

Army Qualitative Research

An Annotated Bibliography

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Introduction

As the human dimension of Army operations and missions has increased in relevance in recent years, so has the requirement of Operations Research (OR) support in the qualitative domain. Commanders and soldiers must seek to accomplish tasks involving considerable - if not central - human factors in both performance and success. Psychological, social, cultural, and political considerations animate all phases of Army domestic and international operations and missions, from planning through resolution. Traditional OR theory, methods, techniques, and tools are unsuited to the emerging environment, in which qualitative approaches are required in generating decision-support solutions. The most common example is the seminar wargame, in which groups of all-ranks multi-branch Army personnel undergo an experimental process intended to elicit from seminar groups new strategies for addressing a problem. This annotated bibliography will assemble needed published resources to inform forthcoming design of a foundational qualitative methodology for pragmatic employment in Army OR. In addition, this report will serve as a resource for Canadian Army Land Warfare Centre (CALWC) staff who will conduct data collection in support of multiple projects intending to define the future Army.

The annotated bibliography that follows is organized around the gamut of qualitative approaches. These include Focus Groups, Intensive Interviews, Mixed Methods, and Surveys. While the focus is upon Army issues and research topics, some papers offering useful insights that include a wider scope are included. A preponderance of articles refer to health matters, reflecting the heretofore typical focus of qualitative work in that domain. These are included here because of their methodological and technical content rather than substantive focus.

Focus Groups

Crowley, Shannon K., Larrell L. Wilkinson, Erika L. Burroughs, Stephanie T. Muraca, Lisa T. Wigfall, Lasha Lewis-Nance, Edith M. Williams, Saundra H. Glover, Shawn D. Youngstedt. (2012). Sleep During Basic Combat Training: A Qualitative Study. *Military Medicine*, 177 (7), 823-8.

Anecdotal accounts have suggested that during Basic Combat Training (BCT) there is a significant drop in the quality and duration of the sleep of its participants, which in turn negatively impacts their health, attention, and training. There is little empirical work done on sleep during BCT, and the goal of this study was to discover soldiers' understanding of how they sleep and the consequences of lack of sleep while on BCT. Soldiers reported that their sleep was reduced in terms of its duration and quality, as a result of noise, nighttime work detail, stress, and hunger. This in turn led to a number of perceived negative effects on mood, performance, and other aspects of BCT, and these were more evident in soldiers who were not as physically fit. This study suggests that there is a relationship between sleep and results in BCT.

During November/December 2010 focus groups were held with soldiers aged 18 or older who had done 4 weeks of BCT at Fort Jackson, SC in 45 to 60 minute sessions. There were three groups of female soldiers, n=28, and three groups of male soldiers, n=38.

Hagerty, Bonnie M., Reg Arthur Williams, Mon Bingham, Maggie Richard. (2010). Military Nurses and Combat-Wounded Patients: A Qualitative Analysis of Psychosocial Care. *Perspectives in Psychiatric Care*, 47, 84-92.

The authors sought to research the experiences of patients wounded in combat and the military nurses who care for them. In the process they found that there were a number of common themes that emerged, including coping, shared experiences, finding meaning, psychosocial nursing care, families, and bureaucratic structure, while there were others that were unique to each group. For example, the patients expressed perspectives on their changed self while the nurses described elements of professional boundaries.

The methodology used was that of a qualitative phenomenological approach enacted by means of focus groups. The focus groups were conducted by the researchers and lasted 1.5 hours, using an interview guide. These groups were recorded and transcribed. In addition, there were the researchers' notes on their impressions of the participants and their behaviour.

Marshall, David W., Herbert L. Meiselman. (2006). Limited Choice: An Exploratory Study into Issue Items and Soldier Subjective Well-Being. *Journal of Macromarketing*, 26 (1), 59-76.

Soldiers rely entirely on the institution of which they are a part of to take care of the basic elements that contribute to their well being and quality of life. They have almost no input into the materials, such as equipment and clothing, that directly influence them. In the majority of cases those who make the decisions on equipment and clothing provided to soldiers are not the ones who are going to use them. Issues regarding the equipment and clothing soldiers are issues has led to soldiers purchasing commercial items for themselves which they then make use of in the field. This article is a study on the impact the equipment and clothing issued to soldiers has on their well being. It discusses how the institution and its collective interests dictate the individual soldier's well being. The authors sought to determine why soldiers were buying commercial items as well as finding out their opinions on issued items. The study shows that soldiers have limited influence over his or her own well being. The authors argue that there ought to be a more inclusive and cooperative approach to outfitting soldiers, and that this could contribute to their quality of life.

Focus groups were conducted to determine soldiers' opinions on their equipment. It was felt that group discussions of this kind would encourage the voicing of such opinions as they would be encouraged by means of discussion and debate among the participants. 12 focus groups in total were held. Eight focus groups made up of soldiers awaiting redeployment to Hawaii. These were made up of eight to 12 soldiers, and lasted about one hour. Another five focus groups were held with female soldiers only to look at the specific issues faced by female soldiers with their issued materials. The last four were conducted with new recruits who had just recently completed basic training. The groups included a good representation of ranks, experiences, geography, gender, and troop type. The focus groups were guided by questions on differences in the participants' lives as soldiers and civilians, including what commercial items they bought, how much they spent on commercial items, why they bought them, and how they compared to the items they were issued by the military. They also discussed the use of commercial items in the field. There were no direct questions on quality of life or personal well being, but these themes emerged in the discussion of the aforementioned topics.

Trevino, Kelly M., Elizabeth Archambault, Jennifer L. Schuster, Michelle M. Hilgeman, Jennifer Moye. (2011). Religiosity and Spirituality in Military Cancer Survivors: A qualitative perspective. *Journal of Psychosocial Oncology*, 29, 619-635.

This study looked at the religiosity and spirituality of military cancer survivors. Five main themes were discovered from their research: 1) the impact of cancer on religiosity/spirituality; 2) meaning-making; 3) prayer; and 4) facing death.

Fourteen military veteran cancer survivors participated in three 2-hour focus groups. Each group had four to six participants and two facilitators. The groups made use of a structured, goal-driven format and focused on four main topics: PTSD/anxiety, posttraumatic growth, values/goals, and religious and spiritual issues. Previously developed primary questions and probes were used for each topic area. The focus groups were audio and videotaped and these were then transcribed. Data coding and analysis were guided by a responsive interviewing model.

Intensive Interviews

Andersson, Sten-Ove, Lars Lundberg, Anders Jonsson, Pia Tingstrom, Madelein Abrandt Dahlgren. (2013). Interaction, Action, and Reflection: How Medics Learn Medical Care in the Swedish Armed Forces. *Military Medicine*, 178 (8), 861-6.

This study looks at how Swedish army medics perceive the results of their education after their prehospital training.

This was a qualitative study using a phenomenographic approach. Participants were medics recently recruited into the Swedish military, who were selected by means of a theoretical sample and were aged between 18 and 20. Data were collected through semi-structured interviews which lasted between 45 and 120 minutes. These were recorded and transcribed. The process of analysis was based on the process for studying phenomenographic data as outlined by Sjostrom and Dahlgren. This process is made up of a variety of steps: 1) careful reading of transcripts and listening to the recordings of the interviews; 2) repeated reading of the transcripts to fully understand what the respondent has communicated; 3) reduction of individual answers to identify the main features; 4) organization of the statements based on similar meaning, and comparison of the statements; 5) identification and characterization of the different categories of statements; 6) comparison of the different categories of statements.

Bahraini, Nazanin, Lisa M. Betthausen, Lisa A. Brenner, Michelle M. Cornette, Peter M. Gutierrez, Pamela J. Staves. (2008). A qualitative study of potential suicide risk factors in returning combat veterans. *Journal of Mental Health Counseling*, 30 (3), 211.

Joiner's (2005) interpersonal-psychological theory of suicide says that there are three elements necessary for suicide: 1) acquired ability; 2) burdensomeness; 3) failed belongingness. The authors of this study looked at how these factors affected veterans returning from Operation Enduring Freedom/Operation Iraqi Freedom. The research revealed themes related to combat as a place where one is exposed to pain, the coping strategies used by soldiers following combat, soldiers' perception of burdensomeness, failed belongingness, and increased pain tolerance. Suicidal behaviour was identified as a way of dealing with the risk factors as described by Joiner. The authors argue that their findings show that Joiner's theory may be of use with OEF/OIF veterans in identifying ways to help overcome the feelings that could lead to suicidal behaviour.

Data were collected by way of interviews with 16 OEF/OIF veterans who were part of a VA healthcare system. All had received treatment for mental health issues between 2004 and 2007 and still had open files when they were recruited for this study. All had combat experience and were between the ages of 18 and 55. None were suffering from active psychosis or showing any signs of imminent suicidal behaviour at the time of recruitment. Interviews were structured with

open-ended questions designed to collect information on Joiner's (2005) three elements for suicidal behaviour. After the initial drafting of the interview by one of the authors and revision of the questions by all of the researchers, the final version of the interview was made up of 7 questions on pain, 8 questions on burdensomeness, and 7 on belongingness with one to three follow-up questions at the end of each section. The final number of questions was 36. The interviews lasted 15 to 65 minutes. The interviews were recorded and the recordings were transcribed, and the transcriptions were reviewed for accuracy, and then analyzed for common and individual themes. The transcripts were then coded by means of coloured cards to track language and themes. The research team also made use of template to organize the responses according to Joiner's (2005) theory as well to see if suicide had appeared spontaneously in the results. After individual analysis, the authors discussed their findings and agreed upon the themes that had appeared.

Benjamin Lacking, Charlayne. (2007). The lived experience of alcohol consumption by male, active-duty soldiers below the minimum legal drinking age: A qualitative study. DAI-B 68/04, Oct. 2007.

The goal of this study was to understand how underaged male soldiers experienced alcohol consumption, the meaning they associated with it, and their own interpretations of their experiences with it.

The author took a qualitative, phenomenological approach. 6 active duty soldiers between ages 18-20 were recruited through purposeful sampling. Participants were asked to describe their experience of alcohol consumption while in the military, prompted by the question: "What is the lived experience of alcohol consumption by male, active-duty soldiers below the minimum legal drinking age?"

Brett, Rachel, Irma Specht. (2004). Young soldiers: Why they choose to fight. Lynne Rienner Publishers.

In almost every type of military organization there are very young soldiers, who although not forced nor abducted to fight in armed conflicts, nevertheless choose to join and fight as part of military organizations. This book seeks to determine the influences that encourage young people to join military organizations, including war, poverty, education, politics, identity, family and friends.

Research into what causes young men and women to enlist is done by way of in-depth interviews.

Brunger, Helen, Jane Ogden, Kit Malia, Clare Eldred, Ronel Terblanche, Alan Mistlin. (2014). Adjusting to persistent post-concussive symptoms following mild traumatic brain injury and subsequent psycho-educational intervention: A qualitative analysis among military personnel. *Brain Injury*, 28 (1), 71-80.

This is a study into the best way to deal with mild traumatic brain injury (mTBI) and persistent post-concussive symptoms (PPCS). The experiences of military personnel with these symptoms in the treatment program at DMRC Headley Court and who had received further psycho-educational intervention were studied. All reported confusion following the traumatic injury, however after participating in the program at DMRC Headley Court most were able to cope with their PPCS.

The authors of the paper executed the study by using semi-structured qualitative interviews, with purposive sampling and thematic analysis. Sixteen participants who had completed the intervention program within the preceding 24 months were interviewed. The participants were asked to describe the following elements of their mTBI: 1) onset; 2) subsequent symptom experience; 3) recovery; and 4) acceptance.

Burns, Bridgit, Kate Grindlay, Kelsey Holt, Ruth Manski, Daniel Grossman. (2014). Military Sexual Trauma Among US Servicemen During Deployment: A Qualitative Study. *American Journal of Public Health*, 104 (2), 345-349.

The author's of this study sought to investigate US servicewomen's experiences and perceptions with military sexual trauma (MST), as well as the relation of MST and available services. A number of elements were identified as contributing to incidences of MST, including deployment dynamics, military culture, and lack of consequences for perpetrators. Participants attributed the low levels of reporting of MST to negative reactions and blame from peers and supervisors, concerns over confidentiality, and associated stigma. Unit cohesion was identified both as a hindrance and a help to reporting of MST. Varied levels of familiarity with the services available for MST during deployment were reported.

Data were collected by means of 22 in depth interviews conducted via phone from May 2011 to January 2012. These interviews asked open-ended questions on about US servicewomen's experiences of their reproductive health during deployment, including their perceptions and experiences of MST. Participants were recruited through Facebook, Craigslist ads in cities with nearby military bases, email, and posts on veterans-related websites and Facebook pages. The participants were made up of women of any military status who were deployed overseas from 2002 to 2011. The gathered data were analyzed thematically in ATLAS.ti 6.2.

Elizur, Yoel, Nuphar Yishay-Krien. (2009). Participation in Atrocities Among Israeli Soldiers During the First Intifada: A Qualitative Analysis. *Journal of Peace Research*, 46 (2), 251-267.

Censorship and a tendency to deny one's own evil and attribute it to other has made research into how soldiers move from acceptable military actions to the

performance of atrocities challenging. This study sought to outline this process by looking at the actions of Israeli soldiers during the first Intifada. They found that situational factors and social-psychological processes in the form of modeling, moral disengagement, dehumanization, and deindividuation were all aspects contributing to the commitment of atrocities by soldiers. Differences in violence, inner-outer directedness, and moral standards were found. The authors identified five subgroups: Callous/Impulsive, Ideologically Violent, Followers, Restrained, and Incorruptible. The use of these categories brought two lesser-studied elements to light: 1) “a synergistic interaction between dispositional and situational factors, manifested in level of brutality and differential subgroup stability of violent behaviours over time;” and 2) “the company as a family-like primary social power” (251). This analysis can contribute to preventing the occurrence of atrocities by creating a “morally committed and resolute leadership at both lower and higher echelons of command.” (251)

Data were gathered from 21 male combat veterans from two companies stationed in Gaza and who reflected the diversity of Israeli society as well as the types of actions that took place during the first Intifada. Interviews were conducted 1-4 years after the 3-year mandatory service that begins at the age of 18. They belonged to two mechanized infantry companies. The authors used grounded theory methods, theoretical sampling, and a recursive and iterative process. When participants did not themselves refer to atrocities they were asked directly. The interviews began with an open question about the participant’s Army experience starting from the day of drafting, which leads to the creation of a spontaneous narrative with few interruptions. Open questions were then used to gather more details. The interviews ended with questions about the participant’s most gratifying experiences and their most difficult experiences, seeking out any feelings of regret. All interviews were recorded and transcribed and then analyzed using line-by-line coding.

