

HOW ARE FEMALES COPING IN TODAY'S ARMY

Females Soldiers as Single Parents

by

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Abstract

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THIS FIELD PROBLEM WILL STUDY ISSUES THAT ARE ADDRESS BY MILITARY WOMEN IN THE ARMY. CHAPTER I WILL BE AN INTRODUCTION OF THE MILITARY ORGANIZATION THAT THE RESEARCH WAS CONDUCTED, ALONG WITH A STATEMENT OF THE PROBLEM AND OBJECTIVES OF THE STUDY. CHAPTER 2 WILL DESCRIBE THE HISTORICAL BACKGROUND OF THE MILITARY AND SOURCES REVIEW. CHAPTER 3 AND 4 WILL SPECIFY THE METHODOLOGY OF THE FIELD PROBLEM THAT WERE USED TO COLLECT DATA AND THE RESULTS OF THE RESEARCH. CHAPTER 5 CONCLUDES WITH A SUMMARY OF THE RESEARCH, PROVIDE RECOMMENDATIONS AND WITH

RECOMMENDATIONS FOR FURTHER RESEARCH.

### Acknowledgements

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## Chapter 1

### INTRODUCTION

#### Introduction to the Field Problem

This field problem is focused on women serving in today's Army. Throughout the years, there have been significant changes as women served in the Army. In order to determine what level and changes have affected women of today's Army, the researcher interview and documented the findings of single female parents have experienced by the means of this research project.

#### Introduction to the United States Army

The Army, within the Department of the Army, includes Combat and service forces such as aviation and water transport as may be organic therein. It shall be organized, trained, and equipped primarily for prompt and sustained combat incident of operations on land. It is responsible for the preparation of land forces necessary for the effective prosecution of war except as otherwise assigned and, in accordance with integrated joint mobilization plans, for the expansion of the peacetime components of the Army to meet the needs of war.

(DACOWITS, 2000)

Women have played a role in the United States Army since the American Revolution. Although it was unofficial, it has been documented that women dressed as men either serving along side of their husbands, for the country or the pay. Women were officially allowed to serve in the Army during the Civil War, which recruited over 4,200 nurses. Women also served in the Spanish-American War in which the Army recruited 1,500. It was such a success that Congress approved an "Army Nurse Corp" based on the Army Reorganization

Act of 1901. Once women were able to serve in the Army, it opened doors in other military services such as the Navy, Air force, and Marine Corp.

When it was approved that women could join the military, several legal and policy changes affected women throughout the years:

\*1948 –

- Allowed women to serve in the regular active peacetime forces.
- Capped the promotion of women officers above pay grade 0-3 (captain/lieutenant). Pay grade 0-5 (lieutenant colonel/commander) was the highest permanent rank women could obtain.

\*1967 -

- Remove the caps on officer promotions above pay grade 0-3 and make women eligible for permanent promotion to pay grade 0-6.

\*1972 –

The Army opened its Reserve Officer Training Corp (ROTC).

\*1980 –

- The Defense Officer Manpower Personnel Management Act (DOPMA)
- Abolished laws requiring separate appointment, promotion, accounting, and separation procedures for women officers in the Army, Navy, and Marine Corps.
- Provided that women in the Army, Navy, and Marine Corps are selected (rather than appointed) to flag/general officer rank, i.e., they must compete with their male peers for promotion.

\*1993 –



- Secretary of Defense Les Aspin acted to expand opportunities for women. He:
- Directed the Army and Marine Corps to study the opening of new assignments to women.
- Ordered all services to open combat aviation to women (dismissing the recommendation of the Presidential Commission)

\*1994 –

The DoD Risk Rule, which had closed many units supporting ground combat operations to women, was rescinded. 32,700 Army positions and 48,000 Marine Corps positions were subsequently opened to women.

Today, almost 195,000 women serve on active duty in the military services of the Department of Defense (Army Navy, Marine Corps, and Air Force). The significant changes in the law made in 1993 and 1994 relating to the assignment of women in combat ships, aircraft, and ground combat support positions are likely to increase the number and percentage of women who will serve in the armed forces over the next decade. Army enlisted and officer during fiscal year 1999 that are women as follows:

\* Army: enlisted, 20 percent; officer, 19 percent

Women have served in selected conflicts and peacekeeping actions, 1918-2000\* (Refer to Figure 1) (DACOWITS, 2000).

Figure 1: Women who served in Selection conflicts and Peace-keeping Actions,  
1918-2000\* (W.R.E.I, Nov 2000)

<b>Conflict</b>	<b>Number of Women</b>
World War I	33,000
World War II	400,000
Korean War	120,000
Vietnam	7,000
Grenada	170
Panama	770
Persian Gulf War	41,000
Somalia	1,000
Haiti	1,200
Bosnia	13,935
Kosovo	5,660

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\*The numbers are not strictly comparable. The numbers for World Wars I and II and for the Korean War are the best estimate of the total number of women who serve in the armed forces during these conflicts.

### Problem Statement

Single women in the U.S. Army experience more problems than other soldiers.

### Research Objective

The objectives of this study is to determine the most significant problems for single women at Ft. McCoy.

### Need Statement

I wish to determine the vast degree of these problems as compared to a normal soldier without children.

### Hypothesis

Single women in the US Army experience more problems than other soldiers.

### Significant of the Study

This study could serve as a springboard for further work in this area.

