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EFFECT OF AN ALL-VOLUNTEER FORCE ON INPUT INTO THE SCHOOL OF MILITARY SCIENCES, OFFICER TRAINING PROGRAM

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To determine the impact of the volunteer force on officer accessions, a total of 3,931 trainees entering the School of Military Sciences, Officer training program during FY 1972--1973 were surveyed and categorized into groups based on draft vulnerability and expressed attitude toward voluntary military service, prior service experience, rated/non-rated status, and entry before and after November 1971. Results indicate that NPS officer trainees are motivated to some extent by draft pressure. In general, prior service personnel and minority groups express a more favorable attitude toward voluntary military service. An increase in positive attitude is also perceptible after the military pay increase became effective. Comparisons on other demographic, aptitudinal, and attitudinal variables revealed significant differences between self- and draft-motivated trainees and between prior

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and non-prior service personnel.

PREFACE

This research was conducted under Project 7719, Air Force Personnel System Development on Selection, Assignment, Evaluation, Quality Control, Retention, Promotion, and Utilization; Task 771902, Research on Prediction and Assessment of Adaptability to Air Force Life.

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EFFECT OF AN ALL-VOLUNTEER FORCE ON INPUT INTO THE SCHOOL OF MILITARY SCIENCES, OFFICER TRAINING PROGRAM

I. INTRODUCTION

With the implementation of the volunteer force, personnel concerned with national defense and security have questioned whether a sufficient number of volunteers will be available to meet military commitments in the draft-free era. Surveys of prevalent attitudes of military and civilian personnel toward voluntary service as well as actual experience under lowered or non-existent draft call periods have given the services some indication of the impact of the volunteer concept on the overall number and quality of personnel who can be expected to enter the armed forces under draft-free conditions (Hause & Fisher, 1968; Cook, 1970; Cook & White, 1970; Rhode, Gelke & Cook, 1970; Gates Commission Report, 1970; Valentine & Vitola, 1970; Saber Volunteer Report, 1971; Vitola & Valentine, 1971; HumRRO, 1972; Vitola & Alley, 1972).

In the area of officer procurement, results of research imply that the draft has, in the past, had a substantial effect on the flow and quality of personnel into officer commissioning programs (Fechter, 1967; Nichols, Saeger, Driessnack, House & Reid, 1971). In Air Force research, one study of AFROTC cadets indicated that enrollments into advanced training are motivated to some extent by draft pressure and that there are significant differences in aptitude between self- and draft-motivated cadets (Guinn, Alley & Farmer, 1971). Another survey of Officer Training School students estimated the percentage of true volunteers entering that officer training program ranged from 36 to 54 percent depending on the particular method of estimation used (Chapel & Albright, 1971). To date, no research has been accomplished to give insight into the attitudes of precommissioned officer candidates toward voluntary military service since the military pay raise became effective in November, 1971. To provide information of this type, this study was designed to estimate the effect of the draft on officer input into the School of Military Sciences, Officer, during fiscal year 1972 and part of fiscal year 1973 and the extent to which these officer candidates might choose to enter officer training in the absence of the draft. Comparisons were made between prior service and non-prior service, prospective pilots and navigators, and self- and draft-motivated trainees on the basis of aptitude, attitude, and demographic characteristics. The data obtained for this study present general trends which can provide a useful basis for assessing the probable impact of zero-draft conditions on input into one of the major Air Force officer training programs.

II. METHOD

Biographical and attitude survey forms were administered to 3,931 male officer trainees during the first week of training in the School of Military Sciences, Officer (SMS-O) (now called Officer Training School), at Lackland Air Force Base, Texas. The population included male trainees who entered in Classes 72-01 through 73-03.

Each trainee completed an Officer Attitude Survey, PA 7010. The answer sheet contained no name identification and there was a clear statement that responses were to be kept strictly confidential and used for research purposes only. Air Force Officer Qualifying Test (AFOQT) scores for each respondent were obtained from class rosters and matched to survey data by Social Security Account Number (SSAN).

In the analyses, comparisons were made between groups of officer trainees categorized by their expressed attitude toward military service under zero-draft conditions and their draft vulnerability based on assigned draft lottery number. Classification of trainees by attitude toward voluntary military service was based on a survey question concerning their willingness to enter officer training in the absence of the draft. Draft vulnerability for non-prior service trainees was derived from their ordinal position in the draft lottery sequence. Trainees with numbers 1 through 122 were identified as the high vulnerability group; those with numbers 123 through 244 as the medium vulnerability group; and those with numbers 245 through 366 as the low vulnerability group. Prior-service trainees, a majority of whom entered service before the establishment of the draft lottery system, were not classified by draft vulnerability.

Further comparisons were made between groups of subjects categorized by prior service/non-prior service, rated/non-rated, and draft/self-

motivated status. Prior-service personnel included all trainees who had previous enlisted service before entering officer training. These trainees included entrants who had been selected for programs such as the Airman Education and Commissioning Program (AECP), Bootstrap, and the Airman Commissioning Program. Rated/non-rated status was based on the individual's survey response regarding his anticipated assignment after completion of SMS-O training. Potential rated personnel included those trainees who indicated that their next scheduled assignment was to undergraduate pilot or navigator training. Those non-prior service (NPS) personnel who did not indicate they were scheduled for some type of rated training were included only in the total NPS and total SMS-O analyses. Non-rated personnel included those prior-service trainees who indicated their next anticipated assignment was entrance into a non-rated technical training course or direct assignment to the field in a non-rated specialty.

Draft motivation groups of primary interest were categorized into self-motivated (true volunteer) and draft-motivated (non-volunteer) trainees. Draft-motivated trainees included those subjects with high vulnerability who stated that they definitely or probably would not have entered officer training if there had been no draft. Included in the self-motivated group (true volunteers) were trainees who expressed definite or probable willingness to enter officer training in the absence of the draft and were included in the low vulnerability category indicating little or no draft pressure to enter service.

The significance of differences between subgroups of interest was determined by results of chi square analyses or t-tests, where appropriate.

III. RESULTS AND DISCUSSION

Extent of Draft Motivation

One of the major questions associated with the implementation of the volunteer force is whether a sizeable proportion of the officer training input has been influenced by draft pressure to enter training. If the amount of draft pressure is found to be minimal among the trainees in the School of Military Sciences, Officer training program, then no problem in attracting a sufficient number of college graduates to fulfill junior officer requirements for that training would be anticipated.

Expressed attitude by vulnerability category for prior and non-prior service trainees is presented in Table 1. From the variation in expressed volunteer attitude among vulnerability groups, it appears that actual or perceived draft pressure is a definite motivating factor in influencing young college graduates to enter officer training. In the total non-prior service trainee group, 28 percent indicated that they definitely or probably would not have entered military service in a draft-free environment and 58 percent expressed a definite or probable intent toward volunteerism. These percentages are quite similar to the attitudes expressed by AFROTC cadets (Guinn *et al.*, 1971). In response to the same question, 56 percent of all AFROTC cadets in advanced training expressed a favorable attitude toward voluntary military service with 30 percent expressing a negative attitude. Of special note is the larger proportion of the prior service trainees expressing a volunteer attitude (73 percent). These trainees were not categorized by draft vulnerability since a majority of this group had no lottery number when they entered service. Based on these percentages, it appears that the recently established Airman Commissioning Program and educational programs such as AECP and Bootstrap would provide a valuable source of junior officers in a volunteer environment. Moreover, previous research has indicated that officer input from the various educational programs leading to college degree and subsequent commissioning not only express a greater degree of volunteerism but also career motivation (Shenk, 1972).

A further breakdown of the total group into tentative rated/non-rated status indicated a difference in attitude toward voluntary military service among prospective pilots, navigators, and non-rated personnel Among the non-prior service personnel, 62 percent of the potential pilots, and 50 percent of the navigators expressed a volunteer attitude (see Tables 2 through 4). For the prior-service group, 70 percent of the pilots, 46 percent of the navigators, and 75 percent of the non-rated personnel indicated a similar attitude. It should be noted that 86 percent of all prior-service trainees are categorized as non-rated. The smaller proportion of prior-service navigators expressing volunteerism may be somewhat unreliable since only four percent of the prior-service group (N=37) were considered potential navigator personnel.