Etherington, Jane A. (2012). *From Combat to Classroom: Canadian Soldiers in Transition*. Unpublished doctoral dissertation, Queen’s University, Kingston, Ontario, Canada.

Given that the conflict in Afghanistan has given rise to a new group of Canadian veterans who, through personal choice or necessity brought on by injury received in theatre, need to transition from military to civilian life. Part of this process may require them to attend a civilian educational institution. The ability of veterans to smoothly make the transition from the military to a civilian educational institution can be affected by a variety of elements, including medical issues, age, and socioeconomic status. In her study of this process, Etherington came upon a variety of persistent themes, including transition issues, unanticipated transitions and non-events, camaraderie and veteran identity, transferable skills, and support and resources.

Etherington's methodology was to take a qualitative approach, by means of interviews conducted over a three-month period from November 2011 to February 2012 with 10 Canadian soldiers making this transition from military to civilian life. Interpretation of the data was aided by reference to Schlossberg's transition model, as found in Goodman, Schlossberg, and Anderson (2006) and theories of cross-cultural transition. Based on the findings, recommendations for easing this process are provided.

Faber, Anthony J., Elaine Willerton, Shelley R. Clymer, Shelley M. MacDermid, and Howard M. Weiss. Ambiguous Absence, Ambiguous Presence: A Qualitative Study of Military Reserve Families in Wartime. *Journal of Family Psychology*, 22 (2), 222-230.

The beginning of the war on terror resulted in the increased deployment of reservists, many of whom, along with their families, were unfamiliar with these periods of separation. The authors of this study sought to study the effects of this, and propose that it contributed to the appearance of boundary ambiguity, in which members of a family become unclear as to who is or is not a part of their immediate family and what are the roles its members. The study showed that all family members experienced this feeling of boundary ambiguity upon deployment of one of their members. In addition, these feelings were at their greatest upon the return of the deployed member, however they dissipated over time with the re-establishment of a routine.

34 reservists, spouses, and parents were interviewed to collect data for this study. Interviews were conducted seven times over the first year of the deployed member's return.

Gibson, Stephen, Jackie Abell. (2004). For Queen and Country? National frames of reference in the talk of soldiers in England. *Human Relations*, 57 (7), 871-89.

This study looks at how soldiers themselves see the traditional concept of the soldier being motivated to serve in the military by a desire to serve one's country. In direct discussions of how "the country" motivates their service soldiers tended to not acknowledge its importance. However, when the prospect of a European army was presented, they assumed that armies ought to be associated with a particular nation. Their findings suggest that the concept being motivated to serve by love for one's country is not nearly as straightforward for the soldiers themselves.

One-on-one qualitative interviews were conducted with 16 soldiers in the summer of 2002 with nine regular force soldiers and seven reservists. All were white males, ranging in age from 18 to 54. There were five privates, two lance corporals, one corporal, four sergeants, one second lieutenant, two warrant officers class 2, and one major. Their duration of service ranged from nine months to 37 years. Interviews lasted from 10 to 15 minutes. They were

transcribed, and the transcriptions were analyzed for the words *nation* and *country* and how these were referenced.

Greenberg, N., V. Langston, A.C. Iversen, S. Wessely. (2011). The acceptability of 'Trauma Risk Management' within the UK Armed Forces. *Occupational Medicine*, 61, 184-189.

Trauma support programs can be of use in organizations whose members are frequently exposed to traumatic situations. However, for such support programs to be effective, those to whom they are to be directed must deem them to be acceptable. This study looks specifically at the program identified as Trauma Risk Management (TRiM) and how members of a military organization, specifically in this case the Royal Navy, perceive it. In addition, the authors sought to determine if TRiM would be viewed as a complement to existing support services or would be seen as a replacement for them. The results indicated that those who were familiar with the TRiM program were positive about it, and saw it as an addition to the other already available support systems rather than a replacement. Respondents identified the selection process for TRiM practitioners as being of particular importance, and they emphasized the importance of confidentiality. They also indicated the need for the program to be supported by senior management.

A randomized controlled trial (RCT) of TRiM was conducted, and the qualitative data used in this study were collected as part of a follow-up to this. 12 Royal Navy ships were organized into two groups, one with TRiM personnel and one without, which served to act as a control group and which used only standard Royal Navy care practices. All traumatic incidents on board the participating ships were reported to the researchers by way of a monthly report. Stratified sampling was used to ensure that a full representation of the different ranks on board the ships was included in the study. Semi-structured interviews lasting from 40 minutes to one hour were conducted, with 30 to 35 done on each ship. The interview focused on the trauma-related experiences of the respondents. Written records were kept of the interviews, and thorough documentation of the analytical process was maintained. Interviews were initially recorded, but the participants proved to not be entirely comfortable with this, so it was decided that the interviews would be transcribed during the interview process to do away with the need for audio recording. References to support services in response to a question on trauma-support was used to determine the respondents' familiarity with the available support service in the Royal Navy. When participants mentioned TRiM, standard ground theory was used to analyze those interviews.

Groessler, Erik J., Kimberly R. Weingart, Robert M. Kaplan, Jack A. Clark, Allen L. Gifford, Samuel B. Ho. (2008). Living with hepatitis C: qualitative interviews with hepatitis C-infected veterans. *Journal of General Internal Medicine*, 23 (12), 1959-1965.

The number of U.S. veterans living with chronic hepatitis C (HCV) is higher than those in the civilian community. HCV causes decreased quality of life, damage to the liver, and reduces lifespan. The authors sought to understand the experiences of veterans living with HCV and with that information develop self-management intervention strategies for HCV. The study found that HCV greatly impacted the participants' interpersonal relationships. There was also a relationship between recovering from substance abuse and getting treatment for HCV and that the diagnosis with HCV was more troubling for those who had not used IV-drugs. There were also a number of misconceptions about HCV and its treatment among the participants. Finally, psychological problems were common among the participants, and many reported barriers to receiving treatment for their HCV.

22 male veterans with a confirmed diagnosis of HCV were recruited for the study by means of flyers and hepatitis C clinics at a VA medical centre. They participated in semi-structured interviews with questions on three main areas: 1) medical history; 2) experiences of getting and being diagnosed with HCV; and 3) how HCV has affected their lives. Participants were encouraged to elaborate and direct the conversation as they felt so inclined. The interviews lasted about 40 minutes, and were recorded and transcribed for analysis. The final form of the interview had 11 questions. The creation of the interview questions was aided by the theoretical construct of health-related quality of life, and were also developed based on the input by clinicians at a VA Hepatitis C clinic as well as other qualitative studies on those living with HCV. The interview transcripts were analyzed and coded for themes, with each sentence or idea being organized into topics. Two lists of broader themes were compiled by two researchers working independently, and these two lists were then compared and discussed with discrepancies being reconciled with reference to the theoretical approach of health-related quality of life.

Gustavsen, Elin. (2013). Equal treatment or equal opportunity? Male attitudes towards women in the Norwegian and US armed forces. *Acta Sociologica*, 56 (4), 361-374.

This work is a study of men's attitudes to women in the Norwegian and U.S. armed forces. The author identifies the military as one of the most gendered institutions. This article looks at how men feel about serving alongside women in the military, and the results showed that both men in the U.S. and Norwegian armed forces were positive about serving with women and more often than not actually preferred to serve in units with both men and women. However, the two groups of participants understood gender equality differently. The Norwegians emphasized the importance of equal treatment, while the Americans emphasized equal opportunities.

Interviews were conducted with 17 members of the Norwegian Air Force and 17 members of the U.S. National Guard. The Norwegian participants were between

the ages of 19 and 25 and had served from 3 months to a year, and the American participants were between the ages of 18 and early 30s with a few months to four years of service. All respondents came from a variety of different military occupations. The interviews lasted between 20 minutes and one hour, with most being 45 minutes. All interviews were transcribed.

Gutierrez, Peter M., Lisa A. Brenner, Jeffrey A. Rings, Maria D. Devore, Patricia J. Kelly, Pamela J. Staves, Caroline M. Kelly, Mark S. Kaplan. (2013). A Qualitative Description of Female Veterans' Deployment-Related Factors. *Journal of Clinical Psychology*, 69 (9), 923-935.

The goal of this study was to look at the experiences of recent female combat veterans and possible suicide risk factors following the Interpersonal Theory of suicide, including burdensomeness, failed belongingness, and acquired ability. This article is a continuation of the published work of Brenner et al. (2008) concerning these elements among male combat veterans. In this study a number of themes were discerned, including women being the minority in their environment and deployment-related stressors, both of which affected the way these women view the world and their ability to cope.

The method was qualitative descriptive with hermeneutic hues (Sandelowski, 2000). Interviews were conducted with 19 female veterans, aged 25-52 who had been recently deployed in combat in Iraq and/or Afghanistan. These interviews were transcribed and the transcripts were reviewed for recurring themes.

House, Crystal L. (2007). Army nurse officer retention: A qualitative examination of forces influencing the career longevity of Army nurses. (Doctoral dissertation). Retrieved from ProQuest. 304832750.

The fewer the number of nurses working the less good is the care received by the patients. Given that nurse recruitment has been difficult for the Army, developing strategies to keep Army nurses is that much more important for the U.S. Army Nurse Corps (ANC). This study found that there are a variety of factors influencing the ability to keep nurses. These were divided into two categories: 1) personal desire; 2) emotional investment. Personal desire is composed of intent, career investment, need fulfillment, and benefits. Emotional investment is made up of satisfaction, challenge, and comfort. Certain life events were also found to affect ANC retention, and these were also organized into two categories: organizational environment and personal situation. Included in organization environment were education, leadership, and work environment. Personal situation includes familial influences, need fulfillment, and comfort.

The study was structured as a stratified, purposive, non-probability sample of 6 U.S. ANC officers. Data regarding the factors that may contribute to nurse retention in the U.S. Army were collected by means of interviews.

Ishaq, Mohammed, Asifa Hussain. (2004). Ethnic Minority Women and the British Armed Forces: A Focus on Gender Differentials. *Policy Studies*, 25 (3), 175-88.

This article looks at the involvement, or lack thereof, of women from ethnic minority groups in the British armed forces. It also looks at how well the British armed forces are able to recruit members of ethnic minorities, both men and women. Their findings indicated that there is more enthusiasm among ethnic minority women for joining the British military than one might have expected.

Data were gathered by way of interviews with 1200 people, with equal number from a variety of different ethnicities. 600 women and 600 men made up the sample. Men were included to gauge the opinions toward the British armed forces among minority groups in general, as well as to discern if there were any significant differences in opinions towards the forces between the genders. Respondents were of a variety of ages and occupations. All were over 18 years of age. There was a bias in the sample, however, to those at the younger end of the age group because the military's recruitment strategies have focused on this age group. Open-ended questions made up the interview, with some simple 'yes' or 'no' responses. Questions covered a number of topics: 1) the amount of support for joining the armed forces; 2) if the respondents considered a career in the armed forces to be suitable for women of ethnic minorities; 3) if participants were aware of the Ministry of Defence's initiatives for encouraging minority recruitment. Responses were collated and analyzed using univariate and bivariate statistics.

Jahnke, Sara A., C. Keith Haddock, Walker S. C. Poston, Kevin M. Hoffman, Joseph Hughey, & Harry A. Lando. (2010). A qualitative analysis of the tobacco control climate in the U.S. military. *Nicotine and Tobacco Research*, 12 (2), 88-95.

Tobacco use in the U.S. military has traditionally been higher than in American society as a whole. Though for a time the rates of tobacco use in the military were declining, they have since experienced a resurgence. The use of tobacco by military personnel can negatively impact their readiness and overall future health. Thus it is necessary to understand the factors that contribute to elevated use of tobacco in the military so as to better develop measures for curbing its use. Some have suggested that there is a particular element of military culture that encourages the use of tobacco among military personnel. Results of the study indicated that the respondents identified the easy availability of counseling and pharmacotherapy for tobacco use as the strongest part of the military's tobacco control program. There were a variety of differing opinions on the newer tobacco control strategies that have been developed for the military context. The results of this study suggested that there are ways in which the current tobacco control program in the military could be improved both at the level of service and installation.

This study presents the findings of interviews with Health Policy Leaders and Tobacco Control Managers in each service on a variety of different military bases. Three strategies were used to develop the interviewer guide, including suggestions for questions from national tobacco policy experts, questions from tobacco policy interviews in the existing literature, and possible questions from colleagues in the military services. The interviews were recorded and transcribed. Analysis was done first by two researchers who looked at the transcripts to become familiar with the content of the interviews and to discern the patterns within individual interviews as well as across different interviews. The transcripts were next entered into and analyzed by NVIVO, version 2.0. A third researcher then compared the results of the two researchers and the NVIVO analysis. Any disagreements, which were few, were resolved through discussion among the three researchers.

Larsson, Gerry, Misa Sjöberg, Aida Vrbanjac, Torsten Björkman. Indirect leadership in a military context: a qualitative study on how to do it. *Leadership and Organization Development Journal*, 26 (3/4), 215-227.

The authors of this study sought to establish a theoretical understanding of the processes involved in indirect leadership in a military context. They found that it was composed of two simultaneous processes, one being action-oriented with the other image-oriented. The first involves superiors communicating information to lower levels of the organization via a link, usually in the form of a small group of the commanders' direct subordinates. The second takes the form of the upper levels of the organization acting as role models for the lower levels. When this process is positive it leads to feelings of trust among the subordinates for their superiors and fosters commitment and participation, and in fact would appear to be necessary for this. When it is negative there is weak or no trust.

