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TITLE: The Wellbeing of Army Personnel in Dual-Military Marriages

PRINCIPAL INVESTIGATOR: Ann H. Huffman

CONTRACTING ORGANIZATION: Northern Arizona University  
Flagstaff, AZ 86011

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<b>13. SUPPLEMENTARY NOTES</b>				
<b>14. ABSTRACT</b>  The objective of this proposal is to examine the influence of stressors and benefits related to work and family on dual-military marriage wellbeing. The central hypothesis of the proposed research is that individuals in dual-military marriages are exposed to unique stressors and benefits in the work and family domain. Those individuals in dual-military marriages who receive little or no support from either domain will experience both negative health and lower subjective feelings of wellbeing. The first year of this study has been focused on research lab development, construction of measures, and contacting military units concerning recruitment of participants. We have successfully made contact and have been approved to administer surveys and interviews (focus groups) to five different military bases (Fort Bragg, Fort Campbell, Fort Bliss, Fort Hood, Fort Shafter). Data collections will begin July 2013. We have also been approved to administer surveys and interviews to the Arizona National Guard. This data collection starts June 2013. Since the data collections did not occur during the reports time period (Jun – May 2013) we currently do not have findings to report.				
<b>15. SUBJECT TERMS</b> Dual-Military Marriages, Wellbeing, Health, Work-family Conflict				
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**INTRODUCTION:**

Approximately 8.9% of the U.S. Army is made up of dual-military members. Individuals who are in dual-military marriages not only have many demanding roles, but the roles are more likely to spillover between their work and their family. Research on the work-family interface has repeatedly shown that work-family spillover can lead to both negative and positive outcomes. There has been much research that has examined work and family experiences in the military. However there have been very few studies that have examined the health and wellbeing of individuals in dual-military marital relationships. The objective of this proposal is to examine the influence of stressors and benefits related to work and family on dual-military marriage wellbeing. The central hypothesis of the proposed research is that individuals in dual-military marriages are exposed to unique stressors and benefits in the work and family domain. Those individuals in dual-military marriages who receive little or no support from either domain will experience both negative health and lower subjective feelings of wellbeing.

**BODY:** I have not yet collected any data, and therefore do not have any summaries to provide of our findings.

**KEY RESEARCH ACCOMPLISHMENTS:**

- A. Composition of research team
- B. Developed research lab space and secured equipment
- C. Research protocol developed (surveys designed; interview questions developed)
- D. Attended and participated in the Family Prevention Research IPR (August 1 – 2, 2012; Fort Detrick, MD)
- E. IRB and Human Subjects Approved
- F. Have established data collection dates for summer data collection. Amendments for Human Subjects specifying specific units are approved or are in process. Have formal approval from the following units:
  - a. The Arizona National Guard (online; currently active)
  - b. Fort Campbell (101 CAB, July 16 and 17, 2013)
  - c. Fort Bragg (2BSTB, 2/37, July 18 and 19, 2013)
  - d. Fort Bliss (1<sup>st</sup> AD, Aug 13, 14 )
  - e. Fort Hood (3<sup>rd</sup> Corp, Aug – specific dates not set yet)
  - f. Schofield Barracks/Fort Shafter (25<sup>th</sup> Inf Division and 8<sup>th</sup> Theater Sustainment Command, July 30, 31, Aug 2)

**REPORTABLE OUTCOMES:** I have not collected any data, and therefore have not written any reports specific to research findings.

**CONCLUSION:** I have not collected any data, and therefore have not written any reports specific to research findings, nor summarized results with information on importance and/or implications.

**REFERENCES:** I have not collected any data, and therefore have not written any reports specific to research findings, nor summarized results with information on importance and/or implications.

**APPENDICES:** Please find the following appendices: Appendix A: curriculum vitae (p. 3-20); Appendix B: interview schedules (p. 21-22); Appendix C: questionnaire (p. 23-32).

## Appendix A

**Ann Hergatt Huffman**  
Department of Psychology and  
W. A. Franke College of Business  
Northern Arizona University  
Flagstaff, AZ 86011-5106  
Phone: 928-523-5881  
E-mail:ann.huffman@nau.edu

### EDUCATION

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- Ph.D. Texas A&M University, College Station, Texas. Industrial/ Organizational Psychology, December 2004.  
Dissertation: *An Examination of the Perceived Direction of Work-Family Conflict*
- M.Ed. University of Maryland, College Park, Counseling and Personnel Services, 1997.
- B.S. University of Maryland, University College, Psychology, 1997.
- B.A. San Diego State University, Political Science, 1989.

### RESEARCH INTERESTS

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Work-family issues; High stress occupations; Diversity Issues; Workplace environmental sustainability; Military issues

### PUBLICATIONS

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Note: Past and present students in bold.

#### Refereed Journal Articles

- Huffman, A. H., Casper, W. J. & Payne, S. C. (in press). Work-family interface: The forgotten link in the turnover model. *Journal of Organizational Behavior*.
- Huffman, A. H., Culbertson, S. S., Henning, J., & **Goh, A.** (in press). Work-Family Conflict across the Lifespan. *Journal of Managerial Psychology*.
- Huffman, A. H., Payne, S. C., Koehly, L. M., Castro, C. A., & Culbertson, S. S. (in press). Examining time demands and work-family conflict on psychological distress. *Military Behavioral Health*.
- Olson, K.**, Huffman, A. H., Leiva, P., & Culbertson, S. S. (in press). Values and work-family conflict: examining Hispanic and non-Hispanic employees. *Human Resource Management*.

- Huffman, A. H., **Whetten, J.**, & Huffman, W. H. (2013). Using technology in higher education: The influence of gender roles on technology self-efficacy. *Computers in Human Behavior*, 29, 1779-1786.
- Thompson, R., Bergman, M., Culbertson, S. S., & Huffman, A. H. (2013). Yes, we're fishing – In rough waters for hard-to-find fish. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 6, 61-65.
- Mills, M. J., Culbertson, S. S., Huffman, A. H., & Connell, A. R. (2012). Assessing gender biases: Development and initial validation of the Gender Role Stereotypes Scale. *Gender in Management*, 27, 520 – 540.
- Craddock, E. B.**, Huffman, A. H., & Henning, J. B. (2012). Taming the dragon: How I-O psychologists can break barriers to "green" business. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 5, 484-487.
- Huffman, W. H., & Huffman, A. H. (2011). Beyond Basic Study Skills: The Use of Technology for Success in College. *Computers in Human Behavior*, 28, 583–590.
- Huffman, A. H., Sanders, A. M., & Culbertson, S. S. (2011). Work-Family Research has a Public Relations Problem: Moving from Organizational Nicety to Necessity. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 4, 410-413.
- Culbertson, S. S., Mills, M. J., & Huffman, A. H. (2011). Implications of over-qualification for work-family conflict: Bringing too much to the table? *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 4, 252-255.
- Culbertson, S. S., Huffman, A. H., & Alden-Anderson, R. (2010). Leader-member exchange and work-family interactions: The mediating role of self-reported challenge- and hindrance-related stress. *Journal of Psychology: Interdisciplinary and Applied*, 144, 15-36.
- King, E.**, Bonfield, W., & Huffman, A. H. (2009). Work, family, and organizational advancement: Does balance support the advancement of mothers? *Sex Roles*, 61, 879-891. DOI 10.1007/s11199-009-9692-7
- Huffman, A. H., Youngcourt, S. S., Payne, S. C., & Castro, C. A. (2008). The importance of construct breadth when examining interrole conflict. *Educational and Psychological Measurement*, 68, 515-530.
- Huffman, A. H., Watrous-Rodriguez, K., & King, E. (2008). Supporting a diverse workforce: What type of support is most meaningful for lesbian and gay employees? *Human Resource Management*, 4, 237-253.
- Huffman, A. H., Youngcourt, S. S., & Castro, C. A. (2008). The importance of a family-friendly work environment for buffering the negative effects of work-life conflict. *Military Psychology*, 20, 253-270.