A comparison between the results of this survey with results of a 1971 AFROTC cadet survey indicates that the rated subgroups of officer trainees in the School of Military Sciences program expressed a lesser degree of volunteerism and a

Table 1. **Distribution of Total Sample for Categories of Attitudes Toward Voluntary Military Service by Draft Lottery Sequence by Service Category**

Service Category[a]	Draft Vulnerability Category[b]		Distribution by Attitude Category: Definite or Probable Volunteer N	Col %	Undecided N	Col %	Definite or Probable Non-Volunteer N	Col %	Total / Group N	Col %
Non-prior service (NPS)	High	N	807	46	276	64	608[c]	72	1691	56
		Row %	48		16		36		100	
	Medium	N	539	30	137	32	221	26	897	29
		Row %	60		15		25		100	
	Low	N	423[d]	24	15	4	20	2	458	15
		Row %	93		3		4		100	
	Total NPS	N	1769	100	428	100	849	100	3046	100
		Row %	58		14		28		100	
Prior service (PS)	Total PS	N	646		102		137		885	
		Row %	73		12		15		100	
Total (NPS & PS)		N	2415		530		986		3931	
		Row %	61		14		25		100	

[a]Service category is based on the following:
Non-prior service - those officer trainees without any prior military service.
Prior service - includes AECP, Bootstrap, and Airman Commissioning Program trainees.

[b]Draft vulnerability groups are based on draft lottery numbers:
High vulnerability - lottery numbers 1-122
Medium vulnerability - lottery numbers 123-244
Low vulnerability - lottery numbers 245-366

[c]Those officer trainees defined as draft-motivated.

[d]Those officer trainees defined as self-motivated.

Table 2. **Distribution of Potential Pilot Sample for Categories of Attitudes Toward Voluntary Military Service by Draft Lottery Sequence by Service Category**

Service Category[a]	Draft Vulnerability Category[b]		Distribution by Attitude Category: Definite or Probable Volunteer N	Col %	Undecided N	Col %	Definite or Probable Non-Volunteer N	Col %	Total / Group N	Col %
Non-prior service (NPS)	High	N	538	45	167	65	317[c]	68	1022	53
		Row %	53		16		31		100	
	Meduim	N	360	30	82	32	134	29	576	30
		Row %	63		14		23		100	
	Low	N	293[d]	25	10	3	14	3	317	17
		Row %	92		3		5		100	
	Total NPS	N	1191	100	259	100	465	100	1915	
		Row %	62		14		24		100	100
Prior Service (PS)	Total PS	N	62		11		16		89	
		Row %	70		12		18		100	
Total (NPS & PS)		N	1253		270		481		2004	
		Row %	63		13		24		100	

[a]Service category is based on the following:
Non-prior service - those officer trainees without any prior military service.
Prior service - includes AECP, Bootstrap, and Airman Commissioning Program trainees.

[b]Draft vulnerability groups are based on draft lottery numbers:
High vulnerability - lottery numbers 1-122
Medium vulnerability - lottery numbers 123-244
Low vulnerability - lottery numbers 245-366

[c]Those officer trainees defined as draft-motivated.

[d]Those officer trainees defined as self-motivated.

Table 3. **Distribution of Potential Navigator Sample for Categories of Attitudes Toward Voluntary Military Service by Draft Lottery Sequence by Service Category**

Service Category[a]	Draft Vulnerability Category[b]		Distribution by Attitude Category: Definite or Probable Volunteer N	Col %	Undecided N	Col %	Definite or Probable Non-Volunteer N	Col %	Total Group N	Col %
Non-prior service (NPS)	High	N	237	47	102	65	263[c]	78	602	60
		Row %	39		17		44		100	
	Medium	N	155	31	49	31	71	21	275	28
		Row %	56		18		26		100	
	Low	N	110[d]	22	5	4	5	1	120	12
		Row %	92		4		4		100	
	Total NPS	N	502	100	156	100	339	100	997	100
		Row %	50		16		34		100	
Prior service (PS)	Total PS	N	17		8		12		37	
		Row %	46		22		32		100	
Total (NPS & PS)		N	519		164		351		1034	
		Row %	50		16		34		100	

[a]Service category is based on the following:
Non-prior service - those officer trainees without any prior military service.
Prior service - includes AECP, Bootstrap, and Airman Commissioning Program Trainees.

[b]Draft vulnerability groups are based on draft lottery numbers:
High vulnerability - lottery numbers 1-122
Medium vulnerability - lottery numbers 123-244
Low vulnerability - lottery numbers 245-366

[c]Those officer trainees defined as draft-motivated.

[d]Those officer trainees defined as self-motivated.

Table 4. **Distribution of Prior-Service Potential Non-Rated Sample for Categories of Attitudes Toward Voluntary Military Service**

Service Category		Definite or Probable Volunteer	Undecided	Definite or Probable Non-Volunteer	Total
Prior-Service (PS)[a]	N	567	83	109	759
	Row %	75	11	14	100

[a]Prior-service - includes AECP, Bootstrap, and Airman Commissioning Program trainees.

larger degree of non-volunteerism (Table 5). For both sources of officer input, however, it appears that the potential pilots expressed a more favorable attitude toward voluntary service than the other subgroups. For the non-rated category, prior service officer trainees in the School of Military Sciences program appear to be more volunteer oriented than their NPS AFROTC counterparts. Based on the magnitude of expressed non-volunteerism among AFROTC cadets in the non-rated status, it was anticipated that some problems might be experienced in attracting a sufficient number of personnel for the non-rated specialties in a draft-free environment, especially in the scientific and engineering (S&E) areas (Guinn *et al.*, 1971). Results of the current survey indicate that prior-service personnel represent a good source for the non-rated categories. One way to augment the number of officers in any specific non-rated specialty would be to enlarge Government subsidized educational programs related to these career fields.

Table 5. **Comparison of Survey Results between AFROTC Cadets[a] and Military Sciences Officer[b] Trainees by Rated/Non-Rated Status**

Trainee Category	Expressed Attitude Toward Voluntary Military Service: Definite/Probable Volunteer		Undecided		Definite/Probable Non-Volunteer	
	AFROTC %	MS Off %	AFROTC %	MS Off %	AFROTC %	MS Off %
Potential pilots	73	62	11	14	16	24
Potential navigators	68	50	16	16	16	34
Potential non-rated personnel	44	75	15	11	41	14

[a]AFROTC sample contains only NPS personnel.

[b]MS Off sample includes only NPS personnel for pilot and navigator categories; only prior-service for non-rated category.

Although the number of officer trainees in the various minority categories was extremely small, the data, by race, are presented to indicate general tendencies. The total group (including both prior and non-prior service trainees) was categorized into the following subgroups: Negro, Spanish speaking (Mexican-American and Puerto-Rican), and Caucasian/Other. Table 6 shows their expressed attitude toward voluntary military service. Although a greater percentage of the minority groups express volunteerism, these differences were not found to be significant.

Table 6. **Percentage Distribution of Expressed Attitude Toward Voluntary Military Service by Racial Subgroup**

Subgroup	Percentage Distribution by Attitude Category: Definite/Probable Yes	Undecided	Definite/Probable No
Negro (N = 77)	73	10	17
Spanish-speaking Mexican-American/Puerto Rican (N = 42)	72	14	14
Caucasian/Other (N = 3812)	61	14	25

In November 1971, the military pay bill became effective. Since a raise in basic pay has been considered an essential step in attracting a volunteer force of acceptable size and quality, expressed attitude toward voluntary military service was studied by class to ascertain whether a change in volunteerism was perceptible after the pay bill was enacted. In Figure 1, the percentage of non-prior service trainees expressing a volunteer attitude is plotted by class. More detailed breakouts of each class group by attitude and vulnerability category are included in Tables A1 through A15 in Appendix A. Starting with Class 72-09, which entered training on 9 November 1971, the trend in volunteer attitude appears to increase gradually with a noticeable difference in expressed volunteerism between the first three classes of FY 72 and FY 73. The peak in expressed volunteerism evident in Class 72-03 may reflect anticipation of the actual pay increase which fostered a more positive attitude among entrants toward voluntary military service. Results of chi-square analyses reveal that classes prior to the November time period do differ significantly in their attitude toward voluntary military service from the post-November entrants. Although the motivating influence of the pay raise appears to be promising, a portion of the experienced increase in