## Definitions

The following is a list of Army definitions for the terms that apply to this study. The definition pertains to terms found in references used to research this topic, as well as the terms that relate to the United States Army.

Defense Advisory Committee on Women in the Services (DACOWITS) – established in 1951. Composed of civilian women and men who are appointed by the Secretary of Defense to provide recommendations relevant to the optimum utilization of women in America's armed forces and on quality of life issues impacting the mission readiness of our military women.

Officer – Commission soldier in the Military.

Enlisted – Non-commission soldier in the military.

ROTC – Reserve Officer Training Corp – Train potential officers to serve in the military.

DOD – Department of Defense

WASP – Women Air Force Service Pilots

Corps – A separate branch or department of the armed forces having a specialized function.

AIT – (Advance Initial Training) following training after basic training, soldiers are trained on their jobs that they will perform in the military.

Leave – Accrued and chargeable vacation days

Pass – not chargeable time, consist of no more than 72 hours.

Drill – weekend duty that includes Saturday and Sunday (Sometimes Friday)

PCS - Permanent Change of Station is changing from one job to another.

BOSS Program - Better Opportunities for Single Soldiers – program for single soldiers to participate together

Family Focus – A family program for military families to participate with their children

Temporary Duty (TDY) – range from 2 or more days out of town or state

### Limitations

Limitation of this study include the following:

1. The research was conducted at one site in one location: Ft. McCoy, WI.
2. Delimitation: Female soldiers as single parent and single female soldiers.

### Assumptions

It is assumed from casual discussion with other single women in and around other Army facilities that partial problems do exists for single women.

## Chapter 2

### REVIEW OF LITERATURE

#### Introduction

Chapter 2 introduces a brief history of how women contribute to the Army in past decades. Although women had several obstacles to overcome in each military corps (Marines, Navy, Air Force, and Coast Guard), the main focus will be on Army documentation. The chapter also explains previous issues as well as concerns females have experienced will serving in the military.

#### History of Women in the Military

Unknown to many people, women also served in the Civil War on both sides as spies, nurses, soldiers, etc. For the most part, modern researchers looking for evidence of soldier-women must rely heavily upon Civil War diaries and late nineteenth-century memoirs. (NARA 1780-1917, RG 94)

Although women did not affect or change the outcome of battle, they fought and weren't supposed to be there. Historical facts determined that women that served in the Civil war dressed themselves as men and chose male names. Army recruiters, both Northern and Southern, did not ask for proof of identity. Soldier-women bound their breasts when necessary padded the waists of their trousers and cut their hair short. (NASR 1780-1917)

Women usually didn't have to worry about physical examination because exams were farcical. During that timeframe recruiter look for only visible handicaps such as deafness, poor eyesight or lameness. Once in the ranks it was difficult to act and talk like men. With

their uniforms loose and ill fitting and with so many underage boys in ranks, women, especially due to their lack of facial hair, could pass as young men. (NARA 1780-1917, RG 94). Why women wanted to serve in the Civil War was documented as to several of reasons. A regular paycheck (especially during that time period it was needed), serve along with their love ones, or excitement and travel. And of course, patriotism was a primary motive. Soldier women did not wish to stay at home weeping either. (NARA 1780-1917)

Over 1500 women served in the Spanish-American War. During World War II in 1941 when war was declared as a shortage of manpower increase; women were able to serve in the war. Nurses and female pilots were able to serve along with men despite concerns that women would probably need special attention or luxury items. Although there were concerns of women serving in the military, Surgeon General George Sternberg was reluctant to have women with the troops in the field, expressing concerns, he soon found female nurses were invaluable in the field and requested commissions for female doctors. Congress responded that only persons “physically, mentally and morally qualified” could be commissioned, and women were obviously not physically qualified. (Bates, 1987)

In August 1943 an auxiliary unit named the Women Air force Service Pilots (WASP) was formed, and more than 1,070 WASPs served their country through 1944. In January 1944, General Henry H. Arnold and Army Air Corps had sought congressional approval of full military status for the women pilots, but in June 1944, the bill was defeated on the House floor and the WASP program was deactivated in December. (Bates, 1987) It wasn't until thirty-three years, Congress granted WASP veteran status.

During the wartime, women were used as manpower shortage and afterward discarded. Four years later after the disarmed of the WASP, women were able to integrated into military



by the Women's Armed Services Integration Act of 1948. Although Women were able to serve in the military, Congress restricted female pilots from flying in combat related aircraft. However, because the Army was unable to come up with an adequate definition of combat, Congress elected to leave the combat matter to be cleared up by the secretary of the Army through Army policy, not law. Therefore, women in the Army were not prohibited from combat by law as they are in both the Air Force and Navy. (Bates, 1987).

By 1951, Defense Advisory Committee on Women in the Services (DACOWITS) was created. Manning and Lory Wight (2000)

From the 1960-1970 there were vast amount of significant accomplishments that occurred for females in the military system.

The United States entered the 1980s leading the world in the use of women in the military. In ten years, the number of women in the military had increased six-fold. In the last year of the Carter Administration, the services were recruiting more new women each year than total strength of the women's components eight years earlier. In 1981, women accounted for 14 percent of all new recruits and 9 percent of the total force. Numbers aside, American military women were more widely employed than military women anywhere else in the world. (Mitchell, 1989)

### Overview of previous issues on Women in the Military

More and more females have joined the military, married and single for various reasons. Single parents have increased compared to the static's ten years ago both in the military and civilian job market. Single parents were defined in previous years as an unwed, single, divorced mother caring for her children with/without financial support of the father. The Defense Department frequently insists that single-parenthood is not a "female problem," pointing to its own statistics that show that three quarter of all military single parents are men. It does not explain that most men counted as a single parent are actually divorced parents without custody of their children. (Mitchell 1989).

