruit trainers through written comments on the questionnaires:

1. Over the past five years, entering recruits have possessed greater intelligence and education, although that often times has meant they have a harder time adjusting to military culture.
2. Overall, however, recruit quality has declined in the past five years in terms of motivation, work ethic, physical fitness, respect for authority, and willingness to work as a team rather than as an individual.
3. Recruit trainers are not permitted to use the tools they need to properly motivate and discipline new recruits.
4. Basic training has become too focused on producing a large quantity of graduates, and not on producing high quality graduates.
5. Overall, graduating recruits are ill-prepared for the combat environment.
6. Fraternization and adultery within units or the chain of command can be seriously detrimental to unit cohesion, soldier morale, and military readiness.
7. Major problems currently plague gender integrated training: fraternization, recruit distraction with the opposite sex, harassment or fear of harassment charges, complications in organizing the two genders, and differences in the physical standards for men and women.
8. Given the numerous obstacles recruit trainers face, boot camp would be more effective if recruits were separated by gender until advanced/follow-on training.

9. High-ranking military officers and civilians do not realize what basic training requires, or they are overly concerned with their careers and political correctness, rather than what is best for the troops.

10. Recruit trainers' responses to these surveys will not likely make a difference in military policy or be taken seriously by anyone in a decision-making position.

In summary, recruit trainers reported that the problems with basic training encompass much more than gender. Marines, who separate the genders for basic training, were as likely as respondents from the other services (who integrate men and women in basic) to register lengthy complaints about the quality of recruits and boot camp in general. Furthermore, the gender-related problems reported often were not limited to the basic training environment. Overall, it appears that managing gender is but one of a whole host of problems facing drill instructors today. Because recruit trainers are not permitted to motivate and discipline recruits in the manner they see fit, they would prefer as few distractions as possible.

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**APPENDIX: SOME ACRONYMS AND ABBREVIATIONS
COMMON IN RECRUIT TRAINER COMMENTS**

AIT: Advanced Individual Training
BCT: Basic Combat Training
BMT: Basic Military Training
BRM: Basic Rifle Marksmanship
BT: Basic Training
DI: Drill Instructor
DOD: Department of Defense
DS: Drill Sergeant
GT: General Test
HQ: Headquarters
ID: Identify
MCRD: Marine Corps Recruit Depot (one of two basic training locations for Marines)
MOS: Military Occupational Specialty (job assignment)
MP: Military Police
MTI: Military Training Instructor
NCO: Non-commissioned Officer (recruit trainers are NCOs in rank)
OSUT: One Station Unit Training (combined basic and advanced training for combat arms people)
PT/PC: Physical Training/Physical Conditioning
Pvt: Private (as in rank of new soldiers)
RCTs: Recruits
RDC: Recruit Division Commander
SM: Service Member
SNCO: Senior non-commissioned officers
SOP: Standard Operating Procedure
UCMJ: Universal Code of Military Justice

PART 3

*Thematic Assessment of
Graduate Recruit Written
Comments*

by

Lawrence J. Shrader

PART 3

TABLE OF CONTENTS

	<u>Page</u>
EXECUTIVE SUMMARY	659
BACKGROUND	664
INTRODUCTION	665
Selection of Themes.....	665
Methodology	665
Coding Verification.....	666
RESULTS	667
Sample Comment Rates.....	667
Frequency of Selected Themes	669
Recruit Comment Rates	673
Summary of Themes.....	675
CONCLUSION.....	676

APPENDICES

APPENDIX A

Graduating Recruit Comments	677
Army Men Comments	679
Army Women Comments	725
Navy Men Comments	745
Navy Women Comments	757
Air Force Men Comments	766
Air Force Women Comments	776
Marine Men Comments	790
Marine Women Comments	838

APPENDIX B

Coding Verification.....	851
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EXECUTIVE SUMMARY

Background

The Basic Training Survey was administered on-site at all 10 entry-level basic training sites among the four Armed Services between the dates of 4 November 1998 and 10 December 1998. There were 3,978 beginning recruits and 4,983 graduating recruits who took the survey. Of those graduating recruits, 59.8 percent (2,980 recruits) offered open-ended comments on the last page of the survey where item # 89 stated:

“Please give any comments you have on your basic training experience.”

The purpose of the theme search assessment was to identify major themes in those comments concerning two areas of interest to the Commission: *basic military training* and *gender-related issues*. In order to quantify the qualitative open-ended responses on the surveys, all comments were first transcribed into an electronic database for analysis. Then, comments reflecting themes relevant to the two areas of interest, which were selected based on the quantitative analysis of the Basic Training Survey, were identified through a word search on that database. An independent coding verification was conducted on a subset of the data to ensure that the selected comments reflected the appropriate themes.

Three predominant themes were identified in the area of basic military training: discipline, separated into positive and negative comments; difficulty of overall basic training; and difficulty of physical training. The difficulty of overall basic training and physical training were each divided into two categories: any comment which expressed that the training was “easy” “too easy,” “easier than expected”; and any comment which expressed that the training was “hard,” “too hard,” “harder than expected.” Under gender-related issues, the comments were organized as either as positive or negative toward gender-integrated training; or as other general comments about gender-related issues that did not specifically mention gender-integrated or gender-segregated basic training.

The results of the assessment were tabulated as a percentage of recruits in each Service by gender who made any comments about a particular basic military training or gender-related theme. A graphical presentation of the results is provided as in the figures below. The percentages on the graphs represent the number of recruits organized by gender and Service who made comments about a particular theme out of all those recruits of the same gender and Service who made any comments. For example, 11.8 percent of Army men made either positive or negative comments about discipline, and 88.2 percent made no comment, either positive or negative, about discipline.

SUMMARY OF RECRUIT COMMENT RATES

The following summarizes findings on the selected themes from graduating recruits who wrote comments. See figures below for a graphical representation of the data.

Basic Military Training

Discipline

Positive Comments: Air Force men and women and Marine men had the highest frequency of positive comments about discipline. This category indicated the satisfaction that basic training had provided the recruit with discipline and self-control. Marine men (9.6 percent) commented on this theme more than all other recruits. Both Air Force men and women commented on this theme in the 7 percent range, followed by 5.4 percent of Marine women. Army and Navy recruit comments occurred less than 4 percent of the time.

Negative Comments: Negative comments indicated a recruit's dissatisfaction with the quality of discipline in basic training. Army and Marine men had more negative perceptions of discipline (above 8 percent) than all other recruits, followed by Army women at 5.8 percent and Navy men at 4.3 percent. Less than 3 percent of all other recruits, Air Force recruits of both genders and Navy and Marine women, commented on this theme.

Overall Experience

Basic training was easy, easier than expected, or too easy: Almost 25 percent of Marine men offering comments said that the overall training experience was easy, easier than expected, or too easy. Men in the Army and Navy mentioned this about 10 percent of the time. Air Force men commented at 2.6 percent. Of the women recruits, Army women had the highest rate at 12.2 percent, followed by Marine women at 11.7 percent. Air Force and Navy women commented on this theme less than 5 percent of the time.

Basic training was hard, harder than expected, or too hard: Nine and one-half percent of Marine women offering comments tended to feel that basic training was hard, too hard, or harder than expected, more than all other recruits. Navy women and Marine men were around 6 percent. About 3 percent or fewer of all other recruits commented on this theme.

Physical Training

PT was easy, easier than expected, or too easy: From 15 percent to 18 percent of both men and women Marines who wrote comments found physical training easy, easier than expected, or too easy. This was higher than recruits in other Services, whose comments on this theme occurred at 5 percent or less.

PT was hard, harder than expected, or too hard: Very few recruits across Services and gender commented on this theme. The highest percentage was found for Air Force women at 2.4 percent, followed by all other recruits at 1 percent or less.

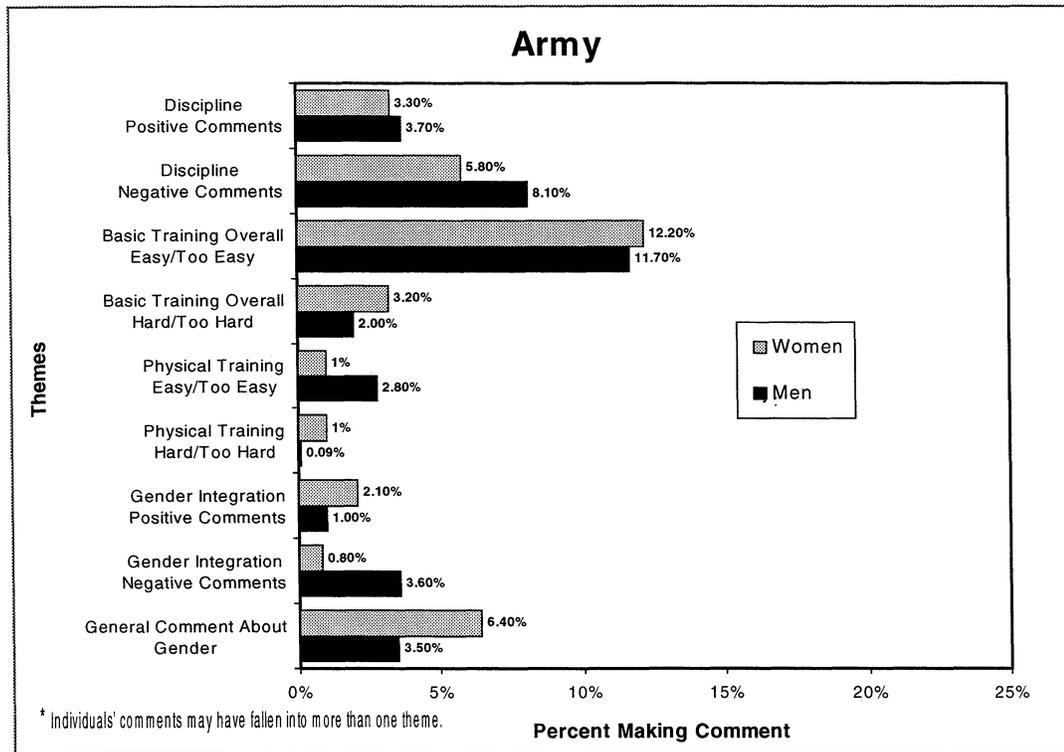
Gender-Related Issues

Positive Comments: Except for Navy women (10.9 percent), recruits from other Services commented at 3 percent or less on this theme.

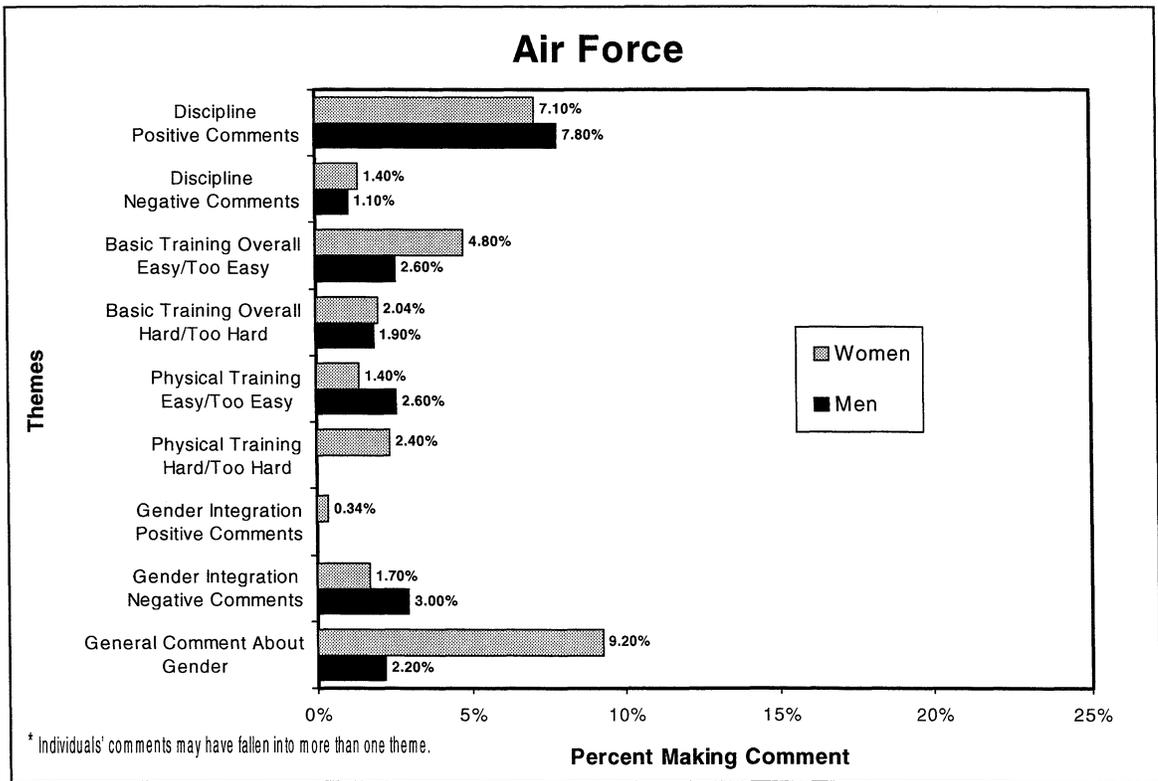
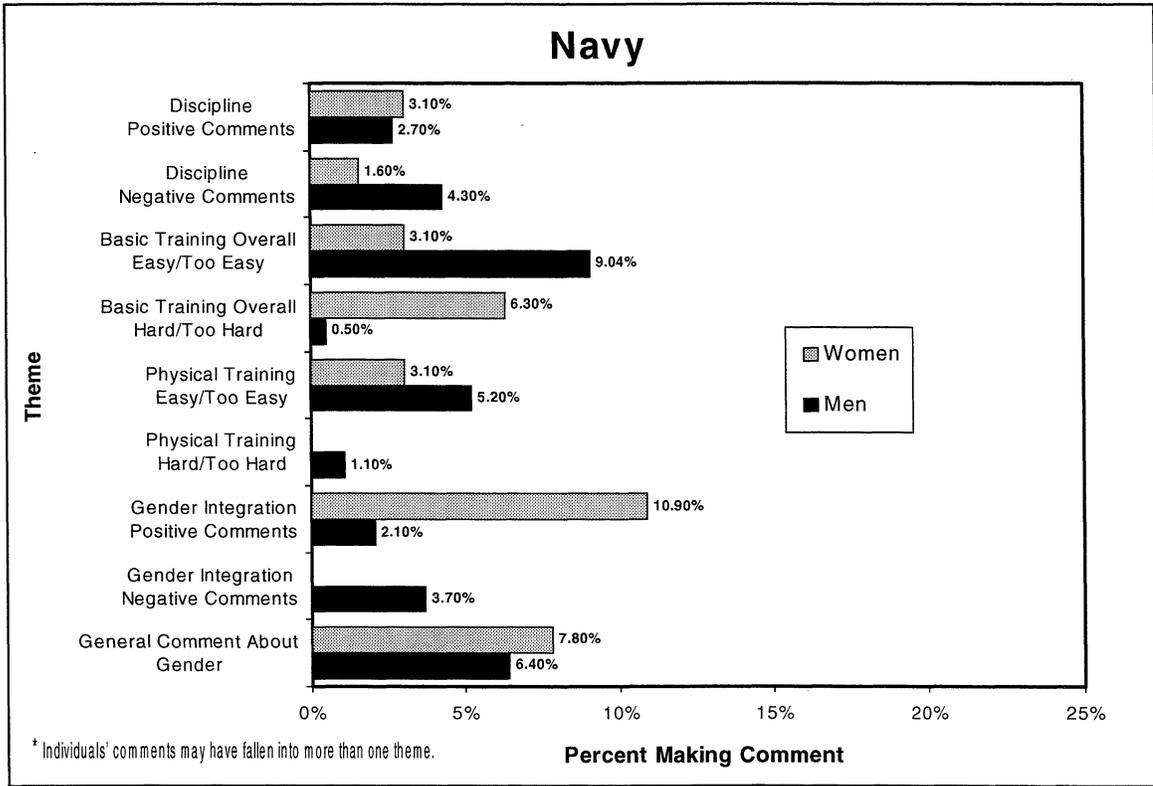
Negative Comments: Marine recruits, both men and women, had the highest negative comment rate about gender-integrated training at about 5 percent. Navy women had no negative comments on this theme.

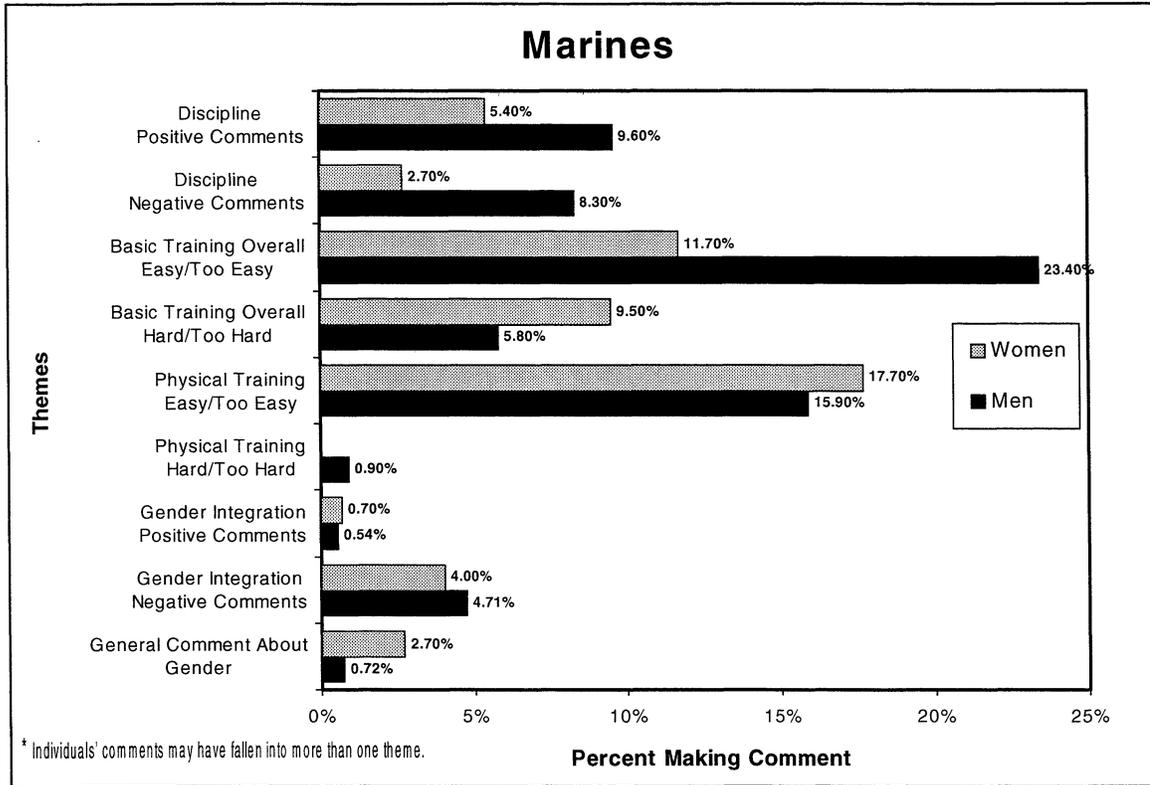
General Comments: General comments reflected gender-related issues other than gender integration. Air Force women (9.2 percent) and Army women (6.4 percent), along with Navy men (6.4 percent) and women (7.8 percent), were more likely to comment about these general points. All other recruits commented less than 3.5 percent within their respective Serviced and gender categories on this theme. Overall, a smaller percentage of Marine recruits, both men and women, commented about gender-related issues than recruits in other Services.

**Comments Frequency
Expressed as Percent of Those in Each Service Who Wrote Comments**



PART 3





BACKGROUND

The following excerpt from the executive summary of *The Study of Military Recruit Attitudes Conducive to Unit Cohesion*¹ provides a background for the Theme Search Assessment.

The Congressional Commission on Military Training and Gender-Related Issues was created in 1998 by an Act of Congress under Title V, Subtitle F of the National Defense Authorization Act for Fiscal Year 98. The Commission was tasked with assessing the quality of basic training in the Army, Navy, Air Force, and Marine Corps and to make recommendations to Congress on improvements to those programs. The Commission was also tasked with reviewing the effects and application of policies and regulations governing cross-gender relationships of members of the Armed Forces and with making recommendations on improvements to those policies, programs and restrictions. As part of their work, the Commission generated a number of independent research projects in order to provide Commissioners with relevant data on the decision-making issues.

Research Objectives. *The study had three basic objectives in measuring the attitudes of graduating recruits and two objectives in surveying military leaders. In recruit attitudes, the first objective was to document the current state of inculcating desired cohesion attitudes in graduating recruits of the four Services. The second objective was to analyze whether gender-format within basic training was related to either high or low attitude scores. The third objective was to assess the difference between graduating recruit scores on cohesion attitudes and the scores expected by enlisted leaders of their Service. Concerning surveying military leaders, the first objective was to document their opinions concerning the quality of current initial entry graduates in the military, as well as their opinions on current policies of gender integration/separation in basic training. The second objective was to assess leader opinions on other gender-related policies in the military that were pertinent to the Commission's charter.*

Sampling. *Samples for this research included nearly 9,000 active duty military recruits (reserve recruits excluded) across all the Services and all basic training sites, as well as 2,290 Recruit Trainers from all Services. In addition to Recruit Trainers, other leader samples consisted of over 10,000 officers and senior enlisted, to include stratified random samples of E6/E7 and O-3 leaders, and a majority (61% and 63% respectively) of all Battalion/Squadron/Ship-Level operational commanders and their senior enlisted advisors. Table 1 provides a summary of the study's research samples. A supplemental content analysis study focused on the open-ended written comments made by 1,430 Recruit Trainers on their surveys. The analysis of Recruit Trainer comments provided in-depth information on these leaders' perceptions on the conduct of basic training by Service (See Appendix A). Additional work on written comments included a thematic assessment of open-ended comments made by nearly 3,000 graduating recruits on their surveys (See Appendix B). Finally, open-ended comments from all other military leaders (approximately 10,500 wrote comments) were transcribed for the record and included within the data set.*

The current study is the thematic assessment of the comments made by graduating recruits concerning their basic training experience.

¹ Johnson, Charles, B., *The Study of Military Recruit Attitudes Conducive to Unit Cohesion and Survey of Military Leader Opinions on Recruit Training and Gender-Related Issues*, Washington, DC, 7 April 1999, p. v.

INTRODUCTION

The *Basic Training Survey* was administered on-site at all ten entry level basic training sites among the four Services between the dates of 4 November 1998 and 10 December 1998. There were 3,971 beginning recruits and 4,983 graduating recruits who completed the survey. Of the graduating recruits, 2,988 recruits (or 59.7%) offered open-ended comments on the last page of the survey where item #89 stated:

“Please give any comments you have on your basic training experience.”

The purpose of this assessment was to identify major themes in the collection of comments in two areas of interest to the Commission: *basic military training* and *gender-related issues*. The transcript of comments, categorized by Service, gender, and themes of all graduating recruits who offered comments, is located at Appendix A.

Selection of themes

There were many possible themes that could have been selected from a collection of open-ended comments. But, the ones selected for this assessment were most relevant to the two areas of interest to the Commission, and at the same time complemented the quantitative analysis of the answers to the questions on the *Basic Training Survey*. “Basic military training” is organized by three main themes: discipline, overall quality of the training experience, and physical training. “Gender-related issues” is organized by two themes: comments specifically about gender integration and segregation; and general comments about gender which did *not* explicitly mention integration or segregation of men and women in the basic training environment.

Methodology

Key Word Search

In order to summarize the qualitative open-ended responses, the 2,980 comments from graduating recruits were first transcribed into an electronic database for analysis. Microsoft Word was used to conduct a search of key words to identify the selected themes in each of the two areas of interest to the Commission.

Basic Military Training:

Discipline - key word: “discipline”

Any comments about discipline were found and then separated by negative comments and positive comments concerning discipline.

Overall Basic Training - key words: “training”, “easy”, “easier”, “tough”, “soft”, “hard”, “difficult”

These key words were used to find the comment, and then it was categorized by whether the comment indicated that training was easy, easier than expected, or too easy, or whether it indicated that it was hard, harder than expected, or too hard.

Physical Training - key words: “PT”, “more PT”, “physical”, “fitness”

These key words were used to find the comment, and then it was categorized by whether the comment indicated that physical training was easy, easier than expected, or too easy, or whether it indicated that it was hard, harder than expected, or too hard.

Gender-Related Issues:

Integrated Training - key words: “integrate”, “segregate”, “separate”, “together”

Any comments about integrated training were found and then separated by negative comments and positive comments concerning integrated training.

General Comments - key words: “female”, “male”, “women”, “men”

Any comments that were made about men or women that were not explicitly about integrated training.

Coding Verification

A subset of the data resulting from the word search and assigned to each theme was cross-checked by an independent researcher for accuracy. This reliability test of 5% of the comments from the database produced an overall 74% agreement on all categories of the assessment (See Appendix B).

Other cross-checks were conducted by four Service representatives. They read all comments of recruits from their respective Service and noted their disagreement if a particular comment did not appear to express the respective theme. All disagreements were then reconciled by reading over the comments again and making the necessary corrections.

RESULTS

Sample Comment Rates

Of the 4,983 completed graduating recruit surveys, 2,980 recruits (or 59.8%) offered open-ended comments about their basic training experience. By Service, this breaks down as follows:

Table 1. Numbers of Recruits

	Total Surveyed	Offered Comments		Total Surveyed	Offered Comments
Army Men	1,877	1,090	Army Women	385	377
Navy Men	562	188	Navy Women	180	64
Air Force Men	514	268	Air Force Women	468	294
Marine Men	806	552	Marine Women	196	147
Total	3,759	2,098	Total	1,229	882

3,759 men + 1,229 women => 4,988 Total Surveyed

2,098 men + 882 women => 2,980 Total Who Offered Comments

Table 2 reflects the percentage of surveys that had comments by Service and gender out of the total of 4,988 completed surveys. For example, 58.2% of Army men who took the survey wrote comments, 97.9% of Army women who took the survey wrote comments, etc.

The row labeled “Total by Service” is proportioned by Service and reflects the percentage of both men and women who took the survey and wrote comments. For example, 69.8% of all Marine recruit graduates who took the survey wrote comments.

The column “Total by Gender” indicates that 55.9% of men across all Services wrote comments, 71.7% of women across all Services wrote comments, and 59.8% of all recruits surveyed wrote comments.

Table 2. Overall Comment Rates by Service and Gender

	<i>Army</i>	<i>Navy</i>	<i>Air Force</i>	<i>Marines</i>	<i>Total by Gender</i>
Men	58.1%	33.4%	52.1%	68.5%	55.8%
Women	97.9%	35.5%	62.8%	75.0%	71.8%
Total by Service	64.8%	34.0%	57.2%	69.8%	59.8%

Of the 2,980 surveys that had comments, Table 3 shows the percentages of those comments proportioned within men and women broken down by Service. For example, of all the comments made by men, 52% are from the Army, 9% from the Navy, etc.

Table 3. Percent of Comments by Gender and Service

		<i>Army</i>	<i>Navy</i>	<i>Air Force</i>	<i>Marines</i>	<i>Total by Gender</i>
Men	N	1090	188	268	552	2098
	%	52.0%	9.0%	12.8%	26.3%	100%
Women	N	377	64	294	147	882
	%	42.7%	7.3%	33.3%	16.7%	100%
Total by Service	N	1467	252	562	699	2980
	%	49.2%	8.5%	18.9%	23.5%	100%

Table 4 shows the percentages of the 2,980 comments broken down by gender within each Service. For example, of all the comments from the Army, 74.3% are from men, and 25.7% are from women, etc.

Table 4. Percent of Comments by Service and Gender

		Men	Women	Total by Service
Army	N	1090	377	1467
	%	74.3%	25.7%	100%
Navy	N	188	64	252
	%	74.6%	25.4%	100%
Air Force	N	268	294	562
	%	47.7%	52.3%	100%
Marines	N	552	147	699
	%	79.0%	21.0%	100%
Total by Gender	N	2098	882	2980
	%	70.4%	29.6%	100%

Frequency of Selected Themes

The theme search assessment was not intended to be a content analysis of all recruit comments. It was intended to give an indication of how recruits within each Service responded to the open-ended comment section on the Basic Training Survey regarding the two selected areas of interest to the Commission. However, the theme assessment used the same methodology as a content analysis to compute the percentages and record the results into a frequency table.

Table 5, shows the frequency of themes made in each subject area expressed as a percentage of the total number of recruits *within each Service and by gender* who wrote comments. Each cell contains the number of responses by theme and Service, and the percentage that number represents based the number of men and women in each Service who offered comments.² For example, 3.7% of Army men who offered comments made positive statements about discipline ($40 \div 1090 = 0.037$).

² See Table 3 for the Ns.

Table 5. Frequency Table of Selected Themes by Service and Gender *

	Army		Navy		Air Force		Marines	
	M	W	M	W	M	W	M	W
Discipline Positive	40	11	5	2	21	21	53	8
	3.7%	3.3%	2.7%	3.1%	7.8%	7.1%	9.6%	5.4%
Discipline Negative	88	22	8	1	3	4	46	4
	8.1%	5.8%	4.3%	1.6%	1.1%	1.4%	8.3%	2.7%
Overall Easy/Too Easy	127	46	17	2	7	14	129	17
	11.7%	12.2%	9.0%	3.1%	2.6%	4.8%	23.4%	11.7%
Overall Hard/Too Hard	22	12	1	4	5	6	32	14
	2.0%	3.2%	0.5%	6.3%	1.9%	2.0%	5.8%	9.5%
PT Easy/Too Easy	30	4	10	2	7	4	88	26
	2.8%	1.0%	5.2%	3.1%	2.6%	1.4%	15.9%	17.7%
PT Hard/Too Hard	1	4	2	0	0	7	5	0
	0.1%	1.0%	1.1%	0.0%	0.0%	2.4%	0.9%	0.0%
Integrated Positive	11	8	4	7	0	1	3	1
	1.0%	2.1%	2.1%	10.9%	0.0%	0.3%	0.5%	0.7%
Integrated Negative	39	3	7	0	8	5	26	6
	3.6%	0.8%	3.7%	0.0%	3.0%	1.7%	4.7%	4.0%
General Mention of Gender Issues	38	24	12	5	6	27	4	4
	3.5%	6.4%	6.4%	7.8%	2.2%	9.2%	0.7%	2.7%

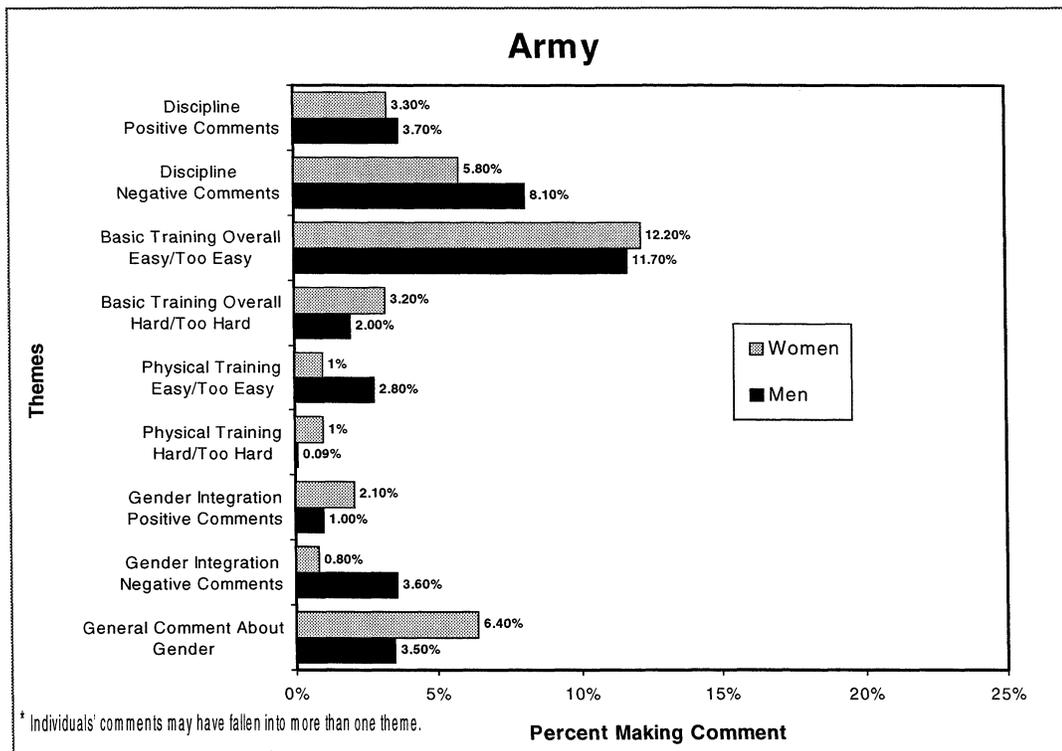
* Individuals' comments may have fallen into more than one theme.

The results of the assessment were tabulated as a percentage of those recruits in each Service by gender who made comments about a particular basic military training or gender-related theme. The percentages represent the number of individuals of the same gender and Service who made comments about a particular theme out of all those recruits of the same gender and Service who made any comments. For example, 11.8% of Army men made either positive or negative comments about discipline. Therefore, it can be said that 88.2% made no comment, either positive or negative, about discipline. Figures 1-4 below illustrate the frequency of comments for the selected themes by Service.

Note: If an individual made comments about more than one theme, then that person's comment was counted for each appropriate theme. The entire comment was also reproduced in each appropriate subject area in Appendix A.

**Comments Frequency
Expressed as Percent of Those in Each Service Who Wrote Comments**

Figure 1



PART 3

Figure 2

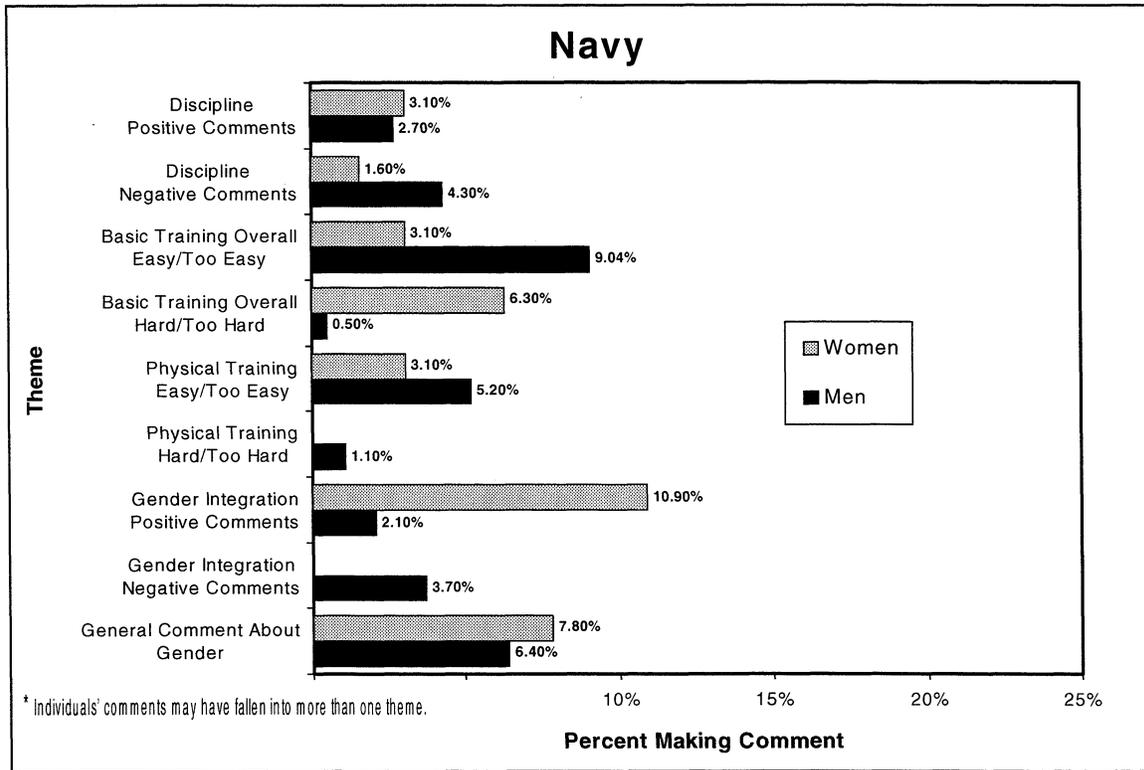


Figure 3

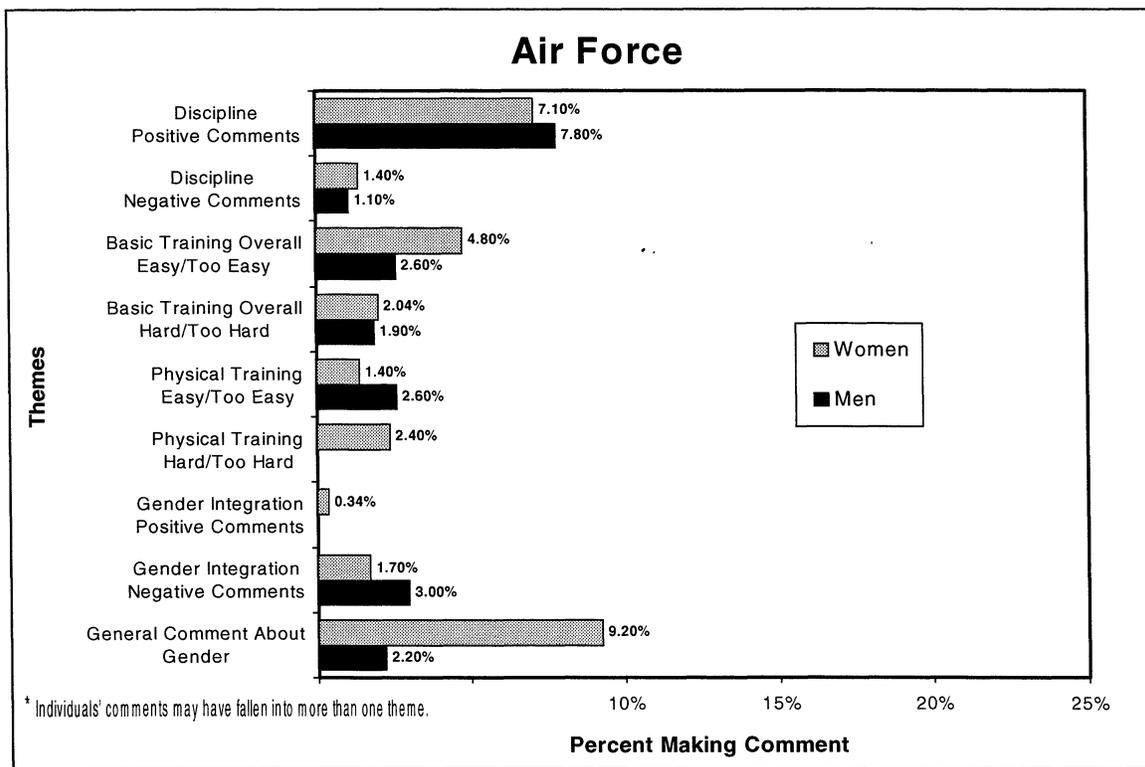
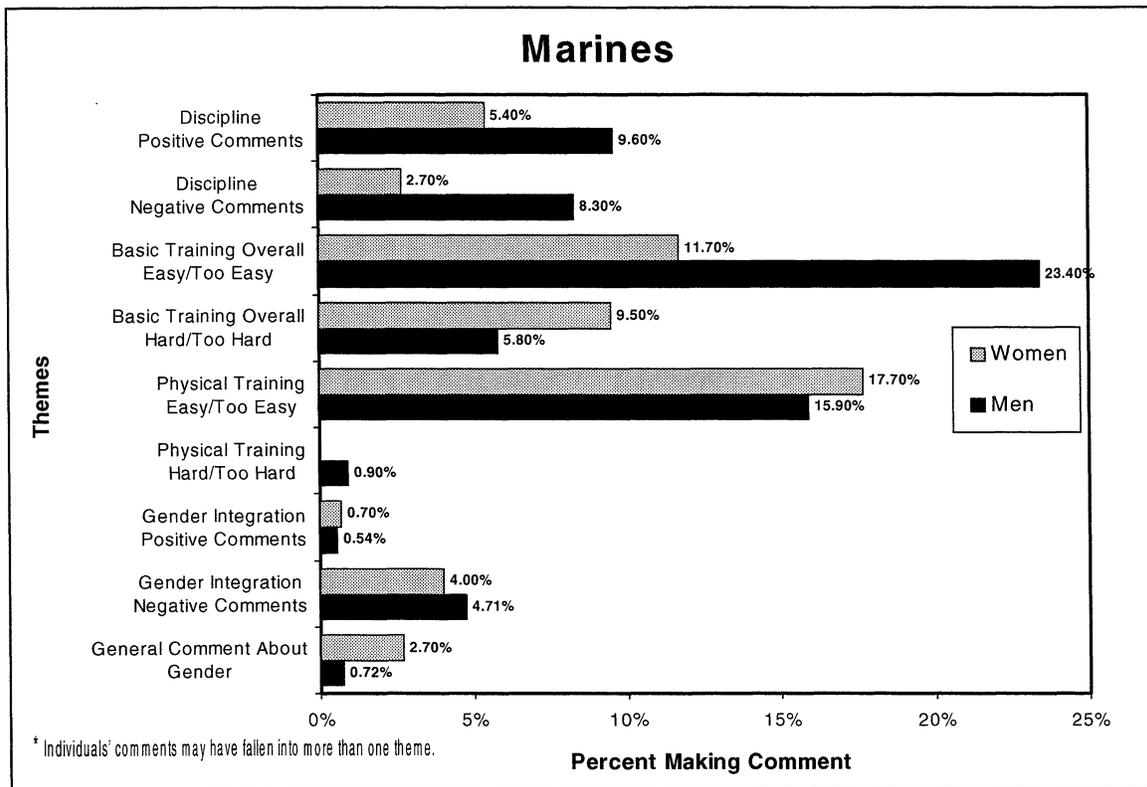


Figure 4



Recruit Comment Rates

The following summarizes findings on the selected themes from graduating recruits who wrote comments. Attachment 1 provides a graphical representation the data.

Basic Military Training

Discipline:

Positive Comments: Air Force men and women and Marine men had the highest frequency of positive comments about discipline. This category indicated the satisfaction that basic training had provided the recruit with discipline and self-control. Marine men (9.6%) commented on this theme, more than all other recruits. Both Air Force men and women commented on this theme in the 7% range, followed by 5.4% of Marine women. Army and Navy recruit comments occurred less than 4% of the time.

Negative Comments: Negative comments indicated a recruit's dissatisfaction with the quality of discipline in Basic Training. Army and Marine men had more negative perceptions of discipline (above 8%) than all other recruits, followed by Army women at 5.8%,

and Navy men at 4.3%. Less than 3% of all other recruits, Air Force recruits of both genders and Navy and Marine women, commented on this theme.

Overall Experience:

Basic training was easy, easier than expected, or too easy: Almost 25% of Marine men offering comments said that the overall training experience was easy, easier than expected, or too easy. Men in the Army and Navy mentioned this about 10% of the time. Air Force men commented at 2.6%. Of the women recruits, Army women had the highest rate at 12.2%, followed by Marine women at 11.7%. Air Force and Navy women commented on this theme less than 5% of the time.

Basic training was hard, harder than expected, or too hard: Nine and one-half percent (9½%) of Marine women offering comments tended to feel that basic training was hard, too hard, or harder than expected, more than all other recruits. Navy women and Marine men were around 6%. About 3% or less of all other recruits commented on this theme.

Physical Training:

PT was easy, easier than expected, or too easy: Fifteen to eighteen percent of both men and women Marines who wrote comments found physical training easy, easier than expected, or too easy. This was higher than recruits in other Services, whose comments on this theme occurred at 5% or less.

PT was hard, harder than expected, or too hard: Very few recruits across Services and gender commented on this theme. The highest percentage was found for Air Force women at 2.4%, followed by all other recruits at 1% or less.

Gender-Related Issues

Positive comments: Except for Navy women (10.9%), recruits from other Services commented at 3% or less on this theme.

Negative Comments: Marine recruits, both men and women, had the highest negative comment rate about gender-integrated training at about 5%. Navy women had no negative comments on this theme.

General Comments: General comments reflected gender-related issues other than gender integration. Air Force women (9.2%) and Army women (6.4%), along with Navy men (6.4%) and women (7.8%), were more likely to comment about these general points. All other recruits commented less than 3.5% within their respective Service and gender category on this theme. Overall, a lesser percentage of Marine recruits, both men and women, commented about gender-related issues than recruits in other Services.

Summary of Themes

Basic Military Training

Discipline: Of the graduating recruits who offered comments, Army and Marine recruits tended to offer more negative comments about discipline than did Air Force and Navy recruits. Marine recruits also registered the highest frequency of positive comments about discipline, followed by the Air Force. Often, comments began with a positive and ended with a negative, such as, “I learned a lot, but...” or a similar expression.

Difficulty of Basic Training: Except for the Air Force, the single most frequent comment among the men was that basic training overall was easy, too easy, or easier than expected. This criticism was especially true for the Marine men—nearly 25% of Marine men who commented. In the assessment of comments, “should be harder”, “too easy”, “expected it to be more demanding” were quite common phrases—often seeming to express a sense of disappointment. The highest frequency of expressions that indicate training was difficult came from Marine women (nearly 10%). However, as a rule, women recruits tended to qualify criticisms with “...but it was a great experience...” or “It was hard, but it paid off in the end.” or words to that affect. Overall, there was a sense of accomplishment across Services and among both men and women recruits who commented that the training was difficult.

Physical Training: The comments of more recruits noted that physical training was easy or too easy versus too hard. This occurred especially for Marine men and women where nearly 16% of men and 18% of women made such comments. Typical comments were, “Need more physical training.”, “Needs to be tougher.”, “PT – easy!”

In summary, recruits who commented on the ease or difficulty of Basic training appeared to have high expectations upon entering the training program. In many cases, especially in physical training, those expectations were not being met in the training they experienced.

Gender-Related Issues

Positive Comments: The most general positive comment about gender-integrated training was that “we have to work together” in the fleet, the field, etc., therefore, it is good to start in basic training. Also, some men said they gained greater respect for women through integrated training.

Negative Comments: Most of the negative comments, especially by males, described “co-ed” training as distracting, and to some extent as detracting from discipline. There were several references by men who resented having to compensate for women in the group, for example, carrying the rucksacks and weapons of women recruits who did not keep up on marches and field exercises.

General Comments: Often there were comments of resentment by the men that the women got favored treatment from the recruit trainers. Yet, some comments were critical of the inability of recruits to socialize more with members of the other gender. And finally, “double standards” for men and women were frequently mentioned.

In general, both positive and negative comments about gender-integrated training occurred in the 3% - 5% range across gender and Service except for about 11% of Navy women who made positive comments about their experiences

CONCLUSION

Approximately 60% of the graduating recruits surveyed (n=4983) provided open-ended comments about their basic training experience. Three main themes were selected for review: discipline, overall quality of training experience, and physical training. Comments about gender-related issues were reviewed for integrated training themes, and other gender comments unrelated to the format of training. Themes concerning basic training and gender-related issues were selected as relevant to the Commission’s statute. Within basic training, recruit perceptions of discipline and physical training experiences were selected to complement questions on the survey. They were also considered important experiences contributing to the end state objectives of basic training. Given time constraints, the thematic assessment could only focus on a few selected themes. However, during the course of the analysis, other themes emerged that may warrant additional study. For example, recruits commented on the mental and emotional challenge of basic training, their overall physical health, and positive or negative feelings about recruit trainers.

PART 3

*Appendix A:
Graduating Recruit Comments*

ARMY MEN

Discipline:

Army Men Recruits n = 1090 Number of comments: 40 (3.7 %)

Positive comments made about discipline in Army Basic Training by surveyed men who made comments.

39 jak 1678 a b b a c n

General Response: My basic training experience was good. I've learned a lot about the military as a whole. I know that anything I put my mind to I can complete. Basic training has given me an edge on life. I now have discipline, motivation, and self esteem. I will always remember basic training as a stepping stone in my life. [name], [name] and [name] who were always on my back and never let up. 40 rounds.

~

40 jak 1679 a b d a c n

General Response: During the last 7 weeks of basic training, I feel that I have reached a point in my life where I can look back and say that I have accomplished something. Something that very little few people get to experience, and just that fact alone makes me feel proud of myself. I feel that I have developed discipline physically, but more importantly mentally. I must say that I could not have gone through basic training without the help of my peers and drill sergeants. My 3 drill sergeants CDS [name], DS [name], & DS [name] are the main reason why my peers and I succeeded. I find it hard to believe that after all that mental and physical stress that they put on us did not make us hate them but, instead, respect them for building our self-confidence. Lastly I would like to give thanks to the military service for all they are doing for us. Thank you... Sincerely.

~

41 jak 1680 a b c a c n

General Response: When I first arrived, I had the expectations that basic training would be a much more physical experience, a lot more PT and physical work combined with more instruction in combat related topics. Instead, I found it much more a test of character and how well one is willing to adhere to the Army values. I, now that basic is over and I can look back, value this training more than the physical strength. My drill sergeant has said more than once, motivation is a product of discipline, and after the many hours of dull details where you just had to keep at it, the long runs and marches, where you continued to place one foot in front of the other no matter what, I have to agree with him. I don't know if I'd want to have someone without that discipline as my battle buddy in the Army. In that way, I'm pleased with basic training and how it's taught me to dig a little deeper inside myself and I hope all others who graduate from it learn this as well. I believe as long as we all possess that trait, our Army will continue to be the best it can be.

~

43 jak 1684 a b b a c n

General Response: Dear Sir,

The last seven weeks have really been a challenge now that it's almost over, the training and discipline I learned here will help in a lot of ways. I've changed a lot and hopefully be able to gain a little bit of my self image and personal life back to a point that it's not restricted. One thing I would like to say is the cadre and the drill sergeants all have helped me and other recruits in training to be motivated and get used to the Army life. The only problem is living with so many people in one barracks. Thank you

~

61 jak 1747 a b c a c n

General Response: It was a lot easier than I thought. I'm not saying it was easy though, I think I gained a lot of knowledge, discipline and a lot of respect for my Drill Sergeants. They did a great job on making me a soldier.

~

76 jak 1808 a b a a c n

General Response: My basic training experience was a very challenging and interesting experience in my life. I have learned many skills which I wouldn't have in the civilian life. Basic training helped me in many ways such as in developing a high degree of self discipline, holding others in high regard, facing fear and danger and many other ways.

~

98 jak 1889 a b c a c n

General Response: As a whole basic training went well. The hardest part was working with the other platoon members and dealing with each other. Training, physical fitness and discipline were good. I'm also glad I ended up in the company and

Part 3

platoon I was in because I feel we have more discipline and soldier like characteristics than others.

~

113 jak 1956 a b c a c n

General Response: Basic training to me has been very helpful. It has taught me a lot about life in the 8 weeks that I have been down here. It has also taught me self respect, self discipline, and motivation. Had I not gone through basic training, I never would have realized some of the many mistakes I made as a civilian. I am glad I went through this type of training, and I will convince others to do the same.

~

157 jak 2179 a b d a c n

General Response: Basic training is the fundamental skill for the many Drill Sergeants instilled discipline, loyalty, duty, respect, selfless services, honor, integrity, and courage among the new soldiers. To have only eight weeks to trained the new soldiers, it is a titanic task and learning how to survive, march, and keeping healthy in just two months is minimal. [name] Company [number]th have accomplished their mission, and all cadre have done their job well enough to make the new soldiers adapt to the new Army life.

~

188 jak 2288 a b c a c n

General Response: I think recruiters are like lawyers, they make lies of omission and I do not care for them.

I think that the Drill Sergeants should be more strict. My Drill Sergeants were tough on discipline but other Drill Sergeants seemed to be a little more relaxed.

I think physical training should be done twice a day morning and night.

~

230 jak 2426 a b c a c n

General Response: Basic training did help me to become a little more disciplined but was too easy!

~

248 sil 3007 a b a a a n

General Response: Basic training changed me from an overweight, undisciplined, lazy boy into an extremely motivated, highly dedicated ready to give my life in an instant for this beautiful country.

~

293 sil 3151 a b c a a n

General Response: My experience in basic training has given me an immense respect for those who have served this country proudly. I can only hope to do the same. I have been well trained, well disciplined and well taken care of. I can't say that everything I've experience here has been perfection. After all, everyone is human. But the military lifestyle is far different than that of a civilian. There was not quite enough "shock value" in BCT, but my discipline has changed dramatically.

~

308 sil 3183 a b c a a n

General Response: Basic training was less tough than I had expected. The values we were taught we should uphold were both shown brilliantly and trampled on in various situations. I cannot say accurately what changes have taken place to me as a person, because I am still in the basic training setting. The true changes will be determined when I am allowed to function outside of the current setting. My recruiter did not prepare me in any adequate manner for what was faced. The Army required more physical fitness than I anticipated and the discipline was required more in some areas and less in others. As a whole, basic training was very effective in training me as a soldier and even changing viewpoints, but several specific areas angered me to see the contradiction. "Lead by example" comes to mind. Many things we were asked or required to do - the drill sergeants would contradict themselves only to make the point that they could.

~

323 sil 3208 a b c a a n

General Response: I thought the waste of time from when I arrived till when I started basic training (21 days) was stupid. It proved to me that the Army is f'd-up. My contacts said I would start AIT Nov 6 instead I am starting AIT the 23 of Nov. I don't believe drill sergeants from other batteries should be allowed to smoke privates. I think our drill sergeants ([unit #]) did a good job of teaching us discipline vs. not screwing with us 24 hrs a day. Some things in basic training were fun. I think the chow hall needs improvement in spread of serving food. I don't think it is fair for recruiters to tell lies and the private pay for them. I think you should be allowed to change your MOS if so desired. I believe basic training did prepare me for my military future.

~

364 sil 5418 a b c a a y

General Response: Basic training gave me more discipline and strength. I have more physical strength now.

~

422 sil 5538 a b a a a y

General Response: My comments toward my Basic Training experience was that I developed discipline, became more mature in everything. Now I feel like a more important and tough soldier. Other experiences were that my Drill Sergeants were tough on me to become someone after my Basic Training.

~

474 sil 5633 a b a a a y

General Response: How to live with other types of people that I never seen before. The Physical Training made me sharper. And I get a good discipline and physical condition.

~

545 sil 5965 a b b a a n

General Response: Basic training was a memorable experience for me. I met lots of new friends, discovered teamwork, got physically fit and learned discipline. Overall, I really enjoyed it despite the physical pain and mental pain of being away from my wife and kids. Somewhere in the future, I hope this military experience will help my family in one way or another. I would strongly encourage everyone to go though it.

~

554 sil 5978 a b c a a n

General Response: Basic Training has been the best thing I've ever done. I would choose to do it again if I had the opportunity or need. I have grown in my sense of self discipline, personal self esteem (self respect) and in my physical fitness goals. I did expect the training to be tougher, but my expectations were largely set on the basis of movie and television depictions of military training and life.

~

587 sil 6106 a b c a a n

General Response: I think it should be a requirement for all people to go through. It will bring discipline, maturity, and a sense of being on your own. There has not been a bad experience here yet and I have actually enjoyed it. Basic training was overall one of the most challenging things I have done.

~

602 sil 6171 a b b a a n

General Response: It was tough, but in a good way. It was a good experience and very disciplined. Kept me going and going, moving and moving. It was all it's supposed to be and more. The leaders of the Battery are very supportive and discipline.

~

634 knx 6639 a b a a a y

General Response: It was a rough time, but when its over, you look back and see how much you have changed. The discipline level is higher. It also makes you appreciate the privileges you have as a civilian. Basic Training has been a big wake up call for me and it will help me in my military career as well as in my civilian life.

~

640 knx 6648 a b c a a y

General Response: Basic Training for me was a mental and physical task you have to be strong minded and never wanting to quit. But at the same time, you have to be somewhat strong physically too because it is hard in both ways. Basic Training has done a lot of things for me. It has helped me mature, grow up, discipline myself, get along with everybody from different places and atmospheres. But no matter how hard it is, you can make it if you set your mind to it. If you set your mind to anything you will accomplish the task. Overall, basic training has helped me grow up.

~

654 knx 6675 a b c a a y

General Response: I thought Basic Training was really good, with respect to changing my attitude and motivations. It has given me discipline and has shown me that I can go past what I previously thought were my limits.

~

656 knx 6677 a b c a a y

General Response: My experience in Basic Training was good. I learned a lot and changed a lot. I came into the military as an adult and now I can leave Basic Training considering myself to be a man! I think that self discipline and teamwork were a few of the most important parts of basic training. I was taught the skills that I needed to know by the best teachers (DIs).

Drill Sgt. [name] was the best motivator and PT teacher that I could have gotten. I'm glad he worked me as hard as he did. After seeing my PT score, I was proud of what I had done. 297 PT Score!

~

676 knx 6712 a b c a a y

General Response: I learned so much being in basic training. Leadership skills, discipline, etc... I look up to my Drill Sergeants. They did what they were supposed to and more.

~

685 knx 6732 a b d a a y

General Response: Basic was a good learning experience. I feel that I am more disciplined, better physically fit and I made some good friends. I learned a lot and I now have more confidence in achieving future goals.

~

698 knx 6745 a b d a a y

General Response: I guess basic training made me get back into shape, and also disciplined me as a soldier. I learned a lot of things that soldiers should learn in the U.S. Army. It was challenging trying to compete with other peoples from all over the U.S.

~

756 knx 6827 a b c a a y

General Response: Basic Training (OSUT) helped me become more self disciplined and gave me the personal courage I didn't have. I am a lot more confident about myself now. It also gave me a better understanding of how important team work is. I believe I am going to be a lot more successful in the civilian world now than if I hadn't gone through this.