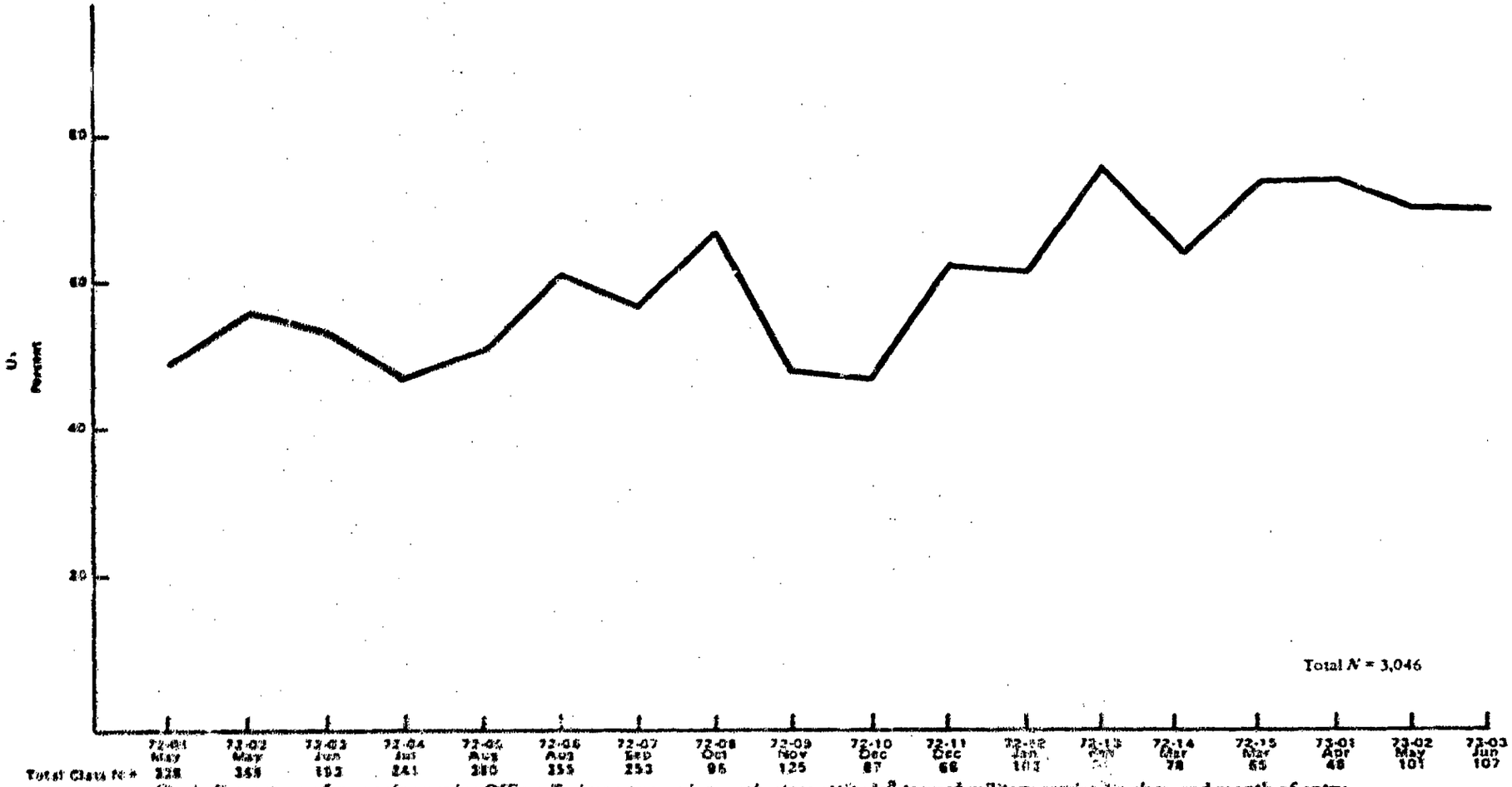

Fig. 1. Percentage of non-prior service Officer Trainees expressing a volunteer attitude[a] toward military service by class and month of entry.

[a]*Volunteer attitude*: Those expressing definite or probable intent toward entering officer training in the absence of the draft.

favorable attitude may be attributable to factors other than the pay raise. Since the post-November classes were much smaller than those entering prior to November, and during the time when they entered, there was little or no draft pressure, the majority of these entrants may have been volunteer oriented regardless of the 1971 pay raise. In addition, the overall decline in anti-militaristic attitude on college campuses and the scarcity of employment opportunities in the civilian sector may have contributed to the slight increase in positive attitude.

Overall, it should be noted that the percentage of volunteers among the various groups of officer trainees was based on actual input into the School of Military Sciences, Officer training program and may not accurately reflect the number of prospective volunteers in the entire applicant pool. The percentage of trainees in the high vulnerability category coupled with their expressed attitude against voluntary military service indicate that a sizeable number of these accessions were most likely draft-induced. Due to enrollment limitations, some of these draft- induced entrants with higher aptitude qualifications may have excluded potential volunteers who would be available for the volunteer force.

Comparison of Subgroups

Chi square analyses and t-tests were computed to determine the significance of differences between subgroups of primary interest on various demographic, attitudinal, and aptitudinal variables. These analyses included comparisons between subgroups relevant to the particular content area. In general, comparisons between self-and draft-motivated trainees were of primary importance. Unless specifically stated, all differences discussed below were found to be statistically significant at or beyond the 0.05 level.

Motivation to enter training. Recruiting personnel are interested in factors which motivate young men to enter service. In a volunteer environment, these motivating factors become even more important in order to design effective recruiting appeals and strategies. When asked their major reason for entering officer training, self-motivated trainees in all groups indicated a "desire to become a pilot or navigator" was foremost (Table 7). Among the draft-motivated, the alternative "to avoid draft pressure" was selected as their most popular reason with "desire to become a rated officer" second. The prior-service group selected "financial reasons" as their primary reason with "opportunity for advanced education, technical or professional training" as their second most popular alternative.

The primary reason for entering officer training selected by these officer trainees is interesting from another standpoint. In estimating the characteristics of the future volunteer force, various techniques can be used to categorize the sample population into groups for comparative purposes. When dividing the sample into self- and draft-motivated groups, some question arises as to whether the self-motivated trainees accurately represent the volunteer population. From the primary reasons selected, it appears that the self-motivated group can be considered true volunteers. "To avoid draft pressure" was not selected by any trainee identified as self-motivated. In contrast, at least 47 percent of each draft-motivated group selected that alternative as their primary reason. This suggests that the differences found between volunteer (self-motivated) and non-volunteer (draft-motivated) groups are, in fact, true differences, and that self-motivated officer trainees do reflect the characteristics of a true volunteer.

Academic background. The college majors of officer trainees are presented in Table 8. An examination of their academic backgrounds helps to give an overall indication of possible overages and/or deficits which might be experienced in obtaining a sufficient number of officers with specific skills and technical knowledge in a volunteer force. Comparisons between self- and draft-motivated trainees indicated no significant differences between these two groups although a somewhat larger percentage of trainees with engineering backgrounds were categorized as draft-motivated. Based on these results, little if any change from the academic background of current officer accessions should be experienced in the volunteer situation.

Geographic location of college. In a zero-draft environment, it is advantageous to identify those college campuses where intensified recruiting efforts might be beneficial. Colleges attended by the sample population were grouped into the major recruiting areas and Table 9 indicates the percentage of officer trainees who attended colleges located in the various recruiting regions. Regional comparisons made between volunteer groups of rated personnel were the only ones which revealed significant differences. Colleges in the Southwest appear to be locations especially favorable to volunteer recruitment. This appears to

Table 7. **Comparison of Officer Trainee Subgroups and Total Sample by Reason for Entering Officer Training Program**

	Percentage Distribution										
	Non-prior Service										
	Pilots			Navigators							
Reason	Self-Motivated N = 293	Draft-Motivated N = 317	Total Pilots N = 1,915	Self-Motivated N = 110	Draft-Motivated N = 263	Total Navigators N = 997	Self-Motivated N = 423	Draft-Motivated N = 608	Total N = 3,046	Prior Service Total N = 885	Total Sample N = 3,931
Opportunity to gain experience in field of choice	12	4	9	7	2	5	11	3	8	6	7
Unable to obtain type of civilian job desired	6	2	3	12	2	5	7	2	4	1	3
Desire to become a pilot or navigator	64	27	54	49	14	36	61	21	48	8	39
Financial reasons: pay, allowances, flight pay, fringe benefits	2	6	4	11	9	10	4	7	6	27	11
Prestige and status of being an AF officer	1	2	2	1	3	3	1	2	2	11	4
Patriotism: opportunity to serve country	1	1	1	1	0	1	1	0	1	2	1
Opportunity for travel and excitement	1	1	1	1	2	2	1	1	2	1	1
Stability in employment and job security	2	1	2	3	4	3	2	2	2	8	3
Opportunity for advanced education, technical or professional training	2	4	3	5	3	5	3	4	4	23	8
Avoid draft pressure	0	47	13	0	51	20	0	49	15	2	12
Opportunity to learn a trade or skill which would be valuable in civilian life	1	1	1	0	2	1	1	2	1	1	1
To become more mature and independent	1	2	1	3	3	2	1	3	2	2	2
Interest in aviation, aerospace and missile systems	6	1	4	3	2	3	5	1	3	2	3
Qualify for GI educational benefits after tour	0	0	0	1	0	0	1	0	0	0	2
Other	1	1	2	3	3	4	1	3	2	6	3