While serving in the military, women have addressed certain issues that have affect or affecting their lives. Problems do not end with delivery. Having elected to keep the child and remain in service, the women must struggle to fulfill her duties as a mother and as a soldier, sailor, airman, or marine. Failure to provide for the care of her children or to perform her military duty is grounds for receiving a bar to reenlistment or being involuntarily separated. (Mitchell 1989).

Why do some female soldiers stay in the military? "By 1980 I was ready to quit, I had just about had it with the "you are taking our billets" and women don't make good mechanics" among other things. Then in 1982, I became a single Mom. That was the deciding factor for me, whether I like it or not I had someone I was responsible for". (Military Woman Home page, 1996,/whystay.htm Posted: 19 Jul 00, p. 2,) "Recently divorced, I had to make a decent living for me and my 2 year old daughter. I joined the National Guard of Alabama with a waiver from then, Governor George C. Wallace, because I was a single parent! I had to sign a Power of Attorney giving my Mother custody of my

daughter while in Basic Training and AIT. It is one of the best decisions I have made in my life so far.” (whystay.htm, Posted: 14 Apr 00, p.3); ” I believe that if you are a person who is seeking success and you are determined to get it you will be able to achieve it in the military. The army is the largest branch of service and it DOES offer more opportunities than other branches in addition to that, the promotion rate is faster.” (whystay.htm, Posted: 1 Nov 98, p. 7,); I was also a wife and mother of 2 while I was on active duty, and except for real tense times (Operation Just Cause, Desert Storm/Shield) I had time with my children also. If a child was sick I could be there, if something important was happening in my child’s life I was there. Try that in the civilian world, you’ll soon be looking for a job. In most cases the military is very pro-family, most civilian firms could care less, the dollar is the bottom line (whystay.htm, Posted: 31 Dec 97, p.10)

As mentioned by several female soldiers of why they stayed in the military there were viewpoints on why some female soldiers decided to leave the military. “The military has its advantages like education benefits and so on, but let me tell you something, being stationed in another country away from your family is not something many people want to do. I decided that since I only have about 16 months left in the military that it would be in the best interest of my family if I requested a voluntary separation. My family is always first!!!” (Military Woman Home page/whyleave.htm, Posted: 28 Aug 01, p.1) “I was honorably discharged from the Army after 14 years of unquestioning service. My family has my time and attention, which they so richly deserve. Do I miss the Army life? Hell, yes! Would I go back, if given the opportunity? Hell no! I did as much in 14 years as most do in 20+.” (whyleave.htm, Posted: 7 Jun 01, p. 3,) “A military woman is a tough act but a military woman and mom is quite a different story. To add to this I was single mom after my first 2

years active service. I have now gotten out after 17 years because the reasons that I was there were not valid any longer. My son, not in high school was starting his second year as a freshman in High school after 10 moves in 12 years and had already felt the pain of repeating a grade in the seventh due to military moves. I love being a soldier and I love being a mom. I am just a civilian mom now! (whyleave.htm, Posted: 11 May 01, p.3)

Family life and childcare have been one the most significant issues mentioned by female soldiers. Responses by some female soldiers that childcare and family are a challenge. "I was skimming through and reading some posts every now and then. I just want to comment that I agree with most of the people who have written. The sad thing about this is that our daughter goes to a military daycare (Child Development Center). I think that the government should look into cutting the costs of childcare for its service members."(Military Woman Home Page/family.htm, Posted: 17 Aug 01, p. 1) 'Becoming a member of the armed services serves two points for single parents. The first is job stability. Nowhere else can you almost be guaranteed a job for a minimum of 4 years. Therefore you have means to provide for your child or children. The second is knowing that although your circumstances maybe different than those in the civilian sector, you are doing what is best for you and your children. It is not easy to be a parent, a single parent, or a single parent in the military. If she had to choose between being homeless, going on public assistance or taking a pay cut to provide housing, health insurance, and a better life for her child, what would she do? Personally, I want my daughter to understand the values of independence and honor. She knows I love her and that's all that really matters.'" (family.htm, Posted: 17 Aug 01, p. 5)

Based on comments by females serving or served in the military have positive and negative views being a single parent as a soldier. "I have been a single parent while serving

my country for the past 12 years. I am the proud mother of 3 children, one son age 14 and twin daughters, age 12. My husband and I divorced shortly after the twins were born. Well aware of the stereotype of single parents in the military, I was determined not to allow that to define me. All working parents make sacrifices to raise their children to the best of their ability at the same time and maintaining a certain quality of life. I must give credit of my success to the wonderful Family Child Care (FCC) providers who cared for my children throughout the years. However, it was not always possible to rely on Child Care programs. These programs can be very expensive or unavailable at remote locations. My solution was to surround myself with friends who were also single parents. It was tough at times, but these people loved and cared for my children while I was TDY or deployed for weeks or months. Although I sacrificed time with my kids to fulfill my military career I knew my kids safe and loved in these homes. It is not possible to “have it all”, but you have to make the best of your own situation.(“Military Woman Home Page, 1996./singleparents.htm, posted: 9 Mar 01, p.1 ). “It is very hard as a two stripper to deal with my son and the military way of life. Daycare at my particular base is not very exercise friendly. When you are surrounded by married military members, who have never had to take care of a child on their own, it is very hard to get understanding from them when the daycare calls and says your child is sick and you have to pick him up. For me there is no spouse to drop him off to and say, “honey stay with him.” I work two jobs and go to school because a household needs two incomes and there is only one body to do it. If I want a chance in the military then I have start my off duty education so eventually I will make enough as to where I do not have to take on a second job. Housing is very hard too. In an area where cost of living is high and the pay isn’t, it’s either live in an area I can’t go out at night in or sacrifice other things to pay a very