The methodology for data collection involved interviews of 22 high-level Swedish commanders and six of their subordinates using a grounded theory approach.

MacGregor, Casey, Alison B. Hamilton, Sabine M. Oishi, Elizabeth M. Yano. (2011). Description, Development, and Philosophies of Mental Health Service Delivery for Female Veterans in the VA: A Qualitative Study. *Women's Health Issues*, 21 (4S), S138-S144.

There are some mental health services targeted specifically for female veterans. This study sought to look at their structure and development. Findings suggested that there was some concern for the continuance of such women's only mental health services for female veterans. Some also were concerned that there could be stigma associated with mental health services for female veterans. It was found that there was no agreement on the need and results of such services.

A purposeful sample of 36 VA mental health administrators and providers from 26 VA Medical Centres and community-based out patient clinics with specific mental health services for women were selected to participate in the study. The participants were recruited by means of email and telephone requests for interviews with those most familiar with the services targeted to female veterans alone. Data were collected through semi-structured interviews conducted over the telephone. Two-person teams conducted the interviews which were about 60 minutes in length. After the interviews were completed, debriefings sessions were held with the study researchers to discuss it. The interviews covered a variety of topics related to services for female veterans, including, the organization of these services, how they are provided to female veterans, the history and administration of these services, and the processes involved with outreach, screening, referral, and treatment, and any problems that there may be with these services. The interviews were recorded and transcribed for analysis, which was done following Glasner's (1965) constant comparison method. Two researchers analyzed the transcripts independently using NVivo (CM) and ATLAS.ti (AM).

Matthias, Marianne, Edward J. Miech, Laura J. Myers, Christiy Sargent, Matthew J. Bair. (2014). A qualitative study of chronic pain in Operation Enduring Freedom/Operation Iraqi Freedom veterans. *Military Medicine*, 179 (1), 26-30.

More than half of the veterans returning from the operations in Iraq and Afghanistan suffer from chronic pain arising from their time on deployment. Little is known about the experiences and needs of this group of veterans, and how they perceive the support they receive from their social networks. This study looked at the experience of veterans from Operation Enduring Freedom/Operation Iraqi Freedom with chronic pain and associated social supports. Veterans associated their chronic pain with a variety of emotions, including hopelessness, anger, and fear. Some found talking about their chronic pain to be helpful, while others preferred not to discuss it because they found that people either did not understand or overreacted. While support from family and friends was identified as helpful, support from veterans and other chronic pain sufferers was particularly helpful as they understood the unique experiences of veterans with chronic pain.

Data were collected by way of in-depth interviews with veterans who had participated in a chronic pain intervention trial and analyzed following grounded theory. The participants had chronic musculoskeletal pain in the lower back, cervical spine, and extremities for three months or more and reported moderate functional impairment, rated with a score of seven or more on the Roland disability score. In the intervention trial patients received 1) analgesic, 2) pain self-management, and 3) cognitive behavioural therapy. Sampling was purposive to include those who responded to the treatment provided by the trial, as well as those who did not. The interviews were conducted face-to-face, during which the veterans were asked about the trial, successes and challenges with their chronic pain, and their perceptions of social support. The interviews were audio recorded,

transcribed, and checked for accuracy. Analysis was done in parallel with the interviews to facilitate any necessary addition or clarifications to the questions. Sampling continued until theoretical saturation was achieved. Investigators worked independently to label the data line-by-line, which was then discussed and consensus on the labels reached. These labels contributed to focused coding. Codes were modified when the researchers agreed that it was necessary. Constant comparative methods were used to look for similarities and differences in and across the interviews. NVivo, version 9, was used.

McGarry, Ross, Gabe Mythen, Sandra Walklate. (2012). The soldier, human rights and the military covenant: a permissible state of exception? *The International Journal of Human Rights*, 16 (8), 1183-1195.

Given that the coalition government has planned to enshrine the tenets of the military covenant in law, the authors of this study sought to look at the issue of soldiers' human rights in the British armed forces. Over the last decade an increasing number of active-duty soldiers, ex-military personnel, and the families of soldiers killed in Iraq and Afghanistan have taken legal action based on human rights legislation. The authors argue that making soldiers "exceptional actors" is a way to hide institutional negligence and is in fact a violation of the soldiers' human rights, in particular their right to life.

The authors executed a qualitative study using experiential accounts of structural and institutional deficiencies as evidence that the British state put soldiers in unnecessarily risky situations and thus are in violation of the military covenant. Their analytical framework is a combination of elements of the literature on military sociology and that of the sociology of human rights, focusing on the associated legal and ethical issues. Part of this study involved the analysis of testimonies of British soldiers to see if inadequate resources have caused unnecessary risk to British soldiers. These testimonies were taken from the Biographical Narrative Interpretive Method (BNIM), which take the form of narrative interviews. These testimonies were then analyzed using Interpretive Phenomenological Analysis.

McKinnon, Adam D., Joan Ozanne-Smith, Rodney Pope. (2009). Optimizing the Utility of Military Injury Surveillance Systems: A Qualitative Study with the Defence Force. *Military Medicine*, 174 (5), 470-8.

Injury Surveillance Systems (ISS's) are used to reduce military injuries, and their implementation relies on human participation in the process. This study sought to determine if the ISS of the Australian Defence Force (ADF) was working to the best of its capability and what, if any, shortcomings were arising in its use and how these might best be rectified.

Data were gathered by way of semi-structured interviews with 18 members of the Australian Defence Department based throughout Australia and grounded theory

methods were used to analyze the information to understand the processes and social elements of ISS's in the Australian military. The interviews were transcribed and information therein was analyzed using NVivo.

Michael, M., K. Roth. (2012). Against all odds: a qualitative study of rehabilitation of persons with spinal cord injury in Afghanistan. *Spinal Cord*, 50 (12), 864-8.

In 2011 there was a reported annual incidence of about 21 cases of spinal cord injuries (SCI) in Afghanistan, principally as the result of violent trauma. The second most common cause of SCI was spinal tuberculosis. The purpose of this study was to discover the unique challenges confronted by those helping to rehabilitate those with SCI. The authors looked at the experiences of those working at orthopedic centres of the International Committee of the Red Cross in April 2012. It was determined that although the care provided was of a somewhat rudimentary nature, those with SCI were successfully rehabilitated. In addition, in the case of those who were living nearby and could be provided with support for reintegration into the community, this too was successful.

Data for this study was gathered by way of semi-structured interviews with managers and staff at the ICRC, as well other related organization such as ministries, hospitals, non-governmental organizations. In addition, they interviewed those with SCI and their families.

Nir, Masoud Sirati, Abbas Ebadi, Masoud Fallahi Khoshknab, Abbas Tavallae. (2013). Spiritual Experiences of War Veterans Who Suffer from Combat-Related Post-Traumatic Stress Disorder: A Qualitative Study. *Journal of Religion and Health*, 52 (3), 719-729.

This is a study of the role of spirituality for individuals with PTSD. The authors looked at the spiritual experiences of Iranian Muslim soldiers with PTSD. Two main categories of spiritual experiences were discerned: religious attitude, and national sensibility. Results indicated that a person's religion and nationalism helped him or her to deal with PTSD and that this knowledge can be used by caregivers to aid in the treatment of PTSD.

An objective-based sampling method was used to select participants, who were 22 Muslim soldiers from three different Medical Centres in Tehran. All were known to have PTSD as well as depressive disorders and had been admitted to a psychiatric ward more than once. They participated in semi-structured interviews that lasted 35 to 75 minutes. The data were analyzed using content analysis based on the methods from Braun and Clarke (2006).

Owoyemi, Oluwakemi Ayodeji. (2005). Exploring Workplace Bullying in a Para-Military Organisation (PMO) in the UK: A Qualitative Study. *International Business Research*, 4 (2), 116-124

This study looked at the experiences of members of Para-Military Organizations (PMO) with bullying in the workplace. They found that bullying in such organizations was the result of organizational change, division of the organization into uniformed and non-uniformed staff, power relations, management style, and witness bullying. Finally, it was shown that such bullying had a detrimental effect on mental and physical health. Ultimately, bullying was found to be a part of the culture of PMO, and the authors suggest that this is the reason it is perceived as normal behaviour and thus persists.

Data were collected by way of semi-structured interviews, which aided in developing an understanding of why and how bullying took place. 25 people took part in the study, all of whom had experienced workplace bullying in their PMO. However, their accounts differed as to what the actual nature of that bullying was.

Pettersson, Lena, Alma Persson, Anders W. Berggren. (2008). Changing Gender Relations: Women Officers' Experiences in the Swedish Armed Forces. *Economic and Institutional Democracy*, 29 (2), 192-216.

This article looks at the experiences of female officers in the Swedish Armed Force, and specifically at the practices that work to include or exclude women as well as female officers' experiences negotiating gender boundaries within the Swedish armed forces. The research shows how perceptions of gender changed with time, and changes in age and rank. Understanding this process of change is necessary to developing an understanding how women work for more equal relations between the genders.

This study is based in the theoretical framework of gender relations as well as work on the experiences of women in traditionally male-dominated environments. The authors used a qualitative and explorative approach, gathering information by way of a semi-structured interview. Participants were 8 women who were long-time members of the Swedish armed forces. They had been in the military for 15 to 20 years, and were ranked from captain to major. Half were in the Army and half were in the Air Force. Interviews were conducted with these women in 2003-2004. The interviews were designed to elicit responses on women officers' perceptions of gender equality, affirmative action, career obstacles and opportunities, and the things when viewed from the perspective of gender contribute to making a workplace good or not. The interviews lasted from 1 to 2 hours, and were recorded and transcribed for analysis.

Pfeiffer, Paul N., Adrian J. Blow, Erin Miller, Jane Forman, Gregory W. Dalack, Marcia Valenstein. (2012). Peers and Peer-Based Interventions in Supporting Reintegration and Mental Health Among National Guard Soldiers: A Qualitative Study. *Military Medicine*, 177 (12), 1471-6.

National Guard soldiers returning from deployment to Iraq and Afghanistan have shown high levels of mental health symptoms but few seek treatment for these

issues. The authors have sought to discover how peer networks and peer-based interventions can encourage returning National Guard soldiers to get help. From their study they identified the following principal themes: personal acceptance of one's mental health issues was identified as the primary barrier to accessing treatment, rather than difficulty accessing the treatment; close and supportive peer networks can help reduce the feeling of stigma associated with mental health issues and encourage one to seek treatment, however at the same time impoverished and conflicted peer groups are less likely to do this; most soldiers are positive about the idea of peer-based mental health support to encourage the beginning of treatment for mental health problems. The authors concluded that some but not all peer networks help to overcome stigma and encourage soldiers to seek treatment for mental health difficulties. The creation of formal peer-based programs for this purpose could be beneficial, however there are difficulties in putting this into practice.

The authors used interviews of 30 National Guard soldiers who had been deployed to Iraq or Afghanistan to assess the perceived barriers to mental health treatment. These interviews were analyzed by a multidisciplinary research team using grounded theory techniques.

Robinson, Ronnie, Jamie D. Davis, Mary Krueger, Kristie Gore, Michael C. Freed, Phoebe Kuesters, Shanta Dube, Charles C. Engel. (2008). Acceptability of Adverse Childhood Experiences Questions for Health Surveillance in U.S. Armed Forces. *Military Medicine*, 173 (9), 853-9.

Given that adverse childhood experiences (ACE) have been closely linked to later poor health in adulthood the military has considered including ACE questions as part of their routine health surveillance of their service members. This study sought to determine the perceptions and attitudes towards ACE questions of military service members and their spouses. The authors found that while the participants believed that routine health surveillance is valuable, they were uncertain of the use of ACE and other such questions which could be perceived negatively without the assurance of the confidentiality of their responses.

To gather the information the authors conducted semi-structured qualitative interviews with 41 active service members and their spouses.

Rowe, Peter, Christine Carpenter. (2011). Recent experiences and challenges of military physiotherapists deployed to Afghanistan: a qualitative study. *Physiotherapy Canada*, 63 (4), 453-463.

Military physiotherapists are tasked with the rehabilitation of military personnel, and because of the Canadian Forces' involvement in combat in Afghanistan they have been confronted with new challenges and experiences in their work. This study sought to outline the unique experiences of military physiotherapists deployed in Afghanistan. Participants described their experience as stressful but

satisfying. The main challenges they identified were heavy workloads, the greater scope of their responsibility as sole-charge practitioners, and the consequences and importance of the decisions they make as part of their work. The results suggest that military physiotherapists could benefit from more pre-deployment training, and a better system of support when deployed.

Data were collected by means of in-depth interviews with six military physiotherapists who had been deployed to Afghanistan for more than 60 days. The interviews were semi-structured, beginning with general questions about the participants' experiences, followed by more specifically targeted questions. The interviews lasted between 60 and 142 minutes, with the average duration being 100 minutes. These were then transcribed and analyzed using a foundational thematic analysis approach. To guide the study the authors made use of descriptive phenomenology, focusing on description rather than interpretation. The data were analyzed using the thematic analytic approach developed by Braun and Clarke.

Sayer, Nina A., Michele Spont, Maureen Murdoch, Louise E. Parker, Samuel Hintz, Robert Rosenheck. (2011). A Qualitative Study of U.S. Veterans' Reasons for Seeking Department of Veterans Affairs Disability Benefits for Posttraumatic Stress Disorder. *Journal of Traumatic Stress*, 24 (6), 699-707.

PTSD is the most common mental disorder for which the U.S. Department of Veterans Affairs provides compensation. The number of veterans with a disability caused by PTSD resulting from their military service has been on the rise. This study seeks to develop an understanding of this increase, which in turn can help to develop policies and interventions to help veterans with PTSD-related disabilities. It looks at why veterans seek benefits for their PTSD-related disabilities and what differences there existed between different service eras. Five interrelated categories of reasons for seeking PTSD disability-related benefits, which included three internal factors and two external ones. The internal factors were: 1) tangible need; 2) need to identify or clarify the problem; 3) beliefs that justify or legitimize the identification of PTSD disability. The two external factors were: 1) others' encouragement; 2) professional assistance. No difference was found among the different service eras.