~

822 ben 6952 a b c a a y

General Response: Basic training has really helped me in discipline and in military service more then I already knew and had. It seems to last forever but its just because there is so much to learn all at once.

~

856 mcl 7656 a b a a c y

General Response: Well basic was pretty boring in a way, AIT was suppose to be better but it was worst. We hardly had passes or time off and when we were suppose to get time off we didn't most of the time. Overall I really didn't like the experience.

~

859 mcl 7660 a b c a c y

General Response: It was high speed hands n training and it also taught you discipline, no matter were you came from. I think anyone should experience it.

~

892 mcl 7742 a b c a c y

General Response: Basic training has taught me a lot of things mainly discipline and respect. I have really learned what is important to me, and I have matured in many ways. I think everyone should have to serve in the military. Although, basic training was very hard, it was well worth it and I'm happy with the choices I have made.

~

934 mcl 7847 a b b a a y

General Response: I enjoyed basic training I did what a lot of young people my age fear to do. It wasn't that hard for me because I've been through worse, but it did teach me a lot about discipline.

~

953 mcl 7890 a b c a c y

General Response: I don't know about other people but it made me more discipline.

~

960 mcl 7905 a b c a c y

General Response: I believe the experience here in basic training is something everybody should go through, the discipline, and other demands that are asked of your body and mind help build a persons character. I also believe that the values that are taught would make people better and in turn will make the U.S. a better place.

~

1030 lwd 9081 a b a a c n

General Response: My basic training experience has taught me an extreme amount of discipline and self control. Something that was important to me. Some of the methods of the Drill Sergeant I did not agree with, but also understand it was necessary, in their eyes to instill discipline and self motivation. Overall it has been a good and well spent nine weeks.

~

1037 lwd 9107 a b b a c n

General Response: I feel that basic training was a very challenging task, and I am very happy that I achieved my goal. The obstacles are somewhat difficult, but you have to keep your head up and march on. Some of the behavior of the Drill Sergeants are sometimes not caused for, but they say its discipline, and guess what, it really is. A lot of things I really thought was wrong is what really helped me. Keep Basic Training the way it is. If I can make it, so can anyone else.

~

1050 lwd 9168 a b b a c n

General Response: Basic Training provided me with what the military valued and expected of me to uphold. Mainly, the Army Values also Discipline and my conduct, while in the Army. It was very motivational and made me open my eyes to life. To appreciate what I have, because many soldiers (Brave Soldiers) gave up that life so I could be here. I feel respect towards

my Drill Sergeants for not letting me take the easy way out, but just drive on. My Basic Training experience overall helped me mature into a young man physically and mentally.

Signing off

Big thanks to: Sergeants, [name], [name], [name], [name], [name], [name], [name], [name] and [name] (Drive on Drill Sergeants, Drive on)

~

Discipline:

Army Men Recruits n = 1090 Number of comments: 88 (8.1 %)

Negative comments made about discipline in Army Basic Training by surveyed men who made comments.

58 jak 1737 a b c a c n

General Response: No one told me about the week in reception. That week was the worst week in my life. It was so disorganized and no one knew what they were doing. It also bumped up my AIT date (your orders don't account for a week in reception) which threw off my plans for college. I am very upset about this. Also, there are still a lot of undisciplined soldiers in my platoon. Take that for what it's worth.

~

63 jak 1752 a b d a a n

General Response: I felt that the Drill Sergeants should be harder on the soldiers, because right now I feel that there is a serious lack of discipline in basic training, and if I were to go to war with any one of these soldiers, I could not trust any (except a small few) of these soldiers to "cover my back."

~

71 jak 1773 a b c a c n

General Response: I strongly feel that we were all held back due to others not being ready on time. Some Drill Sergeants didn't put in time enough to properly train their platoon to make challenges within the company. I feel we should have been pushed harder with less standing around. More people should have been discharged sooner for lack of discipline and causing problems. The Captain was too easy on them and gave too many chances.

~

83 jak 1836 a b c a c n

General Response: Overall I think basic training is a lot easier than what it should be, particularly the physical end. PT should be stressed a lot more. There should be MS in the morning and CR in the afternoon. I know I'm in shape but I feel I could/should be in a lot better shape (220 on PT) (A group runner).

Discipline should continually be stressed a lot more and Drill Sergeants need to crack down on the individuals who make trouble. It breaks moral when they discipline the whole platoon because 1 person is wrong. Those that make trouble should get in trouble. That's what teaches us to do right.

~

86 jak 1847 a b c a c n

General Response: 1. Ceremony (Specifically Post FTX) was highly unnecessary
2. More power of discussions to the people whom are closest to the trainees i.e.. DS. Less policy strangulation provides more flexibility to instill discipline and to weed out the people whom will be graduating that make me pray not to be working with, and embarrassed to say I'm a soldier.

~

116 jak 1964 a b c a c n

General Response: I noticed in basic training that soldiers who have a tough time developing discipline, get sent home. It's not like when our parents went through BT 20 years ago. Back then even 10 to 15 years, the discipline factor was much more enforced by DS's. Today after BT, I still see some soldiers who just don't seem to understand what discipline is. You would think these people would have a DS in their face getting them straightened out. The reason this concerns me is because on 11/19, my platoon will be graduating. Everyone should make a good first professional impression on their parents. Maybe today's Army is different than yesterday's, I don't know. This was just an observation I made.

~

118 jak 1969 a b c a c n

General Response: I believe there should be more discipline instilled into new recruits. I think a lot of soldiers are about to graduate without gaining, and some even losing, discipline. Everything else was fine, but I expected the drill sergeants to be more strict about certain matters and enforce more discipline on new soldiers.

~

121 jak 1993 a b b a c n

General Response: I was part of the USMC, I got out because of a knee injury. They told me I could go back in two years. Well, I was lied to. But I still wanted to serve my country, so I joined the Army. I knew the Army was going to be easier than the Marines. I thought the discipline and basic would be harder than it was. I was bored and disappointed in Ft. Lee. They were too concerned about your feelings and not with making you a member of the Army. The drill sergeants were too nice. They can't do their job right if they can't smoke you for doing wrong. Doing 20-30 reps of one thing and getting up is stupid. They should have been more firm.

~

135 jak 2062 a b c a c n

General Response: Basic has been very fun, which leads me to believe it was too easy. Some soldiers that made it through are not prepared as far as I can see. I hope that in the future the Army will crack down. Discipline needs to move to the forefront.

~

147 jak 2137 a b c a c n

General Response: I think that discipline should be enforced more than it was.

~

148 jak 2139 a b c a c n

General Response: Basic combat training at Ft. Jackson was far too easy. Discipline was not uniformly enforced. Further, real world soldering skills tests were glossed over and almost every recruit was passed. Their individual level of competence did not seem to matter. A great number of my fellow trainees would be unreliable in a high speed/high pressure situation. I certainly would not count on them in combat. I feel that if this trend continues, America's military will not be able to function competently in the very near future. In order to maintain our combat effectiveness some form of action is required on this issue.

~

159 jak 2186 a b c a c n

General Response: Males and females should not train together. I am not saying that females can't make outstanding soldiers, but their discipline and physical needs are too different. Plus, the Drill Instructors baby the females. So the level of discipline was not what it should have been. I understand that the physical standards should be different and they are how they need to be, but when it comes a time to discipline a female, it was as if the Drill Instructors were afraid to hurt their feelings. If females continue to train with males, something must be done about how differently they are treated. We are all soldiers and should be at the same level.

~

184 jak 2262 a b c a c n

General Response: I enjoyed Basic Training a lot, although, I wish our company would have learned more disciplined. However, I did find my Drill Sergeants very helpful in assisting us with any problems we had.

~

191 jak 2296 a b c a c n

General Response: Training was not hard enough, needs more discipline.

~

192 jak 2297 a b c a c n

General Response: First, I would like to say that Basic Training was fun d and educational but it is too easy, physically. I feel that having females integrated in, restricts the proper training males need. We don't have enough discipline right now and we're graduating in six days. Basic should be much tougher. Also, field training should be either long or more stressed. Second, the bays do not have the proper cleaning supplies to meet standards. Another thing that bothered me was that we were lied to about our BRM Qualification Date. This occurred in Bravo Company. Also, many people were stuck on Range detail day after day and did not shoot enough as the other.

~

196 jak 2306 a b c a c n

General Response: 1. Got cheated on BRM.
2. Didn't get to night fire.
3. Obstacle courses should be harder.
4. Should do CR PT in the morning and MS PT at night, every day.
5. More discipline in Red Phase.
6. Drill Sergeants should be able to teach us the way they want.
7. Bigger chow rations.

~

198 jak 2310 a b c a c n

General Response: I should be more challenging. More fitness and discipline.

~

204 jak 2325 a b c a c n

General Response: There were many hard discipline cases in my platoon that made some parts of basic combat training very hard. It would have been nice to have seem them punished/ reprimanded more to increase unit cohesion and weed out individuals for restart/ recycle/ termination.

~

218 jak 2383 a b f a c n

General Response: Basic training was good overall but I feel we should have been more physically challenged (more PT

than once a day) and the drill sergeant's should have been able to discipline soldiers more than they were allowed.

~

227 jak 2414 a b a a c n

General Response: Basic training was not as strict as I thought it would be. The Drill Sergeants led too much horseplay, going without discipline. Other than that the obstacles have to become more challenging physically. I was not as tired from working the obstacles as I was from being sick. I did not work out but play basketball a few days a week and basic was a cake compared to what I thought it would be.

~

268 sil 3112 a b c a a n

General Response: Need more discipline.

~

276 sil 3126 a b c a a n

General Response: The new and improved modern Army has become to lax in it's requirements for basic combat training and I believe that new standards should be set for recruits just coming into a field that has a high demand for discipline and respect. If the standards are not improved I believe that future generations will turn to other branches of military service due to the lack of discipline displayed by soldiers whom have already completed basic training.

~

291 sil 3149 a b f a a n

General Response: Discipline needs to be highly observed, why do the ones who succeed, fail for the ones who don't? I.e., too much playing around, especially for the 8th (last) week in basic. Thank you.

~

302 sil 3173 a b b a a n

General Response: With all due respect, basic training is a bunch of bullshit. I feel I was disciplined before I arrived, although I enjoyed the challenge. Basic training sucks and I'm glad it's over.

~

304 sil 3176 a b c a a n

General Response: My BCT experience was not at all what I expected. I expected to be physically and mentally challenged, but what I experienced when I got here was disturbing. There is a complete lack of discipline in my battery that was awful when we arrived and only got worse as we progressed. We got dropped a lot, but no attempt was made by the DS's to instill any discipline at all. I am skeptical about the doctrine of "all for one and one for all" because I wouldn't want 80% of the people in my battery at my back. I've been shown none of the philosophy that I've been preached. In short, I did not expect to go to kindergarten at age 20. I did not expect to watch soldiers in training fuck off and get away with it. I did not expect to make complaints and have them ignored. I did not expect to join the world's best Army and have to associate with the low life scum I lived with back home. I don't like the military. I'm being shown, but I hope its just here because I love my country, the ideals it was founded on and the Armed Forces that protect her from all enemies. I hope this is read and action is taken because there are a lot of IET soldiers that agree with me.

~

306 sil 3180 a b b a a n

General Response: Basic training was too easy. I still didn't get any discipline. I'm still rowdy. All this is, is a mind game. Peace.

~

316 sil 3199 a b b a a n

General Response: Drill sergeants need to treat privates like they are human and they'll in return respond with discipline. I believe if you treat a person like an animal, then that's how they'll act in return. They just need to treat us like were human and they'll get more respect and discipline. At least that is how my drill sergeant treats me. If you drop a private just because you have nothing else better to do, he's going to lack that respect and discipline.

~

326 sil 3212 a b c a a n

General Response: It was long while it happened, but now that I look back, it went almost too fast. I would do it over, but be more disciplined while doing it a second time. It was hard and challenging, but I made it! Anyone can, if they try.

~

328 sil 3215 a b a a a n

General Response: I had expected basic training to be more disciplined on all of us. It was not really physically demanding at all. If you ask me, basic training was a joke. We are still as undisciplined now as when we first got here.

~

339 sil 3240 a b c a a n

General Response: Drill sergeants cross the line between discipline and just being plain stupid. DS [name] crosses this line a lot by making privates look stupid with no intentions of helping the privates. He does this in front of his peers for comical

reasons very immature. He is not the only one.

~

346 sil 3252 a b c a a n

General Response: Basic training was overall a good experience. Our battery is probably one of the easiest around. Even though that is true, we still earned the respect and discipline we need. I say discipline. We lack some on discipline, especially in the area of doing what's right even if there is no one around. More stress could have been made on that. Overall, I'm satisfied and confident that I've received training superior to that of any other nation in the world.

~

375 sil 5438 a b a a a y

General Response: It was all I expected it to be--it could have been a little tougher on discipline.

~

384 sil 5459 a b c a a y

General Response: Basic Training was, in my opinion, too easy. Almost everyone made it - some who shouldn't have because they had no discipline and/or were extremely stupid individuals.

~

400 sil 5495 a b c a a y

General Response: Too easy and the discipline was not enforced enough!

~

402 sil 5497 a b c a a y

General Response: I strongly feel Basic needs stronger discipline during training. To help provide us with a foundation to build a stronger Army.

~

414 sil 5521 a b d a a y

General Response: Drill Sergeants should be more hard on privates in Basic Training. Stress more discipline on privates.

~

416 sil 5524 a b a a a y

General Response: Everything was great. I had fun, learned a lot. I would go through it again were it not for my family and my finance. Our Drill Sergeants were great leaders, they weren't just any Drill Sergeants. The only thing that I didn't like was that some people in my platoon never had discipline. But everything was fun.

~

445 sil 5578 a b c a a y

General Response: I think the Drill Sergeants sometimes give up too easily. The physical part like corrective training is lacking. I believe they can't discipline without corrective training. They should care more and take care of all aspects. The mental games should stop at Basic during AIT, individuals should be corrected, not the entire platoon. There should be better training facilities. The facility I'm in ran out of hot water for more than a week.

~

447 sil 5583 a b c a a y

General Response: I don't think they should give all the privates who are seriously lacking in areas of discipline, strength, and knowledge pass with such ease. It makes the strong not feel as strong, therefore breaking down their self-esteem. Don't see the need to "pass" everyone. Which is just about what is happening in some branches of the Army.

~

448 sil 5586 a b c a a y

General Response: I am married with one child living with me. I love my wife and child dearly. I wasn't "allowed" to even call them until the 7th week of basic training. The recruiter said that the Army was totally family oriented. That's a "crock". My child at least should be able to talk to his Dad, at least once a week. Nobody that was in my platoon had no respect towards anybody else or authority. We needed more discipline, but soldiers with families should at least be able to contact their families. It's BULLSHIT!!

~

461 sil 5604 a b c a a y

General Response: I think Basic Training is way too soft. The physical requirements are way too low. I also think discipline is lacking in many areas. It appears they would rather see a certain number of people clear Basic than a lesser number, but of better quality. I haven't experienced coed training but I think it wouldn't hurt to incorporate a little more.

~

483 sil 5658 a b c a a y

General Response: I am prior service. I've been on Ft. Sill just over 5 weeks and I'm disappointed in the lack of discipline in the trainees after 14 weeks. When I was in Basic Training the first time, Physical Training expectations were higher and so was the stress. But the stress is what teaches us to deal with combat. How do you expect a soldier to perform under shell fire if he has never even had a taste of stress.

~

Part 3

487 sil 5672 a b a a y

General Response: In what I saw is my OSUT unit I think that discipline was not what it should have been. Some guys came in as thugs and left as thugs. The Drill Sergeants need to do a better job at teaching discipline.

~

502 sil 5778 a b e a a y

General Response: I honestly thought it was a great experience, the Drill Sergeants did a great job. The only problem I could think of is the lack of discipline from the soldiers, and the punishment for these recruits weren't severe. I think the military should be more harsh on recruits that stand out in this matter.

~

507 sil 5790 a b c a a y

General Response: I liked basic training. It was physically and mentally challenging. Need more PT. There was more mental aspects than physical. I learned a lot. Needs more discipline. I felt there were more individuals than team players. But they seemed to not care. but overall rating of OSUT from 1-10 would be an 8.

~

511 sil 5809 a b b a a y

General Response: I thought we would leave after basic training and go to AIT and receive more privileges. I also thought the Drill Sergeants would be much more tougher. Finally I thought that we would have to be very, very well disciplined. Yet it only disciplined me a little more than I already was.

~

525 sil 5860 a b c a a y

General Response: I felt that I got some good training but some was cut short. We spent more time on bayonet training than we did on hand to hand combat. To me, hand to hand combat is more important than bayonet. They say that sick call is there fore you to use but if you go it seems as if you will get ran into the ground (screamed at). I felt that discipline was encouraged but not really enforced. There was a lot of talking in formation and after lights out. I don't know if it was just me but I thought that was a lack of discipline. I feel that my Drill Sergeant was a very professional person and treated us very well but very little respect (in discipline) was given back to him.

~

536 sil 5919 a b b a a y

General Response: It is much too easy. The physical demands and discipline level is to low. The DSs are restricted by the politicians and society. They (DSs) cannot make today's soldiers into the warriors our country needs to fight against the enemies of today. The Army has become soft and I was very disappointed with my basic training experience. The (DSs) need the power of physical and verbal training to put fear into the undisciplined privates of today.

~

540 sil 5957 a b c a a n

General Response: Basic training has a good grasp on learning but a bad grasp on discipline. The Army's softening up on soldiers is not helping with teaching discipline. I don't believe in physical abuse, but there could be a little more corrective training going on. Five people in my platoon alone did not learn discipline while going through basic training.

~

550 sil 5974 a b c a a n

General Response: It seems that there is not enough discipline.

~

560 sil 6017 a b c a a n

General Response: Basic training needs to return to the demands of 25 to 30 years ago to keep our Army strong and disciplined into the 21st Century.

~

566 sil 6035 a b c a a n

General Response: I expected more physical training. The Drill Sergeants couldn't train you, like they were trained. Too much political crap. I think we need a harder and much more disciplined army. Most recruits today have it harder at home.

~

589 sil 6110 a b c a a n

General Response: I am prior service and went through Air Force Basic in 1993. That Basic was harder than this one. Army basic lacks quality training and discipline. The training equipment is very second-rate. Its needs to be fixed.

~

591 sil 6119 a b c a a n

General Response: Overall, it was alright, but needs to have more discipline.

~

593 sil 6150 a b f a a n

General Response: Basic Training will be a memorable thing to remember, tell my family what I have done and so on.

Well as discipline, I got most of that at home. I just can't wait till go on.

~

598 sil 6162 a b c a a n

General Response: I think that the discipline should have been tougher. People in my Battery still have problems following orders without attitudes. I am overall disappointed with BCT.

~

603 sil 6173 a b c a a n

General Response: I'm prior service. Six years Naval service. I ended my Naval service on 08 June 98 and entered Army Basic on Sept. 16, 1998. Basic training overall was a joke. By the second week of Naval Basic Training, we could march better, had more discipline, and we graduated more physically fit.

I'm rather disappointed in Army Basic Training. They rushed this class through and as a direct result, they are going to graduate approximately 240 recruits that really don't have the first clue as to what real military service is going to be like, how to wear all the uniforms properly, or anything. There is probably a good 30-40 people who should not be graduating due to BRM, EOCT, or physical fitness standards. Yet, today's Army keeps pushing them out.

~

610 knx 6586 a b c a a y

General Response: Basic Training was fair, it all depends on the DSs you get. The attitude and behavior of you DSs determines how successful the platoon will be. Oftentimes there was too much disrespect, swearing, and unnecessary reasons for harassment. Discipline is important but how its enforced is more important. I believe better ways are conceivable and would benefit the Army. Much of the training was great but it could have been better with more freedoms and less threatening DSs. Overall, it was good training and it will be very beneficial to our military careers.

~

612 knx 6592 a b c a a y

General Response: I feel that we were not helped in developing enough mental strength and/or discipline. Everything seemed to be a joke with the D.S. and we did not keep a regular cardiovascular workout--the training is too much like summer camp. I always want to be challenged but sometimes all we did was clean.

~

616 knx 6601 a b c a a y

General Response: Basic Training overall was alright. Discipline needs work, we put up with a lot of bull s__t we didn't have to, mostly within the platoon. We had one Drill Sergeant per 25 recruits when I came here, I think 1 per squad (10-14 men) would be better. The training was good, but the P.T. we had was irregular and not set a certain way, it was on paper, but in actuality, it wasn't. When we got "smoked", which is remedial P.T., or P.T. for messing up, I think it would be better if we did exercise, like pushups, flutter kicks, and not ones that can injure you, like duck walk and the mule kick. The Privates need to be instilled with more discipline, we need more Drill Sgts.

~

624 knx 6615 a b a a a y

General Response: The physical demand was less than I expected, I feel that we should have had a lot more P.T. Our discipline was bad, we had big disciplinary problems, but mentally it was tough, just being away from home.

~

655 knx 6676 a b c a a y

General Response: the attention to detail was only stressed when the D.S.s wanted it to be but if they didn't, men were supposed to automatically know what they wanted. Our physical training was good and teaching was pretty good. More discipline could be used.

~

661 knx 6687 a b c a a y

General Response: The discipline needs to be stepped up a lot. More of the Army's history needs to be taught to help young soldiers have a better sense of Espirit de Corps. The physical demands need to be standardized between troops and platoons. The training should also be standardized across the board. Holidays should have nothing to do with Basic Training or OSUT.

~

684 knx 6730 a b c a a y

General Response: I feel our company was totally ate up and had absolutely no discipline whatsoever. People got away with murder. I thought Basic would be a lot harder and it should be. It really scares me to think these guys might be in a war with me.

~

689 knx 6736 a b c a a y

General Response: My co-ed military school instilled more values and self-discipline than my stay here. Basic Training is a joke. It needs to be more strict. All around, Academically, Physically. Volunteer Drill Sergeants would help. Appointed

Part 3

ones usually don't have their heart in it. Being a Drill Sergeant requires a lot of heart. We can see it or not.

~

697 knx 6744 a b c a a y

General Response: Our Company needed to learn more self discipline. I rather enjoyed my training but it could be a little more strict.

~

724 knx 6777 a b c a a y

General Response: I believe military training has gone downhill. It should be more strict so that individuals learn more discipline and respect, as well as Army values.

~

729 knx 6784 a b c a a y

General Response: I think there are severe consequences for rules broken here at OSUT, but they are never used when a private does something wrong. Not enough discipline here.

~

753 knx 6822 a b c a a y

General Response: I felt the physical requirements were too easy to accomplish. People that didn't acquire themselves already had rank. Too many people that didn't even have a concept about the military still graduated. Discipline was not enforced throughout the cycle.

~

766 knx 6845 A b c A a y

General Response: I think we should have fired our M16As more than we did. I also think there should be more discipline in the Army. There should have been more hand to hand combat and bayonet training also.

~

803 ben 6913 a b c a a y

General Response: Living conditions were the most difficult part of my experience. Living with 50 other men became quite irritating after 13 weeks. Lack of discipline and an inability to work as a team on the part of my peers was a constant source of frustration. I would not recommend joining the Army as an enlisted recruit to anyone in my age or education level.

~

814 ben 6943 a b c a a y

General Response: Although basic training helps to prepare the person for the military life, very often that invisible line of abuse is passed. To be in the service a strong will and discipline is needed, but how far a Drill Sergeant goes to form/ acquire that needs to be looked into. Very often people who are unable to fit into the system, whether it be for mental or physical reasons, are mentally abused and forced to stay or restart. This not only down grades the quality of basic training, but also causes needless abuse for these individuals. I'll cut it short, but this is something that needs to be looked into.

~

820 ben 6950 a b c a a y

General Response: Needs to be more advanced (up to date), more physically demanding, and more disciplined. At the same time trainers need to ENCOURAGE people not DEGRADE or DISREPECT them.

~

876 mcl 7694 a b c a c y

General Response: I thought basic training was going to be more physically demanding than it was, I believe that if the Drill Sergeants were tougher, the recruits will have better discipline. B-795 was not a disciplined company because the Drill Sergeants were not hard enough. Besides that I enjoyed basic training it helped me learn a little bit more about myself. I met good and bad here but the good overrides the bad.

~

884 mcl 7713 a b c a c y

General Response: Basic training was very enjoyable when we were doing the right thing and not being disciplined by our Drill Sergeants. I think we could have learned much more but basic was very short for MP's. It seemed to me that a fair amount of training was left out because this was an OSUT training brigade. I think the training we received was adequate but it could have been more challenging and there could have been more training events. Other than that basic was a very memorable experience.

~

909 mcl 7787 a b c a c y

General Response: I feel that the discipline level should be increased.

~

930 mcl 7836 a b b a c y

General Response: More discipline

~

975 mcl 7932 a b c a c y

General Response: Almost everyone has the picture that basic is hard core and it used to be. The system has gotten to relaxed and this is the reason some of the sorry people are making it through and just causing problems on down the line. The PT should be turned up a notch and the DS should be allowed to discipline in any way they see fit.

~

1009 lwd 8807 a b c a c n

General Response: I believe that Basic Training was difficult, but I do believe that a tougher physical workout would be helpful!

Basic Training was a great experience and I believe everyone should experience! Everyone should be DISCIPLINED!

~

1027 lwd 9078 a b c a c n

General Response: I entered basic training as a confident, self-assured individual with a full academic scholarship to a major ivy-league university. I joined because I, personally, wanted to develop more discipline and physical fitness (and of course, financial reasons). I don't know who basic training has been designed for, but it is obviously not geared around intelligent, motivated and goal oriented people. All this nine weeks has managed to do is destroy my self-worth and convince me that I am incapable of performing even the simplest of tasks successfully on my own.

The whole idea that basic training creates confident, self-assured soldier capable of decisive action in the field is ridiculous. The truly frightening part of this whole scenario is that I have been told repeatedly that I am one of the more outstanding recruits and have been, almost constantly, in one leadership position or another since arriving at basic training.

~

1028 lwd 9079 a b c a c n

General Response: Basic Training has been a learning experience for me. I've met a lot of people from different backgrounds (ethnic) and personal values. My training experience was pleasant, our Drill Sergeants were excellent, they did their job professionally, as the should. These are a few complaints that I have towards the training process though. First of all throughout my nine weeks of basic some people talked in formation, at the position of attention, while the Drill Sergeant was right there. This was a lack of discipline on the part of the recruits. Second of all the Basic Training was gender mixed and I believe that this is not right, because of the road marches that we went on. Some of the females fell behind and looked to the males to carry their weight as well. I believe if the best camps were gender separated, I would have had a much harder time at basic.

~

1042 lwd 9127 a b c a c n

General Response: Basic Training was not nearly as rough as I thought it would be. My Drill Sgts were more like disciplined guidance counselors. They were good at motivation and other things, but they treated us a little softly. They need to pay more attention because I strongly believe some recruits that passed slipped through the cracks. They need to expect everything to be perfect and try to install more discipline and teamwork. Its not a good sign when I'm better friends with my Drill Sgts than with my battle buddy. They need to spend more time on the physical training of it because we had people failing their final PT test. They'll should have exceeded the standards set for them. That's all I have to say about that.

~

1043 lwd 9130 a b c a c n

General Response: Females were the main problems in our platoon. The Bitch all the time at each other and they don't shut up during training. They need more discipline and segregated by Platoon from males but not Company.

Thank You

~

1048 lwd 9164 a b b a c n

General Response: The experience was highly beneficial. A majority of the individuals in my unit weren't that old/mature. Quite a few were "fresh" out of high school--the discipline is not there. I am a supporter of mandatory service requirements after high school and this experience helped me to realize how bad it is needed.

~

1056 lwd 9184 a b c a c n

General Response: I have found today's Basic Training lacking in many ways. The way Basic is set up now, anyone can be a soldier if you set the Basic Training requirements low enough.

Joint sex basic training is a joke and should be abolished. It causes more harm than good.

I went through basic training in 1984 the first time at 18 and I was tired, sore, and sweaty every night. At the age of 33, I got more sleep now than I did in the civilian occupation I had. And have set the high PT scores since my arrival. And I'm old

Part 3

enough to be these kid's father. Discipline is lacking in the new basic training graduates. You have to rebuild them in basic after you break them down to make good soldiers and today's basic just doesn't get hard enough. It's just a high school boy scout camp with weapons.

Today's soldiers have no drive or heart and when the going gets tough, these kids are going to quit.

Also stop giving away so much rank to college graduates. Most of them don't even make a god Private E-1, let alone a Spc 4!!!

~

1066 lwd 9238 a b b a c n

General Response: I. Males and females should train separately

II. Stiffer discipline

II. Provide a better understanding for the reason of chain of command and purpose for the military structure.

~

1075 lwd 9285 a b c a c n

General Response: Before I came to basic training my recruiter started me on correspondence courses. I can tell you this, I had a jump start on every other soldier because I put the time, interest and energy into learning and bettering myself. In that aspect I was able to encourage and help others who were having difficulty with their training.

When I came to basic I had already been taught values through my parents and adjusting to military life was not hard at all. Its sad to see some privates' background but I am glad they made a step in this direction because they can make a better life for themselves.

At my basic training males and females were trained together. I strongly disagree with this concept. First of all, males are distracted by training with females. Second, if I ever had to go to war, it would be with males (if I was in a combat role) and I would feel much more confident in myself and knowing that those fellow soldiers I was fighting along were not going to give up on me. I'm not sexist but it seemed like the females broke down a lot sooner than any males did and I think that brought down the morale of our training unit. I would get a much better experience of training with males because the drill sergeants could instill more discipline into us. And I now that there wouldn't be as many that would break down or fall out. Thank You.

~

1078 lwd 9291 a b c a c n

General Response: Basic Training was somewhat too easy. I believe America would have a better Army if more discipline was involved. The training is excellent but the Army first needs more discipline.

The physical challenges could be greater. If it was more demanding it could possible prepare you for battle that much more.

~

Overall Basic Training Easy, Easier Than Expected, or Too Easy:

Army Men Recruits n = 1090 Number of comments: 127 (11.1 %)

Comments made about the overall difficulty of Basic Training.

3 jak 1599 a b c a c n

General Response: My basic combat training was just fine overall. But there were items I disagreed on. Such as having females in your platoon and not being able to associate with them on a "professional manner" cause you might end up with extra duty detail, any type of article, or even being chaptered out of your career, just for you trying to become better team members and becoming a team. On everything else, it was easy and I don't blame the drill sergeants ... it's the system the Army has that slows the role of the drill sergeant to doing their full potential. DS's [name], [name], [name] did the best job they could and I appreciate having them as my drill sergeants. 40 rounds!

~

8 jak 1607 a b c a c n

General Response: The laundry service was horrible, clothes were all wrinkled and hard. They need some fabric softener. Also they mixed up a lot of our clothes. I will not wear someone else's drawers!

Overall basic was OK. I wish it would've been harder, but I also realize it was hard for other soldiers.

~

13 jak 1629 a b e a c n

General Response: During reception we were fiercely misled about what we were allowed to have and what we had to have. It caused problems later on. Also to PFC and E-4's were having us do some PT and pushups, I'm pretty sure that was wrong. Make basic training a little tougher and more challenging (stop being so nice and make it a little more realistic, the enemy isn't nice). Keep the gays and lesbians out! And if male and female are not going to have the same requirements up and down, than put them through different training.

~

14 jak 1631 a b c a c n

General Response: Overall, my expectations for basic training were much higher than what we went through. I was surprised at how easy the training was. Some areas were challenging, but for the most part, it was easy. For me basic training was fun. I enjoyed myself. The team building exercises were excellent, but, believe we needed more in the beginning of the 8 weeks instead of the end. Thank you for this opportunity to express my views.

~

25 jak 1649 a b c a c n

General Response: Basic training was much easier than I expected I don't know whether it was because we trained with females, but it wasn't very physically straining. Basic training also went by very fast.

~

37 jak 1676 a b f a c n

General Response: I believe now that it is almost over, basic was easy. I hated it so much that I like it. Other than that, thank God it's over.

~

53 jak 1709 a b c a c n

General Response: I had thought that it would be harder to get through then it was, but I'm not disappointed with the experience. I do dislike the fact that I was told that I would spend 3 to 7 days in reception and housing, and then I spent nearly two and a half weeks there. I feel that the drill sergeants here try to train us to the fullest extent, but a few take it to the point of causing fear in the trainees. I respect my drill sergeants because they have given me a view of what I can expect, unlike some other drill sergeants who liver only to cause fear in the trainees.

~

56 jak 1724 a b b a c n

General Response: Too easy. I love and like here and finally found a home.

~

57 jak 1725 a b c a c n

General Response: I hate seeing people who don't deserve to graduate, because they have not met the soldierization process slide through anyway. It needs to be harder!!!!

~

61 jak 1747 a b c a c n

General Response: It was a lot easier than I thought. I'm not saying it was easy though, I think I gained a lot of knowledge,

discipline and a lot of respect for my Drill Sergeants. They did a great job on making me a soldier.

~

63 jak 1752 a b d a a n

General Response: I felt that the Drill Sergeants should be harder on the soldiers, because right now I feel that there is a serious lack of discipline in basic training, and if I were to go to war with any one of these soldiers, I could not trust any (except a small few) of these soldiers to "cover my back."

~

71 jak 1773 a b c a c n

General Response: I strongly feel that we were all held back due to others not being ready on time. Some Drill Sergeants didn't put in time enough to properly train their platoon to make challenges within the company. I feel we should have been pushed harder with less standing around. More people should have been discharged sooner for lack of discipline and causing problems. The Captain was too easy on them and gave too many chances.

~

72 jak 1775 a b c a c n

General Response: Dear to whom it may concern,

I just personally felt basic training was easy for me, but for others it was a real struggle. For those who struggled it held back those without any problems.

~

77 jak 1809 a b c a c n

General Response: All I would add is that the Drill Sergeants should toughen up more and be more demanding to both sexes. They should speak to males and females the same way!

~

83 jak 1836 a b c a c n

General Response: Overall I think basic training is a lot easier than what it should be, particularly the physical end. PT should be stressed a lot more. There should be MS in the morning and CR in the afternoon. I know I'm in shape but I feel I could/should be in a lot better shape (220 on PT) (A group runner).

Discipline should continually be stressed a lot more and Drill Sergeants need to crack down on the individuals who make trouble. It breaks moral when they discipline the whole platoon because 1 person is wrong. Those that make trouble should get in trouble. That's what teaches us to do right.

~

92 jak 1876 a b d a c n

General Response: Basic was not as hard as I thought it would be.

~

93 jak 1878 a b d a c n

General Response: Basic training was way too easy. It should not be co-ed. Most of it was wasting time waiting in a line for one reason or another.

~

95 jak 1884 a b c a c n

General Response: Too easy.

~

101 jak 1898 a b b a c n

General Response: To me basic training wasn't as hard as expected. I find that if you pay attention, do what you're supposed to it's not hard at all. However, I believe that the communication between a lot of Drill Sergeants and soldiers in training should really be modified. A lot of the Drill Sergeants like to take out there anger from home and work on the soldiers just because they can. Certain drill sergeants like to jump all up in people's faces yelling for no apparent reason. Effective communication does not come by intimidation or yelling in ones face. Everyone is entitled to their personal space and no one should violate that not even a drill sergeant. They should not be given the right to be so close to ones face that their noses are almost touching. I also have a problem with certain drill sergeants telling your personal business to the platoon. I don't think that your personal problems should be spoken out loud in platoon formation.

~

108 jak 1920 a b c a c n

General Response: Basic for me was easy. My only major problem I had was the sick call procedures and lack of assistance from sick call staff. Shortly after I arrived I got severely dehydrated, I Went to sick call in the reception bat. I had also been awake for three days. With the combo of the two, I was tired and started to doze off. I told the sergeants, but they didn't care. I dozed off and they smoked ME!. I passed out right when I got the first I.V. They didn't care that they had helped me get even worse after 5 minutes of P.T. Then at 3/13 sick call I went five times for the same symptoms, no help was given. My P.T. lagged and my training did also. They didn't even look at me for my illness or my sprained ankle. I was extremely sick for six weeks. Finally, they saw I had the virus that was going around and sent me on my way without medicine that others

less sever than IWAS receiving. I never returned. I made it after eight weeks of sickness. I GRADUATED WITHOUT ANYMORE SICK CALL.

~

109 jak 1941 a b a c n

General Response: I enjoyed my experience as a whole. My drill Sgts. And cadre were very very professional and good (drill Sgts: [name], [name] & [name]).

The physical training was good but not totally consistent enough for me. I expected much more of an emphasis on preparing for combat. The only extensive "combat training" we received was BRM (very well done). Maybe I was given the wrong idea before I arrived. Everyone told me that I'd be totally plastered and yelled at all day and to my pleasant surprise, I was wrong in my expectations.

I believe that basic training should be same sex only. The females cause a lot of strife within the platoon and complain very very often. They are often the ones who reach out to fraternize with the males. They are the ones who often act with much more slack than males do and they hold down training. I feel that my drill Sgts could have shaped me into a much better soldier without females present.

In my opinion, they wear on the esprit de corps of my platoon. They have unique problems and attitudes that need separate and more specific attention. Males have other needs and ways of approaching the Army. In conclusion, males and females should not ever be mixed at basic training.

~

121 jak 1993 a b b a c n

General Response: I was part of the USMC, I got out because of a knee injury. They told me I could go back in two years. Well, I was lied to. But I still wanted to serve my country, so I joined the Army. I knew the Army was going to be easier than the Marines. I thought the discipline and basic would be harder than it was. I was bored and disappointed in Ft. Lee. They were too concerned about your feelings and not with making you a member of the Army. The drill sergeants were too nice. They can't do their job right if they can't smoke you for doing wrong. Doing 20-30 reps of one thing and getting up is stupid. They should have been more firm.

~

134 jak 2060 a b c a c n

General Response: Echo 3/13 -- Too easy!!!

~

135 jak 2062 a b c a c n

General Response: Basic has been very fun, which leads me to believe it was too easy. Some soldiers that made it through are not prepared as far as I can see. I hope that in the future the Army will crack down. Discipline needs to move to the forefront.

~

146 jak 2134 a b c a c n

General Response: I believe Basic Training is overall pretty good but it could have been tougher. The reason I say that is because something could have been harder and I would be better prepared for certain things. However, the laundry service is horrible. If there is a way to mess up your uniform they know it. Also, the DFAC civilians are rude and short with soldiers. It's ironic how they don't respect soldiers that could be defending them one day.

~

148 jak 2139 a b c a c n

General Response: Basic combat training at Ft. Jackson was far too easy. Discipline was not uniformly enforced. Further, real world soldering skills tests were glossed over and almost every recruit was passed. Their individual level of competence did not seem to matter. A great number of my fellow trainees would be unreliable in a high speed/high pressure situation. I certainly would not count on them in combat. I feel that if this trend continues, America's military will not be able to function competently in the very near future. In order to maintain our combat effectiveness some form of action is required on this issue.

~

166 jak 2214 a b a c n

General Response: I believe Basic Training to be somewhat of a letdown. It is way too easy. The standards are too low. I believe it may be because of the integration of females and males. It was much much easier and disappointing. I expected it to be the toughest thing I had ever done in my life. It was no harder than a typical day at football practice.

~

170 jak 2223 a b c a c n

General Response: It was fun here. Should have been harder.

~

Part 3

177 jak 2232 a b c a c n

General Response: It was too easy. Although, Drill Sergeants [name], [name] and [name] are great Drill Sergeants.

~

179 jak 2243 a b a a c n

General Response: Basic training is too easy! Period!

~

183 jak 2258 a b a a c n

General Response: - Not enough PT. Too easy.

- The whole values thing is stupid.
- We should be able to listen to music.
- We should have more reading material such as books to read.
- What really sucked was the housing and Reception crap. What's up with that!!

And why the heck can't we walk around, like to different companies and the PX, that's really dumb! We should be able to buy sodas and candy too! That's only if you do good PT.

~

186 jak 2280 a b f a c n

General Response: Basic Training was a great experience, but it was a little too easy. Drill Sergeant [name], [name], and [name] have trained me to work as a team and always to my best and stay motivated.

~

191 jak 2296 a b c a c n

General Response: Training was not hard enough, needs more discipline.

~

192 jak 2297 a b c a c n

General Response: First, I would like to say that Basic Training was fun d and educational but it is too easy, physically. I feel that having females integrated in, restricts the proper training males need. We don't have enough discipline right now and we're graduating in six days. Basic should be much tougher. Also, field training should be either long or more stressed. Second, the bays do not have the proper cleaning supplies to meet standards. Another thing that bothered me was that we were lied to about our BRM Qualification Date. This occurred in Bravo Company. Also, many people were stuck on Range detail day after day and did not shoot enough as the other.

~

195 jak 2304 a b c a c n

General Response: Basic training was entirely too easy.

~

196 jak 2306 a b c a c n

General Response: 1. Got cheated on BRM.

2. Didn't get to night fire.
3. Obstacle courses should be harder.
4. Should do CR PT in the morning and MS PT at night, every day.
5. More discipline in Red Phase.
6. Drill Sergeants should be able to teach us the way they want.
7. Bigger chow rations.

~

207 jak 2346 a b a a c n

General Response: There was not enough of respect back and forth between the soldiers. None of the soldiers knew when to keep their trap shut, that's what makes it so vexed. I strongly believe that the drill sergeants where too easy on us from day one. It's pretty much why they didn't receive the respect they wanted.

~

210 jak 2362 a b c a c n

General Response: Too easy.

~

212 jak 2370 a b a a c n

General Response: I personally thought basic training was too easy. It needs to be more physically challenging.

~

222 jak 2404 a b b a c n

General Response: Basic was fun, but much too easy.

~

224 jak 2406 a b c a c n

General Response: The company needs more washing machines. We have to use that laundry service but the little stuff like

socks, underwear, t-shirts the laundry service shrinks or does not return, so if we had more washing machines all 300 and something would be able to wash our clothes with plenty of time. Time is limited already. Basic was easy I should have joined the Marines the only hard part was the 2 mile run that's the only hard part besides being away from your family and friends. FTX was a joke too.

~

230 jak 2426 a b c a c n

General Response: Basic training did help me to become a little more disciplined but was too easy!

~

239 jak 2445 a b c a c n

General Response: Lots of fun - too easy!

~

256 sil 3037 a b c a a n

General Response: Overall basic training was a lot easier than I had expected and the drill sergeants were easy going compared to those from another battery. They could cut a lot of bull and wasted time from basic training, especially at reception. Too much sitting and waiting. Also, it took 2 1/2 weeks to get hot water and heat (during the cold part of November). Basically I had a living hell pictured and it turned out to be a piece of cake. The T&E for our final PT test cheated several of us on our sit-ups causing us to fail. They could have been fair about it.

~

267 sil 3111 a b b a a n

General Response: My basic training was too easy. The Drill Sergeants were not mean enough. I expected more than what we did in 8 weeks but I guess they just fill your head up with stories that are not true.

~

286 sil 3141 a b b a a n

General Response: I believe that recruiters need to be more honest on every aspect of military life and not sell lies to get people to enlist. I have found that the Army value of "Integrity" is not upheld to its fullest standards when you have sergeants and NCO's or higher passing information to privates and recruits. Another problem with BCT is that it's too easy. Someone who is out of shape can slide by if they give a minimum yet steady effort. Privates also should be allowed to leave in a more timely fashion if that's truly their wish. I think that if they got a bonus it should be returned but it's unfair for an employer to hold an employee against their will because they won't perform as well. Lastly, I think that coed training should not occur. My experience would have been really tougher if I had to look at more women that I couldn't be social with. I think separate standards are fine but not integrated training.

~

292 sil 3150 a b d a b n

General Response: It was too easy. This is supposed to be hard? I think they make us feel like we are sub-human though. But that all changes when you're in for a while.

~

306 sil 3180 a b b a a n

General Response: Basic training was too easy. I still didn't get any discipline. I'm still rowdy. All this is, is a mind game. Peace.

~

308 sil 3183 a b c a a n

General Response: Basic training was less tough than I had expected. The values we were taught we should uphold were both shown brilliantly and trampled on in various situations. I cannot say accurately what changes have taken place to me as a person, because I am still in the basic training setting. The true changes will be determined when I am allowed to function outside of the current setting. My recruiter did not prepare me in any adequate manner for what was faced. The Army required more physical fitness than I anticipated and the discipline was required more in some areas and less in others. As a whole, basic training was very effective in training me as a soldier and even changing viewpoints, but several specific areas angered me to see the contradiction. "Lead by example" comes to mind. Many things we were asked or required to do - the drill sergeants would contradict themselves only to make the point that they could.

~

309 sil 3184 a b b a a n

General Response: Basic training was OK. It wasn't as hard as I anticipated. I could have been tougher but I guess I'll let will do. I figured I'll learn as I go through with military lifestyles. My plans are to make a career out of it. So there's a lot of physical fitness to come and discipline.

~

345 sil 3251 a b b a a n

General Response: Bull shit. Too easy. Too easy.

~

Part 3

355 sil 3271 a b c a a n

General Response: Basic training was a lot easier than I expected. In my opinion it needs to be harder to weed out the ones who shouldn't be in the military today, that goes for both genders.

~

363 sil 5416 a b a a a y

General Response: I think recruiters should be truthful about how basic training is. In other words, to tell you the real deal. Like for example, if someone messes up, everyone pays. But then Basic Training isn't hard, only the part of being away from your family.

~

379 sil 5445 a b a a a y

General Response: Army Basic Training was too easy. I am really disappointed by the performances of the Drill Sergeants. I wish I joined the Marines.

~

384 sil 5459 a b c a a y

General Response: Basic Training was, in my opinion, too easy. Almost everyone made it - some who shouldn't have because they had no discipline and/or were extremely stupid individuals.

~

398 sil 5493 a b c a a y

General Response: I enjoyed Basic Training. It was easier than I expected. They should get a better program to weed out the weak. They should have kept the tough Basic that it was back in the days. I guess society is becoming too soft. Physically, my Basic was a joke. Right now I can say I should have joined the Marines to see if that was as easy as this.

~

400 sil 5495 a b c a a y

General Response: Too easy and the discipline was not enforced enough!

~

406 sil 5505 a b c a a y

General Response: Basic Training was much easier than I expected it to be. The only hard part was me being away from home (homesick). Other than that it was easy.

~

419 sil 5531 a b a a a y

General Response: Too easy!!!

~

421 sil 5537 a b a a a y

General Response: Too easy.

~

431 sil 5553 a b b a a y

General Response: Basic Training was easy except for the control of the Drill Sergeants. Too many orders, when one Drill Sergeant gives you an order, another will go back and tell the platoon something different. They worked against us and most of the time we had corrective training, it was planned or it was because they didn't fully explain what they wanted us to do. I know it is used to build us into a soldier. The Drill Sergeants are not good role models. I know nobody's perfect, but they could be more concentrated on the whole purpose instead of using new recruits as toys.

~

435 sil 5557 a b c a a y

General Response: I guess having 4 years of JROTC in high school really helped me. It helped prepare me mentally, knowledge-wise and physically. Basic Training was easier than what I expected, but we needed more P.T.

~

436 sil 5559 a b c a a y

General Response: Too Easy.

~

442 sil 5570 a b c a a y

General Response: Too easy!!

~

446 sil 5582 a b a a a y

General Response: Too easy!

~

451 sil 5590 a b c a a y

General Response: Basic training for me was not as difficult as I thought. Fewer skills (21) as opposed to (30) twenty some years old. The ramifications for violations of the UCMJ should have been used to the extreme in order to prevent further

ramifications and Physical Training should be tailored to specific jobs.

~

453 sil 5594 a b c a a y

General Response: Basic training was easier than I expected. In my battery we did not have any interaction with females, including Drill Sergeants. This hindered my ability to gain respect for females, which is already higher. As far as Basic is concerned I like how hard it is, but in reality it needs to be much harder if we entered a combat situation. We, as soldiers, need to spend more time in BRM, field exercises, etc.

~

454 sil 5595 a b a a a y

General Response: It's not hard but is extremely boring. They need to give you more personal time for reading newspapers so we can know what is going on in the world. Needs to be more organized!

~

461 sil 5604 a b c a a y

General Response: I think Basic Training is way too soft. The physical requirements are way too low. I also think discipline is lacking in many areas. It appears they would rather see a certain number of people clear Basic than a lesser number, but of better quality. I haven't experienced coed training but I think it wouldn't hurt to incorporate a little more.

~

462 sil 5606 a b c a a y

General Response: It should be harder.

~

470 sil 5629 a b c a a y

General Response: I believe Basic Training needs to be physically demanding. Should have less idle time. The Testing Standards should not be compromised for any reason. I believe Army basics was too long for all the more we did. Civil Air Patrol encampments have a better time managed schedule. There also needs to be a better recruiter screening program of applicants. Punishments need to start hard to begin with. I also believe the screw-off should be weeded out in the beginning, not the middle or end. For they slowed down are training in this clash. I also believe recruit trainers (Drill Instructors) have their hands tied too much. They should be empowered more than they are.

Basic Training was too easy, since I had time with the Civil Air Patrol. Which I believe the military needs to give cadets of the program more recognition like the JROTC program cadets get. I mean the Earhart, Eaker, and Spaatz awards should carry weight like the Mitchell award.

~

489 sil 5676 a b b a a y

General Response: I felt that Basic Training could have been a little harder and that the drill sergeants really give a lot of themselves to train as soldiers.

~

501 sil 5777 a b c a a y

General Response: Basic training was easy, almost a joke compared to what I thought it would be. It was tougher mentally than anything. Frustration with fellow soldiers and paying for it when they screwed up was the hardest thing. There is a lot of hostility in the basic training environment because of arrogance and selfishness. A lot of frustration is built up from that, and that is about the toughest thing about.

~

504 sil 5782 a b c a a y

General Response: The physical requirements were too easy, but the emotional part of being separated from my family and girlfriend was very hard for 13 weeks. I feel OUST privates should have a graduation at the end of "basic training" and then continue training at the designated areas. I also feel National Guard Privates should be able to train for AIT at their own Guard Units.

~

505 sil 5784 a b c a a y

General Response: Physical requirements were too easy. Drill Sergeants not tough enough on people who get caught doing wrong. I also don't think that National Guard should have to go through AIT because that is what we do at our units.

~

521 sil 5835 a b c a a y

General Response: Too easy, much too easy! Make the physical fitness harder.

~

528 sil 5897 a b b a a y

General Response: During this cycle of basic training I expected it to be much harder. It was pretty easy. Should have a better variety of food. Keep the DS!!!!!!

~

536 sil 5919 a b b a a y

General Response: It is much too easy. The physical demands and discipline level is to low. The DSs are restricted by the politicians and society. They (DSs) cannot make today's soldiers into the warriors our country needs to fight against the enemies of today. The Army has become soft and I was very disappointed with my basic training experience. The (DSs) need the power of physical and verbal training to put fear into the undisciplined privates of today.

~

539 sil 5952 a b f a a n

General Response: Too easy, its was just too easy. I want to kill, kill, ill!

~

554 sil 5978 a b c a a n

General Response: Basic Training has been the best thing I've ever done. I would choose to do it again if I had the opportunity or need. I have grown in my sense of self discipline, personal self esteem (self respect) and in my physical fitness goals. I did expect the training to be tougher, but my expectations were largely set on the basis of movie and television depictions of military training and life.

~

556 sil 5997 a b c a a n

General Response: Overall I found basic training to be too easy. I expected to get in better shape and do more field training.

~

571 sil 6060 a b c a a n

General Response: Basic Training is entirely too easy. DS's are under so much pressure to be PC that they cannot produce the soldiers of tomorrow. The equipment we have for training is well below the standard. Also, the higher ranking cadre members are worried about all the paperwork to kick out a private that they push the soldier through, not realizing it hurts the private and all the others who work hard to get something out of Basic.

~

576 sil 6072 a b c a a n

General Response: It was easy.

~

579 sil 6088 a b c a a n

General Response: Mentally, Basic was tougher than I thought, but it was way too easy physically.

~

580 sil 6089 a b c a a n

General Response: Basic training is nothing like what was told to me by my Step Dad and friend's older brother, basic training is just not hard, even weak minded people can make it through. Because the Drill Sergeants can only do so much before they get into trouble.

~

584 sil 6102 a b c a a n

General Response: Basic Training was easy enough. It just took awhile for me to adjust to authority and to work so physically.

~

609 knx 6585 a b b a a y

General Response: I think the toughest thing overall about Basic Training was dealing with so many different cultures, ethnic groups, attitudes and opinions. If didn't find it hard at all and was hoping for more of a physical and mental challenge that what I received.

~

628 knx 6622 a b a a a y

General Response: Basic Training wasn't as hard as people said it would be, the only bad part about it is being away from family members and your loved ones. Basic is only hard if you make it hard on yourself, you make the call.

~

642 knx 6652 a b f a a y

General Response: Basic Training is not as hard as I thought or heard, but its just very stressful.

~

652 knx 6671 a b a a a y

General Response: In my opinion, Basic Training (OSUT) was a lot easier than expected. It was difficult, but not what I expected. I learned a lot and was very happy with my DIs.

~

660 knx 6686 a b c a a y

General Response: I thought Basic would be a lot harder physically than it was. But I'm glad to be going home finally.

~

684 knx 6730 a b c a a y

General Response: I feel our company was totally ate up and had absolutely no discipline whatsoever. People got away with murder. I thought Basic would be a lot harder and it should be. It really scares me to think these guys might be in a war with me.

~

708 knx 6756 a b f a a y

General Response: Overall, I thought that my OSUT training was fairly easy. There were a lot of times that were very demanding and challenging but I thought that it would be like that all of the time. B & C was not practical enough, or tank training was not in depth and we didn't get to shoot enough.

~

719 knx 6771 a b c a a y

General Response: I love what the Drill Sergeants do. They should have more power, than they have over the privates so they can further their basic training education. I feel basic training was way too easy and it should have been stricter.

~

737 knx 6795 a b a a a y

General Response: Basic really wasn't all that hard, if you messed up in anything there was a price to pay.

~

740 knx 6800 a b b a a y

General Response: Basic was not that bad. I think it should be much harder if we're supposed to be able to step on a battlefield and kill a bitch. Furthermore, I wish I never had joined the military, I'm not willing to give my life for my country, but I will make another motherfucker give his life up, with more training (about 2 years)

~

741 knx 6803 a b c a a y

General Response: this was my second time in Basic Training. It's too Damn Easy! People need to give the D.S.s more power. Not take it away. It's going to screw our country in the long run!

~

805 ben 6920 a b a a a y

General Response: In all honesty, it really isn't that hard. It can be a little hard if you mess up.

~

833 mcl 7612 a b c a c y

General Response: My basic training in my opinion was relatively easy, but I thought for the amount of knowledge we learned here during our "OSUT" I thought the time here could have cut down drastically.

~

834 mcl 7613 a b a a c y

General Response: I believe basic training was too easy.

~

840 mcl 7626 a b c a c y

General Response: The physical demands were not what I expected and I thought it could be harder.

~

850 mcl 7647 a b c a c y

General Response: I expected basic training to be harder and more challenging.

~

878 mcl 7702 a b c a c y

General Response: I believe basic training was a fun experience. It strengthened me both mentally and physically. I learned some things I will never forget about responsibly and teamism from my training. I think basic training needs to be a little bit longer. Drill Sergeants showed some favoritism toward certain soldiers and nearly as if they cared less about helping others with problems succeed. Almost as if they wanted to get rid of soldiers they actually tried to do the right thing. Other than these minor items basic training was over all a great learning experience. Make it longer and more difficult.

~

902 mcl 7777 a b c a c y

General Response: My basic training was a lot easier than what I had expected. I thought it should have been harder and more physically demanding. I also think soldiers should be separated sooner when they can not meet the physical standards.

~

918 mcl 7807 a b c a c y

General Response: Everyone should do it!!! Serve their country

It's too easy. I loved it.

~

Part 3

921 mcl 7821 a b b a c y

General Response: I thought it would have been harder more physically demanding.

~

926 mcl 7830 a b a a c y

General Response: Basic training opens your eyes to what life is about, and how we should act in the civilian world, in order to succeed. The basic training is not hard, the following orders part is harder.

~

927 mcl 7831 a b a a c y

General Response: I thought basic training was a bit easier from what I expected but the training was done well and I learned what I needed to learn.

~

931 mcl 7837 a b c a c y

General Response: The actual military part of basic training was somewhat easy to cope with, the thing that made everything hard is living in a bay with a whole bunch of other people. Everything happens up there. You learned a lot about trust and all that. There was no real teamwork ever established though. Always fighting and arguing.

~

934 mcl 7847 a b b a a y

General Response: I enjoyed basic training I did what a lot of young people my age fear to do. It wasn't that hard for me because I've been through worse, but it did teach me a lot about discipline.

~

936 mcl 7858 a b c a c y

General Response: I feel that basic training should for one get harder, the physical requirement is not high enough. If there was a weight room available, the weaker soldiers wouldn't have as hard of a time to meet the minimum standards and it would give everyone else a better chance to improve. I also think that males and females should continue to train together. Not once did a female soldier hold me or my team back. The female standards should, however, be a lot higher maybe 30 push-ups. Not one female had a very hard time making the standards, so it seemed like they stopped working their hardest. The same thing happens with some of the males after they hit in the (50 range of push-ups) as well though.

~

941 mcl 7870 a b c a c y

General Response: The requirements to pass training are very easy, but filling in free time with ridiculous training was draining. Cadre also need to communicate better. The largest distraction by far was co-ed training. I did not gain any respect, in fact I lost respect for many females. Females were selected as leaders when they did not possess any leadership skills, and did not perform nearly as well as males. The physical requirements were so low for females that many of them spent most of the cycle on profile and still passed the APFT. They took up an entire bay for 16 Privates while the other three bays lived in crowded conditions. Restrictions were imposed upon laundry room use, stairwell use, and fireguard procedures because of co-ed training. It is my strong opinion that males and females should not train together.

