



UNITED STATES
AIR FORCE
ACADEMY

Admissions Briefing AOG Advisory Senate

Col Art Primas
USAFA/RR

SECAF Applicant Pool Goals and MD-12



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



16 JUN 2014

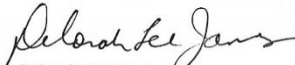
MEMORANDUM FOR AETC/CC
USAF/CC

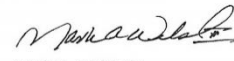
SUBJECT: Applicant Pool Goals for Active Duty Officers

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

BY ORDER OF THE
SECRETARY OF THE AIR FORCE



AIR FORCE MISSION DIRECTIVE 12

5 MARCH 2019

Personnel

UNITED STATES AIR FORCE
ACADEMY (USAF/A)

COMPLIANCE WITH THIS PUBLICATION IS MANDATORY

ACCESSIBILITY: Publications and forms are available on the e-Publishing website at www.e-Publishing.af.mil for downloading or ordering.

RELEASABILITY: There are no releasability restrictions on this publication.

OPR: AF/AIPT

Certified by: SAF/MR
(Shon J. Manasco, EX-IV)

Supersedes: AFMD 12, 29 March 2018

Pages: 3

This mission directive provides general guidance about the mission and assigned duties of the United States Air Force Academy consistent with the statutory authority granted to the Superintendent in Title 10, United States Code, Sections 9331-9334, DoDI 1322.22, *Service Academies* and Air Force Policy Directive (AFPD) 36-35, *United States Air Force Academy*. This organization is a Direct Reporting Unit of the United States Air Force. Refer recommended changes and questions about this publication to the office of primary responsibility using the Air Force Form 847, *Recommendation for Change of Publication*; route Air Force Forms 847 from the field through the appropriate functional chain of command. Ensure that all records created as a result of processes prescribed in this publication are maintained in accordance with Air Force Manual 33-363, *Management of Records*, and disposed of in accordance with Air Force Records Information Management System Records Disposition Schedule.

SUMMARY OF CHANGES

This document has been substantially revised and must be reviewed in its entirety. This revision provides clear guidance on what the Air Force expects from the Academy. It incorporates renewed guidance on how the Academy will develop leaders of character who are prepared to lead warfighters in the 21st Century.

1. United States Air Force Academy Mission. The mission of the United States Air Force Academy is to educate, train, and inspire men and women to become officers of character motivated to lead Airmen in service to our nation. The Academy offers developmental academic, athletic, aviation, and military programs that produce leaders exceptionally well

USAFA Class of 2020-2026

Applicant Pool** vs USAF Goals



Race	Applicant Pool for Class of									SECAF Goal
	2018	2019	2020	2021	2022	2023	2024	2025	2026	
American Indian/Native Alaskan	1.9%	2.1%	1.3%	1.3%	1.4%	1.2%	1.2%	1.1%	2.5%	1%
Asian	7.8%	8.3%	8.5%	9.1%	9.6%	9.9%	10.4%	11.1%	13.4%	8%
Black or African American	13.8%	13.9%	15.0%	15.3%	13.5%	13.3%	12.9%	11.5%	12.0%	10%
Pacific Islander	1.7%	1.8%	1.8%	1.3%	1.6%	1.8%	2.1%	1.8%	2.3%	1%
Ethnicity										
Hispanic	12.7%	12.0%	12.7%	12.9%	13.1%	13.3%	13.9%	13.6%	15.8%	10%
Gender										
Female	24.9%	26.5%	28.7%	29.4%	30.3%	31.2%	32.1%	32.5%	29.1%	30%



- U.S. Citizen
- 17-22 Years-Old (Title 10)
 - Not Past 23rd Birthday as of 1 July of Entry Year
 - Not Past 22nd Birthday as of 1 July of Entry Year to the Prep School
- Not Married and No Legal Support Obligations
- Not Pregnant
- Good Moral Character



- **Candidate Fitness Assessment (CFA)**
 - Used by All DoD Service Academies
 - 1 “Do-over” If CFA is Failed
- **Events**
 - Basketball Throw
 - Pull-ups/ Flexed Arm Hang
 - Shuttle Run
 - Modified Sit-ups
 - Push-ups
 - One Mile Run

- Department of Defense Medical Examination Review Board (DoDMERB)
- Responsible for Determining the Medical Qualification of all Service Academy Applicants
- Examinations Take Place at Designated Examining Centers Located throughout the U.S.