Table 8. **Comparison of Officer Trainee Subgroups and Total Sample by College Major**

	Percentage Distribution										
	Non-prior Service										
	Pilots			Navigators							
Academic Major	Self-Motivated N = 293	Draft-Motivated N = 317	Total Pilots N = 1,915	Self-Motivated N = 110	Draft-Motivated N = 263	Total Navigators N = 997	Self-Motivated N = 423	Draft Motivated N = 605	Total N = 3,046	Prior Service Total N = 885	Total Sample N = 3,931
Humanities	10	12	11	14	10	11	11	11	11	5	9
Fine and Applied Arts	1	2	2	2	3	3	1	3	2	1	2
Biological Sciences	6	7	7	11	9	8	7	7	7	2	6
Social Sciences	18	19	19	21	21	21	19	20	20	20	20
Business and Commerce	24	22	24	17	21	21	22	21	23	36	26
Engineering	19	24	19	14	17	15	18	21	18	19	18
Physical Sciences	15	11	13	15	14	17	15	13	14	13	14
Professions	0	0	0	0	2	1	0	1	1	1	1
Miscellaneous	7	3	5	6	3	3	7	3	4	3	4

Table 9. **Comparison of Officer Trainee Subgroups and Total Sample by Geographic Location of College**

	Percentage Distribution										
	Non-prior Service										
	Pilots			Navigators							
Geographic Location	Self-Motivated N = 293	Draft-Motivated N = 317	Total Pilots N = 1,915	Self-Motivated N = 110	Draft-Motivated N = 263	Total Navigators N = 997	Self-Motivated N = 423	Draft-Motivated N = 608	Total N = 3,046	Prior Service Total N = 885	Total Sample N = 3,931
3501 Recruiting Area North-Northeast	6	7	7	12	11	10	8	9	8	4	7
3502 Recruiting Area Mid-Atlantic	8	6	7	4	7	7	7	8	7	4	7
3503 Recruiting Area South-Southeast	18	15	18	16	14	15	18	15	17	12	16
3504 Recruiting Area Southwest	19	22	21	30	17	20	22	19	21	30	23
3505 Recruiting Area Great Lakes	16	23	18	16	21	20	16	21	18	8	16
3506 Recruiting Area Far West	18	13	14	8	11	11	15	11	13	10	12
3507 Recruiting Area Mid-West	15	14	15	14	19	17	14	17	16	32	19

be particularly true for the volunteer navigator group. Next to the Southwest region, pilot volunteers are more likely to come from the South-Southeast and Far West regions, with navigators coming from the Great Lakes and South-Southeast regions. Those areas where the smallest percentage of volunteer rated personnel were found are the North-Northeast and Mid-Atlantic regions for self-motivated pilots and Mid-Atlantic, Far-West for self-motivated navigator personnel. It is realized that the percentages of personnel from a certain area are dependent in part on the number of colleges in that particular area which more than likely reflects the area's population density. Nevertheless, it does appear that intensified recruiting on college campuses in a specific recruiting region from which volunteers have come in the past might be effective in the future.

Career motivation. Proponents of the volunteer force have suggested that one of the valuable by-products of such a force will be a concomitant increase in personnel retainability (Gates Commission Report, 1970). If a prospective junior officer is motivated to enter service in the absence of the draft, theoretically he will more likely be career motivated also. It was anticipated that this increase in retainability should help in offsetting any projected decline in officer accessions, and at the same time, reduce costs which are associated with a high rate of turnover.

Although expressed attitude toward a military career does not accurately reflect actual career decision at the end of an initial tour, some indication of career motivation can be ascertained from an individual's perception of a military career and his expressed occupational plans for the future. Two survey items were designed to elicit such information. One item asked respondents to compare the desirability of a military career to a civilian occupation. Responses to this item shown in Table 10 indicated that a majority of trainees perceived a military career equally or more desirable than a civilian occupation (59 percent of the NPS trainees and 81 percent of the prior-service personnel). Among the rated categories, 68 percent of the self-motivated pilot trainees and 81 percent of the self-motivated navigator sample perceived a military career to be equally or more favorable than the draft-motivated pilots (32 percent) and navigators (33 percent). In contrast, only a small percentage of the self-motivated groups (13 percent for pilots; 4 percent for navigators, and 10 percent of the total NPS group) expressed a negative view toward a military career as compared to the draft-motivated contingent (39 percent of the pilots; 40 percent of the navigators, and 40 percent of the total NPS group). Compared to the total NPS input, prior-service personnel exhibit a more positive outlook toward a military career. Negative feelings are expressed by only 10 percent of the prior-service personnel compared to 19 percent of the total NPS group. These high percentages of volunteer junior officers with a favorable outlook would tend to suggest that a higher retention rate among these personnel could be anticipated.

Table 11 reflects officer trainee responses on their intent to remain in service upon completion of their initial tour. In all instances, self-motivated trainees expressed a more favorable career intention than draft-motivated. In every subgroup, at least 48 percent of the self-motivated subgroups stated that they definitely or probably would remain on active duty while less than 20 percent of the draft-motivated expressed a similar inclination. Negative attitudes toward an AF career were far more prevalent among the draft-motivated trainees. Among prior-service personnel, 82 percent would be amenable to a service career with only 4 percent against it. These percentages of prior-service personnel are noteworthy when compared to the total non-prior service group (40 percent expressed a favorable attitude and 13 percent responded negatively).

Of some concern is the sizeable proportion in most subgroups who indicated some uncertainty toward career commitment. Only for prior-service personnel is the percentage in the undecided category extremely small (14 percent). Such a trend is to be expected for prior-service personnel since these individuals have already invested some time in their military career and probably would not have entered commissioning programs without a positive attitude toward a possible Air Force career. A longitudinal analysis of career intent by source of commission revealed that over 80 percent of the Officer Training School-AECP group consistently report they will definitely or most likely make a career in the Air Force and 88 percent actually do elect to remain on active duty (Shenk, 1970; 1972). While a generally high percentage of officer trainees in the current sample expressing a positive career intent is encouraging, it must be recognized that those expressing uncertainty represent a probable loss to the Air Force at the termination of their initial tour.

Selection test performance. Of equal importance to the overall number of potential officers who will be available for a volunteer force is the

Table 10. **Comparison of Officer Trainee Subgroups and Total Sample by Attitude Toward Military Career Compared to Civilian Occupation**

	Percentage Distribution										
	Non-prior Service										
	Pilots			Navigators							
Desirability Category	Self-Motivated N = 293	Draft-Motivated N = 317	Total Pilots N = 1,915	Self-Motivated N = 110	Draft-Motivated N = 263	Total Navigators N = 997	Self-Motivated N = 423	Draft-Motivated N = 608	Total N = 3,046	Prior Service Total N = 885	Total Sample N = 3,931
More desirable than civilian occupation	32	4	20	47	6	23	36	5	21	43	26
Equally desirable to civilian occupation	36	28	39	34	27	37	36	27	38	38	38
Less desirable than civilian occupation	13	39	19	4	40	18	10	40	19	10	17
No opinion	19	29	22	15	27	22	18	28	22	9	19

Table 11. **Comparison of Officer Trainee Subgroups and Total Sample Across Expressed Career Intent Categories**

	Percentage Distribution										
	Non-prior Service										
	Pilots			Navigators							
Career Intent Category	Self-Motivated N = 293	Draft-Motivated N = 317	Total Pilots N = 1,915	Self-Motivated N = 110	Draft-Motivated N = 263	Total Navigators N = 997	Self-Motivated N = 423	Draft-Motivated N = 608	Total N = 3,046	Prior Service Total N = 885	Total Sample N = 3,931
Definitely Yes	20	3	13	30	2	12	23	3	13	61	24
Probably Yes	28	15	26	36	15	29	30	15	27	21	26
Undecided	42	55	48	28	54	47	38	54	47	14	40
Probably No	8	16	9	3	22	9	7	19	9	2	7
Definitely No	2	11	4	3	7	3	2	9	4	2	3

quality of personnel who will be attracted to enter military service in a draft-free era. It has been recognized for some time that the draft motivates a sizeable number of young men with high aptitude qualifications to enter service (Valentine & Vitola, 1970; Guinn *et al.*, 1971). In most comparisons between self- and draft-motivated accessions, the self-motivated group, on the whole, exhibits lower aptitude test performance than those who are draft motivated. It is realized that an exact appraisal of the aptitude level of the future force should include the qualifications of both volunteer accessions as well as potential volunteers in the applicant pool who were not selected. Volunteer candidates actually selected for the School of Military Sciences, Officer training program more than likely represent the "cream" of the volunteer applicant pool and, as a group, may reflect somewhat higher aptitude performance than performance levels which will be actually experienced in a draft-free environment. Nevertheless, to give some indication of the quality level of the volunteer officer based on actual accessions, comparisons between self- and draft-motivated trainees and between self-motivated trainees and the total sample were made. Further comparisons between the performance of NPS and prior-service personnel, and between entrants before and after November 1971, are also presented.

