

BOSS PROGRAM

Findings from the Fall 2000 Sample Survey of Military Personnel

Boss Program

Findings (in [narrative](#) and [Power Point](#) formats) from the Fall 2000 Sample Survey of Military Personnel (F'00 SSMP) provide officer and enlisted data on: participation, reasons for participation, the focus of the program, chain of command support, and satisfaction levels.

Findings include:

- Good BOSS participation levels: 38% of enlisted personnel, 12% officers
- High program satisfaction: 45.9% of enlisted personnel, 53.4% officers
- Solid Chain of Command Support: Three-fourths (74.1%) of officers and three-fifths (61.9%) of enlisted personnel reported that their chain of command encourages soldiers to participate in BOSS to support the BOSS program.
- Improving QoL (39.4%) and having fun (30.6%) are the primary reasons for enlisted participation.
- Improved areas identified as barriers to single soldier well-being: 58.7% of officers and 54.9% of enlisted personnel reported that they think the BOSS program has led to major improvements in recreational/leisure activities; 38.4% of officers and enlisted personnel reported that they think the BOSS program has led to major improvements in living space.
- Significant increase in soldiers who do not participate and do not know about BOSS. One-third (34.7%) of officers and one-fourth (25.0%) of enlisted personnel reported that they do not participate in the BOSS program and they do not know about it. Also, one-third of participants not sure of BOSS areas of involvement.

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OVERALL FINDINGS

1. Overview

a. Enlisted personnel and officers in Fall 2000 were significantly less likely than enlisted personnel and officers in Fall 1995 and Fall 1996 to report that while they have not participated in BOSS (Better Opportunities for Single Soldiers) they do know about the BOSS program.

b. Enlisted personnel in Fall 2000 were significantly more likely than enlisted personnel in Fall 1995 to report that their chain of command encourages soldiers to participate in BOSS, keeps soldiers informed about BOSS events/initiatives, and encourages soldiers to share their concerns with the BOSS representative.

c. Officers in Fall 2000 were significantly more likely than officers in Fall 1995 to report that their chain of command keeps soldiers informed about BOSS events/initiatives to support the BOSS program.

d. Enlisted personnel in Fall 2000 were significantly less likely than enlisted personnel in Fall 1995 to report that they participate in the BOSS program to improve quality of life for single soldiers. Officers in Fall 2000 were significantly less likely than officers in Fall 1995 to report that they participate in the BOSS program to improve quality of life for single soldiers and because their chain of command encourages them to participate.

e. Enlisted personnel and officers in Fall 2000 were significantly less likely than in Fall 1995 to report that they don't participate in the BOSS program because they do not receive any information on BOSS.

f. Slightly less than one-half (45.9%) of enlisted personnel and slightly more than one-half of officers (53.4%) reported they were satisfied with the BOSS program at their current installation.

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2. “Have you participated in the Better Opportunities for Single Soldiers (BOSS) program?”

a. Slightly more than one-half (52.3%) of officers and slightly less than two-fifths (37.4%) of enlisted personnel reported that they do not participate in the BOSS program, but they do know about it (Tables 1,2) (Slide 1).

b. One-third (34.7%) of officers and one-fourth (25.0%) of enlisted personnel reported that they do not participate in the BOSS program and they do not know about it (Tables 1,2) (Slide 1).

c. Less than one-tenth (8.8%) of officers and one-eighth (13.2%) of enlisted personnel reported that they have participated in the BOSS program but are not single soldiers (Tables 1,2) (Slide 1).

d. Less than one-twentieth (3.5%) of officers and one-fifth (19.1%) of enlisted personnel reported that they participated in the BOSS program as single soldiers (Tables 1,2) (Slide 1).

e. A small percentage of enlisted personnel (5.2%) reported that they have participated in the BOSS program as a BOSS representative (Tables 1,2) (Slide 1).

Table 1. Have You Participated In the BOSS Program?

Participated in the BOSS program?	Fall 2000 Officers	Fall 1996 Officers	Fall 1995 Officers
Sampling Error	+/-2	+/-2	+/-2
No, but I do know about BOSS	52.3%	66.7%	63.8%
No, and I do not know about BOSS	34.7%	18.6%	22.5%
Yes, but not as a single soldier	8.8%	10.9%	9.8%
Yes, as a single soldier	3.5%	2.7%	3.0%

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Table 2. Have You Participated In the BOSS Program?