Stratified purposeful sampling was used to select participants. Data were gathered by means of semi-structured interviews. One interview guide was developed for those participants who were receiving treatment, and a different one was developed for those who were not receiving treatment. The interview guides were revised after the first few interviews to improve them based on the issues that had arisen with them in the first interviews. The interviews were transcribed, and revision of the transcriptions was done for the purpose of creating codes for the broad common themes. Quotations were subcoded and linked to all of the relevant top-level codes to which they were related. To identify themes and variations in the themes across strata inductive and deductive analysis with

constant comparison was used based on Glaser & Strauss (1967). Atlas.ti version 5.0 was used.

Scannell-Desch, Elizabeth A. (2005). Lessons learned and advice from Vietnam war nurses: a qualitative study. *Journal of Advanced Nursing*, 49 (6), 600-607.

The purpose of this study was to see what U.S. military nurses learned from their time in Vietnam, and what advice they could give to current military nurses based on their experiences. There has been little work done on the experiences of nurses who served in the Vietnam War. Such work is important as their experiences could provide invaluable guidance for nurses deployed to modern conflict. Seven theme clusters were identified in the nurses' responses: journaling, training, taking care of oneself, making use of the available support systems, talking about one's experiences, understanding the mission, and lack of preparation for deployment to war. Nurses who served in Vietnam have valuable advice for nurses serving in current conflicts, in particular that nurses should be pro-active in preparing themselves for working in a war zone, and that the training provided to military nurses ought to be intensive and realistic. All elements of nursing in a war zone ought to be covered with nurses before they are deployed.

The author of this study used a Husserlian phenomenological approach, including the concept of bracketing. A purposive sample of Registered Nurses was put together using snowball sampling. The final sample was made up of 24 nurses, all female. Nine were from the Army, eight from the Navy, and seven from the Air Force. Interviews were conducted with the nurses which lasted from 1.25 to 3 hours, with the average being 1.5 hours. There were four main questions designed to generate data with additional questions asked for clarification. The author avoided suggestive questions, focusing rather on reflective ones. Analysis procedures a modified form of those found in Colaizzi (1978), Lincoln and Guba (1985), and Van Manen (1990). The recordings of the interviews were listened to repeatedly to ensure fully comprehension of what was being communicated by the participants. Key elements were identified from the transcripts of the interviews. The data were compared, and similar items were organized into categories based on theme. Data collection and analysis continued until saturation was achieved.

Sowers, Thomas S. (2005). Beyond the Soldier and the State: Contemporary Operations and Variance in the Principal-Agent Relationships. *Armed Forces and Society*, 31 (3), 385-409.

Most studies of the civil-military relations look at two actors only: a nation's political masters and its military. Most of this work is still based upon Samuel Huntington's work *The Soldier and the State*, but some have criticized this work, including Peter Feaver who argues that Huntington's opus does not adequately address the day-to-day interactions of soldiers and civilians and that they are better understood through an institutional view, namely with the application of principal-agent theory. Others criticize Feaver, saying that limiting the study to

only two actors does not accurately encompass the complexities of modern civil-military relations. In response, in this article Sowers applies Feaver's theoretical approach to go beyond only the soldier and the state to see if his approach can be applied to elements outside the traditional perception of the state than can influence the military. Sowers asks if the soldiers' primary relationship is with the state, or if it is superseded by their relationships with transnational institutions, such as the UN or NATO. This article also looks at why there is variance in such relationships, suggesting, based on the work of Deborah Avant, that nationality may play an important role. This raises a number of questions that Sowers seeks to address, namely: Do soldiers of different nationalities respond differently to coalition and national goals? Can soldiers trained to only respond to the demands of a state respond to demands from outside the state? At heart, Sowers is asking if all militaries are equal in their ability to respond to the multitude of interactions present in modern military operations?

The qualitative data for this study were collected by way of semi-structured interviews with 17 of the 19 commanders of the multinational brigade involved in the UN operations in Kosovo. Interviews were also done with the representatives of the NATO-led security presence and of the UN mission in Kosovo, as well as with national civilian and military leaders. All interviews were transcribed. The purpose of the interviews was to triangulate and specify the perspective held by the principal actors of the relationships that existed between them. Participants were also allowed to elaborate on their beliefs with direct quotations.

Thomson, Michael B., Barbara D. Adams, Jessie A. Sartori. (2006). Moral and Ethical Decision Making in Canadian Forces Operations. DRDC Toronto No. 2006-013. PWGSC Contract No. W7711-7-017703. Callup No. 7703-13.

The researchers sought to collect first-hand accounts of moral and ethical dilemmas confronted by CF personnel in operations, the goal being to understand the factors at play in such situations and the process that they took in coming to ethical decisions. This process was found to be influenced by a number of factors, including personal identity, values, and attitudes, situational factors such as moral intensity, and contextual factors such as the rules of engagement and the organization culture under which a person works. It was found that the ethical decision-making process was not an entirely linear and rational process, but in contrast multi-determined, influenced by reason, emotion and intuition.

15 currently serving and retired senior officers were interviewed from May 19 2004 to March 3 2005 using an "unobtrusive conversational protocol." Participants were encouraged to speak freely about moral and ethical dilemmas that they have had to confront on operations, the goal being to document their decision-making process and influences on it in operational contexts. Interview questions based on the literature of moral and ethical decision making literature were developed to help guide interviews.

Turchik, Jessica A., Samantha Rafie, Craig S. Rosen, Caitlin McLean, Tim Hoyt, Rachel Kimerling. (2013). Perceived Barriers to Care and Provider Gender Preferences Among Veteran Men Who Have Experienced Military Sexual Trauma: A Qualitative Analysis. *Psychological Services*, 10 (2), 213-222.

Men who have suffered military sexual trauma (MST) experience unique barriers to accessing care. The main goal of this study was to identify and elaborate on those barriers. A secondary goal was to see if such veterans have a preference with respect to the gender of the clinicians providing MST-related care. The primary barrier to accessing care was related to issues of stigma and gender. With respect to gender preferences, the results were mixed, with 50% preferring a female provider, 25% a male provider, and 25% having no preference. Stigma, gender, and knowledge-related barriers may exist for men seeking MST-related care. Outreach interventions and gender-specific psychoeducation could aid in accessing such care.

Semi-structured interviews were conducted with 20 male veterans enrolled in Veterans Health Administration care who have reported MST but who have not received any MST-related mental health care. The participants were not directly asked about their own experiences with MST, but they were welcome to talk about it if they wanted to. Each interview last approximated 45 minutes and was composed of three parts: 1) questions regarding demographics, history of their military experiences, and their experiences with VHA health care; 2) questions about their knowledge of MST-related services, and whether or not gender of the clinician providing such services is important; and 3) questions about two MST brochures the participants were asked to review. Results to the third part were not included in this publication. Frequencies and comparison of demographics between responders and nonresponders were done using Predictive Analytics SoftWare (PASW). Interviews were transcribed, reviewed and entered into ATLAS.ti software, version 6.2.25. A grounded theory approach was used for qualitative analysis.

Walker, David I. (2012). Anticipating Army Exit: Identity Constructions of Final Year U.K. Career Soldiers. *Armed Forces and Society*, 39 (2), 284-304.

There has been a degree of increase in concern about the experiences of service members after they leave the armed forces, especially among those service members who are about to leave the military. This concern is particularly apparent in the cases of short military careers which require one to find a new career and adapt to a new, non-military lifestyle. These concerns are naturally particularly prominent in the period just prior to exit and are dealt with as part of the resettlement processes that take place during this time. However, qualitative analysis of 28 U.K. regular Army career soldiers and officers would suggest that the final year of service in the military is an important time for confronting issues of identity.

The authors of this study used a theoretical foundation of a combination of Mead's pragmatism and Ricoeur's hermeneutics upon which they developed a typology of preexit orientation. They collected data by way of semi-structured interviews with 28 servicemen preparing to leave the forces. The participants were of a variety of ages, stages of their careers, ranks, and employments who were interviewed in the last year of their service, from 2007-2008. 6 of the participants were female. Some were leaving early to pursue other endeavours or because of medical issues, others because the Army "no longer accorded." The majority, however, were executing a planned, pensionable exit at the end of 22 to 34 years of service. 18 of the subjects were interviewed once, while the rest were interviewed twice. Data generation and analysis loosely followed the stated techniques found in Cressey's procedures for analytical induction. The data was managed so as to shape ideas and themes which emerged in a process made up of 5 overlapping steps: 1) a rough idea was developed from the associated literature and discussion; 2) NVivo was used to manage the systematically analyzed data, while more data was also collected; 3) "original orientations to the 'experience of exit' began to alter;" 4) exchange among data, ideas, and literature; and 5) development of a reviewed account of the experience of leaving the military.

Wick, Stephanie and Briana S. Nelson Goff. (2014). A Qualitative Analysis of Military Couples with High and Low Trauma Symptoms and Relationship Distress Levels. *Journal of Couple and Relationship Therapy*, 13, 63-88.

This study sought to understand the effects of deployment on a particular group of military couples; those with high and low trauma symptoms.

The authors used the Couple Adaptation to Traumatic Stress Model as a guideline for the qualitative analysis. The primary method of information gathering was done through subject interviews, by which the couples were divided into groups according to identified high and low trauma scores and relationship satisfaction. 15 couples, or 30 individuals, were interviewed for the study.

Five main elements emerged from these interviews: communication, conflict management, roles, support/nurturance, and posttraumatic growth. Couples that were very satisfied and expressed low levels of stress symptoms were found to function better in those areas, while those with higher traumatic stress symptoms and lower relationship satisfaction had less solid qualitative results.

Mixed Methods

Anastario, Michael P., Rachel Hallum-Montes, Elfryn Reyes, Russell Manzanero, Helen Chun. (2013). Toward a Social Theory of Sexual Risk Behaviour Among Men in the Armed Services: Understanding the Military Occupational Habitus. *Culture, Medicine, and Psychiatry*, 37 (4), 737-755.

Military personnel have been found to be at a higher risk for contracting STIs and HIV. This study was done to determine what it is about the military occupation that contributes to this elevated risk. To this end they conducted a mixed qualitative and quantitative study to identify the unique factors contributing to risky sexual behaviour among soldiers, focusing in this case on the Belize Defense Force (BDF) and studying the sexual risk behaviour of men in the BDF. They identified two field elements unique to the military that are part of the incentive for such behaviour, namely operational temp and repeated exposure to danger. The military class habitus influences the responses to these phenomena contributing to risky sexual behaviour. The researchers found that there was a general understanding of how the institutional field and habitus affect how military personnel understand and respond to the stresses brought about by frequent exposure to dangerous situation by way of their sexual behaviour. Their findings could contribute to the development of public health interventions designed to prevent STI and HIV infection in the military.

The design of this study was based on a grounded theory and the Bourdieusian concept of the field and habitus. It used a mixed methods approach to collect quantitative and qualitative data. 304 participants completed a questionnaire and participated in semi-structured interviews. The interviews were used to determine the participants' level of knowledge of HIV, as well as any stigma, and attitudes related to HIV. In addition, the interview gathered information on the participants' sexual risk behaviour as measured by the Risk Behaviour Assessment (NIDA 1993) and sex with commercial sex workers. Mental health measures were also included in the interview, namely Breslau's screen for PTSD (Breslau et al., 1997), the Patient Health Questionnaire-2 for depression (Lowe et al. 2005), and the Rapid Alcohol Problems Screen 4-Quantity Frequency (RAPS4-QF) (Cherpitel 2002). The interviews were one-on-one. The subjects were recruited through purposive snowball sampling. The interviews were recorded and transcribed, and after the transcriptions were made the recordings were destroyed. Using the grounded theory approach, data were coded and analyzed in search of themes. In the case of a mixed qualitative/quantitative study such as this the grounded theory approach allows for the researchers to see the interplay between the qualitative and quantitative data. The qualitative data was analyzed using ATLAS.ti version 6.2.

Basham, Victoria. (2009). Effecting Discrimination: Operational Effectiveness and Harassment in the British Armed Forces. *Armed Forces & Society*, 35 (4), 728-744.

The British armed forces have made a number of attempts to increase the diversity of its forces through recruitment strategies. Part of this process has been the implementation of zero-tolerance policies for harassment and discrimination in the military. However, some have argued that such policies actually have a negative effect on military cohesion, and other elements of military culture that are necessary for it to function effectively. In this view, the issue of diversity has become one from society as a whole that is intruding into the distinct culture of the military. This has led to little investigation into the British military's own role in issues of diversity. This article, however, attempts to take a different approach by focusing on the effects rather than on the causes of the British military's focus on cohesion as a fundamental element of its effectiveness. The author argues that when issues of diversity are understood from a society perspective rather than from the perspective of the ability of the British armed forces to fulfill its duty, recruits are divided into two categories, namely those who are "operationally" and "nonoperationally" effective.

Data were collected by way of focus groups (n=3) and semi-structured interviews (n=41) conducted by the author from 2003 to 2005 with British military personnel. These investigated the importance of diversity to the participants' self-identity and relationships, as well as evidence about the relationship between social diversity issues and military organization and culture that presented itself in the focus groups and interviews. Respondents came from the Army, Royal Air Force, and Royal Navy, and were of various ranks and corps. Interviews were analyzed using a grounded theory approach.

Bensimon, Moshe, Dorit Amire, Yuval Wolf. (2008). Drumming through trauma: Music therapy with post-traumatic soldiers. *The Arts in Psychotherapy*, 35, 34-48.