Comparisons on officer quality, verbal, and quantitative composites are presented in Table 12. Results of t-tests between means of the NPS self- and draft-motivated groups indicated that the two groups of NPS officers differed significantly only on the quantitative composite where the difference between these groups was approximately seven percentile points. While the difference in quantitative ability between draft motivation groups is quite dramatic, the volunteer group is only slightly lower (one percentile point) than the quantitative ability of all current officer accessions.

Table 12. **Means and Standard Deviations of AFOQT Composites for Self-Motivated and Draft-Motivated NPS Samples, Prior-Service and Total Samples**

	Mean and Standard Deviation				
AFOQT Composite	Self-Motivated NPS	Draft-Motivated NPS	Total NPS	Total PS	Total Sample
Officer quality					
Mean	65.18	67.19	65.85	67.88	66.30
SD	23.47	22.55	22.66	22.07	22.55
Verbal					
Mean	50.75	50.85	49.45	59.55	51.71
SD	25.27	24.54	24.51	24.52	24.87
Quantitative					
Mean	50.85	57.73	53.24	47.33	51.92
SD	27.10	25.25	25.99	28.57	26.70
Valid N[a]	423	606	3039	877	3,916

[a]Scores not available for all cases.

Comparisons between total NPS and prior-service personnel indicated that differences between these two groups on all three composites were significant at or beyond the 0.05 level. In the officer quality and verbal areas, prior-service personnel excel; in the quantitative area, NPS personnel demonstrated higher mean performance. The lower quantitative performance of prior-service personnel, coupled with similar performance of the volunteer group, appears to indicate that the volunteer officer candidate of the future may be somewhat lower in quantitative aptitude than is today's officer accession.

The aptitude composites for potential NPS rated personnel (pilot; navigator-technical) reflected no significant differences between self- and draft-motivated groups (Table 13). For pilots and navigators, the self-motivated group exhibited slightly higher performance in these two composites than the total group.

Table 13. **Means and Standard Deviations of AFOQT Pilot and Navigator-Technical Composites for Self- and Draft-Motivated NPS Rated Samples and Total Rated Samples**

Sample /AFOQT Composite	Mean and Standard Deviation		
	NPS Self-Motivated	NPS Draft-Motivated	NPS Total
Potential Pilots - Pilot Composite			
Valid N[a]	293	317	1,912
Mean	75.67	73.69	74.28
SD	16.92	17.83	17.59
Potential Navigators - Navigator Technical Composite			
Valid N[a]	110	263	995
Mean	68.14	69.13	67.93
SD	22.73	23.31	22.23

[a]Scores not available for all cases.

During recent months, a concerted effort has been made to attract minority group members to enter officer training. Although the number of trainees in the various minority groups was small, gross comparisons of aptitude performance among the racial groups are presented in Table 14. Comparisons based on officer quality and verbal composites indicated that mean differences between Negroes and Caucasians were significant. For the quantitative comparisons, Caucasian performance was significantly higher than both the two minority groups. Due to the small numbers in the minority categories, the reflected differences can only be interpreted as general tendencies.

Table 14. **Means and Standard Deviations of AFOQT Composites for Racial Subgroups**

AFOQT Composite	Mean and Standard Deviation		
	Caucasian	Negro	Spanish speaking-Mexican American, Puerto Rican
Officer quality			
Mean	66.47	59.42	64.17
SD	22.54	22.98	20.15
Verbal			
Mean	51.80	45.71	54.40
SD	24.90	23.57	22.63
Quantitative			
Mean	52.34	38.73	37.79
SD	26.66	26.06	21.14
Valid N[a]	3,797	77	42

[a]Scores not available for all cases.

The last series of aptitudinal comparisons focuses on differences between NPS individuals entering training before or after the date of the military pay increase in November 1971 (Table 15). For the self-motivated groups, no significant differences were found between the pre- and post-November entrants on any composite. It is interesting to note that although the differences were not significant, the post-November self-motivated rated groups demonstrated slightly higher mean performance.

Table 15. **Means and Standard Deviations of AFOQT Composites for Samples of NPS Trainees Entering Training Before (Pre) and After (Post) November 1971**

Sample/AFOQT Composite	Mean and Standard Deviation			
	Self-Motivated (Volunteers)		Total NPS	
	Pre-Nov	Post-Nov	Pre-Nov	Post-Nov
Total NPS - Officer quality				
Valid N[a]	266	157	2,171	868
Mean	65.39	64.81	65.69	66.23
SD	23.27	23.78	22.55	22.94
Total NPS - Verbal				
Valid N[a]	266	157	2,171	868
Mean	49.25	52.58	49.35	49.14
SD	25.96	23.65	24.70	23.93
Total NPS - Quantitative				
Valid N[a]	266	157	2,171	868
Mean	50.92	49.96	52.77	54.42
SD	26.69	27.71	25.99	25.96
Potential NPS Pilots - Pilot				
Valid N[a]	216	77	1,558	354
Mean	75.44	76.30	74.77	72.10
SD	16.17	18.85	16.92	20.15
Potential NPS Navigators-Navigator Technical				
Valid N[a]	37	63	521	474
Mean	64.46	68.41	64.55	71.65
SD	23.39	23.47	22.37	21.47

[a]Scores not available for all cases.

Since there has been a great deal of interest in the overall effect of the pay increase on quality, pre-post comparisons were made for the total NPS input. In comparing mean performance for all subgroups, significant differences were found only for the pilot and navigator-technical composites. For the NPS pilot group, significantly higher mean performance was exhibited in the pre-November group. However, opposite results were found for the navigators; post-November performance on the navigator-technical composite was significantly higher.

Based on these results, the impact of the pay increase on quality level appears non-existent in a majority of subgroup comparisons and conflicting in rated comparisons for the total NPS group. Since the overall quality of the volunteer groups studied appears to be at an acceptable level, perhaps little or no change should be expected. It may be that the facilitating effect of the pay raise will be manifested in attracting a sufficient number of volunteers rather than effecting a significant change in the quality of entrants.

IV. GENERAL SUMMARY AND CONCLUSIONS

A survey of 3,931 trainees in the School of Military Sciences, Officer program indicate that a certain proportion of young college graduates entering this program were motivated to do so by draft pressure. The number of trainees expressing a volunteer attitude toward military service differs among subgroups of potential rated and non-rated, prior-service and non-prior service, and minority personnel. An overall increase in expressed volunteerism is evident in classes entering training after the military pay increase became effective.

Quality differences between draft motivation, racial, and prior service subgroups were quite evident in the quantitative area. No difference in performance on rated composites was found between draft motivation groups. Comparisons between volunteer pre- and post-November entrants indicate no significant increase in quality as a result of the military pay increase. Such a trend emphasizes the importance of identifying non-monetary incentive programs which can be used effectively to maintain an acceptable level of quality in the future volunteer officer force.

A survey of career intention among these junior officers indicates that a large proportion of the volunteer group are undecided about their future military career. To minimize the loss of these qualified officers, the need to develop improved career incentive programs is apparent.

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APPENDIX A

Table A1. **Distribution of Class 72-01 for Categories of Attitudes Toward Voluntary Military Service by Service Category and Draft Lottery Sequence**

Service Category[a]	Draft Vulnerability Category[b]		Distribution by Attitude Category: Definite or Probable Volunteer N	Col %	Undecided N	Col %	Definite or Probable Non-Volunteer N	Col %	Total Group N	Col %
Non-prior service (NPS)	High	N	71	43	30	50	57[c]	55	158	48
		Row %	45		19		36		100	
	Medium	N	59	36	27	45	41	40	127	39
		Row %	47		21		32		100	
	Low	N	35[d]	21	3	5	5	5	43	13
		Row %	81		7		12		100	
	Total NPS	N	165	100	60	100	103	100	328	100
		Row %	50		18		32		100	
Prior service (PS)	Total PS	N	26		2		2		30	
		Row %	86		7		7		100	
Total (NPS & PS)		N	191		62		105		358	
		Row %	53		17		30		100	

[a]Service category is based on the following:
Non-prior service - those officer trainees without any prior military service.
Prior service - includes AECP, Bootstrap, and Airman Commissioning Program trainees.