Watrous, K. M., Huffman, A. H., & Pritchard, R. D. (2006). When coworkers and managers quit: The effects of turnover and shared values on performance. *Journal of Business and Psychology, 21*, 103-126.

Adler, A. B., Huffman, A. H., Castro, C. A., & Bliese, P. (2005). The impact of deployment length and deployment experience on the wellbeing of male and female military personnel. *Journal of Occupational Health Psychology, 10*, 121-137.

Huffman, A. H., Adler, A. B., Castro, C. A., & Dolan, C. (2005). The impact of operations tempo on turnover intentions of army personnel, *Military Psychology, 17*, 175-202.

Payne, S. C., & Huffman, A. H. (2005). A longitudinal examination of the influence of mentoring on organizational commitment and turnover. *Academy of Management Journal, 48*, 158-168.

Youngcourt, S., & Huffman, A. (2005). Family-friendly policies in the police: Implications for work-family conflict [Electronic Version]. *Applied Psychology in Criminal Justice, 1*, 138-162.

## BOOKS

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Huffman, A. H., & Klein, S. (March 2013) *Green Organizations: Driving Change with IO Psychology*. New York, NY: Psychology Press (Edited Book).

## BOOK CHAPTERS

---

Klein, S., & Huffman, A. H. (forthcoming). *IO Psychology and Environmental Sustainability in Organizations: A Natural Partnership*. In Ann H. Huffman & Stephanie Klein's (Eds.) *Green Organizations: Driving Change with IO Psychology*. New York, NY: Psychology Press.

Huffman, A. H., **Craddock, E.** & Culbertson, S. S. (forthcoming). *Navigating Dual-Military Marriages: Using an Exchange Strategy to Balance Multiple Roles*. In Kizzy M. Parks, Daniel P. McDonald, & Armando X. Estrada (Eds.) *Handbook of Military Psychology*. Philadelphia, PA: Taylor and Francis Group.

Huffman, A. H., & **Frevert, T.** (forthcoming). *Three Jobs, Two Employees, and One Family: The Experiences of Dual-Career Couples*. In Deborah Major & Robert Burke (Eds.) *Handbook of Work-Life Integration of Professionals: Challenges and Opportunities*. Surrey, UK: Edward Elgar Publishing.

**King, E.**, Huffman, A., & Peddie, C. (2013). *LGBT Parents and the Workplace* (p. 225–237). Invited authors for Abbie E. Goldberg & Katherine R. Allen's (Eds.) *LGBT-Parent Families: Possibilities for New Research and Implications for Practice*. New York, NY: Springer.

Huffman, A. H., **King, E.**, & Goldberg, A. E. (2012). *Valuing Lesbian and Gay Parenting in the Workplace*. In M. Paludi (Ed) *Managing Diversity in Today's Workplace* (pp. 163-185). Westport, Connecticut: Praeger Press.

Huffman, A. H., & Payne, S. C. (2005). The challenges and benefits of dual-military marriages. In C. A. Castro et al. (Eds.), *Military Life: The Psychology of Serving in Peace and Combat, Volume 3: The military family*. (pp. 115-137). Praeger Press, a Division of Greenwood Publishing.

Castro, C.A., Adler, A.B., & Huffman, A.H. (2001). Senior leaders in the U.S. Army, Europe. In P. Essens, A. Vogelaar, E. Tanerican, & D. Winslow (Eds.). *The human in command: Peace support operations* (pp. 264-275). Amsterdam: Mets & Schilt.

## **PRODUCTS UNDER REVIEW/REVISION**

---

Huffman, A. H., Culbertson, S. S., **Olson, K.**, & Matthews, R. A. Personality-Role Conflict Linkage Model: An Explanatory Model Describing Why Personality Affects Work-Family Conflict. Revise and Resubmit at the *Journal of Business and Psychology*.

Huffman, A. H., **Olson, K.**, **O’Gara, T.**, & **King, E.** The Work-Family Interface and Gender Role Traditionalism among Fathers. Revise and Resubmit to *Journal of Managerial Psychology*.

## **GRANTS**

---

Department of Defense U.S. Army Medical Research and Materiel Command (BAA-10-1)(2012 – 2014). *The Wellbeing of Army Personnel in Dual-Military Marriages*. (\$650,042)

APS Leadership Grant (2010). *Sustainability and Human Behavior* (\$4800).

APS Leadership Grant (2009). *Sustainability and Human Behavior* (\$5000).

Awarded Hooper Sustainability grant with student (Romanik; 2009). *An examination of attitudes towards sustainable transportation habits*.

Huffman, A. H. (2008). Work-Life Facilitation: How the Workplace can Influence “Green” Behavior and Attitudes of Employees Outside the Workplace. *Northern Arizona University Intramural Grant Program* (\$11,500).

Recipient (with Heidi Wayment) of 2008 Office of Teaching Resources in Psychology (OTRP) Instructional Resource Award, *It's About Time: Understanding the Psychology of Climate Change* (\$1,500).

- Awarded Hooper grant with students (Dudney, Dundas, & Clark) and Heidi Wayment (2008), *It's About Time: Understanding the Psychology of Climate Change*.
- Huffman, W. H., Huffman, A. H., & Begay, C. (2007-8). Addressing the Needs of Learners *E-learning Center, Northern Arizona University* (\$50,000).
- Huffman, W. H., Huffman, A. H., & Begay, C. (2006-7). Addressing the Needs of Learners *E-learning Center, Northern Arizona University* (\$50,000).
- Huffman, A. H. (2007). Work Place Experiences: The Effects of Employee Crossover on Employee Health. *Northern Arizona University Intramural Grant Program* (\$8,778.00).
- Huffman, A. H., **Jenson, A.**, & Youngcourt, S. S. (2006). Workplace Experiences: The effects of employee crossover on employee health. *Society of Industrial-Organizational Psychologist Small Grant* (\$4,000).
- Huffman, A. H. (2006). Policing and the Work-Life Interface: Overcoming Barriers to Achieve Optimal Job Performance. *Northern Arizona University Intramural Grant Program* (\$10,030).
- Payne, S. C., Huffman, A. H. (co-PI), & Henning, J. B. (2005). The Influence of Telework on Work-Family Balance and Organizational Effectiveness. *Society for Human Resource Management Foundation* (\$15,239.90).
- Huffman, A. H., & Watrous, K. (2004). Understanding Employee Work-Life Balance in a Diverse Workforce. *Institutional Assessment and Diversity, Texas A&M University* (\$400)
- Huffman, A. H. (2003). Sex Differences in Work-Family Conflict: A Meta-Analysis. *Women's Studies, Texas A&M University* (\$300).

## **WORKS IN PREPARATION**

---

- Huffman, A. H., & Culbertson, S. S. Financial or Family Support: What Support Mechanism Best Provides Latent Benefits for the Unemployed Worker? Preparing for the *Journal of Vocational Behavior*.
- Huffman, A. H., & Muse, L. Can Organizational Justice Temper the Negative Consequences of Organizational Change? An Examination of the Furlough-Turnover Intention Relationship
- Huffman, A. H., & Henning, J. B. Work as a Pro-Environmental Agent: Recycling as a Boundary Spanning Behavior.
- Greer, T. W., Payne, S. C., Huffman, A. H., Henning, J. B., & Rasumssen, J. L. The Untold Story: The Impact of Teleworking on Non-Teleworkers.

Culbertson, S. S., Plemmons, S., Huffman, A. H., & Henning, J. B. Can conscientiousness explain the relationship between work ethic and job performance? A multidimensional perspective.

## NON-REFEREED ARTICLES

---

Klein, S., Sanders, A. M., & Huffman, A. H. (2011). Green Outcomes: Partnering with Organizations to Demonstrate Unintended Eco-Benefits *The Industrial-Organizational Psychologist*, 48, 39-46.

Huffman, A. H., Watrous-Rodriguez, K. M., Henning, J. B., & Berry, J. (October, 2009). "Working" through environmental issues: The role of the I/O psychologist. *The Industrial-Organizational Psychologist*, 47, 27 - 35.

Payne, S. C., Henning, J. B., & Huffman, A. H. (2008, June). The influence of telework on work-family balance and job performance. Final report submitted to the Society for Human Resource Management Foundation.

