



Character Development at USAFA

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Character Development - Priority #1

- **Developing Leaders of Character for Great Power Competition (GPC)**
 - GPC: Develop People
 - Mission Ready Airmen with a mix of skills needed for operational mission readiness
- **Encompasses every Mission Element**
- **Some Education/Training/Experiences (ETEs) experienced by all cadets, others as elective/optional opportunities**



A LEADER OF CHARACTER...



Lives Honorably

... Consistently practices the virtues embodied in the Core Values



Honesty, Courage, Accountability, Duty, Loyalty, Respect, Humility, Mission, Discipline, Teamwork

Lifts Others

... To their best possible selves



Challenge, Support, Develop, Inspire

Elevates Performance

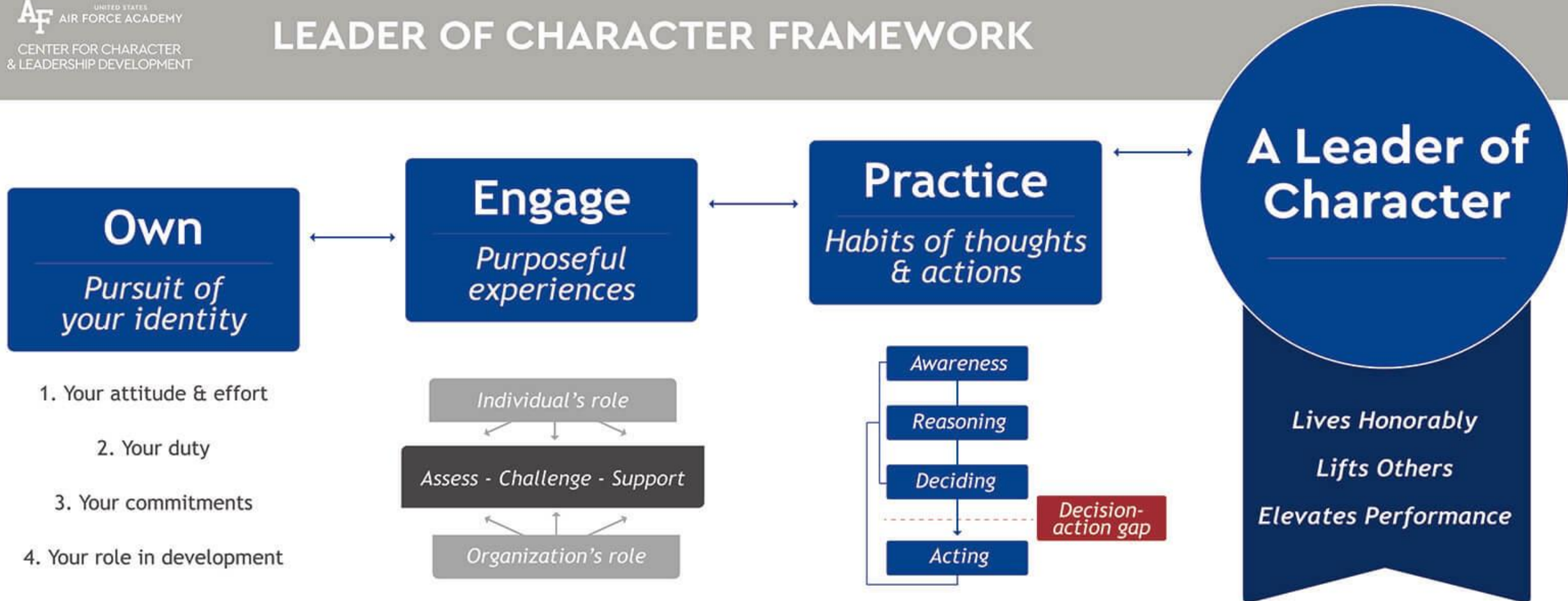
... Toward a common & noble purpose



Always Better, Always Higher

The Leader of Character Framework

LEADER OF CHARACTER FRAMEWORK



Character Development - Common to All

- **Commissioning/Honor Education**
 - BCT - 8 lessons; Wing Character & Honor Officers / NCOs
 - ~36 hours of character-related CE across four years
- **Character & Leadership (CL100-CL400) Lessons**
 - 2 per year, 8 total, by class
- **Core Academic Curriculum**
 - Beh Sci 110, Phil 210, Leadership 100-400
 - Other character ETEs aligned to Institutional Outcomes
- **Other Required Training**
 - LoC in BCT, Religious Respect, SAPR Training, etc.
- **National Character and Leadership Symposium**



