

SUPPORTING STATEMENT – PART B

B. COLLECTIONS OF INFORMATION EMPLOYING STATISTICAL METHODS

1. Description of the Activity

Respondents will be Soldiers from intact platoons (E1-O3). Army organizations planning data collections with Soldier participants coordinate with Army Forces Command (FORSCOM) annually for access to research participants through the submission of Research Support Requests (RSRs). In scheduling data collection events, FORSCOM accounts for Soldier availability, workload, and mission/training-related activities at each Army installation. While FORSCOM grants permission for data collection events during prescribed windows of time known as “umbrella weeks,” participation on the part of research participants remains voluntary and in compliance with protections for human research. Using the RSR process, it is estimated that a minimum of 50% of Soldiers will participate. For earlier phases of this research project, the participation rate using RSRs was 60%. The research team will also gain access to participants through stakeholders of the research (e.g., the Army Talent Management Task Force). Using this approach, it is estimated that our response rate would be slightly higher (e.g., 75%). In earlier phases of the research using this approach, participation rate was close to 100%.

2. Procedures for the Collection of Information

The data collection for this research will utilize a convenience sample that will be stratified into two groups by Platoon position (i.e., Platoon Leader or Platoon Sergeant, and Subordinates). When requesting participation in this research, we will request specific sample characteristics that will stipulate eligibility to be a participant in this data collection. This is a one-time data collection to reduce survey burden.

3. Maximization of Response Rates, Non-response, and Reliability

As human subjects research, participation is voluntary. However, as part of the research solicitation process, Soldiers are informed of the importance of the research, as are the points of contact who help schedule Soldiers for the data collection activities. Given the voluntary nature of the research, the numbers of participants and non-participants are tracked, but participant names are not. The total sample size requested was determined by an expert in statistical design to provide adequate data to validate the assessment and the model.

4. Tests of Procedures

During earlier stages of the research, qualitative analysis of Army focus groups and interviews augmented a theory-based draft measure of inclusive policies and practices that was then circulated among Soldiers, Leaders, and Subject Matter Experts for feedback on different aspects of the assessment instrument (e.g., item clarity, observability of behavior, response options). Data were then analyzed on the inclusive measure to refine and discard items.

To validate this refined measure, participants will first answer demographic questions and the scale appropriate to their position (Platoon Leader/Sergeant, or Soldier). To validate the model of IPPD, participants will then answer eight additional validated outcome measures (e.g., organizational commitment, job satisfaction).

5. Statistical Consultation and Information Analysis

a. Provide names and telephone number of individual(s) consulted on statistical aspects of the design: Dr. Gil Luria, University of Haifa, gluria@univ.haifa.ac.il, 912.52.831611; Dr. Angela Karrasch, ARI Fort Leavenworth Unit Chief at the time of consult (now retired), 913.240.1257; and Dr. Melinda Key-Roberts, ARI Fort Leavenworth Team Leader at the time of consult (has taken a new position at another organization) 913.620.0681.

b. Provide name and organization of person(s) who will actually collect and analyze the collected information: Dr. Michele A. Calton, ARI, Michele.a.calton.civ@mail.mil/michele.a.calton.civ@army.mil, 901.702.4959; Dr. Michalle Mor Barak, USC, morbarak@usc.edu; Dr. Carl Castro, USC, cacastro@usc.edu; Dr. Sara Kintzle, USC, kintzle@usc.edu; Dr. Gil Luria, University of Haifa, gluria@univ.haifa.ac.il