






**The U.S. Code Title X Requirement**



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- Applies only to USAFA, USNA, & USMA; limited for USMAA.
- All congressional districts, states and territories have the opportunity to be represented
- No other U.S. college or university has this mandate

**The K-12 System**



- Students are coming into college with different degrees of college preparation
- Socio-economic status is widening the gap to college degree attainment
- All students come in with different backgrounds, perspectives and abilities
- Why is this important to USAFA?

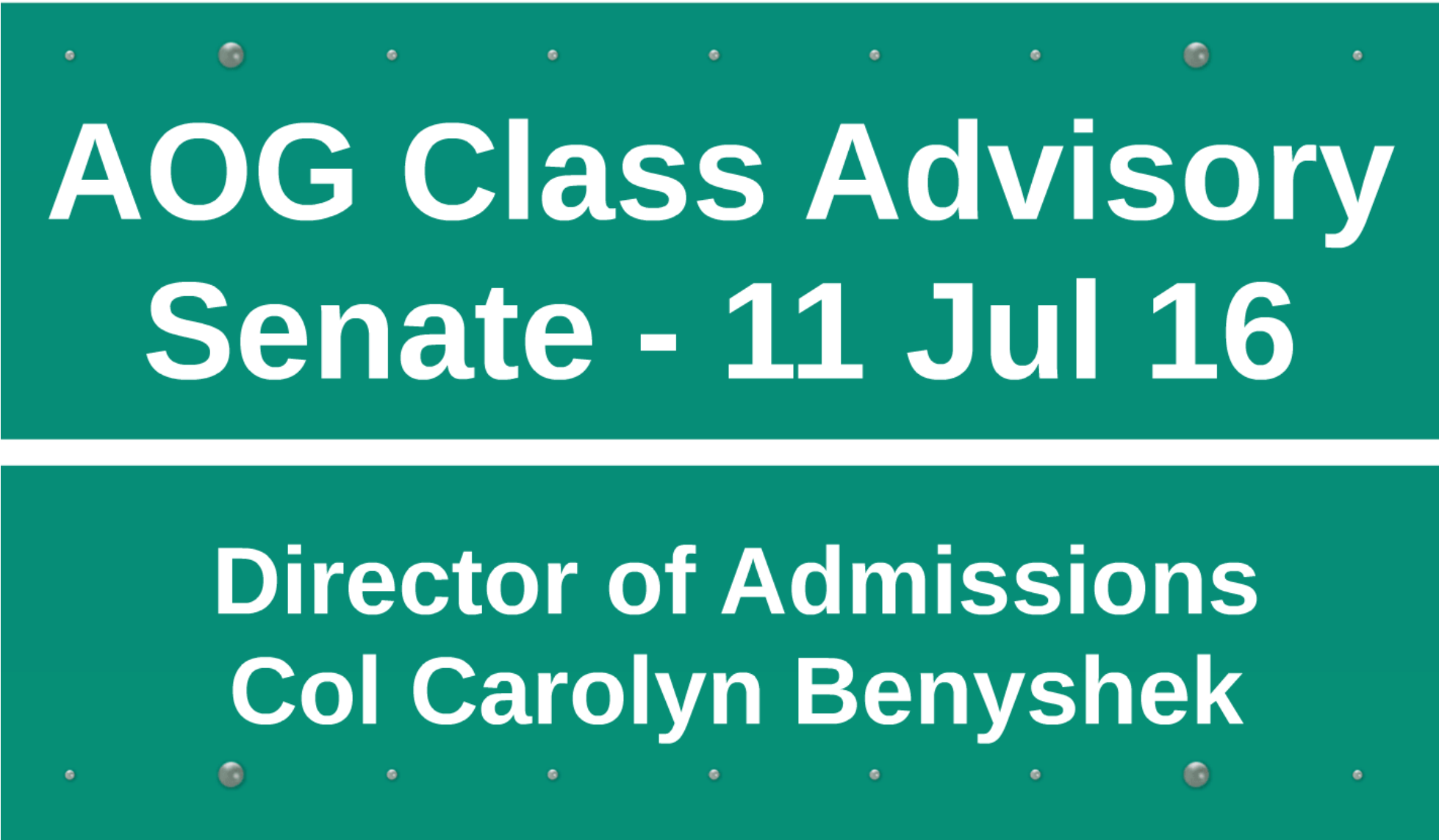
**AOG Class Advisory  
Senate - 11 Jul 16**

**Director of Admissions  
Col Carolyn Benyshek**



# **AOG Class Advisory Senate - 11 Jul 16**

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# *Understanding the Processes*