expensive rent. Maybe one day this country will realize that some of the greatest “would be leaders” got out because they couldn’t afford the rent either.” (singleparents.htm, Posted: 27 Jan 97, p. 6)

All problems multiply if the mother is single, as an estimated 24,000 service mothers are. Eleven percent of all servicewomen are single-parents, and estimations are that more than a third of all pregnant servicewomen are unmarried. (Mitchell 1989). By and large, single-parents are a sorry lot. Duty calls at odd times and single parents are often scrambling to arrange for somebody to take their child. All of the normal inconveniences of service life -- overnight duty, field exercises, sudden deployments, early morning physical training, and late nights in the motor pool---cause scheduling problems for single parents. (Mitchell 1989).

### Summary

By reviewing the literature, there is an indication that there is no previous work performed in this participant. The researcher finds that there are current issues and concerns for female soldiers as single parents in the Ft. McCoy, Wisconsin area.

## Chapter 3

### RESEARCH METHODS

#### Introduction

The problem of this study is to research and determine if there is a need to address issues that may or may not exist for females as a single parent serving in the Army on Ft. McCoy, based on findings of the researcher. Addressing these issues and concerns plays a major role of single females without children and female's soldiers as single parents serving in the military. Although literature indicates there are issues and concerns throughout the military forces, the researcher will focus on issues and concerns of females serving in the Army at Ft. McCoy, WI. In order to determine how females are coping in the Army, the researcher will conduct interviews to collect data from enlisted and officers females that serve on Ft. McCoy, WI.

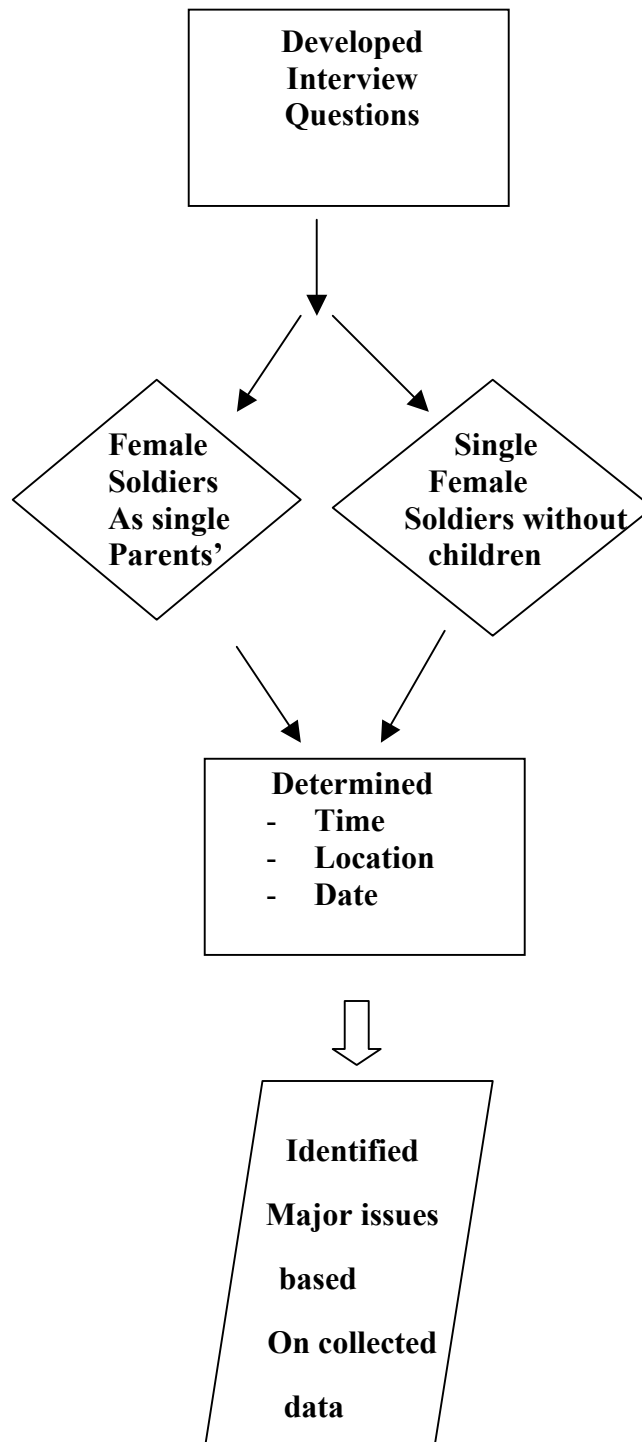
#### Research Methodology and Design

The research methodology that was used in this study was the relational hypothesis. Relational hypothesis is used empirically study the topics surface through interviews. The relational hypothesis was conducted to determine if issues and concerns of females as single parents were similar and if so, is it based on being a single parent while stationed at Ft. McCoy. The relational hypothesis included all female soldiers as a single parent and several single female soldiers stationed at Ft. McCoy, WI.