Combat stress is common among soldiers and in some cases can develop into posttraumatic stress disorder (PTSD), characterized by loneliness, isolation, intrusive memories, angry outbursts, and helplessness. Music therapy has been used to treat such issues, and drumming has become a prominent part of the music therapy. Despite this, there has been little work done on drumming for PTSD treatment, and even less on drumming for those with combat-related PTSD, and of that which has been done none has been empirical. This study looks at the use of music therapy group work with soldiers with combat or terror-related PTSD. The results of the study showed some reduction in PTSD symptoms after participation in drumming music therapy programs.

Data for the study were collected by way of digital-camera recordings of drumming group sessions, open-ended in-depth interviews, and self-report from the therapist-researcher. Participants were originally nine men, 20-23 years old,

three of whom ultimately dropped out of the study. In addition to group music therapy, they participated in individual psychotherapy. The filmed sessions were verbally and musically analyzed. The open-ended in-depth interviews took place with each participant after the last group meeting, and lasted from 1 to 1.5 hours. These interviews were then transcribed and analyzed. The self-report of the therapist-researcher involved giving his personal experiences, thoughts, associations, and feelings which were scripted at the end of each session and analyzed. Qualitative analysis of the collected data was done using content analysis (Guba & Lincoln, 1981) looking for categories and themes and in the interviews and records from all sessions.

De Fourestier, Jeffrey. (2010). Official language in the armed forces of multilingual countries: A comparative study. *European Journal of Language Policy*, 2 (1), 91-110.

This study looks at countries with more than one official language (OL) and the use of more than one OL in the military. It investigates how different countries manage the use of multiple OLs in the military and what implications there are of multiple OLs in the military. The study discusses the cases of the Belgium Armed Forces (BFA), Canadian Forces (CF), Finnish Armed Forces (FAF), Irish Defence Forces (IDF), and the Swiss Armed Forces (SAF). This is the first comparative study that has been done to address how military organization function with multiple OLs. Based on the results, the author identifies the major factors that contribute to the successful use of more than one OL in different armed forces.

This study was conducted between November 2008 and August 2009. The author made use of a mixed-methods approach. A literature review of primary and secondary sources was done, as well as research into OL community websites, and reviews of OL-related websites maintained by the country or military organization. Basic demographic information related to OLs was included. In addition, interviews were conducted with relevant officials and military personnel based on a fixed set of questions compiled beforehand.

Deschaux-Beaume, Delphine. (2012). Investigating the military field: Qualitative research strategy and interviewing in the defence networks. *Current Sociology*, 60 (1) 101-117.

This article discusses the various difficulties that can arise in the process of conducting qualitative researches among defence organizations. It is based primarily on the European Defence and Security Policy and, more specifically, on French and German officers and diplomats involved in its development and implementation.

It begins with a discussion of how best to go about interviewing members of the defence community, specifically officers and diplomats. The key element is how

to encourage them to talk, while at the same time ensuring that they are not accidentally drawn into revealing any classified information.

Next comes a discussion of how to create a comparative research design.

Finally, the issue of reflexivity is raised, specifically with respect to the position of the researcher to the officers in the interviewing process. Specifically, the position of the researcher as a civilian, and any confusion that can arise as a result of the use of specific academic and military vocabulary. Secondly, the role of the gender of the researcher in investigating what is traditionally a male-dominated environment is discussed.

Eriksen, Jorgen Weidmann. (2010). Should Soldiers Think Before They Shoot? *Journal of Military Ethics*, 9 (3), 195-218.

The idea of intuition as a legitimate part of the decision-making process has begun to find its way into the military as a supplement to more traditional decision-making processes, particularly in situations where there are time pressures at play. Intuition is defined as “an immediate and situational response with no recourse to thoughtful or deliberate activity” (195). Not discussed in the military context have been the ethical implications and consequences of actions informed in part or entirely by intuition. Eriksen refers to the work of Hubert and Stuart Dreyfus, who have identified moral behaviour as a skill that can be learned and that intuition is “the hallmark of the way experts respond to situations” (195). The authors wished to discover if such experience-based intuition can be developed in a military context.

To inform his research of the use of a phenomenological approach to moral development in a military context, Eriksen made use of qualitative research in the form of semi-structured interviews and informal conversations with Norwegian soldiers and officers serving in Afghanistan under ISAF’s Regional Command North (ISAFRC N) in 2007 and 2008. The interviews were conducted two to five months after the personnel’s redeployment to Norway.

Halverson, Ronald R., Paul D. Bliese. (1996). Determinants of Soldier Support for Operation Uphold Democracy. *Armed Forces and Democracy*, 23 (1), 81-96.

Soldiers involved in operations that do not necessarily involve combat, such as peacekeeping missions or responses to natural disasters, are still confronted with daily stressors. Soldiers in such missions are frequently required to live in trying situations, are exposed to possible threats such as attacks, injuries, and disease, they live in confined conditions with their commanders, are separated from their families and friends for long periods of time, and are required to participate and taxing and sometimes tedious missions. All of these factors can negatively affect the well being, ability, and performance of soldiers, and ultimately the ability to keep individuals in such missions. However, it would appear that a soldier’s

support for the operation in which he is participating can impact how well he is able to endure the challenges presented by it. Research in nonmilitary contexts shows that different levels of organizational commitment influences how people deals with the stressors associated with being a part of that organization. In the military context the degree to which soldiers support an operation can affect the individual's psychological and physical well being. Support for an operation help soldiers to endure the hardships of a mission. There has been little research into the degree to which soldiers support an operation and the determinants for soldiers' support of a mission. This particular study sought to look at the phenomenon in the context of soldiers deployed in Haiti as part of Operation Uphold Democracy to see the degree to which 1) soldiers indicated their support for the mission, and 2) the degree to which various soldier, unit, task, and operational characteristics were related to soldier support for the operation as a whole.

The human dimensions research (HDR) team was sent to Haiti to look at the psychological and physical status and adaptation of the U.S. soldiers deployed there. Qualitative data were gathered by the HDR team through semi-structured interviews and directed small focus group discussions with 267 soldiers. The researchers focused on a specific U.S. Army company. Individual interviews were conducted with the company commander and first sergeant, while focus groups were done with the NCOs in groups of 3 to 6 and with the junior enlisted soldiers in groups of 3 to 15. Soldiers were also asked to provide written comments on their positive or negative experiences as part of Operation Uphold Democracy. 2,650 comments from 1,250 soldiers were collected and analyzed for content category, valence, and unit type.

Jennings, Bonnie M., Lind H. Yoder, Stacey L. Heiner, Lori A. Loan, Mona O. Bingham. (2008). Soldiers with Musculoskeletal Injuries. *Journal of Nursing Scholarship: an official publication of Sigma Theta Tau International Honor Society of Nursing/ Sigma Theta Tau*, 40 (3), 268-274.

The goal of this study was to describe soldiers' perceptions of the effects of their musculoskeletal injuries. The most common injuries were to the back and knees, and at least 47% of the injuries were work-related. These injuries affected activities such as road marching and organized physical training. Most experienced no pain, while some expressed that they experienced some mild pain. The most extreme cases of pain were centred on the lower back.

Responses were gathered by way of a survey mailed to active duty soldiers who were on modified work plans because of their injuries, as well as many hand written comments that were included. The written comments most commonly expressed that the soldiers were experiencing frustration with their injuries, the healthcare system and its providers and their unit leaders. The survey was made up of seven demographic questions, three existing instruments to evaluate health outcomes, and satisfaction with healthcare (HAQ, SF-12, PSQ IV) and 30

investigator-developed questions to evaluate the impact of such injuries on soldiers. Before the survey was administered, focus groups were conducted with soldiers to have them evaluate the survey to find out if the existing instruments used were relevant to the military context, assess the utility of the investigator-developed questions, and examine the quality of the response sets. The final version of the survey was then handed out by means of a modified Dillman (2000) technique. The investigator-developed questions were analyzed using descriptive statistics while written comments were evaluated by two investigators using common qualitative techniques.

Jindal, Ashok, Ayon Gupta. (2013). Breaking Through the Smokescreen: A Qualitative Study of Tobacco Control in the Indian Armed Forces. *Respiratory Medicine*, 107 (S1), S7.

As is the case of many armed forces, tobacco use has been quite prevalent in the Indian armed forces. Anecdotal evidence, however, would suggest that tobacco use has been on the decline in the Indian armed forces as members of the Indian military become more aware of the deleterious effects of tobacco use. To date there have been few formal studies into tobacco use in the Indian armed forces, a dearth which the authors of this study seek to fill.

To gather pertinent data they looked at the Health Policy documents and practices of all three services in the Indian armed forces, focus groups with current and former smokers, and interviews with key informants.

Lomsky-Leder, Edna, Eyal Ben-Ari. (2012). Managing Diversity in Context: Unit Level Dynamics in the Israeli Defense Forces. *Armed Forces and Society*, 39 (2), 193-212.

This is a study looking at how diversity is managed at the level of individual military units, a process which can be affected by the character of the different units as well as by the constant negotiations that take place between soldiers and their commanders. The most important elements that affect this process are the unit's "structural characteristics" and its "ethos of action." The authors identify the process as being the result of both official policy and the naturally occurring processes that take place at the unit level. Most studies on diversity in the military do not look at how diversity is managed at what the authors refer to as the local level, or how different elements of the military environment affect how diversity is managed. This article attempts to study the influence of these factors on how diversity is managed. To study the process the researchers selected the specific context of the Israeli Defense Force (IDF) at the level of individual units.

To this end the researchers spent time with five different units of the IDF between 2007 and 2008, which they both observed and also conducted interviews with individual members. The interviews were semi-structured. The same set of questions used to guide the interviews were employed in all of the different units.

Questions covered topics such military career, the soldiers' expectations for their military service, relations between superiors and subordinates, formal and informal arrangements that existed within in the individual units for catering to the specific needs of its soldiers, as well as particular instances of cultural expressions in the forms of jokes, songs, etc. that are specific to each unit. In addition, to get a feeling for the daily functioning of the units the researchers also lived with the units at their camps to observe their daily functioning. Part of this included informal conversations with the members of the units. The researchers selected a variety of different types of units to get an understanding of the management of diversity in the IDF as a whole.

Moskos, Charles. (2007). Socializing with Soldiers. *Contexts*, 6 (1), 78-79.

Moskos is a prominent military sociologist whose interest in the subject was piqued by his own experiences as a draftee during basic training in 1956. Since then he has studied soldiers in a variety of contexts, including during the Vietnam War, drug use and race violence among soldiers based in Germany, race integration in the South African military, as well as other studies of armed forces in Honduras, Panama, Haiti, Somalia, Bosnia, Kosovo, and Iraq.

His methodology has taken the principal form of participant observation. He has occasionally made use of surveys, but he finds that what he terms "solid anecdotes" to be far more useful in studying the armed forces than the statistics provided by surveys. He has found soldiers' graffiti particularly useful in studying soldiers and their belief systems and worldviews.

Nogami, Glenda Y., Gary L. Bowen, Mary B. Merrin. (1986). The Use of Army Human Service Agencies to Counter Attrition Among First Term Soldiers. *Evaluation and Program Planning*, 9, 267-274.

In volunteer military organizations the difficulty in retaining qualified and competent personnel is one of the primary challenges. Another issue identified by the authors is that attrition and non-retention are actually lost or unrewarded investments and costs the military a not insignificant amount of money. Thus there is a monetary incentive to encourage soldiers to at the very least complete their first term of service and preferably to continue beyond that. This study looks at the use of post human service agencies by members of the chain of command to help to curb rates of attrition, in addition to how the choice of management practices by the unit commanders can also play a role in attrition or the lack thereof. Post human service agencies are those services supplied by the institution to aid those individuals having issues adjusting to military life, which can express themselves in the form of drug and alcohol use, financial difficulties, or personal or marital problems. Examples of such programs are the Army Emergency Relief (AER), Judge Advocate General (JAG), Alcohol and Drug Abuse (ADCO), Mental Hygiene, and Army Community Service (ACS). The authors suggest that referral of soldiers having difficulties in adjusting to military

life to such services by members of the chain of command can help to reduce attrition.

Two methods of data collection were used in this study: qualitative interviews and quantitative surveys. The qualitative interviews were conducted first and were used to inform the structure and content of the quantitative survey which was conducted after the completion of the interviews. The interviews took a semi-structured format and were conducted at three different Army installations in the U.S. There were three different interview guides for each type of respondent: 1) members of the chain of command; 2) first term enlisted soldiers within the specific chain of command; and 3) agency administrators. Interviews with the chain of commanders focused on their identification and management of problem individuals as well as their knowledge, use, and appraisal of human service agencies. The interviews with the first term soldiers focused on what adjustment difficulties they faced and how they dealt with the as well as, again, their knowledge, use, and appraisal of human service agencies. Finally, interviews with the agency administrators asked them what was the specific purpose of their particular agency as well as their personal perceptions of the effectiveness of the programs provided by them. The surveys based upon the interviews were administered at five different Army installations, none of which had participated in the preceding interviews. Like the interviews, different surveys were provided to each group of respondents.

Okpala, Nnaemeka C E. (2007). Knowledge and Attitudes of Infantry Soldiers to Hearing Conservation. *Military Medicine*, 172 (5), 520-2.

This study looked at British infantry soldiers' understanding of hearing conservation and the different elements that affect their behaviour in terms of the conservation of their hearing. All soldiers agreed that their job could impact their hearing. Many were not aware of the hearing conservation policy, yet they were aware of specific elements of the policy. A number of elements prevented soldiers from wearing hearing protection despite its proven efficacy: communication difficulties caused by wearing hearing protection, discomfort caused by it, and impracticability of the hearing protection provided. Based on the data collected suggestions are proposed for approaches to hearing preservation among British infantry soldiers.

The study was based on qualitative methodology, specifically focus groups and semi-structured interviews. Participants were 23 soldiers from a standard British infantry unit selected because of its known regular use of firearms. All participants were male, between the ages of 18 and 43 years and with 1 to 20 years service in the Army. A variety of ranks and sections were represented. Focus groups were used to validate the interview questions. The semi-structured interviews were based on open-ended questions and were done on a one-on-one basis. Verbatim transcripts were made of the interview responses and the data were analyzed by sorting the responses to each question, and content analysis of

the data was then done. Intercoder reliability tests for nominal/qualitative data was used to ascertain the consistency of the coding in the interview transcripts.