~

946 mcl 7878 a b c a c y

General Response: Basic training was not as hard as I expected, and I learned a lot of new things.

~

949 mcl 7882 a b c a c y

General Response: Too easy!!!!

~

950 mcl 7884 a b a a c y

General Response: Basic training was easier than expected but it still was challenging. I think everyone should go through basic training because it overall improves one's character, except for those who just don't want to be here, because basic training taught loyalty and teamwork if nothing else.

I think males and females should keep training together because it's more realistic because in life everyone works together not just males with other males.

~

961 mcl 7906 a b c a c y

General Response: I like it and I'm glad that I did it.. The thing I wish is that they were harder on us. I wish it was longer so we could have learned more marching.

~

973 mcl 7927 a b a a c y

General Response: I found basic training at Ft. McClellan a little easier than what I expected.

~

978 mcl 7938 a b f a c y

General Response: Basic training wasn't as hard as I expected. About the only real challenge was getting to know everyone in the company and getting along.

~

980 mcl 7940 a b b a c y

General Response: Basic was too easy. I made it through, but I wish it was just a little harder. I will miss it though.

~

988 mcl 7960 a b a a c y

General Response: Basic training was fun but I thought it was going to be hard. It turned out to be easy. I have no comment after that but one statement. I'm against killing people. I'm Pentecostal, I'd rather let him kill me than me kill him. I need to get out of combat active jobs because I feel I could be a danger to my unit in the battlefield. I love the Army but their killing, why can't I be conscientious objector just because my recruiter said no? I need some assistance. I'm going to kill somebody because they said so.

Thank you.

~

1008 lwd 8804 a b c a c n

General Response: Basic training was about what I expected, I hoped for the best, but expected the worst, so it ended up being lots easier than "the worst". I had no problems with mostly everything. I'm just glad to go.

~

1012 lwd 9045 a b c a c n

General Response: I consider Basic Training to be very easy mentally, emotionally and physically. I did not feel at all challenged throughout Basic Training and would have requested more of a challenge.

~

1025 lwd 9076 a b c a c n

General Response: Basic training needs to be tougher. Stress of today's world is rising. We are used to stress. Basic needs to give us stress, and needs to be more demanding. Females and out of shape people prevent improvement to those in shape because we are as strong as our weakest link. Physical exercise is basically a joke, you run twice a week, do physical training for only 1 hour, 20 min of which are spent stretching. To improve its up to us. I thought it was up to us to join basic and to basic to push, push, and push until we to into muscle failure, making us build muscle and grow. The Army values are not taken serious. Guys and girls fraternize. I know of 3 couples. Our "battle buddies", don't tell, we have a pecking order which causes us to think twice before being singled out a "nark". Our units time for training sucked. Out of 24 obstacles on the confidence course we were allowed to go on only 5. On ranges we were rarely allowed to practice. Drill sergeants do not lead by example. Swearing at each other, coming to work with hangovers and talking about going home to drink beer. Food was good. Sleeping conditions good. If we are going to defend American we need a backbone of strong individuals; basic has to make us this, they have pussified it as most males have said and all have agreed. Are we training or sending out warm bodies who are not courageous, just there to take bullets? I hope it gets more challenging. Only about 25% of the graduates deserve to graduate. Lowered standards make 100% eligible.

~

1031 lwd 9082 a b c a c n

General Response: Overall, Basic was far easier than I had expected that it would be.

~

1057 lwd 9211 a b c a c n

General Response: My basic training experience was a big influence on me. In several areas I changed or grew in. Physically I am in better shape than ever before. Physical exercise could be pushed much more though. Before coming in the Army, I was a firm believer in co-ed training. I believe 100% in females in the military, but now I believe males and females should be trained separately. The co-ed subtracts from the quality of training for both parties.

Drill sergeants do an excellent job on their teaching methods and training styles.

~

1059 lwd 9218 a b c a c n

General Response: Needs to be harder and shorter.

Less time in reception.

More food.

More cleaning supplies

Part 3

More hands on training, less class.

More phones.

More PT (running)

~

1090 sil 10860 a b c a a y

General Response: Basic training was fairly easy, overall, in fact it was too easy for me personally. AIT was much too simple also. I feel as though standards should be raised across the board.

~

Overall Basic Training Hard, Harder Than Expected, or Too Hard:

Army Men Recruits n = 1090 Number of comments: 22 (2 %)

Comments made about the overall difficulty of Basic Training.

132 jak 2057 a b c a c n

General Response: It's fun and hard and exciting the whole time.

~

287 sil 3142 a b c a a n

General Response: It wasn't as tough as I thought it would be, but not easy at the same time. The only drawback to basic training is being away from your family and loved ones. Other than that, it was great.

~

310 sil 3185 a b b a a n

General Response: Training for me was tougher than I expected because I never really knew what I was giving up. I have and had personal matters that made training hard, also I was my sickest here because everyone kept a cold which made PT tough some mornings. Dealing with so many young personalities was a little intimidating at times. On the other hand, I improved my PT scores by 20 and 21% each time I took the test so that made training easier. It also made me feel proud that I made it in spite of my obstacles.

~

326 sil 3212 a b c a a n

General Response: It was long while it happened, but now that I look back, it went almost too fast. I would do it over, but be more disciplined while doing it a second time. It was hard and challenging, but I made it! Anyone can, if they try.

~

387 sil 5469 a b b a a y

General Response: It was hard and Drill Sergeants are Assholes, dickheads, dick suckers, sons of bitches. Fuck This Shit!!!!!! We have gay people in the Army when we are not supposed to. We need to get rid of them!!!

~

399 sil 5494 a b c a a y

General Response: Harder than I expected. Would never do it again. Authority pushes you around too much.

~

409 sil 5513 a b e a a y

General Response: It was hard but it paid off in the end.

~

430 sil 5551 a b c a a y

General Response: It's a very tough mind game. I'm graduating and the Drill Sergeant has yet to ease up on us.

~

532 sil 5901 a b c a a y

General Response: Basic was kind of hard but not like what I expected it to be. The Drill Sgts were strict but fair overall it wasn't that bad.

~

538 sil 5950 a b c a a n

General Response: Basic training was harder than I thought

~

577 sil 6085 a b c a a n

General Response: Basic Training was very difficult especially when things didn't go the way you wanted. I was never pushed as far as I could. My motivation was never down.

~

599 sil 6164 a b a a a n

General Response: I did not think Basic Training was going to be hard, but it was. Looking back, I do not know how, mentally, I survived. I did though. It was the most challenging eight weeks of my life. You always feel like there's nothing you can do correctly. But right when things look as bad as they can get, the DS's help you and pulls you through. It's true what was said - give 150% you will get back 150% from your DS's.

~

601 sil 6170 a b c a a n

General Response: A lot harder than I thought. Fulfilling and confusing.

~

Part 3

681 knx 6727 a b b a a y

General Response: Basic training was hard like I expected, but I did get in shape. I don't think I learned as much as I should have.

~

687 knx 6734 a b c a a y

General Response: It was hard, but I believe that I am ready now.

~

763 knx 6839 a b c a a y

General Response: It was long and hard, but if I had to do it again I would. It has really helped me grow into a better person.

~

777 knx 6867 a b a a a y

General Response: Basic was hard at times, but that's how basic training is supposed to be I guess. I knew it wasn't gonna be easy.

~

830 ben 6965 a b c a a y

General Response: "Very Demanding"

My training experience was very much needed in my future career as a soldier. It has helped me much and I am grateful. It was however, very stressful and frustrating at most times. That is what made me stronger and more committed to the team and oneself. Basic overall was fun, hard and demanding all in one.

Thanks.

~

862 mcl 7670 a b b a c y

General Response: It was too long and too hard.

~

866 mcl 7678 a b c a c y

General Response: I think it's a good experience, It's long, it's hard, it's worth it! Go for it!

~

903 mcl 7778 a b c a c y

General Response: Basic training was not an easy thing for me to do. I couldn't have done it without the help of everyone in my platoon. I had one Drill Sgt. who cared and encouraged me and helped us out while my other Drill Sgt did not. It was tough mentally and physically.

~

922 mcl 7824 a b b a c y

General Response: Basic training was a hard process, but with the help of the greatest Drill Sgt on Ft. McClellan post (Drill Sergeant [name]) he changed my attitude and gave me will power to succeed.

~

Physical Training Easy, Easier Than Expected, or Too Easy:

Army Men Recruits n = 1090 Number of comments: 30 (2.8 %)

Comments made about the difficulty of Physical Training.

25 jak 1649 a b c a c n

General Response: Basic training was much easier than I expected I don't know whether it was because we trained with females, but it wasn't very physically straining. Basic training also went by very fast.

~

192 jak 2297 a b c a c n

General Response: First, I would like to say that Basic Training was fun d and educational but it is too easy, physically. I feel that having females integrated in, restricts the proper training males need. We don't have enough discipline right now and we're graduating in six days. Basic should be much tougher. Also, field training should be either long or more stressed. Second, the bays do not have the proper cleaning supplies to meet standards. Another thing that bothered me was that we were lied to about our BRM Qualification Date. This occurred in Bravo Company. Also, many people were stuck on Range detail day after day and did not shoot enough as the other.

~

198 jak 2310 a b c a c n

General Response: I should be more challenging. More fitness and discipline.

~

41 jak 1680 a b c a c n

General Response: When I first arrived, I had the expectations that basic training would be a much more physical experience, a lot more PT and physical work combined with more instruction in combat related topics. Instead, I found it much more a test of character and how well one is willing to adhere to the Army values. I, now that basic is over and I can look back, value this training more than the physical strength. My drill sergeant has said more than once, motivation is a product of discipline, and after the many hours of dull details where you just had to keep at it, the long runs and marches, where you continued to place one foot in front of the other no matter what, I have to agree with him. I don't know if I'd want to have someone without that discipline as my battle buddy in the Army. In that way, I'm pleased with basic training and how it's taught me to dig a little deeper inside myself and I hope all others who graduate from it learn this as well. I believe as long as we all possess that trait, our Army will continue to be the best it can be.

~

83 jak 1836 a b c a c n

General Response: Overall I think basic training is a lot easier than what it should be, particularly the physical end. PT should be stressed a lot more. There should be MS in the morning and CR in the afternoon. I know I'm in shape but I feel I could/should be in a lot better shape (220 on PT) (A group runner). Discipline should continually be stressed a lot more and Drill Sergeants need to crack down on the individuals who make trouble. It breaks moral when they discipline the whole platoon because 1 person is wrong. Those that make trouble should get in trouble. That's what teaches us to do right.

~

166 jak 2214 a b a a c n

General Response: I believe Basic Training to be somewhat of a letdown. It is way too easy. The standards are too low. I believe it may be because of the integration of females and males. It was much much easier and disappointing. I expected it to be the toughest thing I had ever done in my life. It was no harder than a typical day at football practice.

~

183 jak 2258 a b a a c n

General Response: - Not enough PT. Too easy.

- The whole values thing is stupid.
- We should be able to listen to music.
- We should have more reading material such as books to read.
- What really sucked was the housing and Reception crap. What's up with that!!

And why the heck can't we walk around, like to different companies and the PX, that's really dumb! We should be able to buy sodas and candy too! That's only if you do good PT.

~

257 sil 3038 a b c a a n

General Response: It was a lot easier, like the PT. But not getting to see anyone was hard they should give more passes.

~

Part 3

461 sil 5604 a b c a a y

General Response: I think Basic Training is way too soft. The physical requirements are way too low. I also think discipline is lacking in many areas. It appears they would rather see a certain number of people clear Basic than a lesser number, but of better quality. I haven't experienced coed training but I think it wouldn't hurt to incorporate a little more.

~

521 sil 5835 a b c a a y

General Response: Too easy, much too easy! Make the physical fitness harder.

~

753 knx 6822 a b c a a y

General Response: I felt the physical requirements were too easy to accomplish. People that didn't acquire themselves already had rank. Too many people that didn't even have a concept about the military still graduated. Discipline was not enforced throughout the cycle.

~

820 ben 6950 a b c a a y

General Response: Needs to be more advanced (up to date), more physically demanding, and more disciplined. At the same time trainers need to ENCOURAGE people not DEGRADE or DISRESPECT them.

~

828 ben 6959 a b f a a y

General Response: Need to do more PT in the mornings.

~

881 mcl 7709 a b f a c y

General Response: I have a lot to say about my basic training experience. It wasn't what I thought it would be. I expected a lot of the physical aspects to be much harder than they were. I was disappointed in some of the DS. They didn't have the values/ethics/morals you would expect of a DS. They were sleeping with Privates. With better equipment and a more dedicated cadre, basic would have been incredible. Unfortunately, we didn't have those things, so it wasn't.

~

888 mcl 7729 a b c a c y

General Response: Females slowed me down in my goal to physically challenge myself due to the standards being so diversified. I feel that marches could have been longer and PT could have been tougher.

~

902 mcl 7777 a b c a c y

General Response: My basic training was a lot easier than what I had expected. I thought it should have been harder and more physically demanding. I also think soldiers should be separated sooner when they can not meet the physical standards.

~

921 mcl 7821 a b b a c y

General Response: I thought it would have been harder more physically demanding.

~

925 mcl 7829 a b c a c y

General Response: For myself basic training was a good experience. I made a lot of friends. It was very mentally tough, but it was physically easier. Some people thought it was hard but they were out of shape when they got here. The DS's are good and they taught us a lot. Not everyone can do their jobs. Training should be extended and do longer. That's all.

~

936 mcl 7858 a b c a c y

General Response: I feel that basic training should for one get harder, the physical requirement is not high enough. If there was a weight room available, the weaker soldiers wouldn't have as hard of a time to meet the minimum standards and it would give everyone else a better chance to improve. I also think that males and females should continue to train together. Not once did a female soldier hold me or my team back. The female standards should, however, be a lot higher maybe 30 push-ups. Not one female had a very hard time making the standards, so it seemed like they stopped working their hardest. The same thing happens with some of the males after they hit in the (50 range of push-ups) as well though.

~

975 mcl 7932 a b c a c y

General Response: Almost everyone has the picture that basic is hard core and it used to be. The system has gotten to relaxed and this is the reason some of the sorry people are making it through and just causing problems on down the line. The PT should be turned up a notch and the DS should be allowed to discipline in any way they see fit.

~

1012 lwd 9045 a b c a c n

General Response: I consider Basic Training to be very easy mentally, emotionally and physically. I did not feel at all challenged throughout Basic Training and would have requested more of a challenge.

~

1025 lwd 9076 a b c a c n

General Response: Basic training needs to be tougher. Stress of today's world is rising. We are used to stress. Basic needs to give us stress, and needs to be more demanding. Females and out of shape people prevent improvement to those in shape because we are as strong as our weakest link. Physical exercise is basically a joke, you run twice a week, do physical training for only 1 hour, 20 min of which are spent stretching. To improve its up to us. I thought it was up to us to join basic and to basic to push, push, and push until we to into muscle failure, making us build muscle and grow. The Army values are not taken serious. Guys and girls fraternize. I know of 3 couples. Our "battle buddies", don't tell, we have a pecking order which causes us to think twice before being singled out a "nark". Our units time for training sucked. Out of 24 obstacles on the confidence course we were allowed to go on only 5. On ranges we were rarely allowed to practice. Drill sergeants do not lead by example. Swearing at each other, coming to work with hangovers and talking about going home to drink beer. Food was good. Sleeping conditions good. If we are going to defend American we need a backbone of strong individuals; basic has to make us this, they have pussified it as most males have said and all have agreed. Are we training or sending out warm bodies who are not courageous, just there to take bullets? I hope it gets more challenging. Only about 25% of the graduates deserve to graduate. Lowered standards make 100% eligible.

~

1029 lwd 9080 a b c a c n

General Response: Reception battalion was completely frustrating. There was no need to be there for a week. Some drill Sgts abused their authority and tried to be tougher that situations called for. The PT training was insufficient, especially the running. We needed to run more miles per run and more days per week.

There was so much down time and waiting around that I feel Basic could have been shortened by at least one week, if not more. Fireguard shifts were far too common. Nearly all the civilian employees we encountered were quite rude to us recruits. There should be something else to read besides the smart book. The punishments did not always fit the "crimes". Disciplinary action was inconsistent at best.

Not all my sentiments are negative, however. Basic provided many experiences I had never done and may never repeat. I was disappointed by the maturity level and other aspects of my fellow recruits. It seems the Army will accept nearly everyone who applies.

~

1034 lwd 9102 a b c a c n

General Response: I believe that males and females should not train together in Basic Training. The females slow the training process for males such as PT (Physical Training). You don't get to push yourself hard enough sometimes because you have to stop for a female fallout or something. But I do understand that it is a rule and I will follow that, but do not agree with it.

~

1036 lwd 9106 a b c a c n

General Response: I believe that the standards set by the Army are not nearly high enough. It should be much more challenging. My opinion of soldiers before entering basic training was very high. Now it is much lower because I see how little they are challenged in their training. I believe that at least 1/3 of my company are in no way ready to be soldiers who serve this country. Something as serious as protecting our country should involve much more commitment and training. Although I am about to graduate, I admit that I do not feel properly trained or prepared for the tasks that lay ahead of me in my future with the U.S. Army. I really wish that my drill sergeants would have pushed us further in all aspect of our training. Physical fitness training should be toughened and performed everyday instead of every now and then. Also, it should not be co-ed. By the time most females are worn out, males are warmed up. Females get better PT training than males because of this. Males aren't able to perform to their top level.

~

1040 lwd 9117 a b c a c n

General Response: 1. Coed training is a hindrance to the training mission of the Army. A group of 18 year olds do not have the maturity to focus the proper amount of attention to the pertinent matters. The Army would produce an immeasurably higher quality soldier if males and females were trained separately.

2. If recruiters were held to a higher standard, in terms of the preparedness of their recruits, basic training could run like a well oiled machine rather than the broke down jalopy that it is now. Recruiters should be more accurate in their descriptions of basic and they should stress the importance of physical fitness. Too many soldiers come into the Army completely unfit. The large number of unfit recruits slows down the rest of the group. Without the large group of ragbags, the Army could train at a much higher level, producing more physically fit soldiers.

Part 3

3. Overall, I would say that the soldier who strive for excellence will achieve it. The ones who settle for mediocrity will probably fail as soldiers and hopefully no longer be a burden to the US Army!

~

1056 lwd 9184 a b c a c n

General Response: I have found today's Basic Training lacking in many ways. The way Basic is set up now, anyone can be a soldier if you set the Basic Training requirements low enough.

Joint sex basic training is a joke and should be abolished. It causes more harm than good.

I went through basic training in 1984 the first time at 18 and I was tired, sore, and sweaty every night. At the age of 33, I got more sleep now than I did in the civilian occupation I had. And have set the high PT scores since my arrival. And I'm old enough to be these kid's father. Discipline is lacking in the new basic training graduates. You have to rebuild them in basic after you break them down to make good soldiers and today's basic just doesn't get hard enough. It's just a high school boy scout camp with weapons.

Today's soldiers have no drive or heart and when the going gets tough, these kids are going to quit.

Also stop giving away so much rank to college graduates. Most of them don't even make a god Private E-1, let alone a Spc 4!!!

~

1059 lwd 9218 a b c a c n

General Response: Needs to be harder and shorter.

Less time in reception.

More food.

More cleaning supplies

More hands on training, less class.

More phones.

More PT (running)

~

1070 LWD 9263 a b c a c n

General Response: I feel that males and females should train separately and that there should be more concentration on PT and fighting and less concentration on cleaning and racial issues and sexual harassment (to sum it up, I mean classes).

~

1071 lwd 9272 a b c a c n

General Response: Overall Basic Training was about what I expected. But one thing I wish there was more was PT and less class.

~

Physical Training Hard, Harder Than Expected, or Too Hard:

Army Men Recruits n = 1090 Number of comments: 1 (0.09 %)

Comments made about the difficulty of Physical Training.

81 jak 1820 a b a a c n

General Response: My experience was really unique. The challenge both physically, mentally and emotionally was way beyond my limits. It was very tough. One thing I didn't like was that some Drill Sergeants take their personal problems to the training field and just lash it out on us without no reason at all. This should be fixed with some good counseling.

~

Negative Comments About Integrated Training of Men and Women:

Army Men Recruits n = 1090 Number of comments: 39 (3.6 %)

13 jak 1629 a b e a c n

General Response: During reception we were fiercely misled about what we were allowed to have and what we had to have. It caused problems later on. Also to PFC and E-4's were having us do some PT and pushups, I'm pretty sure that was wrong. Make basic training a little tougher and more challenging (stop being so nice and make it a little more realistic, the enemy isn't nice). Keep the gays and lesbians out! And if male and female are not going to have the same requirements up and down, than put them through different training.

~

109 jak 1941 a b a a c n

General Response: I enjoyed my experience as a whole. My drill Sgts. And cadre were very very very professional and good (drill Sgts: [name], [name] & [name]).

The physical training was good but not totally consistent enough for me. I expected much more of an emphasis on preparing for combat. The only extensive "combat training" we received was BRM (very well done). Maybe I was given the wrong idea before I arrived. Everyone told me that I'd be totally plastered and yelled at all day and to my pleasant surprise, I was wrong in my expectations.

I believe that basic training should be same sex only. The females cause a lot of strife within the platoon and complain very very often. They are often the ones who reach out to fraternize with the males. They are the ones who often act with much more slack than males do and they hold down training. I feel that my drill Sgts could have shaped me into a much better soldier without females present.

In my opinion, they wear on the esprit de corps of my platoon. They have unique problems and attitudes that need separate and more specific attention. Males have other needs and ways of approaching the Army. In conclusion, males and females should not ever be mixed at basic training.

~

159 jak 2186 a b c a c n

General Response: Males and females should not train together. I am not saying that females can't make outstanding soldiers, but their discipline and physical needs are too different. Plus, the Drill Instructors baby the females. So the level of discipline was not what it should have been. I understand that the physical standards should be different and they are how they need to be, but when it comes a time to discipline a female, it was as if the Drill Instructors were afraid to hurt their feelings. If females continue to train with males, something must be done about how differently they are treated. We are all soldiers and should be at the same level.

~

166 jak 2214 a b a a c n

General Response: I believe Basic Training to be somewhat of a letdown. It is way too easy. The standards are too low. I believe it may be because of the integration of females and males. It was much much easier and disappointing. I expected it to be the toughest thing I had ever done in my life. It was no harder than a typical day at football practice.

~

192 jak 2297 a b c a c n

General Response: First, I would like to say that Basic Training was fun d and educational but it is too easy, physically. I feel that having females integrated in, restricts the proper training males need. We don't have enough discipline right now and we're graduating in six days. Basic should be much tougher. Also, field training should be either long or more stressed. Second, the bays do not have the proper cleaning supplies to meet standards. Another thing that bothered me was that we were lied to about our BRM Qualification Date. This occurred in Bravo Company. Also, many people were stuck on Range detail day after day and did not shoot enough as the other.

~

286 sil 3141 a b b a a n

General Response: I believe that recruiters need to be more honest on every aspect of military life and not sell lies to get people to enlist. I have found that the Army value of "Integrity" is not upheld to its fullest standards when you have sergeants and NCO's or higher passing information to privates and recruits. Another problem with BCT is that it's too easy. Someone who is out of shape can slide by if they give a minimum yet steady effort. Privates also should be allowed to leave in a more timely fashion if that's truly their wish. I think that if they got a bonus it should be returned but its unfair for an employer to hold an employee against their will because they won't perform as well. Lastly, I think that coed training should not occur.

My experience would have been really tougher if I had to look at more women that I couldn't be social with. I think separate standards are fine but not integrated training.

~

329 sil 3216 a b c a a n

General Response: I feel that females should have very similar training protocol to males; however, I feel that there would be problems that would arrive if the two genders get too close too often during a training period, such as a basic training atmosphere. It just wouldn't seem safe for females to be that close to males in an environment such as basic training.

~

457 sil 5598 a b c a a y

General Response: I don't have any comments on my exercises but I think that the GIT Program will not work at Fort Sill unless they put all females in one or two platoons and keep the platoons the same - sex-oriented. The barracks are not setup to have mixed sex platoons living in them.

~

488 sil 5674 a b c a a y

General Response: For myself it was well worth it. I really respected my Drill Sergeants and all my leaders. I noticed that some of the questions were geared toward males/females in Basic Training. I strongly agree that females should be allowed in the Army and together with males during AIT, but not during Basic Training. There is too much competition and stress already. Adding females would only complicate matters. Getting experience working together can be achieved in AIT. But that's just my opinion.

~

517 sil 5820 a b a a a y

General Response: I think having females train with males would make it harder for the male private.

~

841 mcl 7630 a b c a c y

General Response: I feel basic training should be done on a same sex level. Gender integration brings so many problems to the table. Privates sneak around and play kissy face with the other privates late at night. These are teenagers we are talking about, they're so many hormones inside them waiting to explode. With males and females together many sexual things will arise.

I also think that male soldiers get treated more harsh than the females. It seems as though the Drill Sergeants lay off of the females due to the fact that they aren't male.

~

898 mcl 7755 a b c a c y

General Response: I feel that male Drill Sgt. should just train male Pvt. and female D.S.'s should only train females, because the two don't mix. There is way to much favoritism and problems could be prevented in my belief.

~

920 mcl 7818 a b c a c y

General Response: The problem of DS/ Private relations. There seems to be a lot of that going on so I say males DS's train male Privates and females DS's train females Privates would help a lot.

~

941 mcl 7870 a b c a c y

General Response: The requirements to pass training are very easy, but filling in free time with ridiculous training was draining. Cadre also need to communicate better. The largest distraction by far was co-ed training. I did not gain any respect, in fact I lost respect for many females. Females were selected as leaders when they did not possess any leadership skills, and did not perform nearly as well as males. The physical requirements was so low for females that many of them spent most of the cycle on profile and still passed the APFT. They took up an entire bay for 16 Privates while the other three bays lived in crowded conditions. Restrictions were imposed upon laundry room use, stairwell use, and fireguard procedures because of co-ed training. It is my strong opinion that males and females should not train together.

~

964 mcl 7913 a b c a c y

General Response: In basic training males and females should be trained separately. Females expected partial treatment and the interferes with the fluidity of training. Women shouldn't be allowed in the Army in the first place. Female Drill Sgts. have a power trip over males too. BCT was pretty challenging but could have been better.

~

993 mcl 7970 a b d a c y

General Response: I feel that gender integrated training is not favorable in training. The females seemed to get special treatment and were not pushed as severely as males. For example, the females have much more time to use the laundry facilities than do the males. There is animosity between males and females because of preferential treatment.

~

Part 3

1006 lwd 8794 a b c a c n

General Response: I feel that training should be segregated between males and females. Having to train with members of the opposite sex in a "closed" environment made it a lot tougher for me to remain focused on the task at hand.

~

1011 lwd 8810 a b b a c n

General Response: I think males should train with males and females should train with females. When both genders are joined, I think there's too much distraction. I feel I would have come out a better soldier if I would have trained with all males.

~

1017 lwd 9063 a b c a c n

General Response: Separate training, all male training and all female training.

~

1021 LWD 9069 a b c a c n

General Response: I feel on a personal level, males and females are equal, but physically the females really slowed the males down considerably.

I definitely believe we should have male and female Basic segregated.

The Drill Sgts had to take it very easy on the males because of the females. Sometimes it was great, when you're very tired, but other times was a real disappointment.

Mostly females were just a big distraction, 9 out of 10 just want college money and don't realize they just joined the U.S. Army and may have to go die for their country. It really frustrates some of us.

~

1022 lwd 9070 a b c a c n

General Response: Keep male and female basic training separated. Do not make coed training. Just a big distraction and people lose purpose of why they joined the military. Needs to be split up in training according to gender.

I feel I was held back in training and denied a harder training course because of the females. They had to take it easier on the females, so they didn't push a lot of males. More than half of these females couldn't save my life or battle buddies life in war situations because of their physical and mental abilities.

~

1028 lwd 9079 a b c a c n

General Response: Basic Training has been a learning experience for me. I've met a lot of people from different backgrounds (ethnic) and personal values. My training experience was pleasant, our Drill Sergeants were excellent, they did their job professionally, as the should. These are a few complaints that I have towards the training process though. First of all throughout my nine weeks of basic some people talked in formation, at the position of attention, while the Drill Sergeant was right there. This was a lack of discipline on the part of the recruits. Second of all the Basic Training was gender mixed and I believe that this is not right, because of the road marches that we went on. Some of the females fell behind and looked to the males to carry their weight as well. I believe if the best camps were gender separated, I would have had a much harder time at basic.

~

1033 lwd 9093 a b c a c n

General Response: In basic training I found that the females and male training should be separate from one another. Not only is the opposite sex distracting, but the females seemed to hold the males back. I am strongly for equal treatment, but it just doesn't work. It seems that the females didn't get the right to do what the males have done for so many years, but it was made easy. I only feel this way for basic training though. I do not feel that I was pushed to my limit, but just inconvenienced.

The Drill Sergeants were all great and dispute my complaints, I still learned a great deal.

~

1034 lwd 9102 a b c a c n

General Response: I believe that males and females should not train together in Basic Training. The females slow the training process for males such as PT (Physical Training). You don't get to push yourself hard enough sometimes because you have to stop for a female fallout or something. But I do understand that it is a rule and I will follow that, but do not agree with it.

~

1036 lwd 9106 a b c a c n

General Response: I believe that the standards set by the Army are not nearly high enough. It should be much more challenging. My opinion of soldiers before entering basic training was very high. Now it is much lower because I see how

little they are challenged in their training. I believe that at least 1/3 of my company are in no way ready to be soldiers who serve this country. Something as serious as protecting our country should involve much more commitment and training. Although I am about to graduate, I admit that I do not feel properly trained or prepared for the tasks that lay ahead of me in my future with the U.s. Army. I really wish that my drill sergeants would have pushed us further in all aspect of our training. Physical fitness training should be toughened and performed everyday instead of every now and then. Also, it should not be co-ed. By the time most females are worn out, males are warmed up. Females get better PT training than males because of this. Males aren't able to perform to their top level.

~

1040 lwd 9117 a b c a c n

General Response: 1. Coed training is a hindrance to the training mission of the Army. A group of 18 year olds do not have the maturity to focus the proper amount of attention to the pertinent matters. The Army would produce an immeasurably higher quality soldier if males and females were trained separately.

2. If recruiters were held to a higher standard, in terms of the preparedness of their recruits, basic training could run like a well oiled machine rather than the broke down jalopy that it is now. Recruiters should be more accurate in their descriptions of basic and they should stress the importance of physical fitness. Too many soldiers come into the Army completely unfit. The large number of unfit recruits slows down the rest of the group. Without the large group of ragbags, the Army could train at a much higher level, producing more physically fit soldiers.

3. Overall, I would say that the soldier who strive for excellence will achieve it. The ones who settle for mediocrity will probably fail as soldiers and hopefully no longer be a burden to the US Army!

~

1041 lwd 9121 a b c a c n

General Response: For the purposes of Basic Combat Training, I believe that males and females should not train together. It is supposed to be a transition from civilian to soldier, but I observed the continuation of showing off, either intentionally or not, for the opposite sex. The single sex units that I observed were significantly more motivated than the coed units I observed. Mind you, this is only applicable to the initial training. AIT should incorporate the two as the transition has already occurred, where then the soldiers will behave more professionally. Otherwise, I believe the training provided a good basic exposure to a broad base of basic combat skills. In my opinion, the values classes were a good idea save for the fact th at those who would have benefited didn't really listen or absorb any of the information,

~

1043 lwd 9130 a b c a c n

General Response: Females were the main problems in our platoon. The Bitch all the time at each other and they don't shut up during training. They need more discipline and segregated by Platoon from males but not Company.

Thank You

~

1051 lwd 9169 a b d a c n

General Response: I have just a few things to say. One, If we are going to be discouraged from tobacco or alcohol, make sure the Drill Sergeants aren't smoking or dipping in from of the privates and make sure they don't come to work with alcohol on their breath. It makes DSs less respectable. And number two, I feel that females and males should be in different Basic Training. Why? Because taking all these classes on. Well lets just say we could be focusing on more important things than keeping two soldiers from having a relationship.

~

1054 lwd 9181 a b a a c n

General Response: The co-ed BCT does nothing to benefit the relationship between male and female soldiers. It creates a larger gap between the genders due to the slower physical pace created by females and causes tension between the two.

~

1056 lwd 9184 a b c a c n

General Response: I have found today's Basic Training lacking in many ways. The way Basic is set up now, anyone can be a soldier if you set the Basic Training requirements low enough.

Joint sex basic training is a joke and should be abolished. It causes more harm than good.

I went through basic training in 1984 the first time at 18 and I was tired, sore, and sweaty every night. At the age of 33, I got more sleep now than I did in the civilian occupation I had. And have set the high PT scores since my arrival. And I'm old enough to be these kid's father. Discipline is lacking in the new basic training graduates. You have to rebuild them in basic after you break them down to make good soldiers and today's basic just doesn't get hard enough. It's just a high school boy scout camp with weapons.

Today's soldiers have no drive or heart and when the going gets tough, these kids are going to quit.

Also stop giving away so much rank to college graduates. Most of them don't even make a god Private E-1, let alone a Spc 4!!!

~

1057 lwd 9211 a b c a c n

General Response: My basic training experience was a big influence on me. In several areas I changed or grew in. Physically I am in better shape than ever before. Physical exercise could be pushed much more though. Before coming in the Army, I was a firm believer in co-ed training. I believe 100% in females in the military, but now I believe males and females should be trained separately. The co-ed subtracts from the quality of training for both parties.

Drill sergeants do an excellent job on their teaching methods and training styles.

~

1063 lwd 9228 a b c a c n

General Response: I believe that male and female recruits should not be in BCT together. The gender difference breaks down moral between both groups. Also I believe that people should be screened prior to entering BCT, so some of the lazy and unmotivated people can be weeded out.

~

1066 lwd 9238 a b b a c n

General Response: I. Males and females should train separately

II. Stiffer discipline

II. Provide a better understanding for the reason of chain of command and purpose for the military structure.

~

1070 LWD 9263 a b c a c n

General Response: I feel that males and females should train separately and that there should be more concentration on PT and fighting and less concentration on cleaning and racial issues and sexual harassment (to sum it up, I mean classes).

~

1075 lwd 9285 a b c a c n

General Response: Before I came to basic training my recruiter started me on correspondence courses. I can tell you this, I had a jump start on every other soldier because I put the time, interest and energy into learning and bettering myself. In that aspect I was able to encourage and help others who were having difficulty with their training.

When I came to basic I had already been taught values through my parents and adjusting to military life was not hard at all. Its sad to see some privates' background but I am glad they made a step in this direction because they can make a better life for themselves.

At my basic training males and females were trained together. I strongly disagree with this concept. First of all, males are distracted by training with females. Second, if I ever had to go to war, it would be with males (if I was in a combat role) and I would feel much more confident in myself and knowing that those fellow soldiers I was fighting along were not going to give up on me. I'm not sexist but it seemed like the females broke down a lot sooner than any males did and I think that brought down the morale of our training unit. I would get a much better experience of training with males because the drill sergeants could instill more discipline into us. And I now that there wouldn't be as many that would break down or fall out. Thank You.

~

1083 lwd 9302 a b a a c n

General Response: I think "females" should not train with males. Because most of them set the males training back, and make the things that males should do harder.

~

1084 lwd 9309 a b b a c n

General Response: I really enjoyed basic training a lot. If I had the option, I would do it over again. Basic training is an experience that I will remember for the rest of my life.

I don't think that males and females should train together. Some females whine and moan and complain about every physical aspect of basic. Some of them have no heart when it comes to PT. Don't get me wrong. There are some females that can keep up with the males, but the majority of them give up way too easy.

~

1086 lwd 9312 a b a a c n

General Response: I strongly disagree with male/female training, and lower standards for females in physical training. I think training all together would run smoother. Basic training was more of a hassle than a challenge to me. But being in the military is an !!HONOR!!

~

Positive Comments About Integrated Training of Men and Women:

Army Men Recruits n = 1090 Number of comments: 11 (1.0 %)

437 sil 5561 a b c a a y

General Response: Women should be more involved. I think males and females would work good together and it would cut all the childness out of most of the privates.

~

439 sil 5565 a b c a a y

General Response: We need more females during basic training and more passes and alcohol too.

~

461 sil 5604 a b c a a y

General Response: I think Basic Training is way to soft. The physical requirements are way too low. I also think discipline is lacking in many areas. It appears they would rather see a certain number of people clear Basic than a lesser number, but of better quality. I haven't experienced coed training but I think it wouldn't hurt to incorporate a little more.

~

471 sil 5630 a b b a a y

General Response: Males and females should share co-ed barracks.

~

491 sil 5691 a b c a c y

General Response: If women wants to be [unit number], more power to them. They have my vote.

Basic Training was really cool, the Drill Sergeants made it real understanding.

I loved OSUT.

~

546 sil 5966 a b c a a n

General Response: Basic training was a waste of time to me because I entered the military already with the discipline, noting that I was never told to do something more than once, sleeping, talking, etc. Basic needs to be more physically strenuous. Basic needs to be more female oriented in order to accept the opposite sex for combat.

Basic training was mentally challenging to certain people with their minds not tight. They fell apart want to go home all of the time. The Army needs to improve its food.

Basic needs to come down on non-team players big time. TOO many individuals on their own street. The Army needs to improve DS behavior when it comes to personal comments about family, race, etc.

The Army needs to get hell over program set by letting soldiers leave when they shouldn't and to delays with other soldiers.

~

896 mcl 7753 a b f a c y

General Response: When I began basic training I knew we would train with females, but I had no idea they would also live by us. This creates a major problem here. Too many Privates try to begin relationships during training. Many of the Privates have been caught and nothing is done about it. I came here to become a soldier not watch others act like their still in high school.

~

919 mcl 7816 a b c a c y

General Response: I think gender integrated training was a good idea it allowed males to see how it was to work together with females. I feel that I also gained higher respect for females mainly the ones in leadership positions and are physically fit.

~

936 mcl 7858 a b c a c y

General Response: I feel that basic training should for one get harder, the physical requirement is not high enough. If their was a weight room available, the weaker soldiers wouldn't have as hard of a time to meet the minimum standards and it would give everyone else a better chance to improve. I also think that males and females should continue to train together. Not once did a female soldier hold me or my team back. The female standards should, however, be a lot higher maybe 30 push-ups. Not one female had a very hard time making the standards, so it seemed liked they stopped working their hardest. The same thing happens with some of the males after they hit in the (50 range of push-ups) as well though.

~

950 mcl 7884 a b a a c y

General Response: Basic training was easier than expected but it still was challenging. I think everyone should go through basic training because it overall improves ones character, except for those who just don't want to be here, because basic training taught loyalty and teamwork if nothing else.

I think males and females should keep training together because it's more realistic because in life everyone work together not just males with other males.

~

968 mcl 7920 a b c a c y

General Response: I thought basic training was an experience, one that I'm glad is in the past. Males and females belong in training together, my male to female outlook has changed tremendously. I can't wait to see how the real Army is.

~

General Comments About Women and Men in Basic Training:

Army Men Recruits n = 1090 Number of comments: 38 (3.4 %)

3 jak 1599 a b c a c n

General Response: My basic combat training was just fine overall. But there were items I disagreed on. Such as having females in your platoon and not being able to associate with them on a "professional manner" cause you might end up with extra duty detail, any type of article, or even being chaptered out of your career, just for you trying to become better team members and becoming a team. On everything else, it was easy and I don't blame the drill sergeants ... it's the system the Army has that slows the role of the drill sergeant to doing their full potential. DS's [name], [name], [name] did the best job they could and I appreciate having them as my drill sergeants. 40 rounds!

~

6 jak 1603 a b c a c n

General Response: To whomever it may concern,

I feel that the coed training is fine, yet I feel that there may be some flaws such as: discrimination. I think that male DS's tend to support the females more than they should. Talking amongst other soldiers we have pointed out how the female gender is able to basically get away with things such as: Not appropriately speaking with DS (using drill sergeant etc.). May be more lenient, overall just favoring the females. I have tried not to complain about silly things, yet as I strive to do better it can get frustrating when your efforts go unnoticed. Sure, some things were noticed and it started turning as we furthered in the cycle. We were also given false info. When we initially signed to the personnel of the Army. Booklets were given to everyone which spoke of nonsense, such as: Buy new shoes, socks, drawers, etc..., but we were forced to buy new items when we arrived at BO housing. I had motivation flowing out of my ears and when I got here I was extremely disappointed with the support the military gave you. Instead of helping my motivation it hindered it. If I could make a difference it would be to make sure that Army values are not only being spoken of but living up to them. Instead of giving up or saying "get out of my face" I feel that our role modes need to be role models that are strict, treat everyone equally, and be able to answer questions to support soldiers basically as a DS and as an outlet for whatever needs the trainees need. (Using common sense of course).

~

25 jak 1649 a b c a c n

General Response: Basic training was much easier than I expected I don't know whether it was because we trained with females, but it wasn't very physically straining. Basic training also went by very fast.

~

52 jak 1708 a b c a c n

General Response: Without sounding sexist, I think women should have a more demanding physical requirement. Thirteen push-ups and their run requirements are jokes. I had females in my platoon doing 40,50, and 60 push-ups. They went over the scale, yet if I do 60 push-ups its only like 65%.

~

70 jak 1771 a b c a c n

General Response: Females don't want to be treated any differently, so treat them the same as males. The civilians who worked on base were total jerks. They abused their power. Other than those 2 things, basic training was a great challenge that I'm glad I had the opportunity to go through.

~

77 jak 1809 a b c a c n

General Response: All I would add is that the Drill Sergeants should toughen up more and be more demanding to both sexes. They should speak to males and females the same way!

~

79 jak 1817 a b c a c n

General Response: I think the Drill Sergeants treat the female soldiers much easier. If a female messed up then she go a slap on the wrist. If a male messed up he pushed. I'm not saying that we shouldn't push. I'm saying "equal treatment."

~

97 jak 1888 a b c a c n

General Response: When it comes to fitness requirements males and females should be the same. Why should one be expected to do more or less than another. The fact that males tend to be stronger than females has nothing t do with anything were not infantry here at Fort Jackson females or males could have my trust. Find a happy medium no more double standards.

~

102 jak 1900 a b b a c n

General Response: Basic training was a good experience and an opportunity to meet new and different people. One topic which discouraged me was the relationships between certain male DS's and female trainees. Females are treated better and don't have to follow certain rules that male trainees do.

~

109 jak 1941 a b a a c n

General Response: I enjoyed my experience as a whole. My drill Sgts. And cadre were very very very professional and good (drill Sgts: [name], [name] & [name]).

The physical training was good but not totally consistent enough for me. I expected much more of an emphasis on preparing for combat. The only extensive "combat training" we received was BRM (very well done). Maybe I was given the wrong idea before I arrived. Everyone told me that I'd be totally plastered and yelled at all day and to my pleasant surprise, I was wrong in my expectations.

I believe that basic training should be same sex only. The females cause a lot of strife within the platoon and complain very very very often. They are often the ones who reach out to fraternize with the males. They are the ones who often act with much more slack than males do and they hold down training. I feel that my drill Sgts could have shaped me into a much better soldier without females present.

In my opinion, they wear on the esprit de corps of my platoon. They have unique problems and attitudes that need separate and more specific attention. Males have other needs and ways of approaching the Army. In conclusion, males and females should not ever be mixed at basic training.

~

139 jak 2073 a b b a c n

General Response: My Drill Instructor "[name]" thinks she's all that and pays too much into the way she looks, she just teaches and doesn't listen to the facts to both sides of a story. Also she favors females and hates males but it's okay because I'm out of here. All the rest are laid back and cool.

~

166 jak 2214 a b a a c n

General Response: I believe Basic Training to be somewhat of a letdown. It is way too easy. The standards are too low. I believe it may be because of the integration of females and males. It was much much easier and disappointing. I expected it to be the toughest thing I had ever done in my life. It was no harder than a typical day at football practice.

~

233 jak 2432 a b c a c n

General Response: Male Drill Instructors tend to favor female recruits. They also favor Pg platoon guards more than recruits.

~

329 sil 3216 a b c a a n

General Response: I feel that females should have very similar training protocol to males; however, I feel that there would be problems that would arrive if the two genders get too close too often during a training period, such as a basic training atmosphere. It just wouldn't seem safe for females to be that close to males in an environment such as basic training.

~

358 sil 5407 a b b a d y

General Response: If we had females in Basic Training with us, I'll try to hook up with one of them.

~

377 sil 5442 a b c a a y

General Response: I am in the National Guard, so women in my MOS (13B) doesn't matter too much. But I've seen here for the regular Army soldiers, it will be harder for women, and for the men, women will be a training distraction. And being a 13b, you are away a lot, so when they get around women, it would be a problem. If they could only do certain jobs, they maybe, but overall it'll be a problem. And I'm not a sexist. I love women.

~

407 sil 5508 a b c a a y

General Response: If females were training with us, it would be a distraction.

~

433 sil 5555 a b b a a y

General Response: In the 13B field, I don't think it would be a good MOS for females because it demands both mental and physical strength. Most males break down during the cycle and have to go home because they tried to go AWOL or commit suicide.

~

Part 3

453 sil 5594 a b c a a y

General Response: Basic training was easier than I expected. In my battery we did not have any interaction with females, including Drill Sergeants. This hindered my ability to gain respect for females, which is already higher. As far as Basic is concerned I like how hard it is, but in reality it needs to be much harder if we entered a combat situation. We, as soldiers, need to spend more time in BRM, field exercises, etc.

~

645 knx 6656 a b f a a y

General Response: Not enough P.T. sessions in the first 8 weeks due to all the "classroom" learning. I thought the first 8 weeks was nothing but physical activities and not classroom learning. I also wasn't told that I had to wait 1 week in reception and 1 week of fill week in Basic, by my recruiter, he told me 13 weeks of training but instead it was 16 weeks.

To add, in my opinion, I do not have problems with women in the military, but they should have higher standards than what they have and not this double standard that the military has now. If a woman wants a combat MOS, she should be able to do EVERYTHING! an average male soldier can do.

I also think the Army should go back to its original way of training and not this political and bureaucratic way they have to do it now because of politicians who know nothing about the Army. Basic Training has gotten very weak compared to what my father went through in 1956.

~

803 ben 6913 a b c a a y

General Response: Living conditions were the most difficult part of my experience. Living with 50 other men became quite irritating after 13 weeks. Lack of discipline and an inability to work as a team on the part of my peers was a constant source of frustration. I would not recommend joining the Army as an enlisted recruit to anyone in my age or education level.

~

816 ben 6945 a b a a a y

General Response: It is harder to get along with one another than the training itself. I found it hard having to see the same people day after day after day. It just got annoying.

~

853 mcl 7653 a b b a c y

General Response: I feel that a lot of the females were cry babies and if they wanted things to be different from the males then they should have stayed out.

By the way I love the Army and will do well in my life.

Smile

~

858 mcl 7659 a b b a c y

General Response: Basic training was a pretty good experience. I learned a lot and improved my physical condition immensely. The co-ed training wasn't a big deal. The males trained with the females and we went through it together.

~

888 mcl 7729 a b c a c y

General Response: Females slowed me down in my goal to physically challenge myself due to the standards being so diversified. I feel that marches could have been longer and PT could have been tougher.

~

905 mcl 7780 a b c a c y

General Response: I think the Army is attempting to be to be "politically correct", I mean this is the Army and we are a bunch of killers, you need to be stronger than the average person personally. If you get offended by the term "Dog tags" you need to go somewhere else.

I think females should have the same PT requirements as males because the enemy isn't going to chase her slower because she's a woman.

~

957 mcl 7900 a b c a c y

General Response: Females are allowed to do whatever they want. Out of 188 soldiers we have approximately 18 females. We have 4 slots given to platoon guides throughout the company. 3 slots have been given to females in the past 4 weeks.

~

964 mcl 7913 a b c a c y

General Response: In basic training males and females should be trained separately. Females expected partial treatment and that interferes with the fluidity of training. Women shouldn't be allowed in the Army in the first place. Female Drill Sgts.

have a power trip over males too. BCT was pretty challenging but could have been better.

~

984 mcl 7955 a b c a c y

General Response: I don't mind training with other females, but I felt, as well as others, that the females were treated somewhat better and got away with more than the males.

~

986 mcl 7957 a b c a c y

General Response: Some females get favored for no apparent reason. It seems the meaner they are the more they get favored.

~

994 mcl 7971 a b a a c y

General Response: Basic training was a challenge, a challenge I conquered even though my initial fears, if some people says that could not stand the military they don't belong here. It's just a matter of how much you want it and how much self-pride you have to met your goals, don't matter if you are male or female.

~

998 lwd 8776 a b c a c n

General Response: IT KICKED A__!! But, it kind of made me try less or not work as hard knowing the females (fellow soldiers) did not have to do as much. Two privates got in trouble one day for sleeping in class, 1 male and 1 female, the male had to do push-ups while the female just had to be in the front leaning rest. That annoyed me! It also makes me mad that another private (female) the same age as me scored higher than I did on the F BRFT even though I beat her run by 2 min., her push-ups by 20 and her sit-ups by I think 10. WRONG is all I can think!

~

1021 LWD 9069 a b c a c n

General Response: I feel on a personal level, males and females are equal, but physically the females really slowed the males down considerably.

I definitely believe we should have male and female Basic segregated.

The Drill Sgts had to take it very easy on the males because of the females. Sometimes it was great, when you're very tired, but other times was a real disappointment.

Mostly females were just a big distraction, 9 out of 10 just want college money and don't realize they just joined the U.S. Army and may have to go die for their country. It really frustrates some of us.

~

1022 lwd 9070 a b c a c n

General Response: Keep male and female basic training separated. Do not make coed training. Just a big distraction and people lose purpose of why they joined the military. Needs to be split up in training according to gender.

I feel I was held back in training and denied a harder training course because of the females. They had to take it easier on the females, so they didn't push a lot of males. More than half of these females couldn't save my life or battle buddies life in war situations because of their physical and mental abilities.

~

1025 lwd 9076 a b c a c n

General Response: Basic training needs to be tougher. Stress of today's world is rising. We are used to stress. Basic needs to give us stress, and needs to be more demanding. Females and out of shape people prevent improvement to those in shape because we are as strong as our weakest link. Physical exercise is basically a joke, you run twice a week, do physical training for only 1 hour, 20 min of which are spent stretching. To improve its up to us. I thought it was up to us to join basic and to basic to push, push, and push until we to into muscle failure, making us build muscle and grow. The Army values are not taken serious. Guys and girls fraternize. I know of 3 couples. Our "battle buddies", don't tell, we have a pecking order which causes us to think twice before being singled out a "nark". Our units time for training sucked. Out of 24 obstacles on the confidence course we were allowed to go on only 5. On ranges we were rarely allowed to practice. Drill sergeants do not lead by example. Swearing at each other, coming to work with hangovers and talking about going home to drink beer. Food was good. Sleeping conditions good. If we are going to defend American we need a backbone of strong individuals; basic has to make us this, they have pussified it as most males have said and all have agreed. Are we training or sending out warm bodies who are not courageous, just there to take bullets? I hope it gets more challenging. Only about 25% of the graduates deserve to graduate. Lowered standards make 100% eligible.

~

1054 lwd 9181 a b a a c n

General Response: The co-ed BCT does nothing to benefit the relationship between male and female soldiers. It creates a

Part 3

larger gap between the genders due to the slower physical pace created by females and causes tension between the two.

~

1064 lwd 9235 a b c a c n

General Response: I think that Drill Sgts need to get together on one schedule. Because they were all on two different notes. Basically, MOST, not all Drill Sgts should have higher than a 3rd grade education!!!

Also, it may be sexist but females need to be given a harder standard. 13 push ups is a joke. And they always get out of everything just on the tack that all they have to do is flirt with the Drill Sgts or cry or even say "It's a female thing." And they get away with anything. (this doesn't pertain to all females but it does to most) and female Drill Sgts are the worst, they should not be allowed to be Drill Sgts (Actually the same thing should be said, not all but most should not be allowed.)

~

1073 lwd 9282 a b c a c n

General Response: I believe more training should take place in FTX. I also believe critical positions of basic were rushed, I.e. hand to hand and U.S. Weapons. I also believe male and females should be held to the same standards not only on tests but in training itself. I believe platoons also should be made up or formed by the ability of the trainee, so a trainee more advanced that requires harder training would train with a more rigorous group. If everyone is not require to hard standards, let the trainees wanting them a chance to receive them. Lastly, the DS staff under whom I trained were well trained and professional.

~

ARMY WOMEN

Discipline:

Army Women Recruits

n = 377

Number of comments: 11 (3.3 %)

Positive comments made about discipline in Army Basic Training by surveyed women who made comments.

4 jak 1611 a b a b c n

General Response: Overall BCT was pretty fun. It was like being back in high school, only more disciplined. The drill sergeants weren't hard, it was fellow soldiers who were hard to deal with. Everyone want to be a leader. I think it should be more strict. The drill sergeants hardly ever yelled in our faces or made us push. I believe that if you want to build a soldier, you have to challenge them both physically and mentally and if they can't take the training, they need to go home. We don't need whiners or crybabies in the Army. Because to be honest if you just follow the rules anyone can pass basic training, we need more challenges to see if some of these soldiers are really cut out to go to war.

~

50 jak 1832 a b b b c n

General Response: Basic training has prepared me mentally and physically for the military service. It has made me grow and prosper as a individual. Before I came I was not sure this was what I wanted to do with my life. Now, I am ready to serve my country and be a well disciplined soldier.

~

63 jak 1895 a b b b c n

General Response: Basic training has taught me a lot about self discipline, respect, and the ability to work with my peers to complete any given task. The military gives me a sense of pride in my country that I never thought about as a civilian.

My Drill Sergeants are the most committed hard working people I have ever met. Although there are times I may not want to do as I'm told, the amount of respect I have for them always makes me do the right thing.

The weakest civilian can come to the Army and leave as a strong minded soldier with an enormous amount of personal courage.

~

146 jak 2151 a b b b c n

General Response: Basic training was a wonderful experience, it improved my discipline and military bearing. There is room for improvement though. The abuse of authority is great by only a handful of the drill sergeants. They may see it as to build character but to most soldiers in training it only lessens their self-esteem. In the process of basic training it can alter their performance. I feel they (Drill Sergeants) need to show more respect and get off their power and control trip.

~

185 jak 2324 a b c b c n

General Response: Basic training was exactly like I thought it would be, and it was a true learning experience. It helped to build up my discipline and helped me to realize why I put on this earth. I am proud to be part of this organization.

~

252 lwd 8798 a b c b c n

General Response: Basic training was a good learning and disciplined experience for me. On thing I found helpful was being in shape ahead of time. My recruiter trained with me for 3 months, 3 times a week and as a female, I scored very well in my age group. My recruiter also worked on Drill and Ceremony with me so I was prepared in that area. Basic training taught me a lot about loyalty, duty, respect, selfless service, honor, integrity, and personal courage. To me, respect was the most important. I respected my Drill Sergeants and also the chance to be in the Army. I also now feel what it means to be a soldier.

~

307 lwd 9158 a b b b c n

General Response: Basic training has been a pretty fun experience, it has taught me a lot of things that I can use later in life. I met a lot of new and different people, and learned the true meaning of friendship, and being able to call on someone in the time of need. The Drill Sgts have taught me discipline and how to treat others with respect.

Basic was challenging and something that I will never forget.

~

Part 3

310 lwd 9161 a b b b c n

General Response: Basic training for me was a real challenge physically as well as mentally. I have learned a lot from it because I had a hard platoon SGT. But on the other hand, I can actually say, that all the other platoons didn't receive the disciplined training that we received. Because of that, we were always on lock down for one thing or another. The military placed a whole bunch of ethnic groups together and I believe they (at least my platoon) successfully bonded together. We not only became close friends, but a sort of family. And for me, I will never forget my basic training experience.

~

331 lwd 9207 a b b b c n

General Response: My basic training was very exciting. I had a lot of fun. I learned a lot of discipline and how to have a lot of teamwork. I also learned how to maintain my military bearing.

~

339 lwd 9226 a b b b c n

General Response: Well my basic training experience was worth while. It was very exciting and most of all, I'm disciplined. For new soldiers that are coming in, I can tell them that it really isn't hard, all it takes is motivation, dedication, and a mind to do what needs to be done. When I got here I didn't think I was gonna make it but I did thanks to god, my battle buddies, and Drill Sergeants. Basic training has really been an experience I shall never forget.

~

366 lwd 9293 a b c b c n

General Response: Although I feel that my basic training experience was tough, I wish it would have been a little tougher, only because I don't feel that I reached a maximum potential during the training cycle. I may be speaking only for myself though. Others may not feel the same. My drill sergeants were excellent, and I feel that they did an outstanding job with us. If anything, my discipline level is much higher, and I've found a respect for myself and higher ranking officers. I really enjoyed my training, and if I could do it all over again, I would.

~

Discipline:

Army Women Recruits

n = 377

Number of comments: 22 (5.8 %)

Negative comments made about discipline in Army Basic Training by surveyed women who offered comments.

15 jak 1704 a b a b c n

General Response: In my opinion basic training was too easy. I feel our drill sergeants sometimes did not enforce much discipline. I feel many people did not change their bad attitudes due to drill sergeants not being strict enough. I understand drill sergeants have rules to follow regarding how they enforce discipline, but I do feel they should have been tougher on us.

~

31 jak 1776 a b a b c n

General Response: I believe that these 3 months have helped me physically and mentally but I thought that the Drill Sergeants would have been tougher on us. A lot of people wouldn't act the way they do if they were disciplined more.

~

32 jak 1777 a b f b c n

General Response: Overall, basic training has been a good experience for me. I have improved my confidence in myself. I also have improved physically and mentally. I also have learned to be a leader and also a follower.