There were several steps involved in the design of this study. (Figure 2: Research Method). First, the development of interview questions that relates to the research objective. Second, participants were identified on Ft. McCoy, WI. Next, setting up time, dates, and locations where the participants were interviewed. Fourth, the researcher determined, based on interviews, concerns an issues that female soldiers as a single parent experienced while stationed at Ft. McCoy, WI.



Figure 2: Research Method



### Source of Data

The population of this study was all single female soldiers as a single parent and two single female soldiers stationed at Ft. McCoy, WI. The population size was approximately 8 female soldiers. The female soldiers were selected because they were willing to participate and they had issues to address as a single parent while serving in the military. The single female soldiers without children were interviewed to determine if there were similar issues and concerns as “female soldiers” without children serving in the Army at the Ft. McCoy, WI.

It was also necessary to select this population for three reasons: first, stationed in a remote area, single parents have limited accessibility to housing, childcare, and healthcare; second, although there is a growing number of single parents in the workforce there is a population located on Ft. McCoy small enough to research and collect data; and most importantly, females as a single parent stationed at Ft. McCoy were willing to address issues and concerns that are affecting their family and career, because of their status.

The entire population of female soldiers as a single parent was “automatically” selected because they were located at Ft. McCoy and a small group. Therefore, this study did not include any other sampling because the entire population of female soldiers as a single parent was selected to participate.

### Data Collection Techniques

The data need for this study was the overall benefit of the uses of identifying issues of female soldiers as a single parent stationed at Ft. McCoy, WI. This included the positive and negatives issues on healthcare, housing, childcare and other issues that were experienced as soldiers in the Army.

The data that was collected, and the means to collect it, were valid and reliable; the interview questions were written based on the objectives of this study. The following questions were asked in the interview 1 with single female soldiers with children:

- 1. What kind of adjustments do you have to make for your child or children while you are attending training as a single parent?**
- 2. Do you feel or have you experienced any difference with your supervisor as a single parent vs. married women soldiers?**
- 3. Is there adequate health care in the Ft. McCoy area for your child/ children?**
- 4. As a single parent at Ft. McCoy has it affected your job in anyway?**
- 5. Is there adequate childcare for your child/children?**
- 6. While stationed at Ft. McCoy, WI are there any benefits offered at Ft. McCoy as a single parent?**
- 7. Is it difficult being a single parent while serving in the military?**
- 8. Are you receiving adequate housing?**
- 9. Is it difficult to find housing if military housing isn't available and is it affordable or not affordable based on housing allowance for Wisconsin approved by the Army?**

**10. Any additional information you would like to add, change, or improve?**

Interview 2 were conducted with single female soldiers

Without children:

- 1. As a single female soldier, do you experience any difference between your male co-workers at work?**
- 2. Do you receive adequate health care?**
- 3. Did you have to make any adjustments when you PCS (Permanent Change of Duty Station)?**
- 4. While stationed at Ft. McCoy, are there any support groups for single soldiers?**
- 5. Do you receive adequate housing?**
- 6. Do you as a female soldier enjoy serving in the military?**
- 7. Any issues or concerns you would like to change, improve, or address?**

The limitation of this study was that the participants had varying ages of children and different number of children. Another limitation of this study was that the participant did not work in the same unit. They were stationed at different work locations on Ft. McCoy, which consist of many different units, missions, and different chain of command.

## Chapter 4

### RESULTS

#### Introduction

Chapter 4 explains the contents of the interviews. The chapter also describes analysis of the interview results. Finally, the benefits of using the interview method are identified.

#### Contents of the Interview Questions

The contents of the interviews were derived from chapter 2, literature review, combined with format ideas of the researcher.

#### Results and Analysis of the Interview 1 & 2

After the researcher developed the interview questions (Appendix B), the questions were used to interview each participant working in a different unit located on Ft. McCoy, Wisconsin, and different dates and times.

Interview 1, participants were female soldiers as a single parent. Question one of the interview, participants agreed that finding childcare for available times were a major problem. Cost, another factor played a role in childcare issues such as paying additional money for a babysitter while the parent performs additional duty. Transferring, not familiar with the new area, and finding adequate and creditable childcare can be very strenuous and stressful on the parent. Question 2, several participants answer was “no”. Participants did not experience any different treatment compared to the married females with children in the workplace. The other participants had experienced a difference while stationed at Ft. McCoy, WI. Married soldiers were able to take a pass while single parents had to leave when taking off for any purpose. Question 3, all participants were in agreement that there is