[b]Draft vulnerability groups are based on draft lottery numbers:
High vulnerability - lottery numbers 1-122
Medium vulnerability - lottery numbers 123-244
Low vulnerability - lottery numbers 245-366

[c]Those officer trainees defined as draft-motivated.

[d]Those officer trainees defined as self-motivated.

Table A2. **Distribution of Class 72-02 For Categories of Attitudes Toward Voluntary Military Service by Service Category and Draft Lottery Sequence**

Service Category[a]	Draft Vulnerability Category[b]		Distribution by Attitude Category: Definite or Probable Volunteer N	Col %	Undecided N	Col %	Definite Probable Non-Volunteer N	Col %	Total Group N	Col %
Non-prior service (NPS)	High	N	92	43	39	67	67[c]	68	198	54
		Row %	46		20		34		100	
	Medium	N	66	31	15	26	30	30	111	30
		Row %	59		14		27		100	
	Low	N	54[d]	26	4	7	2	2	60	16
		Row %	90		7		3		100	
	Total NPS	N	212	100	58	100	99	100	369	100
		Row %	57		16		27		100	
Prior service (PS)	Total PS	N	32		7		4		43	
		Row %	75		16		9		100	
Total (NPS & PS)		N	244		65		103		412	
		Row %	59		16		25		100	

[a]Service category is based on the following:
Non-prior service - those officer trainees without any prior military service.
Prior service - includes AECP, Bootstrap, and Airman Commissioning Program trainees.

[b]Draft vulnerability groups are based on draft lottery numbers:
High vulnerability - lottery numbers 1-122
Medium vulnerability - lottery numbers 123-244
Low vulnerability - lottery numbers 245-366

[c]Those officer trainees defined as draft-motivated.

[d]Those officer trainees defined as self-motivated.

Table A3. **Distribution of Class 72-03 for Categories of Attitudes Toward Voluntary Military Service by Service Category and Draft Lottery Sequence**

Service Category[a]	Draft Vulnerability Category[b]		Distribution by Attitude Category: Definite or Probable Volunteer N	Col %	Undecided N	Col %	Definite or Probable Non-Volunteer N	Col %	Total Group N	Col%
Non-prior service (NPS)	High	N	39	47	7	47	37[c]	67	83	54
		Row %	47		8		45		100	
	Medium	N	24	29	8	53	18	33	50	33
		Row %	48		16		36		100	
	Low	N	20[d]	24	0	0	0	0	20	13
		Row %	100		0		0		100	
	Total NPS	N	83	100	15	100	55	100	153	100
		Row %	54		10		36		100	
Prior service (PS)	Total PS	N	121		15		29		165	
		Row %	73		9		18		100	
Total (NPS & PS)		N	204		30		84		318	
		Row %	64		9		27		100	

[a]Service category is based on the following:
Non-prior service - those officer trainees without any prior military service.
Prior service - includes AECP, Bootstrap, and Airman Commissioning Program trainees.

[b]Draft vulnerability groups are based on draft lottery numbers:
High vulnerability - lottery numbers 1-122
Medium vulnerability - lottery numbers 123-244
Low vulnerability - lottery numbers 245-366

[c]Those officer trainees defined as draft-motivated.

[d]Those officer trainees defined as self-motivated.

Table A4. **Distribution of Class 72-04 For Categories of Attitudes Toward Voluntary Military Service by Service Category and Draft Lottery Sequence**

Service Category[a]	Draft Vulnerability Category[b]		Distribution by Attitude Category: Definite Probable Volunteer N	Col %	Undecided N	Col %	Definite or Probable Non-Volunteer N	Col %	Total Group N	Col %
Non-prior service (NPS)	High	N	53	46	25	58	63[c]	77	141	59
		Row %	38		18		44		100	
	Medium	N	30	26	16	37	19	23	65	27
		Row %	46		25		29		100	
	Low	N	33[d]	28	2	5	0	0	35	14
		Row %	94		6		0		100	
	Total NPS	N	116	100	43	100	82	100	241	100
		Row %	48		18		34		100	
Prior service (PS)	Total PS	N	18		7		9		34	
		Row %	53		21		26		100	
Total (NPS & PS)		N	134		50		91		275	
		Row %	49		18		33		100	

[a]Service category is based on the following:
Non-prior service - those officer trainees without any prior military service.
Prior service - includes AECP, Bootstrap, and Airman Commissioning Program trainees.

[b]Draft vulnerability groups are based on draft lottery numbers:
High vulnerability - lottery numbers 1-122
Medium vulnerability - lottery numbers 123-244
Low vulnerability - lottery numbers 245-366

[c]Those officer trainees defined as draft-motivated.

[d]Those officer trainees defined as self-motivated.

Table A5. **Distribution of Class 72-05 For Categories of Attitudes Toward Voluntary Military Service by Service Category and Draft Lottery Sequence**

Service Category[a]	Draft Vulnerability Category[b]		Distribution by Attitude Category: Definite or Probable Volunteer N	Col %	Undecided N	Col %	Definite or Probable Non-Volunteer N	Col %	Total Group N	Col %
Non-prior service (NPS)	High	N	102	52	36	71	94[c]	71	232	61
		Row %	44		16		40		100	
	Medium	N	55	28	13	25	36	27	104	27
		Row %	53		13		34		100	
	Low	N	39[d]	20	2	4	3	2	44	12
		Row %	89		4		7		100	
	Total NPS	N	196	100	51	100	133	100	380	100
		Row %	52		13		35		100	
Prior service (PS)	Total PS	N	43		3		1		47	
		Row %	92		6		2		100	
Total (NPS & PS)		N	239		54		134		427	
		Row %	56		13		31		100	

[a]Service category is based on the following:
Non-prior service - those officer trainees without any prior military service.
Prior service - includes AECP, Bootstrap, and Airman Commissioning Program trainees.

[b]Draft vulnerability groups are based on draft lottery numbers:
High vulnerability - lottery numbers 1-122
Medium vulnerability - lottery numbers 123-244
Low vulnerability - lottery numbers 245-366

[c]Those officer trainees defined as draft-motivated.

[d]Those officer trainees defined as self-motivated.

Table A6. **Distribution of Class 72-06 For Categories of Attitudes Toward Voluntary Military Service by Service Category and Draft Lottery Sequence**

Service Category[a]	Draft Vulnerability Category[b]		Distribution by Attitude Category: Definite or Probable Volunteer N	Col %	Undecided N	Col %	Definite or Probable Non-Volunteer N	Col %	Total Group N	Col %
Non-prior service (NPS)	High	N	123	56	29	55	59[c]	71	211	59
		Row %	58		14		28		100	
	Medium	N	56	26	23	43	23	28	102	29
		Row %	54		23		23		100	
	Low	N	40[d]	18	1	2	1	1	42	12
		Row %	96		2		2		100	
	Total NPS	N	219	100	53	100	83	100	355	100
		Row %	62		15		23		100	
Prior service (PS)	Total PS	N	68		3		9		80	
		Row %	85		4		11		100	
Total (NPS & PS)		N	287		56		92		435	
		Row %	66		13		21		100	

[a]Service category is based on the following:
Non-prior service - those officer trainees without any prior military service.
Prior service - includes AECP, Bootstrap, and Airman Commissioning Program trainees.

[b]Draft vulnerability groups are based on draft lottery numbers:
High vulnerability - lottery numbers 1-122
Medium vulnerability - lottery numbers 123-244
Low vulnerability - lottery numbers 245-366

[c]Those officer trainees defined as draft-motivated.

[d]Those officer trainees defined as self-motivated.

Table A7. **Distribution of Class 72-07 For Categories of Attitudes Toward Voluntary Military Service by Service Category and Draft Lottery Sequence**

Service Category[a]	Draft Vulnerability Category[b]		Distribution by Attitude Category: Definite or Probable Volunteer N	Col %	Undecided N	Col %	Definite Probable Non-Volunteer N	Col %	Total Group N	Col %
Non-prior service (NPS)	High	N	64	44	23	66	50[c]	70	137	54
		Row %	47		17		36		100	
	Medium	N	51	35	11	31	19	27	81	32
		Row %	63		14		23		100	
	Low	N	32[d]	21	1	3	2	3	35	14
		Row %	91		3		6		100	
	Total NPS	N	147	100	35	100	71	100	253	100
		Row %	58		14		28		100	
Prior service (PS)	Total PS	N	38		12		10		60	
		Row %	63		20		17		100	
Total (NPS & PS)		N	185		47		81		313	
		Row %	59		15		26		100	

[a]Service category is based on the following:
Non-prior service - those officer trainees without any prior military service.
Prior service - includes AECP, Bootstrap, and Airman Commissioning Program trainees.