I also feel that basic training was too easy. Many people got away with many bad things since we have been here. Some soldiers still do not have discipline, and some soldiers can't even march.

I also feel that in basic training, we should focus on war time and war time scenarios a lot more than we do. Basic training almost seems like a summer camp. I know that there will be a war soon and that I will fight in it, but I do not feel that I have been trained enough to go to combat.

~

33 jak 1782 a b c b c n

General Response: There was no discipline in our platoon. The Drill Sergeant took way too much crap from these kids. Basic training tasks were only challenging to me because I was not physically fit. I was not mentally challenged at all. Mixed feelings on the training, glad it wasn't hard enough to kill me but disappointed to the point of almost disbelief. The Drill Sergeant didn't seem interested in teaching our platoon anything that wasn't absolutely necessary. They didn't try to help those that were struggling only ridicule them which made it worse for some people. Another Drill Sergeant made it known that he had his favorites and you could visibly see the favoritism. Overall I'm somewhat disappointed in my basic training experience. As for graduation, anyone over 25 years old, married or not should be able to get themselves to the next post (AIT) without a mom/dad or wife/husband signing them out like children.

~

66 jak 1913 a b f b c n

General Response: Basic training is fun.. You make it whatever it is. It can be hard if you let it be. Training was an adventure. You learn new things everyday and at the end, was allowed to put it all to use. The drill sergeants are here to keep you in line and to teach. Some may go over board with discipline, but the rest treat you like a human being.

~

80 jak 1939 a b b b c n

General Response: I really think that basic training was okay this cycle but it needs to be a little harder then what its been. I'm saying that because the soldiers in my platoon came here without any kind of discipline and leaving the same way. I thought it was a bit too easy for them.

~

87 jak 1979 a b c b c n

General Response: We as a company graduate in six days. We've been here for nearly two months and still yet, we have people who don't follow orders from PG's and squad leaders. I think that instead of lectures to those groups of people who don't do what they are supposed to, there should be consequences. If there are consequences for not following orders from PG's, then they need to be enforced. I am not a PG but I find it embarrassing to myself as a member of my platoon. The discipline and respect values are not at all enforced here at Ft. Jackson BCT and I think that's wrong.

~

98 jak 2001 a b b b c n

General Response: Too easy!!! Not enough discipline!!! Do not be physically fit like we should be.

~

103 jak 2019 a b c b c n

General Response: I feel like the Army lacks discipline. I came here thinking I would gain more discipline, however, I feel

Part 3

as if I have lost my discipline. Maybe it is just our platoon that lacks discipline. But often in that case, more action should be brought upon the individuals who lack it.

~

112 jak 2046 a b a b c n

General Response: My comments on my basic training experience was that it was challenging for every age. The only disagreement I have is on the way the drill sergeant continues to get on your case of one particular incident and continue to hold it against you. I think if an individual has made an improvement, they should be credited for that and disciplined for negative behavior once and only once.

~

124 jak 2090 a b c b c n

General Response: I thought there could have been a better method of discipline. Also the Drill Sergeants showing a bit of favoritism and not giving all of the soldiers a chance for leadership positions. For example, one Drill Sergeant gives a person squad leader position and another the same day takes it away without any explanation for the dismissal. Also, the Drill Sergeant could be a little bit more encouraging instead of making soldiers feel low and have no self esteem.

~

129 jak 2102 a b b b c n

General Response: I think that Basic Training was very easy and that it should become harder. I also feel that discipline and maturity should be concentrated on more.

~

150 jak 2160 a b c b c n

General Response: I have found my experience of basic training to be everything I expected in the area of physical training. Disciplinary training should have been more intense. My feeling is some people who will be graduating do not have the discipline needed for their jobs. However, many who were in my platoon/company were/are NG or ER.

~

164 jak 2210 a b c b c n

General Response: I expected higher standards of discipline. I am astounded at how many individuals who do not conform to the rules and regulations are still in basic training. These soldiers are extremely distracting and sometimes a hindrance for soldiers who are serious about their purpose in the military. I am also older (late 20's) Than most of them.

~

171 jak 2249 a b c b c n

General Response: Overall, Basic Training was very easy both mentally and physically. I feel the Drill Sergeants should've enforced more discipline among the soldiers.

~

174 jak 2278 a b c b c n

General Response: I felt that Basic Training was a fun experience. I didn't find it too difficult or beyond my reach. I had hoped there would have been more discipline than what we had. Basic Training was a good experience.

~

179 jak 2293 a b c b c n

General Response: My overall experience was good. Not enough discipline. Too much hurry up and wait. A lot of time wasted that could've been used learning something new. Many problems with laundry service. Also, kind of difficult not being able to live with my whole platoon. Other than that, the experience was good but could've been better.

~

182 jak 2307 a b d b c n

General Response: Recruiters should be required to go over what to expect when we get to basic because my recruiter didn't say anything about Reception or housing. But Basic was too easy. It was like I expected but it should have been a lot harder. More discipline, training, etc..

~

183 jak 2308 a b c b c n

General Response: I think the discipline could be a bit tougher. There were still some people that didn't display Army values that slipped through the cracks. For example, respect was not shown in the female bay. A few Drill Sergeants, you could tell, weren't into their jobs and it reflected on the platoon. For example, not positive reinforcement, always negative (even body language).

~

215 mcl 7658 a b c b c y

General Response: I think a lot of undisciplined soldiers completed training. The standards need to be higher for all aspects of the training. DSs need to be tougher on the privates in order to instill self discipline, as well as the other Army values.

~

224 mcl 7719 a b c b c y

General Response: I believe a soldier can become disciplined without a DS calling them names like a worthless piece of

trash. I believe in corrective punishment but not to the extent of putting someone down verbally, that is verbal abuse and I don't think we had to take that. I've also noticed DSs putting down soldiers who they think looks like a "nerd". Making a soldier feel like less than a person, should not be apart of an IET soldiers training.

I also noticed how they are quick to give out counseling statements or all the wrong we do, when are they going to notice our achievements and successes? Knowing that our elders are proud of something we do, makes us want to work even harder to make them prouder. I believe that is why our company is lacking in motivation.

~

244 lwd 8783 a b d b c n

General Response: Basic training was a great learning experience but one thing I would have change was the way they dealt with discipline. In the start of it all, they were consistent with punishment given when something was done wrong. Towards the middle, they did let out some and when individuals would get out of hand, they were not consistent, which lonely leads those individuals to do the same thing. By that time, it was too late to go back and correct the problem.

More female Drill Sergeants! It was hard when problems arose and there was one female Drill Sergeant. You could talk to. Male Drill Sergeants were great but I feel the sex in the Cadre should be even. Cadre should be recognized more for their work! Even though it is their job, they do give a lot . And train us to be soldiers in the Army.

SLEEPING TIME

~

Overall Basic Training Easy, Easier Than Expected, or Too Easy:

Army Women Recruits

n = 377

Number of comments: 46 (12.2 %)

Comments made about the overall difficulty of Basic Training.

1 jak 1606 a b c b c n

General Response: Basic training has had its challenges although they were few, I had expected, and therefore, hoped for it to be more hard core and demanding. FTX was most like what I had expected. This prepared us for what it may be like in war .. Gas (got us to realize we had to move faster). This was the most demanding part of basic. I enjoyed it very much. The thing I disliked the most was (2 things). Phase testing (which I know is very important). I feel could be improved, it was dull and boring. At least before we did it outside, and when we received our value dog tags. I felt it was very important and patriotic, but it could have been timed and planned better.

~

4 jak 1611 a b a b c n

General Response: Overall BCT was pretty fun. It was like being back in high school, only more disciplined. The drill sergeants weren't hard, it was fellow soldiers who were hard to deal with. Everyone want to be a leader. I think it should be more strict. The drill sergeants hardly ever yelled in our faces or made us push. I believe that if you want to build a soldier, you have to challenge them both physically and mentally and if they can't take the training, they need to go home. We don't need whiners or crybabies in the Army. Because to be honest if you just follow the rules anyone can pass basic training, we need more challenges to see if some of these soldiers are really cut out to go to war.

~

8 jak 1636 a b d b c n

General Response: Basic training was easier than I have expected, but physically, it is more challenging. Living with the females in the barracks was hard at first because everyone is so much different from where we come from. I'm satisfied here, I love FTC and I hope I will make it through successfully at AIT also.

~

10 jak 1650 a b a b c n

General Response: I though basic training was in some aspects easier. The hardest parts were getting people to work together as a team instead of individuals. The physical requirements were more endurance type. Could have had more strengthening type (weights).

~

15 jak 1704 a b a b c n

General Response: In my opinion basic training was too easy. I feel our drill sergeants sometimes did not enforce much discipline. I feel many people did not change their bad attitudes due to drill sergeants not being strict enough. I understand drill sergeants have rules to follow regarding how they enforce discipline, but I do feel they should have been tougher on us.

~

24 jak 1743 a b b b c n

General Response: My basic training experience was much easier than I thought. At times I thought I probably couldn't handle some of the challenges. I did with a lot of hard work. I even became platoon guide. Which I feel was the hardest challenge of them all. I was the only black female in the whole company as a platoon guide. At times I wanted to quit, but because of my Drill Sergeants I did not. I have four Drill Sergeants that kept me motivated and dedicated. Although they did not direct some of their actions directly to me they were very inspirational. Drill Sergeants [name] and [name] kept me physically on top. I was afraid to fail because I wanted them to always have good things to say about me. Drill Sergeant [name] kept my hopes up, my head high and my smile wide. A female Drill Sergeant with so much soul, energy, and power makes a person like me idolize her. Drill Sergeant [name] has to be the best Drill Sergeant in our company. Everyday he enlightened me more about what I have sworn to do. He talks to me like my father does and that kept me on top. All of the company's Drill Sergeants are great, but these four Drill Sergeants made basic training more inspiring and challenging. I am happy with the decision that I have made and rush to perform all my duties in the best way possible.

~

32 jak 1777 a b f b c n

General Response: Overall, basic training has been a good experience for me. I have improved my confidence in myself. I also have improved physically and mentally. I also have learned to be a leader and also a follower.

I also feel that basic training was too easy. Many people got away with many bad things since we have been here. Some soldiers still do not have discipline, and some soldiers can't even march.

I also feel that in basic training, we should focus on war time and war time scenarios a lot more than we do. Basic training almost seems like a summer camp. I know that there will be a war soon and that I will fight in it, but I do not feel that I have been trained enough to go to combat.

~

48 jak 1829 a b b b c n

General Response: Basic training was not what I expected. Even though it was demanding at times, it still was quite easier than what I thought it would be. It made me realize that I am in a team now because I used to be an independent person. I just thought it was alright.

~

53 jak 1848 a b c b c n

General Response: Well it wasn't full metal jacket, but at times it felt like it. DS are made to come here. If they don't want to do this it makes it harder on us. To easy 40 rounds!

~

54 jak 1849 a b b b d n

General Response: I think that basic combat training should be tougher so it can weed out all of the weak soldiers. The standards for females for the PT test is ridiculous. I can jog 2 miles in under 19:45 and some females can't run even run or sprint in that time. A lot of weak people slip through the cracks and its discouraging to other soldiers, like myself to see that. The food was good. The confidence courses are scary but serve their purpose. There needs to be more than one chaplain for as many soldiers as we have. At the very least there should be another "someone" to turn to talk or something. The Drill Sergeants need to get some honesty and integrity in their lives and need to leave the young-minded and immature females alone.

~

60 jak 1875 a b c b c n

General Response: Although I thought Basic was going to be much more difficult - it wasn't. The Drill Sergeants I thought were going to be assholes, they weren't - they did everything in there power to help us succeed, and I greatly respect them for doing so.

DS. [name], DS [name], DS [name].

~

65 jak 1912 a b b b c n

General Response: I feel basic training was a lot easier than I expected. I came in with an open mind, prepared to make any adaptation necessary.

~

69 jak 1919 a b c b c n

General Response: Overall, it was much easier than I had envisioned. Basic training challenged me both physically and mentally, but not beyond the point that I couldn't make it. The cadre in my unit helped me and guided me in the right direction every step of the way.

~

73 jak 1928 a b b b c n

General Response: Everything in Basic was what I expected and some things were easier than what I expected. But instead of us standing outside in the cold at the stadium waiting for our rank, they could have chosen another place. We were freezing with no jackets on.

~

80 jak 1939 a b b b c n

General Response: I really think that basic training was okay this cycle but it needs to be a little harder then what its been. I'm saying that because the soldiers in my platoon came here without any kind of discipline and leaving the same way. I thought it was a bit too easy for them.

~

89 jak 1982 a b d b c n

General Response: The BCT was not as hard as I thought it would be, but it's still fine the way it was. I only wish we didn't have to waste so much time waiting for things to happen.

~

90 jak 1983 a b c b C n

General Response: When I was on the plane to go to BT, I was very nervous and scared. Once I was here for about two days, I found it was very different. It was not as hard and as strict as I thought it would be. I may be crazy, but I wish it would've been. I did push myself though but I think it should've been more strict.

~

93 jak 1987 a b a b c n

General Response: The time for basic training has come and gone way too fast. There were times when I struggled and times where I laughed and joked. Basic Training is what you make it. Even though I thought it would be harder, I still

learned so much. I know I will always have memories from Ft. Jackson and I will always remember my D.S.'s and those damn MRE's.

~

95 jak 1994 a b f b c n

General Response: Overall, basic training was easy. But, some drill sergeants ([unit #] (DS [name])), needs to learn respect, basically, the seven Army values, because how are you supposed to enforce something you don't live by. I understand they are not here to be liked, just tolerated, but the way some of them act, is just wrong.

They need to make basic like it was 20 years ago except integrated. It was way too easy.

~

96 jak 1996 a b c b c n

General Response: After these last seven weeks, I don't feel any different about myself. This whole experience was like going to a summer camp. I thought this would be an awesome challenge. But, this was much too easy.

~

98 jak 2001 a b b b c n

General Response: Too easy!!! Not enough discipline!!! Do not be physically fit like we should be.

~

111 jak 2041 a b c b c n

General Response: It was too easy.

~

115 jak 2052 a b c b c n

General Response: I have actually enjoyed basic training. Some training was very physically challenging, especially with a sprained ankle, but with the help of my platoon and DS's I made it. I always played team sports before I joined the Army, but now I know what it's like to be part of a real team. I've changed a lot physically and personality wise. I've also made a lot of new friends and learned a lot of valuable information. Basic training wasn't as hard as I expected, but I feel confident in the training and information I have been given by the DS's.

~

123 jak 2086 a b c b c n

General Response: I felt that my Basic Training experience was a lot easier than what I expected. I did enjoy it and learned a lot though, but I don't feel that I have the discipline that I need to be in the military.

One other major thing about BCT is that a lot of people were getting hurt (pulled muscles) and a lot of that had to do with the stretching. When we had MSPT we did only upper body stretches and then went for a cool down run for a mile. Proper stretching is so important and the required stretches are not good enough and does not stretch the muscles the way they need to in order to prevent injuries.

~

128 jak 2100 a b f b c n

General Response: Well, I had done what I needed to do in order to complete basic training. Basic training was not very hard, but some of the female drill sergeants made it harder, because they didn't know how o talk to some of us. But I guess that was part of basic training.

~

129 jak 2102 a b b b c n

General Response: I think that Basic Training was very easy and that it should become harder. I also feel that discipline and maturity should be concentrated on more.

~

148 jak 2154 a b c b c n

General Response: Basic training was not as hard as I imagined. I've learned a lot about the military and about myself. I enjoyed my Basic Training experience, but I missed my family.

~

151 jak 2163 a b a b c n

General Response: Basic Training was much easier than expected, the Drill Sergeants are great! I enjoyed basic Training.

~

154 jak 2185 a b a b c n

General Response: Basic training is one of the dirtiest places I have ever seen. I don't mean getting dirty while training. I was very disappointed in the cleaning standards. I strongly believe the dirtiness of this place is part of what makes so many people sick. The standards for cleanliness should be much higher, not only in the sleeping bays, but everywhere! Drill Sergeants should be required to either wear underwear under the PTs or at least keep the liner in them. It grosses me out to see a pair of shorts crunched up so much you can see everything!

I believe there is a certain amount of favoritism and/or racism coming from the Drill Sergeants. I also expected them to be much much tougher, a lot more strict. While I had a great time at basic, I was kind of disappointed that I wasn't pushed harder mentally as well as physically.

The buddy system and fraternization rules should be more enforced. Too often I see female privates alone with a Drill Sergeant and too many people walking alone.

~

165 jak 2219 a b c b c n

General Response: I expected Basic Training to be so much harder than It actually was. I maintained a positive attitude throughout BCT and I enjoyed it. I guess I could have made it harder by messing up, but there was no need.

~

168 jak 2234 a b c b c n

General Response: Too easy, but challenging. 40 Rounds!!

~

171 jak 2249 a b c b c n

General Response: Overall, Basic Training was very easy both mentally and physically. I feel the Drill Sergeants should've enforced more discipline among the soldiers.

~

182 jak 2307 a b d b c n

General Response: Recruiters should be required to go over what to expect when we get to basic because my recruiter didn't say anything about Reception or housing. But Basic was too easy. It was like I expected but it should have been a lot harder. More discipline, training, etc..

~

184 jak 2317 a b b b c n

General Response: Basic training was too easy, but I did learn some important everyday values and morals. I will never forget my DSS. It was very interesting but somewhat unorganized. DS helped and made sure you knew what was going on. It could be a little harder, much harder! Reminds me of summer camp. Too easy!

~

194 jak 2375 a b a b c n

General Response: Although I found lots of basic training to be like summer camp, there was a lot which was challenging to me mainly PT. The Army does need to change things such as how long one is at reception. 120th is much to long of a wait in process. Laundry service sucks. Always losing things or ruin. Must provide more washers and dryers for us to do our own. Cleaning supplies are always needed and you never provide enough for us to keep it clean, which is so unsanitary. The fact of having to buy PT shoes twice suck. If you want us to have all of the same shoe. You should provide and pay for them.

~

201 jak 2410 a b c b c n

General Response: I thought basic was fun. Though it was a bit easy it was good because it helped the scared ones get through better. The layout of BCT was good also. Really organized except for reception. I really appreciated the pace of BCT. It helped out a lot.

~

207 jak 2454 a b c b c n

General Response: Basic was much easier than I expected. I am glad it's over though.

~

210 jak 2464 a b a b c n

General Response: Basic training was challenging but it was not a hard as I thought it would be. The last 8 weeks have improved my physical shape, and my character. I feel I have become a better person by learning how to work and help others.

~

216 mcl 7662 a b c b c y

General Response: Training itself was far easier than what I expected. Physical fitness was just right.

~

217 mcl 7664 a b c b c y

General Response: The reason I thought training would be tougher is because I thought DSs could make you do things. Once you figure out that you do what you want, everything changed. Basically how you apply yourself is what your gonna get out of basic. Everything is by your own choice, starting from the moment you sign your contract. DSs aren't gonna make you do anything. They're just gonna help you reach the goals you set. I respect my DSs more than I thought and I know they're the best soldiers in the Army. Only the best can train the best. I feel I received excellent training with lots of challenged. I've learned a lot about myself. It's also fascinating to meet so many people. People from New York, California, Florida, all over the place. I would strongly advise anyone to join the military. Life begins to have meaning and you realize how much you actually took for granted.

Graduating Class of [date]

"[mascot] HOOAH"

~

220 mcl 7699 a b c b c y

General Response: Basic training was easier then I had expected, at least in the physical aspect. However, mentally and emotionally I was severely unprepared. With 3 Drill Sergeants leaving after being charged with sexual misconduct, I found it was hard to adjust, as well as hard to know who to trust. The injuries I suffered during BT also hindered a positive setting, as I was on crutches for 4 weeks and degraded for something I had no control over, an injury that could have been prevented. I do believe that BT should be segregated, soldiers these days who are at my age level have not the integrity, maturity or personal morals not to become sophomoric in their actions. I saw many relationships between Privates while I was here, and was disappointed to see that little was done to prevent it. I came here to train, not to find a husband. Unfortunately, the so-called integrated training we had wasn't integrated at all, the only gender-mixed thing about it was our platoon and chow time. If the Army is going to be high speed and PC, they need to practice what they preach.

~

273 lwd 9086 a b c b c n

General Response: I expected most of what went on her in basic but failed to realize how hard the road marches were. I wish I would have been more physically fit and it would have helped out on some pain I went through. It was a great experience overall and easier than I expected. This has changed my life for the better. I've done things I never would have even thought of doing. I've made it. Anyone can if they stick with it and believe in themselves. I know now I can do whatever I put my mind to. I have learned to respect and treat others as they should be I feel so much better about myself now.

~

294 lwd 9119 a b b b c n

General Response: The Drill Sergeants were good at their job. They helped you in any way they could. Sometimes they did things or acted in a way that was unnecessary. Basic training all together was somewhat challenging but it wasn't as hard as I thought it would be. The road marches is the worst thing there is besides getting smoked. I also didn't like that if one person does something wrong to get in trouble, the whole company or platoon pays for it. Sometimes the soldiers don't even know what happened. Other than that, Basic training was okay.

~

295 lwd 9120 a b c b c n

General Response: I expected the drill sergeants to be tougher on us than they were. We got smoked just like everyone; but I think they should have allowed us more personal time for physical fitness to work on what we needed to work on. I also think there should have been less emphasis on inspections and more on PT and range training. Bivouac should have been longer with more of a night infiltration course. (it was too easy!) I overall think we needed more "out there and doing it training" than we needed those classes on the Army values. . . Give us one class and take us out there and show us WAR! It was challenging but fun all together. I'd do it all over again if I could.

~

328 lwd 9199 a b b b c n

General Response: Basic training is not as hard as people make it out to be. You just have to have a strong mind. You cannot let the drill sergeants get to you.

~

344 lwd 9239 a b b b c n

General Response: My overall Basic Training experience has been a pleasant one. We could not have had a better Cadre or Drill Sergeants. They definitely supported us by encouraging us and motivating us. We had nice weather and it wasn't that hard as I thought it would be. Therefore, Basic Training has definitely been an experience I will never forget. I've enjoyed every minute of it. The only thing I would change about it is that I would've come earlier.

~

Overall Basic Training Hard, Harder Than Expected, or Too Hard:

Army Women Recruits

n = 377

Number of comments: 12 (3.2 %)

Comments made about the overall difficulty of Basic Training.

213 mcl 7628 a b c b c y

General Response: Road marches are difficult for the female. The 30" step is too far for the average size female. Being forced to keep up has caused many injuries. And will if the standards are not changed, we have PT standard for male/ female, due to our body make up, yet none for the length of our step. Injury was in the hips, shins, and feet. Fractures and broken bones.

~

233 mcl 7806 a b c b c y

General Response: Basic training was difficult in some ways. The physical part easy, it was getting use to the D.S. There are some that take too many power trips. They forget sometimes that they are leaders and idols for some of us. They just make themselves look bad. The gender or race was no problem in our company. Everyone got along equally.

~

247 lwd 8786 A B A B C n

General Response: Even though I thought basic training was the hardest, dumbest thing I had ever done, now I realize that everything we do in basic helps us one way or the other. And I also learned that pulling together as a team makes everything a lot easier in basic training.

~

251 lwd 8795 a b c b c n

General Response: The physical fitness of our platoon and company was horrible. Being athletic before I joined the Army enabled me to meet Army standards on the fitness test, however, my fitness was not at the level which it could have been. Push ups and sit ups can be done on personal time, but to improve your running, you must run more than 3 or 4 miles which is the most we probably ever ran throughout the cycle. Basic training was hard mentally and very stressful. I had great drill Sgts., but there were some in that company that always felt the need to constantly bring you down and never build you back up. I am glad its over with and I can say I accomplished it. Basic training taught me a lot about myself and others.

~

265 lwd 9058 a b b b c n

General Response: Basic Training has been fun, hard and exciting for me.

~

276 lwd 9090 a b d b c n

General Response: I have not yet completed basic training and will not graduate with my company. Basic training is harder, much harder than what I had expected but the teaching was easier than I had expected. I feel that all bodies are built differently and not everyone can run, march, or jump the same way. I've seen people push to the extreme (like myself) but were insulted by drill Sgts. I believe that without the cussing and hollering drill Sgts will be able to accomplish more and trainees would be more disciplined. Hollering will not accomplish anything. Trainees need to be encourage and motivated, not insulted and yelled at.

~

280 lwd 9096 a b b b c n

General Response: Basic training was HARD! Even these last 2 days we have gotten smoked for no reason, which is not right. You all need to fire Drill Sergeant because I got a card on my rights and one of them said that they would not curse you or degrade you and he has done both several times. He makes you feel like shit even when you have passed. I think they need to inspect the drill sergeants more and better pick them. Thank You.

~

282 lwd 9098 a b b b c n

General Response: This was my first time really working with a big group of people and so many different nationalities. I think of this for me as a challenging experience. I would never do it again, but I can say now that I've done it. Basic training was somewhat difficult and trying but I enjoyed working with the group/platoon I was in. The DS taught me a lot and I'm taking some of my new knowledge with me in life.

~

283 lwd 9099 a b c b c n

General Response: Basic training was very difficult, but I am glad I joined and its almost over with. I would not have joined if I knew then what I know now. I respect my country and agree with most of the training techniques. The ones I don't agree with throw off my motivation and enthusiasm on a daily basis. I also believe that males and females should not be trained

Part 3

together and that drill sergeants need to be more professional toward females.

~

287 lwd 9104 a b c b c n

General Response: Shorter females do have a more difficult time marching because of the size of their strides and they sway their hips.

~

299 lwd 9128 a b c b c n

General Response: My 9 weeks here have been really hard on me. At first I didn't think I would make it to this point, but looking back on it now, I am actually glad I was smoked all the time. I can say that when I got here, I hated my drill Sgts but now I find myself respecting them. I did feel that there was a little disorganization between them as far as the way certain things needed to be done. Also, even though I am in one of the first 9 week cycles, I still felt that some of our training time was pressed. I learned what I needed to but I think there needs to be a little more hands-on time. Also, I have a supply complaint. It seemed like we were always out of something. Our drills were doing what they could but when you need toilet paper, patience is not an option.

Overall, I would definitely recommend the military to someone else.

~

319 LWD 9182 a b c b c n

General Response: Basic training is a learning experience and I think everyone should go through it. It's good experience for everyone. It was harder than what I expected. At other times, it was easier. Overall, I had fun and actually am glad I joined the Army. But I'm extremely glad basic training is over!

~

Physical Training Easy, Easier Than Expected, or Too Easy:

Army Women Recruits

n = 377

Number of comments: 4 (1 %)

Comments made about the difficulty of Physical Training.

38 jak 1796 a b c b c n

General Response: Personally, I feel there needs to be more time in the mornings for PT. Also, I think standards should be the same male/female, but I probably couldn't hang. Yes, equality but with the proper training. I don't think that Drill Sergeants should change in anyway. I would take a bullet for anyone of mine.

~

189 jak 2355 a b c b c n

General Response: Our platoon was told that we were not qualifying on Friday with our weapons, then were told at a later time (Monday) that Friday had been qualification. Our platoon had been doing very well until that day, then we did bad, but weren't worried because it wasn't qualification. We feel that it was not fair to us to take that opportunity away from us. Also, another platoon, who won BRM, was getting targets counted without even hitting them. The targets were popping up and right back down. Many of the soldiers went from 8-15/40 to 25-35/40 because of this. On the final PT test one of the DSs was not counting other platoon scores correctly and would get up and walk away to do other things right in the middle of the testing.

I think that more time should be spent running during Red and White phase to help people who have trouble building up their endurance. PT was too easy most of the time! Then the last few weeks they picked up the run pace by quite a bit, which was difficult for many of us. It would have been better to gradually increase the speed/pace.

~

220 mcl 7699 a b c b c y

General Response: Basic training was easier than I had expected, at least in the physical aspect. However, mentally and emotionally I was severely unprepared. With 3 Drill Sergeants leaving after being charged with sexual misconduct, I found it was hard to adjust, as well as hard to know who to trust. The injuries I suffered during BT also hindered a positive setting, as I was on crutches for 4 weeks and degraded for something I had no control over, an injury that could have been prevented. I do believe that BT should be segregated, soldiers these days who are at my age level have not the integrity, maturity or personal morals not to become sophomore in their actions. I saw many relationships between Privates while I was here, and was disappointed to see that little was done to prevent it. I came here to train, not to find a husband. Unfortunately, the so-called integrated training we had wasn't integrated at all, the only gender-mixed thing about it was our platoon and chow time. If the Army is going to be high speed and PC, they need to practice what they preach.

~

240 mcl 7869 a b c b c y

General Response: I feel that my experience of basic training was overall good. One drawback was the number of females in the company. Out of 200 there was only 16 females. So the battle buddy system was a little hard and being able to train in some cases was to, because if you were the only female, sometimes you couldn't go. But on the other hand it allowed us to train with the males more, like it will be in the regular unit.

PT could have been tougher, and wider variety of activities. GREAT Cadre here at Ft. McClellan [unit number].

~

Physical Training Hard, Harder Than Expected, or Too Hard:

Army Women Recruits

n = 377

Number of comments: 4 (1 %)

Comments made about the difficulty of Physical Training.

166 jak 2231 a b b b c n

General Response: During my Basic Training I experienced pain. The road marches are a killer to females. I know males go through the same thing but males do not have feminine problems. I think we should lighten the load in the ruck sacks.

~

213 mcl 7628 a b c b c y

General Response: Road marches are difficult for the female. The 30" step is too far for the average size female. Being forced to keep up has caused many injuries. And will if the standards are not changed, we have PT standard for male/ female, due to our body make up, yet none for the length of our step. Injury was in the hips, shins, and feet. Fractures and broken bones.

~

287 lwd 9104 a b c b c n

General Response: Shorter females do have a more difficult time marching because of the size of their strides and they sway their hips.

~

355 lwd 9262 a b b b c n

General Response: Basic training here at FLW is a mind game. If you put your mind to do it you can do it. Honestly I'm proud of the decision I made and I'm glad to be an American soldier.

Thank you Jesus for helping me make it in Basic.

P.S. Be a little lighter on the PT for the females, PLEASE!

Proud Graduate

~

Negative Comments About Integrated Training of Men and Women:

Army Women Recruits

n = 377

Number of comments: 3 (0.8 %)

283 lwd 9099 a b c b c n

General Response: Basic training was very difficult, but I am glad I joined and its almost over with. I would not have joined if I knew then what I know now. I respect my country and agree with most of the training techniques. The ones I don't agree with throw off my motivation and enthusiasm on a daily basis. I also believe that males and females should not be trained together and that drill sergeants need to be more professional toward females.

~

302 lwd 9137 a b a b c n

General Response: I feel males and females should be trained separately, they both have different needs and what is easy for the males is difficult for the females and vice versa.

~

322 lwd 9190 a b c b c n

General Response: I would like to see males and females trained separately. Females have the ability to perform the same tasks as males, but may require using a different technique due to strength levels. If I trained separately more effort could be used to help those females which have struggled. At my age, 36, I found I had more strength than most of the teenage females. I truly enjoyed BCT and it seemed like summer camp. I will miss it terribly and would love to do it again.

~

Positive Comments About Integrated Training of Men and Women:

Army Women Recruits

n = 377

Number of comments: 8 (2.1 %)

44 jak 1819 a b c b c n

General Response: Basic training was an experience I will never forget. It was challenging physically and mentally. I thought my Drill Sergeants were excellent leaders and they did their job throughout the cycle. Drill Sergeant [name], [name], and [name] are there to listen to problems and also there to punish. Sick call should not be looked upon as somewhere the weak people go. The male/female training was a good experience. I think working together may have changed the outlook of the opposite sex for some people. After Victory Forge there was no need to have all of us sitting in the freezing cold with no jackets for the ceremony. They need to make sure the soldiers are prepared for the weather. Overall I think basic training was a good thing but needs many small improvements.

~

100 jak 2014 a b b b c n

General Response: I believe that having basic combat training co-ed gave me the ability to graduate from it. We, as males and females, really made it over all the obstacles. The males wouldn't let us fail. They wouldn't let us settle. They believed in us regardless. We all worked together to defeat each and every obstacle. If we failed, it was okay because we gave it our all. As far as the drill sergeants, they motivated us and we motivated them. I know for a fact that if my drill sergeant was not talking to the entire platoon, asking us questions, some of us would have fallen out. I believe that if you really want something with all your heart and soul, through God and your body you will and can achieve it! Forty Rounds! Thank you for a great experience.

~

212 mcl 7619 a b c b c y

General Response: We had great Drill Sergeants and a really goo cadre. They weren't here to be our friends but I learned a lot from them. The female DS were always there for us to talk to about female problems or advice.

Mixed gender training works but DS of both sexes are needed. I've had a really good experience in basic but I wouldn't suggest it for just everyone.

~

218 mcl 7679 a b c b c y

General Response: I believe that in every training event, the males and females should be completely integrated. The Army is supposed to be integrated and working on equality, but many times it fails and the males and females are split up for bizarre reasons. I feel that if you are going to be stuck out in the field in a mixed gender group/team, then that's exactly how you should train so you know what to expect.

~

219 mcl 7686 a b c b c y

General Response: I am female and I completely agree with gender integrated training, we got treated the same as the males (sometimes tougher). The males came to respect us and realized that we are just as strong as they were. I would not want to go train somewhere where there are only females. The Drill Sergeants that I respected the most were males. They gave us several opportunities to excel just like the males.

~

236 mcl 7845 a b c b c y

General Response: My recruiter told me some what would happen, there were many things he didn't tell me. For example, I am a Military Police Officer and he told me that if something happened in another country I would be one of the last to go. In fact I am the first to go, and I'm on my way to Bosnia.

As for having male Drill Sgts. I think that they are just as good role models as females Drill Sgts. are for females. I think that if trained properly both sexes realize that we are all soldiers and the sex doesn't really have that much to do with it.

I think the U.S. Army has a very good integrated program, and males and females should continue to train together. The females can try and out do the guys, and sometimes the males do have to work harder. I think however that some of the males feel that the females hold them back somewhat

~

370 lwd 9303 a b b b c n

General Response: I loved BCT. I'm glad females train with males. Makes the challenge that much greater. Motivation can reach higher levels when the sexes mix.

Have a wonderful day.

~

371 lwd 9304 a b b c n

General Response: I feel that males and females should continue to train together because it allows the soldiers to get used to working with other.

~

General Comments About Women and Men in Basic Training:

Army Women Recruits

n = 377

Number of comments: 24 (6.4 %)

6 jak 1620 a b c b c n

General Response: At my age (34) I had the most difficulty handling some of the females in my bay, at first. Then I became a sort of role model. The physical demands were hard but not hard enough to break me down. I am proud of my accomplishments. My drill sergeants served as role models for me and were very supportive. Overall, my BT experience was very good and I look forward to serving my country in any way that I can.

~

8 jak 1636 a b d b c n

General Response: Basic training was easier than I have expected, but physically, it is more challenging. Living with the females in the barracks was hard at first because everyone is so much different from where we come from. I'm satisfied here, I love FTC and I hope I will make it through successfully at AIT also.

~

38 jak 1796 a b c b c n

General Response: Personally, I feel there needs to be more time in the mornings for PT. Also, I think standards should be the same male/female, but I probably couldn't hang. Yes, equality but with the proper training. I don't think that Drill Sergeants should change in anyway. I would take a bullet for anyone of mine.

~

54 jak 1849 a b b d n

General Response: I think that basic combat training should be tougher so it can weed out all of the weak soldiers. The standards for females for the PT test is ridiculous. I can jog 2 miles in under 19:45 and some females can't run even run or sprint in that time. A lot of weak people slip through the cracks and its discouraging to other soldiers, like myself to see that. The food was good. The confidence courses are scary but serve their purpose. There needs to be more than one chaplain for as many soldiers as we have. At the very least there should be another "someone" to turn to talk or something. The Drill Sergeants need to get some honesty and integrity in their lives and need to leave the young-minded and immature females alone.

~

55 jak 1852 a b b b c n

General Response: This was a great experience. This experience made me so much mature. If it wasn't for [letter] Company [number] platoon DS and all I wouldn't have made it.

~

145 jak 2149 a b c b c n

General Response: basic wasn't all that bad but it wasn't all fun and games. My Drill Sergeants were/are superb. I trust them completely, even with my own life. Ft. Jackson has a great program and I'm still glad I joined the Army.

I think that males and females should be able to talk and spend time with each other a little more freely than we are now. I realize what a large problem fraternization can be, but because a male and female (or several males and several females) spend more time together, doesn't mean that they're "up to something". I've made a few male friends who I will be friends with for the rest of my life. I think that its terrible that I have to pretend that we're not close (in a friends kind of way) just because I'm a female and they are males. Again, I realize the problems that fraternization creates but I think that we should be given some trust in knowing to do the right thing.

~

154 jak 2185 a b a b c n

General Response: Basic training is one of the dirtiest places I have ever seen. I don't mean getting dirty while training. I was very disappointed in the cleaning standards. I strongly believe the dirtiness of this place is part of what makes so many people sick. The standards for cleanliness should be much higher, not only in the sleeping bays, but everywhere! Drill Sergeants should be required to either wear underwear under the PTs or at least keep the liner in them. It grosses me out to see a pair of shorts crunched up so much you can see everything!

I believe there is a certain amount of favoritism and/or racism coming from the Drill Sergeants. I also expected them to be much much tougher, a lot more strict. While I had a great time at basic, I was kind of disappointed that I wasn't pushed harder mentally as well as physically.

The buddy system and fraternization rules should be more enforced. Too often I see female privates alone with a Drill Sergeant and too many people walking alone.

~

166 jak 2231 a b b b c n

General Response: During my Basic Training I experienced pain. The road marches are a killer to females. I know males go through the same thing but males do not have feminine problems. I think we should lighten the bad in the ruck sacks.

~

186 jak 2326 a b c b c n

General Response: I enjoyed basic training. Have male/ female made it easier and less stressful kinda. My drill sergeants were great and always on top of things. Drill Sergeant [name], [name] and [name]. I was expecting it to be much harder, but I am satisfied with the training I received.

~

213 mcl 7628 a b c b c y

General Response: Road marches are difficult for the female. The 30" step is to far for the average size female. Being forced to keep up has caused many injuries. And will if the standards are not changed, we have PT standard for male/ female, due to our body make up, yet none for the length of our step. Injury was in the hips, shins, and feet. Fractures and broken bones.

~

236 mcl 7845 a b c b c y

General Response: My recruiter told me some what would happen, there were many things he didn't tell me. For example, I am a Military Police Officer and he told me that if something happened in another country I would be one of the last to go. In fact I am the first to go, and I'm on my way to Bosnia.

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I think the U.S. Army has a very good integrated program, and males and females should continue to train together. The females can try and out do the guys, and sometimes the males do have to work harder. I think however that some of the males feel that the females hold them back somewhat

~

237 mcl 7856 a b c b c y

General Response: I enjoyed basic very much, I believe however they should spend more time with harder tasks such as unarmored self-defense and hand-to-hand combat techniques. They should also let us finish our food instead of throwing half of it away everyday. Overall training was a very rewarding experience.

~

240 mcl 7869 a b c b c y

General Response: I feel that my experience of basic training was overall good. One drawback was the number of females in the company. Out of 200 there was only 16 females. So the battle buddy system was a little hard and being able to train in some cases was to, because if you were the only female, sometimes you couldn't go. But on the other hand it allowed us to train with the males more, like it will be in the regular unit.

PT could have been tougher, and wider variety of activities. GREAT Cadre here at Ft. McClellan [unit number].

~

244 lwd 8783 a b d b c n

General Response: Basic training was a great learning experience but one thing I would have change was the way they dealt with discipline. In the start of it all, they were consistent with punishment given when something was done wrong. Towards the middle, they did let out some and when individuals would get out of hand, they were not consistent, which lonely leads those individuals to do the same thing. By that time, it was too late to go back and correct the problem.

More female Drill Sergeants! It was hard when problems arose and there was one female Drill Sergeant. You could talk to. Male Drill Sergeants were great but I feel the sex in the Cadre should be even. Cadre should be recognized more for their work! Even though it is their job, they do give a lot . And train us to be soldiers in the Army.

SLEEPING TIME

~

249 lwd 8791 a b b b c n

General Response: More female D.S.'s should be provided for female soldiers. Perhaps one day, I may become a DS for that reason. We all need someone to look to and learn from during the basic training period.

~

259 lwd 8811 a b c b c n

General Response: Basic training is horrible, they treat you unfairly, there is a lot of sexual discrimination learning more towards the females. PT, marching is all wrong, females are or have lower endurance levels and marching is more set on tall,

long legged males and shorter females and females in general tend to strain and hurt themselves. The male's stride is longer than a female's, that's why more females do hurt and are injured for life. The Drill Sergeants are Pigs and degrade women in the company and in general. The food is horrible, the living conditions totally suck, there's no heat, the blankets are insufficient and just terrible. The people who enlist are all wrong, attitudes are terrible and very rude. Drill Sergeants don't take anytime to motivate or understand Privates, they treat us like a bunch of animals. Treatment here has got to change and so do the attitudes of the Drill Sergeants. Also, there is a lot of sexual harassment going on around here and these values classes are making things worse because they aren't enforced properly. Too many things are ignored or let slide in the Army. The Army is doing a horrible job as far as adding these courses that no one takes seriously. And respect for all females in general has to be fixed so that there is no gaps or discrimination between the two sexes!!!!!!

~

268 lwd 9064 a b c b c n

General Response: I enjoyed basic training but felt there was negative output by the male Drill Sergeants on female recruits (even when it came to their own family). I thought we were living in the 90's on the 60's!! Males need to open their eyes--females can do just as good a job as a soldier.

~

270 lwd 9072 a b c b c n

General Response: From talking to other basic trainees I gather that each company varies in level of difficulty. Some companies were smoked using "bunk drills", while we only had regular PT exercises. I am thankful not to have been made to do "bunk drills." As a female, I am not sure I could have handled that kind of smoke session. I reached muscle failure a few times but never injured myself with corrective PT.

As far as the PT standards for men and women: there needs to be a difference, at least initially. My push ups still are not up to male standards while my run and sit ups are just fine. Many women could never reach male standards because they aren't athletic. That doesn't make them a bad soldier to be unable to meet male fitness standards--only suited to other duties.

~

285 lwd 9101 a b a b c n

General Response: Basic training was challenging, but gave me a sense of pride that I could accomplish what was required! Living with 8 females was another challenge! Overall basic training helped me to mature and experience different cultures.

~

287 lwd 9104 a b c b c n

General Response: Shorter females do have a more difficult time marching because of the size of their strides and they sway their hips.

~

296 lwd 9122 a b c b c n

General Response: My basic training experience was challenging. When I was injured and out of training for two weeks, my drills assisted me every way possible to catch me up so I am able to graduate with my company. The male and female ratio was unbalanced so I feel the males may not have been pushed hard enough through basic.

~

311 lwd 9166 a b b b c n

General Response: Drill Sgts still have too much liberty on what they can/can't say to recruits. They can be very insulting at times. Some Drill Sgts only give negative motivation. Female recruits definitely need at least one female Drill Sgt. Working closely with them. Exercise as punishment is taken too far to the extreme. Way too much time is spent "waiting around" or doing the same things over and over as there is nothing else to do. Almost every order given by a Drill Sgt was contradicted by another Drill Sgt. Army values have taught me a lot about myself and how to better myself in my military and personal life.

~

332 lwd 9208 a b a b c n

General Response: I enjoyed basic training except for the females that just gossiped throughout the whole 2 months. Unfortunately, there were more females than males in our company and it caused a lot of conflict.

~

351 lwd 9254 a b a b c n

General Response: I didn't like being around my female battle buddies day and night for 9 weeks. It caused too much stress and frustration, which made us fight amongst each other.

~

NAVY MEN

Discipline:

Navy Men Recruits n = 188 Number of comments: 5 (2.7%)

Positive comments made about discipline in Navy Basic Training by surveyed men who made comments.

26 gl 110 b b c a c n

General Response: As a whole it is very good, the discipline was very well and the studies are also done well. I think that the Physical Training could be tougher. I would rather be in better shape than I am now.

~

58 gl 243 b b e a c n

General Response: Basic training, I feel, is good for anyone going into any type of job, because it teaches self-discipline, how to work with others, and most of all, it shows you the necessities in life and what you used to take for granted. It helps you in every area, other than stress. I think RDC's should loosen up at least once a month to let recruits get a breath, but not so long that they forget where they're at. It will give them time to recover mentally.

~

105 gl 4656 b b c a c n

General Response: Basic training was an experience I think all kids out of high school should have. It teaches discipline and team work. You learn to put feelings aside and do the job that has to be done. That is why I think everyone should go through it, to learn and get respect for everyone.

~

142 gl 8550 b b c a c n

General Response: Basic Training was a new experience and I learned a lot of discipline.8552

~

188 gl 8764 b b b a c n

General Response: I feel that basic training has helped me to understand the importance of teamwork and discipline.

~

Discipline:

Navy Men Recruits n = 188 Number of comments: 8 (4.3 %)

Negative comments made about discipline in Navy Basic Training by surveyed men who made comments.

59 gl 247 b b c a c n

General Response: Basic training was too easy. I should've joined the Marines. I don't feel anymore disciplined than when I came in, and because of the lack of preparation. I am scared to death to go to the Fleet. RDC's need to take a more active role or make sure the Division Staff knows their full jobs.

~

64 gl 4477 b b a a a n

General Response: The RDC's didn't care about me and every time I tried to talk to them they came with an attitude, and they had no military bearing, and not a lot of discipline over the division. They only cared about the recruits with positions.

~

66 gl 4498 b b a a a n

General Response: to provide tougher disciplinary procedures, is necessary, lack of motivation and discipline.

~

74 gl 4509 b b a a a n

General Response: A lot of classes are very important in boot camp. So I think that the recruits should be allowed to rest a little more, either during the day or at night, so they can pay more attention in class.

There are other ways to motivate recruits, besides yelling. For instance, when somebody yell at me, it discourages me instead of making me work harder. I know that sometimes it's necessary (the yelling)

they should be more strict, and they should prepare you for the last tasks.

~

119 gl 4726 b b e a c n

General Response: I feel that basic training was a great experience for me but I had one critique. I feel that integration played a major role in basic training, the females seemed to be trained a little more leniently. When we were first integrated the values were outstanding (marching, discipline, focus etc.) then the females came and I think they distracted us throughout boot camp, we probably distracted them a lot too. We had many ASMO's because of the man that caused our division to weaken and become unfocused. Other than that I feel this experience was great, my RDC's were very very helpful and they are all role models to me.

~

146 gl 8557 b b c a c n

General Response: My personal belief is the military wants to be politically correct so they lower their standards. The women here are fat. Men are not allowed to be fat. I believe that since we're suppose to be the same, we should have the same standards across the board. If any man or woman can not keep up, screw them, it is not my fault. There is little discipline here. I wonder if China has lowered its standards. I'm against integration, if women are not held to the same standards, we are. Drill us like Marines.

~

161 gl 8684 b b c a a n

General Response: Basic Training was too easy. I came in for discipline reasons, and although the first week or two was rough, it became too easy and the RDC's let out too much slack. It was alright, just not as tough as I had hoped.

~

163 gl 8693 b b c a a n

General Response: Too easy, more Physical Training, more discipline and basic military bearing on every person. Most lack it. It's embarrassing to me how they act in public. I wear the same uniform and accept professionalism and self respect along with mutual respect.

~

Overall Basic Training Easy, Easier Than Expected, or Too Easy:

Navy Men Recruits n = 188 Number of comments: 17 (9 %)

Comments made about the overall difficulty of Basic Training.

1 gl 1 b b c a a n

General Response: In a few short words recruiters do not possess honor, courage, nor commitment.

~

6 gl 17 b b a a a n

General Response: Overall, it was easy except for not being able to talk to family members.

~

10 gl 31 b b c a a n

General Response: I found Basic Training rather enjoyable. There was a lot of wasted time however, plus more aspect needed to be given to physical training. Battle stations was enjoyable but short and easy, could be a little more harder.

~

34 gl 157 b b c a a n

General Response: The galley needs to offer more food and/or different types.

More physical training, too easy.

~

45 gl 184 b b c a a n

General Response: For the most part, Basic Training wasn't that hard, the only part that was hard was being away from my wife and daughter for the length of time with no contact. But it got better, so pretty much, no problems.

~

59 gl 247 b b c a c n

General Response: Basic training was too easy. I should've joined the Marines. I don't feel anymore disciplined than when I came in, and because of the lack of preparation. I am scared to death to go to the Fleet. RDC's need to take a more active role or make sure the Division Staff knows their full jobs.

~

62 gl 4473 b b c a a n

General Response: I feel that the hardest part of boot camp is the lack of contact with the ones that I love. The rest was easy. I think there should have been more questions on the survey about family and loved ones.

~

63 gl 4475 b b c a a n

General Response: It was all pretty easy. The only hard thing for me was changing my way of acting. I had to flip my whole lifestyle to fit with the Navy. That's why I got Amsted. Another hard thing was my relationship. My girl and I couldn't make it. Military takes you away from the ones you love. All in all it was easy and I would recommend anyone for it.

~

79 gl 4522 b b c a a n

General Response: Too easy. Let RDC be more meaner, and make PT harder and battle stations.

~

94 gl 4586 b b c a a n

General Response: Our RDC's should have been harder on us in the beginning.

~

100 gl 4648 b b c a c n

General Response: I think it need to be harder. And if you have a male division integrated with females then both divisions absolutely have to have the rules or it will not work. Because on division will get jealous of the other. Oh, and we need more PT.

~

107 gl 4703 b b e a c n

General Response: When I arrived at RTC and AIL the physical and mental training I received wasn't as hard as I thought it would be at all, yes sometimes it was hard and educational stuff too was very demanding, but it got me where needed

~

110 gl 4710 b b c a a n

General Response: The only thing that I wasn't prepared for was battle stations. My recruiter didn't tell me I would have to go through battle stations so it was a shock when I found out. Other than that it wasn't as hard as I expected it to be after the

Part 3

first 2 weeks.

~

112 gl 4713 b b c a a n

General Response: I believe that basic training was pretty easy, physically. The daily PT we did as a unit was light and the PT test that counted was not sufficient. I mean by that, that there should be PT test that count all through out your basic training. I saw people only going for the minimum amount of push-ups, sit-ups, etc. because they knew they only had to do it once. I personally fell out of shape here in basic training because the PT, especially running wasn't present. I truly thought that the physical part of boot camp would have been more of a challenge, and I looked forward to it, and was excited. But now that I'm leaving, I leave disappointed, and now must start again to become physically fit at the level I was before I entered basic training.

~

161 gl 8684 b b c a a n

General Response: Basic Training was too easy. I came in for discipline reasons, and although the first week or two was rough, it became too easy and the RDC's let out too much slack. It was alright, just not as tough as I had hoped.

~

163 gl 8693 b b c a a n

General Response: Too easy, more Physical Training, more discipline and basic military bearing on every person. Most lack it. It's embarrassing to me how they act in public. I wear the same uniform and accept professionalism and self respect along with mutual respect.

~

178 gl 8743 b b c a a n

General Response: Way too easy. Too much sitting around, not enough hands-on. I'm glad I'm going to "A" School because I do not feel prepared for the Fleet.

~

Overall Basic Training Hard, Harder Than Expected, or Too Hard:

Navy Men Recruits n = 188 Number of comments: 1 (0.5%)

Comments made about the overall difficulty of Basic Training.

33 gl 155 b b b a a n

General Response: Basic training was like being in prison to me because of being isolated from the world and your loved ones. I had to motivate myself through faith in my God and willpower. To be honest, this was the hardest and the roughest times of my life. I've never been more focused on my future until I got here. I don't have regrets of joining the military but I feel that I'm not in control anymore. I'm under their authority until my time is expired. I don't see how people want to sign up for extra years or think it's fun. I'm on 8-5 days and I still make simple mistakes. I came here for various reasons but my main reason was for money for college. This is temporary to me.

Their teachings got me so scared because they can mess you whole life up for any little human mistake and that's sad. It would take forever for you to get yourself together again. A civilian can make mistakes and still rise back on top. I don't know how I'm going to get through this but all I can do is lean on the Lord through prayer. Thank you!

~

Physical Training Easy, Easier Than Expected, or Too Easy:

Navy Men Recruits n = 188 Number of comments: 10 (5.2 %)

Comments made about the difficulty of Physical Training.

68 gl 4500 b b c a a n

General Response: My expectations of what boot camp was going to be like was way off the mark. First, I expected more PT, which I glad for and a lot less standing in attention. I expected to be always on the go. And once the day is done we would be able to hop in our beds. I also expected to have an hour of free time every night. All in all boot camp just made my distaste for the military that much more bitter.

~

79 gl 4522 b b c a a n

General Response: Too easy. Let RDC be more meaner, and make PT harder and battle stations.

~

83 gl 4526 b b c a a n

General Response: I would never again listen to a recruiter because they lie to you. I wouldn't recommend this to anyone because its terrible, but the physical part was very easy for me, I'm in worse shape now than I was as a civilian. Because I had harder workouts as a civilian.

~

90 gl 4568 b b c a a n

General Response: Basic training, PT was not to my liking. But it was to the benefit of my Navy career. I usually lift heavy weights, not push ups all the time. PT was overall pretty easy.

I did learn a little responsibility for my duties. I learned leadership qualities. I just wish I would have been a leader. I would've kept or did better than some of our leaders at leading and earning the respect of the division.

~

94 gl 4586 b b c a a n

General Response: Our RDC's should have been harder on us in the beginning.

~

98 gl 4646 b b c a c n

General Response: I believe that the physical training requirements should be more strenuous, during PT 100% was not always given. We should have run a whole lot more.

When we first began to integrate, I did not appreciate the purpose, but as boot camp progressed, we grew closer as a group and drew a lot of wisdom from it. Today, as much as we may deny it our time as an integrated division was invaluable to our progression from recruits to soldiers.

~

100 gl 4648 b b c a c n

General Response: I think it need to be harder. And if you have a male division integrated with females then both divisions absolutely have to have the rules or it will not work. Because on division will get jealous of the other. Oh, and we need more PT.

~

112 gl 4713 b b c a a n

General Response: I believe that basic training was pretty easy, physically. The daily PT we did as a unit was light and the PT test that counted was not sufficient. I mean by that, that there should be PT test that count all through out your basic training. I saw people only going for the minimum amount of push-ups, sit-ups, etc. because they knew they only had to do it once. I personally fell out of shape here in basic training because the PT, especially running wasn't present. I truly thought that the physical part of boot camp would have been more of a challenge, and I looked forward to it, and was excited. But now that I'm leaving, I leave disappointed, and now must start again to become physically fit at the level I was before I entered basic training.

~

135 gl 8518 b b a a a n

General Response: Overall it wasn't too bad. I suggest it needs at least 1 1/2 hours of Physical Training (PT) in the morning and definitely more running involved. At least 3 times every other day.

Another thing is the profanity used by some RDC's. Using profanity is not quality leadership. It also gives a bad example on how a professional should act. It promotes ignorance and foolishness because it demonstrates that the person can only

express his/herself by only using fowled language. One can say the same thing and have the same effect without using profanity. It also makes the military as a whole look bad in terms of it's values.

Food was nutritious and plentiful.

~

156 gl 8678 b b c a c n

General Response: Recruit hygiene needs serious improvement. As much time as we spend trying to "hurry up to wait" we should spend more time on personal hygiene. I also believe we should PT more and get to use free weights, as well as study hand-to-hand combat and learn how to fire real guns and use real weapons.

~

163 gl 8693 b b c a a n

General Response: Too easy, more Physical Training, more discipline and basic military bearing on every person. Most lack it. It's embarrassing to me how they act in public. I wear the same uniform and accept professionalism and self respect along with mutual respect.

~

Physical Training Hard, Harder Than Expected, or Too Hard:

Navy Men Recruits n = 188 Number of comments: 2 (1.1 %)

Comments made about the difficulty of Physical Training.

29 gl 118 b b c a c n

General Response: I thought I could handle the PT training but now I am finding out it will cost me my career.

~

157 gl 8680 b b c a a n

General Response: I found the physical part of boot camp to be extremely challenging. The RDC's were "generally okay". The educational part was easy for me. One thing I did not like is the complete loss of all freedom and limited contact with family.

~

Negative Comments About Integrated Training of Men and Women:

Navy Men Recruits n = 188 Number of comments: 7 (3.7 %)

100 gl 4648 b b c a c n

General Response: I think it need to be harder. And if you have a male division integrated with females then both divisions absolutely have to have the rules or it will not work. Because on division will get jealous of the other. Oh, and we need more PT.

~

104 gl 4654 b b a a c n

General Response: While we became an integrated division I realized that the females had a paid vacation. The RDC's were not tough on them at all, our compartment would look better that theirs but yet while we were doing hundreds of push-ups they were watching movies and eating.

~

119 gl 4726 b b e a c n

General Response: I feel that basic training was a great experience for me but I had one critique. I feel that integration played a major role in basic training, the females seemed to be trained a little more leniently. When we were first integrated the values were outstanding (marching, discipline, focus etc.) then the females came and I think they distracted us throughout boot camp, we probably distracted them a lot too. We had many ASMO's because of the man that caused our division to weaken and become unfocused. Other than that I feel this experience was great, my RDC's were very very helpful and they are all role models to me.

~

146 gl 8557 b b c a c n

General Response: My personal belief is the military wants to be politically correct so they lower their standards. The women here are fat. Men are not allowed to be fat. I believe that since we're suppose to be the same, we should have the same standards across the board. If any man or woman can not keep up, screw them, it is not my fault. There is little discipline here. I wonder if China has lowered its standards. I'm against integration, if women are not held to the same standards, we are. Drill us like Marines.