adequate healthcare for children but medical payments should be paid on time. Question 4, majority of the participants agreed that being a single parent has an impact on the job. It is costly due to additional childcare after duty hours; finding childcare for the hours babysitters are needed; finding babysitters for temporary duty that can range from 1-3 weeks at one give time; and sometimes being late for work because of the hours of operations at the childcare center. Question 5, participants agreed, there is excellent military childcare during normal duty hours. Cost for childcare is less expensive than childcare on the economy, but it is still expensive for a single parent. Question 6, there are programs available on Ft. McCoy, WI for single soldiers and soldiers with families, but no program for single soldiers as single parents. According to the interview, only one participant is actively involved in the BOSS program. Question 7, was addressed with many issues and concerns. First, the single parent has to be well organized and prepared. Second, it is overwhelming because there is no free or personal time for the parent. The parent is the breadwinner, head of the household, decision-maker; sometimes the sole provider for the family and all responsibilities falls on the single parent. The parent has no time to relieve stress or relax. Activities are always going on at all times. Third, adjusting to a new area, people, and schools can be very stressful and challenging for the entire family. Fourth, a financial burden, especially if the child support doesn't cover additional expenses, such as unforeseen medical bills, children participating in extra curricular activities whether it is at school, the community or church, etc. can be very expensive. Fifth, a remote area, where Ft. McCoy, WI is located, there are limited selection of dental and medical doctors in the area. There are few medical appointments offered in the afternoon and normally the few that are available are usually taken. This also contributes to the fact the single parent have to be excused from work to take the children to the medical

appointments offered in the mornings or early afternoons. There is also a limited selection of childcare and rental homes in the area, which can cause prices to be very expensive because of the demand on limited childcare providers and rental homes. Sixth, being stereotyped just because of the “single parent” status. Single parents have been defined in a negative prospective as always taking off, or can’t work overtime or stay late. Last, losing quality time with the family. Question 8, military housing doesn’t have enough homes to accommodate the growing number of soldiers, not enough effort to accommodate single soldiers and single soldiers with children. The most recent military housing area located in Tomah, WI, which is formally known as “801 Housing” consists of three and four bedrooms only. A single soldier with one child can only qualify for a two-bedroom home. There are only a very limited number of two-bedroom homes in military housing located in Sparta, WI. Participants were all offered a two-bedroom home. Each participant turned down the two bedroom homes because of the conditions of the homes. Once a soldier turn down military housing, the soldier’s name go to the bottom of the list. Half of the participants live on the economy, in which, according to the participants that it is very expensive living in the Wisconsin Area. Military housing do not cover the difference that realtor charge for rent. The soldier has to makeup the difference and along with other additional cost because most apartments do not include water, utilities, etc. Question 9, supports question 8, that the military need to revised the military housing allowance for Wisconsin area and compare it to other states with the same population and static’s to increase the allowance. Wisconsin was one of the few states that did not receive an increase in housing allowance. According to the issues of the interview, the military housing waiting list is too long and it takes as long as six months up to two years to receive housing. Some soldiers are stationed longer than three

years and it may cause a hardship for families that have a set income. Some interviewed participants have been stationed in the Ft. McCoy area over four years. Question 10, three major issues were addressed with suggestions of improvements, childcare, housing and healthcare. Improvements for childcare were to extend hours of operations for the military childcare, lower the cost or have a pro-rated cost based on rank. Second, housing issues were addressed and suggested improvements, such as to build more two-bedroom homes in military housing near the Ft. McCoy area. More two-bedrooms homes need to be built to accommodate the growing number of single parents joining the military. This should alleviate the long waiting list and the time to receive military housing. To incorporate excellent healthcare, have a larger selection of dental and medical doctors, and pay medical bills on time. One participant added a comment “not to give special favors or stereotype single parents, try to support and offer better assistance”.

Interview 2, participants were single female soldiers. Question 1, one participant experienced a difference as to how the supervisor treated the female soldier compared to the male soldier working in the same section. The other participant did not experience any difference in the workplace on Ft. McCoy, WI. Question 2, there is adequate healthcare for the soldiers but payment of medical bills are a problem. Question 3, there were a few adjustments to make while relocating to Ft. McCoy, WI. Moving and traveling a long distance alone; using excessive leave that could have been alleviated and additional cost that the military did not cover, were obstacles participants addressed while relocating to the Ft. McCoy, WI area. Question 4, the BOSS program is in place for single soldiers. Neither participant is actively involved in the program because of long duty hours at the workplace. Question 5, there is adequate military housing for single soldiers, but the waiting list is too



long to receive military housing. Both participants live in military housing and prefer not to live on the economy because it too expensive. Military housing do not cover the additional cost of rent. Question 6, participants were both overall satisfied with the army. Question 7, several issues were addressed such as too many bosses; too much micro managing; need more females in senior ranking positions, increase military housing and pay medical bills on time.

### Benefits of Interview Method

The benefit of the interview method not only supports the literature of review that included females in the military all over the world, it also supports the fact that females have issues and concerns located in the Ft. McCoy, WI area. There were at least five important benefits of the interview method conducted at the Ft McCoy, WI area noted by the researcher listed below:

- Participants were eager to express opinions and concerns
- Someone listen to issues and able to vent
- A more in depth study of females as single parents may be available for review
- Knowing that there other females single parents experiencing similar issues in the Ft. McCoy, WI area
- Researching and compiling information from future single females that may beneficial and complementary to each other.
- Additional comments suggested by participants are listed in Appendix C.

### Summary

The interviews were documents that supported review of literature. The interviews have indicated that there are issues and concerns for females soldiers as a single parent as well as single female soldiers located in the Ft. McCoy Wisconsin area.

## Chapter 5

### SUMMARY, CONCLUSIONS, AND RECOMMENDATIONS

#### Summary

This field problem studied the issues and concerns with females as single parents in the military and females in the military. Chapter 1 provided an introduction, overview of the military, a brief overview of women that have served in the military throughout the years, along with a statement of the problem and the objectives of the study. Chapter 2 described the history and overviews of females that are currently serving in the military, and several of reasons why females have stayed or left the military. Chapter 3 and 4 specified the research methods that were used to collect data and the results of the research. Chapter 5 concludes with a summary of the research, provides a conclusion of the research project, and suggests recommendations for further research.