[b]Draft vulnerability groups are based on draft lottery numbers:
High vulnerability - lottery numbers 1-122
Medium vulnerability - lottery numbers 123-244
Low vulnerability - lottery numbers 245-366

[c]Those officer trainees defined as draft-motivated.

[d]Those officer trainees defined as self-motivated.

Table A8. **Distribution of Class 72-08 for Categories of Attitudes Toward Voluntary Military Service by Service Category and Draft Lottery Sequence**

Service Category[a]	Draft Vulnerability Category[b]		Distribution by Attitude Category: Definite or Probable Volunteer N	Col %	Undecided N	Col %	Definite or Probable Non-Volunteer N	Col %	Total Group N	Col %
Non-prior service (NPS)		N	26	40	9	82	17[c]	85	52	54
		Row %	50		17		33		100	
	Medium	N	26	40	2	18	1	5	29	30
		Row %	90		7		3		100	
	Low	N	13[d]	20	0	0	2	10	15	16
		Row %	87		0		13		100	
	Total NPS	N	65	100	11	100	20	100	96	100
		Row %	68		11		21		100	
Prior service (PS)	Total PS	N	1				1		2	
		Row %	50				50		100	
Total (NPS & PS)		N	66		11		21		98	
		Row %	67		11		22		100	

[a]Service category is based on the following:
Non-prior service - those officer trainees without any prior military service.
Prior service - includes AECP, Bootstrap, and Airman Commissioning Program trainees.

[b]Draft vulnerability groups are based on draft lottery numbers:
High vulnerability - lottery numbers 1-122
Medium vulnerability - lottery numbers 123-244
Low vulnerability - lottery numbers 245-366

[c]Those officer trainees defined as draft-motivated.

[d]Those officer trainees defined as self-motivated.

Table A9. **Distribution of Class 72-09 For Categories of Attitudes Toward Voluntary Military Service by Service Category and Draft Lottery Sequence**

Service Category[a]	Draft Vulnerability Category[b]		Distribution by Attitude Category: Definite or Probable Volunteer N	Col %	Undecided N	Col %	Definite or Probable Non-Volunteer N	Col %	Total Group N	Col %
Non-prior service (NPS)	High	N	27	44	15	63	31[c]	78	73	58
		Row %	37		21		42		100	
	Medium	N	20	33	8	33	9	22	37	30
		Row %	54		22		24		100	
	Low	N	14[d]	23	1	4	0	0	15	12
		Row %	93		7		0		100	
	Total NPS	N	61	100	24	100	40	100	125	100
		Row %	49		19		32		100	
Prior service (PS)	Total PS	N	1				2		3	
		Row %	33				67		100	
Total (NPS & PS)		N	62		24		42		128	
		Row %	48		19		33		100	

[a]Service category is based on the following:
Non-prior service - those officer trainees without any prior military service.
Prior service - includes AECP, Bootstrap, and Airman Commissioning Program trainees.

[b]Draft vulnerability groups are based on draft lottery numbers:
High vulnerability - lottery numbers 1-122
Medium vulnerability - lottery numbers 123-244
Low vulnerability - lottery numbers 245-366

[c]Those officer trainees defined as draft-motivated.

[d]Those officer trainees defined as self-motivated.

Table A10. **Distribution of Class 72-10 For Categories of Attitudes Toward Voluntary Military Service by Service Category and Draft Lottery Sequence**

Service Category[a]	Draft Vulnerability Category[b]		Distribution by Attitude Category: Definite or Probable Volunteer N	Col %	Undecided N	Col %	Definite or Probable Non-Volunteer N	Col %	Total Group N	Col %
Non-prior service (NPS)	High	N	19	59	5	63	22[c]	85	46	70
		Row %	41		11		48		100	
	Medium	N	7	22	3	37	3	11	13	20
		Row %	54		23		23		100	
	Low	N	6[d]	19	0	0	1	4	7	10
		Row %	86		0		14		100	
	Total NPS	N	32	100	8	100	26	100	66	100
		Row %	49		12		39		100	
Prior service (PS)	Total PS	N	10		1		2		13	
		Row %	77		8		15		100	
Total (NPS & PS)		N	42		9		28		79	
		Row %	53		11		36		100	

[a]Service category is based on the following:
Non-prior service - those officer trainees without any prior military service.
Prior service - includes AECP, Bootstrap, and Airman Commissioning Program trainees.

[b]Draft vulnerability groups are based on draft lottery numbers:
High vulnerability - lottery numbers 1-122
Medium vulnerability - lottery numbers 123-244
Low vulnerability - lottery numbers 245-366

[c]Those officer trainees defined as draft-motivated.

[d]Those officer trainees defined as self-motivated.

Table A11. **Distribution of Class 72-11 For Categories of Attitudes Toward Voluntary Military Service by Service Category and Draft Lottery Sequence**

Service Category[a]	Draft Vulnerability Category[b]		Distribution by Attitude Category: Definite or Probable Volunteer N	Col %	Undecided N	Col %	Definite or Probable Non-Volunteer N	Col %	Total Group N	Col %
Non-prior service (NPS)	High	N	21	38	9	82	15[c]	71	45	52
		Row %	47		20		33		100	
	Medium	N	20	36	2	18	5	24	27	31
		Row %	74		7		19		100	
	Low	N	14[d]	26	0	0	1	5	15	17
		Row %	93		0		7		100	
	Total NPS	N	55	100	11	100	21	100	87	100
		Row %	63		13		24		100	
Prior service (PS)	Total PS	N	29		3		2		34	
		Row %	85		9		6		100	
Total (NPS & PS)		N	84		14		23		121	
		Row %	69		12		19		100	

[a]Service category is based on the following:
Non-prior service - those officer trainees without any prior military service.
Prior service - includes AECP, Bootstrap, and Airman Commissioning Program trainees.

[b]Draft vulnerability groups are based on draft lottery numbers:
High vulnerability - lottery numbers 1-122
Medium vulnerability - lottery numbers 123-244
Low vulnerability - lottery numbrs 245-366

[c]Those officer trainees defined as draft-motivated.

[d]Those officer trainees defined as self-motivated.

Table A12. **Distribution of Class 72-12 For Categories of Attitudes Toward Voluntary Military Service by Service Category and Draft Lottery Sequence**

Service Category[a]	Draft Vulnerability Category[b]		Distribution by Attitude Category: Definite or Probable Volunteer N	Col %	Undecided N	Col %	Definite or Probable Non-Volunteer N	Col %	Total Group N	Col %
Non-prior service (NPS)	High	N	26	40	11	92	24[c]	89	61	59
		Row %	43		18		39		100	
	Medium	N	13	20	1	8	3	11	17	17
		Row %	77		6		17		100	
	Low	N	25[d]	40	0	0	0	0	25	24
		Row %	100		0		0		100	
	Total NPS	N	64	100	12	100	27	100	103	100
		Row %	62		12		26		100	
Prior service (PS)	Total PS	N	44		10		21		75	
		Row %	59		13		28		100	
Total (NPS & PS)		N	108		22		48		178	
		Row %	61		12		27		100	

[a]Service category is based on the following:
Non-prior service - those officer trainees without any prior military service.
Prior service - includes AECP, Bootstrap, and Airman Commissioning Program trainees.

[b]Draft vulnerability groups are based on draft lottery numbers:
High vulnerability - lottery numbers 1-122
Medium vulnerability - lottery numbers 123-244
Low vulnerability - lottery numbers 245-366

[c]Those officer trainees defined as draft-motivated.

[d]Those officer trainees defined as self-motivated.

Table A13. **Distribution of Class 72-13 For Categories of Attitudes Toward Voluntary Military Service by Service Category and Draft Lottery Sequence**

Service Category[a]	Draft Vulnerability Category[b]		Distribution by Attitude Category: Definite or Probable Volunteer N	Col %	Undecided N	Col %	Definite or Probable Non-Volunteer N	Col %	Total Group N	Col %
Non-prior service (NPS)	High	N	29	42	6	75	9[c]	69	44	48
		Row %	66		14		20		100	
	Medium	N	26	37	2	25	4	31	32	35
		Row %	81		6		13		100	
	Low	N	15[d]	21	0		0	0	15	17
		Row %	100		0		0		100	
	Total NPS	N	70	100	8	100	13	100	91	100
		Row %	77		9		14		100	
Prior service (PS)	Total PS	N	53		9		6		68	
		Row %	78		13		9		100	
Total (NPS & PS)		N	123		17		19		159	
		Row %	77		11		12		100	

[a]Service category is based on the following:
Non-prior service - those officer trainees without any prior military service.
Prior service - includes AECP, Bootstrap, and Airman Commissioning Program trainees.