■ Legal Authority for USAFA to Consider a Candidate for an Appointment

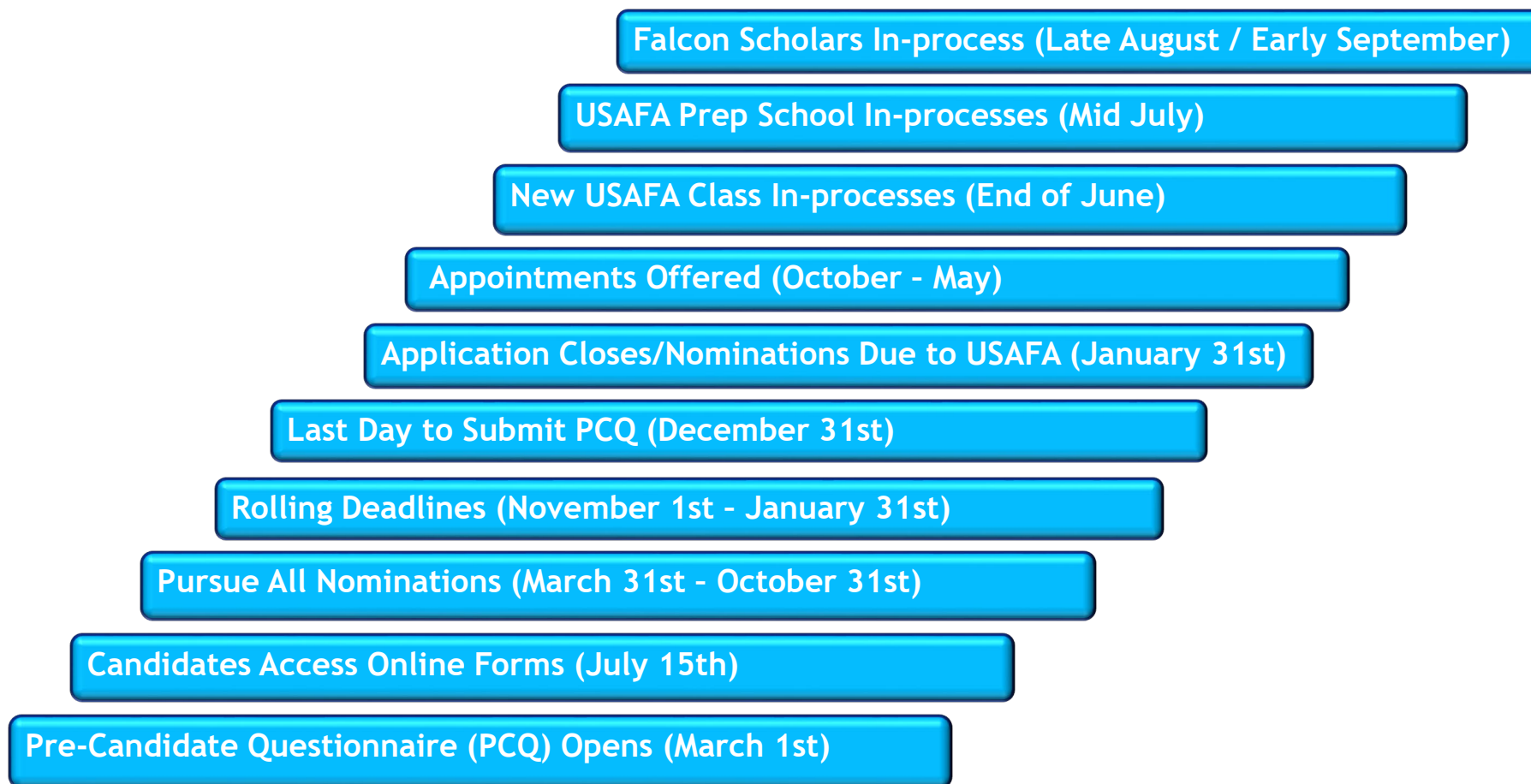
■ Congressional

- Both U.S. Senators
- Representative
- Vice President

■ Military

- Presidential
- Regular/Reserve Components
- Honor Military School
- AFROTC/AFJROTC
- Deceased/Disabled/MIA
- Medal of Honor
- Superintendent







- Authority by Title 10, U.S. Code
- Direction Under USAFI 36-3540
- Approves at risk USAFA Appointments
 - Chaired by the Superintendent
 - 13 Members = voting + 1 Secretary
- Meets Bi-weekly: Aug - May



- Located on the USAFA Reservation
- ~234 Cadet Candidates
 - Prior Enlisted, Athletes, Students who need additional academic prep
- Enlisted Reserve Status While Attending
- Academics
 - Math, English and Science
- Athletics
 - Football, Volleyball, Wrestling, Men's and Women's Basketball



Offer Partial Scholarships to Civilian Prep Schools



- Georgia Military College
- Marion Military Institute
- New Mexico Military Institute
- Northwestern Preparatory School
- Randolph-Macon Academy

- Appointees = 1055**
 - ** Excludes Internationals & Turnbacks
- Gender
 - Female = 301 (28.53%)
 - Male = 754 (71.47%)
- Ethnicity (Self-Identified)
 - Hispanic = 130 (12.32%)
 - Not Hispanic = 921 (87.30%)
- Race (Self-Identified)
 - Asian = 85 (8.06%)
 - African American = 77 (7.30%)
 - Native American = 5 (0.47%)
 - Pacific Islander = 5 (0.47%)
 - White = 733 (69.48%)
 - More Than One Race = 135 (12.80%)
 - Race Unknown = 15 (1.42%)
- Medical Status
 - Potential Pilot = 537 (50.90%)
 - Comm Qual = 351 (33.27%)
- Athletes = 245 (23.22%)
- Language (Primary other than English)
 - Cantones-1; Filipino-2; Hebrew-1; Korean-2; Spanish-11; Other-2
- First Generation College = 166 (15.73%)
- Single Parent Family = 131 (12.42%)
- Airmen = 52 (4.9%) LEAD*
- Legacy (Acad Grad Parent) = 99 (9.38%)
 - USAFA = 72 (6.82%)
 - USMA = 11 (1.04%)
 - USNA = 13 (1.23%)
 - USCGA = 1 (0.09%)
 - USMMA = 2 (0.19%)



Innovate, Accelerate, Thrive, The Air Force at 75

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