Participated in the BOSS program?	Fall 2000 Enlisted	Fall 1996 Enlisted	Fall 1995 Enlisted
Sampling Error	+/-1	+/-1	+/-2
No, but I do know about BOSS	37.4%	49.1%	47.3%
No, and I do not know about BOSS	25.0%	12.0%	12.2%
Yes, as a single soldier	19.1%	20.3%	18.9%
Yes, but not as a single soldier	13.2%	14.0%	16.9%
Yes, as a BOSS representative	5.2%	4.6%	4.7%

f. Senior NCOs (47.2%) were significantly more likely than junior NCOs (42.1%) and junior enlisted (31.9%) to report that they have not participated in the BOSS program but do know about it (Table 3) (Slide 2).

g. Junior enlisted (30.9%) were significantly more likely than junior NCOs (19.1%) and senior NCOs (17.5%) to report that they have not participated in the BOSS program and do not know about it (Table 3) (Slide 3).

h. Senior NCOs (26.9%) were significantly more likely than junior NCOs (16.4%) and junior enlisted (7.4%) to report that they have participated in the BOSS program but not as a single soldier (Table 3) (Slide 3).

i. Junior enlisted (24.3%) were significantly more likely than junior NCOs (16.2%) and senior NCOs (6.4%) to report that they have participated in the BOSS program as a single soldier (Table 3) (Slide 3).

Table 3. Have You Participated In the BOSS Program?

Participated in the BOSS program?	WO1-CW5	2LT-CPT	MAJ-COL	PV2-SPC	SGT-SSG	SFC-CSM
Sampling Error	+/-4	+/-2	+/-2	+/-2	+/-3	+/-2
No, but I do know about BOSS	47.6%	54.0%	51.8%	31.9%	42.1%	47.2%
No, and I do not know about BOSS	37.6%	32.4%	36.8%	30.9%	19.1%	17.5%
Yes, but not as a single soldier	8.8%	7.9%	10.2%	7.4%	16.4%	26.9%
Yes, as a single soldier	5.6%	4.9%	0.6%	24.3%	16.2%	6.4%

j. Officers in Fall 2000 (52.3%) were significantly less likely than officers in Fall 1996 (66.7%) and Fall 1995 (63.8%) to report that they have not participated in the BOSS program but do know about it (Table 1) (Slide 4).

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k. Officers in Fall 2000 (34.7%) were significantly more likely than officers in Fall 1996 (18.6%) and Fall 1995 (22.5%) to report that they have not participated in BOSS and do not know about it (Table 1) (Slide 4).

l. Enlisted personnel in Fall 2000 (37.4%) were significantly less likely than enlisted personnel in 1996 (49.1%) and enlisted personnel in 1995 (47.3%) to report that they have not participated in the BOSS program but do know about it (Table 2) (Slide 5).

m. Enlisted personnel in Fall 2000 (25.0%) were significantly more likely than enlisted personnel in Fall 1996 (12.0%) and enlisted personnel in Fall 1995 (12.2%) to report that they have not participated in BOSS and do not know about it (Table 2) (Slide 5).

3. “Where have you participated in a BOSS program?”

a. Three-fifths (61.6%) of officers and slightly less than three-fifths (56.1%) of enlisted personnel reported that they have participated in a BOSS program at a CONUS installation (Table 4) (Slide 6).

b. Slightly less than one-half (45.6%) of officers and two-fifths (41.6%) of enlisted personnel reported that they have participated in a BOSS program at an OCONUS installation (Table 4) (Slide 6).

Table 4. Where Have You Participated In a BOSS Program?

Where have you participated in a BOSS program?	Officers	Enlisted
Sampling Error	+/-3	+/-2
At a CONUS installation	61.6%	56.1%
At an OCONUS installation	45.6%	41.6%
Other	7.6%	9.9%
At a joint service assignment	3.0%	6.2%

c. Warrant officers (52.1%) were significantly less likely than company grade officers (64.1%) to report that they have participated in a BOSS program at a CONUS installation (Table 5) (Slide 7).

d. Warrant officers (56.5%) were significantly more likely than company grade officers (40.8%) to report that they have participated in a BOSS program at an OCONUS installation (Table 5) (Slide 7).