Huffman, A. H., Youngcourt, S. S, & Castro, C. A. (2003). The importance of a family-friendly work environment for increasing employee performance and retention. *Proceedings of the 45<sup>th</sup> Annual Conference of the International Military Testing Association* (pp. 177-198), Pensacola, FL.

Adler, A. B., Wright, K. M., Huffman, A. H., Thomas, J. L., & Castro, C. A. (2002). Deployment cycle effects on the psychological screening of soldiers. *U.S. Army Medical Department Journal*, 4/5/6, pp. 31-37.

London, R. S., & Huffman, A. H. (2002). The impact of commuter war on military personnel. *Military Medicine*. 167, 602-605.

Wright, K. M., Huffman, A. H., Adler, A. B., & Castro, C. A.(2002). Psychological screening program overview. *Military Medicine*. 167, 853-861.

Castro, C. A., Adler, A. B., Huffman, A. H., & Belenky, G. (2000, May-June). Maintaining the health and well-being of senior leaders in the Army through medical research. *Army AL&T*, 12-13.

Castro, C.A., Bienvenu, R., Huffman, A.H., & Adler A.B. (2000). Soldier dimensions and operational readiness in U.S. Army forces deployed to Kosovo. *International Review of the Armed Forces Medical Services*, 73, 191-200.

Huffman, A.H., Adler, A.B., Castro, C.A., & Dolan, C. (2000). Retention and the U.S. army officer in Europe. *Proceedings of the 42<sup>nd</sup> Annual Conference of the International Military Testing Association*, Edinburgh, UK.

Huffman, A. H., Adler, A. B., Calhoun, M., & Castro, C. A. (2000). Measuring sleep and work demands in U.S. Army senior leaders. *Journal of Sleep Research*, 9, Supplement 1, 87.

Martinez, J. F., Huffman, A. H., Castro, C. A., & Adler, A. B. (2000, September). Assessing psychological readiness in U.S. soldiers following NATO operations. *International Review of the Armed Forces Medical Services*, 73, 139-142.

## SELECTED PRESENTATIONS

---

2013

Demir, M., Huffman, A. H., Wayment, H. A., & **Force, Z.** *Workplace: Getting by With a Little Help From my Friends*. Poster accepted to the 121st American Psychological Association Conference, Honolulu, HA

Demir, M., Huffman, A. H., Wayment, H. A., & Goodman, A. *Exchange Relationship or Identify at Work: What Predicts Happiness?* Poster submitted to the 121st American Psychological Association Conference, Honolulu, HA

Huffman, W. H., Huffman, A. H., & **Berry, J.** *Efficiency and Learning Goal Orientation: Why Internal Motivators Lead to Environmentally Sustainable Behavior* Poster accepted to the 121st American Psychological Association Conference, Honolulu, HA

Huffman, W. H., Huffman, A. H., **Perry, M., & Barbour J.** *Students' Texting Behavior: What Role Does Narcissism Play?* Poster accepted to the 121st American Psychological Association Conference, Honolulu, HA

**Olson, K.,** Huffman, A. H., Culbertson, S. S., **Perry, M., & Lucius, T.** *A Fine-Tuned Analysis of Behavior-Based Work-Family Conflict*. Poster accepted to the 121<sup>st</sup> annual meeting of the American Psychological Association, Waikiki, HA.

Huffman, A. H., & **Frevert, T.** *The Mechanisms of Crossover in Dual-Earner Couples* Symposium submitted to the 28th Annual Conference, Society for Industrial and Organizational Psychology, Houston, TX

Klein, S., & Huffman, A. H. *New Perspectives in Green Organizations: Driving Change with I-O Psychology*. Symposium submitted to the 28th Annual Conference, Society for Industrial and Organizational Psychology, Houston, TX

2012

Brower, M., Boxley, K., Funk, S., Wayment, H., & Huffman, A. (2012). *Is Self-Focus or Concern for Others better for Psychological Health?* Poster accepted to the Annual Conference, Western Psychological Association, San Francisco CA.

Huffman, A. H., Sanders, A. M., & Culbertson, S. S. (2012). *Work-Family Research has a Public Relations Problem: Moving from Organizational Nicety to Necessity*. Paper presented at the Work and Family Researchers Network.

Klein, S., Huffman, A. H., & Duffy A. (2012) *Idea, Proposal, Contract, Book: Editor Perspectives*. Roundtable presented at the 27th Annual Conference, Society for Industrial and Organizational Psychology, San Diego, CA.

Huffman, A. H., & Culbertson, S. S. (2012). *The role of social networks on positive work-family interactions*. Symposium presented at the 27th Annual Conference, Society for Industrial and Organizational Psychology, San Diego, CA.

Sanders, A. M., & Huffman, A. H. (2012). *Common work-family policies providing multi-level organizational and environmental benefits*. Paper presented at the 27th Annual Conference, Society for Industrial and Organizational Psychology, San Diego, CA.

Huffman, A. H., Muse, L., **Ganser, G., Berry, J., Romanik, S.** (2012). *Making Negative a Positive: Furloughs, Family Benefits, and Job Satisfaction*. Poster presented at the 27th Annual Conference, Society for Industrial and Organizational Psychology, San Diego, CA.

2011

Huffman, A. H., Huffman, W. H., **Wells, S., & Oden, A.** (2011, August). *Strategies to Increase Environmental Sustainable Behaviors Among College Freshmen*. Poster presented at the 119<sup>th</sup> annual meeting of the American Psychological Association, Washington DC.

Huffman, A. H., Huffman, W. H., & **Schwarz, S.** (2011, August). *Motivation and Difficulty of Task: Key Factors in Completing Environmental Sustainability Behavior*. Poster presented at the 119<sup>th</sup> annual meeting of the American Psychological Association, Washington DC.

**Oden, A., Wells, S., Fritz, A.,** Huffman, B. H., & Huffman, A. H. (2011, August). *Developing an Education Module to Reduce Student Electricity Use*. Poster presented at the 119<sup>th</sup> annual meeting of the American Psychological Association, Washington DC.

Huffman, A., Klein, S., & Willness, C. (2011, April). *Environmental Sustainability*. Community of Interest to be facilitated at the 26th Annual Conference, Society for Industrial and Organizational Psychology, Chicago.

Huffman, A. H., & Culbertson, S. S. (2011, April). *Using Experimental Design to Understand Work-family Conflict*. In A. H. Huffman & S. S. Culbertson *Researching Outside the Box: Exploring Work-family Research beyond Cross-sectional Approaches*. Symposium presented at 26<sup>th</sup> annual meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.

Huffman, A. H., Muse, L., & **Mayon, A.** (2011). *Organizational Players as Mediators of the Furlough-Turnover Intention Relationship*. Poster presented at 26<sup>th</sup> annual meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.

Romanik, S., Huffman, A.H., & **Perks, C.** (2011, April). *Breaks with Coworkers: A Mechanism to Enhanced Performance*. Poster presented at 26<sup>th</sup> annual meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.

Madrid, H. P., Leiva, P., & Huffman, A. H. (2011, April). *The Examination of Group Level Support and Work-Family Conflict*. In D. Majors *Advances in Understanding Work-Family Coping*. Paper presented at the 119<sup>th</sup> annual meeting of the American Psychological Association, Washington DC.

Greer, T. W., Payne, S. C., Huffman, A. H., Henning, J. B., & Rasmussen, J. L. (2011). *The untold story: The impact of teleworking on non-teleworkers*. In V. Morganson (Chair) *Telework from all angles*. Symposium presented at the 26th annual conference of the Society for Industrial and Organizational Psychology, Chicago, IL.

**Nadel, M.**, Wayment, H., & Huffman, A. H. (2011, January). *Help or Hindrance: The impact of technology on interpersonal relationships*. Poster presented at the The 12th Annual Meeting of the Society for Personality and Social Psychology, San Antonio, TX.

**Nadel, M., Anderson, M.**, Huffman, A. H. & Wayment, H. (2011, April). *Friend me: Identity style and online social behaviors*. Poster presented at the the 91st Annual Meeting of the Western Psychological Association, Los Angeles, CA.