~

149 gl 8575 b b c a c n

General Response: Females are a good asset to the military, but I feel they should be trained separate because they aren't as physically fit as males which drag the males down throughout Basic Training. We should be segregated. It causes too much trouble to be integrated.

~

154 gl 8659 b b a a c n

General Response: To some point integration was fine. Because it got you ready to work with them out in the Fleet. But when integrated and working out or doing on-hands training, the majority of the time it slowed the males down.

~

155 gl 8660 b b a a c n

General Response: I thoroughly enjoyed Basic Training. It shaped and molded me into a well rounded sailor. Our RDC's did an exceptional job. However, being part of an integrated division. I did not like the double standards that applied to females and not to males. I felt their Basic Training was easier, so it did not give them a real picture of what it is like to be in the military. Overall, I enjoyed my experiences and how I'm ready to go out and serve my country the best I can.

~

Positive Comments About Integrated Training of Men and Women:

Navy Men Recruits n = 188 Number of comments: 4 (2.1 %)

30 gl 131 b b a a c n

General Response: Integration is a perfect idea.

~

81 gl 4524 b b a a a n

General Response: I wish we could have been mixed with females. That way we could see what they go through, and vice versa.

~

98 gl 4646 b b c a c n

General Response: I believe that the physical training requirements should be more strenuous, during PT 100% was not always given. We should have run a whole lot more.

When we first began to integrate, I did not appreciate the purpose, but as boot camp progressed, we grew closer as a group and drew a lot of wisdom from it. Today, as much as we may deny it our time as an integrated division was invaluable to our progression from recruits to soldiers.

~

153 gl 8653 b b c a c n

General Response: The integrated division had positive effect on male recruits' demeanor, disposition, and/or behavior. Quite frankly, they had more respect for each other. I am thirty-two years old and have nieces and nephews their age.

~

General Comments About Women and Men in Basic Training:

Navy Men Recruits n = 188 Number of comments: 12 (6.4 %)

56 gl 241 b b d a c n

General Response: I truly believe that male and female requirements should be the same. It is ridiculous to think that just because there is sense of fairness to making it easier for females to pass, that we are doing ourselves a favor. We've been taught that everyone should have an equal chance, but that is impossible because many of the females make it into the service when they would normally fail as males. I can't believe the shape some of these girls are in when they leave basic training, they still outweigh many of the males. In conclusion, I think that the requirements should be the same, it is the only way we're going to take the next step toward equality.

~

92 gl 4583 b b c a a n

General Response: I think that they should of given more phone calls. When we first got here.

There should be more chow selections.

Our division had a great set of RDC's.

Females get treated easier, all around. I have never seen one female recruit get yelled at or get a demerit chit. In the chow hall they may never reprimand them. Usually they flirt with them.

People who were on LLA or SIQ were there for false reasons. If a recruit is on SIQ for two or three weeks and still passes boot camp with his division is wrong.

~

100 gl 4648 b b c a c n

General Response: I think it need to be harder. And if you have a male division integrated with females then both divisions absolutely have to have the rules or it will not work. Because on division will get jealous of the other. Oh, and we need more PT.

~

104 gl 4654 b b a a c n

General Response: While we became an integrated division I realized that the females had a paid vacation. The RDC's were not tough on them at all, our compartment would look better that theirs but yet while we were doing hundreds of push-ups they were watching movies and eating.

~

119 gl 4726 b b e a c n

General Response: I feel that basic training was a great experience for me but I had one critique. I feel that integration played a major role in basic training, the females seemed to be trained a little more leniently. When we were first integrated the values were outstanding (marching, discipline, focus etc.) then the females came and I think they distracted us throughout boot camp, we probably distracted them a lot too. We had many ASMO's because of the man that caused our division to weaken and become unfocused. Other than that I feel this experience was great, my RDC's were very very helpful and they are all role models to me.

~

124 gl 4738 b b c a c n

General Response: My only serious concern is with the inequality of the training received by male and female divisions. For the Navy to consider itself equal opportunity, it must allow all personnel access to all occupations. However, if two people are to have the same responsibilities and same duties, than they should be held to the same physical, mental and emotional standards. To do otherwise is window dressing because there are separate standards for male and females in evolutions like PRT etc... The Navy is hamstringing the idea of equal opportunity.

~

143 gl 8552 b b b a c n

General Response: I believe Basic Training has made me a more responsible person than I was before. Working with females during Basic Training was somewhat difficult because when you put males and females together and tell them they can't have any physical contact, that takes away the soul purpose of our nature. But I learned to adapt the situation, and overcome it. And I know I'm about to graduate.

~

145 gl 8556 b b c a c n

General Response: Being prior Army, I found that maybe the Navy may want to look at the other branches about mixing the

Part 3

genders. It seems the Navy wants to be mixed but yet acts like we're kids.

~

146 gl 8557 b b c a c n

General Response: My personal belief is the military wants to be politically correct so they lower their standards. The women here are fat. Men are not allowed to be fat. I believe that since we're suppose to be the same, we should have the same standards across the board. If any man or woman can not keep up, screw them, it is not my fault. There is little discipline here. I wonder if China has lowered its standards. I'm against integration, if women are not held to the same standards, we are. Drill us like Marines.

~

155 gl 8660 b b a a c n

General Response: I thoroughly enjoyed Basic Training. It shaped and molded me into a well rounded sailor. Our RDC's did an exceptional job. However, being part of an integrated division. I did not like the double standards that applied to females and not to males. I felt their Basic Training was easier, so it did not give them a real picture of what it is like to be in the military. Overall, I enjoyed my experiences and how I'm ready to go out and serve my country the best I can.

~

175 gl 8724 b b c a a n

General Response: I believe that the military, in general, should take into more consideration the needs of its' members. We did sign a contract that said we are their property, but they need to think about us more in the sense that, yes, they did sign the contract. Not every one in this country could prove the commitment of signing. It takes a lot. They need to realize that, and let service members have a little more power in the area of choosing where they are stationed, land or sea. We realize all of the benefits we receive, but I don't believe that they understand us!

Physical Training should be set on the same level for both sexes. Men deserve equality and equal opportunity as well as women.

~

186 gl 8761 b b c a a n

General Response: I think boot camp could be longer so we can learn more and have the females do the same amount of work as the guys.

~

NAVY WOMEN

Discipline:

Navy Women Recruits n = 64 Number of comments: 2 (3.1 %)

Positive comments made about discipline in Navy Basic Training by surveyed women who made comments.

42 gl 8577 b b c b c n

General Response: My experience at RTC challenged me more emotionally than physically. I had never been away from my parents for longer than a week before coming here so it was very hard. Physical training should have been much, much harder. I was challenged very little in that aspect. I think the reason for this was because of the variations of physical fitness in my division. The people that weren't in shape held the ones that were in shape back. When divisions are made up I think it would be better to put the people in divisions according to their fitness levels. Overall, I am glad I came to RTC because it made me mature and also gain discipline that I needed. I am very excited to start my career in the Navy and to have the opportunity to serve my country the best that I can.

~

44 gl 8584 b b f b c n

General Response: During Basic Training I gained a lot of self discipline. I also gained a lot of respect for those who serve in the military and myself. I also have more pride for my country.

~

Discipline:

Navy Women Recruits n = 64 Number of comments: 1 (1.6 %)

Negative comments made about discipline in Navy Basic Training by surveyed women who offered comments.

39 gl 4699 b b c b c n

General Response: RDC said they wouldn't yell at the females because they would just learn to block them out. But they yell at males. That's not fair because females need the same discipline, if not more. Because they try to think they're all cute instead of in the military.

And! If they are going to make us be away from our families so long. They should be on us like hawks making sure no time is wasted. I thought it was a joke here. They need much stricter discipline.

~

Overall Basic Training Easy, Easier Than Expected, or Too Easy:

Navy Women Recruits n = 64 Number of comments: 2 (3.1 %)

Comments made about the overall difficulty of Basic Training.

53 gl 8620 b b c b c n

General Response: I believe that Basic Training should be harder. But perhaps harder in a different way. There are lots of people here that don't have a clue and that hurts the rest of the branch. We need to be mentally, physically, and emotionally stronger. And I believe a lot of the people here are none of those. But lack in many ways.

~

62 gl 8643 b b e b c n

General Response: For me Basic Training was a good experience. It was easy until battle stations which got it on the tougher side, but other than that, Basic Training was alright. I had no major problems with it and I thank all my RDC's for their management and motivation cycle sessions. Basic Training was appropriate but I'd like it tougher.

~

Overall Basic Training Hard, Harder Than Expected, or Too Hard:

Navy Women Recruits n = 64 Number of comments: 4 (6.3 %)

Comments made about the overall difficulty of Basic Training.

15 gl 149 b b a b c n

General Response: It was hard at first but it was alright. I do things I couldn't have done before and makes me feel better.

~18 gl 209 b b b b c n

General Response: My basic training experience was very hard at first! I didn't expect what I got, but as time went by I got use to it and knew I'm a better person. My RDC's were outstanding/Chief [name], Petty Officer [name]; Petty Officer [name]! They really showed me what I'm made of and made me strive to do my best; also prepared me for the military world. From now on I believe I can do whatever I set my mind on doing. Basic Training is a great experience and I wouldn't change anything about it, except for the horrible food!!

~

22 gl 232 b b c b c n

General Response: Basically enjoyed basic training. It was a little difficult, but I feel it made me a stronger, more confident person.

~43 gl 8581 b b c b c n

General Response: Basic Training was a little hard, but not as hard as I thought. I believe all young people are clueless to what they want should think about this a lot harder than I did. I hope that they will be more informed than I was.

~

Physical Training Easy, Easier Than Expected, or Too Easy:

Navy Women Recruits n = 64 Number of comments: 2 (3.1 %)

Comments made about the difficulty of Physical Training.

6 gl 119 b b c b c n

General Response: I believe that my boot camp training was a 8 1/2 on a scale of 10 being excellent and I being lousy. My RDC's were fair most of the time and did their job fairly, not going overboard on anything. I believe the physical fitness part was very fair. I thought is was easy since I'm always engaging in physical training for softball and swimming team but I think it was a good level for other people to work at. The food here was acceptable but of course, could have been better.

The only thing I don't really agree on is the integration rules. There is so much emphasis on not growing too close or starting any friendships. I believe we should be able to talk and interact so that we can get to know each other professionally!! If you can't learn to keep your hands to yourself here and trust them here, than how are you going to learn to do it at the fleet?! Otherwise, everything was either acceptable or very good.

~

40 gl 4700 b b c b c n

General Response: I feel that the PT could have been harder. I have learned a lot of new things. I feel that I became a better person. The RDC's that I had were very helpful with everything that we did.

~

Physical Training Hard, Harder Than Expected, or Too Hard:

Navy Women Recruits n = 64 Number of comments: 0 (0 %)

Comments made about the difficulty of Physical Training.

Negative Comments About Integrated Training of Men and Women:

Navy Women Recruits n = 64 Number of comments: 0 (0 %)

Positive Comments About Integrated Training of Men and Women:

Navy Women Recruits n = 64 Number of comments:7 (10.9 %)

4 gl 114 b b a b c n **General Response:** Basic Training with males and females together is necessary because we have to work together in the fleet. It's a good idea to start working together now so we learn how to deal with each other on a professional basis later.

~

10 gl 141 b b c b c n **General Response:** Overall, I think boot camp isn't what people make it out to be. I also think it's good that the divisions are integrated since we will have to work together on the ship we should also train together, it only makes sense.

~

13 gl 147 b b c b c n **General Response:** I enjoyed integrating. I believe the males made things a lot easier.

~

25 gl 249 b b c b c n **General Response:** Basic training was a lot easier than I thought it was going to be, but it's still a challenge to me beyond what I thought I could do. As for integration between males and females, we do need it. We are going to be working together at close quarters in the Fleet and if you can't learn to work with the opposite sex in boot camp then your going to have problems in the Fleet.

Basic training taught me a lot about myself and I have never, ever, regretted my decision to join the Navy.

~

46 gl 8587 b b c b c n **General Response:** Basic Training was an experience. I liked integrating because we had a chance to work with the opposite sex. It was a learning experience.

~

51 gl 8603 b b c b c n **General Response:** Male and female integration is very good. A smart choice. It prepares you early.

~

56 gl 8625 b b c b c n **General Response:** I think having integrated divisions is a smart idea. When we go out to the Fleet it will be integrated and we will need to know how to deal with it. I believe if the divisions were not integrated we would miss out on valuable experiences.

~

General Comments About Women and Men in Basic Training:

Navy Women Recruits n = 64 Number of comments: 5 (7.8 %)

21 gl 223 b b c b c n

General Response: We require more thorough training for such necessary skills as fire fighting, first aid, damage control, etc. The training that we received for those serious and life saving matters is inadequate. I do not believe that we are prepared to survive in the fleet.

The females should have better physical training and requirements. Equal to the males. Too many females are still not in good physical condition and probably won't be able to perform necessary physical tasks when they are in the fleet.

~

30 gl 4672 b b b b c n

General Response: My basic training experience has been challenging. Living with a bunch of females was very hard, because of the variety of attitudes and personalities.

~

34 gl 4681 b b b b c n

General Response: I think boot camp is a bunch of bullshit. They figure that cycling helps our attitude, when it makes most of us scared and injures the females. They totally disrespect us. I wish I never came to the Navy.

~

38 gl 4695 b b a b c n

General Response: I feel the females should be treated equal just like the guys and I feel they should ASMO everyday the way people talk.

~

39 gl 4699 b b c b c n

General Response: RDC said they wouldn't yell at the females because they would just learn to block them out. But they yell at males. That's not fair because females need the same discipline, if not more. Because they try to think they're all cute instead of in the military.

And! If they are going to make us be away from our families so long. They should be on us like hawks making sure no time is wasted. I thought it was a joke here. They need much stricter discipline.

~

AIR FORCE MEN

Discipline:

Air Force Men Recruits n = 268 Number of comments: 21 (7.8 %)

Positive comments made about discipline in Air Force Basic Training by surveyed men who made comments.

7 lak 8122 c b c a a n

General Response: Overall, my basic training experience was one that I'll never forget. Here at the end, I definitely feel more motivated as well as disciplined. I think that I have matured a great deal and when I get out of the Air Force, I will be one of the most prepared individuals to be successful in the civilian job world!!

~

19 lak 8150 c b c a c n

General Response: Basic Military Training was a good learning experience. It provided me with discipline and respect.

~

25 lak 8173 c b c a a n

General Response: My MTI's were very strict and dedicated individuals who do their best as a team. They have changed me into a better more disciplined person. I can tell my instructors care about their airmen and the quality of their training.

~

48 lak 8235 c b c a a n

General Response: I feel that USAF BMT has improved the way I discipline myself in and outside of the work place. Also, as far as physical training, I feel it was necessary and very helpful. I believe this was the best decision of my early life.

~

51 lak 8251 c B C a A n

General Response: I feel that Basic Military Training is something that all kids 18 or just graduating from high school should have to do. I feel that with the direction that the majority of high school seniors are going, that BMT would be just the right thing for them. With the lack of discipline in today's youth, BMT and a minimum of 18 months service might make a difference.

P.S. A little bit more strenuous exercise.

~

59 lak 8290 c b c a c n

General Response: I have gained a lot of discipline. I'm able to take orders better now and I have more respect for the military. I think that BMT was a good learning experience and well worth it. Overall, I feel my TI's did an excellent job in training the whole flight.

~

92 lak 8391 c b c a c n

General Response: Looking back now, I have realized that it has been a good experience for me. It has helped me grow as a person tremendously. It has taught me discipline and respect for authority.

~

103 lak 8847 c b c a c n

General Response: It taught discipline to the people who didn't have any and taught more to the people that did. It will be something I'll never forget. These 6-1/2 weeks taught me and made me realize how important all the Armed Forces are. I feel that when I get out of the air Force that I will always be thankful for signing that contract and changing my life forever.

~

116 lak 8885 c b b a c n

General Response: Basic training has been a hell of an experience for me. I was disciplined which was one of the major reasons I decided to join the Air Force. I also enjoyed being part of my flight and working as a team with others. Throughout basic training, I learned what serving in the military is about, defending your country. When my flight would walk by the flag, I would look up at it with pride. I have more respect for the United States flag than I ever had before. I got a chance to be physically challenged. Which was a good thing. We had some airmen who were physically challenged at first, but throughout the weeks, they adapted to it. Overall, I thought BMT was fun.

~

117 lak 8892 c b c a c n

General Response: Basic training was a welcome challenge for me. It helped me to push myself and it gave me the discipline and self-respect that I was looking for.

~

143 lak 8974 c b a a a n

General Response: I thought that when I first arrived here, I would never make it here at basic. But after realizing that this is how it goes and I really don't have a whole lot waiting home for me, I pushed myself to the max and sometimes further. I stayed and I'm glad I made that choice. The MTIs were complete jerks, but I totally understand why they were that way. All I got to say about that is that I alone made me tougher, more disciplined, and overall a better structured, military airman. Oh, by the way, my buddy here says HI!!

Anyway, I guess I can say I am glad I joined the military. One more thing, I need more time to do stuff, especially folding these damn clothes.

Thank you,

~

163 lak 9020 c b c a c n

General Response: I, like many others, believe that BMT here in Lackland properly prepares members for the operational Air Force by instilling values that some didn't use or strengthening them. Also, we have learned to use our own self discipline. In my opinion, BMT was overall a good experience. Just like the rest of the universe, it wasn't perfect.

~

167 lak 9034 c b b a a n

General Response: I thought basic training was just what I needed. It taught me discipline, respect, and many other important qualities that an airman must possess to be successful in your military career.

I can say without a doubt, we had three of the best instructors at basic training:

321 Flt 047

TSgt [name]

SSgt [name]

SrA [name]

~

179 lak 10156 c b c a c n

General Response: Overall I feel that BMT was a good experience and that I gained a lot of discipline and respect from attending it.

~

181 lak 10163 c b c a c n

General Response: Basic training was tough on me because of the strict discipline they applied to us. The only thing I was disappointed about was the physical aspect.

~

208 lak 10229 c b c a c n

General Response: This experience was very challenging. Thanks to SSGT [name] and SSGT [name] I have learned more self-discipline and made me more mature from the leadership.

~

223 lak 10270 c b c a a n

General Response: Basic training has changed my life greatly. I have become more mature and disciplined. I would go through it all over again if I had to.

~

239 lak 10332 c b c a c n

General Response: I feel basic training is an overall good excellent discipline trainer.

~

241 lak 10338 c b c a c n

General Response: Good overall experience. I feel my instructors molded me very well. In fact, it wasn't until recently that I noticed I even changed. But I feel much more mature and disciplined. And I feel a strong sense of pride for going through this.

~

249 lak 10357 c b e a c n

General Response: Our instructors helped me develop discipline and confidence. TSGT [name], SSGT [name], SrA [name] [Flight #]/Flt [Flight #s] Honor flights.

~

260 lak 10402 c b d a a n

General Response: I enjoyed my experience in basic training. It really has disciplined me. The only complaint I have had was the treatment of me and my fellow airmen by people who processed us. But my TI's have been excellent leaders, teachers and role models. SSG [name], SSGT [name] and SRA [name] were excellent in what they have done for me.

~

Discipline:

Air Force Men Recruits n = 268 Number of comments: 3 (1.1%)

Negative comments made about discipline in Air Force Basic Training by surveyed men who made comments.

131 lak 8935 c b f a c n

General Response: # 41 - It depends on what I new about the person. Physical fitness, mentality, are things I would take into mind. I think the Air Force should separate males and females. Many females lack motivation and self discipline, due to the fact TT's were easier on them. Some just don't care about what they're doing.

"NOT ENOUGH DISCIPLINE!"

"NO RESPECT!"

"MEN AND WOMEN SHOULD BE SEPARATED!"

~

162 lak 9019 c b b a c n

General Response: I like the MTIs. I believe they should be more aggressive instead of passive. However, they should learn to stop and correct an airman so they can learn from a MTI verses fearing a MTL.

The student leaders should demand respect and discipline from the subordinates. Much more teamwork is required to work in the operational Air Force then what is attempted to be displayed at BMT.

There should be more time devoted to combat skills and teamwork exercises.

The chow halls are very good.

Class presentations should be more based on MTI lectures with the use of PowerPoint.

Overall, BMT was good.

~

182 lak 10164 c b c a c n

General Response: Looking at recruits who have been recycled. I feel it is a gross misspending of government funds. Surely, there are more creative ways of discipline than spending \$1,500 per week, per airman for discipline. I was appalled to learn of "recycling" here. I know the Air Force practices this. I would have gone Marine as planned. Sincerely, Frustrated Airman.

~

Overall Basic Training Easy, Easier Than Expected, or Too Easy:

Air Force Men Recruits

n = 268

Number of comments: 7 (2.6%)

Comments made about the overall difficulty of Basic Training.

36 lak 8192 c b b a c n

General Response: My recruiter failed to tell me about some important points, for example, being recycled. I was not aware that could happen. My experience being a co-ed flight was very easy. All male or all female flights had it much harder than we did. Also, the fact that the females did not have a female instructor, we were less prone for inspections than the males. Our instructors were easy on our flight and gave many people a chance to not be recycled. In fact, nobody got recycled out of our flight. Where as other flights had at least one and we had at least three that should have been recycled. I believe they were easy because it was males and females.

~

139 lak 8964 c b b a a n

General Response: I'd say that I'm thoroughly disappointed. Physically, it wasn't challenging. The only thing mentally challenging was worrying all the time about whether or not I'd be recycled for something stupid. The concept of recycling isn't necessarily a bad idea, if you get the wrong people. The wrong people manage to slide by while all the student leaders take all the blame. My experience here was poor at best. Sure, I have military bearing now, but there are many who got nothing out of this. I'm supposed to graduate tomorrow as an element leader, but I'm still worried about some vindictive senior NCO, who doesn't like my flight, coming in and wrecking my locker so he/she can send me back three weeks.

Not only that, but my training was terrible! I could have been better prepared for war if I lived in a small Somalian village with a shovel. Giving me a Lackland laser (flashlight with a yellow cone) and telling me to say "Halt, advance and be recognized" will get you killed in a real life situation. I held a gun for three hours, but carried a portfolio for about... every waking hour, actually. Only to take a test that was too easy to study for. Something needs to be done about every aspect of BMT here and Lackland. This is more like a demoralizing day camp for semi-educated adults!

~

191 lak 10188 c b b a a n

General Response: Overall BMT was fairly easy. It started off hard, but then it eased up. I don't think the government should change BMT at all. It is an experience that will not be forgotten.

~

210 lak 10238 c b f a c n

General Response: This is a breeze. You need to make basic training something hard. Physically and mentally. TI's aren't supposed to be your friends. Bottom line make it tougher or maybe I should have joined the Marines.

~

216 lak 10255 c b c a a n

General Response: It was too easy! Most recruits need a clue!

~

221 lak 10263 c b c a a n

General Response: It should be harder more demanding. We spend too much of the day in the day room. We have too much free time. We should've been learning more. PC wasn't hard enough.

~

240 lak 10336 c b c a c n

General Response: Overall it was easy. The hard part was the mental strain. Being away from our families and loved ones. Also the TI's didn't help.

~

Overall Basic Training Hard, Harder Than Expected, or Too Hard:

Air Force Men Recruits n = 268 Number of comments: 5 (1.9 %)

Comments made about the overall difficulty of Basic Training.

73 lak 8321 c b c a c n

General Response: Basic training was hard and not easy. I didn't like the fact that our MTI's talked a lot about going to war. The fact of going to war makes me scared and everybody else I think scared. Why talk about it at an early stage. I just worry about never going home and becoming a regular citizen of the U.S. I am not prepared to die at an early stage. I love my country, but I also love my family very much.

Thank you
God Bless

P.S. Why recycle people for little things such as dorm guard. Recycling freaks people out. It made me worry everyday. Personal opinion - recycle only the really bad people - not the people who try!

~

120 lak 8903 c b c a c n

General Response: It wasn't easy, but the harder you work for something the PROUDER you are of it. I also feel that males and females should be separated for basic military training. Due to the fact of more camaraderie, discipline and staying focused. I also feel that the requirement for entering BMT should be more strict. The military is allowing people of close to no IQ into the services. We cannot defend our country with people who have any medical, learning disabilities.

~

207 lak 10222 c b c a c n

General Response: It was hard at the beginning but it was worth it.

~

232 lak 10299 c b c a a n

General Response: Harder than expected, but worth it in the long run I'm sure.

~

238 lak 10326 c b c a c n

General Response: Basic training was a lot harder than I expected because of what I was told but looking back on it, it was not that bad.

~

Physical Training Easy, Easier Than Expected, or Too Easy:

Air Force Men Recruits

n = 268

Number of comments: 7 (2.6 %)

Comments made about the difficulty of Physical Training.

189 lak 10182 c b c a a n

General Response: the physical fitness was a little too easy. Overall it was a challenge.

~

197 lak 10200 c b c a c n

General Response: I think basic training was somewhat a mind game. Most people could not handle it but it is no problem. The food was good. The physical aspects were too easy.

~

204 lak 10218 c b c a c n

General Response: 1. One comment I have is that males and female trainees should be separated completely. In my experience the major of the female trainees did not put as much effort forth as the males nor did they take it as (basic training) seriously as their male counterparts.

2. Make the PC more physically demanding. It is way too easy.

3. Discontinue "recycling" trainees. If they can't hack it, send them home.

~

205 lak 10219 c b c a c n

General Response: 1. I sincerely believe males & females should train 100% separately!! The females cannot meet the males physical standards (95% cannot). It brings the male unit down having to carry the females.

2. Get rid of "recycle" and simply discharge those who can't get it done (exempt those with medical problems).

~

211 lak 10239 c b c a c n

General Response: I feel trainees should have to pass PC evaluations before they ever get to BMT. I also feel strongly on the part about females getting rough a lot easier than males do. PC evaluations should be a lot harder too.

~

221 lak 10263 c b c a a n

General Response: It should be harder more demanding. We spend too much of the day in the day room. We have too much free time. We should've been learning more. PC wasn't hard enough.

~

244 lak 10342 c b c a c n

General Response: From zero week until the sixth week I had great respect for my TI's. They are very well capable of doing the job and have a lot of experience to pass on to us. I think the confidence course should be harder and FTX longer. There should also be tougher physical requirements to pass PC. BMT itself could be longer. Overall, it was a lot of fun.

~

Physical Training Hard, Harder Than Expected, or Too Hard:

Air Force Men Recruits

n = 268

Number of comments: 0 (0 %)

Comments made about the difficulty of Physical Training.

Negative Comments About Integrated Training of Men and Women:

Air Force Men Recruits

n = 268

Number of comments: 8 (3 %)

95 lak 8400 c b c a c n

General Response: I don't believe the training was long enough or hard enough. I believe it should be at least ten weeks long and more things should be covered. Also, a new PC program would be in order.

I believe the female recruits should be trained in separate locations because of the physical and mental limitations between genders.

~

113 lak 8880 c b d a c n

General Response: The use of flights as guinea pigs for new TIs is not working as smoothly as possible. Some trainee TIs don't know what they are doing and, therefore, don't command respect. Also, our team chief changed in 2nd week and it was a bad situation as well. The adjustment set our flight behind badly. Find a TI for the flight and stick with it. Also, no more mixed-gender flights. Unproductive and too talkative males only or females only. No mixed flight dorms either. 1 flight per form.

~

118 lak 8898 c b c a c n

General Response: Females should have separate training. They seem to hold males back from a successful training. Less time on folding clothes, more time on military physical training.

~

120 lak 8903 c b c a c n

General Response: It wasn't easy, but the harder you work for something the PROUDER you are of it. I also feel that males and females should be separated for basic military training. Due to the fact of more camaraderie, discipline and staying focused. I also feel that the requirement for entering BMT should be more strict. The military is allowing people of close to no IQ into the services. We cannot defend our country with people who have any medical, learning disabilities.

~

131 lak 8935 c b f a c n

General Response: # 41 - It depends on what I new about the person. Physical fitness, mentality, are things I would take into mind. I think the Air Force should separate males and females. Many females lack motivation and self discipline, due to the fact TIs were easier on them. Some just don't care about what they're doing.

"NOT ENOUGH DISCIPLINE!"

"NO REXPECT!"

"MEN AND WOMEN SHOULD BE SEPARATED!"

~

202 lak 10213 c b a a c n

General Response: to whom this may concern:

I strongly believe that the integration of females and males in one squadron is a terrible idea. For one, and I base this by experience, some of the females who were appointed leaders abused their power. Furthermore, females had it easy with the TIs. Because the TI's felt sorry for them. Also, to return back to abuse of authority, the females that weren't in authority found some way to use their gender against males. In conclusion, the integration of females and males is a terrible thing.

~

204 lak 10218 c b c a c n

General Response: 1. One comment I have is that males and female trainees should be separated completely. In my experience the major of the female trainees did not put as much effort forth as the males nor did they take it as (basic training) seriously as their male counterparts.

2. Make the PC more physically demanding. It is way too easy.

3. Discontinue "recycling" trainees. If they can't hack it, send them home.

~

205 lak 10219 c b c a c n

General Response: 1. I sincerely believe males & females should train 100% separately!! The females cannot meet the males physical standards (95% cannot). It brings the male unit down having to carry the females.

2. Get rid of "recycle" and simply discharge those who can't get it done (exempt those with medical problems).

~

Positive Comments About Integrated Training of Men and Women:

Air Force Men Recruits

n = 268

Number of comments: 0 (0 %)

General Comments About Women and Men in Basic Training:

Air Force Men Recruits

n = 268

Number of comments: 6 (2.2 %)

18 lak 8148 c b c a c n

General Response: Why is it the males are shaved bald and yet the females are able to keep their hair. I'm not saying shave their heads, but they should get it cut short. We had some arguments between our male/female FITs and this was the reason. There was some tension. The males feel the females get off easier.

All the guys would really like to know if there is something you guys put in the water...you know what I mean!!! There seems to be something missing every morning. Until I stopped drinking that crap!!! So what's the deal!!! Is that legal??

~

36 lak 8192 c b b a c n

General Response: My recruiter failed to tell me about some important points, for example, being recycled. I was not aware that could happen. My experience being a co-ed flight was very easy. All male or all female flights had it much harder than we did. Also, the fact that the females did not have a female instructor, we were less prone for inspections than the males. Our instructors were easy on our flight and gave many people a chance to not be recycled. In fact, nobody got recycled out of our flight. Where as other flights had at least one and we had at least three that should have been recycled. I believe they were easy because it was males and females.

~

90 lak 8389 c b f a c n

General Response: Females are babied in my new flight and were babied as well in my old flight. I was an excellent airman and recycled 6th week with NO chance of redemption. I was made an example of and it angers me. In the future, please don't make examples of GOOD airmen when the knuckleheads graduate free and easy.

~

96 lak 8401 c b c a c n

General Response: Our flights were divided, about evenly, into two groups. Each had the same ratio of males to females. The males were housed together, and likewise the females. I consider it ridiculous to hold the males responsible for actions in the female dormitories (and vice versa), as we had no access and therefore, no control over what happened there.

While the food in the dining hall was tasty, the menu was massively biased towards people who eat meat. Due to the limited amount of vegetables served and the short time allotted for eating, a vegetarian diet was practically impossible.

Also, as the weeks progressed, there was too much empty time during the day, during which we were not allowed to talk or move or do anything or sleep. Wasted time is a waste of money, and we probably wasted a weeks worth of time. It would be better to make it five weeks long and keep the trainers busy.

~

131 lak 8935 c b f a c n

General Response: # 41 - It depends on what I new about the person. Physical fitness, mentality, are things I would take into mind. I think the Air Force should separate males and females. Many females lack motivation and self discipline, due to the fact TI's were easier on them. Some just don't care about what they're doing.

"NOT ENOUGH DISCIPLINE!"

"NO RESPECT!"

"MEN AND WOMEN SHOULD BE SEPARATED!"

~

248 lak 10354 c b a a c n

General Response: I think the reason females training is easier is because there are less female TI's and there are times in the day no one can be in female dorms. I also think that female trainees abuse their power because they feel that males don't respect them and deliberately pick on the males.

~

AIR FORCE WOMEN

Discipline:

Air Force Women Recruits

n = 294 Number of comments: 21 (7.1 %)

Positive comments made about discipline in Air Force Basic Training by surveyed women who offered comments.

11 lak 4071 c b b b c n

General Response: Basic training was an experience I will never forget. My MTI's were strict but they carried themselves very well. I have gained a lot of wisdom and confidence. Also discipline from them. I feel a lot of MTI's don't get enough recognition for what they do with basic trainees. I feel like a new person ready to take on full responsibility for being in the US Air Force!!! (Signed)

~

24 lak 4087 c b c b c n

General Response: My personal opinion is that female training instructors are much tougher than male TIs. Whether it's just because they feel the need or they just happen to be like that - but either way, I do not find them to be role models because discipline ends up coming out of fear - not respect.

~

42 lak 4130 c b d b c n

General Response: I feel that basic training has made me more mature then when I first got here. It gave me discipline which was exactly what I needed. It also helped me to improve physically.

~

44 lak 4134 c b f b c n

General Response: Basic training was a very stressful and tough environment, but our squadron pulled together as a team and overcame all the challenges thrown at us. We were taught by our Military Training Instructors all we needed to know to successfully complete basic military training and continue our place in the military. Our TIs Staff Sergeant [name], Senior Airmen [name], and Staff Sergeant [name] really put forth 110% of their time to teach us discipline, teamwork and what it means to be a hard, good working airmen, that is ready to serve our country.

~

45 lak 4135 c b c b c n

General Response: Basic Training was a good learning experience. It taught me a lot about teamwork and how important it is. My MTIs stated it from the beginning and we realized he was right. Senior Airman [name], Staff Sergeant [name], Staff Sergeant [name] showed both flights [Flight #s] responsibility, teamwork and attention to detail. They gave more than 110%. We shared together and at last we the flights of [Flight #s], are ready to go into the operational Air Force, because of these three individuals who told us to aim high and go forward. They showed us discipline and how to give it your all when you have nothing left. They are the best instructors. They have taught use everything we know and we are confident and ready for challenges that come before us.

~

49 lak 4139 c b c b c n

General Response: Now that I am about to graduate, I feel like I have learned so much, especially in the amount of time I was expected to learn it. I feel more disciplined, I have more self-respect, and I pay much closer attention to details than before I came here. I respect the male gender much more and feel like I have a purpose in life. Joining the military was definitely a great decision.

~

230 Lak 8819 c b b b c n

General Response: BMT helped me appreciate a lot of the things I took for granted. It has also provided me with the discipline I was lacking in my life. I had two of the best training instructors who always taught me how to do things right without cutting corners. The only thing that could use improvement here at BMT is the drill pad!! It needs to be paved. The potholes out there are ridiculous. Plus there are ant holes (huge ant holes) in the pot holes!! Other than that nothing should be changed about BMT. What's easy for some may be very difficult to others. Please keep that in mind. Also before I close I do not think FTX should be a week long. It's pointless. 2 days is more than enough.

~

231 lak 8824 c b c b c n

General Response: Basic training has helped teach me more discipline, which is what I was looking for. I don't offer any suggestions for change to BMT.

~

234 lak 8829 c b c b c n

General Response: It's a good experience in learning discipline. But the rest of it was pure hell. It could have been a little bit more lax. The trainers don't need to call people (airman basics) dirtbag, scum or other rude names in order for them to listen. Hopefully, that will be a easy thing to fix. Also, integrity is need to be used by both Airman and MTT's instead of just preached it.

~

102 lak 7478 c b c b c n

General Response: My experience here has given me a new respect for my country and the military. I am proud to serve my country as a member of the US Air Force. I feel that basic training is only what you make of it. You have to decide on whether to succeed and press on or fail and quit. It takes discipline and determination. Before I came here, I took many things of r granted (i.e. freedom, luxuries, my family), but now I appreciate them fully.

I am anxious to move on to my tech school and learn the skills needed to begin my career in the operation Air Force.

~

119 lak 7512 c b c b c n

General Response: Basic training was not at all like I expected. I mean it has been a real experience that I will never forget. I mean I'm glad it was not cause then I would not have the discipline I have now. I'm glad I joined the military but I can't wait to get out of BMT. I have been here for 7 weeks and it is driving me up the wall. The real problem I see is that they put to many females up in one dorm so there are a lot of problems.

~

121 lak 7514 c b c b c n

General Response: I believe the MTT's job is a very difficult one and I would like to comment on how well of a job they do turning us into dedicated, disciplined, and loyal airmen.

Parts of training were difficult but that is what helped me build strength.

With the help of my flight and my MTT, I feel I have become a better person and I am proud to say I am part of the US Air Force.

~

126 lak 7520 c b e b c n

General Response: Basic military training is somewhat difficult, but it made a big difference in my life. I think people who need to be taught discipline and be responsible should enlist into the United States Air Force. Believe me, it would make a big difference in your life. It would also help you financially.

~

127 lak 7521 c b b b c n

General Response: My six weeks of training was not the best. But who says that basic is suppose to be easy. This experience has shown me self discipline and changed my whole entire life around. I also want to thank my MTT's for being very hard on me because without them I wouldn't of made it through.

~

144 lak 7544 c b c b c n

General Response: The 5-6 mile hike after FTX was hard and totally irrelevant. Running and not getting the chance to rest as much as needed. Overall, it was a good learning experience and I grew up and matured a lot more. It taught me patience and discipline, something I didn't have enough or any at all when I came in.

~

147 lak 7548 c b c b c n

General Response: Overall I think basic training was a good experience for me, I learned a lot, and now I know what is needed. It's not a bad time. Sometimes I thought it was a waste of time but then figured it was only 6 weeks long. It was a good disciplined experience. I think everyone should go through.

~

156 lak 7568 c b d b c n

General Response: Looking back at my 6 weeks of training I found that it wasn't as bad as it seemed. I was well disciplined and how I look forward to the regular Air Force. My training instructors were very good training instructors. I just wish that we would have had assistance from a female training instructor every now and then. Overall, basic training was a valuable learning experience.

~

173 lak 7600 c b a b c n

General Response: Well I personally handled BMT quite well. I accepted the discipline and authority pointed over me. However, 50 females living in one dorm together wasn't what I pictured. The females in my dorm had NO respect for one

Part 3

another. Living with the females was my only problem.

~

200 lak 8267 c b c b c n

General Response: I enjoyed my basic training experience. It was a bit easier than I expected. The food was the best that I had eaten in a while.

Basic taught me discipline, mainly just how to use the discipline I had inside me.

Basic is only as hard as you make it. If you make it rough, it will be rough! If you do what you're told, you'll make it with no problem.

~

266 lak 10142 c b b b c n

General Response: Basic training has been a great learning experience. I've gained so much discipline, self-respect, intelligence, self discipline and much more. Basic training has made me a better person and I'm looking forward to operational Air Force.

~

267 lak 10153 c b c b c n

General Response: Basic training has helped me become more independent and self-disciplined.

~

Discipline:

Air Force Women Recruits

n = 294 Number of comments: 4 (1.4 %)

Negative comments made about discipline in Air Force Basic Training by surveyed women who offered comments.

136 lak 7530 c b c b c n

General Response: As far as discipline goes for our dorm, it would have been better if we would have had a female MTI. For 2 reasons: 1. A female MTI could have been allowed to enter the dormitory to check up on us and make sure we were doing what we were supposed to be doing, 2. To inform us on the female uniform.

~

155 lak 7567 c b f b c n

General Response: I was expecting it to be a lot harder than it was. I'm kind of disappointed in the discipline area of BMT. But over all, I learned teamwork, and it was an eye opener and enjoyable experience. I'm just glad it's over! Hooray - Air Force!

~

208 lak 8315 c b b b c n

General Response: My basic training experience was tough only in the physical aspect. In the discipline aspect, it was easy because I was already disciplined my whole life. But, I think the MTI's need to be a little more concerned about the people who get hurt. They always act like who cares, you're just acting like a baby, suck it up and people really be hurt. I also think the MTI's should let you call home when you first get here. If they're supposed to already - they don't. But other than that, I think I made a very good choice coming to the U.S. Air Force.

~

258 lak 8932 c b a b c n

General Response: Everyday I had to be cautious from the fear of getting sent back and sent to another squadron. The first few days, most of us starved a little due to the fact that we are given almost no time to eat. We only had time to drink three glasses of water and had to get up. It was after zero week that we started having more time. I think a good nutrition is also necessary for BMT. Now, we get a lot more time. I ran track when I was in high school. Some people got recycled for the running. Recruiters told me not to worry about my push ups because I would build up in here. I did, but it would have been best if he told me that it wasn't that easy. I found coed training to be somewhat distracting. It shouldn't be coed. It should be like the Marines. Our flight and brother flights, conversed, it takes away discipline somehow.

~

Overall Basic Training Easy, Easier Than Expected, or Too Easy:

Air Force Women Recruits

n = 294 Number of comments: 14 (4.8 %)

Comments made about the overall difficulty of Basic Training.

2 lak 4059 c b c b c n

General Response: Basic training in the USAF is not hard. It is challenging and sometimes frustrating, but not hard. I feel as if communication between our instructors was better it would be easier on the trainees -- but all of our instructors were good.

~

95 lak 7469 c b a b c n

General Response: This experience of mine wasn't as hard as I thought it would be. There were times when the days felt longer and harder, but there were also times were I felt that this isn't the worst place to be in my life. I could never go threw it again but to say the least it wasn't that bad. It has brought me respect towards others and physical strength and career opportunities.

~

256 lak 8924 c b c b c n

General Response: When I first arrived, everyone around me (females) were complaining about how hard it was. I thought it was actually easier than what I thought it would be. I was sent here with images of doom and horrible things, so it seemed easier. I got used to what it was. Our training instructor was cool so that was good. We were ridden hard by a certain female instructor, but we made it through. The shoes for females in their blues suck really bad. New ones should be introduced again! The food was ok, I suppose. I'm glad to be leaving, even though, it's only on the other side of the base!

~

113 lak 7502 c b a b c n

General Response: Basic training was a fun experience the training isn't hard, the hardest thing about basic training is being away from your loved ones.

~

134 lak 7528 c b c b c n

General Response: The dry cleaners were bad. I think that trainees should receive a set of boots from FTX because the one set we got were ruined. I think basic training was easy and that it should be tougher.

~

151 lak 7560 c b b b c n

General Response: It wasn't so hard. All in all, it was worth it. HOORAH AIR FORCE!!

The Training Instructors were excellent – [Flight #]st - Sgt. [name] and [name]!

~

155 lak 7567 c b f b c n

General Response: I was expecting it to be a lot harder than it was. I'm kind of disappointed in the discipline area of BMT. But over all, I learned teamwork, and it was an eye opener and enjoyable experience. I'm just glad it's over! Hooray - Air Force!

~

175 lak 7602 c b b b c n

General Response: Overall, BMT was/is not that hard. Beside the fact that PC (Physical Conditioning) started out rough and to a point, still is. It was not so bad. I'm a much better person today than I was 6 1/2 weeks ago. I have 3 days until I graduate, and I'm still stressed out. Besides the fact BMT was not so bad. Well, I'm hoping and praying I can say the same on Friday, and even Monday, next week. I've passed everything so far but there's always something that can catch up with you. I was hoping the 6 mile march/run for FTX was not going to be bard, but it was. After the Confidence Course - one day, FTX - the next two days, we had to run for PC the next following 3 PC days, which was real hectic. You can't help but need some medical attention. Your not becoming physically fit, but physically challenged. So other than that it's not so bad, but real stressful. And the MTT's were good people, even though they hollered at us all the time.

~

193 lak 8193 c b b b c n

General Response: Basic training as a whole was pretty easy except for the living situation in the dorm (especially the females). Teamwork isn't developed until the 3rd or 4th week and then it's gone back in the 6th week. More classes on respect for the individual needs to be taught in the future.

P.C. may not be difficult for some, but it is for most and I would wish that in the future, the TI's wouldn't make fun or criticize someone who is having trouble because that lessens their self esteem - constructive criticism is the key not destructive criticism.

~

199 lak 8266 c b c b c n

General Response: A lot of the females that I was in the dorm with had an awful time, I didn't. For some reason, I didn't have such a hard time.

~

200 lak 8267 c b c b c n

General Response: I enjoyed my basic training experience. It was a bit easier than I expected. The food was the best that I had eaten in a while.

Basic taught me discipline, mainly just how to use the discipline I had inside me.

Basic is only as hard as you make it. If you make it rough, it will be rough! If you do what you're told, you'll make it with no problem.

~

208 lak 8315 c b b b c n

General Response: My basic training experience was tough only in the physical aspect. In the discipline aspect, it was easy because I was already disciplined my whole life. But, I think the MTI's need to be a little more concerned about the people who get hurt. They always act like who cares, you're just acting like a baby, suck it up and people really be hurt. I also think the MTI's should let you call home when you first get here. If they're supposed to already - they don't. But other than that, I think I made a very good choice coming to the U.S. Air Force.

~

257 lak 8927 c b c b c n

General Response: Basic training was tough, especially at the beginning. Once we got settled down, it wasn't hard. I have learned to respect everything. You can't take ANYTHING for granted. Before I came, I had no idea about what integrity stood for. I know every part of it now. I have been prepared to serve my country. My reasons for joining have went to crap, but now I am looking forward to serving and protecting the United States of America!

~

272 lak 10203 c b a b c n

General Response: Could be harder, longer.

~

Overall Basic Training Hard, Harder Than Expected, or Too Hard:

Air Force Women Recruits

n = 294 Number of comments: 6 (2 %)

Comments made about the overall difficulty of Basic Training.

92 lak 7466 c b b b c n

General Response: Basic training was a time management project. Before I never managed my time. But now I do. Basic training was hard but with the right attitude and team members you can make it. All you have to do is follow simple instructions and pay attention. Basically it is a good experience.

~

103 lak 7480 c b c b c n

General Response: Basic Military Training was harder than I had expected. I definitely would not want to do it again, but I am glad I had the chance to do it once. I now feel that I am prepared physically, academically and mentally to enter the operational Air Force.

The part I liked most was being in a co-ed flight with either male or female instructors. I feel that it prepared me for the regular AF as I will encounter both sexes as peers and as superiors. The teamwork between us was great and if we were only one sex I don't know if o would have felt the same way.

~

116 lak 7508 c b f b c n

General Response: I have bonded with some of the most wonderful people. I have also learned to get along with the ones I don't agree with and to work together. Basic training has helped me to be more confident in all I do. It has been on of the best and hardest experiences of my life.

~

127 lak 7521 c b b b c n

General Response: My six weeks of training was not the best. But who says that basic is suppose to be easy. This experience has shown me self discipline and changed my whole entire life around. I also want to thank my MTI's for being very hard on me because without them I wouldn't of made it through.

~

176 lak 7607 c b a b c n

General Response: Basic training was a challenging experience. A mind game. That it's only purpose is to prepare you for the military life. In BMT, I overcame fears and met goals I never thought I could meet. It was not easy, but it sure helped me as a person, because I have done and accomplished things I could have never imagined.

~

191 lak 8159 c b c b c N

General Response: Basic training was nothing like I expected. I hated it at first but now I am so glad I did it. The adjustment from civilian to military is a tough one to make, and it requires lots of effort on the instructors part. They do a good job (at least mine did). I do not feel that females need females TI's. It makes no difference, the male TI's are no easier on us because we're female. If anything, in some areas, they're tougher! Basic has been an unforgettable experience and I will carry what my MTI's have taught me for a long time. I am proud of what I accomplished, mostly because it wasn't easy. That's what made it worth it all!

Hurrah Air Force!

[Squadron #] TRS

~

Physical Training Easy, Easier Than Expected, or Too Easy:

Air Force Women Recruits

n = 294 Number of comments: 4 (1.4 %)

Comments made about the difficulty of Physical Training.

5 lak 4064 c b f b c n

General Response: I feel that the female requirements for physical conditioning should be a little bit higher just to prepare us/our bodies for "hard" work. I also had a male TI and I think he was the greatest! He showed no favoritism, was great at helping us pull together as a team and understood our needs! I also feel, which wasn't asked, that females should not have to cut their hair on entering BMT. Because as long as they can pull it back and it won't get in the way, it shouldn't be a problem to some that's what make them, them. And to take that away would be wrong. I think we (females) really need that to help us make it through. And it just wouldn't look right in uniform.

~

20 lak 4081 c b c b c n

General Response: The instructors I had really made me think about a team -- not just me. They made me into a person who can think for myself, con solve problems for myself and most importantly they made me an Airman. Each of the instructors took the time to explain things when someone did not understand. If I were to make nay changes in basic training, I would make the physical conditioning a little harder. Maybe not just "PC" but more things like FTX, confidence course.

~

214 lak 8337 c b d b c n

General Response: Regarding the classroom, it would be a lot more logical for all the academics to be completed by the third week of training. This will ensure no one is cramming and failing the end-of-course test. We did not finish classes until a few days before testing.

The PC in the morning should also be a little more challenging. There were many who were not pushed to the limits. They just did enough to get by. It should be monitored better.

Operational Homecooking was a pleasure. I would like to thank you for the great opportunity and memories.

~

245 lak 8865 c b c b c n

General Response: I think basic training should be easier. I also think people should be given second chances if they mess up. People should not be recycled for one mistake. I think PC should be less demanding, lower the standard. PC should also only be 3 or 4 times a wee,.

~

Physical Training Hard, Harder Than Expected, or Too Hard:

Air Force Women Recruits

n = 294 Number of comments: 7 (2.4 %)

Comments made about the difficulty of Physical Training.

29 lak 4097 c b b b c n

General Response: I understand that in basic training, physical standards must be kept up. However, I feel that as long as a person tries, they shouldn't be made to do more activity. Especially, to the point of injury. I also felt very unprepared for our Field Training Exercise. We were quickly taught what to do and expected to perform perfectly. Actually, that applies as a general rule to basic training.

~

54 lak 4149 c b c b c n

General Response: The six weeks of Basic Training was a good change in my life. I think that we need to spend more time at FTX instead of marching and folding t-shirts in 6" squares. To me it would be more important to know how to shoot a gun, etc. Otherwise, the training was excellent and I have come to respect more out of what I have.

~

61 lak 4157 c b c b c n

General Response: The PC exercise was too extreme. Pushing yourself all the way to muscle failure every other day, is not a good way to exercise. It's unhealthy.

~

69 lak 4167 c b c b c n

General Response: I've noticed when we learn to march or learn something new and we practice, one TI would yell at anybody for anything and everyone would mess up and couldn't do anything right. But with another TI that was "relaxed", as far as yelling, we came together as a group and pulled through just fine. We learned faster too.

PC was much harder than I was told. I almost didn't pass my run because I was so stressed and had panic attacks. Maybe have evaluations more often. Like every other day. I think there would be less recycles and more time spent on learning.

~

79 lak 7451 c b d b c n

General Response: I definitely learned a lot of things which I strongly feel and know would help me a lot through my Air Force career and even after that. It's just that FTX was really tough especially for the females, particularly the short people, it was so hard to keep the pace with co-fight members who had longer limbs than mine. Fortunately though, we had a lot of help for the well-attributed taller/ stronger male airman who went with us to FTX.

~

144 lak 7544 c b c b c n

General Response: The 5-6 mile hike after FTX was hard and totally irrelevant. Running and not getting the chance to rest as much as needed. Overall, it was a good learning experience and I grew up and matured a lot more. It taught me patience and discipline, something I didn't have enough or any at all when I came in.

~

192 lak 8160 c b b b c n

General Response: My basic military training experience was tough at first but it turned out to be the best decision I made. The MTI's were competitive and kept me on my toes. The physical conditioning was hard at first, but it made me push harder. The experience I had here was nothing I experienced before and I probably wouldn't have find a challenge hard enough.

I am now a highly motivated, truly dedicated Air Force Recruit Hurrah!!

~

Negative Comments About Integrated Training of Men and Women:

Air Force Women Recruits

n = 294 Number of comments: 5 (1.7 %)

68 lak 4166 c b b b c n

General Response: My basic training was overall ok. My only two problems are favoritism among TIs with trainees. Especially when a flight is split with those separated trainees in that same dorm. The competition and pressure from the TI separate trainees in the dorm which cause problems. Although TI's stress teamwork, the constantly compete within the Flight (brother/sister Flights) and others in the squadron. TI's should practice what they preach!

Also, the position of Dorm Chief should be done on a trial and error basis of 0 week and 1st week. It is a demanding position and needs some preparation before being thrown on a trainee. I hate to be sexist, but maybe Flights should return to all male and all female until TI's can learn to keep the dorm together first instead of the Flight then blaming student leaders for flaws in the dormitory. The Air Force preaches equality but males should do exactly the same physically as females and vice versa. It should be a common ground because that is plain sexist in the Air Force.

~

108 lak 7489 c b c b c n

General Response: I think PC evals should be conducted differently. It is too easy to lie about them. I was recycled because I had integrity and told the truth. From my original flight I knew a lot of people lied about their evals.

I also find it unnecessary to have to drink 3 glasses of water per meal, I thought the requirement was 3 glasses of non-carbonated, non-caffinated beverages. I wish TI's would comply.

I also think there should be all female flights as well as all male and integrated.

~

138 lak 7534 c b c b c n

General Response: I think it is terrible the way the medical staff treated us when we received our first shots. We are not dumb animals. I think their behavior should be reported to a medical review board.

The job situation is deplorable. We have still not found out what our jobs are or where we are going and we graduate in 3 days! I was not adequately briefed on job availability. Why are only a small number of jobs offered here. I had more options at MEPS. I was told the options at basic were more numerous.

They should not be able to recycle you after graduation. You have graduated and that should mean something.

I don't think males and females should train together.

~

258 lak 8932 c b a b c n

General Response: Everyday I had to be cautious from the fear of getting sent back and sent to another squadron. The first few days, most of us starved a little due to the fact that we are given almost no time to eat. We only had time to drink three glasses of water and had to get up. It was after zero week that we started having more time. I think a good nutrition is also necessary for BMT. Now, we get a lot more time. I ran track when I was in high school. Some people got recycled for the running. Recruiters told me not to worry about my push ups because I would build up in here. I did, but it would have been best if he told me that it wasn't that easy. I found coed training to be somewhat distracting. It shouldn't be coed. It should be like the Marines. Our flight and brother flights, conversed, it takes away discipline somehow.

~

260 lak 8938 c b c b c n

General Response: I feel that the trainers should focus on more important issues while in basic training. Such as Core Values and military courtesies. The Air Force likes to emphasize the importance of paying attention to detail, such as making sure all of your buttons are buttoned on your pants, shirt, etc. This process is a good technique, however, I saw more airmen recycled for these small details than I did for those who had no Core Values or military bearing. Shouldn't there be more emphasis on the integrity of the individuals? I also feel that some trainers sometimes lacked professionalism. For example, one instructor told his airmen that he was really tired of having to stay up at the dorm with them because they could not get their stuff together. He then proceeded to tell them that because of all the time he was spending there, his wife might be leaving him. Wasn't it his job to train the trainees; or am I mistaken?

Male-female training should be separate. All female trainees should have female TIs. We had no female TIs and really could have used someone who could relate better to our needs. Some females were too embarrassed.

~

Positive Comments About Integrated Training of Men and Women:

Air Force Women Recruits

n = 294 Number of comments: 1 (0.3 %)

103 lak 7480 c b c b c n

General Response: Basic Military Training was harder than I had expected. I definitely would not want to do it again, but I am glad I had the chance to do it once. I now feel that I am prepared physically, academically and mentally to enter the operational Air Force.

The part I liked most was being in a co-ed flight with either male or female instructors. I feel that it prepared me for the regular AF as I will encounter both sexes as peers and as superiors. The teamwork between us was great and if we were only one sex I don't know if I would have felt the same way.

~

General Comments About Women and Men in Basic Training:

Air Force Women Recruits

n = 294 Number of comments: 27 (9.2 %)

1 lak 4055 c b c b c n

General Response: There still needs to be improvement on equal treatment, males, females, along with more class or study time!!!! Key to BMT.

~

5 lak 4064 c b f b c n

General Response: I feel that the female requirements for physical conditioning should be a little bit higher just to prepare us/our bodies for "hard" work. I also had a male TI and I think he was the greatest! He showed no favoritism, was great at helping us pull together as a team and understood our needs! I also feel, which wasn't asked, that females should not have to cut their hair on entering BMT. Because as long as they can pull it back and it won't get in the way, it shouldn't be a problem to some that's what make them, them. And to take that away would be wrong. I think we (females) really need that to help us make it through. And it just wouldn't look right in uniform.

~

7 lak 4066 c b b b c n

General Response: I believe females have living conditions worse due to the fact that females had a hard (very hard) time getting along with one another, let alone crammed together for 6-1/2 weeks, and having to go through with a menstrual cycle, such as FTX and confidence course. I don't think they should extend the time length for FTX. And with all the physical requirements I feel that trainees should have ample time to complete their meals.

~

15 lak 4075 c b c b c n

General Response: I think males and females should have to meet exactly the same physical requirements if they both are capable. I also feel that since the military doesn't allow females to perform all jobs that males do, only based on their sex, is discrimination, and as long as this continues, segregation will always creep into our military branches. That also plays a role in why females do not perform the same requirements as males.

~

36 lak 4114 c b f b c n

General Response: Sgt. [name] is an excellent MTI, however, I noticed that male TIs show definite favoritism toward certain female trainees and other female trainees noticed this as well. They showed favoritism by allowing certain females to talk and flirt with them and they did not expect report statements, standing @ position of attention. However, when other - usually not as attractive female airman would speak to male MTI's, they expected military bearing and discipline at all times. I felt that this was very unfair - and I'm not the only female trainee who felt this way.

~

49 lak 4139 c b c b c n

General Response: Now that I am about to graduate, I feel like I have learned so much, especially in the amount of time I was expected to learn it. I feel more disciplined, I have more self-respect, and I pay much closer attention to details than before I came here. I respect the male gender much more and feel like I have a purpose in life. Joining the military was definitely a great decision.