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e. Junior enlisted (31.3%) were significantly less likely than junior NCOs (50.3%) and Senior NCOs (51.8%) to report that they have participated in a BOSS program at an OCONUS installation (Table 5) (Slide 8).

Table 5. Where Have You Participated In the BOSS Program?

Where have you participated in a BOSS program?	W01-CW5	2LT-CPT	MAJ-COL	PV2-SPC	SGT-SSG	SFC-CSM
Sampling Error	+/-7	+/-4	+/-4	+/-3	+/-3	+/-3
At a CONUS installation	52.1%	64.1%	62.3%	53.3%	58.2%	59.6%
At an OCONUS installation	56.5%	40.8%	47.8%	31.3%	50.3%	51.8%
Other	8.3%	8.2%	6.4%	13.5%	6.6%	7.0%
At a joint service assignment	3.1%	1.8%	5.0%	8.3%	4.0%	5.0%

4. “The BOSS program at my installation is involved with:”

a. One-tenth (9.0%) of officers and a less than one-twentieth (3.5%) of enlisted personnel could not respond because they were not at an installation. Less than one-twentieth of officers (2.4%) and enlisted personnel (3.6%) could not respond because there was no BOSS program there. One-twelfth (7.5%) of officers and slightly more than one-twentieth (5.9%) of enlisted personnel could not respond because they did not know whether there was a BOSS program there.

Of those who have participated in BOSS (Table 6) (Slide 9)...

b. Slightly more than one-half of officers (52.8%) and enlisted personnel (53.3%) reported that the BOSS program at their installation is involved with recreation.

c. One-half of officers (51.3%) and enlisted personnel (48.1%) reported that the BOSS program at their installation is involved with well being (quality of life).

d. One-third of officers (34.4%) and enlisted personnel (32.6%) reported that they were not sure what the BOSS program at their installation is involved with.

e. Three-tenths of officers (31.8%) and enlisted personnel (28.8%) reported that the BOSS program at their installation is involved with community service.

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Table 6. The BOSS Program at My Installation Is Involved With?

The BOSS Program at My Installation Is Involved With?	Officers	Enlisted
Sampling Error	+/-2	+/-2
Recreation	52.8%	53.3%
Well being	51.3%	48.1%
Not sure	34.4%	32.6%
Community Service	31.8%	28.8%
Other	0.9%	1.4%

5. “What does your chain of command do to support the BOSS program?”

a. One-tenth (9.6%) of officers and a small percentage (3.5%) of enlisted personnel could not respond because they were not at an installation. A small percentage of officers (3.2%) and enlisted personnel (3.8%) could not answer because there was no BOSS program at their installation. Three-tenths (30.6%) of officers and less than slightly more than one-fifth (22.7%) of enlisted personnel could not answer because they do not participate in the BOSS program at their installation.

Of those who do participate in a BOSS program at their installation...

b. Three-fourths (74.1%) of officers and three-fifths (61.9%) of enlisted personnel reported that their chain of command encourages soldiers to participate in BOSS to support the BOSS program (Tables 7,8) (Slide 10).

c. Three-fifths (62.0%) of officers and slightly more than one-half (52.7%) of enlisted personnel reported that their chain of command keeps soldiers informed about BOSS events/initiatives to support the BOSS program (Tables 7,8) (Slide 10).

d. Slightly less than two-fifths (37.5%) of officers and slightly more than one-third (36.6%) of enlisted personnel reported that their chain of command encourages soldiers to share their concerns with the BOSS representative to support the BOSS program (Tables 7,8) (Slide 10).

e. One-third (32.8%) of officers and three-tenths (28.3%) of enlisted personnel reported that their chain of command meets regularly with BOSS representatives to support the BOSS program (Tables 7,8) (Slide 10).

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f. Officers in Fall 2000 (62.0%) were significantly more likely than officers in Fall 1995 (42.3%) to report that their chain of command keeps soldiers informed to support the BOSS program (Table 7) (Slide11).

g. Officers in Fall 2000 (32.8%) were significantly more likely than officers in Fall 1995 (23.4%) to report that their chain of command meets regularly with BOSS representatives to support the BOSS program (Table 7) (Slide 11).

Table 7. What does your chain of command do to support the BOSS program?