[b]Draft vulnerability groups are based on draft lottery numbers:
High vulnerability - lottery numbers 1-122
Medium vulnerability - lottery numbers 123-244
Low vulnerability - lottery numbers 245-366

[c]Those officer trainees defined as draft -motivated.

[d]Those officer trainees defined as self-motivated.

Table A14. **Distribution of Class 72-14 For Categories of Attitudes Toward Voluntary Military Service by Service Category and Draft Lottery Sequence**

Service Category[a]	Draft Vulnerability Category[b]		Distribution by Attitude Category: Definite or Probable Volunteer N	Col %	Undecided N	Col %	Definite or Probable Non-Volunteer N	Col %	Total Group N	Col %
Non-prior service (NPS)	High	N	23	45	7	70	16[c]	94	46	59
		Row %	50		15		35		100	
	Medium	N	15	29	3	30	1	6	19	24
		Row %	79		16		5		100	
	Low	N	13[d]	26	0	0	0	0	13	17
		Row %	100		0		0		100	
	Total NPS	N	51	100	10	100	17	100	78	100
		Row %	65		13		22		100	
Prior service (PS)	Total PS	N	16		4		7		27	
		Row %	59		15		26		100	
Total (NPS & PS)		N	67		14		24		105	
		Row %	64		13		23		100	

[a]Service category is based on the following:
Non-prior service - those officer trainees without any prior military service.
Prior service - includes AECP, Bootstrap, and Airman Commissioning Program trainees.

[b]Draft vulnerability groups are based on draft lottery numbers:
High vulnerability - lottery numbers 1-122
Medium vulnerability - lottery numbers 123-244
Low vulnerability - lottery numbers 245-366

[c]Those officer trainees defined as draft-motivated.

[d]Those officer trainees defined as self-motivated.

Table A15. **Distribution of Class 72-15 For Categories of Attitudes Toward Voluntary Military Service by Service Category and Draft Lottery Sequence**

Service Category[a]	Draft Vulnerability Category[b]		Distribution by Attitude Category: Definite or Probable Volunteer N	Col %	Undecided N	Col %	Definite or Probable Non-Volunteer N	Col %	Total Group N	Col %
Non-prior service (NPS)	High	N	20	41	5	71	7[c]	78	32	49
		Row %	63		16		21		100	
	Medium	N	14	29	2	29	2	22	18	28
		Row %	78		11		11		100	
	Low	N	15[d]	30	0	0	0	0	15	23
		Row %	100		0		0		100	
	Total NPS	N	49	100	7	100	9	100	65	100
		Row %	75		11		14		100	
Prior service (PS)	Total PS	N	34		11		12		57	
		Row %	60		19		21		100	
Total (NPS & PS)		N	83		18		21		122	
		Row %	68		15		17		100	

[a]Service category is based on the following:
Non-prior service - those officer trainees without any prior military service.
Prior service - includes AECP, Bootstrap, and Airman Commissioning Program trainees.

[b]Draft vulnerability groups are based on draft lottery numbers:
High vulnerability - lottery numbers 1-122
Medium vulnerability - lottery numbers 123-244
Low vulnerability - lottery numbers 245-366

[c]Those officer trainees defined as draft-motivated.

[d]Those officer trainees defined as self-motivated.

Table A16. **Distribution of Class 73-01 For Categories of Attitudes Toward Voluntary Military Service by Service Category and Draft Lottery Sequence**

Service Category[a]	Draft Vulnerability Category[b]		Distribution by Attitude Category: Definite or Probable Volunteer N	Col %	Undecided N	Col %	Definite or Probable Non-Volunteer N	Col %	Total Group N	Col %
Non-prior service (NPS)	High	N	19	53	4	100	5[c]	63	28	58
		Row %	68		14		18		100	
	Medium	N	7	19	0	0	2	25	9	19
		Row %	78		0		22		100	
	Low	N	10[d]	28	0	0	1	12	11	23
		Row %	91		0		9		100	
	Total NPS	N	36	100	4	100	8	100	48	100
		Row %	75		8		17		100	
Prior service (PS)	Total PS	N	15		3		4		22	
		Row %	68		14		18		100	
Total (NPS &PS)		N	51		7		12		70	
		Row %	73		10		17		100	

[a]Service category is based on the following;
Non-prior service - those officer trainees without any prior military service.
Prior service - includes AECP, Bootstrap, and Airman Commissioning Program trainees.

[b]Draft vulnerability groups are based on draft lottery numbers:
High vulnerability - lottery numbers 1-122
Medium vulnerability - lottery numbers 123-244
Low vulnerability - lottery numbers 245-366

[c]Those officer trainees defined as draft-motivated.

[d]Those officer trainees defined as self-motivated.

Table A17. **Distribution of Class 73-02 For Categories of Attitudes Toward Voluntary Military Service by Service Category and Draft Lottery Sequence**

Service Category[a]	Draft Vulnerability Category[b]		Distribution by Attitude Category: Definite or Probable Volunteer N	Col %	Undecided N	Col %	Definite or Probable Non-Volunteer N	Col %	Total Group N	Col %
Non-prior service (NPS)	High	N	26	36	4	100	21[c]	84	51	51
		Row %	51		8		41		100	
	Medium	N	22	31	0	0	2	8	24	24
		Row %	92		0		8		100	
	Low	N	24[d]	33	0	0	2	8	26	25
		Row %	92		0		8		100	
	Total NPS	N	72	100	4	100	25	100	101	100
		Row %	71		4		25		100	
Prior service (PS)	Total PS	N	7		3		1		11	
		Row %	64		27		9		100	
Total (NPS & PS)		N	79		7		26		112	
		Row %	71		6		23		100	

[a]Service category is based on the following:
Non-prior service - those officer trainees without any prior military service.
Prior service - includes AECP, Bootstrap, and Airman Commissioning Program trainees.

[b]Draft vulnerability groups are based on draft lottery numbers:
High vulnerability - lottery numbers 1-122
Medium vulnerability - lottery numbers 123-244
Low vulnerability - lottery numbers 245-366

[c]Those officer trainees defined as draft-motivated.

[d]Those officer trainees defined as self-motivated.

TableA18. **Distribution of Class 73-03 For Categories of Attitudes Toward Voluntary Military Service by Service Category and Draft Lottery Sequence**

Service Category[a]	Draft Vulnerability Category[b]		Distribution by Attitude Category: Definite or Probable Volunteer N	Col %	Undecided N	Col %	Definite or Probable Non-Volunteer N	Col %	Total Group N	Col %
Non-prior service (NPS)	High	N	27	36	12	86	14[c]	82	53	50
		Row %	51		23		26		100	
	Medium	N	28	37	1	7	3	18	32	30
		Row %	88		3		9		100	
	Low	N	21[d]	27	1	7	0	0	22	20
		Row %	95		5		0		100	
	Total NPS	N	76	100	14	100	17	100	107	100
		Row %	71		13		16		100	
Prior service (PS)	Total PS	N	90		9		15		114	
		Row %	79		8		13		100	
Total (NPS & PS)		N	166		23		32		221	
		Row %	75		10		15		100	

[a]Service category is based on the following:
Non-prior service - those officer trainees without any prior military service.
Prior service - includes AECP, Bootstrap, and Airman Commissioning Program trainees.

[b]Draft vulnerability groups are based on draft lottery numbers:
High vulnerability - lottery numbers 1-122
Medium vulnerability - lottery numbers 123-244
Low vulnerability - lottery numbers 245-366

[c]Those officer trainees defined as draft-motivated.

[d]Those officer trainees defined as self-motivated.

SUPPLEMENTARY

INFORMATION

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Errata

Number	First Author	Title
AD-775714 AFHRL-TR-73-19 (AD-775 714)	Guinn	Effect of an All-Volunteer Force on Input into the School of Military Sciences, Officer Training Program
AFHRL-TR-76-9 (AD-A025 851)	Guinn	Background and Interest Measures as Predictors of Success in Undergraduate Pilot Training
AFHRL-TR-77-36 (AD-A042 689)	Valentine	Navigator-Observer Selection Research. Development of New Air Force Officer Qualifying Test Navigator-Technical Composite
AFHRL-TR-78-33 (AD-A058 418)	Hunter	Pilot Selection System Development

Due to scoring errors which were found in the data files of the Air Force Officer Qualification Test — Forms L, M, and N, all analyses using aptitude scores derived from these test forms which are contained in the subject technical reports above are considered erroneous.

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