~

68 lak 4166 c b b b c n

General Response: My basic training was overall ok. My only two problems are favoritism among TI's with trainees. Especially when a flight is split with those separated trainees in that same dorm. The competition and pressure from the TI separate trainees in the dorm which cause problems. Although TI's stress teamwork, the constantly compete within the Flight (brother/sister Flights) and others in the squadron. TI's should practice what they preach!

Also, the position of Dorm Chief should be done on a trial and error basis of 0 week and 1st week. It is a demanding position and needs some preparation before being thrown on a trainee. I hate to be sexist, but maybe Flights should return to all male and all female until TI's can learn to keep the dorm together first instead of the Flight then blaming student leaders for flaws in the dormitory. The Air Force preaches equality but males should do exactly the same physically as females and vice versa. It should be a common ground because that is plain sexist in the Air Force.

~

73 lak 4173 c b d b c n

General Response: One of my MTI's shows favoritism to a certain female trainee. Overall I appreciate my MTI's for they have done an excellent job in training our flight. I have learned a lot in just a matter of six weeks.

~

Part 3

80 lak 7452 c b b b c n

General Response: 1. Female MTI's are worse than male MTI's

2. The first day trainee arrived they should not have to train for two days without sleep.

Senior Airman [name] is very sexist and gender biased!!!

~

89 lak 7463 c b b b d n

General Response: The physical conditioning over works the upper body and there is not enough work on the lower body. Also there is still remains instructors (males) with sexist views. I had a friend who was the only female guide on barrier and they took it away from her because she was female. She performed better then some of the males. They then came up with a fabricated story about she didn't have enough snap while performing. She didn't get any complaints from our MTI's. It was not until we went to parade practice and the guy in charge asked what that female was doing out there. Also they asked if anyone could play the bass drum. A female raised her hand, the instructor passed her and asked if anyone else knew how to play. A male raised his hand and he was picked.

~

226 lak 8392 c b c b c n

General Response: #49 - The males obviously had tougher requirements but I feel the TI's forced them a lot more than the females.

#75 - My respect for the opposite sex did not improve because our males in our flight were always getting in trouble.

~

109 lak 7491 c b b b c n

General Response: There are some male MTI's (luckily not mine) that have made sexist comments. They replaced the guide arm bearer in her 5th week because she was female. The other TI's exact words to our TI was "What is that female doing as a Guide Arm". Then they replaced her. There was also another TI for a baby flight of males that was watching us practice for parade, and he was making comments about our flight being mixed gender and for that reason we couldn't march. These kinds of comments should not be happening in 1998 in the military.

They also recycle too easily. This has to be costing the government i.e. the tax payer a lot of money. Some instances may require recycling but it is just too easy for them to use this as a punishment. There must be another way.

~

110 lak 7497 c b b b c n

General Response: Sometimes comments were made that were a little outrageous and out of context. They could've offended females in particular if we wouldn't have been focused on what we had to accomplish. They were comments about women gaining equality in the service and not living up to it, always expecting sympathy and help. These comments came from instructors.

~

119 lak 7512 c b c b c n

General Response: Basic training was not at all like I expected. I mean it has been a real experience that I will never forget. I mean I'm glad it was not cause then I would not have the discipline I have now. I'm glad I joined the military but I can't wait to get out of BMT. I have been here for 7 weeks and it is driving me up the wall. The real problem I see is that they put too many females up in one dorm so there are a lot of problems.

~

133 lak 7527 c b b b c n

General Response: By basic training experience was okay but at times I thought that my instructors were being too hard on the females. Then I realized they wanted us to feel as equal to the males in our flight. My instructors were strict but they also showed signs of actually caring about us. So all in all, my basic training was a good one. The only thing I thought wasn't good was doing too many push-ups and totally killing our upper body and not working the lower body enough.

~

136 lak 7530 c b c b c n

General Response: As far as discipline goes for our dorm, it would have been better if we would have had a female MTI. For 2 reasons: 1. A female MTI could have been allowed to enter the dormitory to check up on us and make sure we were doing what we were supposed to be doing, 2. To inform us on the female uniform.

~

143 lak 7543 c b c b c n

General Response: Overall basic training has been good, more emphasis needs to be placed on the positive results of airmen.

I believe the male and female requirements should be the same.

~

152 lak 7562 c b c b c n

General Response: I must say that even though my recruiter basically told me everything to prepare me, he did not tell me about the treatment towards females. For the most part, we were treated equal - not singled out. But there were times when one of my training instructors singled out the females. He shunned us, told us we couldn't do this, do that, we were the problem and if it weren't for the females, the males would have Honor Flight and be the best. I felt that was uncalled for. My other 2 training instructors on the other hand, were great. They were professionals but yet at the same time, gave the whole flight respect. Because of the 2 training instructors that I had that treated us well, I am beyond ecstatic to be part of the USAF and am really motivated.

~

153 lak 7565 c b b b c n

General Response: Overall, it was a great learning experience. I do feel that there are some female airmen that make it through only because they are female. I feel that instructors should be able to test a female airman stress level a little more. If I had to go to war today with these airmen I would only want about 30% of them protecting my life. Female airmen get away with a lot. But on the other hand we also work well together and develop friendships that will last a life time.

~

154 lak 7566 c b b b c n

General Response: In my basic training experience I found that there are some male instructors who hold biased opinions against women. Certain things, such as guide on bearer and being a part of the band, are preferred only for men.

~

157 lak 7569 c b b b c n

General Response: The setting up of the dorm was not what I expected. It sucked! I see no point in us getting recycled for stupid things like hangers not spaced apart. That's just crazy. Everything else I like. I think we should also have a female Training Instructor for every female dorm so the females won't fight so much.

~

170 lak 7591 c b f b c n

General Response: Basic training was pretty much what I thought. The only thing I had a problem with was the test I guess I figured the physical stuff was easy and if I could do that I could do anything.

Living with 53 females was also a task. But I learned a lot about myself and just how strong I am.

~

171 lak 7593 c b b b c n

General Response: It seems to me when females have combined male/female flights and they also have male instructors, the instructors expect more out of the females. I'm not saying that it is a bad thing, but isn't the Air Force about equality? Maybe in the next generation, male/female flights will be equal.

~

173 lak 7600 c b a b c n

General Response: Well I personally handled BMT quite well. I accepted the discipline and authority pointed over me. However, 50 females living in one dorm together wasn't what I pictured. The females in my dorm had NO respect for one another. Living with the females was my only problem.

~

193 lak 8193 c b b b c n

General Response: Basic training as a whole was pretty easy except for the living situation in the dorm (especially the females). Teamwork isn't developed until the 3rd or 4th week and then it's gone back in the 6th week. More classes on respect for the individual needs to be taught in the future.

P.C. may not be difficult for some, but it is for most and I would wish that in the future, the TI's wouldn't make fun or criticize someone who is having trouble because that lessens their self esteem - constructive criticism is the key not destructive criticism.

~

217 lak 8345 c b c b c n

General Response: Basic training was overall more emotional than physical. It was extremely difficult living with 50 other females, but I also think any "average" person can make it through BMT - so long as they know when to keep their mouths shut.

The one thing that really bothered me about BMT, was the food - there was very little fresh fruit and veggies, and "healthy" food - it was more fried, greasy, fatty foods. Personally, I would like to see more fresh foods.

~

MARINE MEN

Discipline:

Marine Men Recruits n = 552 Number of comments: 53 (9.6 %)

Positive comments made about discipline in Marine Basic Training by surveyed men who made comments.

18 pi 3402 d b a a a n

General Response: Great experience! You learn lots of things, maturity and get discipline in the process.

~

73 pi 3511 d b f a a n

General Response: The Drill Instructors are doing a good job in instilling discipline and esprit de Corps into their recruits. I learned my worth.

~

80 pi 3521 d b c a a n

General Response: Basic training was one of the most challenging times of my life. Things such as discipline, work ethic, sense of belonging to a team will stay with me the rest of my life. Because I am an older recruit and married with one child it was hard at times. But the time spent here and to join the Marines was a good decision, and once that I'm glad I made.

~

124 pi 5054 d b c a a n

General Response: Basic training for the Marine Corps is excellent. It helps recruits become mature, disciplined Marines. Physical training could be tougher, but it gets the job done now.

~

142 pi 5077 d b c a a n

General Response: I was scared. I hated being yelled at and wanted to go home! I was homesick. I asked my SDI and the Senior GySgt to let me go home. Needless to say I was kept here. I was on diet tray for 10 weeks. It was hard I had to adjust to the way things worked. In the end I lost 27 pounds and learned more here that I have ever learned. I am more mature and disciplined now than I have ever been. I don't know what the future holds but I think I made the right decision to stick with the USMC.

~

179 pi 5149 d b c a a n

General Response: This Marine believes that boot camp here at Parris Island was a very good learning experience. I obtained a lot of discipline and respect for authority while in recruit training. I also believe the physical aspects could have been a lot harder. The "Crucible" was not all it was cracked up to be.

~

247 pi 5275 d b e a a n

General Response: Helped learn self discipline and learned the value of teamwork.

~

264 mrd 10450 d b d a a n

General Response: Boot Camp had taught me a lot. Since I've been here, I notice that my attitude has changed a lot too. The way I write letters home, my parents were surprise by the way I talk in my letters. I learned to love my family more than usual before I came here. I never realized that I can run and do all the Physical Training (PT) courses that were given to me. I used to be a slow runner but now I really move. It taught me to be a real man and the most discipline man in the platoon. My main goal after I go back to permanent duty, I will take college courses because I'm a reserve and I want to be an officer. I just wish if there's any way I can change my MOS. That's all. Thank you.

~

280 mrd 10470 d b c a a n

General Response: I think that Recruit Training for the Marine Corps was tough, but I feel that teenagers around America should be informed more about Basic Training. I personally didn't know a thing about Boot Camp or the Marine Corps, but my recruiter talked me into it. The day I got my Eagle, Globe and Anchor, on top of "The Reaper", was the best day of my life. I hope other teenagers will get their act together, get off the streets, and join the Armed Forces. United States Marine Corps boot camp can straighten up almost anybody, so they become discipline and have self-respect.

~

289 mrd 10483 d b c a a n

General Response: I am currently about to graduate Marine Corps Basic Training and have a few comments to make. First, the 10% the Marine Corps always talks about was never pull out Basic Training. I feel the new Marines that are messing up

the military by being undisciplined can simply be pulled out during Basic Training. It's a no-brainer who messes up and is undisciplined and disrespectful to the superiors during Basic Training and need to be failed before the completion of Basic Training and graduation. Second of all, physical demands are high for the first part of Boot Camp. I personally turned most of my fat to muscle during those first 6 weeks of Boot Camp. But as soon as you go up North to finish at Camp Pendleton, the constant availability of food at the chow hall, and lack of Physical Training due to a crowded schedule eventually allows everyone to put weight back on. More Physical Training should be given and higher Physical Training demands required. The hardest part of Boot Camp is having all civilian qualities taken from life and the mental hardships put on the recruits by the constant demand of discipline and being away from home. It's all for the better, all that yelling turns out to change us to what we are, disciplined U.S. Marines here to defend our country and that part of Basic Training should never change. Co-ed should never be involved into the Corps for one simple reason, we could not be trained properly with the other sex around us, more recruits or soon-to-be Marines would be getting in trouble and everything else. That may be fine for the Army but Marine Corps should be segregated for training purposes only, not work status purposes.

~

291 mrd 10486 d b a a a n

General Response: I believe Marine Corps Basic Training went well even if there were demanding days. However, I don't believe women have the same training we did. Some things just looked too complex. Personally, I hate the Marine Corps, but we learned energy and discipline to carry on in my life. And when my five years are up, I'm leaving this disgrace of government property, forever!

I believe if the Marine Corps does all the hard work with the less equipment we have, and the pay is not worth it. I'd rather be a sailor.

Thank you for your time!

~

298 mrd 10499 d b d a a n

General Response: I think Basic Training has changed me from who I was and changed my perspective of everything else around me. Basic Training here in MCRD didn't just make me physically fit, it has taught me honor, courage, and commitment, which I think is very important to make a good Marine. We have core values classes that teach us these. Basic Training has also made me more disciplined and grown up. I feel more mature and I would recommend to anyone to join the Marines and serve this great country that we have.

~

303 mrd 10506 d b a a a n

General Response: Basic Training in the U.S. Marine Boot Camp is not tough in a physical standpoint. Yet in a mental status, it is. This type of pressure and stress placed upon us by our Drill Instructors have been only for good. My personal discipline and bearing have changed to a max point where I am proud of my own level of maturity. Yet after all, this I feel the "games" that Drill Instructors play are of no good. They only hurt you physically. It injured me and I had to stay in MRP for 9 weeks. This made me stay here longer than expected. To train recruits is one thing but to do this type of "games" which require a platoon of over 70-90 people to run in and out for 80 times or sit and stand or from one side of the squad bay to the other is totally out of place. They sometimes cause injuries to recruits, when they could of just been in training doing the things in order to graduate. Yet the Drill Instructors get a blast out of these "games". This should be stopped to prevent further unnecessary injuries.

~

304 mrd 10507 d b c a a n

General Response: USMC Basic Training helped me really grow up, gain discipline and quick thinking skills which is what I wanted out of Basic Training. I am glad I got the opportunity to go through USMC Basic Training.

~

305 mrd 10508 d b a a a n

General Response: It was a great experience. It showed me how to work as a team player and not as an individual. It showed me how to be discipline and also it got me in shape. So I think it's been a good thing in my life and it got the thoughts finally out of my mind if I would make it or not. The good thing is that I accepted the challenge and succeeded.

~

311 mrd 10515 d b a a a n

General Response: My Basic Training was tough. It takes a lot of physical and mental to succeed. It was what I expected it to be, but I didn't expect drilling. I thought it was more Physical Training. But overall Boot Camp prepared me for the Fleet, for the real world. It also gave me discipline and more confidence, and it taught me honor, courage, commitment to the Corps. Not only to the Corp but everywhere I go. I'm glad I'm serving my country and proud to be a Marine.

~

316 mrd 10522 d b c a a n

General Response: I am 27 years of age. Many of the contents of this training were aimed towards a younger population,

trying to instill a sense of discipline into a generation that has somewhat drifted from such values. A majority of my frustration in Boot Camp came from most other recruits never quite getting the picture. Basic Training was easy for me in many ways that it was difficult for others. And on the flip side of that coin, it was excruciating in ways that was easy for a young, out of high school recruit. The lack of respect, the constant confusion, conflation of learning material, etc., were all quite difficult to deal with at the time, yet reflecting back on it, it was an extraordinary experience for me. I developed and achieved many skills that I had hoped to prior to joining. I now have an abundant sense of pride in my country, and yet another sense of accomplishment to add to my resume of life. It was difficult here for me in ways that I did not think it would be, and I am proud to have earned the title. I wish however that I could be assured that the other 400+ Marines graduating here have the same sense of respect for this program. It truly is a remarkable one, and I am proud to be a private in my platoon. This is what cause to slow down the process or team work and this is one of my reasons. Another reason is to produce high standard Marines.

~

318 mrd 10526 d b c a a n

General Response: Although, the whole experience of Recruit Training was a positive thing for me. I feel as though there was too much time wasted. There was too many opportunities for training that were wasted standing around waiting for nothing. Our Drill Instructors were diligent in getting us trained to be the most disciplined Marines in the Fleet. I would be the first to recommend the military for all youths especially the Marine Corps. Semper Fidelis

~

321 mrd 10530 d b c a a n

General Response: Basic Training was a good experience for me. It taught me many things and gave me greater maturity, responsibility and discipline. I feel that the training I have undergone has been more towards the mental then towards the physical. Corps values and other classes were pressed harder than I expected prior to going through the training. The physical aspect was more towards stamina and endurance rather than the building muscle that I had expected. When I got here I had a maturity and responsibility level that I feel was adequate for my age, maybe better. My experience here has taught me ways to increase all of these and has made me a better person than the time of my arrival.

~

323 mrd 10532 d b c a a n

General Response: USMC Boot Camp needed more teamwork enforced throughout training. Squad leaders and guards only wanted to better their position and yell at recruits, as if they were God. They needed to work with the platoon as a team and our training would have been better. Motivation - the platoons had a hard time staying motivated (Corps 2nd mission troop welfare) need more. Boot Camp could be compressed into 10 or 11 weeks. A lot of empty time and could have been used. Boot Camp is great however for it's pride and spirit it gives along with the discipline.

~

325 mrd 10535 d b a a a n

General Response: I feel that Basic Training, overall, was a good experience. I feel it has made me more disciplined, and it has given me a more sense of pride in our country.

~

327 mrd 10537 d b c a a n

General Response: I think Basic Training was a very disciplined environment, but it wasn't hard enough. I really expected much more, and was almost disappointed with chow, easy, the training was at times. Becoming a United States Marine is only for a few, but should be for even fewer. I believe Marines should be trained harder to maintain the high moral, physical, and mental standards of the Corps.

Marine Corps Basic Training is gender separated. I believe it should stay that way for many reasons.

As far as trainers go, Marine Corps Drill Instructors are the best trainers out there, but there are too many laws, rules, and regulations keeping them from making basic training the way it should be.

Basic Training is a good experience to begin a new life, and I believe all young Americans should participate in some sort of training.

~

336 mrd 10546 d b a a c n

General Response: Marine Corps Boot Camp has taught me a lot of things that I didn't realize before joining the service, physically, mentally, and personally. They have showed me how to succeed in the future by setting a Drill Instructor as an example that a young male/female with a heart, courage and will to do something will be able to achieve their goal if they keep a good order of discipline and work hard on what they do.

Now, I feel more confident about myself because I found some of the abilities that I didn't know I was able to do before coming into Recruit Training. Especially, my Drill Instructors, they have showed me the whole cycle what's right and what's

the wrong thing's to do while in uniform or out of uniform. They have used themselves as an example that I would like to follow and I would, personally, like to thank them for the time they took on making me what I am today.

I still think that they should watch closely or be sure what person did what before punishing the wrong person for not doing anything wrong. Just because they think they saw that recruit do something.

~

338 mrd 10550 d b c a a n

General Response: Basic Training experience was of discipline, team work, morale and pride.

~

340 mrd 10552 d b c a a n

General Response: I joined the Marine Corps to help me with my discipline. So that I could improve in school. Also, it helps financially and can create job openings. I thought Boot Camp was going to be more physically challenging, but what I thought the physical aspect lacked, the mental aspect made it up. The mental aspect of Boot Camp was very difficult, the discipline is unreal. I know now I am much more disciplined, and I know it will help me in later life. I feel I have accomplished something a lot of people couldn't. I now have the pride of belonging to the world's finest fighting force.

~

341 mrd 10554 d b c a a n

General Response: All young men 18-20 should go through Boot Camp. To gain discipline and learn not to take things for granted. Also to realize that you can't do everything on your own.

~

359 mrd 10582 d b c a a n

General Response: Overall, Basic Training was fun, but there needs to be more Physical Training and the Crucible seemed to be more hyped up than it actually was. Discipline was enforced 100% at all times, and yes I have transformed into a Marine, but the physical part of Boot Camp is a joke.

~

361 mrd 10586 d b e a a n

General Response: Well, the hardest part about recruit training, was the Crucible. On this one event, I wanted to quit so many times. I can't remember, but I did make it through. My body was pushed pass what I thought I could have done. Now I feel that I can do anything. And this is a great feeling. I also feel more disciplined, I have a lot more respect and self-esteem. This is an experience that I will never forget. Like they say, "the (marines), the Few, the Proud, that right there, says it all.

~

385 mrd 10627 d b c a a n

General Response: The United States Marine Corps is by far the first, and most difficult training in the world today, it has made me a disciplined hard and tolerant individual. Never would I trade this experience for any other.

If I had it to do over again, I would do exactly what I did to begin with.

Semper Fidelis

~

386 mrd 10629 d b c a a n

General Response: Boot Camp is not to scare or hurt any body, it's to learn discipline, self respect and to be a team leader. Some people think that the Drill Instructors abuse us, but they don't, yes, they yell at us get at our faces but that's it. I have never seen a Drill Instructor beat up a recruit. I'm tired of parents writing the Marine Corps and saying the Boot Camp is so tough that it should be easier. I disagree, Boot Camp should be tough and demanding more physical instead of mental. Other than that, Boot Camp has been interesting for me and for my fellow Marines. I just hope that they would quit making the Marine Corps weaker than it already is. That's all!

~

389 mrd 10632 d b a a a n

General Response: Overall, I was treated equally as other recruits and was not discriminated in any way. It's been a good experience to allow myself to learn more about being a leader, discipline and knowing how to take care of myself. I joined the Marine Corps not only of benefits, job security, I gave the Corps a chance and the Corps gave me it all. I'm proud to have the title United States Marine. This is my first contract employment and I strongly feel it's given me positive changes that will better me all in all. I'm more disciplined. This training had me smarter in knowing who I really am and not take our freedom for granted. I've become more aware of how I used to be and how disrespectful and rebellious towards authority. I'm more mature. I'm very glad I made this decision to accept positive change that is forever. I'm proud to serve in the United States Marine Corps. Semper Fi. By having more Physical Training emphasize core values and knowledge breed success into every service member.

~

398 mrd 10644 d b a a n

General Response: This is what I expected from recruit training. I wanted a challenge that would be difficult for me. There were times that I wanted to give up but then I shouldn't of joined in the first place. Recruit training strengthened my body as well as my mind. I feel I have gained discipline which is a very positive improvement for me. It also taught me valuable life saving skills which are vital in the military. I learned many positive things in the military. One thing that is on my mind I did not join the Marine Corps to kill, although that's what we're trained for. I do not want to go to war but since we are the "911 Force" we must always be ready. Killing is the last thing on my mind. No further comment.

~

402 mrd 10648 d b a a n

General Response: USMC Boot Camp is challenging when we are doing field exercises, but other than that it was easy. This place is very strict, and maintains a high standard for discipline. Another thing, the chow hall up North (Camp Pendleton) is nasty and they don't feed recruits enough, their chow hall is always filthy. The chow hall at MCRD San Diego is excellent, clean, and will feed recruits good.

~

411 mrd 10658 d b b a a n

General Response: This Marine Basic Training was not so hard as I thought it would be but still challenging. I would say that it has provided me with a secure, and stable way of being for the next 4 years. While teaching discipline I mostly would to expect and what to get sending for in the Fleet.

The core values classes really helped this Marine make it through Boot Camp because the Drill Instructors let you know what you should really do to make your career a fulfilling one in the Corps.

I recommend more in Core Value classes be put in Boot Camp so recruits can express and get to know their future service and start feeling that Bond of Brotherhood early in the Corps.

~

412 mrd 10659 d b b a a n

General Response: I really enjoyed being in recruit training, but I expected more and should have been longer then 13 weeks. I gain much knowledge, respect for others self respect, discipline and I overcame homesickness.

~

415 mrd 10663 d b c a a n

General Response: I thought it would be more physical fitness orientated and stressed more. It was actually more focused on discipline then expected. My one Drill Instructor would sometimes "play games" with the platoon and it would get us extremely demotivated and I thought it did more damage then benefit. I do respect all my Drill Instructors because they are doing their job of making Marines. Semper Fi!

~

420 mrd 10668 d b c a a n

General Response: I thought that there would be a more steady Physical Training program. But at the same time there was different portions throughout the weeks that involved more physical strength than I expected.

Overall, I think that Marine Corp Boot Camp is set up very well for training undisciplined, weak individuals into Americas fighting force today. Which will lead to better citizens in the end.

~

432 mrd 10686 d b a a a n

General Response: I was really a great experience I won't never forget, a lot of challenges. I got through that I didn't think possible, more matureness in myself and discipline. I wouldn't like to go through it again, but I don't regret doing it, help me a lot in my confidence in myself.

~

433 mrd 10687 d b c a a n

General Response: It was fun most of the time, it got me back into shape and it taught me self discipline, better manners, and how to get along with people of different race, and background. I'm actually going to miss it a little.

~

435 mrd 10691 d b a a a n

General Response: I personally think Basic Training was good but something that nor any can do. Why? Because they start getting homesick or they miss something or sometimes their minds are not even clear. Basic Training showed me that I did not have all the discipline. But something I did have was respect for others no matter what was the situation. I just wanted to face the challenge.

~

447 mrd 10707 d b c a a n

General Response: My overall outlook in Basic Training was good. It is something every man should do. It provides

discipline that helped me for the "real" world. Basic Training was challenging to a point, it wasn't hard as what I expected. The training was a good learning experience.

~

458 mrd 10725 d b f a a n

General Response: Personally, I felt at times could be out of line when they were always right and I was always wrong even when I or another member of my platoon was telling the truth or trying to explain our actions. Sometimes I felt they got way too physical or verbal with recruits to a personal and unprofessional level to where I thought should be investigated or in some way reprimanded for the actions and words of my superior, on the other hand other recruits picked up those bad habits from our superiors when put in leadership billets and abuse their power just as much so. Even though these things took place during my basic training I have become physically stronger, more self disciplined, and above all I am more squared away and self reliant and not having to depend on others for my own welfare or the ones who depend on me.

~

459 mrd 10726 d b a a a n

General Response: Basic Training is a good experience. It helps you realize a lot of things in life. It shows you all the things you have and how people take everything for granted. It also shows you how it is to not have what you want when you want it. Basic Training turns you into a better person. Most people don't know how undisciplined they are until they come to basic training. The more you put into basic training the more you will get out of it. Basic Training is pretty tough, and it will get you in good physical condition. It can also change a person from bad to good.

~

460 mrd 10728 d b c a a n

General Response: I thought that boot camp was easy. I expected more. Turning into a girl scout camp. But they are still teaching us discipline and all that sort of stuff. Boot camp is still good to go. It's just getting soft.

~

470 mrd 10745 d b c a a n

General Response: This Private learned more discipline throughout training. This Private believes training should have been much harder. But this Pvt. learned a lot and enjoyed training too.

~

473 mrd 10748 d b c a a n

General Response: Basic training was not what I expected. It was a little more physical than I expected. I was not ready in any way shape or form for the way the DI's would treat me. The mental training was the toughest because of all the games they played with us. I didn't get a good picture of boot camp from my recruiter, and I have an idea why. The training though has disciplined me and has gotten me ready to be a United States Marine. The DI's were only doing there job and it only took about 3 months for me to realize it.

~

474 mrd 10749 d b c a a n

General Response: Overall recruit training has been an awesome experience for me. I came in a nasty, undisciplined civilian. Now I'm leaving as a member of a world renowned fighting force, the best of the best. Other Privates that went through the same thing are now some of my best friends. And while all of my old friends struggle through college and life, my boot camp experience will help me excel and remain at the top.

~

504 mrd 10792 d b c a a n

General Response: I personally think that basic training was a very good experience and a new discipline way to start a better life. For example a lot of recruits that usually do not exercise are now exercising every day. Why? Because they want to look good and feel good about their body. Some recruits that came over weight and were put on diets are now off the diet because they lost their required amount of weight are still dieting because they want to look good. A lot of recruits that were sloppy in everything they do or dirty are clean and confident about things they do. So basically what I'm trying to say and show is that basic training helped a lot of people in their personal lives as well as in the way they look at things.

~

521 mrd 10814 d b c a a n

General Response: I felt that throughout basic training the physical demands where quite easy to meet. It was the stress factor in the first 2-3 weeks that I had difficulty handling. At first there where many times when I thought of quitting, but I hung in there. Like I said I thought the stress was hard to handle but now I realize that everything they do down here is for a reason. I feel that I have gained a lot of discipline, and new respect or myself.

~

526 mrd 10820 d b b a a n

General Response: The training I received here was great, because I actually thought that it was going to be harder than it was. They helped me find courage, motivation and a lot of other things I noticed I didn't have in myself before like self confidence and self discipline. This boot camp has changed my way of life and the way that I look at life.

~

Part 3

528 mrd 10822 d b a a n

General Response: Overall, I think the basic training that the Marine Corps offered is one of the most tense, challenging, and mental challenging programs anywhere to be found for new military enlistees. The Marines has a program so perfectly design to make well young and discipline Marines to there best of their ability. I'm a Marine now and don't regret anything, or nag about anything because it is only training.

~

533 mrd 10828 d b c a a n

General Response: It was a great experience, I hope that I have made friends for life but I doubt if it will be done for all time. But there are many friends that I can count on once I get to the fleet. I also have gained great experience to learn self discipline. But there is a lot of things that need to be done.

~

535 mrd 10830 d b d a a n

General Response: My experience at basic training was quite an adventure. New surroundings, people and a whole different lifestyle. I've learned a lot of discipline, honor, courage, commitment, loyalty etc. Learned how to express ideas when dealing with teamwork and also working as a team to get the mission done. The drill instructors were what I expected, as training went on they started to loosen up and talk more than yell. They taught us a lot and sacrificed a lot of time to train us. They will never be forgotten. I would definitely recommend the Marine Corps to any one in civilian life, it's a great learning experience. But not everyone could be a U.S. Marine so we'll send them to the Navy or Army or Air Force cause we definitely are "The Few and the Proud."

~

Discipline:

Marine Men Recruits n = 552 Number of comments: 46 (8.3 %)

Negative comments made about discipline in Marine Basic Training by surveyed men who made comments.

25 pi 3425 d b c a a n

General Response: Needs more Physical Training. More discipline. Also, needs to find a way to get rid of all the troublemakers and comedians.

~

59 pi 3476 d b c a a n

General Response: I enjoyed training, it was hard but defines confidence in me. We need more discipline, longer time spent here and do not get cracking as Marines until graduation, harder Drill Instructors, tougher training, more running and again discipline and more carefully select who is admitted to be a Marine.

~

67 pi 3494 d b c a a n

General Response: I feel that it should go back to the discipline of the old days but keep the education of today.

~

128 pi 5058 d b c a a n

General Response: Was good but too many people were let through training by doing the bare minimum and if this continues the core will become weaker.

~

160 pi 5115 d b b a a n

General Response: The Corps to me had weakened. Future recruits, if they like recruits in my platoon, will turn out to be the 10% (Risen to 30%) the Corps that drops out before the end of their first year. We need t find stricter ways to discipline these recruits for their own good. Let them know you get out what you put in, the more the better.

~

175 pi 5142 d b c a a n

General Response: I believe Drill Instructors should have more freedom in training recruits. People have to start Drill Instructors before recruits not recruits before Drill Instructors. There has to be a break in all these safety rules for recruits, I believe basic training is to safe they don't want recruits getting hurt, this is supposed to be basic training, its suppose to prepare you for war, this is not a resort or fun filled vacation. Recruits are suppose to get hurt. Let Drill Instructors hit recruits, I don't mean beat them to the ground, but let Drill Instructors smack them around a little. That breeds discipline. I know from personal experience that's how I was brought up.

~

182 pi 5154 d b c a a n

General Response: Parris Island wasn't what I expected "Mother's of America" has a lot to do with that! The training is still about the same but the techniques used to teach and discipline recruits wasn't there anymore. And that's what we need.

~

184 pi 5157 d b c a a n

General Response: We are treated too easy now. I thought Marines were tough. We can't go out if its raining and we can't PT more than a little at a time. Basically we are not being training hard enough. It is outrageous that DI's have their hands tied and are not allowed to punish us. It is true that pain breeds discipline, yet we are not ever in enough pain for discipline to be conceived. I expected to PT everyday and leave here with a chiseled figure, but I won't.

Training needs to get tougher physically and mentally. If not, we will not be the finest in the world.

~

185 pi 5158 d b c a a n

General Response: Basic training is what you make of it. It was hard in a sense that I didn't make the top on everything, but easy in the DI's discipline.

~

199 pi 5182 d b c a a n

General Response: The upshot of 13 weeks at the admittedly toughest training in the armed forces has not changed me in any major aspect, that is self evident. I am the Company Honor Man and I consider myself undisciplined, lazy, and in retrospect, immeasurably deaf to my surroundings. Training is too soft or I am too hard, but I am more like to believe the former. The military is going down at an exponential rate that will never reach a terminal velocity before impact that will be blind. It must be fixed.

~

Part 3

229 pi 5239 d b a a a n

General Response: It should be made a little harder. Put real discipline in recruits.

~

233 pi 5248 d b c a a n

General Response: -Physical training was a joke, I did more of a workout for my high school football team.

-More discipline

-More PT.

~

253 mrd 10429 d b a a a n

General Response: Recruit training was not what I expected. I thought that Boot Camp was going to be a lot harder. Everything here seemed to be more mental than physical. I thought that we would be running and doing a lot of physical training and throwing grenades, etc. There was a lot of discipline, but they had to force it out of my platoon. It should be automatic. We shouldn't need anyone telling us to lock it up or anything like that. We do need more discipline. The Crucible was good-to-go. The Crucible did show us hardships and helped us out, and by completing the Crucible I really felt that. I earned the title of a Marine.

~

255 mrd 10432 d b a a a n

General Response: These past 12 weeks of Basic Training went by fast. Now that I look back, I feel I was cheated of real military discipline. Many of the members in my platoon still act up like children, right behind the Drill Instructors back. From what I've heard, Basic Training is nothing the way it used to be. There's less yelling, no hitting, IT sessions are shorter and not as hard. What's going on here? Are we training boy scouts or military personnel? I am now a U.S. Marine, but I don't know if I really earned the title. I don't know if anyone in my platoon did.

It really makes me angry to see all these privates act like high school children. They can't stand it at the POA, they take their time in every thing they do, they whine like babies if they're punished. I'm sorry to say that I was disappointed with Basic Training.

I have a cousin who joined the Corps in 1969. The way he described recruit training, they made men, military, disciplined, locked and cocked men. To be honest, I know that being hit would have been fair punishment. It hurts, but it instills discipline, teaches respect, and builds a warrior. I'm not saying Boot Camp was a cake walk, but it can sure get a whole lot harder.

~

265 mrd 10452 d b c a a n

General Response: To find a strong need for it. To be more disciplined.

~

285 mrd 10478 d b d a a n

General Response: There are some privates in our platoon who probably shouldn't be a Marine. They received does, but they are still a "Marine". These devil dogs will become the 10% in the Corps. The shit birds probably won't finish their first enlistment. These Marines still lack discipline, and nothing done to them at MCRD will change them, because graduation is only three days away.

The only way I know how to correct these Marines is to drop them back a few companies, or maybe even T1 or F1. That's my solution to the undisciplined Marines who are about to graduate.

Semper Fi

[unit id] Company

~

287 mrd 10481 d b c a a n

General Response: Recruit training has been quite an experience. The way things are just changed but for our cycle. I believe the Drill Instructors could have come down on undisciplined recruits, individually, a little harder, then make the platoon pay for that same action, so the undisciplined recruit will begin to understand why It was done at the beginning of the cycle but not so much toward the end and the people that screwed up just blew it off.

~

288 mrd 10482 d b d a a n

General Response: Basic training was by far a lot easier than what I expected. I thought that there would be Physical Training (PT) everyday and that there would be no time to do things. However, during the middle and ending (after Final Drill) of the cycle, there is a lot of down time. A lot of time wasted just doing repetitive drills and what seems to be a waste. I have constantly heard the motto: "Hurry up and wait!" This explains my point exactly. Besides that, the physical training was not hard at all, and there was not enough sessions of PT. I have actually gained weight and lost muscle mass here in

Recruit Training. The discipline level is above average, but not enough. The Drill Instructors basically played games rather than discipline. All the games used to discipline basically irritated me. I rather keep on trying and get the job done, then play games (I.e. "Mt. Suribachi"). Basic Training has somewhat changed me however and made me into a Marine. I still have discipline and I strive to be the best, now that the training is almost over. It wasn't exactly as I expected it to be, but it sure has made me proud that I have come here and will soon be called a "United States Marine."

~

289 mrd 10483 d b c a a n

General Response: I am currently about to graduate Marine Corps Basic Training and have a few comments to make. First, the 10% the Marine Corps always talks about was never pull out Basic Training. I feel the new Marines that are messing up the military by being undisciplined can simply be pulled out during Basic Training. It's a no-brainer who messes up and is undisciplined and disrespectful to the superiors during Basic Training and need to be failed before the completion of Basic Training and graduation. Second of all, physical demands are high for the first part of Boot Camp. I personally turned most of my fat to muscle during those first 6 weeks of Boot Camp. But as soon as you go up North to finish at Camp Pendleton, the constant availability of food at the chow hall, and lack of Physical Training due to a crowded schedule eventually allows everyone to put weight back on. More Physical Training should be given and higher Physical Training demands required. The hardest part of Boot Camp is having all civilian qualities taken from life and the mental hardships put on the recruits by the constant demand of discipline and being away from home. It's all for the better, all that yelling turns out to change us to what we are, disciplined U.S. Marines here to defend our country and that part of Basic Training should never change. Co-ed should never be involved into the Corps for one simple reason, we could not be trained properly with the other sex around us, more recruits or soon-to-be Marines would be getting in trouble and everything else. That may be fine for the Army but Marine Corps should be segregated for training purposes only, not work status purposes.

~

307 mrd 10511 d b c a a n

General Response: I believe that training has to be much more harder than what it is now. There were still nasty and undisciplined o be a part of it.

~

332 mrd 10542 d b c a a n

General Response: I think that their should be much more Physical Training (PT). They should add more realistic exercises to the training. The average 19 year old male is much more capable than leg lifts. Things like hand-to-hand, the circuit course and running is what should be more focused on.

It seems that this survey is about men and women training together. In my opinion, no way. I don't think that the Instructors should be of opposing sexes. During my training, there were times of a lot of mental stress for me, other recruits and between each other. Being a leader requires fairness, and in a stressful training environment mixing in hormones can cause lots of problems. It's much harder to be fair when talking to a blue eyed blond and telling her what to do, than the male recruit. I am a squad leader, so that's why I talk about leadership. It can be done but it just adds too many problems. It seems there are already enough problems between recruits, why make it worse?

I also feel that there are way too many recruits making it through that do not belong here. It is a disappointment to see some of the undisciplined Marines that are now done.

~

333 mrd 10543 d b c a a n

General Response: I think Basic Training needs to be physically more demanding. In order to stay on top and produce the few and the proud, we need to be stronger, faster, smarter, and more disciplined. I feel that some recruits graduated that shouldn't have because they never really conformed. They are still the same individuals from when they first came in and you can see it in their attitude, appearance, and maturity. For the Marines to remain the best, we need to physically be in better shape. Bigger, stronger, have more endurance. Lifting weights on a regular basis daily, running twice a day, things like that. Smarter too, more up-to-date knowledge about weapons, equipment, etc. Expand the usage or understanding of high caliber weapons during Basic Training. Grenades, more rifles, hand weapons, knives, etc. Take out some of the things in Basic, line training, drill, and spend more time on the individuals to make each one more alike. Overall, I think Basic Training is good and getting better, I just request personally that more weight gaining and muscle building be involved. Everything else isn't major problems, but nearly find tuning from my point of view.

~

334 mrd 10544 d b b a a n

General Response: I think Basic Training was a good experience for me. When I say I wish training was harder, I mean I wish there was some way for the Instructors to get to those who slip through with no discipline because they know the Instructors can only do so much.

I wish that there had been more time for physical fitness. It seems as though it got pushed to the side as training progressed

~

345 mrd 10561 d b d a a n

General Response: When perceiving the effects of Basic Training, many goals and expectations were not met, mainly in the physical aspects. The training for discipline was the main objective in many cases and in the overall situation, more necessary and pertinent than other types of training.

~

347 mrd 10566 d b a a a n

General Response: Basic Training overall was very easy. Much easier than I expected. Now that we have completed training, and called Marines, I don't feel the values which were attempted to be taught to us were accepted by many new Marines. Marines which in a couple of weeks will enter the Fleet have neither the discipline nor maturity to uphold the supposedly Marine Corps traditions and honor to the Corp, God or Country. Many Marines have made no effort to cooperate with anybody throughout the whole training cycle and I don't feel they will change and will probably not a valuable asset to the Corp. I feel there should be more screening and drops concerning the issue of discipline.

~

364 mrd 10592 d b c a a n

General Response: I think they need to add more physical training, discipline, and weed out more of the unmotivated recruits.

~

384 mrd 10626 d b c a a n

General Response: I feel Basic Training should be harder because too many nasty Marines are slipping through the system. Hazing should be allowed, it will only make you stronger and teach you how to survive. People, like some in my platoon, are so weak the Drill Instructors get on to them after 12 weeks of training, they start crying and others just like to keep goofing off. Being undisciplined and not working as a team. If Drill Instructors were harder there would be none of these people. I don't want someone who in a combat situation is going to turn tail and run fighting beside me. So these people should be weeded out. This is not possible with all regulations set by politics and mothers crying for their little babies. We're men, we signed the line, we committed ourselves. Suck it up and act like a Marine or Marine Recruit which ever the case may be. If Basic Training keeps going this way, we won't have any real men to fight our wars, just "babies". Then the country will holler Peace and dive just like Viet Nam. Get hard or hit the door.

~

387 mrd 10630 d b c a a n

General Response: My time was well spent here at Marine Corp Basic Training for the skills and knowledge that was acquired. The discipline could have been more strict than what it is. Otherwise, I do not see why Basic Training is a problem for some, yes, I had my difficulties but I overcame them and learned from my mistakes. While other recruits did not, and those that did will not succeed to be very much of a person afterwards in life.

~

393 mrd 10636 d b c a a n

General Response: Basic Training was enjoyable. Sometimes I thought it wasn't hard enough. I'm not saying it wasn't hard but Marines are the best so they should have the most physical training. Some parts of Boot Camp I thought were awesome and we could be training more. Team week is an example. A lot of recruits became lazy, undisciplined, as well as cocky and stupid. I did feel, however, that all the Instructors (Drill Instructors, PMI's and Prar Instructors) knew what they were doing and did it well. I learned more in these last 3 months than my last 2 years of high school. Before coming to Boot Camp I had never even picked up a rifle, but I qualified for sharp shooter. The Crucible was also a good experience, we were so busy in our squad's activities that the hunger and sleep deprivation didn't really matter. Plus, the fact that all members of the squad got to be leaders that helped improve the morale in our squad instead of the squad leaders and guide always being in charge. The chow was also good, at times it wasn't enough but most of the time it was. Many recruits left with chow still on their plates. Thank you for the opportunity to share my comments and thoughts I hope I have helped out in some way.

~

395 mrd 10640 d b c a a n

General Response: There should have been more physical conditioning. Better time management. More emphasis on discipline. Should have been tougher with recruits. Too many recruits are now Marines that shouldn't be Marines. They are nasty and undisciplined. I don't want that kind of trash in my Marine Corps.

~

397 mrd 10643 d b c a a n

General Response: Boot Camp to me was a lot of what I expected. The thing that got to me was there was a lot of time spent playing games or toying with recruits when it could have been spent learning something. The Drill Instructors claim it teaches discipline, but from a first hand view, all it does is make recruits want to go against what they are being taught. I think a lot more would have been accomplished if less time was spent on playing games with the recruits.

~

416 mrd 10664 d b a a a n

General Response: I think that the bad mouth needs to go down on recruits by Drill Instructors, it is a bad example and will carry on until it is stopped. Is this not part of discipline as well? "Do as I tell you but not as I do" needs to go as well. Better well-trained and more patient Drill Instructors will get through recruits faster than by impatient Drill Instructors. I plan to be a leader some day and change things around, if God allows me to live that long and head me in the right path. Physical Training should be harder (with weights) not initial weight training and nutrition should be introduced to the Marine Corps for further endurance. This is all I have to say, Semper Fi.

~

417 mrd 10665 d b a a a n

General Response: The comments that I have on Basic Training are that it was too easy. I expected Boot Camp to be more physically demanding and to install more discipline in recruits.

At times I felt that at Boot Camp we did not get enough of Physical training. It was more like a course of knowledge. Boot Camp needs to be more a military aspect. In Boot Camp they need to teach more hand-to-hand combat skills. They need to show us how to use more weapons. I need to become more demanding. To make it one of the elite.

~

445 mrd 10705 d b d a a n

General Response: Make Marine Corps Recruit Training more difficult, because the quality of new Marines does not look good from what I see. Recruit Training was long, but easy. It should be just as long, but more demanding so that either recruits conform and become a looked on recruit or quit and help the marine Corps by not plaguing it with their lack of discipline, physical fitness, intelligence, and/or overall not putting out as much as they take. There are many recruits that graduate Marines that really don't deserve the title and everything it stands for, due to the fact that recruit training is easier than it used to be.

~

451 mrd 10714 d b c a a n

General Response: Basic training was a very positive, learning experience. I wish that it had been more physical. But its no a perfect world. I think it should get harder and more disciplined. Our lives as members of the Armed Forces depends on it.

~

467 mrd 10741 d b a a a n

General Response: My comment is that some Drill Instructors go way over board on the kinds of games they play, for example dumping foot lockers calling it inventory and making recruits deck travel for discipline.

~

483 mrd 10762 d b c a a n

General Response: I thought that Marine Corps boot camp would be a little more demanding in the discipline are and the physical area. Other aspects such as knowledge and other learning material were what I expected. In a way I wanted boot camp to be harder. I as a weightlifter and a wrestler in high school. The physical part was hard but it didn't concentrate on building strength, only endurance. As I am about to graduate I look and see that there are still some that are undisciplined and nasty. I think the Drill Instructor should be able to use any means possible to straighten them out. If I ever went to war, some of these people I wouldn't want by my side because they are undisciplined. They would move or scratch and give away my position and get me killed. That's why I think boot camp should be harder. We need to get all of this political bull crap out of the way so we can train hard and save lives. I have always wanted to be a Marine, to be the best but if political bureaucrats are always getting in the way, how are we supposed to train for war? We are suppose to be hard, and mean, but instead we got pampered like little grade scholars. We aren't trained to kill like we should be but instead we are trained to be told what to do only when it is safe and politically correct instead of being hard so we can stay alive in combat.

~

490 mrd 10772 d b c a a n

General Response: I have wanted to come to basic training since I was a little boy. When I made it through basic training I was disappointed because I came here to be challenged and I felt I was robbed of the challenge because of Mothers of America. The DI told us how boot camp used to be and how it is now. I wish it was like back in the day. Units are still undisciplined and there are still people who can only do 3 or 4 pull ups. I do not want a weak individual next to me in combat, who can't even carry his own. Because of how boot camp is today there is going to be a lot more dead Marines in the world because weak people are allowed to pass. Marines Corps name is built on tough, fearless, Devil Dogs and that is why we are respected. But instead of Devil Dogs we should (as the new aged Marines) be called puppy dogs. Basic training needs more discipline and harder training. Signed, a newly disappointed Marine.

~

492 mrd 10774 d b c a a n

General Response: The days are long and hard, but well worth the effort in the end. I feel that there could have been more physical training, as-well-as discipline provided by our NCO's and commissioned officers. Overall, basic training was a good experience. Much of the training was difficult enough to provide a challenge. All in all it could have been harder. A recruit

Part 3

knows within the first 2 weeks that they are basically guaranteed 3 squares a day, mail call, and a rack for 8 hours a night if they don't have fire watch. This could have been changed a little, maybe once or twice a week, skip a chow period to show a more realistic side to combat situations where you aren't guaranteed 3 squares a day, or other things similar to that.

~

514 mrd 10806 d b c a a n

General Response: All in all my experience in basic training has been enjoyable. I have learned a lot in the 13 weeks here. I feel the training could stand to be a little more strict and a little more disciplined. The more we want peace the less we bleed in war, and we must be ready to defend our country.

~

519 mrd 10812 d b a a a n

General Response: Looking back on the 12 weeks, I see how easy it all really was. I can kind of see where I was a team player and where I was an individual. I can see how individual hurt a group or a team. I have to say it was the biggest lesson I learned in boot camp. If you look out for the group's welfare, it usually pays off more in the long run than looking out for your own welfare.

There are some major disappointments I have with boot camp too! In my position, I cannot and should not comment on who should graduate, and who shouldn't. I will say that there are a lot of recruits (now Privates) from our platoon that still cannot follow simple orders, steal, don't have the courage to admit their mistakes, the honesty to come forward with problems or how to fully work as a team. "Too many Chiefs and not enough Indians", well in our platoon, a squad leader can give an order and half the platoon will gaff him off and do things their way. And then won't admit that they are doing it wrong. On top of all that, they will complain and protest when they go reprimanded. Nearly all the platoon came in with the problem and nearly 1/2 are going out into the fleet with a "my way is better" mindset. I think, maybe more emphasis needs to be placed back on discipline and on following your commanders' orders than there was during my time at boot camp. I am biased, but it is you freedom these "individuals" are protecting, you decide.

~

522 mrd 10815 d b c a a n

General Response: I felt training was hard but not what I expected physically I expected that mentally it was hard but I expected it to be like full metal jacket, I feel it should return to those days it would help out with achieving more discipline and teamwork. OH-RAH.

~

529 mrd 10824 d b c a a n

General Response: I think that basic training was not hard enough. The training needs to get back to where it was many years ago when they would not tolerate any nonsense. It used to be, if you stepped out of line they would put you back military style, but now it is so sugar coated that pretty much any one could make it. The physical fitness part must advance to a higher level. This 3 pull-up mess is no good. The discipline that used to be there is not here any more. Yes, they do discipline you but scarcely not enough as they should. We still have too many undisciplined ones in our platoon and we will soon be graduating. It would be much better if they could train you the way they used to because if I go to war and I have one of those undisciplined ones beside me he is going to get me, him, and everyone around him killed. The Marine Corps should not tolerate undisciplined recruits. Basically what I am saying is, drop all of this political crap and get the Marine Corps tracks to training the way they were years ago before someone comes in and replaces our flag.

~

542 mrd 10841 d b c a a n

General Response: Basic Training is a thorough, effective learning program. However, more discipline should be instilled in the program along with regular PT through all three months (4 times a week).

~

544 mrd 10843 d b c a b n

General Response: During my time spent in Marine Corp Recruit Training, I've found that a lot of Marines are getting out because of the way that it's going. The corps should be the highest respected force in the world and it's not going to happen if they keep making it easier. I know of about ten recruits that just slid by recruit training. I know for a fact that they were carried through the humps and dragged up the "reaper." I was the one who had to push them, just as I could finish. I just think that they're being too easy. I'm going home for my 10 days leave so I can talk to my 17 year old little brother about joining, as well as all my friends, only because I love the Corps. But I don't want them to be disappointed on how the Corps is presented. Yes, I feel disciplined, but not as much as I should be, and if the United States Marine Corps keeps going the way it does, I'm leaving in my 4 years. Sadly but surely. Semper Fidelis!

~

552 mrd 10856 d b c a a n

General Response: My dad was a Marine. I've heard his stories, and they were good. Basic Training sounded like it should be. I think that the Drill Instructors are restricted so much that the Marine Corps is producing not Marines, but weak bodied undisciplined civilians in uniform. We dropped about 10 some people in the first couple weeks, and I don't think they should

have stopped dropping people. Out of our first number of recruits I think that at least half of them should have been dropped. The Marine Corp needs to make training more like it used to be, because back then you were getting quality Marines. However, there are some things I think are better. The Crucible is a good touch to the end of boot camp. I think it motivates a lot of recruits when they finish it.

~

Overall Basic Training Easy, Easier Than Expected, or Too Easy:

Marine Men Recruits n = 552 Number of comments: 129 (23.4 %)

Comments made about the overall difficulty of Basic Training.

24 pi 3418 d b c a a n

General Response: Should be harder.

~

26 pi 3428 d b c a a n

General Response: I thought it would be harder than what it was. Recruiters don't show the whole picture. They actually make it out to be worse than it really is.

~

27 pi 3429 d b a a a n

General Response: Overall, it was easier than I expected.

~

39 pi 3445 d b a a a n

General Response: Training should be harder than what it is now if new Marines are going to make it through. S.O.I.

~

51 pi 3466 d b c a a n

General Response: It was tough but I wish it was tougher. SDI SSGT [name] rules [unit #].

~

59 pi 3476 d b c a a n

General Response: I enjoyed training, it was hard but defines confidence in me. We need more discipline, longer time spent here and do not get cracking as Marines until graduation, harder Drill Instructors, tougher training, more running and again discipline and more carefully select who is admitted to be a Marine.

~

63 pi 3485 d b c a a n

General Response: It was really easy but it was more mentally tough than anything. I hope they change it soon but I will be gone so I don't care.

~

64 pi 3486 d b c a a n

General Response: I think basic training was good, but it should be a little harder.

~

69 pi 3497 d b c a a n

General Response: The physical demands are by far, more easier than I had ever expected coming to Marine Corps boot camp.

~

70 pi 3501 d b c a a n

General Response: Boot camp is a joke. It needs to be much harder overall.

~

81 pi 3523 d b c a a n

General Response: Overall, it was much easier than I expected, even though it was hard and demanding physically. New Marines need to be harder not so soft. I had an excellent team of Drill Instructors and I remember saying that if everyone could be a Marine we wouldn't be the Marines, and I think boot camp was a joke and a lot of people who should not be here are because now anyone who can do some pull-ups, run a little and do some crunches and study can be a Marine. That is unsatisfactory. Overall, I love the Corps but it needs to be tougher on its new Marines.

~

87 pi 3534 d b f a a n

General Response: It was much easier than I expected.

~

89 pi 3540 d b c a a n

General Response: I though it was a little too easy.

~

90 pi 3542 d b c a a n

General Response: I thought it would be harder but overall I learned a lot and gained self respect and self pride.

~

92 pi 3548 d b c a d n

General Response: The Crucible needs to be harder.

~

94 pi 3554 d b c a a n

General Response: The training received here on Parris Island is tough, but it is not tough enough, demands should be higher, and the weather should not effect training. The rack time should not be set. It should be left up to your platoon leaders what you do and don't need or do.

~

95 pi 3556 d b c a a n

General Response: It needs to be a little bit tougher and harder than it is now.

~

101 pi 3565 d b b a a n

General Response: I wish it would be more harder, then the recruits would be locked and cocked and ready to roll.

~

105 pi 3574 d b c a a n

General Response: My idea of Basic Training were definitely what I though it was, so easy!

~

108 pi 3580 d b c a a n

General Response: I thought it was a good experience. I thought it would be harder but that's not my call. I think I made a wise decision on joining the Marine Corps. I think it should have been harder.

~

109 pi 3584 d b c a a n

General Response: Too easy, make it tougher!!

~

110 pi 3589 d b b a a n

General Response: Needs to be tougher.

~

116 pi 3598 d b c a a n

General Response: It should be harder and tougher like back in the day (60s and 70s).

~

119 pi 5049 d b c a a n

General Response: I think it is best that males and females be separated in training. The Marine Corps is supposed to be the toughest basic training in the U.S. military, and sometimes it is even seemed easy. In, addition, the USMC is the longest basic training of the Armed Services. All the other branches are most likely too short and too easy in their basic training requirements. Plus, females train with males so standards must be made lower to accommodate all.

~

122 pi 5052 d b b a a n

General Response: I believe that basic training needs to be much more tougher than it is. I also don't think that females should be allowed to train with males. It would be to much of a distraction, could cause females to become demotivated and could also cause friction.

~

124 pi 5054 d b c a a n

General Response: Basic training for the Marine Corps is excellent. It helps recruits become mature, disciplined Marines. Physical training could be tougher, but it gets the job done now.

~

125 pi 5055 d b b a a n

General Response: Boot camp was tough at times, but needs to be a whole lot tougher than what it is. Civilians are scared to come to Marine boot camp but when they get here they'll notice that it is a cake walk.

~

127 pi 5057 d b c a a n

General Response: I believe basic training has changed me to some extent - I'm more disciplined, more self-reliant, and more of a team player, some recruits could have used tougher training, but the current level of training was perfect for me. More PT would be welcomed - it started off tough, but seemed to get easier as training progressed. One new marine went from 8 or 9 to 18 pull-ups another still struggles with 4. If you give 100% in training, you get back 100%, but many don't give enough and they don't get as much as they could from training.

~

131 pi 5063 d b c a a n

General Response: It seems as through boot camp is weak. The only half-way challenging thing is mental stress. It needs to

Part 3

be a lot tougher.

~

137 pi 5072 d b c a a n

General Response: Too easy. The change shouldn't be optional. The T-shirt doesn't "The CHANGE" (is optional) (it says is forever) but it need be tougher for that to be true.

Thank you

Semper fidelis

~

143 pi 5082 d b b a a n

General Response: I expected it to be much harder than it is. At one time I told myself that is was a waste of time but then I looked at my Drill Instructor and said to myself that's who I want to be like so I had to make things harder for myself. While others just sat back and breezed through training and I don't think its fair to those who came here to really train to be a United States Marine.

~

155 pi 5101 d b c a a n

General Response: I don't think boot camp is tough enough. I can tell right now that 1/2 my platoon will go back to there old ways. I feel the drill instructors should be given back all there means to punish recruits except for hitting them. Also 8 hrs. of sleep is too much. Most of us lay awake in bed hour and hours and sometimes more, and there is other/ better things we could do.

~

158 pi 5112 d b c a a n

General Response: In my opinion basic training should go back to the way it use to be . A lot harder.

~

159 pi 5113 d b c a a n

General Response: Was much easier than expected. However it was still very challenging to meet the demands of training.

~

164 pi 5121 d b b a a n

General Response: Boot camp is getting a little too easy and not as strict as it use to be. What they need to do is start timing more of the events like the O-course and the confidence course to see who is really capable of finishing the course instead of someone else carry that quitter's load. So they need to start watching out for those quitters and complainers.

~

172 pi 5134 d b c a a n

General Response: Basic training was too easy. I couldn't go out in the rain and do the repel tower. There were crash pads on the confidence course, what kind of confidence does that build? Knowing that if I fall I'm ok, it made me feel secure and safe. Once the mission was completed I felt no self confidence built up, no improved self accomplishments. The crucible was too easy as well. The missions were too easy, and since I'm a wrestler I had no problem not being able to eat all day. The humps were soft and too short. I really come down to Parris Island expecting a "hard to be hard" life, but got a bag of marshmallows instead. This needs to be changed so future recruits can keep the respect of the U.S. Marines and still be the best there is, the best there was, and the best there ever will be.!!