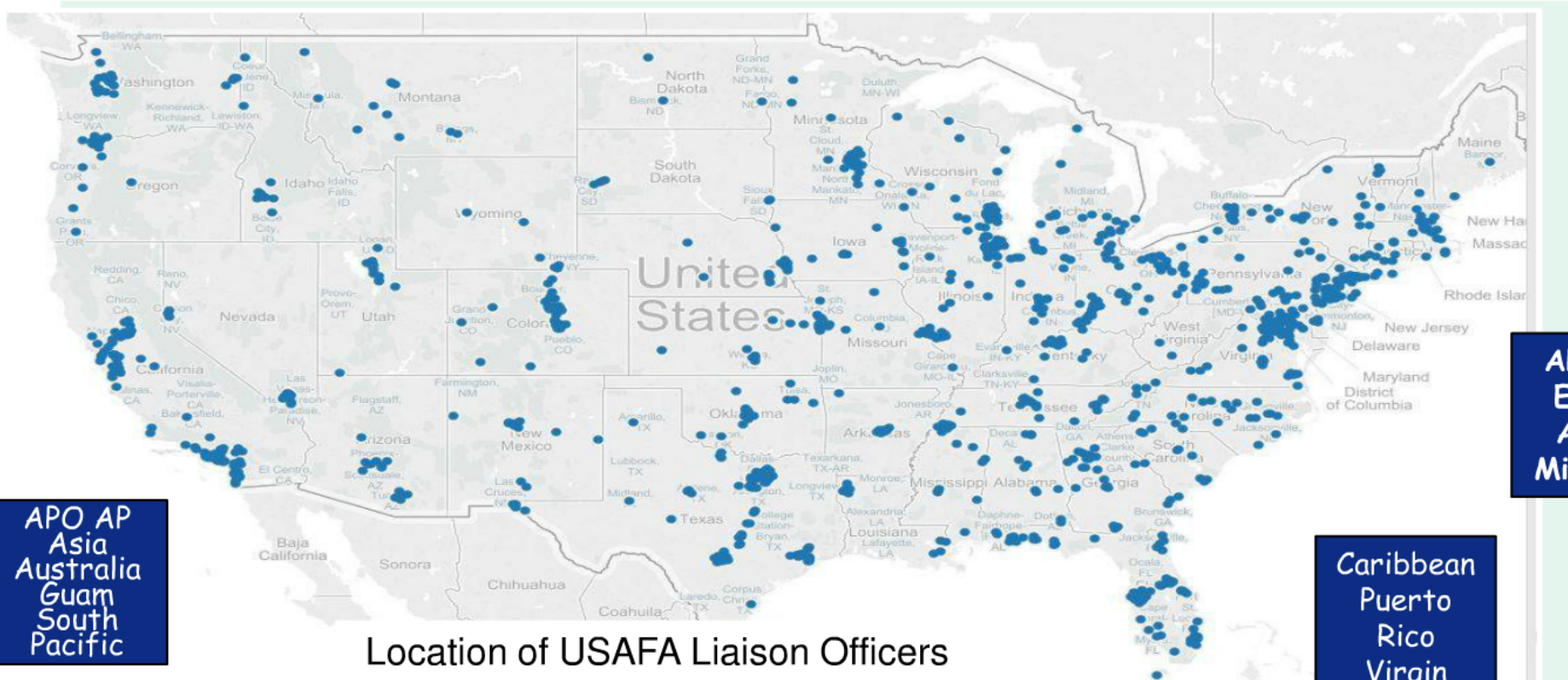
- Understanding the Prep School & Falcon Programs
- Many like you are force multipliers with respect to USAFA
- Advocating Joint Military Service Academy events
- Understanding Nominations Process is vital
  - All eligible for at least 4 sources
  - Some eligible for military related sources
  - Some have additional military related sources





United States  
Air Force Academy

# Admissions Liaison Officers (ALO)



Location of USAFA Liaison Officers

APO AP  
Asia  
Australia  
Guam  
South  
Pacific

APO AE  
Europe  
Africa  
Mid-East

Caribbean  
Puerto  
Rico  
Virgin  
Islands  
APO AA

Central  
&  
South  
America





United States

Air Force Academy

# SECAF Applicant Pool Goals



THE SECRETARY OF THE AIR FORCE  
CHIEF OF STAFF, UNITED STATES AIR FORCE  
WASHINGTON DC



16 JUN 2014

MEMORANDUM FOR AETC/CC  
USAFA/CC

SUBJECT: Applicant Pool Goals for Active Duty Officers

Air Force capabilities and war fighting skills are enhanced by diversity amongst its personnel. At its core, diversity provides our Total Force an aggregation of strengths, perspectives and capabilities that transcend individual contributions. Our ability to attract a larger, highly talented, diverse pool of applicants for service in our Air Force will positively impact our future Total Force.