What does your chain of command do to support the BOSS program?	Fall 2000 Officers	Fall 1995 Officers
Sampling Error	+/-3	+/-3
Encourages soldiers to participate in BOSS	74.1%	78.2%
Keeps soldiers informed about BOSS events/initiatives	62.0%	42.3%
Encourages soldiers to share their concerns with the BOSS representative	37.5%	33.7%
Meets regularly with BOSS representatives	32.8%	23.4%
Follows up on BOSS issues/initiatives in a timely manner	24.8%	21.1%
Other	2.9%	1.6%

h. Enlisted personnel in Fall 2000 (52.7%) were significantly more likely than enlisted personnel in Fall 1995 (33.6%) to report that their chain of command keeps soldiers informed about BOSS to support the BOSS program (Table 8) (Slide 12).

i. Enlisted personnel in Fall 2000 (36.6%) were significantly more likely than enlisted personnel in Fall 1995 (28.4%) to report that their chain of command encourages soldiers to share concerns to support the BOSS program (Table 8) (Slide 12).

j. Enlisted personnel in Fall 2000 (28.3%) were significantly more likely than enlisted personnel in Fall 1995 (18.7%) to report that their chain of command meets regularly with BOSS representatives to support the BOSS program (Table 8) (Slide 12).

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Table 8. What does your chain of command do to support the BOSS program?

What does your chain of command do to support the BOSS program?	Fall 2000 Enlisted	Fall 1995 Enlisted
Sampling Error	+/-2	+/-2
Encourages soldiers to participate in BOSS	61.9%	57.2%
Keeps soldiers informed about BOSS events/initiatives	52.7%	33.6%
Encourages soldiers to share their concerns with the BOSS representative	36.6%	28.4%
Meets regularly with BOSS representatives	28.3%	18.7%
Follows up on BOSS issues/initiatives in a timely manner	20.8%	16.0%
Other	6.4%	9.7%

6. Why do you participate in the BOSS program?

Of those who have participated in the BOSS program...

a. Slightly less than one-half (46.4%) and two-fifths (39.4%) of enlisted personnel reported that they participate in the BOSS program to improve the quality of life for single soldiers (Table 9) (Slide 13).

b. One-fifth of officers (20.1%) and enlisted personnel (20.2%) reported that they participate in the BOSS program for *Esprit de corps* (Table 9) (Slide 13).

c. Slightly more than one-sixth (17.8%) of officers and three-tenths (30.6%) of enlisted personnel reported that they participate in the BOSS program to have fun (Table 9) (Slide 13).

d. One-seventh (14.6%) of officers and one-fourth (23.8%) of enlisted personnel reported that they participate in the BOSS program to join in recreational events for single soldiers (Table 9) (Slide 13).

e. One-tenth of officers (11.9%) and enlisted personnel (11.4%) reported that they participate in the BOSS program to because their chain of command encourages them to participate (Table 9) (Slide 13).

f. One-tenth of officers (10.4%) and enlisted personnel (11.4%) reported that they participate in the BOSS program because BOSS representatives inform them of opportunities (Table 9) (Slide 13).

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g. Slightly less than one-tenth (8.0%) of officers and one-seventh (14.6%) of enlisted personnel reported that they participate in the BOSS program because of low cost (Table 9) (Slide 13).

h. One-twentieth (4.3%) of officers and one-fifth (19.9%) of enlisted personnel reported that they participate in the BOSS program to get out of the barracks (Table 9) (Slide 13).

i. A small percentage of officers (2.7%) and one-tenth (11.3%) of enlisted personnel reported that they participate in the BOSS program to meet other single soldiers (Table 9) (Slide 13).

Table 9. Why Do You Participate in the BOSS Program?

Why Do You Participate in the BOSS Program?	Fall 2000 Officers	Fall 1995 Officers
Sampling Error	+/-3	+/-5
Improve quality of life for single soldiers	46.4%	58.3%
<i>Esprit de corps</i>	20.1%	25.0%
Have fun	17.8%	14.9%
Join in recreation events for single soldiers	14.6%	18.1%
Other reason	14.4%	6.8%
Chain of command encourages me to participate	11.9%	31.8%
BOSS representatives inform me of opportunities	10.4%	8.3%
Low cost	8.0%	8.8%
Get out of the barracks	4.3%	2.8%
Meet other single soldiers	2.7%	3.1%

j. Officers in Fall 2000 (46.4%) were significantly less likely than officers in Fall 1995 (58.3%) to report that they participate in the BOSS program to improve quality of life for single soldiers (Table 9) (Slide 14).

k. Officers in Fall 2000 (11.9%) were significantly less likely than officers in Fall 1995 (31.8%) to report that they participate in the BOSS program because the chain of command encourages participation (Table 9) (Slide 14).

l. Enlisted personnel in Fall 2000 (30.6%) were significantly more likely than enlisted personnel in Fall 1995 (23.9%) to report that they participate in the BOSS program to have fun (Table 10) (Slide 15).