~

178 pi 5145 d b c a a n

General Response: I think that they the government should make the basic training harder and they should keep the male and female recruits separated.

~

180 pi 5150 d b c a a n

General Response: It was tough. I think it should be tougher because too many people can squeeze through.

~

183 pi 5155 d b c a a n

General Response: It wasn't that hard, but mentally stressing. At the end I enjoyed it and has a lot of good memories.

~

184 pi 5157 d b c a a n

General Response: We are treated too easy now. I thought Marines were tough. We can't go out if its raining and we can't PT more than a little at a time. Basically we are not being training hard enough. It is outrageous that DI's have their hands tied and are not allowed to punish us. It is true that pain breeds discipline, yet we are not ever in enough pain for discipline to be conceived. I expected to PT everyday and leave here with a chiseled figure, but I won't.

Training needs to get tougher physically and mentally. If not, we will not be the finest in the world.

~

194 pi 5174 d b c a a n

General Response: It was challenging at times, but easier than I expected. There are many recruits graduating that shouldn't be Marines. And I would not trust them beside me in the time of war.

~

195 pi 5175 d b c a a n

General Response: I was actually disappointed with boot camp. I came here heavy and I hoped that I would lose a lot of weight and tone my body. I didn't find the training anymore difficult than football practice. Most of the time I didn't even feel like I was challenged.

~

198 pi 5180 d b c a a n

General Response: Too easy.

~

199 pi 5182 d b c a a n

General Response: The upshot of 13 weeks at the admittedly toughest training in the armed forces has not changed me in any major aspect, that is self evident. I am the Company Honor Man and I consider myself undisciplined, lazy, and in retrospect, immeasurably deaf to my surroundings. Training is too soft or I am too hard, but I am more like to believe the former. The military is going down at an exponential rate that will never reach a terminal velocity before impact that will be blind. It must be fixed.

~

200 pi 5184 d b c a a n

General Response: It needs to be tougher.

~

202 pi 5188 d b c a a n

General Response: Too easy. Recruits are treated like babies and a lot of garbage is getting out into the fleet.

~

204 pi 5191 d b c a a n

General Response: I think that, although training is smarter, it is too easy for slackers, and people who half-ass everything to get through basic training. I think more effort should be placed in the "weeding out" of these bad apples to future improve the effective of our military services.

~

207 pi 5196 d b c a a n

General Response: Basic training was challenging, but not as tough as I expected. The PT was not as hard, and the DI's were not as strict. A lot of recruits were able to get away with too much. But I believe it was a great experience, I learned a lot and never will forget it.

~

210 pi 5201 d b c a a n

General Response: I think training should be not so much waiting and more physical it is just too easy now.

~

211 pi 5205 d b c a a n

General Response: Too easy, but fun.

~

215 pi 5215 d b c a a n

General Response: Needs to be harder, more physical training and the Drill Instructor's need to be a lot tougher.

~

218 pi 5219 d b c a a n

General Response: If boot camp is suppose to train recruits for war, it don't come close. Boot camp was HARD for me and I'm glad it wasn't harder. But if our nation is to have a reasonable defense force TRAINING MUST BECOME MORE DIFFICULT. Injuries and even fatalities need to be accepted as necessary evils. Too much attention is paid to recruit welfare. Let DI's train as they see best and god help recruits. But its either harder training or we risk losing freedom.

~

221 pi 5225 d b c a a n

General Response: When coming to boot camp, I expected it to be a lot harder, because physically I knew I could take it, but I wasn't sure mentally and I did both. I think boot camp needs to be harder both ways.

~

222 pi 5227 d b c a a n

General Response: Training has now stopped to a level so that it may accommodate the video game and Pepsi generation. It was almost too easy at times it is proven so when looking at various members of my graduating platoon.

~

Part 3

224 pi 5230 d b a a d n

General Response: Needs to be much more tougher.

~

225 pi 5232 d b c a a n

General Response: Basic training should be tougher. The reason why is because we have people in our platoon that should not be a Marine. We carried them and they gave bare minimum. If the requirements were tougher there wouldn't be lazy Marines.

~

229 pi 5239 d b a a a n

General Response: It should be made a little harder. Put real discipline in recruits.

~

231 pi 5241 d b d a a n

General Response: Basic training was easy.

~

235 pi 5255 d b c a a n

General Response: Basic training was somewhat what I expected. The hardest part was being away from my family and not being able to talk to them. Basic training was hard at times, but for the most part it wasn't as hard as I thought it was going to be!

~

236 pi 5256 d b c a a n

General Response: I believe that this training lives up to what it has established as far as the way people think it is. It was extremely challenging mentally, physically and easy other ways. I believe it should be harder though.

~

248 pi 5276 d b a a a n

General Response: Basic training wasn't too hard. I did improve a lot and it was still kind of tough, but it could be a little tougher.

~

250 pi 5279 d b c a a n

General Response: It was somewhat demanding but not as tough as former Marines have told me.

~

253 mrd 10429 d b a a a n

General Response: Recruit training was not what I expected. I thought that Boot Camp was going to be a lot harder. Everything here seemed to be more mental than physical. I thought that we would be running and doing a lot of physical training and throwing grenades, etc. There was a lot of discipline, but they had to force it out of my platoon. It should be automatic. We shouldn't need anyone telling us to lock it up or anything like that. We do need more discipline. The Crucible was good-to-go. The Crucible did show us hardships and helped us out, and by completing the Crucible I really felt that. I earned the title of a Marine.

~

255 mrd 10432 d b a a a n

General Response: These past 12 weeks of Basic Training went by fast. Now that I look back, I feel I was cheated of real military discipline. Many of the members in my platoon still act up like children, right behind the Drill Instructors back. From what I've heard, Basic Training is nothing the way it used to be. There's less yelling, no hitting, IT sessions are shorter and not as hard. What's going on here? Are we training boy scouts or military personnel? I am now a U.S. Marine, but I don't know if I really earned the title. I don't know if anyone in my platoon did.

It really makes me angry to see all these privates act like high school children. They can't stand it at the POA, they take their time in every thing they do, they whine like babies if they're punished. I'm sorry to say that I was disappointed with Basic Training.

I have a cousin who joined the Corps in 1969. The way he described recruit training, they made men, military, disciplined, locked and cocked men. To be honest, I know that being hit would have been fair punishment. It hurts, but it instills discipline, teaches respect, and builds a warrior. I'm not saying Boot Camp was a cake walk, but it can sure get a whole lot harder.

~

258 mrd 10437 d b a a a n

General Response: I feel the Marine Corps standards should go up. Boot Camp, for myself, I feel was too easy and most people would not be able to make it through Boot Camp.

~

266 mrd 10454 d b c a a n

General Response: My overall training experience was very good, however, I actually expected it to be more tougher. For me personally, I thought it was very stressful. Meaning: 1. I don't want to be in Recruit Training any longer, 2. What if I fail the range or Swim Qual, etc. But all that is good preparation for dealing with stress. For example, stress outside of training will be nonexistent. I feel as well training should be kept the same.

~

271 mrd 10460 d b c a a n

General Response: I think that Basic Training was a disappointment. I expected a whole lot more. The toughest parts were humping and missing my daughter and family. But I'm done and I am now a U.S. Marine. Hoorah!!

~

284 mrd 10474 d b c a a n

General Response: I chose to be a United States Marine because I thought it was the "Elite" force among the other Armed Forces. I still believe this, but I was upset with the physical requirements of Basic Training. It's too easy!! It seems to me that any average person can join the Corps and give minimum effort and claim the title "United States Marine". In my eyes, this is wrong. I feel that the standard to join the Marine Corps should be higher. That eliminates any ole' weak body from joining. Why not weed out the bad ones at MEPS, that solves a lot of problems. It kills me to know in 3 days I will graduate next to another Marine who I know without a doubt never earned the title! The thing is it is not his fault it is in the system because the system is too easy! The Marine Corps needs to raise its standards both minimum entry level and physical basic training. I'm proud to be a Marine and will give my all but someone needs to make some changes.

~

288 mrd 10482 d b d a a n

General Response: Basic training was by far a lot easier than what I expected. I thought that there would be Physical Training (PT) everyday and that there would be no time to do things. However, during the middle and ending (after Final Drill) of the cycle, there is a lot of down time. A lot of time wasted just doing repetitive drills and what seems to be a waste. I have constantly heard the motto: "Hurry up and wait!" This explains my point exactly. Besides that, the physical training was not hard at all, and there was not enough sessions of PT. I have actually gained weight and lost muscle mass here in Recruit Training. The discipline level is above average, but not enough. The Drill Instructors basically played games rather than discipline. All the games used to discipline basically irritated me. I rather keep on trying and get the job done, then play games (I.e. "Mt. Suribachi"). Basic Training has somewhat changed me however and made me into a Marine. I still have discipline and I strive to be the best, now that the training is almost over. It wasn't exactly as I expected it to be, but it sure has made me proud that I have came here and will soon be called a "United States Marine."

~

292 mrd 10487 d b f a a n

General Response: It was too easy for me. I thought it would be harder. I also feel a little different about females because I haven't been around none in about three months, but it was all worth it. It didn't start getting harder till like the last four weeks. I bet if it was like that the whole three months, a lot more people would have want U.A.

~

295 mrd 10495 d b c a a n

General Response: I believe that Recruit Training should be more difficult. Most recruits don't have any trouble at all with Recruit Training. Besides, it's not being physically challenging to a lot of recruits. I think the rest of Recruit Training is good to go.

~

296 mrd 10496 d b a a a n

General Response: Basic Training could be harder. The chow hall could serve bigger portions of food. During Basic Training, recruits could have longer and harder physical workouts.

~

303 mrd 10506 d b a a a n

General Response: Basic Training in the U.S. Marine Boot Camp is not tough in a physical standpoint. Yet in a mental status, it is. This type of pressure and stress placed upon us by our Drill Instructors have been only for good. My personal discipline and bearing have changed to a max point where I am proud of my own level of maturity. Yet after all, this I feel the "games" that Drill Instructors play are of no good. They only hurt you physically. It injured me and I had to stay in MRP for 9 weeks. This made me stay here longer than expected. To train recruits is one thing but to do this type of "games" which require a platoon of over 70-90 people to run in and out for 80 times or sit and stand or from one side of the squad bay to the other is totally out of place. They sometimes cause injuries to recruits, when they could of just been in training doing the things in order to graduate. Yet the Drill Instructors get a blast out of these "games". This should be stopped to prevent further unnecessary injuries.

~

307 mrd 10511 d b c a a n

General Response: I believe that training has to be much more harder than what it is now. There were still nasty and

undisciplined privates in my platoon. This is what cause to slow down the process or team work and this is one of my reasons. Another reason is to produce high standard Marines.

~

312 mrd 10516 d b a a n

General Response: My Basic Training experience for me was somewhat easy. For me, the easy parts were the Proc. And the physical training except for the humps. Also, Boot Camp is said to be mostly mentally growing up. How I did, you needed to be very mentally stable, which made me not receptacle to the mind games Drill Instructors played.

~

316 mrd 10522 d b c a a n

General Response: I am 27 years of age. Many of the contents of this training were aimed towards a younger population, trying to instill a sense of discipline into a generation that has somewhat drifted from such values. A majority of my frustration in Boot Camp came from most other recruits never quite getting the picture. Basic Training was easy for me in many ways that it was difficult for others. And on the flip side of that coin, it was excruciating in ways that was easy for a young, out of high school recruit. The lack of respect, the constant confusion, conflation of learning material, etc., were all quite difficult to deal with at the time, yet reflecting back on it, it was an extraordinary experience for me. I developed and achieved many skills that I had hoped to prior to joining. I now have an abundant sense of pride in my country, and yet another sense of accomplishment to add to my resume of life. It was difficult here for me in ways that I did not think it would be, and I am proud to have earned the title. I wish however that I could be assured that the other 400+ Marines graduating here have the same sense of respect for this program. It truly is a remarkable one, and I am proud to be a part of it.

~

319 mrd 10528 d b c a a n

General Response: Don't get me wrong when I say this Boot Camp was not what I wanted. Boot Camp was tough for me when I went through it, but then at the end it seemed too easy. I know for a fact that if they would have made it harder I could have made it. Boot Camp needs to be even harder and maybe longer than it is now. At least I wish it was. Then I would feel a whole lot better towards myself.

~

327 mrd 10537 d b c a a n

General Response: I think Basic Training was a very disciplined environment, but it wasn't hard enough. I really expected much more, and was almost disappointed with chow, easy, the training was at times. Becoming a United States Marine is only for a few, but should be for even fewer. I believe Marines should be trained harder to maintain the high moral, physical, and mental standards of the Corps.

Marine Corps Basic Training is gender separated. I believe it should stay that way for many reasons.

As far as trainers go, Marine Corps Drill Instructors are the best trainers out there, but there are too many laws, rules, and regulations keeping them from making basic training the way it should be.

Basic Training is a good experience to begin a new life, and I believe all young Americans should participate in some sort of training.

~

334 mrd 10544 d b b a a n

General Response: I think Basic Training was a good experience for me. When I say I wish training was harder, I mean I wish there was some way for the Instructors to get to those who slip through with no discipline because they know the Instructors can only do so much.

I wish that there had been more time for physical fitness. It seems as though it got pushed to the side as training progressed.

~

347 mrd 10566 d b a a a n

General Response: Basic Training overall was very easy. Much easier than I expected. Now that we have completed training, and called Marines, I don't feed the values which were attempted to be taught to us were accepted by many new Marines. Marines which in a couple of weeks will enter the Fleet have neither the discipline nor maturity to uphold the supposedly Marine Corps traditions and honor to the Corp, God or Country. Many Marines have made no effort to cooperate with anybody throughout the whole training cycle and I don't feel they will change and will probably not a valuable asset to the Corp. I feel there should be more screening and drops concerning the issue of discipline.

~

369 mrd 10601 d b c a a n

General Response: I feel recruiter's need to tell recruits what exactly goes on in Boot Camp so there wouldn't be so many drops which basically waste money and time. I also would have liked Boot Camp if it was more challenging. Make it harder.

~

371 mrd 10606 d b a a n

General Response: To my own opinion, I think Basic Training should be harder to flush out the recruits who just slide by. Some deserve to earn the title of being a Marine, it is a privilege and honor to receive that eagle, globe, and anchor. But some just make it through, and are given the title. There are still Marines today who should be flushed out, but they're just numbers in the Marine Corps. Practical knowledge is good to know about your Corps, in fact it's important. But why should it have the initiative to learn about your history and so on practical knowledge on your own. Knowing about weapons, customs and curtsies, and uniforms is good to know and learn while in the marine Corps, but not history.

~

373 mrd 10608 d b c a a n

General Response: I believe recruit training needs to be harder. That way it would flush out any body floating on the surface, just barely doing enough to get by. In other words, the ones who meet the minimum requirements to graduate. I also believe that there needs to be more physical activities in muscle development. Also more events against rival platoons. Recruit training today is a joke! Needs to be harder and more physically demanding.

The Corps Values classes are an excellent idea.

~

374 mrd 10609 d b c a a n

General Response: The Basic Training wasn't anything like I expected. I am quite disappointed that the military training has gone so soft. This is training which we signed a contract for, and the training received was very poor. The recruits get babied and pampered too much in training. This is the Marine Corps. Maybe the recruits should start being trained like they joined the worlds strongest military force. Recruit training for me is not even challenging, it was more like a three month camp. This is why I think that the Marine Corp has become so weak today. It all starts at the beginning, and if the recruits aren't trained hard enough than how could they be expected to survive a war, much less win one!!

~

378 mrd 10617 d b e a a n

General Response: I feel all Boot Camps need to be tougher. I personally was not challenged. If we are to defend America then we should be tough. Who cares if a Drill Instructor hits us, in war there not gonna IT us or scream at us. The weakening of the Armed Forces will be our downfall. I earn for the old USMC! Back when we were strong. China is going to kick our ass. We need to be like Dave Daly, Smedley Butler, and Colonel Chesty Puller. I am scared for my children. Their America is going to be weak and unable to defend themselves. Boot Camp needs to be brought back to old times.

~

384 mrd 10626 d b c a a n

General Response: I feel Basic Training should be harder because too many nasty Marines are slipping through the system. Hazing should be allowed, it will only make you stronger and teach you how to survive. People, like some in my platoon, are so weak the Drill Instructors get on to them after 12 weeks of training, they start crying and others just like to keep goofing off. Being undisciplined and not working as a team. If Drill Instructors were harder there would be none of these people. I don't want someone who in a combat situation is going to turn tail and run fighting beside me. So these people should be weeded out. This is not possible with all regulations set by politics and mothers crying for their little babies. We're men, we signed the line, we committed ourselves. Suck it up and act like a Marine or Marine Recruit which ever the case may be. If Basic Training keeps going this way, we won't have any real men to fight our wars, just "babies". Then the country will holler Peace and dive just like Viet Nam. Get hard or hit the door.

~

386 mrd 10629 d b c a a n

General Response: Boot Camp is not to scare or hurt any body, it's to learn discipline, self respect and to be a team leader. Some people think that the Drill Instructors abuse us, but they don't, yes, they yell at us get at our faces but that's it. I have never seen a Drill Instructor beat up a recruit. I'm tired of parents writing the Marine Corps and saying the Boot Camp is so tough that it should be easier. I disagree, Boot Camp should be tough and demanding more physical instead of mental. Other than that, Boot Camp has been interesting for me and for my fellow Marines. I just hope that they would quit making the Marine Corps weaker than it already is. That's all!

~

390 mrd 10633 d b c a a n

General Response: Basic Training was not tough enough. The Marine Corps is getting soft. Too many people complain and it's going to get so hard that the Marine Corps has a serious ass kicking coming to them if they don't stop making numbers and start making Marines. As I was. Boot Camp was just plain easy.

~

394 mrd 10637 d b b a a n

General Response: Boot Camp wasn't what I wanted it to be. I wanted and needed tougher Drill Instructors. I wanted to be broke in and rebuilt. It wasn't like that. Everything was sugar coated. It's like the Corps is going soft. If I wanted a babysitter I would have joined another branch. But I didn't. So I joined the Marines. I feel cheated. If I would have known

that a challenge would not have been issued. I would have stayed home. But maybe I'll get what I'm asking for in my SOI or MCT school. I'm not saying that the Drill Instructors wasn't stressing us. Because they were. I'm simply saying that it should have been a lot more to it and the rules need to be changed. And the pressure needs to be on the recruits and not the Drill Instructors.

~

395 mrd 10640 d b c a a n

General Response: There should have been more physical conditioning. Better time management. More emphasis on discipline. Should have been tougher with recruits. Too many recruits are now Marines that shouldn't be Marines. They are nasty and undisciplined. I don't want that kind of trash in my Marine Corps.

~

396 mrd 10642 d b c a a n

General Response: Needs to be tougher both mentally and physically.

~

402 mrd 10648 d b a a a n

General Response: USMC Boot Camp is challenging when we are doing field exercises, but other than that it was easy. This place is very strict, and maintains a high standard for discipline. Another thing, the chow hall up North (Camp Pendleton) is nasty and they don't feed recruits enough, their chow hall is always filthy. The chow hall at MCRD San Diego is excellent, clean, and will feed recruits good.

~

407 mrd 10654 d b c a a n

General Response: I felt the Marine Corps Boot Camp was too easy. My father and grandfather were Marines, and they built me up to be totally broke down. When I arrived I couldn't believe all the hype was over this. Over the years, America has let the military fall into a lull. It's too hard for a Drill Instructor to do his job with all the rules and regulations. There are Marines in my platoon that don't rate to wear the title, and that upsets me. American will pay for it in the next war.

~

411 mrd 10658 d b b a a n

General Response: This Marine Basic Training was not so hard as I thought it would be but still challenging. I would say that it has provided me with a secure, and stable way of being for the next 4 years. While teaching discipline I mostly would to expect and what to get sending for in the Fleet.

The core values classes really helped this Marine make it through Boot Camp because the Drill Instructors let you know what you should really do to make your career a fulfilling one in the Corps.

I recommend more in Core Value classes be put in Boot Camp so recruits can express and get to know their future service and start feeling that Bond of Brotherhood early in the Corps.

~

417 mrd 10665 d b a a a n

General Response: The comments that I have on Basic Training are that it was too easy. I expected Boot Camp to be more physically demanding and to install more discipline in recruits.

At times I felt that at Boot Camp we did not get enough of Physical training. It was more like a course of knowledge. Boot Camp needs to be more a military aspect. In Boot Camp they need to teach more hand-to-hand combat skills. They need to show us how to use more weapons. I need to become more demanding. To make it one of the elite.

~

418 mrd 10666 d b c a a n

General Response: I think Basic Training was too easy and needs to be harder. Needs to spend more time in the field, and less with knowledge. I thought basic was a lot of fun and I met some interesting people.

~

429 mrd 10681 d b c a a n

General Response: I expected the Marine Corps to be tougher to the physical attributed us how the men are trained cause I believe 5 years ago the type of Marines leaving Boot Camp compared to the type leaving now just isn't as hard for lack of a better word, as they used to be. (I am a firm believer women should go through Basic Training with men.)

~

430 mrd 10682 d b c a a n

General Response: My Basic Training experience was a good one. I expected it to be harder but it did prove to be very mentally challenging. The stress level were sometimes high. I learned a lot from Basic Training.

~

440 mrd 10697 d b c a a n

General Response: I think it needs to be harder and not a day care! It was real easy, it needs more Physical Training and less

talk. The Crucible was more mental than physical, I think we need to make it more physical, because we are the elite fighting force of the world. We are what ever Boot Camp makes us!!

~

445 mrd 10705 d b d a a n

General Response: Make Marine Corps Recruit Training more difficult, because the quality of new Marines does not look good from what I see. Recruit Training was long, but easy. It should be just as long, but more demanding so that either recruits conform and become a looked on recruit or quit and help the marine Corps by not plaguing it with their lack of discipline, physical fitness, intelligence, and/or overall not putting out as much as they take. There are many recruits that graduate Marines that really don't deserve the title and everything it stands for, due to the fact that recruit training is easier than it used to be.

~

447 mrd 10707 d b c a a n

General Response: My overall outlook in Basic Training was good. It is something every man should do. It provides discipline that helped me for the "real" world. Basic Training was challenging to a point, it wasn't hard as what I expected. The training was a good learning experience.

~

451 mrd 10714 d b c a a n

General Response: Basic training was a very positive, learning experience. I wish that it had been more physical. But its not a perfect world. I think it should get harder and more disciplined. Our lives as members of the Armed Forces depends on it.

~

453 mrd 10717 d b c a a n

General Response: I found basic training to be easier than what I thought before coming here. But the educational status was a lot higher. We had o learn a lot more than I thought we would have too. The physical part was a lot easier than I expected. A whole lot easier. I think Marine Corp boot camp needs to be tougher, otherwise we will have a bunch of weak men and women defending our country. Congress or who ever is making too many rules for boot camp. Boot camp needs to be tougher, but the Corps values can stay. Corps values help a lot of recruits in training. It also teaches us how to act and what to do when we get to the Fleet. But like I said, boot camp overall is too easy.

~

455 mrd 10721 d b c a a n

General Response: Basic Training was much much easier than any of us in the entire platoon had expected. I had come prepared for much harder training here at boot camp and feel let down at this point for the easiness of the training which allowed for even the nastiest recruits to make it through. Basic Training was not efficient at weeding out the bad people. They slipped through the cracks because it was easy and because they could.

~

460 mrd 10728 d b c a a n

General Response: I thought that boot camp was easy. I expected more. Turning into a girl scout camp. But they are still teaching us discipline and all that sort of stuff. Boot camp is still good to go. It's just getting soft.

~

464 mrd 10734 d b c a a n

General Response: My basic training experience was what I wanted it to be, I pushed every trick in the book and get away with half of the items. One thing that really pissed me off. The role of squad leaders was taken to much by these individuals and it all was bullshit. Basic training is easy, there is nothing hard about it at all. But to truly become a Marine is something you can't tell or find out what was going on. The Drill Instructors aren't as bad as they are portrayed at first, they just try to portray them or put a big amount of stress on you until you break or they bring it down. Then after a period of time they bring that level up again so everyone gets stressed out, but otherwise, it is all a piece of cake from then on. It doesn't matter what they say because after boot camp the fleet is all yours. You are handling the situation and no one else. You look for certain motivation in certain other places. Everyone will find out eventually. So good luck.

~

470 mrd 10745 d b c a a n

General Response: This Private learned more discipline throughout training. This Private believes training should have been much harder. But this Pvt. learned a lot and enjoyed training too.

~

477 mrd 10756 d b c a a n

General Response: I believe that basic training has been "watered down" throughout the past years. The stories I hear about how boot camp used to be were the inspiration for me to come here. I believe that it does no justice to this Marine Corps or to any enlistee to let basic training get caught us in political righteousness. Making training easier only increases each enlistee's chance of being killed in a combat situation. It also decreases the effectiveness of the actual training. I've found that Marines who have been in service longer have a better respect for what they've learned in basic training. It is unfair to us to restrict our basic training. If I could have gone through 20-30 years ago I wouldn't think twice about it. I love this Marine Corps and

have the utmost pride for what I have become.

~

479 mrd 10758 d b b a a n

General Response: Basic training was easier than I had really thought it was. At one point in time I had wanted to go home. Then, a few friends told me to hang in and everything would be alright. To this day I still wish I would not have come here. It's just not for me. I was thinking of just the education program and that's it. I really wasn't thinking about serving my country like this.

~

483 mrd 10762 d b c a a n

General Response: I thought that Marine Corps boot camp would be a little more demanding in the discipline area and the physical area. Other aspects such as knowledge and other learning material were what I expected. In a way I wanted boot camp to be harder. I as a weightlifter and a wrestler in high school. The physical part was hard but it didn't concentrate on building strength, only endurance. As I am about to graduate I look and see that there are still some that are undisciplined and nasty. I think the Drill Instructor should be able to use any means possible to straighten them out. If I ever went to war, some of these people I wouldn't want by my side because they are undisciplined. They would move or scratch and give away my position and get me killed. That's why I think boot camp should be harder. We need to get all of this political bull crap out of the way so we can train hard and save lives. I have always wanted to be a Marine, to be the best but if political bureaucrats are always getting in the way, how are we supposed to train for war? We are suppose to be hard, and mean, but instead we got pampered like little grade scholars. We aren't trained to kill like we should be but instead we are trained to be told what to do only when it is safe and politically correct instead of being hard so we can stay alive in combat.

~

488 mrd 10770 d b c a a n

General Response: My basic training experience was rather easy most of the time. It was challenging at points such as the Crucible and humping other wise it was a little soft I think. It seems as if they will let anyone become Marines.

~

490 mrd 10772 d b c a a n

General Response: I have wanted to come to basic training since I was a little boy. When I made it through basic training I was disappointed because I came here to be challenged and I felt I was robbed of the challenge because of Mothers of America. The DI told us how boot camp used to be and how it is now. I wish it was like back in the day. Units are still undisciplined and there are still people who can only do 3 or 4 pull ups. I do not want a weak individual next to me in combat, who can't even carry his own. Because of how boot camp is today there is going to be a lot more dead Marines in the world because weak people are allowed to pass. Marines Corps name is built on tough, fearless, Devil Dogs and that is why we are respected. But instead of Devil Dogs we should (as the new aged Marines) be called puppy dogs. Basic training needs more discipline and harder training. Signed, a newly disappointed Marine.

~

492 mrd 10774 d b c a a n

General Response: The days are long and hard, but well worth the effort in the end. I feel that there could have been more physical training, as-well-as discipline provided by our NCO's and commissioned officers. Overall, basic training was a good experience. Much of the training was difficult enough to provide a challenge. All in all it could have been harder. A recruit knows within the first 2 weeks that they are basically guaranteed 3 squares a day, mail call, and a rack for 8 hours a night if they don't have fire watch. This could have been changed a little, maybe once or twice a week, skip a chow period to show a more realistic side to combat situations where you aren't guaranteed 3 squares a day, or other things similar to that.

~

493 mrd 10775 d b c a a n

General Response: Training was too easy. Physically and mentally.

~

496 mrd 10779 d b c a a n

General Response: I thought basic training was pretty easy, but on the other hand I enjoyed it. At first I though there was no way but the farther and farther we went on I built confidence. I've improved in a lot of many different ways, and I would suggest boot camp to anyone.

~

510 mrd 10801 d b c a a n

General Response: My comments on my experience during basic training are, I wished we would have done my physical training. I expected more and was let down. The Drill Instructor I had did an excellent job in making me a Marine. I'm installing all the knowledge I needed to go out into the fleet Marine Corps.

~

513 mrd 10805 d b c a a n

General Response: I feel that boot camp was sometimes more challenging than others but it was little easier than thought it would be. Most of the training is mental rather than all physical like I thought it would be. It would have been nice if we

were allowed weight training to keep muscle mass and strength. Even though I've gotten stronger in the legs from running, I've gotten weaker in the arms and chest area. Once your body is leaned of all fat it can't make more muscle tissue so it needs to take muscle away separate. That's what's happened to me.

Other than that and feeling like I'm in the 3rd grade with a bunch of babysitters (DI's) always around. I've liked boot camp.

I think that it should be harder to join the military than it is. The ASVAB requirements should be higher and there shouldn't be so many waivers. It should focus more on working with people with no discipline.

~

516 mrd 10809 d b c a a n

General Response: I think that the physical toughness of basic training should be made a little tougher. More of the weights and things like that. I also recommend going back to regular sit-ups so that the gut gets more of a workout. When they go up to Camp Pendleton they should PT a lot more up there also because I feel like I lost a lot of what I gained when I was MCRD before going up North. That is about it.

~

517 mrd 10810 d b c a a n

General Response: In the Marine Corps we have the Crucible on the last two days of training - it needs to be a lot longer, harder or whatever, because that was easy

~

521 mrd 10814 d b c a a n

General Response: I felt that throughout basic training the physical demands were quite easy to meet. It was the stress factor in the first 2-3 weeks that I had difficulty handling. At first there were many times when I thought of quitting, but I hung in there. Like I said I thought the stress was hard to handle but now I realize that everything they do down here is for a reason. I feel that I have gained a lot of discipline, and new respect or myself.

~

525 mrd 10819 d b c a a n

General Response: Recruit training from what I hear has become easier. It needs to toughen up again. As for my training, it has always been a dream of mine to be a marine and I believe I was well trained and prepared for my next four years as a Marine. The physical fitness requirements were not as extreme as I expected but I also didn't expect to spend as much time in the classroom as I did. It was very exciting to make new acquaintances with people and I have found that it can get you some of the best friends in the world. You may not start out together but by the end you will be a Band of Brothers.

~

526 mrd 10820 d b b a a n

General Response: The training I received here was great, because I actually thought that it was going to be harder than it was. They helped me find courage, motivation and a lot of other things I noticed I didn't have in myself before like self confidence and self discipline. This boot camp has changed my way of life and the way that I look at life.

~

527 mrd 10821 d b c a a n

General Response: Marine Corps recruit training was easier than I expected. I feel it should be able to get more hard corps so the drill instructors can send America strong fighting men. It seems to be getting too easy. This is the Marine corps, we are supposed to be hard. Recruit training is supposed to be hard. It seems to be getting too easy and I don't think that is a good thing.

~

529 mrd 10824 d b c a a n

General Response: I think that basic training was not hard enough. The training needs to get back to where it was many years ago when they would not tolerate any nonsense. It used to be, if you stepped out of line they would put you back military style, but now it is so sugar coated that pretty much any one could make it. The physical fitness part must advance to a higher level. This 3 pull-up mess is no good. The discipline that used to be there is not here any more. Yes, they do discipline you but scarcely not enough as they should. We still have too many undisciplined ones in our platoon and we will soon be graduating. It would be much better if they could train you the way they used to because if I go to war and I have one of those undisciplined ones beside me he is going to get me, him, and everyone around him killed. The Marine Corps should not tolerate undisciplined recruits. Basically what I am saying is, drop all of this political crap and get the Marine Corps tracks to training the way they were years ago before someone cases in and replaces our flag.

~

531 mrd 10826 d b c a a n

General Response: I think that basic training is a walk in the park. They need to get tougher on them so that they actually have them ready for the Fleet.

~

541 mrd 10840 d b c a a n

General Response: My basic training experience was a little easier than I thought.

~

544 mrd 10843 d b c a b n

General Response: During my time spent in Marine Corp Recruit Training, I've found that a lot of Marines are getting out because of the way that it's going. The corps should be the highest respected force in the world and it's not going to happen if they keep making it easier. I know of about ten recruits that just slid by recruit training. I know for a fact that they were carried through the humps and dragged up the "reaper." I was the one who had to push them, just as I could finish. I just think that they're being to easy. I'm going home for my 10 days leave so I can talk to my 17 year old little brother about joining, as well as all my friends, only because I love the corp. But I don't want them to be disappointed on how the Corps is presented. Yes, I feel disciplined, but not as much as I should be, and if the United States Marine Corps keeps going the way it does, I'm leaving in my 4 years. Sadly but surely. Semper Fidelis!

~

547 mrd 10848 d b c a a n

General Response: I came to boot camp expecting a lot worse. It was hard, but it should have been a lot harder. I think I had the best drill instructors on the depot. I think boot camp was a very good experience for me but now it's over and I have to move on with my military life.

~

551 mrd 10855 d b c a a n

General Response: It was fun overall even through all we went through but it was fun. The Physical Training could have been a little harder. As for women, I think they should be trained separately in boot camp, because it's a distraction to training and males tend to try and take care of females so neither would get the full training they signed for because either should helped by the men or the men spent too much time helping the women and didn't get the full experience.

~

Overall Basic Training Hard, Harder Than Expected, or Too Hard:

Marine Men Recruits

n = 552

Number of comments: 32 (5.8 %)

Comments made about the overall difficulty of Basic Training.

11 pi 3392 d b a a a n

General Response: Recruit training is hard but I wish the Drill Instructors could pay more attention to the recruits in their own circle. Recruits fight and have a lot of problems and Drill Instructors don't know it. Most don't care! I wish they did!

~

21 pi 3415 d b a a a n

General Response: Hard but feels great finishing and knowing that you are a Marine.

~

43 pi 3450 d b c a a n

General Response: Basic training was hard, yet very informative and it showed me how to save my own life and my platoon's life.

~

59 pi 3476 d b c a a n

General Response: I enjoyed training, it was hard but defines confidence in me. We need more discipline, longer time spent here and do not get cracking as Marines until graduation, harder Drill Instructors, tougher training, more running and again discipline and more carefully select who is admitted to be a Marine.

~

60 pi 3478 d b c a a n

General Response: Basic training was harder mentally and somewhat physically more than I had expected. I think the hardest part was staying away from the civilian world because I came from a small town and never got out much. It's hard to be away from the world this long.

~

129 pi 5060 d b c a a n

General Response: I believe it is a hard, but great experience and should be used as a punishment type thing for some adolescents that have criminal trouble to straighten there ass up.

~

141 pi 5076 d b c a c n

General Response: I found basic training hard but you can make it if you stick to it.

~

142 pi 5077 d b c a a n

General Response: I was scared. I hated being yelled at and wanted to go home! I was homesick. I asked my SDI and the Senior GySgt to let me go home. Needless to say I was kept here. I was on diet tray for 10 weeks. It was hard I had to adjust to the way things worked. In the end I lost 27 pounds and learned more here that I have ever learned. I am more mature and disciplined now than I have ever been. I don't know what the future holds but I think I made the right decision to stick with the USMC.

~

174 pi 5140 d b c a a n

General Response: My basic training experience wasn't an easy one, but yet it wasn't what I had prepared myself for. The hardest part was learning how to develop the patience it required to live with sixty other recruits. Most of whom did not want to put the effort into training that I expected for anyone. Those recruits should not be here, or the Drill Instructor should have more control over their privileges. Taps and chow should only be a privilege. One that is earned. I'm not saying don't feed or take all sleep time away, but use it as a means of getting what you want from a recruit. These are probably the most important things to most recruits and they take it for granted. If their routine is shaken up every now and then they will either adapt to the discipline or not be part of the Marine Corps. I have totally different views on the Marine Corps, then I did before I joined. I am proud to be a part of it, but I wish it only allowed Marines with the same values and view as mine into the Marine Corps. That's far fetched, but I hope I never see some of the recruits in my platoon again, because they are the ones slipping through the cracks and causing the reputation of the Marine Corps to be tarnished.

~

206 pi 5195 d b d a a n

General Response: Basic training is not what it use to be. I know because I had advice before coming, from a former Marine. I can't say that training is too easy because I found it incredibly hard but I do know that it's not changing many of the recruits

that need to be changed.

~

218 pi 5219 d b c a a n

General Response: If boot camp is suppose to train recruits for war, it don't come close. Boot camp was HARD for me and I'm glad it wasn't harder. But if our nation is to have a reasonable defense force TRAINING MUST BECOME MORE DIFFICULT. Injuries and even fatalities need to be accepted as necessary evils. Too much attention is paid to recruit welfare. Let DI's train as they see best and god help recruits. But its either harder training or we risk losing freedom.

~

223 pi 5228 d b c a a n

General Response: Basic training was a tough thing to go through but I am now a Marine and glad I stuck it out.

~

245 pi 5272 d b b a a n

General Response: It was tough but I'm glad I made it.

~

270 mrd 10459 d b c a a n

General Response: Basic Training is tough and demanding all throughout. However, the whole cycle is set up in an excellent manner, as it provides goals, after every given period for a platoon to complete (drill, PFT, Conf. Course). This helps to motivate recruits to finish Boot Camp with motivation and dedication. When it is all over, it was worth the pain and suffering for 12 weeks.

On a personal note, the Reserve Liaisons could have been more helpful.

~

280 mrd 10470 d b c a a n

General Response: I think that Recruit Training for the Marine Corps was tough, but I feel that teenagers around America should be informed more about Basic Training. I personally didn't know a thing about Boot Camp or the Marine Corps, but my recruiter talked me into it. The day I got my Eagle, Globe and Anchor, on top of "The Reaper", was the best day of my life. I hope other teenagers will get their act together, get off the streets, and join the Armed Forces. United States Marine Corps boot camp can straighten up almost anybody, so they become discipline and have self-respect.

~

286 mrd 10479 d b c a a n

General Response: The toughest task I've ever embarked on. I am proud of what I am, The platoon, and my series has done. I now have a feeling that I am going somewhere and that I can do anything. One of the reasons I joined was to carry on an ancient military tradition in my family. I hope I have credited them.

~

300 mrd 10502 d b c a a n

General Response: My overall view of the military is still unclear. For most of my life I have been against the military and figured it to be a brainwashing institution that gave no mind to the individual, and has no moral structure or values. When I found myself out of a job, or at least in a low paying job, I needed to get my act together, especially with a 2 1/2 year old son to help with. Things were hard.

I saw an opportunity in the military with education and job security. So I joined. When I got to Recruit Training, I was reminded why I never wanted to join in the first place right away. Throughout my training things got better and I came to trust my Drill Instructors and start to believe in what I was doing. Every day of training gradually began to seem more like reality than being away from it. I'm not sure if I can explain that any better so I'm not going to try, but the real test on Recruit Training is when we get to the Fleet.

What will I think then? So far, I know I have learned a great deal.

~

308 mrd 10512 d b e a a n

General Response: I thought Boot Camp was hard, it challenge me, not only physically but mentally. I got something good out of it. Now I'm a UNITED STATES MARINE!

~

311 mrd 10515 d b a a a n

General Response: My Basic Training was tough. It takes a lot of physical and mental to succeed. It was what I expected it to be, but I didn't expect drilling. I thought it was more Physical Training. But overall Boot Camp prepared me for the Fleet, for the real world. It also gave me discipline and more confidence, and it taught me honor, courage, commitment to the Corps. Not only to the Corp but everywhere I go. I'm glad I'm serving my country and proud to be a Marine.

~

314 mrd 10518 d b a a c n

General Response: Recruit Training is very mentally and physically tough. I had the worst experiences here in my life. I made a very big mistake by joining the military too early. I thought Recruit Training was hard now I have to deal with going to MLT which is a lot more tougher. During the training cycle I realize I didn't belong here. My superiors were informed and they just thrash me even more. Now that I'm graduating I still have no pride in be a Marine. I just got brainwashed by my recruiter and stupid me sign the contract. Since I've been here for more than two months in training, I can't go home. I'm committed to being here for five years if I make it that far. I know that there's more recruits that feel like me and they need help. Please help them and myself.

~

343 mrd 10558 d b d a a n

General Response: It was tough and challenging. Graduated only three years of high school just to be a Marine. Basic Training is just the right tool to get you ready and to function in the military life.

~

344 mrd 10560 d b d a a n

General Response: Basic Training has been an experience I will never forget. So far it has been the hardest thing I've ever done. I know I'll probably do harder things during my time in the military but Basic Training is what I'll remember most because this is where it all started.

~

385 mrd 10627 d b c a a n

General Response: The United States Marine Corps is by far the first, and most difficult training in the world today, it has made me a disciplined hard and tolerant individual. Never would I trade this experience for any other.

If I had it to do over again, I would doe exactly what I did to begin with.

Semper Fidelis

~

449 mrd 10709 d b a a a n

General Response: Basically, my training was tough, but I feel it was good for me and it was what I was expecting and knew what would happen. I also learned so much history about the Marine Corps that I never knew and got in shape in Boot Camp.

~

463 mrd 10733 d b c a a n

General Response: This has been the hardest thing I have ever done. It's all a mental game, I know that I can overcome anything now if I put my mind to it. Boot camp has given me this and has prepared me for life. I will never forget the many life lessons I've learned here nor will I forget the important values they have taught me in the Marine Corps. Overall boot camp has been a long tough road but has made me a better person. I will always remember the pain and tears of boot camp but will always look back on it with pride and a smile.

~

469 mrd 10744 d b a a a n

General Response: Basic training for me was a big challenge to the point where it opened my eyes and told me this is the time to change. I joined the Marine Corps. For a couple of reasons most importantly was to make my mother proud and show her and myself that I can be one of the Few and the Proud which I have already accomplished that. Basic training for me was mentally and physically hard because of my attitude and weight but overall my attitude changed and I lost about 32 pounds which makes me proud of achieving this life goal. All there is left to say is OOH-RAH (Semper Fidelis).

~

486 mrd 10765 d b c a a n

General Response: Boot camp is tough, days are quick but weeks are long. Sleep and food deprivation got to go.

~

508 mrd 10797 d b c a a n

General Response: I've seen all the movies and heard the stories of what goes on in boot camp (USMC), but to go through it and to have shared those 13 weeks of pain, willpower, friendship was one of the most gratifying things in my life. Yes, it was hard the PT, the IT and Up Notch, but when you are being trained by for Drill Instructors that care more about training then playing games they put out some good damn Marines. My Drill Instructor taught me how to be a man first then a Marine. SSgt. [name], SSgt. [name], SSgt. [name], SSGT. [name], lead my way to the Marine Corps.

~

536 mrd 10831 d b a a a n

General Response: During my stay here in basic training, the whole platoon in which I am currently in, never got along at first. We never grasped the concept of teamwork and were always being individualists. This progressed for a couple of weeks or so until we finally realized that we couldn't get by basic training without each other. At first, it was different, seeing all kinds of people from other places but it finally started to get into our brain housing group that together everyone achieved

Part 3

more. Now we are proud to be called a platoon and I don't think that I would have ever felt this feeling of brotherhood and trustworthiness than what I feel for my fellow Marines. Although recruit training, from my experience was very hard, it is a great challenge to try to overcome and I believe that everyone should get themselves for such a challenge just to prove to themselves that they can accomplish anything so they can have a feel of what it takes to be a good Marine.

~

538 mrd 10834 d b c a a n

General Response: Boot camp was hard in some ways because I have some learning disabilities. So prac. was one of my week points. But other than that, it was fun and I learned a lot of things about myself that I did not know about myself.

The drill instructors push you to the point you give up on yourself but they know what you are going through so they don't give up on you. That really pushes me to make my goals and make my family happy. There are some things I wish I could of done like had my head shaved and not be able to put trouser cuffs up until we went up North.

~

539 mrd 10835 d b c a a n

General Response: It's been good to go and pretty damn motivating, but it's kind of hard going through the transition from family life to military life. I may miss my lady and family, but I am very glad I joined the corps. Hopefully, it will continue to get better and better. Semper fidelis!!!

~

547 mrd 10848 d b c a a n

General Response: I came to boot camp expecting a lot worse. It was hard, but it should have been a lot harder. I think I had the best drill instructors on the depot. I think boot camp was a very good experience for me but now it's over and I have to move on with my military life.

~

Physical Training Easy, Easier Than Expected, or Too Easy:

Marine Men Recruits

n = 552

Number of comments: 88 (15.9 %)

Comments made about the difficulty of Physical Training.

1 mrd 1493 d b c a a n

General Response: I thought the physical part could have been harder, but it has changed. I think that this will help me plan for the future in getting a good job. They take real good care of you, they feed you quite well. Overall it was fun.

~

17 pi 3401 d b c a a n

General Response: The first three weeks or so most recruits get lost in the instructions received due to home sickness. They should allow phone calls 7 days after they arrive. Physical training should be harder because we go through hell for weeks on end with no breaks and that would help us with our stress and to get our minds off home.

~

25 pi 3425 d b c a a n

General Response: Needs more Physical Training. More discipline. Also, needs to find a way to get rid of all the troublemakers and comedians.

~

33 pi 3439 d b c a a n

General Response: I expected the physical fitness part to be much tougher. Most of the exercises seem to be aerobic instead of muscle building. I did not expect all of the psychology used by the Drill Instructors to help motivate the recruits. Overall it was a very educational and rewarding experience.

~

49 pi 3461 d b c a a n

General Response: Some Drill Instructors are really de-motivating so recruits must find ways to motivate themselves. I have earned the title U.S. Marine and I am still being treated as a new recruit. That's really dog gone motivating right there, you know what I mean. Physical conditioning needs to be increased other than that I gave basic training to Devil Dog Paws up.

Semper Fi

~

57 pi 3474 d b c a a n

General Response: Needs more Physical Training. Physical training was too easy.

~

59 pi 3476 d b c a a n

General Response: I enjoyed training, it was hard but defines confidence in me. We need more discipline, longer time spent here and do not get cracking as Marines until graduation, harder Drill Instructors, tougher training, more running and again discipline and more carefully select who is admitted to be a Marine.

~

66 pi 3491 d b c a a n

General Response: The only thing I didn't enjoy was drill. The IPT needs to have longer time and Physical Training needs to be more frequent. I had excellent Drill Instructors. Thank you!

~

69 pi 3497 d b c a a n

General Response: The physical demands are by far, more easier than I had ever expected coming to Marine Corps boot camp.

~

74 pi 3512 d b c a a n

General Response: I expected to go to bed each night mentally and physically drained. I never did once in recruit training. This caused frustration and only stress on me, psychologically.

~

88 pi 3537 d b f a a n

General Response: It needs to get more warrior training and more physical training.

~

93 pi 3550 d b c a a n

General Response: My opinion is that physical training should have definitely been stressed more. Other than that it was the

most challenging experience of my life and I feel I've been changed forever.

~

99 pi 3563 d b c a c n

General Response: Most of the training was useful. Need much more physical training. At least twice a week throughout recruit training. Overall, it was a great experience. My Drill Instructors and Senior Drill Instructors was outstanding. Stellar, Job, the door was always open for problems or questions when something needed done, it get done though!

~

100 pi 3564 d b f a a n

General Response: Physical training should have been 4 times a week.

~

127 pi 5057 d b c a a n

General Response: I believe basic training has changed me to some extent - I'm more disciplined, more self-reliant, and more of a team player, some recruits could have used tougher training, but the current level of training was perfect for me. More PT would be welcomed - it started off tough, but seemed to get easier as training progressed. One new marine went from 8 or 9 to 18 pull-ups another still struggles with 4. If you give 100% in training, you get back 100%, but many don't give enough and they don't get as much as they could from training.

~

136 pi 5069 d b f a a n

General Response: Training, physically needs to be harder (PT). To much hazing which recruits get tired of and don't listen after a while but PT they have to do.

~

139 pi 5074 d b c a a n

General Response: The standards should be raised and enforced more. The test and the PFT scores needed to graduate were very slow and too easy to accomplish. If someone did fail a portion of recruit training they were given multiple chances to actually qualify, one is enough. The Marine Corps is not upholding the high standards that it should and that is why the Marine Corps is deteriorating.

~

140 pi 5075 d b c a a n

General Response: When I came down to recruit training I had a totally different picture in my head. I thought it was going to be a lot rougher, physically and mentally but I still got a lot out of it. Because I opened up my mind to the training methods and tried my best to train. All in all recruit training was a good experience. PT wise it was a little weak though.

~

147 pi 5086 d b c a a n

General Response: PT - easy GOOD TO GO!

~

179 pi 5149 d b c a a n

General Response: This Marine believes that boot camp here at Parris Island was a very good learning experience. I obtained a lot of discipline and respect for authority while in recruit training. I also believe the physical aspects could have been a lot harder. The "Crucible" was not all it was cracked up to be.

~

184 pi 5157 d b c a a n

General Response: We are treated too easy now. I thought Marines were tough. We can't go out if its raining and we can't PT more than a little at a time. Basically we are not being training hard enough. It is outrageous that DI's have their hands tied and are not allowed to punish us. It is true that pain breeds discipline, yet we are not ever in enough pain for discipline to be conceived. I expected to PT everyday and leave here with a chiseled figure, but I won't.

Training needs to get tougher physically and mentally. If not, we will not be the finest in the world.

~

195 pi 5175 d b c a a n

General Response: I was actually disappointed with boot camp. I came here heavy and I hoped that I would lose a lot of weight and tone my body. I didn't find the training anymore difficult than football practice. Most of the time I didn't even feel like I was challenged.

~

207 pi 5196 d b c a a n

General Response: Basic training was challenging, but not as tough as I expected. The PT was not as hard, and the DI's were not as strict. A lot of recruits were able to get away with too much. But I believe it was a great experience, I learned a lot and never will forget it.

~

232 pi 5243 d b c a a n

General Response: Physical training should be much harder than it was, DI's should have more leverage over their platoons.

~

244 pi 5271 d b c a a n

General Response: Basic training was not all what I expected. Physical fitness was much easier. To many recruits got away with too many things.

~

278 mrd 10468 d b c a a n

General Response: I was mentally tough enough, but physically I wish it would have been a lot tougher.

~

288 mrd 10482 d b d a a n

General Response: Basic training was by far a lot easier than what I expected. I thought that there would be Physical Training (PT) everyday and that there would be no time to do things. However, during the middle and ending (after Final Drill) of the cycle, there is a lot of down time. A lot of time wasted just doing repetitive drills and what seems to be a waste. I have constantly heard the motto: "Hurry up and wait!" This explains my point exactly. Besides that, the physical training was not hard at all, and there was not enough sessions of PT. I have actually gained weight and lost muscle mass here in Recruit Training. The discipline level is above average, but not enough. The Drill Instructors basically played games rather than discipline. All the games used to discipline basically irritated me. I rather keep on trying and get the job done, then play games (I.e. "Mt. Suribachi"). Basic Training has somewhat changed me however and made me into a Marine. I still have discipline and I strive to be the best, now that the training is almost over. It wasn't exactly as I expected it to be, but it sure has made me proud that I have came here and will soon be called a "United States Marine."

~

296 mrd 10496 d b a a a n

General Response: Basic Training could be harder. The chow hall could serve bigger portions of food. During Basic Training, recruits could have longer and harder physical workouts.

~

303 mrd 10506 d b a a a n

General Response: Basic Training in the U.S. Marine Boot Camp is not tough in a physical standpoint. Yet in a mental status, it is. This type of pressure and stress placed upon us by our Drill Instructors have been only for good. My personal discipline and bearing have changed to a max point where I am proud of my own level of maturity. Yet after all, this I feel the "games" that Drill Instructors play are of no good. They only hurt you physically. It injured me and I had to stay in MRP for 9 weeks. This made me stay here longer than expected. To train recruits is one thing but to do this type of "games" which require a platoon of over 70-90 people to run in and out for 80 times or sit and stand or from one side of the squad bay to the other is totally out of place. They sometimes cause injuries to recruits, when they could of just been in training doing the things in order to graduate. Yet the Drill Instructors get a blast out of these "games". This should be stopped to prevent further unnecessary injuries.

~

311 mrd 10515 d b a a a n

General Response: My Basic Training was tough. It takes a lot of physical and mental to succeed. It was what I expected it to be, but I didn't expect drilling. I thought it was more Physical Training. But overall Boot Camp prepared me for the Fleet, for the real world. It also gave me discipline and more confidence, and it taught me honor, courage, commitment to the Corps. Not only to the Corp but everywhere I go. I'm glad I'm serving my country and proud to be a Marine.

~

312 mrd 10516 d b a a a n

General Response: My Basic Training experience for me was somewhat easy. For me, the easy parts were the Proc. And the physical training except for the humps. Also, Boot Camp is said to be mostly mentally growing up. How I did, you needed to be very mentally stable, which made me not receptacle to the mind games Drill Instructors played.

~

322 mrd 10531 d b c a a n

General Response: It was a good experience which taught many important values. However, many of these values, I feel, will be forgotten or thrown aside by many of the newly graduated Marines, due to the lack of dependence on those values here at Boot Camp. I think Boot Camp should be more demanding, both physically and mentally. It would help the newly graduated Marines think twice before going back to their old ways.

~

327 mrd 10537 d b c a a n

General Response: I think Basic Training was a very disciplined environment, but it wasn't hard enough. I really expected much more, and was almost disappointed with chow, easy, the training was at times. Becoming a United States Marine is only for a few, but should be for even fewer. I believe Marines should be trained harder to maintain the high moral, physical, and mental standards of the Corps.

Marine Corps Basic Training is gender separated. I believe it should stay that way for many reasons.

As far as trainers go, Marine Corps Drill Instructors are the best trainers out there, but there are too many laws, rules, and regulations keeping them from making basic training the way it should be.

Basic Training is a good experience to begin a new life, and I believe all young Americans should participate in some sort of training.

~

328 mrd 10538 d b a a a n

General Response: I think there should be more physical fitness involved like running, calisthenics, etc. Recruits should know what their MOS is going to be with in the beginning stages at Boot Camp so they can adapt to that and focus on their future career. I didn't like the way leadership was taught. In Boot Camp people didn't really know how to become a leader until the end. They should teach these skills early on and have them apply them instead at only one appointed recruit guide (who's the only one that's able to lead). More people need to be given chances to encourage future potential.

~

332 mrd 10542 d b c a a n

General Response: I think that their should be much more Physical Training (PT). They should add more realistic exercises to the training. The average 19 year old male is much more capable than leg lifts. Things like hand-to-hand, the circuit course and running is what should be more focused on.

It seems that this survey is about men and women training together. In my opinion, no way. I don't think that the Instructors should be of opposing sexes. During my training, there were times of a lot of mental stress for me, other recruits and between each other. Being a leader requires fairness, and in a stressful training environment mixing in hormones can cause lots of problems. It's much harder to be fair when talking to a blue eyed blond and telling her what to do, than the male recruit. I am a squad leader, so that's why I talk about leadership. It can be done but it just adds too many problems. It seems there are already enough problems between recruits, why make it worse?

I also feel that there are way too many recruits making it through that do not belong here. It is a disappointment to see some of the undisciplined Marines that are now done.

~

333 mrd 10543 d b c a a n

General Response: I think Basic Training needs to be physically more demanding. In order to stay on top and produce the few and the proud, we need to be stronger, faster, smarter, and more disciplined. I feel that some recruits graduated that shouldn't have because they never really conformed. They are still the same individuals from when they first came in and you can see it in their attitude, appearance, and maturity. For the Marines to remain the best, we need to physically be in better shape. Bigger, stronger, have more endurance. Lifting weights on a regular basis daily, running twice a day, things like that. Smarter too, more up-to-date knowledge about weapons, equipment, etc. Expand the usage or understanding of high caliber weapons during Basic Training. Grenades, more rifles, hand weapons, knives, etc. Take out some of the things in Basic, line training, drill, and spend more time on the individuals to make each one more alike. Overall, I think Basic Training is good and getting better, I just request personally that more weight gaining and muscle building be involved. Everything else isn't major problems, but nearly find tuning from my point of view.

~

334 mrd 10544 d b b a a n

General Response: I think Basic Training was a good experience for me. When I say I wish training was harder, I mean I wish there was some way for the Instructors to get to those who slip through with no discipline because they know the Instructors can only do so much.

I wish that there had been more time for physical fitness. It seems as though it got pushed to the side as training progressed.

~

340 mrd 10552 d b c a a n

General Response: I joined the Marine Corps to help me with my discipline. So that I could improve in school. Also, it helps financially and can create job openings. I thought Boot Camp was going to be more physically challenging, but what I thought the physical aspect lacked, the mental aspect made it up. The mental aspect of Boot Camp was very difficult, the discipline is unreal. I know now I am much more disciplined, and I know it will help me in later life. I feel I have accomplished something a lot of people couldn't I now have the pride of belonging to the world's finest fighting force.

~

349 mrd 10569 d b c a a n

General Response: Basic Training was physically easier than what I thought it was going to be. But about 90% at Boot

Camp to day is all mental. Your mind has to be storing to make it. The body will come later. The will makes you physically fit. If your strong minded you would have no problems in training.

~

350 mrd 10571 d b c a a n

General Response: The first couple of weeks were interesting. The Drill Instructors running and yelling constantly, but after awhile most of every one got used to it. Since I started Boot Camp I've gotten weaker. I used to do over 300 pull-ups and my 3 mile runs were in the 16's. At the final PFT I was significantly weaker yet I still did fairly well because of will power. In other words, I wish that there would be more Physical Training.

