Disclosure Statement

"Who Will Fight – The All-Volunteer Army after 9/11"

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1. Sources of financial support for the research.

I received no relevant or material financial support for the research described in this paper.

2. Each interested party from whom he or she has received significant financial support, summing to at least $10,000 in the past three years, in the form of consultant fees, retainers, grants and the like.

As an Assistant Professor at the U.S. Military Academy, West Point, I am a civilian employee of the Department of Defense.

From 2013-2015 I was Co-Principle Investigator on a $165,000 research grant from the Smith Richardson Foundation for a project on teacher incentive pay.

3. Each author should disclose any paid or unpaid positions as officer, director, or board member of relevant non-profit organizations or profit-making entities. A "relevant" organization is one whose policy positions, goals, or financial interests relate to the article.

I am not an officer, director or board member of any such entities.

4. The disclosures required above apply to any close relative or partner of any author.

My wife is employed as a contractor for the Department of Defense.

5. Each author must disclose if another party had the right to review the paper prior to its circulation.

The Public Affairs Office (PAO) at the United States Military Academy has the right to review the paper to ensure that it does not contain classified information or information related to operations security. PAO requests that we include the following disclosure statement: "The views expressed herein are those of the authors and do not reflect the position of the United States Military Academy, the Department of the Army, or the Department of Defense."

6. IRB

The administrative data used in this project falls under IRB data exemptions.

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