It is our goal to establish Active Duty Officer Applicant Pool Goals which will reflect the United States' highly talented, diverse and eligible population. The following applicant pool goals, broken down into race, ethnicity and gender, represent the diverse population of the United States eligible to serve in the Air Force, under established Air Force eligibility criteria, with small adjustments designed to address the projected increase of certain populations in the United States. This metric may not be used in a manner that undermines the merit-based processes. We direct you to provide a plan by August 1, 2014, to align your efforts to achieve the applicant pool goals to attract the best and brightest our nation has to offer.

Race	Applicant Pool Goal
American Indian/Native Alaskan	1%
Asian	8%
Black or African American	10%
Native Hawaiian/Other Pacific Islander	1%
White	80%
Ethnicity	Applicant Pool Goal
Hispanic/Latino	10%
Non Hispanic/Latino	90%
Gender	Applicant Pool Goal
Female	30%
Male	70%

Deborah Lee James  
Secretary of the Air Force

Mark A. Welsh III  
General, USAF  
Chief of Staff


- SECAF has designated applicant pool goals for USAFA & AETC recruiting
- Marketing/Outreach targets these groups
- Selections based on competitiveness not by Race/Gender/Ethnicity (by law)

Race	Applicant Pool for Class of					USAF Go
	2016	2017	2018	2019	2020	
American Indian/Native Alaskan	2.8%	2.4%	2.3%	2.7%	1.3%	1%
Asian	8.3%	9.8%	9.7%	9.7%	8.5%	8%
Black or African American	13.5%	13.2%	13.9%	13.7%	15.0%	10%
Native Hawaiian/Pacific Islander	2.1%	2.1%	2.1%	2.1%	1.8%	1%
White	73.4%	72.7%	71.9%	71.9%	73.4%	80%
Ethnicity						
Hispanic/Latino	12.1%	12.4%	14.1%	13.4%	12.7%	10%
Non-Hispanic/Latino	87.9%	87.6%	85.9%	86.6%	87.3%	90%
Gender						
Female	25.5%	24.2%	25.1%	26.7%	28.6%	30%
Male	74.5%	75.8%	74.9%	73.3%	71.4%	70%

# Challenges



- Most students/parents don't understand application and nominations are two different processes
  - Both are long & daunting
- Business process updates causes delays
- IT system upgrades
- Students only compete in the nominating category in which they apply
- Helicopter Parents