Ortiz, Daniel J., Eric G. Bing, Cherrie B. Boyer, Simcha M. Russack, et al. (2005). Evidence-Based Recommendations for Prevention of Human Immunodeficiency Virus and Sexually Transmitted Infections in the Angolan armed forces: Challenges and Opportunities at the End of 30 Years of War. *Military Medicine*, 170 (4), 327-32.

The purpose of this study was to identify effective strategies for preventing HIV infection among Angolan soldiers. The study determined that more than 37% of the soldiers who participated in the study indicated that they had more than one sexual partner at the time the research was conducted. Few had any substantial understanding of HIV/STI transmission of symptoms. The majority did not use condoms. The soldiers themselves identified a number of factors related to HIV/STI prevention that needed to be addressed: 1) the lack of knowledge or even awareness of HIV; 2) limited access to condoms; 3) excessive use of alcohol prior to sex; and 4) the frequency of multiple sexual partners. The authors provided recommendations for the prevention of HIV in the Angolan armed forces based on their findings from this study.

Participants in the study were selected based on their availability at the time of the study as well as to get participants from a number of different units of the Angolan armed forces. Participants were over 18 and on active duty. An interview was first conducted to determine participants' sociodemographic and behavioural risk factors as well as their medical information. Eight focus groups were then conducted, lasting about 2 hours. Commanding officers were not present at the focus groups to encourage the soldiers participating to report honestly on their behaviours. The focus groups were recorded and transcribed to facilitate content analysis. Two of the researchers independently reviewed the transcripts and coded the themes they found in them. Any differences in coding themes were resolved through discussion.

Pike, Tom, Eddie Brown, Jesse Beaudin. (2005). Training and Employing Every Soldier a Sensor. *Military Intelligence Professional Bulletin*, 33 (2), 37-43.

This article is a look at the use of Every Soldier a Sensor (ES2) in the Intelligence Community (IC) so that intelligence analysts can better use the information provided by Soldier Sensors. ES2 is an initiative of the Department of the Army G2, the idea being that soldiers are actually the most effective and sophisticated sensors on the battlefield. A basic form of ES2 has always been part of the U.S. Army, as leaders and soldiers are always interacting with their environments to ensure the success of their mission and the safety of the force, in part of interacting by locals of types. The main issue is not the perceived effectiveness of ES2 but rather determining the best ways to collect, compile, and make use of the information provided by soldier sensors. Soldier sensors can gather information

of use to intelligence analysts that can be collected by way of no other means. The authors argue that no matter what form it takes, analyst-sensor exchanges ought to be a part of standard operating procedures.

One of the most important elements of ES2 is the collection of the data from soldier sensors so that it can be analyzed by intelligence analysts who can extract important information from the details provided by the soldiers. The analyst must be able to collect information in all forms: SALUTE reports, debriefs, after action reviews, and sensing sessions, either in person or electronically. In addition, nontraditional avenues of data collection are also important, as many young soldiers are very comfortable using electronic methods of communication, such as discussion forums, sensing sessions, and emails. Such electronic means may be of particular use to analysts and commanders as they can “flatten” information sharing. In sensing sessions the analyst can sit with a group to get their opinions which can provide information on intangible elements. At the most basic level there are two questions that soldier sensors should consider as part of the pre-brief/debrief: 1) What was different today? 2) Did anything make the hair on the back of your neck stand up? These questions can be elaborated on as the soldier feels is necessary, and leading questions can also be used to go into further detail. To analyze the information provided by soldier sensors analysts can make use of trend analysis, even matrices, cellular analysis, and “doxology” or ink spotting which is the principal way by which quantitative data can be extracted from qualitative data.

Pohl, Jean-Baptiste, Aurélie Majet, Gabriel Bédubourg, Sandrine Duron, Rémy Michel, Xavier Deparis, Christophe Rapp, Patrick Godart, René Migliani, Jean-Baptiste Meynard. (2014). The 2009 A(H1N1) Influenza Pandemic in the French Armed Forces: Epidemiological Surveillance and Operational Management. *Military Medicine*, 179 (2), 183-9.

This study used a combination of quantitative and qualitative approaches to look at the role of a new daily epidemiological surveillance system used to the A(H1N1) influenza pandemic in the French Armed Forces in 2009. The program was developed and put in place by decision-makers working at a variety of levels in the French Department of Defence. The authors looked a variety of variables related to the use of the daily surveillance system in their study to determine its effectiveness, including: perceptions of the decision-making process for managing the pandemic among respondents; their perceptions of the system of epidemiological surveillance related to its relevance, utility, and daily implementation; and the actions taken to manage the pandemic based on the information provided by the surveillance system. The participants in the study said that the data gathered from the daily surveillance system was useful and was the basis for the implementation of concrete actions designed to control the pandemic. In addition, military staff identified such epidemiological surveillance as a necessary for the continued functioning of their operations.

The study group was made up of medical advisors in the French Ministry of Defence, members of the French Armed Forces Staff, and members of a committee that was developed by the French Military Medical Department to aid in the control of the influenza pandemic. There were medical practitioners from two levels of authority in the French Ministry of Defence who were responsible for the decisions related to the A(H1N1) pandemic in the French Military, namely the Joint Military Command and the French Military Medical Department. Doctors identified as referants for the pandemic in region directorates based at the local level were included in the sample. Quantitative data were gathered by way of a 24-item self-administered survey. A semi-structured qualitative interview was completed by a subsample of five respondents who were at the highest level of authority and had been an integral part of the development and implementation of the response to the influenza pandemic. The interviews used open-ended questions which focused on the topics that were discussed in the survey as well as the respondents' perceptions of their interactions with the primary decision-makers in the French Department of Defence. There were 25 participants in the whole of the study. Epi Info software, version 3.5.3, was used for the statistical analysis and Fisher's exact test was used to compare proportions. These results were augmented by qualitative lexical analysis of the interviews.

Sasson-Levy, Orna. (2008). Individual Bodies, Collective State Interests: The Case of Israeli Combat Soldiers. *Men and Masculinities*, 10 (3), 296-321.

This article studies how democratic societies with liberal values that seem contrary to what the author identifies as the coercion associated with the military are able to encourage men to enlist and fight. The author argues that it is partly the result of an alternative interpretation of transformative bodily and emotional practices. The author proposes that the soldiers' bodily and emotional practices are the result of "two opposing discursive regimes: self-control and thrill." The overlapping of these two result in an individual perception of the activities one is participating in that obscures the division between coercion and choice. This allows mandatory military service to be seen as a fulfilling experience of self-actualization. It also allows soldiers to ignore the political and moral implications of their actions as part of their military soldiers. Sasson-Levy argues that the individual soldier's management of his emotion and body services the "symbolic and pragmatic interests of the state, as it reinforces the cooperation between hegemonic masculinity and Israeli militarism."

Data were collected by way of in-depth interviews with Israeli combat soldiers. This article built upon earlier work by Sasson-Levy (2000) on masculine identities in the Israeli military which made use of two qualitative methodologies: phenomenological methodology (Geertz 1973; Taylor 1987), and feminist methodology (Smith 1990). This article is based on interviews with 20 male combat soldiers within one year of their leaving military service. The interviews lasted about 2 hours. They were based on a semi-structured questionnaire, and then continued as an open conversation. Soldiers were asked about their military

stories, their hopes and expectations prior to enlistment, their daily routines, profession courses, promotions, and related activity. The interviews ended with retrospective questions that asked the participant to reflect on the impact of their military service on their lives. All interviews were recorded, transcribed, and analyzed for content and key themes based on Giorgi's (1975) method.

Sayer, Nina A., Greta Friedemann-Sanchez, Michele Spont, Maureen Murdoch, Louise E. Parker, Christine Chiro, Robert Rosenheck. (2009). A Qualitative Study of Determinants of PTSD Treatment Variation in Veterans. *Psychiatry*, 72 (3), 238-55.

Many PTSD sufferers wait years to seek help for their PTSD even though there are now a variety of effective treatments, and some never seek treatment. This study looks at the factors that affect when or even if people seek treatment for their PTSD. Understanding these factors can help to develop strategies to encourage sufferers to seek treatment. Participants identified a variety of barriers preventing them from seeking treatment, including personal barriers, those found in the post-trauma socio-cultural environment, the health care and disability systems, and their social networks. Lack of knowledge about PTSD was also identified as a barrier in society and individuals. In addition, there was a barrier identified in the continued effects of exposure to what is felt to be an invalidating socio-cultural environment after the traumatic experience that brought on PTSD. The help from social networks can encourage sufferers of PTSD to begin seeking help for their PTSD, even for those individuals who have identified personal barriers in asking for help. Based on their research, the authors offers suggestions for developing interventions that will encourage PTSD sufferers to seek out treatment.

The authors looked at 44 U.S. military veterans from the Vietnam and Afghanistan/Iraq wars. Eligible veterans were identified through disability claims to the U.S. Department of Veterans Affairs (VA) because of military-related PTSD. Selections were made using stratified purposeful sampling. In-depth, semi-structured interviews based on earlier research and two of the authors' personal clinical experiences were used to gather data. One interview guide was developed for those in treatment for PTSD, while another was developed for those who were not in treatment. After the first few interviews the guides were revised to improve their effectiveness. The semi-structured interview format was useful because it provided guidelines but also allowed the participants to bring of relevant material which may not have been included in the interview guide. The interviews lasted about one hour, and were conducted over an 18 month period. At the end of the interviews a short self-report questionnaire was given to the participants. This questionnaire was based on a modified version of a background survey designed for veterans seeking PTSD disability benefits, a PTSD symptom survey, the Patient Health Questionnaire – Depression Module, and the Alcohol Use Disorders Identification Test – Consumption Questions. The interviewer and the project coordinator completed logs following each interview describing the interview's tenor, and summarizing the main themes that emerged. These logs

were appended to the transcripts of the interviews. Top-level codes were developed from the logs and transcripts that described broad common themes. Quotations linked to the top-level codes for barriers and facilitators that influence treatment were subcoded. Inductive and deductive analyses with constant comparison to identify themes and variation in themes were employed.

Smith, Elizabeth A., Ruth E. Malone. (2012). Why strong tobacco control measures “can’t” be implemented in the US military: a qualitative analysis. *Military Medicine*, 177 (10), 1202-7.

The Institute of Medicine has said that the military should become entirely free of tobacco. Excessive tobacco use can cause harm to readiness and is a great expense to the Department of Defence and the Veterans Administration. This article looks into the excuses given by the military for why effective tobacco control cannot be implemented in the military. Three main reasons arose: such policies would infringe on the soldiers’ rights to smoke; such policies would be impossible to enforce, and this in turn would lead to a breakdown of discipline; and such policies would infringe upon the rights of civilian employees of military establishments to smoke. However, evidence has not supported these claims and in fact such beliefs are inconsistent with other policies put in place to protect soldiers’ health and well being.

This research is based upon qualitative secondary analysis of data from interviews and focus groups from two previous studies. The first was based on focus groups (N=20) which were held on four Air Force and two Army installations. The second study was composed of interviews with a purposive sample of military installation-level TC and service-level policy leaders (N=52). The results of these studies were analyzed with NVivo.

Stewart, William G. (2000). Perceptions of leadership and management in the Armed Forces of the United States. (Doctoral dissertation). Retrieved from ProQuest. 304611928.

This dissertation is a look at what U.S. military officers understand good leadership to be, and specifically what specific leaders identified as having been particularly successful for them. The authors believed that what was effective would vary based on service and relative seniority. They also suggested that a variety of other factors would influence leadership style, including gender, ethnicity, and the type of mission in which they were involved. From the information collected the authors hoped to develop a theory of successful leadership styles. Transactional and transformational leadership styles were identified as useful. Respondents said that they made use of a variety of leadership styles in the course of their command. Ultimately four different patterns of leadership were identified. Being inspirational was universally identified as being necessary to successful leadership. On the other hand, techniques associated with power or office politics were agreed to be of little use.

Respondents said that the leadership technique they used depended on the situation in which they found themselves. Differences in style among the different groups were subtle, though not unimportant. Ultimately, the officers identified their main concern as being the completion of the mission.

48 surveys and interviews were conducted with commissioned officers from all services and grades at the joint service headquarters in Europe. Factor analytic techniques from Q methodology were used to glean key information from the respondents' answers. In addition, semi-structured interviews were used to clarify the findings from the survey.

Walton, Thomas O., Denise D. Walker, Debra L. Kaysen, Roger A. Roffman, Lyunga Mbilinyi, Clayton Neighbors. (2013). Reaching Soldiers with Untreated Substance Use Disorder: Lessons Learned in the Development of a Marketing Campaign for the Warrior Check-Up Study. *Substance Use and Misuse*, 48, 908-921.

The Warrior Check-Up (WCU) program is a confidential telephone-delivered intervention for active-duty soldiers with untreated substance-use disorders at a large U.S. military base. This paper looks at the development and implementation of the study's marketing strategies at the recruitment period's midpoint (2010-2012). Despite rising levels of substance abuse in the military, few soldiers with substance abuse problems seek treatment. WCU was designed to encourage behaviour change among those soldiers with substance abuse problems not seeking treatment.