2010

**Hopkins, J. D.**, Huffman, A. H., & **Ragsdale, G., & Young, M.** (2010, August). *Conflicting Identities: The Role of Self-Consistency in Work-School Conflict*. Poster presented at the 118<sup>th</sup> annual meeting of the American Psychological Association, San Diego, CA.

Huffman, W. H., **Ham, B., Miley, B.**, & Huffman, A. H. *Goal Orientation as a Mediator between Personality and Computer Ability*. Poster presented at the 118<sup>th</sup> annual meeting of the American Psychological Association, San Diego, CA.

Huffman, A. H., Henning, J. B., & **Marum, K.** *An Examination of the Benefits of an Organizational Green Climate*. Poster presented at the 118<sup>th</sup> annual meeting of the American Psychological Association, San Diego, CA.

Huffman, A. H., **Hascall, K., Martinez, S.**, & Culbertson S. S. *How Self-Reported Work-Family Conflict Affects Perceptions of Others' Work-Family Conflict*. Paper presented to the 118<sup>th</sup> annual meeting of the American Psychological Association, San Diego, CA.

**Olson, K.**, Huffman, A. H., & Estrada A. X. (2010, August). *The Work-Family Interface and Gender Role Traditionalism among Fathers*. Poster presented at the 118<sup>th</sup> annual meeting of the American Psychological Association, San Diego, CA.

**Romanik, S.**, Huffman, A. H., **Hopkins, J., & Schwarz, S.** (2010, August). *Sustainable Transportation Habits: The Effects of Stigma on Bus Ridership*. Poster presented at the 118<sup>th</sup> annual meeting of the American Psychological Association, San Diego, CA.

Huffman, A. H., & Culbertson, S. S. (Co-Chair) (2010, April). *Going Beyond Traditional Conceptualizations within Work-Family Research*. Symposium presented to 25<sup>th</sup> annual meeting of the Society for Industrial and Organizational Psychology, Atlanta, GA.

Huffman, A. H., & Henning, J. B. (2010, April). Work-Family Facilitation: Work as a Pro-Environmental Agent. In A. Sanders & A. H. Huffman *Toward Greener Organizations: How Can I/O Help?* Symposium presented at the 25<sup>th</sup> annual meeting of the Society for Industrial and Organizational Psychology, Atlanta, GA.

Sanders, A., & Huffman, A. H. (Co-Chair). (2010, April). *Toward Greener Organizations: How Can I/O Help?* Symposium presented at the 25<sup>th</sup> annual meeting of the Society for Industrial and Organizational Psychology, Atlanta, GA.

Culbertson, S. S., Huffman, A. H., Payne, S. C., Koehly, L., & Castro, C. A. (2010, April). Examining Work-Family Conflict: Initial Impact versus Exposure Time Effects In R. Matthews (Chair) *Designing effective longitudinal work-family research: Practical lessons learned*. Symposium presented to 25<sup>th</sup> annual meeting of the Society for Industrial and Organizational Psychology, Atlanta, GA.

Henning, J. B., Jarrett, S. M., Glaze, R. M., Huffman, A. H., & Watrous-Rodriguez, K. M. Boundary management strategies and work-family balance. Poster presented to the 25<sup>th</sup> annual meeting of the Society for Industrial and Organizational Psychology, Atlanta, GA.

## 2009

**Van Der Werff, B. R., Huffman, A. H., Antman, S., & Howk, A.** (2009, August). *Little green lies: Factors influencing the measurement of recycling behavior*. Poster presented at the annual meeting of the American Psychological Association, Toronto, CA.

Wayment, H. A., Huffman, A. H., & **Hopkins, J. D.** (2009, August). *Forgiving and helping a transgressor: Gender, perceived similarity, and empathy*. Poster presented at the annual meeting of the American Psychological Association, Toronto, CA.

Huffman, W. H., & Huffman, A. H. (2009, August). *Beyond basic study skills: The use of technology for success in college*. Poster presented at the annual meeting of the American Psychological Association, Toronto, CA.

**Frevert, T. K., Huffman, A. H., & Hopkins, J. D.** (2009, August). *Beyond pay scales: What are job titles really categorizing?* Proposal presented at the 117<sup>th</sup> annual meeting of the American Psychological Association, Toronto, Canada.

**Berry, J., Huffman, A. H., Payne, S. C., & Ragsdale, G. E.** (2009, April). *Directionality of work-family conflict: The role of impression management*. Poster presented at the 24<sup>th</sup> annual meeting of the Society of Industrial and Organizational Psychology.

Henning, J. B., Huffman, A.H., & Elandt, A. (2009, April). *The Theory of Planned Behavior and corporate volunteerism*. Poster presented at the 24<sup>th</sup> annual meeting of the Society for Industrial and Organizational Psychology, New Orleans, LA.

Henning, J. B., & Huffman, A. H. (Chairs). (2009, April). *Community volunteerism and the paid work environment*. Symposium presented to 24<sup>th</sup> annual meeting of the Society for Industrial and Organizational Psychology, New Orleans, LA.

Huffman, A. H. (Chair). (2009, April). *The importance of values: Understanding workplace diversity and work-life issues*. Symposium presented to the 24<sup>th</sup> annual meeting of the Society for Industrial and Organizational Psychology, New Orleans, LA.

Huffman, A. H. (Chair). (2009, April). "Working" through environmental issues: The role of the I/O psychologist. Symposium presented at the 24<sup>th</sup> annual meeting of the Society for Industrial and Organizational Psychology, New Orleans, LA.

**Frevert, T. K., Huffman, A. H., Thompson, H. M., & Henning, J. B.** (2009, August). Selecting the best: Volunteer work experience versus paid work experience. Poster accepted at the 117<sup>th</sup> annual meeting of the American Psychological Association, Toronto, Canada.

Watrous-Rodriguez, K. M., Huffman, A. H., Henning, J. B., & **Berry, J.** (2009, April). Our workplace – our world: I/O psychology and sustainability. In A. H. Huffman (Chair) "Working" through environmental issues: The role of the I/O psychologist. Symposium presented to 24<sup>th</sup> annual meeting of the Society for Industrial and Organizational Psychology, New Orleans, LA.

**Olson, K., Huffman, A. H., & Leiva, P.** (2009, April) Values and work-family conflict: Examining Hispanic and non-Hispanic employees. In A. Huffman (Chair), *The importance of values: Understanding workplace diversity and work-life issues*. Symposium presented at 24<sup>th</sup> annual meeting of the Society for Industrial and Organizational Psychology, New Orleans, LA.

Huffman, A. H., & **Berry, J.** (2009, April) Work-family conflict and organizational outcomes: The role of social support. In L. Muse, C. Mollett, A. Huffman (Chairs), *A multi-disciplinary examination of social support and the work-family interface*. Symposium presented at International Community, Work and Family Conference, Utrecht, the Netherlands.

## 2008

Henning, J. B., Payne, S. C., & Huffman, A. H. (2008, April). The influence of telework on work-family balance and job performance. Poster session presented at the 23<sup>rd</sup> annual meeting of the Society for Industrial and Organizational Psychology, San Francisco, CA.

Henning, J. B., Huffman, A. H. & **Frevert, T.** (2008). All in a Day's Work: Do Key Job Outcomes Differ Between Paid Workers and Non-Paid Volunteers? Paper presented at the 68<sup>th</sup> annual meeting of the Academy of Management, Anaheim, CA.

Huffman, A. H., Youngcourt, S. S., **Olson, K., Berry, J., & Larson, N.** (2008, April). Role expectations, coping, and stress: Why personality affects work-family conflict. Poster presented at the 23<sup>rd</sup> annual meeting of the Society for Industrial and Organizational Psychology Conference, San Francisco, CA.

Huffman, A. H., Youngcourt, S. S., **Moncher, C. M., Henning, J. B., & Goh, A.** (2008, August). *Work and family experiences over time: Why key life stages influence work-family conflict*. Paper presented at the 68<sup>th</sup> annual meeting of the Academy of Management, Anaheim, CA.