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m. Enlisted personnel in Fall 2000 (39.4%) were significantly less likely than enlisted personnel in Fall 1995 (50.8%) to report that they participate in the BOSS program to improve quality of life for single soldiers (Table 10) (Slide 15).

n. Enlisted personnel in Fall 2000 (30.6%) were significantly more likely than enlisted personnel in Fall 1995 (23.9%) to report that they participate in the BOSS program to have fun (Table 10) (Slide 15).

Table 10. Why Do You Participate in the BOSS Program?

Why Do You Participate in the BOSS Program?	Fall 2000 Enlisted	Fall 1995 Enlisted
Sampling Error	+/-2	+/-3
Improve quality of life for single soldiers	39.4%	50.8%
Have fun	30.6%	23.9%
Join in recreation events for single soldiers	23.8%	21.5%
<i>Esprit de corps</i>	20.2%	14.9%
Get out of the barracks	19.9%	18.7%
Low cost	14.6%	12.2%
Other reason	12.0%	4.7%
Chain of command encourages me to participate	11.4%	15.9%
BOSS representatives inform me of opportunities	11.4%	10.5%
Meet other single soldiers	11.3%	10.8%

7. In what areas do you think that the BOSS program has led to major improvements?

a. One-fifth (21.6%) of officers and Slightly more than one-fourth (27.3%) of enlisted personnel reported that they have not seen improvements.

Of those who have seen improvements (Table 11) (Slide 16)...

b. Three-fifths (58.7%) of officers and slightly more than one-half (54.9%) of enlisted personnel reported that they think the BOSS program has led to major improvements in recreational/leisure activities.

c. Two-fifths of officers (38.4%) and enlisted personnel (38.4%) reported that they think the BOSS program has led to major improvements in living space.

d. One-third (33.1%) of officers and three-tenths (30.2%) of enlisted personnel reported that they think the BOSS program has led to major improvements in personnel policy changes (such as visitation, personalized areas).

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e. One-fourth (25.1%) of officers and three-tenths (29.7%) of enlisted personnel reported that they think the BOSS program has led to major improvements in privacy.

f. One-fifth of officers (19.0%) and enlisted personnel (19.2%) reported that they think the BOSS program has led to major improvements in dining facilities.

Table 11. In What Areas Do You Think That the BOSS Program Has Led to Major Improvements?

In What Areas Do You Think That the BOSS Program Has Led to Major Improvements?	Officers	Enlisted
Sampling Error	+/-3	+/-2
Recreational/leisure activities	58.7%	54.9%
Living space	38.4%	38.4%
Personnel policy changes (such as visitation, personalized areas)	33.1%	30.2%
Privacy	25.1%	29.7%
Dining facilities	19.0%	19.2%
Education opportunities	13.1%	10.8%
On-post transportation	6.0%	8.0%
Storage	5.2%	6.8%
Other	3.0%	3.9%

8. As a single soldier, the biggest barriers to my well-being are (Table 12) (Slide 17):

a. Three-fifths (61.1%) of officers and one-fifth (19.1%) of enlisted personnel reported that there are no barriers to their well-being.

Of those who reported that there are barriers to their well being...

b. Slightly less than two-fifths (37.1%) of officers and one-half (49.1%) of enlisted personnel reported that inadequate living space is one of the biggest barriers to their well-being.

c. Three-tenths (28.4%) of officers and slightly less than three-fifths (55.6%) of enlisted personnel reported that lack of privacy in the barracks is one of the biggest barriers to their well-being.

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d. One-fourth (26.7%) of officers and slightly more than two-fifths (42.2%) of enlisted personnel reported that lack of storage for their personal items is one of the biggest barriers to their well-being.

e. One-fourth of officers (23.3%) and enlisted personnel (23.4%) reported that lack of recreational activities is one of the biggest barriers to their well-being.

f. One-sixth (17.1%) of officers and slightly more than two-fifths (42.7%) of enlisted personnel reported that restrictive barracks policies is one of the biggest barriers to their well-being.

g. One-sixth (15.6%) of officers and one-fifth (21.1%) of enlisted personnel reported that lack of on-post transportation is one of the biggest barriers to their well-being.