Qualitative analysis was accomplished by way of focus groups (n = 26) and survey responses (n = 279) which describe the campaign design. There were three separate focus group structures. One focus group was with Army personnel who are substance abusers not seeking treatment (n=10). The second was with Army personnel who had completed or were currently enrolled in treatment (n=7). The last one was with Joint Base Lewis-McChord substance abuse and behavioural health service providers (n=9). Participants for the focus groups were recruited by way of newspaper advertisements, flyers, and word of mouth. Applicants were screened and selected to ensure diversity of race/ethnicity, age, gender, and military rank, though the soldier focus groups ended up being entirely male. The provider group, however, was made up of five males and four females. Each focus group lasted two hours and was held on base at an Army community-housing centre. Drafts of six mock advertisements for the WCU program were shown to focus group participants. Participants were told to look at the ads and record their initial reactions individually without discussing it with others. Each of the ads was then discussed as a group. Focus groups ended with a discussion of where and how the program should be promoted. The focus groups were guided by the facilitator in order to ensure that all communication components of McGuire (1985) were covered. After recruitment began, the project staff sought more input from the soldiers and general military community on the base. To this

end they set up a booth at a large, on-base event that soldiers were required to attend. A brief anonymous survey was offered there to get direct reactions to WCU ads, as well as suggestions for marketing channels. Respondents were asked to look at four ads and answer several free-response questions. In total there were 279 respondents. Analyses were done following McGuire's framework for basic qualitative analysis to categorize data from the focus group sessions and survey responses in categories pertaining to receiver, message, source, and channel. Coded quotations were grouped to identify emerging concepts or recommendations within each of the categories outlined by McGuire. Differences between the different groups were noted to highlight the codes and concepts specific to the different groups. Finally, channels suggested by the survey respondents were coded into groups which were then tallied to determine which were the most frequently suggested methods of recruitment and locations for print media placement.

Wilson, Kristin B., Natesha L. Smith, Allisha L. Lee, Melissa A. Stevenson. (2013). When the Army Post is the Campus: Understanding the Social and Academic Integration of the Soldiers Attending College. *Journal of College Student Development*, 54 (6), 628-642.

This study applies the Tinto model of student integration qualitatively to soldiers going to college. The authors discovered that soldiers are primarily committed to the military, with college coming second. As a result, they suggest that military policies and relationships related to college are better for understanding soldiers' commitments to college than college policies and relationships. The study underscores the importance of understanding higher education as part of the greater social system rather than an isolated institution. The Post-9/11 GI Bill provided for active duty soldiers and veterans to pursue their education. In 2010 35% of active duty soldiers were enrolled in college courses. Thanks to tuition assistance, the Post-9/11 Bill, and the placement of education centres on military bases are meant to encourage soldiers to get a higher education. This study looks at the perceptions of education supports and services among military service personnel, both formal and informal, as provided by the military and colleges.

This study is based upon the constructivism tradition with sociological roots (Patton, 2002). The study was conducted on an Army installation of 30 000 active duty personnel. The authors originally planned to use a typical case sampling technique, but low response persuaded them to change to a snowball sampling technique. Data collection took the form of interviews, a participant questionnaire, and documents. The semi-structured interview was based on interviews used in previous qualitative studies on academic and social integration. The interview process was conversational, designed to encourage participants to tell anecdotes about their experiences. The questionnaire was made up of directory and demographic information, employment status, meaning military job, policy participation, and educational goals. Administrative interviews were also developed based on the soldier interviews, though the data from these interviews

was not used in this article, however they were useful for possibly disconfirming evidence. The interviews were digitally recorded and transcribed. Coding began with a priori concepts based in Tinto's theory of student engagement (Saldana, 2009). The research team developed codes and descriptions of codes. As the data indicated problems or gaps in the codes, the codes were revised. Coding was done in two stages: 1) first, the researchers used structural coding methods, followed by, 2) elaborative coding methods (Saldana 2009).

Zheng-Xue, Luo, Kan Shi, Wen-Dong Li, Dan-Min Miao. (2008). Construct of job performance: Evidence from Chinese military soldiers. *Asian Journal of Social Psychology*, 11, 222-231.

The construct of job performance has become an important element in the study of job performance. In this study the construct of job performance among soldiers in the Chinese military is studied using qualitative and quantitative methods. The authors found that Chinese soldiers' performance was made up of two dimensions: task performance and contextual performance. Further, task performance included the following three elements: military training, task accomplishment, and work capability. Contextual performance was composed of four elements: helping others, love of learning, promoting organizational benefit, and self-discipline. Both task performance and contextual performance contributed to overall job performance.

Data were collected in a couple of different ways. First, 95 officers and soldiers were interviewed, from which the authors were able to outline eight sets of typical behaviour incidents related to soldiers' job performance. Based on this information the authors developed a questionnaire designed to measure job performance. The validity and reliability of the questionnaire was tested in a sample of 1402 Chinese soldiers. Based on this the questionnaire was revised and given to a sample of 1068 soldiers and used to further refine the construct of job performance by way of confirmatory factor analyses and regression analyses.

Surveys

Adler, Amy B., Ann H. Huffman, Paul D. Bliese, Carl Andrew Castro. (2005). The Impact of Deployment Length and Experience on the Well-Being of Male and Female Soldiers. *Journal of Occupational Health Psychology*, 10 (2), 121-137.

This study sought to determine the effects of deployment length and experience on the psychological health of male and female soldiers returning from a peacekeeping mission. The results of the research confirmed the authors' hypotheses, namely that longer deployments and lack of deployment experience contributed to greater levels of psychological distress. The association between deployment length and greater amounts of distress was only found among male soldiers.

Data for this study were taken from a Department of Defense mandatory mental health screening program for those deployed in the Balkans, including members of the Army, Navy, Air Force, and Marines, used between February 1996 and September 1999. The purpose of the program was to determine the mental health of soldiers leaving this deployment and their fitness for future operations as well as a way to identify soldiers who may be in need of mental health care. The whole sample was made up of 3,339 U.S. soldiers in non-combat units deployed as part of a NATO mission in the Balkan region from 1997 to the end of 1998. 63.3% were men and 36.7% were women, giving a sample of men of $n=2,114$ and of women of $n=1,225$. 17.5% had had previous deployment experience in the Balkans, while 82.4% were on their first deployment to the area. They were surveyed for indications of depression and posttraumatic stress by means of a survey which was given within 30 days of returning to their home base. The primary screening surveys were conducted in groups of up to 100 soldiers, and were scored on site. Those scoring over a certain number were directed to a further screening interview, based on which they might be sent for further mental health services. The data for this study was taken only from the primary screening survey. Three variables were controlled in the analysis conducted as part of this research: 1) rank; 2) marital status; and 3) unit type. The survey included two questions on deployment history, the Zung Self-Rating Depression Scale (SDS; Zung 1965), and the Post-Traumatic Stress Scale (Bartone, Vaitkus, & Adler, 1994;; Castro, Adler, & Huffman, 1999). In their analysis the authors calculated correlations among rank, gender, deployment length, number of previous deployments, depression, and posttraumatic stress to determine the relationship among the demographic variables, deployment history and soldier well being. They also calculated means for depression and posttraumatic stress scales as related to deployment length for both men and women, and then for those two elements as related to deployment experience for both men and women. They finally ran two regression equations to predict how deployment history affected the probability of higher scores for depression and posttraumatic stress.

Ahmad, Kamarul Zaman, Mej Azlan Muhammad, Mej Zunaidi Hassan. (2010). Aligning Military Soldiers' Values Hierarchy. *International Journal of Business and Management*, 5 (3), 62-69.

The relationship between person and environment, or P-E, has been found to be very important. This study looks at the phenomenon of P-E congruency in the case of the Malaysian armed forces (MAF). Part of P-E is value congruence, namely how well an individual's value hierarchy matches with that of the organization of which they are a part, and this particular element is the focus of this study, specifically the values hierarchy congruence of soldiers and the MAF. The authors found that high levels of values hierarchy congruence was closely linked to soldier satisfaction.

Data were collected by means of a questionnaire given to a sample of 214 officers in the MAF from various locations throughout Malaysia. The participants were selected using judgmental or purposive sampling techniques. Before beginning the questionnaires the participants were told the purpose of the study and given instructions for the completion of the questionnaire. After providing demographic information in the first part of the questionnaire the respondents were asked to rate the seven Malaysian Military Values on a 20-point scale.

Armstrong, Myrna L. (2000). Tattooed Army soldiers: Examining the incidence, behavior, and risk. *Military Medicine*, 165 (2), 135-41.

Armstrong looks at the prevalence of tattoos in the Army from the perspective of preventing possible health issues arising from the practice of tattooing among soldiers. Tattoos have always been very popular in the Army but there has been little work done on the relationship between soldiers and tattoos, which is necessary for developing health care strategies related to tattooing for the military. Of those participants surveyed, 48% were serious/very serious about getting tattooed. 31% said there was nothing holding them back from getting a tattoo. 36% already had tattoos, while 22% had three or more. 64% came into the military already having tattoos. Only 15% reported drug or alcohol use before getting their tattoo. A number of themes emerged from the study, including frequent tattooing in the Army, strong determination to get tattoos in the Army, tattoos for reasons of self-identity, and the support of friends in getting tattoos. Of those who had gotten tattoos, 76% reported bleeding during the procedure, indicating the possibility of infection by blood-borne disease. These results all suggest that there is a definite need for health education targeted specifically to tattooing in the military.

The author gathered data by way of surveying basic recruits and advanced individual training students at a mid-western military installation on their experiences with tattooing. Basic recruits were selected to look at those who entered the military already having tattoos, as these soldiers were not allowed off base during their training. AIT students were used to study the acquisition of

tattoos early in the military career as they were able to leave the base. The sample size was approximately 2,000 Army soldiers, with a minimum of 100 tattooed basic recruits and 100 tattooed AIT soldiers needed to sufficiently describe the phenomenon of tattooing in the Army. The participants were given a 65-item, self-report, scantron-style survey which included quantitative and qualitative questions. The first section asked general demographic style questions, while the second part of the survey was directed specifically at those who had tattoos. Multiple formats were used for the first 35 questions. 17 others were open-ended. Finally, eight Likert scale questions were used to ask about the purpose of the tattoos. The gathered data were analyzed using the Statistical Programs for the Social Sciences (SPSS).

Braender, Morten, Lotte Boghe Andersen. (2013). Does Deployment to War Affect Public Service Motivation? A Panel Study of Soldiers Before and After Their Service in Afghanistan. *Public Administration Review*, 73 (3), 466-477.

Time spent in war can impact how soldiers perceive others and society in general upon their return from deployment. The authors sought to determine how elements of soldiers' motivation for public service are affected by their deployment to war. Soldier's compassion was found to decrease, while their commitment to public interest increased, and self-sacrifice remained unchanged systematically. The authors believed that deployment to war would have a greater impact on inexperienced soldiers. The benefit of this study is that studying soldiers' public service motivation joins public administration and military sociology, which allows for a better understanding of motivation in extreme situations. The authors studied the case of Danish combat troops deployed to Afghanistan. Although Denmark has compulsory military service, it is not truly compulsory, as anyone who expresses disinclination to serve may be exempted from doing so. The key point of this article is not deployment in general, but specifically deployment to war and how deployment to war changes how soldiers view others and society.

The article looks at panel data collected from two companies on a tour of Afghanistan in 2011, gathered by way of questionnaires handed out to the participants as a group before and after their deployment. A total of 78 soldiers answered both before and after their deployment to Afghanistan, 89 answered only before, and 44 only answered after. Given the similarity of all their experiences, however, the authors do not believe that this negatively affects the data. In total 211 soldiers participated. The public service motivation dimensions were operationalized using Perry (1996). All of the analyses were regressions with public service motivations as dependent variables, deployment as the independent variable, and earlier employment experience as the moderator.

Finley, Erin P., John E. Zeber, Mary Jo V. Pugh, Gabriela Cantu, Laurel A. Copeland, Michael L. Parchman, Polly H. Noel. (2010). Postdeployment Health Care for Returning OEF/OIF Military Personnel and Their Social Networks: A Qualitative Approach. *Military Medicine*, 175 (12), 953-7.

The health care needs of veterans of Operation Enduring Freedom/Operation Iraqi Freedom (OEF/OIF) who seek treatment outside Veterans Affairs facilities are unclear. As a result, the authors of this study sought to look at postdeployment health among veterans and their social networks in six community-based primary care facilities. The result revealed five main themes: connectedness, perceptions of conflict, consequences of deployment, health and treatment concerns, and respect/concern for service members/veterans. The results show that there are significant deployment-related issues in the well being of service members and their networks which could be important for defining their service needs in terms of community healthcare.

347 patients completed a survey of their deployment experiences in Iraq and Afghanistan and any psychosocial or health problems that may have occurred after their return from deployment. A subset of 52 participants answered an open-ended question on the survey which asked them to provide any additional information about their experiences that they wished to share. The participants were gathered from a convenience sample at six non-VA clinics, all members of the practice-based South Texas Ambulatory Research Network (STARNet) in South Texas. Data was collected during the summer of 2009 by a research assistant who spent three to four days in each clinic, and who invited all patients to fill out a self-administered, anonymous survey. The survey asked for information on time spent in Afghanistan/Iraq since the beginning of the military conflict in 2001, either their own personal experience or those of friends, family, or coworkers. There were also questions about exposure to traumatic events, and any health issues that arose postdeployment. Finally, an open-ended question ended the survey asking participants to provide additional information if they wished. The data gathered were analyzed using a mixed methods approach. Descriptive and bivariate statistics were used to examine the association between patient sociodemographic characteristics and response to the final question. Qualitative response data were transcribed and verified against the initial survey, which was used then to establish an early coding scheme based on the appearance of different themes in the responses. Each of the responses was then analyzed by the four authors on an individual basis, following which the coding scheme was refined by way of discussion and consensus. Finally, all of the responses were coded using the final form of the coding scheme.

Guanawardena, Nalika, Rohini de Senevirathne, & Thamara Athauda. (2007). Mental health outcomes of unilateral lower limb amputee soldiers in two districts of Sri Lanka. *The International Journal of Social Psychology*, 53 (2), 135-147.

Many members of the Sri Lankan armed forces have had lower limb amputations as the result of injuries received in combat. This study seeks to determine what mental health drivers are associated with amputation of one lower limb among male soldiers as well as the factors that affect mental health. Based on the results of this study, psychological distress was greater among amputees than among the control group. Use of alcohol and drugs was also greater, and addiction to alcohol was more common. Being younger than 30 years of age was also a factor that was identified as a factor influencing psychological distress and the expression of associated symptoms. It was found that employment in the military negatively affected psychological distress.