Huffman, A. H., Henning, J. B. & **Frevert, T.** (2008, April). *Organizational commitment in a volunteer workforce*. Poster presented at the 23<sup>rd</sup> annual meeting of the Society for Industrial and Organizational Psychology Conference, San Francisco, CA.

Youngcourt, S. S., Huffman, A. H., Alden-Anderson, R., Weyhrauch, W., & Tubré, T. C. (2008, April). *Leader-member exchange and work-family interactions: The mediating role stress*. Poster presented at the 23<sup>rd</sup> annual meeting of the Society for Industrial and Organizational Psychology, San Francisco, CA.

King, E., Bonfield, W., Hebl, M., & Huffman, A. H. (2008, April). Work, family, and organizational advancement: Does balance support the advancement of mothers? In D. Major (Chair), *Exploring linkages between diversity and work-family research*. Symposium presented at the 23<sup>rd</sup> annual meeting of the Society for Industrial and Organizational Psychology, San Francisco, CA.

## 2007

**Moncher, C.,** & Huffman, A. H. (2007, August). The role of support in organizational commitment in law enforcement. Poster presented at the 115<sup>th</sup> annual meeting of the American Psychological Association, San Francisco, CA.

Huffman, W. H., Huffman, A. H., **Grochocki, A., & Steil, M. K.** (2007, August). Technology in the classroom: The influence of gender roles on perceived abilities. Poster presented at the 115<sup>th</sup> annual meeting of the American Psychological Association, San Francisco, CA.

Huffman, W. H. & Huffman, A. H. (2007, May). Student technological mastery: It's not just the hardware. Presentation presented at the EDUCAUSE Western Regional Conference, San Francisco, CA.

Huffman, A. H., Youngcourt, S. S., Henning, J. B, **Moncher, C., & Goh, A.** (2007, April). The work-family interface in an aging workforce. Poster presented at the 115<sup>th</sup> annual meeting of the American Psychological Association, San Francisco, CA.

**Plemmons, S.,** Huffman, A. H., Youngcourt, S. S., & Henning, J. B. (2007, April). Work ethic as a predictor of performance. Poster presented at the 22<sup>nd</sup> annual meeting of the Society for Industrial and Organizational Psychology Conference, New York, NY.

## 2006

Huffman, A. H., King, E., Watrous, K. M., Payne, S. C., & Youngcourt, S. S. (2006, May). *It's not just about sex: Gender-specific roles predict work-family conflict*. Poster presented at the 21<sup>st</sup> annual meeting of the Society for Industrial and Organizational Psychology Conference, Dallas, TX.

Henning, J. B. & Huffman, A. H. (2006, May). *Telework and work-family conflict: The role of interruptions and support*. Poster presented at the 21<sup>st</sup> annual meeting of the Society for Industrial and Organizational Psychology Conference, Dallas, TX.

Henning, J. B. & Huffman, A. H. (2006, August). *Performance for the public concern: Understanding volunteer performance in a for-profit world*. Best paper proceedings for the 66<sup>th</sup> annual meeting of the Academy of Management, Atlanta, GA.

## 2005

Benzer, J., Huffman, A. H., & Payne, S. C. (2005, July). *When do turnover intentions predict turnover in the military?* Poster presented at the 113<sup>th</sup> American Psychological Association Convention, Washington, DC.

Huffman, A. H., & Watrous, K. (2005, April). Understanding employee work-life balance in a diverse workforce. In K. Watrous & W. Reichman (Chairs), *Workplace diversity: Exploring the work experiences of LGBT employees*. Symposium for the 20<sup>th</sup> annual meeting of the Society for Industrial and Organizational Psychology Conference, Los Angeles, CA.

Youngcourt, S. S., & Huffman, A. H. (2005, July). *Personality influences of work-family conflict: Results of a lab study*. Poster presented at the 113<sup>th</sup> American Psychological Association Convention, Washington, DC.

## 2004

Huffman, A. H., Youngcourt, S. S., Watrous, K. M., Lemon, S., & Payne, S. C. (2004, August). Work-family conflict and sex differences: A meta-analytic study. In W. J. Casper & M. Streich (Chairs), *The role of individual difference variables in understanding work-family conflict*. Symposium presented at the 64<sup>th</sup> annual meeting of the Academy of Management, New Orleans, LA.

Huffman, A. H., Youngcourt, S. S., & Castro, C. A. (2004, April). *Measuring role conflict in the work and nonwork domains*. Poster presented at the 19<sup>th</sup> annual meeting of the Society for Industrial and Organizational Psychology Conference, Chicago, IL.

Huffman, A. H., Payne, S. C., Castro, C. A., & Koehly, L. M. (2004, July). *Work-family conflict of Army soldiers over time*. Poster presented at the 112<sup>th</sup> American Psychological Association Convention, Honolulu, HI.

Huffman, A. H., Payne, S. C., & Casper, W. J. (2004, April). A comparative analysis of work-family balance: Single-earner versus dual-earner family employees. In S. C. Payne & A. H. Huffman (Chairs), *The work-family interface over time: Longitudinal studies of work-family relationships*. Symposium presented at the 19<sup>th</sup> annual meeting of the Society for Industrial and Organizational Psychology Conference, Chicago, IL.

Leiva, P. I., Gaulke, K. M., Watrous, K. M., Huffman, A. H., Payne, S. C., & Webber, S. S. (2004, April). Personality correlates of commitment: An investigation of two foci of commitment. In M. E. Bergman (Chair), *Organizational commitment: Construct refinements and expansions*. Symposium presented at the 19<sup>th</sup> annual meeting of the Society for Industrial and Organizational Psychology Conference, Chicago, IL.

Watrous, K., Huffman, A. H., & Pritchard, R. (2004, April). *Turnover as a predictor of performance and the moderating effects of shared values*. Poster presented at the 19<sup>th</sup> annual meeting of the Society for Industrial and Organizational Psychology Conference, Chicago, IL.

Youngcourt, S. S., Huffman, A. H., Schrupf, B. (2004, July). *Family-friendly policies and work-life conflict and stress*. Poster presented at the 112<sup>th</sup> American Psychological Association Convention, Honolulu, HI.

### **2003**

Huffman, A. H., Payne, S. C., & Castro, C. A. (2003, April). *Time demands, work-family conflict and turnover: Does gender matter?* Poster presented at the 18<sup>th</sup> annual meeting of the Society for Industrial and Organizational Psychology Conference, Orlando, FL.

Huffman, A. H., Youngcourt, S. S., & Castro, C. A. (2003, November). *The importance of a family-friendly work environment for increasing employee performance and retention*. Paper presented at the annual conference of the International Military Testing Association, Pensacola, FL.

Payne, S. C., & Huffman, A. H. (2003, April). *Longitudinal vs. cross-sectional examination of the development of organizational commitment*. Poster presented at the 18<sup>th</sup> annual meeting of the Society for Industrial and Organizational Psychology Conference, Orlando, FL.

### **2002**

Huffman, A. H., & Payne, S. C. (2002, August). *A longitudinal examination of the influences of mentoring on the organizational commitment and turnover of U.S. army officers*. Paper presented at the annual meeting of the Academy of Management, Denver, CO.

### **2001**

Dolan, C. A., Huffman, A.H., Adler, A.B., Wright, K.M., Thomas J.L. & Castro, C.A. (2001, May) *Coping with the stress of a military deployment: Psychological and physical health*. Poster presented at the Stress and Anxiety Research conference, Mallorca, Spain.

Huffman, A. H., Adler, A. B., Dolan, C., & Castro, C. A. (2001). *The impact of operations tempo on turnover intentions and behavior of U.S. Army personnel in Europe*. Paper presented at the annual conference of the American Psychological Association, San Francisco, CA.

### **2000**

Bienvenu, R. V., Adler, A. B., Huffman, A. H., & Castro, C. A. (2000, August). *Psychological impact of the Kosovo deployment in the U.S. Army*. Paper presented at the annual meeting of the American Psychological Association, Washington, DC.