#### Review of the Research Methods

The relational hypothesis was conducted to determine and understand what issues and concerns female soldiers as single parents and/ or females in the military were experiencing compared to married females with children or male counterparts in the Ft. McCoy, Wisconsin area. The hypothesis included interviews of females soldiers stationed at Ft. McCoy, Wisconsin. The location was selected based on the remote area of the military installation and the number of female's soldiers as single parents. All existing females soldiers as single parents were selected stationed at Ft. McCoy, Wisconsin along with selected single females soldiers. After the data was collected, the results were analyzed to reveal the benefits of the interviews and participate.

### Conclusions

The field study succeeded in meeting all of the requirements of the three objectives. The first objective was to identify the issues and concerns female soldiers experienced in all military affiliations around the world such as the Marines, Army, Navy, Air force, etc... The second objective was to determine if there were specific issues or concerns at particular location and participants selected by the researcher. Last, the third objective was to identify and compare issues with other female soldiers as single parents as well as any issues with selected single female soldiers in the Ft. McCoy, Wisconsin area. The researcher interviewing the female soldiers at Ft. McCoy, Wisconsin achieved this.

### Recommendations

The results of this study may be used to further develop and implement changes to military regulations and standard operation of procedures (SOP) based on the surveys throughout the military.

Further research maybe conducted through an experimental design in order to isolate the effects of the implementation of the changes with selected single parents.

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Appendix A

PERMISSION LETTER TO ALL PARTICIPANTS

## Human Research Participants Sample Consent Forms

Project Title: “How are Females Coping in Today’s Army”

Ms. Cassandra Lawrence, Graduate School, University of Wisconsin-Stout is conducting a research project titled, “Females as single parents in the Army making adjustments”. We would appreciate your participation in this study.

It is not anticipated that this study will present any medical risk or social risk to you. The information gathered will be kept strictly confidential and any reports of the findings of this research will not contain you name or any other identifying information.

Your participation in this project is completely voluntary. If at any time you wish to stop participating in this research you may do so without coercion or prejudice. Just inform the researcher.

Once the study is completed, the analyzed findings would be available for your information. In the meantime if you have any questions, please contact: Mr. Karl Kolb, Jarvis Hall, University of Wisconsin-Stout, Menomonie, WI 54751, phone (715) 232-1195.

Questions or concerns about participation in the research or subsequent complaints should be addressed first to the researcher or research advisor and second to Dr. Ted Knous, Chair of UW-Stout Institutional Review Board for the Protection of Human Participants in Research, 11 HH, UW-Stout, Menomonie, WI 54751, phone (715) 232-1126.

### Consent Form

I understand that my participation in this study is strictly voluntary and I may discontinue my participation at any time without prejudice.

I understand that the purpose of this study is to investigate the problem, “How are Females Coping in the Today’s Army”

I further understand that any information about me that is collected during this study will be held in the strictest of confidence and will not be part of my permanent record. I understand that in order for the research to be effective and valuable certain personal identifiers need to be collected. I also understand that the strictest of confidentiality will be maintained throughout this study and that only the researchers will have access to the confidential

information. I understand that at the conclusion of this study all records, which identify individual participants, will be destroyed. I am aware that I have not and am not waiving any legal or human rights by agreeing to this participation.

By signing below I verify that I am 18 years of age or older, in good mental and physical condition, and that I agree to and understand the conditions listed above.

Signature \_\_\_\_\_ Date: \_\_\_\_\_



Appendix B

INTERVIEW QUESTION 1 & 2

Interview Questions 1

- 1. What kind of adjustments do you have to make for your child or children while you are attending training as a single parent?**
- 2. Do you feel or have you experienced any difference with your supervisor as a single parent vs. married women soldiers?**
- 3. Is there adequate health care in the Ft. McCoy area for your child/ children?**
- 4. As a single parent at Ft. McCoy has it affected your job in anyway?**
- 5. Is there adequate childcare for your child/children?**
- 6. Being stationed at Ft. McCoy, WI are there any benefits offered at Ft. McCoy a single parent?**
- 7. Is it difficult being a single parent while serving in the military?**
- 8. Are you receiving adequate housing?**
- 9. Is it difficult to find housing if military housing isn't available and is it affordable or not affordable based on housing allowance for Wisconsin approved by the Army?**
- 10. Any additional information you would like to add, change, or improve?**

Interview Questions 2

- 1. As a single female soldier, do you experience any difference between your male co-workers at work?**
- 2. Do you receive adequate health care?**
- 3. Did you have to make any adjustments when you PCS (Permanent Change of Duty Station)?**
- 4. While stationed at Ft. McCoy, are there any support groups for single soldiers?**
- 5. Do you receive adequate housing?**
- 6. Do you as a female soldier enjoy serving in the military?**
- 7. Any issues or concerns you would like to change, improve, or address?**

Appendix C  
INTERVIEWS SUMMARY

### Results from Interview 1

1. What kind of adjustments do you have to make for your child or children while attending training as a single parent?
  - **Costly**
  - **Finding a babysitter at available hours**
  - **Learning to trust new babysitters**
  
2. Do you feel or have you experienced any difference with your supervisor as a single parent vs. married female soldiers?
  - **YES**
    - **Favoritism**
    - **Use of their vacation leave to take child to a school function where as married females could take children on excuse pass**
  - **NO difference**
  