The study was done from September 2001 to February 2002 in two districts of Sri Lanka in which many residents were members of the armed forces. Participants were soldiers who had had an amputation of one lower limb (n=461) within eight months to six years prior to the study. Another requirement was the completion of a rehabilitation program. A sample of males who had not experienced the amputation of a lower limb was used as a control group. They were matched with the study group in terms of age, marital status, and employment with a regular income, all of which were seen as factors influencing mental health. Identification of psychiatric distress was identified by way of the General Health Questionnaire-30 (GHQ-30) and the Bradford Somatic Inventory (BSI) questionnaires. CAGE questionnaires were used to identify alcohol and drug abuse. GHQ is a self-administered questionnaire for identifying psychological distress as indicated by four main elements: depression, anxiety, social impairment, and hypochondriasis. The BSI is used to identify physical symptoms. A positive score on the GHQ showed psychological distress, indicated by psychological symptoms, while a positive score on the BSI was seen as an indication of psychological distress indicated by physical symptoms. Analysis of the data was accomplished by using SPSS.10 and logistical regression analysis was used to identify elements that have an effect on psychological distress.

Interian, Alejandro, Anna Kline, Lanora Callahan, Miklos Losonczy. (2012). Readjustment stressors and early mental health treatment seeking by returning National Guard soldiers with PTSD. *Psychiatric Services*, 63 (9), 855-61.

Soldiers returning from combat frequently experience readjustment stressors in the form of marital, family, and employment influences. These readjustment stressors can influence an individual to seek treatment for PTSD. This study looks at the rates of readjustment stressors and their relationship between them and early seeking of treatment for PTSD among National Guard soldiers. Many readjustment stressors were common to the participants, and 72% reported experiencing at least one readjustment stressor. Univariate analyses shows that readjustment stressors were linked with higher rates of treatment seeking for PTSD.

157 soldiers were surveyed about three months after returning from combat operations in Iraq and who tested positive for PTSD. Data was collected anonymously in September 2009 from 1,665 of 1,723 New Jersey National Guard soldiers at postdeployment reintegration events 3 months after returning from a 12-month tour in Iraq. This sample was part of a larger study on mental and physical health effects of serving in the NJNG. 179 NJNG were selected from this larger sample for this study because they met the criteria for PTSD 3-months postdeployment. Anonymous and self-administered surveys were given to groups of 45-75. Participation was voluntary. The survey asked the soldiers about their experiences with nine readjustment stressors and their use of mental health care 3-months after returning from deployment in a combat zone. Analyses of the collected data were done with SPSS, version 16.0.

Iversen, A.C., N.T. Fear, A. Ehlers, J. Hacker, L. Hull, M. Earnshaw, N. Greenberg, R. Rona, S. Wessely, M. Hotopf. (2008). Risk factors for post-traumatic stress disorder among UK Armed Forces personnel. *Psychological Medicine*, 38, 511-522.

This study sought to look into some of the factors that can influence the possibility of an individual developing post-traumatic stress symptoms. In particular they wanted to see what was the effect of childhood adversity, how one was exposed to trauma during their deployment, the individual's appraisal of these experiences, and their experiences upon returning home. The researchers looked into the relationship between these factors and post-traumatic stress symptoms in UK military personnel deployed in Iraq since 2003. The results showed that post-traumatic stress symptoms were exacerbated by lower rank, being unmarried, having low levels of education, and experiences of childhood adversity. In addition, when soldiers were put in situations which they deemed to be threatening to their lives or that the situation in which they found themselves was beyond their abilities to manage these experiences, can contribute to the future development of post-traumatic stress. A unit with poor morale and a lack of social support contributed to higher likelihood, as did non-participation in a homecoming brief or psycho-education. The most important influence on the possibility of the development of post-traumatic stress symptoms was being in a situation that was identified as being life-threatening. The findings also suggested that sufficient preparation for the challenges presented by deployment, as well as ensuring unit morale, can help to minimize the possibilities of future post-traumatic stress symptoms.

The data for this study came from a previous study comparing UK military personnel deployed to the Iraq War in 2003 with UK military personnel on March 31, 2013 who were not deployed as part of the initial mission. Participants were randomly invited to be a part of the study. The respondents completed 26-page questionnaires. The analysis for this study was restricted to 4762 regular force members who were deployed to Iraq since 2003. The authors focused on the parts of the questionnaire that discussed the respondents' experiences on deployment

and postdeployment, their current health, as well as background information on health and adversity in childhood. Two questions were included which pertained to events that were perceived as life threatening or beyond an individual's coping skills.

Kohlman, Marla H. (2010). Race, Rank, and Gender: The determinants of sexual harassment for men and women in the military. *Advances in Gender Research*, 14, 65-94.

The goal of this study was to determine how men and women's experiences of sexual harassment differ in the military. It was found that gender was not an overwhelming determining factor for who is likely to be the victim of sexual harassment in the military. Rather, for women, gender was only important when combined with other variables of race and rank. Among men race was more influential than rank in determining the likelihood of someone being sexually harassed in the military.

The data used came from the 1995 *Armed Forces Sexual Harassment Survey* and the 2002 *Status of the Armed Forces Survey-Workplace and Gender Relations* which were studied using logistic regression analysis. The two surveys were commissioned by the DoD and both asked specific questions about sexual harassment as well as providing information on race, rank, gender, education, and military occupational positions. The surveys were conducted by mail and the results were tabulated and coded using the Defense Manpower Data Centre (DMDC).

Murphy, Dominic, Christopher Dandeker, Oded Horn, Matthew Hotopf, Lisa Hull, Margaret Jones, Theresa Marteau, Roberto Rona, Simon Wessely. (2006). UK armed forces responses to an informed consent policy for anthrax vaccination: A paradoxical effect? *Vaccine*, 24, 3109-3114.

During the 2003 Iraq conflict the UK armed forces offered the anthrax vaccine using a policy of explicit consent, contrary to the standard policy of implicit consent in place for all other vaccines. This was done to confront concerns that the administration of the anthrax vaccine would lead to an outbreak of "Gulf war syndrome." This article looks at the UK military personnel's responses to this policy change with respect to the anthrax vaccine. In the sample 20.2% expressed concern about the safety and efficacy of the anthrax vaccine, which they said was augmented by the change in policy with respect to this vaccine in particular. Thus the use of a different form of consent for the administration of the anthrax vaccine, while intended to alleviate concerns associate with it, may have actually increased concern about the vaccine.

The sample for this study was taken from written responses to a question on medical countermeasures, including the anthrax vaccine, in a larger epidemiological survey of military health and well being following the 2003 Iraq

conflict. 1000 UK armed forces personnel who were all regular force and had served in Iraq in 2003 were randomly selected across the three main service branches, namely Royal Navy, Army, and the Royal Air Force. The constant comparative method of analysis was used to analyze the qualitative data collected.

Murphy, Dominic, Duncan Sharp. (2011). Exploring Pre-enlistment and Military Factors Associated with the Morale of Members of the UK Armed Forces. *Military Medicine*, 176 (1), 13-18.

This study looks at what pre-enlistment and postenlistment factors affect morale among soldiers. In addition it sought to determine which factors were more influential on morale. The findings showed that although childhood factors did have some impact on soldiers' morale, immediate factors are far more important.

The sample was randomly selected and offered a good representation of the UK armed forces. Questionnaires were used to gather the data. The questionnaire covered a variety of subjects, including unit cohesion and leadership, childhood adversity, and factors arising from current service.

Nobel, Orly Ben-Yoav, Donald Campbell, Sean T. Hannah, Brian Wortinger. (2010). Soldiers' negotiations in combat areas: The effects of role clarity and concern for members of the local population. *International Journal of Conflict Management*, 21 (2), 202-227.

This article looks at the impact of role clarity and concern for others among soldiers in their interactions with locals in combat areas. Following the Dual Concerns Model the authors hypothesized that soldiers who are very concerned with the needs of Iraqis would problem solve more actively, trust their counterparts more, and be able to come to more mutually beneficial agreements with a clear understanding of their role than without one. Evidence collected supported this hypothesis.

42 officers and non-commissioned officers from a US Army battalion serving in Iraq in an urban area participated in the study. Data were collected by means of a survey, which was distributed when one of the authors travelled to Iraq in 2006. 70 surveys were given to the battalion, 42 of which were completed and returned. That data collected was self-reported and sole-source. The survey was divided into two sections: 1) general experiences with the local Iraqi population; and 2) experiences negotiating with the Iraqi population. Each of the elements, role clarity, concern for the other party, problem solving behaviour, the soldiers' use of pressure tactics, mutual satisfaction with the outcomes, overall trust, and any threat felt by the soldiers during negotiations were evaluated by means of a scale from 1 to 7, 1 being "not at all" and 7 being "to a very large extent." As none of the local Iraqis who participated in these interactions were involved in the study, evaluation of the mutual satisfaction of the parties involved was based on the soldiers' impressions.

Reger, Greg M., Gregory A. Gahm, Albert A. Rizzo, Robert Swanson, Susa Duma. (2009). Soldier Evaluation of the Virtual Reality Iraq. *Telemedicine journal and e-health: the official journal of the American Telemedicine*, 15 (1), 101-104.

Repeated deployment to Iraq and Afghanistan has led to increasing levels of PTSD among returning service members. Exposure therapy has proven an effective treatment for some, but not for others. For those whom it does not work it is thought that the issue links with poor activation of the trauma memory or a lack of emotional stimulation during the process of the therapy. In addition, some do even seek treatment because of the perceived stigma associated with it. In response to these limitations or problems, researchers have developed a virtual reality (VR) Iraq, meant to increase the activation of the traumatic memories and the emotional response as part of exposure therapy. It is also possible that this form of treatment would be more appealing to those who are uncomfortable with the traditional form that the treatment normally takes. Implementation of this VR Iraq as a standard form of treatment for PTSD requires an evaluation of the quality of the representation provided by the VR Iraq. This study evaluated the realism of this VR Iraq based on the subjective evaluation of 92 U.S. Army soldiers who had returned from Iraq in the year prior to the publication of the article. 86% of the soldiers evaluated the overall realism of the VR Iraq as adequate to excellent, while 82% evaluated the realism of the city environment as adequate to excellent. This would suggest that the use of a VR Iraq could be useful in the treatment of PTSD, though clinical trials are still needed.

In order to collect the participants' impressions of the realism of the VR Iraq after experiencing the VR environments, the participants completed an evaluation survey.

Sweeney, Patrick J. (2010). Do Soldiers Reevaluate Trust in their Leaders Prior to Combat Operations? *Military Psychology*, 22 (Suppl. 1), S70-S88.

This was a study done in Iraq in a combat zone to see if soldiers reevaluated their trust in their leader before entering into combat. The results of the study showed that most soldiers do indeed reevaluate the trust they put in their leader before going into combat to be sure that they are capable of leading effectively in a high-stress situation. The results also suggested that trust earned by leaders in peacetime training can transfer to combat scenarios. It was also found that leader's abilities were the most important elements in the building of trust in combat scenarios. The results of this study are important, and can have implications for trust models, leader development, leadership, and training of first responders.

72 soldiers participating in civil military and combat operations in northern Iraq answered a questionnaire designed to determine the degree to which they reevaluated their trust in their leaders before going to battle, and what was the impact of this reevaluation of their trust. The participants varied in rank from

private to lieutenant, with an average age of 27.5 and 7 years of Army service. All of them served in combat arms military specialties. They filled out a questionnaire that had a combination of scale and open-ended questions to find out if the soldiers reevaluated trust in their leader and, if so, why this occurred.

Van Epp, Morgan C., Ted G. Futris, John C. Van Epp, Kelly Campbell. (2008). The impact of the PICK a partner relationship program on single army soldiers. *Family and Consumer Services Research Journal*, 36 (4), 328-349.

Having a stable romantic relationship has proved beneficial for soldier well being. Education on how best to develop healthy romantic relationship has also been shown to help individuals form romantic attachments and stable marriages. One such program is the new Premarital Interpersonal Choices and Knowledge (PICK) program. Single army soldiers participated in the PICK program and this study sought to determine the efficacy of the program in educating soldiers on matters related to forming successful relationships and marriages. This program was offered as a complement to other existing programs intended to contribute to the maintenance of soldier well being offered by the army, but which did not specifically address relationship matters. There has been no prior published research into the efficacy of such relationship education among single adults. This study looked at the changes to participants' attitudes towards relationships and marriage as a result of their participation in the PICK program. These soldiers demonstrated an increase in their understanding of the important factors that contribute to the formation of healthy premarital relationships. They demonstrated a better understanding of the appropriate pace for their relationships, and exhibited more realistic beliefs, attitudes, and expectations for their romantic relationships and partners.

The utility of the PICK program among single army soldiers was evaluated in two different U.S. Army training centres. Two Army Family Life Chaplains were trained to deliver the PICK program, which they then did at their individual training centres. The instructors worked from identical lesson plans, a PowerPoint presentation, DVDs, and a display board, which they were able to use as they wished to guide the participants through the program in the way that they deemed most effective based on their particular circumstances. After completing the PICK program the soldiers who had participated in it were asked to complete a retrospective questionnaire to see how their attitudes and knowledge of dating and marriage changed after completing the program. This method was used because participation in the program could serve to illuminate for the participants their pre-program attitudes and knowledge. In a traditional pretest-posttest study, the true knowledge of a subject prior to participation in a program can be inaccurately reported because the participants may not be able to accurately identify what they did not know until after completion of the program. In addition to the sample of soldiers who completed the PICK program, a control sample was surveyed made up of soldiers who did not complete the program. The responses of the two groups were compared. 272 single soldiers completed a

survey, 123 of 149 program participants, and 149 soldiers who had not participated. The sample included both male and female participants. The responses were analyzed to search for homogeneity. Analysis was done using multivariate analysis of variance (MANOVA) to compare results from program participants and program non-participants. In instances where MANOVA provided statistically significant results the researchers used univariate analyses to see where the differences arose. Similar processes were employed to study the pre- and post-test scores of the program participants to gauge changes in attitudes and beliefs. The significance of the results was assessed with the partial eta-squared measure.

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