- Castro, C. A., Bienvenu, R. V., Huffman, A. H., & Adler, A. B. (2000, May) *Soldier dimensions and operational readiness in U.S. Army Forces deployed to Kosovo* (Abstract, p. 8). Paper presented at the 33<sup>rd</sup> Congress of International Military Medicine, Helsinki, Finland.
- Castro, C. A., Huffman, A. H., Dolan, C. A., Bienvenu, R. V., & Adler, A. B. (2000, May). *Working in the zone: Maintaining optimal readiness in U.S. soldiers*. Paper presented at the 36<sup>th</sup> International Applied Military Psychology Symposium, Split, Croatia.
- Huffman, A. H., Adler, A. B., Calhoun, M., & Castro, C. A. (2000, May). *Measuring sleep and work demands in U.S. Army senior leaders*. Poster presented at the 15<sup>th</sup> European Sleep Research Society, Istanbul, Turkey.
- Huffman, A. H., Adler, A. B., & Castro, C. A. (2000, August). *Deployment history and well-being of military personnel: The gender effect*. Paper presented at the annual meeting of the American Psychological Association, Washington, DC.
- Richard, L., & Huffman, A. H. (2000, August). *Impact of commuter war on military personnel*. Paper presented at the annual meeting of the American Psychological Association, Washington, DC.

## 1999

- Adler, A. B., Huffman, A. H., & Castro, C. A. (1999, August). *Psychological screening with deployed and nondeployed soldiers*. Poster session presented at the annual meeting of the American Psychological Association, Boston, MA.
- Castro, C. A., Adler, A. B., & Huffman, A. H. (1999, November) *Psychological screening of U.S. peacekeepers in Bosnia*. Paper presented at the 41st annual conference of the International Military Testing Association (IMTA) and NATO Officer Selection Workshop, Monterey, CA.
- Huffman, A. H., Adler, A. B., & Castro, C. A. (1999, August). *The impact of deployment history on the well-being of military personnel*. Paper presented at the annual meeting of the American Psychological Association, Boston, MA.

## SELECTED TECHNICAL REPORTS

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- Payne, S. C., Huffman, A. H., & Tremble, T. R., Jr. (2002). *The influence of organizational commitment on officer retention: A 12-year study of U.S. Army officers*. Final report published by PricewaterhouseCoopers Endowment for the Business of Government.
- Castro, C.A., Adler, A.B., Huffman, A.H., & Bienvenu, R. V. (2001). *The physical and psychological status of soldiers in garrison compared to military personnel in Bosnia* (Publication No. ADA381958). Alexandria, VA: Defense Technical Information Center.
- Martinez, J. F., Huffman, A.H., Adler, A.B., & Castro C.A. (2000). *Iron Soldiers: Psychological screening of soldiers supporting task force hawk* (Publication No. ADA380599). Alexandria, VA: Defense Technical Information Center.

Adler, A. B., Huffman, A. H., & Castro, C. A. (1999). *Psychological screening with deployed and nondeployed soldiers* (Publication No. ADA361535) Alexandria, VA: Defense Technical Information Center.

Huffman, A. H., Adler, A. B., & Castro, C. A. (1999). *The impact of deployment history on the well-being of military personnel* (Publication No. ADA361109). Alexandria, VA: Defense Technical Information Center.

## EMPLOYMENT HISTORY

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<b>Associate Professor</b> Psychology & Management Northern Arizona University	Aug 10 – present
<b>Assistant Professor</b> Psychology & Management Northern Arizona University	Aug 05 – Jul 10
<b>Visiting Assistant Professor</b> Psychology Rice University, Houston, Texas	July 04 – May 05
<b>Adjunct Faculty Member</b> Psychology Texas A & M University, College Station, TX.	Jun 04 – Aug 04
<b>Research Fellow</b> Army Research Institute, Alexandria, Virginia	Sep 03 – May 04
<b>Research Assistant</b> Texas A & M University, College Station, TX.	Aug 01- Sep 03
<b>Principal Investigator</b> U.S. Army Medical Research Unit - Europe, Walter Reed, Army Institute of Research, Germany	Nov 97 – Jul 01
<b>Instructor</b> Central Texas College, Okinawa, Japan	June 95 – November 97

## TEACHING INTERESTS

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Industrial psychology/human resource management; organizational psychology/organizational behavior; personnel selection; management; research methods; statistics

## NAU SERVICE ACTIVITIES

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Global Learning Initiative (2011-present)  
PSYCHStep (International Education for Psychology, Chair, 2007-present)

Intercollegiate Athletic Committee (2009-present)  
NAU environmental caucus (2008-present)  
SBS Global Village Committee (2008-2009)  
SBS Curriculum Committee (2005-2007)  
Psychology Masters Program Committee (2005-present)  
SBS Open House Committee (2005)  
General Search Committee (2006)  
Measurement and Statistics Search Committee (2006-2007)  
Department COFs and Annual Review Committee (2006-2007)  
SBS Grade Appeals Committee (2005)  
Psi Chi Conference Advisor (2006-2007)

## **OTHER SERVICE ACTIVITIES**

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Editorial Board: International Public Management Journal (2005-current), Military Psychology Journal (2009-current)  
Reviewer: Human Resource Management, Journal of Occupational Health Psychology, Journal of Managerial Issues, Organizational Studies, Military Psychology, Society for Industrial and Organizational Psychology conference, Academy of Management conference, Organizational Behavior Division, Sloan Work-Family Encyclopedia

## **PROFESSIONAL ORGANIZATIONS**

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Academy of Management, 2002-present  
Society for Industrial & Organizational Psychology, 2001-present  
Society of Human Resource Management, 2012-present  
Houston Area of Industrial Organizational Psychology, 2001-2004  
American Psychological Association, 1999-present  
European Branch-American Counseling Association, 1996-2003 (Board of Governors, 1998-1999)  
Chi Sigma Iota Honor Fraternity, 1996-2001 (1996-officer)

## **AWARDS**

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Social and Behavioral Sciences Career Milestone Award (2012)  
Northern Arizona University Most Promising New Scholar Award (2009)  
Work-Family Early Scholar Award, Sloan Foundation (2007-2008)  
American Psychological Association Division 19 Travel Award (2004; \$500)  
Texas A&M Liberal Arts Dissertation Award (2004; \$2,500)  
Texas A&M University Student Research Week, 1<sup>st</sup> Prize (2003)  
Distinguished Member Award, American Counseling Association-European Branch (2001)  
Commander's Award for Public Service (2000)  
Certificate of Achievement, Department of the Army (1998, 1999, 2000a, 2000b)  
Scholarship, University of Maryland Graduate Program (1997)  
Dean's List - University of Maryland (1996)

## Appendix B

### Focus Group Question across Marital Configurations

DRAFT 4

#### Dual Military Marriage – Intact

1. What is it like being in a dual military marriage?  
How is it similar to or different from being in a marriage with a civilian?  
How does your family and work life fit together?  
How does your role as a spouse fit with your role in the military?
2. What are some of the **challenges** associated with being in a dual military marriage?  
How do these challenges affect your well-being? **Job performance?** Family performance?  
What are some issues you've encountered with time management? Competing demands?
3. How do you **cope** with these challenges?  
On a personal level, what do you do? What strategies do you use?  
What organizational resources do you use? How are these helpful and unhelpful?
4. What are your **needs** as a member of a dual military marriage?
5. How does the Army support your needs as a member of a dual military marriage?
6. What could the military do to better support your needs as a member of a dual military marriage?
7. How has being in a dual military marriage influenced your commitment to the military?  
For example, has it influenced your job security, future opportunities, work investment, planning?
8. What are some of the **benefits** associated with being in a dual military marriage?
9. We really want to understand dual military marriages. Did we miss asking any important questions? What should we ask next time? What else is important for us to know about being in a dual military marriage?