3. Is there adequate health care in the Ft. McCoy area for your child/ children?
  - **Yes**
  - **Improve – Payment of medical bills**
  
4. As a single parent at Ft. McCoy has it affected your job in anyway?
  - **YES**
    - **Late for work due to hours of availability of childcare**
    - **Financial burden**
    - **Additional childcare fees**
    - **Additional duty hours are not always concise with babysitting hours**
    - **Can't always stay late for meetings**

- **Can't go in to catch up on work**
    - **Take the child or children with the soldier**
    - **Additional babysitting fees**
  - **Lose quality time with child because there is only one parent**
  - **Have to take off time for doctor appointments during work hours because there are no weekend doctor appointments and late afternoon are not available**
  - **Have to adjust work hours to coincide with daycare hours**
  - **NO, does not affect job**
5. Is there adequate childcare for your child/children?
- **YES**
    - **Good daycare**
    - **Nice staff**
  - **Not applicable / Have teenagers**
  - **IMPROVE**
    - **Hours of operation – extend hours in the morning and afternoon**
    - **Need more activities for teens**
6. Being stationed at Ft. McCoy, WI are there any benefits offered at Ft. McCoy as a single parent?
- **YES**
    - **BOSS Program**
    - **FAMILY FOCUS**
7. Is it difficult being a single parent while serving in the military?
- **YES**
    - **Have to well organized and prepared**

- **Remote areas doesn't provide a large selection of healthcare providers, housing, or childcare**
- **Effects work condition**
- **Not only difficult, but overwhelming when:**
  - **Adjusting to a new area and settling in**
  - **No free or personal time for the single parent**
  - **Finding new babysitters and ensuring they are trustworthy**
- **Loss of family members if stationed in area more than 2 hours away**
  - **Finding babysitter**
  - **Additional Fees**
- **Financial difficulties with one income other parent do not always pay enough for additional cost (school activities, medical bills, etc..)**
- **Finding childcare if parent has to perform duty out of state or town that could consist of 1 –3 weeks at one time.**
- **Stereotyped**

8. Are you receiving adequate housing?

- **YES (Live in military housing in Tomah)**
  - **Excellent military housing**
- **YES (Live in on the economy)**
  - **Purchased homes because rent was too high**
  - **Because the military housing was in too poor condition on South post (Sparta)**

9. Is it difficult to find housing if military housing isn't available and is it affordable or not affordable based on housing allowance for Wisconsin approved by the Army?

- **YES**
  - **Rent is too high**
  - **Living in the Wisconsin area is too expensive**
  - **Military housing allowance do not cover rent not affordable compared to other states**
  - **Waiting list too long to receive military housing**
  - **Some military housing are in poor condition**
  - **Not enough houses to rent with two – three bedrooms**
  - **Most realtors do not accept pets**

10. Any additional information you would like to add, change, or improve?

- **IMPROVE**
  - **Childcare**
    - **Extend operations hours from 6am to 6pm in the afternoon**
    - **Although military childcare is less expensive than on the economy it is still very expensive for single parents**
    - **Develop a childcare for after duty hours or for additional duty**
  - **Housing**
    - **Build more two bedrooms homes for single parents**
    - **Improve military housing living conditions**
    - **Increase housing allowance for the state of Wisconsin**
    - **Build more military homes so waiting list is so long and the wait time isn't 6 months – 1 year and a half**



- **Healthcare**
  - **Pay medical bills on time so soldier will not be reported to the credit bureau**
  - **Increase list for dental and medical doctors to select**
  - **Select doctors in Tomah, Sparta, Lacrosse area to perform major surgery**
- **General Comments**
  - **Revise regulations and procedures for single parents**
  - **More and more single parents are joining the military**
  - **Some leaders should be more supportive**

#### Results from Interview 2

1. As a single female soldier, do you experience any difference between your male co-workers at work?

- **YES**
  - **A male co-worker was able to take off on a pass whenever he wanted too.**
  - **There was a difference in work conditions between the male soldier and females soldiers in the section**
- **NO**
  - **No difference**

2. Do you receive adequate health care?

- **YES**
  - **When participant first arrived at Ft. McCoy, WI**  
**Not at the present after three years**
  - **Good care**
- **Improve**
  - **Pay bills on time**

3. Did you have to make any adjustments when you PCS (Permanent Change of Duty Station)

- **YES**
    - **Difficult transferring and driving long distance to another location by yourself as a single soldier**
    - **Unnecessary time a participant had to take to move to the Ft. McCoy area**
    - **Find a place to stay with limited two bedroom apartments and no availability immediately in military housing**
4. Being stationed at Ft. McCoy, are there any support groups for single soldiers?
- **YES**
    - **BOSS program**
5. Do you receive adequate housing
- **YES**
    - **Adequate military housing**
  - **IMPROVE**
    - **Waiting list to receive military housing**
6. Do you as a female soldier enjoy serving in the military?
- **SOMETIMES**
    - **Positive and negative effects being in the Army**
    - **Enjoy the benefits**
    - **Could be a lot worse, at least females get paid the same as male soldiers**
    - **Many bosses**
    - **Too much micro managing**
7. Any issues or concerns you would like to change, improve, or address?
- **IMPROVE**
    - **Place more females in senior ranking positions**
    - **Increase military housing allowance**