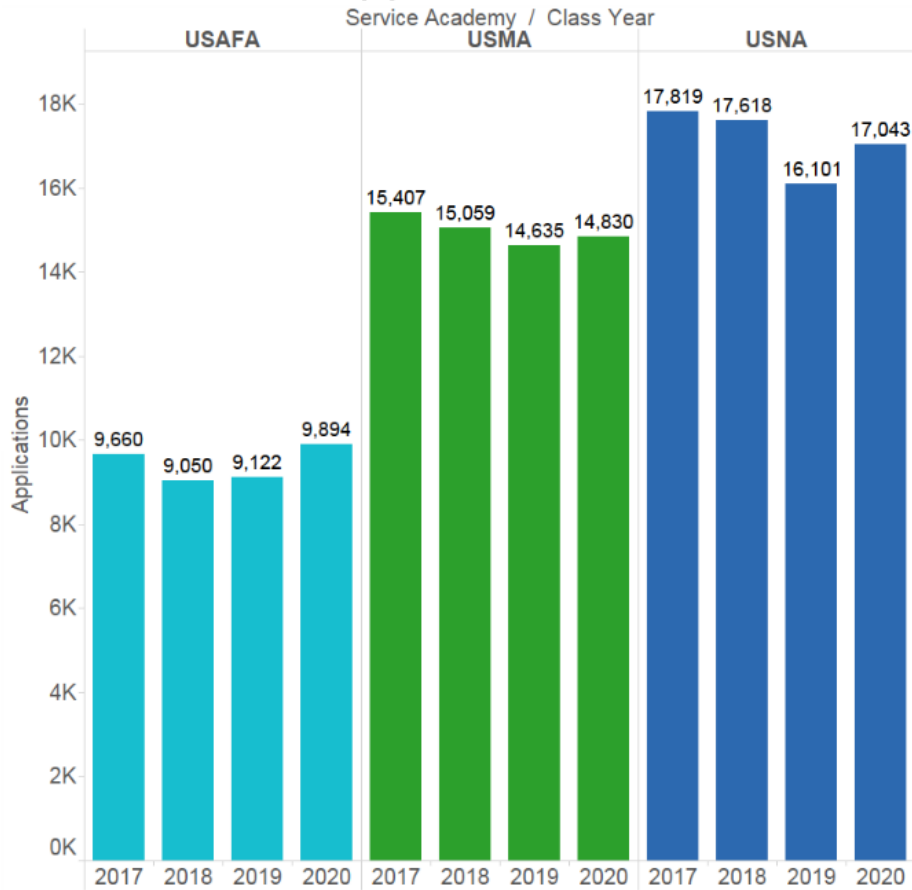


# Results

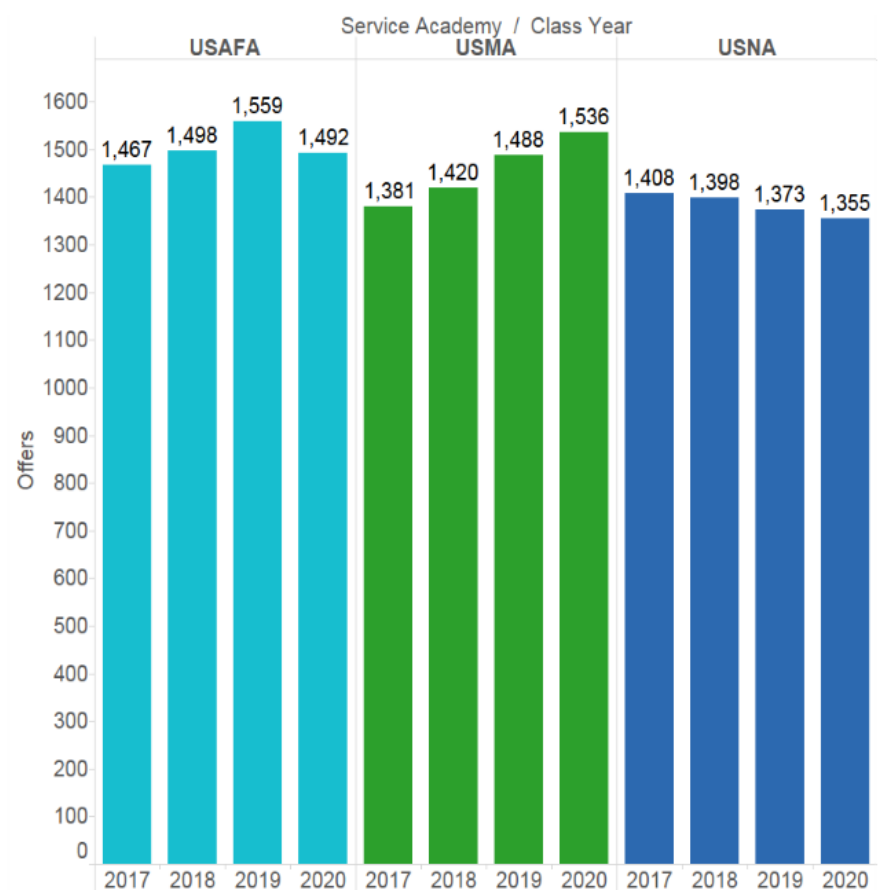


Service Academy	Class Year	Applications	Offers	Admits	Yield Rate	Acceptance Rate
USAFA	2017	9,660	1,467	1,168	79.6%	12.1%
	2018	9,050	1,498	1,188	79.3%	13.1%
	2019	9,122	1,559	1,227	78.7%	13.5%
	2020	9,894	1,492	1,163	77.9%	11.8%
USMA	2017	15,407	1,381	1,197	86.7%	7.8%
	2018	15,059	1,420	1,220	85.9%	8.1%
	2019	14,635	1,488	1,270	85.3%	8.7%
	2020	14,830	1,536	1,307	85.1%	8.8%
USNA	2017	17,819	1,408	1,200	85.2%	6.7%
	2018	17,618	1,398	1,191	85.2%	6.8%
	2019	16,101	1,373	1,191	86.7%	7.4%
	2020	17,043	1,355	1,177	86.9%	6.9%

## Applications



## Offers





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# USAFA Class of 2020 Accepts

(as of 29 Jun 16)

**Accepts = 1153\*\***

**\*\* Excludes Internationals & Turnbacks**

## Gender

- Female = 342 (30%)
- Male = 811 (70%)

## Ethnicity (Self-Identified)

- Hispanic: 110 (10%)
- Not Hispanic: 1043 (90%)

## Race

- Black = 101 (9%)
- Native American = 13 (1%)
- Asian = 104 (9%)
- Pacific Islander = 29 (3%)
- All Minorities = 357 (31%)
- Caucasian = 721 (63%)
- Declined to Respond = 75 (7%)