#### Previously Dual Military Marriage – Spouse Separated from Military

1. What is it like no longer being in a dual military marriage?  
How are things different now you are not in a dual military marriage?  
How are things the same now you are in a marriage where one spouse is a civilian?
2. What were some of the **benefits** associated with being in a dual military marriage?  
How did these benefits affect your well-being? **Job performance?** Family performance?
3. What were some of the **challenges** associated with being in a dual military marriage?  
How did these challenges affect your well-being? **Job performance?** Family performance? What were some issues you encountered with time management? Competing demands?
4. Why are you no longer in a dual military marriage?
5. What are some benefits of no longer being in a dual military marriage?
6. What are some challenges of no longer being in a dual military marriage?
7. What are your needs as a member of a marriage with a civilian spouse?

8. How does the Army support your needs in a marriage with a civilian spouse?
9. What could the military do to better support your needs in a marriage with a civilian spouse?
10. How has leaving a dual military marriage influenced your commitment to the military?
11. We really want to understand marriages that are no longer dual military. Did we miss asking any important questions? What should we ask next time? What else is important for us to know?

### **Dual Career Marriage – Civilian Spouse Never Military**

1. What is it like being married to a civilian spouse?
2. What are some of the **benefits** associated with having a spouse who is employed outside of the military?
3. What are some of the **challenges** associated with having a spouse who is employed outside of the military?  
How do these challenges affect your well-being? **Job performance?** Family performance? What are some issues you've encountered with time management? Competing demands?
4. If there are challenges, how do you deal with them?  
On a personal level, what do you do? What strategies do you use?  
What organizational resources do you use? How are these helpful and unhelpful?
5. What are your needs as a member of a marriage with a civilian spouse?
6. How does the Army support your needs in a marriage with a civilian spouse?
7. What could the military do to better support your needs in a marriage with a civilian spouse?
8. How has being in a marriage with a civilian spouse influenced your commitment to the military?
9. We really want to understand marriages with a civilian spouse. Did we miss asking any important questions? What should we ask next time? What else is important for us to know?



**1. Sex?**

Male  Female

**2. Birth date?**

Month:  Day:  Year:

**3. Highest level of education completed?**

Less than high school degree  Associates degree  
 High school degree  Bachelors degree  
 Some college  Post-graduate degree

**4. Race/Ethnicity? (endorse as many as apply)**

White  Pacific Islander  
 Black/African American  Native American/American Indian  
 Hispanic/Latino  Other (please specify)  
 Asian

**5. Do you have children?**

Yes  No **If you answered 'No', please SKIP to question 7.**

**6. If you have children, how old are they (e.g., 2, 3 and 5)?**

**We are interested in what you do in the military. The following questions will assist us in understanding your experiences as a military member.**

**7. What is your pay grade?**  **8. What is your current unit?**

**9. Please state in years and months (e.g., 5 years, 3 months) how long you have been in:**

Your current unit:  The Military:

**10. In the past 6 months, how many days have you:**

Been on a training exercise:  Been on leave or had a pass:

**11. In your military career, how many:**

Deployments have you completed that lasted more than 30 days (not including training exercises or unaccompanied tours):

Unaccompanied tours have you completed:

PCS's have you completed:





**12. Please indicate your level of agreement with the following statements.**

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
Having work that is interesting and exciting to me is my most important life goal.	<input type="radio"/>				
I expect my job to give me more real satisfaction than anything else I do.	<input type="radio"/>				
Building a name and reputation for myself through work is not one of my goals.	<input type="radio"/>				
It is important to me that I have a job in which I can achieve something of importance.	<input type="radio"/>				
It is important to me to feel successful in my work.	<input type="radio"/>				
I tend to bounce back quickly after hard times.	<input type="radio"/>				
I have a hard time making it through stressful events.	<input type="radio"/>				
It does not take me long to recover from a stressful event.	<input type="radio"/>				
It is hard for me to snap back when something bad happens.	<input type="radio"/>				
I usually come through difficult times with little trouble.	<input type="radio"/>				
I tend to take a long time to get over setbacks in my life.	<input type="radio"/>				
The Army has a great deal of personal meaning to me.	<input type="radio"/>				
I feel emotionally attached to the Army.	<input type="radio"/>				
I feel a strong sense of belonging to the Army.	<input type="radio"/>				
I have so much work to do that I cannot do everything well.	<input type="radio"/>				
I never seem to have enough time to get everything done.	<input type="radio"/>				
My job leaves me with little time to get things done.	<input type="radio"/>				
I have personal control over my job performance.	<input type="radio"/>				
Once I am given instructions, I am pretty much left alone to do my job.	<input type="radio"/>				
I am allowed to do my job without constant supervision from others.	<input type="radio"/>				
If a good friend of mine told me that he/she was interested in working in a job like mine I would strongly recommend it.	<input type="radio"/>				
All in all, I am very satisfied with my current job.	<input type="radio"/>				





In general, my job measures up to the sort of job I wanted when I took it.

Knowing what I know now, if I had to decide all over again whether to take my job, I would.

**13. Please indicate how often in the past month:** Never Seldom Sometimes Often Always

I know what duty I will be doing day to day.

I have a predictable daily work schedule.

I have a predictable mission schedule.

I can count on being able to take my requested leave time.

I am able to plan a schedule out for at least six months.

**14. Which best describes your current military career intentions?**

- Definitely stay in until retirement
- Probably stay in until retirement
- Definitely stay in beyond my present obligation, but not necessarily until retirement
- Undecided about whether to stay in after completion of my current obligation
- Probably leave upon completion of my current obligation

**15. Please indicate how often you have:** Never Seldom Sometimes Often Always

Carried out the core parts of my job well.

Completed my core tasks well using the standard procedures.

Ensured my tasks were completed properly.

Volunteered to do things not formally required by the job.

Helped other military personnel when their work load increased.

Assisted my supervisor with his/her duties without being asked.

**The next set of questions is related to your wellbeing and health. Please read each question and rate your different health behaviors.**

**16. On average, in the last month,** Never Seldom Sometimes Often Always

Smoke cigarettes?

Participate in 20 minutes of vigorous exercise at least three times a week?





	Never	Seldom	Sometimes	Often	Always
Get between seven and eight hours of sleep a night?	<input type="radio"/>				
Eat breakfast daily?	<input type="radio"/>				
<b>17. How would you rate your overall health at the present time?</b>					
Poor	Somewhat Poor	Decent	Good	Excellent	
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	

<b>18. Is your health is better, about the same, or worse than:</b>	Better	About the Same	Worse
It was 12 months ago?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
It is for other people your age?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

<b>19. Please indicate how often you have experienced the following in the past month.</b>	Less	No more	Rather more	Much more
Able to concentrate	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Capable of making decisions	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Face up to problems	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Lost sleep over worry	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Constantly under strain	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Could not overcome difficulties	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Unhappy and depressed	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Loss of confidence in self	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Thinking of self as worthless	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Play useful part in things	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Enjoy day-to-day activities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Reasonably happy	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

<b>20. Thinking of your family in the past month, please indicate your level of agreement.</b>	Strongly	Disagree	Neutral	Agree	Strongly
I often find myself feeling dissatisfied with my family.	<input type="radio"/>				
I have a good time with my family.	<input type="radio"/>				
I am happy with my family just the way it is.	<input type="radio"/>				
In general I am very unhappy with my family.	<input type="radio"/>				
I am deeply committed to my family.	<input type="radio"/>				
Family members really helped and supported one another.	<input type="radio"/>				





	Strongly	Disagree	Neutral	Agree	Strongly
There was a feeling of togetherness in our family.	<input type="radio"/>				
Our family didn't do things together.	<input type="radio"/>				
We really got along well with each other.	<input type="radio"/>				
Family members seemed to avoid contact with each other when at home.	<input type="radio"/>				
We fought a lot in our family.	<input type="radio"/>				
Family members sometimes got so angry they threw things.	<input type="radio"/>				
Family members hardly ever lost their tempers.	<input type="radio"/>				
Family members sometimes hit each other.	<input type="radio"/>				
Family members rarely criticized each other.	<input type="radio"/>				

**The next set of questions is concerning the interaction between your work and family responsibilities.**

**21. Thinking of your work and family in the past month, please indicate your level of agreement with the following statements.**