- **THANK YOU!**
 - Classes of 1959, 1973, 1977, 1983, 1993
- ~6700 registrants
- 156 participating universities
 - 320 visiting faculty & students
- 124 engagement opportunities
- Cadet-led
 - 6 / 104 / 456
- ~\$150K shortfall



2024

Valuing Human Conditions, Cultures,
& Societies

2025

Warrior Ethos as Airmen and
Guardians

2026

Ethics & Respect for Human Dignity

2027

Leadership, Teamwork, &
Organizational Management

Character Development - Common to All

- **Enhanced Character Development Time**
 - A new “purposeful experience” to provide “practice”
 - Connection & Unit Cohesion, Positive Relationships
 - Power Dynamics, Social Currency, Upstander
- **Healthy Relationships Education**
 - Connections, boundaries, vulnerability
 - Attraction, consent, rejection, connection
 - Comprehensive sex education
 - Ending relationships, loss, supporting others
- **Outdoor Leadership Complex**
 - Element of Combat Survival Training

**LET'S BE
CLEAR**



Character Development - Available to Some

- **Healthy Relationships Training**
- **Student Athlete-Advisory Council**
- **Team Captain Enhancement Program**
 - All three available to athletes and team captains
- **Cadet Character & Honor staff positions**
- **Cadet Leadership Enrichment Seminar**
- **Cadet Mentoring Program**
- **Cadet “Ropes” programs**
- **Affinity Clubs - 14 at USAFA**
- **Preparatory School**
 - ~45 hours of character/values/honor education
- **Azimuth Summer Program**



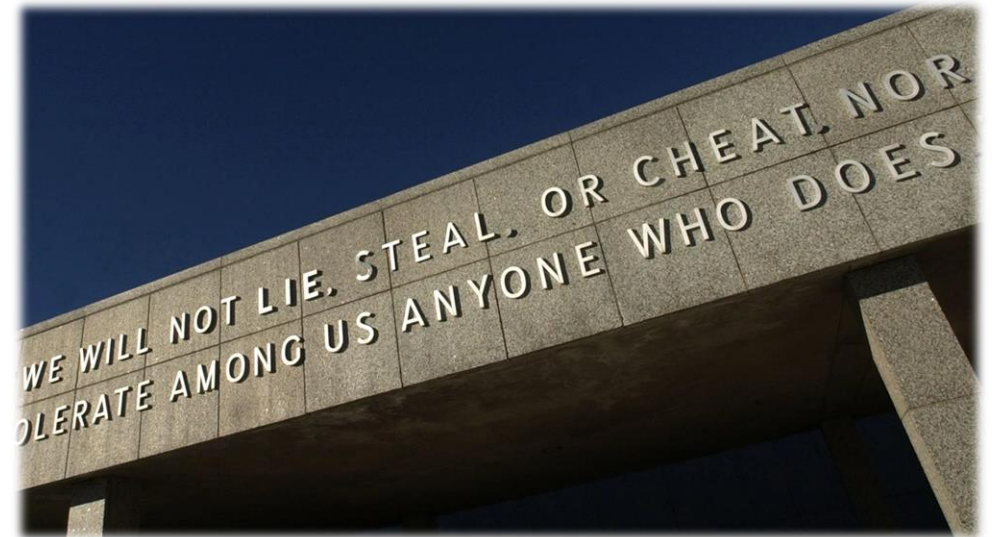
Character Development - Faculty & Staff

- Enhanced Character Development Time
- Superintendent's Leader of Character Certificate Program
- Character Development Opportunities
 - On-Demand & Open Enrollment
 - Leader of Character Workshops
 - Emotional Intelligence
 - Grit & Resilience
 - Dynamics of Change
 - Leadership-Team Assessments
 - More...
- Professional Coaching
 - USAFA Senior Leaders, Senior Enlisted, AOCs



- Cultural Indicators
- Toleration Clause
 - Intended to spur “engagement”
 - Cadet reports last four years: 13, 11, 7, 3
 - This AY, ~15
 - Still low historically, but a positive indicator!
- SPEA program evaluation
 - CCLD took ownership in 2023
 - Desire to expand expectations
 - Feedback solicited: AOCs, SPEAs, Cadets
 - Changes forthcoming...

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- Cultural Indicators
- Designed to help educate cadets on appropriate behavior in an anonymous digital space and to help permanent party respond to instances of threats of harm to self or others
- Contractor to help with capacity and expertise to better understand the environment and to help shape character development curriculum



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LEADER OF CHARACTER FRAMEWORK