## Medical Status

- Pilot Qual = 467 (41%)
- Nav Qual = 116 (10%)
- Comm Qual = 565 (49%)
- Other = 2 (0.2%)

■ Athletes = 267 (23%)

## Family Income

- Less than \$25K = 36 (3%)
- \$25K – \$74.9K = 214 (19%)
- \$75K – \$124.9K = 318 (28%)
- \$125K - \$174.9K = 256 (22%)
- > \$175K = 271 (24%)
- Unknown = 58 (5%)

## Language (Primary Other Than English)

- Arabic/Chinese/French/Gujjati/Hungarian/Ilocano  
Italian/Japanese/Korean/Polish/Russian/Spanish  
Tagalog/Turkman/Vietnamese

■ First Generation College = 204 (18%)

■ Legacy (Academy Grad Parent) = 161 (14%)

- USAFA = 113 (9.8%); USMA = 27; USNA = 13;  
USMMA = 5; USCGA = 3

■ Single Parent Family = 134 (12%)

■ Prior Service = 64 (6%)

- 19 Direct Entry
- 45 From AF Prep School



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# AF Prep Class of 2017 Accepts

(as of 29 Jun 2016)

**Accepts = 239**

## Gender

- Female = 53 (22%)
- Male = 186 (78%)

## Ethnicity (Self-Identified)

- Hispanic: 29 (12%)
- Not Hispanic: 210 (88%)

## Race

- Black = 77 (32%)
- Native American = 2 (1%)
- Asian = 17 (7%)
- Pacific Islander = 10 (4%)
- All Minorities = 135 (56%)
- Caucasian = 102 (43%)
- Declined to Respond = 2 (1%)

## Medical Status

- Pilot Qual = 70 (29%)
- Nav Qual = 32 (13%)
- Comm Qual = 125 (52%)
- Other = 12 (5%)

■ Athletes = 105 (44%)

## ■ Family Income

- < \$25K = 28 (12%)
- \$25K – \$74.9K = 61 (26%)
- \$75K – \$124.9K = 71 (30%)
- \$125K - \$174.9K = 32 (13%)
- > \$175K = 32 (13%)
- Unknown = 15 (6%)

## ■ Language (Primary Other Than English)

- Arabic/Hindi/Khmer/Korean/Russian/Spanish  
Tagalog/Thai/Vietnamese/Yoruba

■ First Generation College = 83 (35%)

■ Single Parent Family = 52 (22%)

■ Legacy (Academy Grad Parent) = 15 (6%)

- USAFA = 12 (5.0%); USNA = 2; USMA = 1

■ Prior Service = 55 (23%)





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# Falcon Foundation Class of 2017 Accepts

(as of 29 Jun 2016)

## Accepts = 63

### Gender

- Female = 17 (27%)
- Male = 46 (73%)

### Ethnicity (Self-Identified)

- Hispanic: 13 (21%)
- Not Hispanic: 50 (79%)

### Race

- Black = 1 (2%)
- Native American = 2 (3%)
- Asian = 3 (5%)
- Pacific Islander = 2 (3%)
- All Minorities = 21 (33%)
- Caucasian = 42 (67%)

### Medical Status

- Pilot Qual = 39 (62%)
- Nav Qual = 6 (10%)
- Comm Qual = 18 (29%)
- Other = 0 (0%)

### Family Income

- < \$25K = 1 (2%)
- \$25K – \$74.9K = 10 (16%)
- \$75K – \$124.9K = 24 (38%)
- \$125K - \$174.9K = 19 (30%)
- > \$175K = 9 (14%)
- Unknown/blank = 0

### Language (Primary Other Than English)

- Tagalog

### First Generation College = 14 (22%)

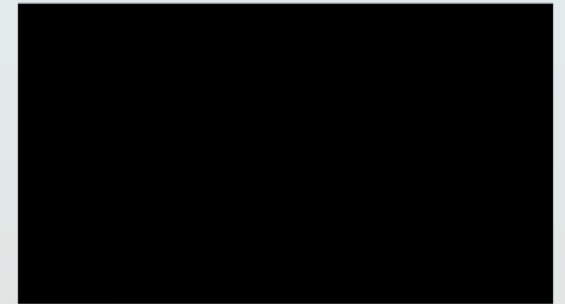
### Single Parent Family = 7 (11%)

### School Choice

- Northwest Prep = 31
- Marion = 10
- Randolph-Macon = 10
- Greystone = 6
- NMMI = 6

# *You make a difference*

By understanding the opportunities





**GOAL!**







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