Everything that we did here was fun now that I look back on what we did in the last 12 weeks. It may have not been fun for most, but now that we can look back at what the Drill Instructors were doing, it makes it noticeably fun and funny!

~

352 mrd 10573 d b c a a n

General Response: Marine Corps recruit training has become a weak politically correct, waste. I can see how some recruits who put forth no desire and/or effort to make it through, but there are large numbers of weak minds and body individuals graduating this week. It is upsetting, because I came here for hard challenging training (Physical and Mental). The lack of challenging Physical Training and intense mental test has allowed many to graduate, that I would not feel comfortable being next to if war ever broke out. MCRP is a business and I understand that they must put out the max number possible, but come on, they are supposed to put out warriors, and in some cases they are putting out the same children that arrived 3 months prior. Please lift something, before this place becomes another boys camp for troubled teens, instead of a warrior training school for the FEW and PROUD! Hoorah & Semper Fi

~

353 mrd 10574 d b a a a n

General Response: I feel Basic Training should have more physical training days. I'm prior service, and while in Army Basic Training, we did Physical Training every day, and when I left the Army Basic I was in a whole lot better shape.

~

357 mrd 10579 d b c a a n

General Response: I was some what disappointed that there wasn't more obstacle courses and more Physical Training. I found those to be the most interesting. I would have to say that there is a little too much politically correct type of teaching and talking involved and it tends to get in the way at times when trying to discipline some recruits. I think that besides that the program is working "fairly" well. Not as good as it could but still effective.

~

359 mrd 10582 d b c a a n

General Response: Overall, Basic Training was fun, but there needs to be more Physical Training and the Crucible seemed to be more hyped up than it actually was. Discipline was enforced 100% at all times, and yes I have transformed into a Marine, but the physical part of Boot Camp is a joke.

~

364 mrd 10592 d b c a a n

General Response: I think they need to add more physical training, discipline, and weed out more of the unmotivated recruits.

~

368 mrd 10600 d b c a a n

General Response: I expected it to be somewhat more demanding. More-so physically than mentally. Overall, Basic Training has been a long, rigorous, fairly challenging experience. I have to admit, however, I did enjoy it!

~

373 mrd 10608 d b c a a n

General Response: I believe recruit training needs to be harder. That way it would flush out any body floating on the surface, just barely doing enough to get by. In other words, the ones who meet the minimum requirements to graduate. I also believe that there needs to be more physical activities in muscle development. Also more events against rival platoons. Recruit training today is a joke! Needs to be harder and more physically demanding.

The Corps Values classes are an excellent idea.

~

375 mrd 10611 d b c a a n

General Response: There should be more physical training in Boot Camp. They shouldn't have to let nasty recruits slip through the cracks, people that you know is going to be a nasty Marine. A Drill Instructor says on a recruits behavior and conduct should hold more status. Because they have had to put up with them. And they know the type of man he/they will be.

~

379 mrd 10618 d b c a a n

General Response: Basic Training was hard but not as I thought it would be about the only thing that made it hard was the mental part. Being strong in the mind is what got me through and is what will get every other Marine through the same training. To me training wasn't demanding enough for the physical aspect of the whole thing. We didn't do Physical Training much at all and it should have been different. But at the same time Basic Training was a lot of fun and I would do it all over again.

~

380 mrd 10622 d b c a a n

General Response: Basic Training was a really big mental challenge for every recruit. I came in thinking I was going to get yelled at a lot but it would bother me because the Physical Training would kill me. It was the other way around, the physical part of Boot Camp was easy compared to the mental part. When I was first here in Boot Camp I was disappointed because of the physical activities. Now I realize that it is better to have mental toughness than physical toughness in Boot Camp. The Drill Instructors only have 3 months to make Marines and the best Marines are tough in the mind. They have plenty of time after Boot Camp for Physical Training. I believe the Marine Corps Boot Camp is very successful and smart. It makes good MARINES!!

~

381 mrd 10623 d b a a a n

General Response: My Basic Training here went well. Since the day I arrived at MCRD the only real problem was being away from my home and family. You just have to prepare yourself mentally more than anything. The Physical Training wasn't hard at all I think but there were people struggling. Have your mind set on the outcome of training, it will take you through the whole thing real quick. Know that I have completed recruit training. I feel I can accomplish pretty much anything. Recruit training to me is just to let you know on what kind of leader or person you will be in the civilian world.

~

391 mrd 10634 d b f a a n

General Response: Basic Training is all a mental thing. The physical fitness is not hard. The thing that will get to you is the mind games. You have to be strong minded to succeed. If you give up in your mind then you won't succeed. You have to put your mind to something and do it. You also have to listen to your Instructors and do what they show you. There only thing is to help. It can only make you better and make your trip a lot easier. This is my observation from marine Boot Camp!

~

395 mrd 10640 d b c a a n

General Response: There should have been more physical conditioning. Better time management. More emphasis on discipline. Should have been tougher with recruits. Too many recruits are now Marines that shouldn't be Marines. They are nasty and undisciplined. I don't want that kind of trash in my Marine Corps.

~

396 mrd 10642 d b c a a n

General Response: Needs to be tougher both mentally and physically.

~

409 mrd 10656 d b b a a n

General Response: Basic Training to me was an experience in itself. It really causes you to mature at a very fast pace. It wasn't as physical but we did have to learn a lot. I came in looking to be physically fit and leaving out, and going on to the Marine Corps for 4 years, so I could get a police job. Well, now that I came in and is about to graduate, there is more to it now. I am physically fit, but now in a way, and if it comes down to it, I will fight for my country. Just learning about what we've fought for, for more than 100 years, gives me a sense of pride. Boot Camp, even though it is stressful, has made me a better person.

~

415 mrd 10663 d b c a a n

General Response: I thought it would be more physical fitness orientated and stressed more. It was actually more focused on discipline then expected. My one Drill Instructor would sometimes "play games" with the platoon and it would get us extremely demotivated and I thought it did more damage then benefit. I do respect all my Drill Instructors because they are doing their job of making Marines. Semper Fi!

~

416 mrd 10664 d b a a a n

General Response: I think that the bad mouth needs to go down on recruits by Drill Instructors, it is a bad example and will carry on until it is stopped. Is this not part of discipline as well? "Do as I tell you but not as I do" needs to go as well. Better well-trained and more patient Drill Instructors will get through recruits faster than by impatient Drill Instructors. I plan to be a leader some day and change things around, if God allows me to live that long and head me in the right path. Physical Training should be harder (with weights) not initial weight training and nutrition should be introduced to the Marine Corps for further endurance. This is all I have to say, Semper Fi.

~

417 mrd 10665 d b a a a n

General Response: The comments that I have on Basic Training are that it was too easy. I expected Boot Camp to be more physically demanding and to install more discipline in recruits.

At times I felt that at Boot Camp we did not get enough of Physical training. It was more like a course of knowledge. Boot Camp needs to be more a military aspect. In Boot Camp they need to teach more hand-to-hand combat skills. They need to show us how to use more weapons. I need to become more demanding. To make it one of the elite.

~

419 mrd 10667 d b d a a n

General Response: - Some times my Drill Instructor would do things that would demotivate the platoon even if the platoon had done nothing wrong.

- I expected more Physical Training than I received.

- I dislike the policy of not letting the Drill Instructors get "physical" with the recruits. There are still a few really nasty recruits in my platoon and I did little to change their nasty ways.

- I don't understand the point about training females but not actually allowing them to "fight".

~

420 mrd 10668 d b c a a n

General Response: I thought that there would be a more steady Physical Training program. But at the same time there was different portions throughout the weeks that involved more physical strength than I expected.

Overall, I think that Marine Corp Boot Camp is set up very well for training undisciplined, weak individuals into Americas fighting force today. Which will lead to better citizens in the end.

~

424 mrd 10673 d b c a a n

General Response: I believe that some of the things that were used should be new for safety. And the way they train, should be more physically demanding. Have a little more physical training.

~

429 mrd 10681 d b c a a n

General Response: I expected the Marine Corps to be tougher to the physical attributed us how the men are trained cause I believe 5 years ago the type of Marines leaving Boot Camp compared to the type leaving now just isn't as hard for lack of a better word, as they used to be. (I am a firm believer women should go through Basic Training with men.)

~

440 mrd 10697 d b c a a n

General Response: I think it needs to be harder and not a day care! It was real easy, it needs more Physical Training and less talk. The Crucible was more mental than physical, I think we need to make it more physical, because we are the elite fighting force of the world. We are what ever Boot Camp makes us!!

~

443 mrd 10702 d b c a a n

General Response: I feel that Basic Training should be much more physically demanding. I came to recruit training in good shape and I have since gained weight (not all good weight, mind you) and lost strength and endurance. I think there should be Physical Training every day, especially towards the end of training since we didn't do more than 2 or 3 Physical Training sessions in our last month of training.

~

451 mrd 10714 d b c a a n

General Response: Basic training was a very positive, learning experience. I wish that it had been more physical. But its no a perfect world. I think it should get harder and more disciplined. Our lives as members of the Armed Forces depends on it.

~

452 mrd 10716 d b b a a n

General Response: I felt that the Drill Instructors are a little passive from what I expected and what I was told about the whole boot camp thing. Also, the physical training could be a little more intense.

~

453 mrd 10717 d b c a a n

General Response: I found basic training to be easier than what I though before coming here. But the educational status was a lot higher. We had to learn a lot more than I thought we would have to. The physical part was a lot easier than I expected. A whole lot easier. I think Marine Corps boot camp needs to be tougher, otherwise we will have a bunch of weak men and women defending our country. Congress or who ever is making too many rules for boot camp. Boot camp needs to be

tougher, but the Corps values can stay. Corps values help a lot of recruits in training. It also teaches us how to act and what to do when we get to the Fleet. But like I said, boot camp overall is too easy.

~

454 mrd 10719 d b c a a n

General Response: Basic training was both mentally and physically challenging, but not to the point that I thought it would be. I guess all those bullshit rumors that my recruiter told me not to listen to. I listened to, therefore I pictured boot camp as 3 months of pure hell. I didn't expect as much learning, I expected more physical training. The first night is how I pictured all of basic training to be, a cluster of mass confusion, but it wasn't. Well, I will say my Drill Instructors gave 150% every day and so did I.

~

456 mrd 10723 d b a a a n

General Response: It mainly helped me to realize how blessed I am to live in this country and how many things I have been blessed with but I take advantage of. I have much more of an appreciation for life and for all those before us that fought for us to have that life. It has helped me realize how necessary the Marine Corps, and other military services are. Although almost no one wishes and dreams about going to war. It has made me realize that I would be more than willing to go to war in order to protect this country and all it's many blessings and opportunities. The physical aspect was not as tough but the mental took me by surprise. I realized how important our freedom is. I learned how important it is to pay attention to the little details and not get lazy and ignore them because once you do that, that's when you'll get hurt. I've learned the importance of teamwork and unselfishness. When you are a team, if everyone isn't putting out, one helping each other will accomplish nothing. The few can bring everyone down.

~

457 mrd 10724 d b c a a n

General Response: I was hoping to make some really good friends at boot camp, and I did make friends, but none that will be best friends or really good friends like I had hoped. I just didn't really connect with any one single recruit.

Like I said before, I wish that there would have been more physical training, I don't feel that I'm that much stronger than when I arrived 3 months ago.

I also wish I could have eaten more chow and slept longer, but I realize why I did not always get all the chow or sleep that I wanted.

~

468 mrd 10742 d b c a a n

General Response: Basic training was a once in a lifetime experience. It was fun but I wouldn't want to do it again. The only thing I see I would do different is be more organized at things such as everyone knows what's going on. Also I would allow maybe one or two more phone calls home. I believe its important to keep in touch with family. A phone call is not going to make a recruit more homesick then they already are. Basic training, I thought would be more physical than it was. It surely will be a memorable time I will never forget.

~

483 mrd 10762 d b c a a n

General Response: I thought that Marine Corps boot camp would be a little more demanding in the discipline are and the physical area. Other aspects such as knowledge and other learning material were what I expected. In a way I wanted boot camp to be harder. I as a weightlifter and a wrestler in high school. The physical part was hard but it didn't concentrate on building strength, only endurance. As I am about to graduate I look and see that there are still some that are undisciplined and nasty. I think the Drill Instructor should be able to use any means possible to straighten them out. If I ever went to war, some of these people I wouldn't want by my side because they are undisciplined. They would move or scratch and give away my position and get me killed. That's why I think boot camp should be harder. We need to get all of this political bull crap out of the way so we can train hard and save lives. I have always wanted to be a Marine, to be the best but if political bureaucrats are always getting in the way, how are we supposed to train for war? We are suppose to be hard, and mean, but instead we got pampered like little grade scholars. We aren't trained to kill like we should be but instead we are trained to be told what to do only when it is safe and politically correct instead of being hard so we can stay alive in combat.

~

485 mrd 10764 d b c a a n

General Response: I thought basic training was more mentally tougher and less physically tougher than I expected. I see why Marines need 3 months training and all the mental training. Marines have a lot to live up to.

~

489 mrd 10771 d b c a a n

General Response: Basic training though not what I expected it has given me more confidence, self-esteem, courage and understanding of my life. I only wish I could see how much I have changed. It definitely could be more physically demanding, a lot more physical training, but I'd go though it again. OHH-RAH God bless the Marine Corps.

Through my experience so far in the military its made me respect my fellow service member and veterans 100 times more than before.

~

491 mrd 10773 d b c a a n

General Response: I feel by the Military having such low physical standards that it is weakening itself, there were more than several recruits in my platoon that were pathetic in their physical fitness. It is my belief that the military needs strong minds, but also strong bodies to go along with there minds. Not one or the other.

~

492 mrd 10774 d b c a a n

General Response: The days are long and hard, but well worth the effort in the end. I feel that there could have been more physical training, as-well-as discipline provided by our NCO's and commissioned officers. Overall, basic training was a good experience. Much of the training was difficult enough to provide a challenge. All in all it could have been harder. A recruit knows within the first 2 weeks that they are basically guaranteed 3 squares a day, mail call, and a rack for 8 hours a night if they don't have fire watch. This could have been changed a little, maybe once or twice a week, skip a chow period to show a more realistic side to combat situations where you aren't guaranteed 3 squares a day, or other things similar to that.

~

493 mrd 10775 d b c a a n

General Response: Training was too easy. Physically and mentally.

~

510 mrd 10801 d b c a a n

General Response: My comments on my experience during basic training are, I wished we would have done my physical training. I expected more and was let down. The Drill Instructor I had did an excellent job in making me a Marine. I'm installing all the knowledge I needed to go out into the fleet Marine Corps.

~

516 mrd 10809 d b c a a n

General Response: I think that the physical toughness of basic training should be made a little tougher. More of the weights and things like that. I also recommend going back to regular sit-ups so that the gut gets more of a workout. When they go up to Camp Pendleton they should PT a lot more up there also because I feel like I lost a lot of what I gained when I was MCRD before going up North. That is about it.

~

518 mrd 10811 d b c a a n

General Response: More phone calls would have helped. There are many family oriented people in training and being able to contact the family made it harder.

But time wise, it went by fast. We were always so busy that we didn't have time to slow. That made it easier.

It could be a little more demanding physical wise. We need to get strong. One o the reasons I came in was for the physical part, but was very disappointed. Maybe a little more physical training.

At the beginning of training maybe give a little time for recruits to become familiar with other recruits. Knowing who you train with helps also.

Most of all don't have recruiters tell you about boot training. Boot camp is nothing I was told it was going to be. I also think recruiters would have more success not lying about things.

I do like how they give almost everybody a chance. I mean the only way you don't get a chance is if you have a physical or mental problem.

Other than that it is all good to go.

~

521 mrd 10814 d b c a a n

General Response: I felt that throughout basic training the physical demands where quite easy to meet. It was the stress factor in the first 2-3 weeks that I had difficulty handling. At first there where many times when I thought of quitting, but I hung in there. Like I said I thought the stress was hard to handle but now I realize that everything they do down here is for a reason. I feel that I have gained a lot of discipline, and new respect or myself.

~

522 mrd 10815 d b c a a n

General Response: I felt training was hard but not what I expected physically I expected that mentally it was hard but I

Part 3

expected it to be like full metal jacket, I feel it should return to those days it would help out with achieving more discipline and teamwork. OH-RAH.

~

529 mrd 10824 d b c a a n

General Response: I think that basic training was not hard enough. The training needs to get back to where it was many years ago when they would not tolerate any nonsense. It used to be, if you stepped out of line they would put you back military style, but now it is so sugar coated that pretty much any one could make it. The physical fitness part must advance to a higher level. This 3 pull-up mess is no good. The discipline that used to be there is not here any more. Yes, they do discipline you but scarcely not enough as they should. We still have too many undisciplined ones in our platoon and we will soon be graduating. It would be much better if they could train you the way they used to because if I go to war and I have one of those undisciplined ones beside me he is going to get me, him, and everyone around him killed. The Marine Corps should not tolerate undisciplined recruits. Basically what I am saying is, drop all of this political crap and get the Marine Corps tracks to training the way they were years ago before someone cases in and replaces our flag.

~

530 mrd 10825 d b c a a n

General Response: Needs to be a lot more running and Physical Training (PT). Also too much chow.

~

532 mrd 10827 d b c a a n

General Response: Well, what I have learned in boot camp is teamwork. Because if you do not work as a team, then you will not get your mission completed. I also think that the physical fitness could have been harder. One good thing was I got out of boot camp was that I lost a lot of weight. See, the Marine Corp boot camp diet program is great. The plan is good for you because you can not get off of your diet unless you meet all the requirements. Plus, if you gain a pound over, then you go back on the diet. So enclosing the Marine Corps diet plan for the boot camp is GREAT!

~

548 mrd 10849 d b a a a n

General Response: To take nothing away from boot camp I also believe that knowledge to a Marine is just as important as Physical Training, but the physical training was motivating, but I also thought it was not enough.

~

549 mrd 10851 d b c a a n

General Response: I feel that boot camp overall has been an excellent experience. I think that Physical Training should be conducted more often.

~

551 mrd 10855 d b c a a n

General Response: It was fun overall even through all we went through but it was fun. The Physical Training could have been a little harder. As for women, I think they should be trained separately in boot camp, because it's a distraction to training and males tend to try and take care of females so neither would get the full training they signed for because either should helped by the men or the men spent too much time helping the women and didn't get the full experience.

~

Physical Training Hard, Harder Than Expected, or Too Hard:

Marine Men Recruits

n = 552

Number of comments: 5 (0.9 %)

Comments made about the difficulty of Physical Training.

60 pi 3478 d b c a a n

General Response: Basic training was harder mentally and somewhat physically more than I had expected. I think the hardest part was staying away from the civilian world because I came from a small town and never got out much. It's hard to be away from the world this long.

~

469 mrd 10744 d b a a a n

General Response: Basic training for me was a big challenge to the point where it opened my eyes and told me this is the time to change. I joined the Marine Corps. For a couple of reasons most importantly was to make my mother proud and show her and myself that I can be one of the Few and the Proud which I have already accomplished that. Basic training for me was mentally and physically hard because of my attitude and weight but overall my attitude changed and I lost about 32 pounds which makes me proud of achieving this life goal. All there is left to say is OOH-RAH (Semper Fidelis).

~

473 mrd 10748 d b c a a n

General Response: Basic training was not what I expected. It was a little more physical than I expected. I was not ready in any way shape or form for the way the DI's would treat me. The mental training was the toughest because of all the games they played with us. I didn't get a good picture of boot camp from my recruiter, and I have an idea why. The training though has disciplined me and has gotten me ready to be a United States Marine. The DI's were only doing their job and it only took about 3 months for me to realize it.

~

483 mrd 10762 d b c a a n

General Response: I thought that Marine Corps boot camp would be a little more demanding in the discipline area and the physical area. Other aspects such as knowledge and other learning material were what I expected. In a way I wanted boot camp to be harder. I as a weightlifter and a wrestler in high school. The physical part was hard but it didn't concentrate on building strength, only endurance. As I am about to graduate I look and see that there are still some that are undisciplined and nasty. I think the Drill Instructor should be able to use any means possible to straighten them out. If I ever went to war, some of these people I wouldn't want by my side because they are undisciplined. They would move or scratch and give away my position and get me killed. That's why I think boot camp should be harder. We need to get all of this political bull crap out of the way so we can train hard and save lives. I have always wanted to be a Marine, to be the best but if political bureaucrats are always getting in the way, how are we supposed to train for war? We are supposed to be hard, and mean, but instead we got pampered like little grade scholars. We aren't trained to kill like we should be but instead we are trained to be told what to do only when it is safe and politically correct instead of being hard so we can stay alive in combat.

~

502 mrd 10789 d b c a a n

General Response: Recruit training at MCRD San Diego was the most difficult task I have ever undertaken. When I first arrived - and for about 3 1/2 - 4 weeks - all I wanted to do was leave. We were constantly being yelled at, rushed around, and physically trained beyond our "limits". But after I settled down and relaxed in the routine of it all, it wasn't too bad. It was still very physically demanding, and cold and wet and just plain tough, but I learned how to "suck it up" and go on. And it was worth it at the end. In fact, I'm actually nervous about boot camp leave - there won't be anyone to tell me exactly what to do and when to do it! But I think I can manage. MCRD San Diego has given me a valuable life experience along, with love of God, Corps, and Country. I am proud to say I'm one of the Few and the Proud. OOH-RAH!!

~

Negative Comments About Integrated Training of Men and Women:

Marine Men Recruits

n = 552

Number of comments: 26 (4.71%)

119 pi 5049 d b c a a n

General Response: I think it is best that males and females be separated in training. The Marine Corps is supposed to be the toughest basic training in the U.S. military, and sometimes it is even seemed easy. In, addition, the USMC is the longest basic training of the Armed Services. All the other branches are most likely too short and too easy in their basic training requirements. Plus, females train with males so standards must be made lower to accommodate all.

~

122 pi 5052 d b b a a n

General Response: I believe that basic training needs to be much more tougher than it is. I also don't think that females should be allowed to train with males. It would be to much of a distraction, could cause females to become demotivated and could also cause friction.

~

126 pi 5056 d b c a a n

General Response: I feel that there is no possible way for females and male Marine recruits to be successfully trained together. I respect women very much but I feel that it would only bring about loss of time, money and lower the respect or the feeling of inferiority other nations have toward us. Also it would lower the moral of male recruits to be in that environment.

~

167 pi 5128 d b b a a n

General Response: I feel that basic training was not too hard, but also at that it was not too easy. I had fun but later on I pushed myself some of the day I was here. Put my in put on females should stay away from the war time at must fear it was nothing. I don't think they need any other is too hard.

~

169 pi 5131 d b c a a n

General Response: I think women are very smart and also very strong. I wouldn't mind if a female were to cover my back in the hole of combat. But in basic training they shouldn't be mixed in with the males at MCT or MOS

~

178 pi 5145 d b c a a n

General Response: I think that they the government should make the basic training harder and they should keep the male and female recruits separated.

~

187 pi 5162 d b c a a n

General Response: The integration of male and female recruits at Parris Island should not even be considered, I feel very strongly on this, we are known to be the toughest fighting force on the planet. Integration would kill all morale of male recruits and recruit prospects.

~

208 pi 5197 d b c a a n

General Response: I hope that USMC in not thinking of having females train with males that's an insult and it would do nothing but cause problems, and make boot camp harder.

~

219 pi 5220 d b c a a n

General Response: Males and females recruiters sleep in the same squad bay because the female probably be sexually harassed during the training period.

~

249 pi 5277 d b f a a n

General Response: I do not think females should train with males. One it would be a distraction and two females have different needs and three I believe males do the military job better. Also boot camp should be more combat related.

~

260 mrd 10442 d b c a a n

General Response: Questions relating to female recruits hint that integration of gender at Basic Training will be tested. I think it's a bad idea, especially for Marine Corps Basic Training. The training is hard and the opposite sex would be unnecessary distraction. There is so much to learn in so little time. A recruits mind, be it male or female, needs to be on the task at hand.

~

261 mrd 10443 d b c a a n

General Response: I feel that recruit training should not integrate (male/female). If I was to have any females in my platoon during recruit training I know it would have made it a lot more difficult to learn and concentrate on what I was doing. So in conclusion I feel that males should continue having their own recruit training and females should continue having their own recruit training.

~

263 mrd 10446 d b c a a n

General Response: As a whole I think the Corps should go back to the days of old and should never mix sexes for any reason. I think it would weaken the efforts of recruit training. I feel it should definitely be more physical and demand more of recruits because no matter what society thinks the weaker we get the worse it will be if anything major ever happens, and then society will regret it.

~

267 mrd 10455 d b c a a n

General Response: Men and women should not be trained together.

~

269 mrd 10458 d b c a a n

General Response: I feel that some of the questions in here were a little bit tough to answer. Marine Corps training is separated so questions pertaining to the opposite sex cannot be answered along with other questions which would require you to actually be put into that situation. I do feel that a separation to male and female in Basic Training should be separated. Some reasons are obvious if you have male and female recruits in the same unit you could not have unity and discipline. When they are put together and are away from members of the opposite sex for quite a while. You run a great chance of sexual encounters and harassment. And even though there would be rules trying to eliminate those situations it would be hard to enforce.

Another thing is that there are a lot of things that happen in the Marine Corps that people don't understand the person. Everything serves a purpose in the military and a lot has to do with pride and honor and the fact that you value more what you earned, then that which is given to you many things happen and they happen for reasons. And I strongly feel that the people who change things have no room to talk or express their news without going through it. First, other things that bother me are the way that events concerning us. As a group or country are not relayed to us in that we only have Sundays to find out if a war broke out. These are the things that come to my mind.

~

283 mrd 10473 d b c a a n

General Response: Recruiters left out a lot of things that I would have like to know. Women should be held to the same physical requirements and then they should be allowed in combat. I expected Marine Corps Boot Camp to be incredibly demanding, physically and mentally. I wasn't pushed very far on either one. Marine Corps Basic Training should stay males and females separated because some of the people I'm in here with after a couple weeks would start messing with the women. Making Marine Corps Boot Camp coed would be a huge disaster. I'd rather live and fight for my country but if I died, I'd die proudly having served my country.

~

289 mrd 10483 d b c a a n

General Response: I am currently about to graduate Marine Corps Basic Training and have a few comments to make. First, the 10% the Marine Corps always talks about was never pulled out during Basic Training. I feel the new Marines that are messing up the military by being undisciplined can simply be pulled out during Basic Training. It's a no-brainer who messes up and is undisciplined and disrespectful to the superiors during Basic Training and need to be failed before the completion of Basic Training and graduation. Second of all, physical demands are high for the first part of Boot Camp. I personally turned most of my fat to muscle during those first 6 weeks of Boot Camp. But as soon as you go up North to finish at Camp Pendleton, the constant availability of food at the chow hall, and lack of Physical Training due to a crowded schedule eventually allows everyone to put weight back on. More Physical Training should be given and higher Physical Training demands required. The hardest part of Boot Camp is having all civilian qualities taken from life and the mental hardships put on the recruits by the constant demand of discipline and being away from home. It's all for the better, all that yelling turns out to change us to what we are, disciplined U.S. Marines here to defend our country and that part of Basic Training should never change. Co-ed should never be involved into the Corps for one simple reason, we could not be trained properly with the other sex around us, more recruits or soon-to-be Marines would be getting in trouble and everything else. That may be fine for the Army but Marine Corps should be segregated for training purposes only, not work status purposes.

~

302 mrd 10504 d b c a a n

General Response: I believe the Marine Corps Boot Camp can not be successful with integrated platoons. I have no problem, whatsoever with females in the military, and in fact, believe that females should be allowed to perform in the same MOS jobs available for males. The mixture of males and females should take place out in the Fleet at the platoon level, not in

Part 3

Boot Camp. Boot Camp is a transition stage and all efforts should be made to keep any elements of distraction out of it. This is not saying that the presence of females will always be a distraction I rather it simply eliminates one possible source of problems.

~

310 mrd 10514 d b a a a n

General Response: [name] Company, Platoon [number] has the best team of Drill Instructors, I believe in my personal opinion or have nothing bad to say about them and when you join the Marines or any service, training is meant to train. Not to have men and women training together because they are completely different from one another. Just like the Air Force and Marines they are so different you can't put them in the same place because they don't belong together.

~

327 mrd 10537 d b c a a n

General Response: I think Basic Training was a very disciplined environment, but it wasn't hard enough. I really expected much more, and was almost disappointed with chow, easy, the training was at times. Becoming a United States Marine is only for a few, but should be for even fewer. I believe Marines should be trained harder to maintain the high moral, physical, and mental standards of the Corps.

Marine Corps Basic Training is gender separated. I believe it should stay that way for many reasons.

As far as trainers go, Marine Corps Drill Instructors are the best trainers out there, but there are too many laws, rules, and regulations keeping them from making basic training the way it should be.

Basic Training is a good experience to begin a new life, and I believe all young Americans should participate in some sort of training.

~

332 mrd 10542 d b c a a n

General Response: I think that their should be much more Physical Training (PT). They should add more realistic exercises to the training. The average 19 year old male is much more capable than leg lifts. Things like hand-to-hand, the circuit course and running is what should be more focused on.

It seems that this survey is about men and women training together. In my opinion, no way. I don't think that the Instructors should be of opposing sexes. During my training, there were times of a lot of mental stress for me, other recruits and between each other. Being a leader requires fairness, and in a stressful training environment mixing in hormones can cause lots of problems. It's much harder to be fair when talking to a blue eyed blond and telling her what to do, than the male recruit. I am a squad leader, so that's why I talk about leadership. It can be done but it just adds too many problems. It seems there are already enough problems between recruits, why make it worse?

I also feel that there are way too many recruits making it through that do not belong here. It is a disappointment to see some of the undisciplined Marines that are now done.

~

354 mrd 10575 d b c a a n

General Response: The Basic Training format for me challenged me in many areas, but it was built up increasingly hard. But, we (the recruits) didn't really notice because we overcame adapted to the problems. So honestly, I think the format is good. I think talk of integrating male/female training is a mistake. There should NOT be any distractions for those going through training, and that's what that would be. I feel it would jeopardize the effectiveness of training.

~

365 mrd 10594 d b c a a n

General Response: I believe that women and men should not train together because it will not train the recruits to be discipline. The opposite sex would also be a distraction in training and would make it harder for the Drill Instructors to train recruits.

~

366 mrd 10598 d b f a a n

General Response: Keep male and female Basic Training separate because it only hinders their training, and if training is hindered lives may be lost when it counts.

~

537 mrd 10832 d b f a a n

General Response: To all honesty, I believe that male/female integration is to take place within the recruit training, then most likely the trainees will not be as successful. Personally as a new Marine I would have been distracted from the mission at hand. Although, the presence of male/female superiors does not affect me (orders are orders).

~

551 mrd 10855 d b c a a n

General Response: It was fun overall even through all we went through but it was fun. The Physical Training could have been a little harder. As for women, I think they should be trained separately in boot camp, because it's a distraction to training and males tend to try and take care of females so neither would get the full training they signed for because either should helped by the men or the men spent too much time helping the women and didn't get the full experience.

~

Positive Comments About Integrated Training of Men and Women:

Marine Men Recruits n = 552 Number of comments: 3 (0.5 %)

205 pi 5194 d b b a a n

General Response: Training was ok. Could have been better by at least giving you enough chow to complete missions. We should train as females. Cause how are you supposed to react with them in fleet. You don't know what to expect how to react or whatever.

~

346 mrd 10564 d b b a a n

General Response: Recruit Training should be integrated because males and females do the exact same training other than the pull-ups. I feel if they join the Marine Corps, they should train with their counterparts (being the males) on MCRD and Parris Island. I feel that it's only fair.

~

429 mrd 10681 d b c a a n

General Response: I expected the Marine Corps to be tougher to the physical attributed us how the men are trained cause I believe 5 years ago the type of Marines leaving Boot Camp compared to the type leaving now just isn't as hard for lack of a better word, as they used to be. (I am a firm believer women should go through Basic Training with men.)

~

General Comments About Women and Men in Basic Training:

Marine Men Recruits

n = 552

Number of comments: 4 (0.72 %)

119 pi 5049 d b c a a n

General Response: I think it is best that males and females be separated in training. The Marine Corps is supposed to be the toughest basic training in the U.S. military, and sometimes it is even seemed easy. In, addition, the USMC is the longest basic training of the Armed Services. All the other branches are most likely too short and too easy in their basic training requirements. Plus, females train with males so standards must be made lower to accommodate all.

~

144 pi 5083 d b a a a n

General Response: Please note that since USMC training is not integrated, I can't comment on the female-male issue the commission is seeking. However, I find it a travesty that a female can become a Marine without meeting the same physical requirements as males. An example is rope climbing. If rope climbing is all "technique" why don't females climb rope at recruit training. Why should a female fight next to me in a combat environment if she is not expected to meet the same requirements as me? Lowering physical standards to be physically correct is not the answer.

~

291 mrd 10486 d b a a a n

General Response: I believe Marine Corps Basic Training went well even if there were demanding days. However, I don't believe women have the same training we did. Some things just looked too complex. Personally, I hate the Marine Corps, but we learned energy and discipline to carry on in my life. And when my five years are up, I'm leaving this disgrace of government property, forever!

I believe if the Marine Corps does all the hard work with the less equipment we have, and the pay is not worth it. I'd rather be a sailor.

Thank you for your time!

~

299 mrd 10501 d b c a a n

General Response: If you ever wonder why the service is getting nastier and nastier, then look at who is graduating. There is no war right now, there is no need to produce so many brain dead service men. I think that should be looked into, quality not quantity. I think that if females want to be in the service and be like one of the guys, none of this double standard bullshit. As far as Marine Boot Camp, I don't think time is managed very well. There are weeks that just drag it out, that are really not important to being trained to serve our country. After all, that's what it's all about preserving the greatest nation on earth.

I think the service could make better use of our time if there is nothing happening on the holidays, why can't we go home? I think airlines should be more considerate also

~

MARINE WOMEN

Discipline:

Marine Women Recruits n = 147 Number of comments: 8 (5.4 %)

Positive comments made about discipline in Marine Basic Training by surveyed women who made comments.

99 pi 3300 d b f b b n

General Response: Marine Corps boot camp is a never forgettable experience. It instills discipline, pride, physical fitness - everything that makes a Marine what she/he is and that is what America looks up to. Marine Corps boot camp is one of kind for a reason. Ooh-rah Semper Fi

~

108 pi 3314 d b a b b n

General Response: I would just like to say that teamwork is very important. The hardest part for me was learning self-discipline.

~

249 pi 8478 d b c b b n

General Response: Basic training provided a different outlook on life. It made me realize that life can be more if you make it. Basic teaches bearing and discipline. These two things will help later in my military career.

~

96 pi 3296 d b b b c n

General Response: Basic training was tough and it should remain tough. It helps make a better person and a more disciplined person.

~

150 pi 3371 d b a b b n

General Response: Recruit training has been a good experience for me. It gave me the opportunity to become more self-reliant and disciplined. It helped me out a lot.

~

152 pi 3373 d b d b b n

General Response: The expectations I had about recruit training was a much brighter picture. You can't really guess what to expect before you get here because it (everything) hits you like a ton of bricks regardless about how much information you were told. Recruit training was exciting due to the fast paced feeling. We always were busy and never got bored. As a graduating Marine I can honestly say I've learned discipline, how to have pride in myself, confidence in what I have to say, and extreme respect for those appointed over me. I am proud to be a United States Marine.

~

158 pi 3405 d b b b b n

General Response: Basic training has made me a physically and mentally strong person. I've done more things here than I ever thought I would be able to do. I've also learned self discipline and confidence.

~

163 pi 3410 d b b b b n

General Response: Overall, I enjoyed basic training now that I'm almost done, but in the beginning I hated it. It has given me all core values, respect, and discipline. I have learned so much and will make the best out of the next 4 years. I thank the Lord for blessing me because if I was at home, I would be working at Burger King and not making any money, just letting my life waste away. I'm glad I joined the Marine Corps.

~

Discipline:

Marine Women Recruits n = 147 Number of comments: 4 (2.7 %)

Negative comments made about discipline in Marine Basic Training by surveyed women who offered comments.

90 pi 3288 d b c b b n

General Response: Before I came here, I expected to be in a war-type situation at all times. Recruit training was a lot more lax than I expected. The only time that I was really physically challenged was during A-line for the crawls. Overall, I had a blast here at boot camp and I'm expecting to be a very good Marine.

~

92 pi 3290 d b c b b n

General Response: BCT was much easier both mentally and physically than I expected. I believe the DIs should be allowed to curse and play more head games to instill better discipline and bearing.

~

198 pi 8408 d b f b b n

General Response: Basic training was an experience because I've never had to deal with so many attitudes (Bad Attitudes!), liars, undisciplined people in my life. The recruits didn't listen and have no control. And to think I am just gonna have to deal with these young ladies through MCT.

~

202 pi 8412 d b c b b n

General Response: I think our platoon needed to be punished more. Our platoon had/ has a lot of potential and has proved it, however, we needed to be forced to show our discipline, etc. We have it in us, but we got away with so much that we weren't really forced to be that good. Knowing that some of these Marines are graduating and will soon be in the fleet, literally scares me because I wouldn't trust them with anything and it worries me that they will be representing us. (The Marines, especially being females.)

~

Overall Basic Training Easy, Easier Than Expected, or Too Easy:

Marine Women Recruits

n = 147

Number of comments: 17 (11.7 %)

Comments made about the overall difficulty of Basic Training.

89 pi 3287 d b c b b n

General Response: I feel the physical requirements should be at least a little higher because during say wartime you really have to be physically tough or else you are not going to make, which some of the Marines in my platoon learned at A-line and the crucible. They just couldn't take it and got hurt and got dropped so I feel we weren't totally physically prepared. But overall I thought basic training was awesome and I had a lot of good experiences that I never would have had if I didn't join the Marine Corps.

~

91 pi 3289 d b d b b n

General Response: BCT training was nothing like I expected. I expected "Full Metal Jacket" what I got was Girl Scout Cookie Camp. PT was really weak. I was expecting it to be harder, also, my DI's were awesome and served as good role models though.

~

92 pi 3290 d b c b b n

General Response: BCT was much easier both mentally and physically than I expected. I believe the DIs should be allowed to curse and play more head games to instill better discipline and bearing.

~

94 pi 3293 d b a b b n

General Response: Though somewhat prepared for the basic training experience, I did not expect it to be such a while for my platoon to come together and work as a cohesive unit. The training itself was somewhat tougher than I thought. However, I wish it could have been harder. Otherwise, I have noted within myself that I have changed for the better and have gained more knowledge from 3 months in boot camp than I would have in college and certainly more than I did in 12 years of schooling.

~

100 pi 3301 d b c b b n

General Response: I expected more out of basic training. The physical part was easier than the mental for myself. I actually got out of shape for being here. Basic training for Marines should require more physical strength. Team work was a key in training.

~

112 pi 3319 d b c b b n

General Response: The basic training experience was not as hard as I thought it would be. Almost sort of a let down. I joined the Marines for confidence and feel I have gained it. I would not discourage anyone from joining and will be proud to serve my country.

~

120 pi 3329 d b c b b n

General Response: Boot camp should be tougher physically for females. PT should be every day. Too easy for slack, weak recruits!

~

121 pi 3331 d b c b b n

General Response: The hardest part about basic training is the recruits who do not care. It is like mold on bread, it spreads. The DI's were great, the training could have been harder.

~

124 pi 3337 d b c b b n

General Response: My basic training experience was great. I enjoyed all this time spend on this island, but it could have been harder. I believe it could have been more challenging. The physical activities are not as hard as I was expecting. Overall it wasn't too bad.

~

132 pi 3347 d b f b b n

General Response: As I look back, it was easy and actually I have been in better shape in my life than now! Perhaps because we don't PT every day or run at our own pace every day or lift. Sometimes all the negative comments got to me but because I'm pretty strong - it didn't get me down. I really looked up to my DI's and SDI as role models. Honestly I wonder how and why some of my new fellow Marines got an EGA! Some of them - to me - don't deserve it! Be it for attitude or just not

giving their all! My experience here was great. I grew up a lot as a person and am proud to wear my EGA.

~

140 pi 3357 d b c b b n

General Response: I was not prepared physically when I came to basic training, but I was prepared mentally. That is what got me through basic training. The DI's were hard, but were not as hard as I had thought that they would be. They weren't always yelling at you or quarter-decking you. Many times they would talk in a normal tone and would be your teacher. The physical level was what I had expected it to be. And doing exactly the same as the male recruits makes me feel very proud and honored. To know that I did exactly what the males can do, tells and shows me that I can do anything.

~

143 pi 3362 d b c b b n

General Response: I was scared of boot camp before I got here. I expected the DI's to yell and scream more, the training to be impossible and their expectations immeasurable. But I'm here - about to graduate - and it's all been easier than I thought it would be (even though it wasn't very easy).

~

153 pi 3374 d b a b b n

General Response: 1. Physically I wish the female training was harder.
2. DI's are great role models!
3. Recruiters lie too much about too many things.
4. In 13 weeks they really prepare you mentally for the real world.

Thanks DI's!

~

229 pi 8445 d b c b b n

General Response: When I came to basic training I expected to get yelled at and all that but I thought that boot camp would be harder. I was glad to find out that we train the same as the males. I feel that I could have been challenged more. I also still feel that women should be allowed in infantry.

~

253 pi 8484 d b c b b n

General Response: Boot camp is a good experience. It changes you for all better reasons. Its not really hard, you just have to want it.

~

259 mrd 10431 d b c b a n

General Response: United States Marine Corps Basic Training needs to be harder and more demanding, mentally and physically.

~

260 mrd 10510 d b c b a n

General Response: In my platoon most of the recruits treated me with some respect. But now coming to an end, some of them treat me and some others like ass. They don't have any common sense for anything they do. All they care about is themselves and not the platoon. But all in all, I have enjoyed Basic Training. In some way, I wish it would have been harder and I wish I could have done my physical activities.

~

Overall Basic Training Hard, Harder Than Expected, or Too Hard:

Marine Women Recruits

n = 147

Number of comments: 14 (9.5 %)

Comments made about the overall difficulty of Basic Training.

87 pi 3285 d b c b b n

General Response: I admit that basic training was hard, but it was a great experience. My SDI and DIs were extremely helpful and without them I would have never made it through recruit training.

~

94 pi 3293 d b a b b n

General Response: Though somewhat prepared for the basic training experience, I did not expect it to be such a while for my platoon to come together and work as a cohesive unit. The training itself was somewhat tougher than I thought. However, I wish it could have been harder. Otherwise, I have noted within myself that I have changed for the better and have gained more knowledge from 3 months in boot camp than I would have in college and certainly more than I did in 12 years of schooling.

~

96 pi 3296 d b b b c n

General Response: Basic training was tough and it should remain tough. It helps make a better person and a more disciplined person.

~

98 pi 3298 d b f b b n

General Response: I liked boot camp. It was very fun, hard and interesting. I learned a lot here. I became a better person. I love the Corps. I wish physical training would be harder and longer.

~

122 pi 3333 d b e b b n

General Response: Was a lot harder than expected, but that makes it all the better. The only part about our training I disagree with is how other Navy and Marine personnel (not our DIs) degrade us.

~

133 pi 3349 d b c b b n

General Response: Basic training was very hard for me to get through. Being away from my family, not being able to go out on Fridays and Saturdays, being watched over and yelled at 24/7 just wasn't the life for me. I hated it. I don't mind the PT and the runs and things. That has made me physically stronger. I'm still not sure whether the military life is for me. I just want to go home. In a couple of years, hopefully, I'll think differently. As of now, I'm getting out as soon as 4 years hit. I don't like not being able to live how I choose. I like to be an individual.

~

149 pi 3370 d b f b b n

General Response: Basic training overall has been a time to remember. Yes, it is very hard but it eventually gets easier in the sense that your physical ability becomes stronger and pt seems like a joke. I have three more days until I graduate and life in boot camp wasn't as hard as I thought it would've been. The hard part was being away from your family and the drill instructors being in your face AIT after that it was a breeze. Chow to through Sunday. Sunday and through prayers this is over!

~

210 pi 8423 d b c b b n

General Response: Overall, recruit training was the worst 3 months I have ever been through. The end I thought would never come. I have never been challenged this hard. It is the most rewarding feeling now that I have made it to the end of recruit training. Now I'm not sure if I want to be in the military though. I thought we would be treated with some respect once we hit the fleet, but I learned that lower ranks still get treated like recruits. It's really depressing now thinking about the next 4 years of being treated poorly. I just hope it gets better.

OOH-RAH

Semper Fi

~

211 pi 8425 d b a b b n

General Response: Basic training was hard in fact it was very hard and I never would have make it without my platoon members or my DIs. Basic training is definitely NOT for the faint hearted or weak minded.

~

232 pi 8449 d b d b b n

General Response: Recruit training was tough for me because I was not used to being away from home. But I adapted and overcame all the obstacles and am now a very proud U.S. Marine.

~

239 pi 8460 d b c b b n

General Response: Basic training was an over all positive experience for me. It was tough but not overwhelming. I have a of respect for my DI's I feel if I am not a good Marine, it would be an insult to them.

~

247 pi 8476 d b c b b n

General Response: Boot camp at first was somewhat hard. I wanted to quit and go home. But then I talked to some of the senior recruits and they assured me that it will get easier. Later in training I learned what was expected of me and I made it through. In the beginning it is important to give the new recruits lots of motivation to keep them here.

~

252 pi 8483 d b a b b n

General Response: The recruit training was tough, maybe more mentally the physically.

~

257 pi 8492 d b a b b n

General Response: Outstanding

Tough but made it into the world's finest US MARINES!!

Semper Fi

~

Physical Training Easy, Easier Than Expected, or Too Easy:

Marine Women Recruits

n = 147

Number of comments: 26 (17.7 %)

Comments made about the difficulty of Physical Training.

89 pi 3287 d b c b b n

General Response: I feel the physical requirements should be at least a little higher because during say wartime you really have to be physically tough or else you are not going to make, which some of the Marines in my platoon learned at A-line and the crucible. They just couldn't take it and got hurt and got dropped so I feel we weren't totally physically prepared. But overall I thought basic training was awesome and I had a lot of good experiences that I never would have had if I didn't join the Marine Corps.

~

90 pi 3288 d b c b b n

General Response: Before I came here, I expected to be in a war-type situation at all times. Recruit training was a lot more lax than I expected. The only time that I was really physically challenged was during A-line for the crawls. Overall, I had a blast here at boot camp and I'm expecting to be a very good Marine.

~

91 pi 3289 d b d b b n

General Response: BCT training was nothing like I expected. I expected "Full Metal Jacket" what I got was Girl Scout Cookie Camp. PT was really weak. I was expecting it to be harder, also, my DIs were awesome and served as good role models though.

~

92 pi 3290 d b c b b n

General Response: BCT was much easier both mentally and physically than I expected. I believe the DIs should be allowed to curse and play more head games to instill better discipline and bearing.

~

98 pi 3298 d b f b b n

General Response: I liked boot camp. It was very fun, hard and interesting. I learned a lot here. I became a better person. I love the Corps. I wish physical training would be harder and longer.

~

100 pi 3301 d b c b b n

General Response: I expected more out of basic training. The physical part was easier than the mental for myself. I actually got out of shape for being here. Basic training for Marines should require more physical strength. Team work was a key in training.

~

113 pi 3320 d b c b b n

General Response: Basic training was not physical enough.

~

120 pi 3329 d b c b b n

General Response: Boot camp should be tougher physically for females. PT should be every day. Too easy for slack, weak recruits!

~

123 pi 3336 d b a b b n

General Response: Sand fleas were bad. Male recruits were disrespectful and overall we didn't PT enough.

~

124 pi 3337 d b c b b n

General Response: My basic training experience was great. I enjoyed all this time spend on this island, but it could have been harder. I believe it could have been more challenging. The physical activities are not as hard as I was expecting. Overall it wasn't too bad.

~

125 pi 3338 d b c b b n

General Response: To get to the point of the matter, basic recruit training for females is a joke. Most individuals here can hardly hold their own body weight let alone drag another's. There must be a quota to make otherwise one-half of my platoon shouldn't be here. Physical standards must be increased along with attitudes and general mindsets. I was very disappointed with recruit training. Overall, it was disorganized and non-productive. Very little of what was taught has been retained by

fellow Marines. And I fear the fleet will be worse.

~

128 pi 3342 d b c b b n

General Response: I think training should be more like is used to be and we would then have a lot more dedicated hard corps Marines. Some barely can make it and do just cause they passed little simple obstacles. It should definitely be more difficult and intense physically. The DI's are perfect though! Rough and tough hard core Marines.

~

153 pi 3374 d b a b b n

General Response: 1. Physically I wish the female training was harder.
2. DI's are great role models!
3. Recruiters lie too much about too many things.
4. In 13 weeks they really prepare you mentally for the real world.

Thanks DI's!

~

164 pi 3552 d b c b c n

General Response: Needs more physical training.

~

203 pi 8413 d b c b b n

General Response: The training here was good, it did exactly what it was suppose to do (prepare me for the fleet). We could PT just a little more.

~

205 pi 8415 d b a b b n

General Response: I feel that the PT should have been a little harder. I think that I could have gotten in more physical shape while I was here, but other than that I had fun and thought it was easy.

~

206 pi 8418 d b c b b n

General Response: It was more challenging mentally than physically.

~

212 pi 8426 d b f b b n

General Response: I was highly disappointed on the physical aspect of training . Quite frankly, I found it insulting. The PT was a joke. We are not still in 50's or 60's we are allowed to sweat. Aside from that I believe that GYSGT [name] constantly acts very unprofessionally towards the Drill Instructors. She speaks to them like they are recruits and she reprimands the DI's in front of the recruits, in a very disparaging fashion. This causes the recruits to lose respect of the DI's to some extent. Her condescending attitude is one that I would want no civilian, who is considering joining the Marine Corps to see. She is for the most part, and has shown by her actions, to be everything a Marine shouldn't be. The next cycle I fortunate that she will not be around. The DI's on the other hand are tremendous women. I admire, respect, and hope to emulate everything they stand for, you could not bet a better group of DI's. They are what kept me motivated, focused, and are probably the only reason I'm here today. The DI's Rock.

~

213 pi 8427 d b d b b n

General Response: I expected the physical conditioning to be very hard, but I didn't have much idea of what to expect. The hardest part was humping with a pack. I was set back three months because of my stress fracture and it was during my time at the medical rehabilitation Platoon that I learned most about how the military works or rather what to expect in the fleet. Personally, I'm glad that Marine Corps basic training is separated by gender. I will never forget my Drill Instructors. They have taught me so much not just about military matters but how to survive life in general. I feel that I have given my best effort to complete boot camp (not all of the time but most of the time) even when I was injured and I am glad that I am finally going home to see my family.

~

219 pi 8435 d b c b b n

General Response: Basic training was not as physically demanding as I expected it. Also I expected the way most things were done to be done differently and I expected a lot more combat training. I was worried when I got here that I wouldn't be good enough but then when I got here and saw that most of the females here were not meeting the physical requirements and were just overall unprepared for boot camp relaxed a little. But if recruiters helped prepare me I think we would do a lot better.

~

222 pi 8438 d b c b b n

General Response: We didn't PT enough. Every other day was good, but later in the training schedule, we never did that.

Part 3

The weight standards caused a lot of trouble in our platoon also.

~

233 pi 8450 d b c b b n

General Response: I expected much more PT sessions. I have gotten out of shape since I have gotten here.

~

251 pi 8481 d b c b b n

General Response: I was expecting to be in better physical shape than I am.

~

252 pi 8483 d b a b b n

General Response: The recruit training was tough, maybe more mentally the physically.

~

259 mrd 10431 d b c b a n

General Response: United States Marine Corps Basic Training needs to be harder and more demanding, mentally and physically.

~

260 mrd 10510 d b c b a n

General Response: In my platoon most of the recruits treated me with some respect. But now coming to an end, some of them treat me and some others like ass. They don't have any common sense for anything they do. All they care about is themselves and not the platoon. But all in all, I have enjoyed Basic Training. In some way, I wish it would have been harder and I wish I could have done my physical activities.

~

Physical Training Hard, Harder Than Expected, or Too Hard:

Marine Women Recruits n = 147 Number of comments: 0 (0 %)

Comments made about the difficulty of Physical Training.

Negative Comments About Integrated Training of Men and Women:

Marine Women Recruits

n = 147

Number of comments: 6 (4 %)

93 pi 3291 d b a b b n

General Response: I'm glad training is gender segregated. It creates a healthy learning environment, free of distraction.

~

101 pi 3302 d b c b b n

General Response: I believe I might have been more reserved in my performance if I had been in a co-ed platoon. I think as a base all-female training is good and then mix it up at MOS school. Builds confidence and security.

~

213 pi 8427 d b d b b n

General Response: I expected the physical conditioning to be very hard, but I didn't have much idea of what to expect. The hardest part was humping with a pack. I was set back three months because of my stress fracture and it was during my time at the medical rehabilitation Platoon that I learned most about how the military works or rather what to expect in the fleet. Personally, I'm glad that Marine Corps basic training is separated by gender. I will never forget my Drill Instructors. They have taught me so much not just about military matters but how to survive life in general. I feel that I have given my best effort to complete boot camp (not all of the time but most of the time) even when I was injured and I am glad that I am finally going home to see my family.

~

240 pi 8463 d b c b b n

General Response: Males and females that don't train together but know what others went through have a more common link to find them with in the service. Males and females who train together are worried about appearance, reputation, and pride. They don't concentrate on training or mission accomplishment.

~

243 pi 8470 d b c b b n

General Response: I feel strongly that males and females should train separately and males should train males and females , females.

~

245 pi 8472 d b a b b n

General Response: As a female, I found training with females and by females to be a more rewarding experience. I believe this is the optional way to train female recruits.

~

Positive Comments About Integrated Training of Men and Women:

Marine Women Recruits n = 147 Number of comments: 1 (0.7 %)

86 pi 3283 d b b b n

General Response: Although it's great to have female role models for training, it's not realistic to train separately because the real world is integrated and that's how we should train in order to dismiss gender prejudice. Maybe then there would be more respect between male and female Marines.

~

General Comments About Women and Men in Basic Training:

Marine Women Recruits

n = 147

Number of comments: 4 (2.7 %)

102 pi 3303 d b c b b n

General Response: It was very motivated in the beginning, but as the end got closer, I couldn't stay motivated. That's when it became toughest.

~

125 pi 3338 d b c b b n

General Response: To get to the point of the matter, basic recruit training for females is a joke. Most individuals here can hardly hold their own body weight let alone drag another's. There must be a quota to make otherwise one-half of my platoon shouldn't be here. Physical standards must be increased along with attitudes and general mindsets. I was very disappointed with recruit training. Overall, it was disorganized and non-productive. Very little of what was taught has been retained by fellow Marines. And I fear the fleet will be worse.

~

204 pi 8414 d b a b d n

General Response: At the same time I wish we'd be harder than the males. I've gained confidence but I wish I'd of gained more. I wish it would be a little bit harder so that there would be no doubt in any DI's mind of regret of training the recruits. There should not be regrets from the Drill Instructors in giving us our EGA's. If everyone would be pushed harder they'd be stronger at everything.

~

219 pi 8435 d b c b b n

General Response: Basic training was not as physically demanding as I expected it. Also I expected the way most things were done to be done differently and I expected a lot more combat training. I was worried when I got here that I wouldn't be good enough but then when I got here and saw that most of the females here were not meeting the physical requirements and were just overall unprepared for boot camp relaxed a little. But if recruiters helped prepare me I think we would do a lot better.

~

Appendix B: Coding Verification

The following are the results of the 5% verification test done on the coding for the draft of the “Theme Search Assessment of the Basic Training Survey Comments for Graduating Recruits.” To complete the verification a sample was taken of every 19-20 comments (approximately 5%), which were ordered in blocks by service and gender (i.e. all Army recruits were grouped together--all Army men were grouped together first, then all Army women). Coding every 20th comment ensured that the proper proportions were coded by service and gender. Each sample was coded based on an understanding of the 9 themes that were selected in the thematic study. Table 1 below is a breakdown of the 5% sample by service and gender. It closely matches the percentage breakdown of the set of comments in its entirety. The coding verification numbers are in the shaded gray areas, and the breakdown of the comments as a whole are in the unshaded areas.

Table 1

	Men		Men		Women		Women	
	N	% of total	N	% of total	N	% of total	N	% of total
Army	1090	(36.58)	54	(35.03)	377	(12.65)	19	(12.10)
Navy	188	(6.31)	10	(6.37)	64	(2.15)	3	(1.91)
Air Force	268	(9.00)	14	(8.92)	294	(9.87)	15	(9.55)
Marine Corps	552	(18.52)	28	(17.83)	147	(4.93)	13	(8.28)
Totals	2098	(70.41)	107	(68.15)	882	(29.60)	50	(31.85)

Below is a breakdown, by service, of the percentage of agreement, disagreement and split between the verification sample coding and the original coding. “Agree” connotes full agreement (identical coding) across both codings, and “disagree” was complete disagreement. A split agreement is the case where a specific statement was coded in such a way that matched only half

of the original coding. For example, on case number 3176, the event was coded as “discipline—negative” and “physical training—too easy” and the original coded it as “discipline—negative” but did not include the physical training element. In other words, agreement on the coding was “split.”

Army (n=73)

Agree	52/73 (.7123)
Disagree	16/73 (.2192)
Split	5/73 (.0685)

Navy (n=13)

Agree	10/13 (.7692)
Disagree	2/13 (.1535)
Split	1/13 (.0769)

Air Force (n=29)

Agree	20/29 (.6897)
Disagree	7/29 (.2414)
Split	2/29 (.0690)

Marine Corps (n=41)

Agree	33/41 (.8049)
Disagree	5/41 (.1220)
Split	3/41 (.0732)

Total (n=156)

Agree	115/156 (.7372)
Disagree	30/156 (.1923)
Split	11/156 (.0705)