Table 12. As a single soldier, the biggest barriers to my well-being are?

As a single soldier, the biggest barriers to my well-being are?	Officers	Enlisted
Sampling Error	+/-7	+/-3
Inadequate living space (overcrowding)	37.1%	49.1%
Lack of privacy in the barracks	28.4%	55.6%
Lack of storage for my personal items	26.7%	42.2%
Lack of recreational activities	23.3%	23.4%
Restrictive barracks policies	17.1%	42.7%
Lack of on-post transportation	15.6%	21.1%
Other	14.4%	5.4%

9. How satisfied are you with the BOSS program at your current installation? (Table 13) (Slide 18)

a. Slightly more than one-half (53.4%) of officers and slightly less than one-half (45.9%) of enlisted personnel reported that they were either satisfied or very satisfied with the BOSS program at their current installation.

b. One-twentieth (5.9%) of officers and one-fifth (18.9%) of enlisted personnel reported that they were either dissatisfied or very dissatisfied with the BOSS program at their current installation.

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Table 13. How satisfied are you with the BOSS program at your current installation?

How satisfied are you with the BOSS program at your current installation?	Officers	Enlisted
Sampling Error	+/-4	+/-2
Very satisfied	8.3%	8.4%
Satisfied	45.1%	37.5%
Neither satisfied nor dissatisfied	40.7%	35.1%
Dissatisfied	4.7%	10.9%
Very dissatisfied	1.2%	8.0%

10. Why don't you participate in the BOSS program?

a. Slightly more one-half (52.6%) of officers and slightly less than two-fifths (36.9%) of enlisted personnel reported that they don't participate in the BOSS program because they are not interested in participating (Table 14) (Slide 19).

b. One-seventh (14.8%) of officers and three-tenths (29.6%) of enlisted personnel reported that they don't participate in the BOSS program because they do not receive any information on BOSS (Table 14) (Slide 19).

c. One-seventh (14.3%) of officers and one-fifth (18.6%) of enlisted personnel reported that they don't participate in the BOSS program because they are unable to participate in off-duty activities/meetings because of military duties/obligations (Table 14) (Slide 19).

d. A small percentage (1.3%) officers and slightly more than one-twentieth (6.2%) of enlisted personnel reported that they don't participate in the BOSS program because their chain of command does not support BOSS (Table 14) (Slide 19).

e. Officers in Fall 2000 (14.8%) were significantly less likely than officers in Fall 1995 (34.4%) to report that they don't participate in the BOSS program because they do not receive information on the BOSS program (Table 14) (Slide 20).

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Table 14. Why Don't You Participate in the BOSS Program?

Why Don't You Participate in the BOSS Program?	Fall 2000 Officers	Fall 1995 Officers
Sampling Error	+/-2	+/-3
Not interested in participating	52.6%	57.1%
Other reason	21.2%	8.7%
Do not receive any information on BOSS	14.8%	34.4%
Unable to participate in off-duty activities/meetings because of military duty/obligations	14.3%	N/A
Chain of command does not support BOSS	1.3%	0.6%

f. Enlisted personnel in Fall 2000 (36.9%) were significantly less likely than enlisted personnel in Fall 1995 (44.6%) to report that they don't participate in the BOSS program because they are not interested in participating (Table 15) (Slide 21).

g. Enlisted personnel in Fall 2000 (29.6%) were significantly less likely than enlisted personnel in Fall 1995 (41.8%) to report that they don't participate in the BOSS program because they do not receive any information on BOSS (Table 15) (Slide 21).

Table 15. Why Don't You Participate in the BOSS Program?

Why Don't You Participate in the BOSS Program?	Fall 2000 Enlisted	Fall 1995 Enlisted
Sampling Error	+/-2	+/-3
Not interested in participating	36.9%	44.6%
Do not receive any information on BOSS	29.6%	41.8%
Unable to participate in off-duty activities/meetings because of military duty/obligations	18.6%	N/A
Other reason	17.2%	8.4%
Chain of command does not support BOSS	6.2%	6.0%