	Strongly	Disagree	Neutral	Agree	Strongly
My work keeps me from my family activities more than I would like.	<input type="radio"/>				
The time I must devote to my job keeps me from participating equally in household responsibilities and activities.	<input type="radio"/>				
I have to miss family activities due to the amount of time I must spend on work responsibilities.	<input type="radio"/>				
The time I spend on family responsibilities often interferes with my work responsibilities.	<input type="radio"/>				
The time I spend with my family often causes me not to spend time in activities at work that could be helpful to my career.	<input type="radio"/>				
I have to miss work activities due to the amount of time I must spend on family responsibilities.	<input type="radio"/>				
When I get home from work I am often too frazzled to participate in family activities/responsibilities.	<input type="radio"/>				
I am often so emotionally drained when I get home from work that it prevents me from contributing to my family.	<input type="radio"/>				
Due to all the pressures at work, sometimes when I come home I am too stressed to do the things I enjoy.	<input type="radio"/>				





	Strongly	Disagree	Neutral	Agree	Strongly
Due to stress at home, I am often preoccupied with family matters at work.	<input type="radio"/>				
Because I am often stressed from family responsibilities, I have a hard time concentrating on my work.	<input type="radio"/>				
Tension and anxiety from my family life often weakens my ability to do my job.	<input type="radio"/>				
The behaviors that work for me at home do not seem to be effective at work.	<input type="radio"/>				
Behavior that is effective and necessary for me at home is counterproductive at work.	<input type="radio"/>				
The problem-solving behaviors that work for me at home do not seem to be as useful at work.	<input type="radio"/>				
The problem-solving behaviors I use in my job are not effective in resolving problems at home.	<input type="radio"/>				
Behavior that is effective and necessary for me at work is counterproductive at home.	<input type="radio"/>				
The behaviors I perform that make me effective at work do not help me to be a better parent and spouse.	<input type="radio"/>				

**22. Please think of how often you have experienced the following in the past month:**

	Never	Seldom	Sometimes	Often	Always
The things you do at work help you deal with personal and practical issues at home.	<input type="radio"/>				
The things you do at work make you a more interesting person at home.	<input type="radio"/>				
Having a good day on your job makes you a better companion when you get home.	<input type="radio"/>				
The skills you use on your job are useful for things you have to do at home.	<input type="radio"/>				
Talking with someone at home helps you deal with problems at work.	<input type="radio"/>				
Providing for what is needed at home makes you work harder at your job.	<input type="radio"/>				
The love and respect you get at home makes you feel confident about yourself at work.	<input type="radio"/>				





Never Seldom Sometimes Often Always

Your home life helps you relax and feel ready for the next day's work.

In the next several questions we are interested in your perceptions of how your immediate supervisor deals with your work demands. Think of the your supervisor's behaviors in the past month when answering these questions:

23. Please indicate your level of agreement with the following statements, thinking of your immediate supervisor.

Strongly Disagree Neutral Agree Strongly

My supervisor is willing to listen to my problems in juggling work and non-work life.

My supervisor takes the time to learn about my personal needs.

My supervisor makes me feel comfortable talking to him/her about my conflicts between work and non-work.

My supervisor and I can talk effectively to solve conflicts between work and non-work issues.

I can depend on my supervisor to help me with scheduling conflicts if I need it.

I can rely on my supervisor to make sure my work responsibilities are handled when I have unanticipated non-work demands.

My supervisor works effectively with workers to creatively solve conflicts between work and non-work.

My supervisor is a good role model for work and non-work balance.

My supervisor demonstrates effective behaviors in how to juggle work and non-work balance.

My supervisor demonstrates how a person can jointly be successful on and off the job.

My supervisor thinks about how the work in my unit can be organized to jointly benefit military personnel and the military.

My supervisor asks for suggestions to make it easier for military personnel to balance work and non-work demands.

My supervisor is creative in re-allocating job duties to help my unit work better as a team

My supervisor is able to manage the unit as a whole team to enable everyone's needs to be met.





24. What is your marital status?

Single

Single--but in a committed relationship

Married

If you answered 'Married', please SKIP to question 30.

We are interested in military members' experiences with and views toward dual-military marriages.

25. Have you previously been in a dual-military marriage (i.e., your spouse was also a service member)?

Yes

No

If you answered 'No', please SKIP to question 27.

26. Please describe the reason(s) you are no longer in this marital category (e.g., divorce, spouse ETS, spouse retirement, etc.).

27. Would you consider marrying another military member?

Yes

No

28. Why would you, or would you not, consider marrying someone in the military?

29. Is there anything else you would like to tell us about the work and/or personal demands related to your job in the military?

30. On work days, how much time (on average) is spent on home chores (e.g., cooking, cleaning, repairs, shopping, yard work, and keeping track of money and bills), personal time, and child care. Note: If you do not have children, please leave the last two questions blank.

Hours per day you spend on home chores:

Hours per day your spouse spends on leisure/personal time:

Hours per day your spouse spends on home chores:

Hours per day you spend taking care of or doing things with your child/children:

Hours per day you spend on leisure/personal time:

Hours per day your spouse spends taking care of or doing things with your child/children:

31. Please respond to how fair you think the division of labor is between you and your spouse. Note: If you do not have children, please leave the last question blank.

Very Unfair    Unfair    Fair    Very Fair

How fair do you think the division of housework is between you and your spouse?

How fair do you think the division of leisure/personal time is between you and your spouse?





Very Unfair   Unfair   Fair   Very Fair

How fair do you think the division of childcare is between you and your spouse?

       

32. Is your spouse employed?

Yes    No

**If you answered 'No', please SKIP to debriefing on final page.**

33. Is your spouse in the military?

Yes    No

**If you answered 'No', please SKIP to question 40.**

34. Spouse's branch of military:

Army    Air Force   Other:   
 Navy    Marines

35. Spouse's active status:

Active   Reserve   National Guard  
     

36. Does your spouse have a civilian job?

Yes - part-time   Yes - full-time   No  
     

37. Spouse's military job information:

Rank:    Job Title:

38. What military programs do you use that assist with the demands of being in a dual-military marriage (please list only those programs that assist with this particular marriage type)?

39. What are some programs that you feel the military should offer to provide assistance to those in dual-military marriages?

40. Think about how your spouse deals with work and family demands when answering the following questions:

Strongly   Disagree   Neutral   Agree   Strongly

The demands of your spouse's personal life are likely to interfere with work-related activities.

          





Strongly Disagree Neutral Agree Strongly

It is likely for your spouse to put off doing things at work because of demands on time at home.	<input type="radio"/>				
Things that your spouse wants to do at work likely don't get done because of the demands of family.	<input type="radio"/>				
Your spouse's home life likely interferes with responsibilities at work such as getting to work on time, accomplishing daily tasks, and working overtime.	<input type="radio"/>				
Personal-related strain likely interferes with your spouse's ability to perform job-related duties.	<input type="radio"/>				
The demands of work are likely to interfere with your spouse's home and family/personal life.	<input type="radio"/>				
The amount of time the job takes up likely makes it difficult for your spouse to fulfill personal responsibilities.	<input type="radio"/>				
Things your spouse wants to do at home likely do not get done because of the demands the job puts on the employee.	<input type="radio"/>				
Your spouse's job likely produces strain that makes it difficult to fulfill personal duties.	<input type="radio"/>				
Due to work-related duties, it is likely that your spouse has to make changes to plans for family and/or personal activities.	<input type="radio"/>				

**41. Have you previously been in a dual-military marriage (i.e., your spouse was also a service member)? If you are currently in a dual-military marriage, have you previously been in another one?**  
 Yes       No  
**If you answered 'No', please SKIP to question 43.**

**42. Please describe the reason(s) you are no longer in your previous dual-military marriage (e.g., divorce, spouse ETS, spouse retirement, etc.).**

**43. Is there anything else you would like to tell us about the work and/or personal demands related to your job in the military?**

**44. We would like to contact the spouse and ask them to complete a similar survey. This information is totally confidential!!**

Spouse's first name:  Spouse's email:  Spouse's Birthdate (mm/dd/yyyy):

