



Meeting Minutes – Class Advisory Senate Jul 11, 2016

1. **Garry Dudley, '68**, President of the CAS, called the meeting to order at 6:00 p.m.
Roll call was conducted
2. **Minutes:** Previous minutes are posted on the website
<http://www.usafa.org/AOG/ClassAdvisorySenate>
3. **Members and Guests in Attendance:** See **Attachment I**
4. **Others in Attendance:** Gary Howe '69, Executive Vice President of the AOG; Johnny Bollman, AOG Help Desk Specialist.
5. **Special Guest:** Col Benyshek, Director of Admissions – See her slides in **Attachment II**

Colonel Benyshek expanded upon the presentation she brought with several details dealing with the admissions process at our academy compared to the US Military Academy, the US Naval Academy, and the US Merchant Marine Academy.

All of the aforementioned academies are governed by Title 10; however, the United States Coast Guard Academy (USCGA) operates under different guidelines as it is in the Department of Homeland Security. The three major academies have specific guidelines dealing with diversification.

Colonel Benyshek, who has been in this position for eight continuous years, told us that applicants are placed in pools. . The academy attempts to meet diversity goals by affecting the size of the pool and by aggressively targeting through marketing; the Academies do not have quotas The Academy Board selects from those pools those who will be offered a slot to enter the next class. The Academy Board is chaired by the Superintendent. Colonel Benyshek does not select athletic recruits but ensures the rest of the admissions process is followed.

The Directors of Admissions from all of the academies meet at least annually to discuss their policies and procedures. When the academies arrange for a major presentation designed to encourage candidates to apply for any one of their schools, each academy is represented to ensure the candidates get a balanced feel for what the respective school has to offer. She did mention that Army has elected to offer early admission letters months before the other schools send out their selections.

6. **Gary Howe** gave us the briefing he prepared for the Basics as they toured Doolittle Hall and the Heritage Trail that included a video created for the Founders Day event this year. The entire presentation and program was put together in short order; the video is particularly noteworthy. Share this link with all those in your sphere of influence! You really sharp Senators will note that this link was provided in the April minutes when we discussed Founders Day! Thanks, Gary!
<http://usafa.org/Videos/Movie/3126>

7. *Moving Forward* document

Giving feedback to the Board of Directors (BOD or Board) of the Association of Graduates is one of our core responsibilities. Our charter is found in Article VII of the AOG, USAFA Bylaws, and 6 May 2011.

<http://www.usafa.org/Documents/AOG/ClassAdvisorySenate/Misc/BylawsArticleVII.pdf>

“...The CAS will be advisory to the Board and will inform the Board on relevant issues.”

The CAS and the CAS President have regular communications with the Board; the Board Chair regularly attends our CAS meetings, and the CAS President is a member of the Board. In concert with these communications, the CAS submits a *Moving Forward* document to document feedback and to emphasize key issues when appropriate. Current circumstances indicate that now is the time to submit another installment of *Moving Forward*.

As a result of previous coordination, the CAS was ready to vote. The decision to approve the document as is was unanimous. Attachment one indicates those who voted with an asterisk *.

Note: The document was sent via email to the AOG Board and the Directors.

Garry's next topic was elections. He was soliciting volunteers for the Executive Committee. Larry Bagley, '66, will not be running for Vice President of the CAS due to his commitments to the Colorado Springs City Council. Garry will run for the position of President of the CAS. PLEASE contact Garry if you are interested in getting more involved in the CAS. I am looking for a couple of more people to run for the Executive committee; I need more diverse opinions!

8. **Garry** provided an update on 3 *temporary* committees

- a. Roster committee – changed hands
 - i. Work load and school assignments impacted progress – thanks to Bruce Mitchell for assuming lead of this committee. Thanks for Larry Bagley and Jason Harris for their work to date
 - ii. Progress is being made
- b. Social media – coming back; attempting to control scope
- c. *Moving Forward* – already covered above

9. Round Table

Dan Beatty, '76, reminded the CAS that there still is a need for volunteers to host a Bed and Breakfast for the in-coming preparatory school students. He also reminded the CAS that the Rampart Chapter annual picnic was to be held at the Brooms this coming Saturday and that the Chapter day at Sky Sox stadium will be on July 24.

George Larson, '62, asked for an update on where we are with regard to a possible merger of the AOG with the UE. The response was that this initiative was being worked hard, but results may not be finalized until mid- to-late 2017. The AOG Board will be soliciting as much help as the CAS can provide to get at least 25% of the graduates to vote with reference to any changes to the Bylaws.

ASSOCIATION OF GRADUATES

UNITED STATES AIR FORCE ACADEMY



10. Next Meetings – Get involved

- | | |
|--------------|-------------|
| a. AOG Board | Aug 5 2016 |
| b. Ex Com | Sep 12 2016 |
| c. CAS | Nov 14 2016 |

Note: If you plan on attending the Ex Com or AOG Board, please contact me in advance.

11. Adjourned at 1956.

Two Attachments – Attendees and Col Benyshek’s slides

Drafted by Bob Muldrow and Garry Dudley

Respectfully submitted,

Garry

Garry W. Dudley
President, Class Advisory Senate
USAFA Class of ‘68

ASSOCIATION OF GRADUATES

UNITED STATES AIR FORCE ACADEMY

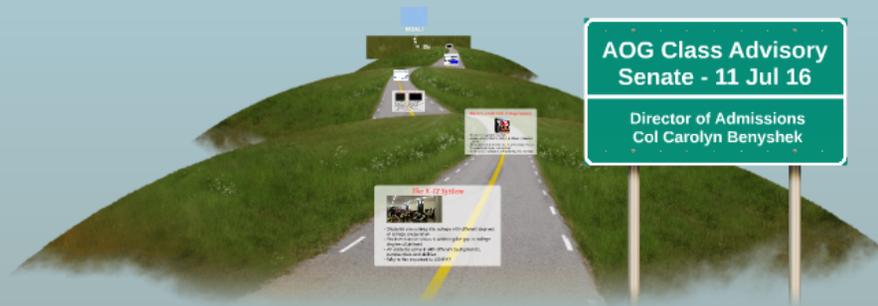


Attachment I – Senators in Attendance

CL	F Name	L Name	Vote
59	Curtis	Cook	Yes
60	Dick	Sexton	Yes
62	George	Larson	Yes
63	John	Borling	Yes
64	Douglas	Jenkins	Yes
66	Larry	Bagley	Yes
67	Bob	Muldrow	Yes
68	Garry	Dudley	Yes
69	Tom	Fleming	Yes
70	Chris	Dunbar	Yes
72	Mush	Brower	Yes
73	Dale	Birch	Yes
75	Bruce	Mitchell	Yes
75 BU	Jeff	Hackett	
76	Dan	Beatty	Yes
79	Randy	Helms	Yes
92	Rick	Bailey	Yes
95 BU	Tim	Gillaspie	Yes
07	Rich	Mickelsen	Yes

Guests

64	Rod	Wells
67	Roy	Miller
91	Pat	Romero
91	John	Vaughn



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

Director of Admissions
Col Carolyn Benyshek

The 1-12 System

Students are asked to reflect on their learning and growth over the course of the year. This is a chance for students to share their experiences and insights with their peers and faculty. The 1-12 System is a unique opportunity for students to voice their opinions and concerns. This is a chance for students to share their experiences and insights with their peers and faculty. The 1-12 System is a unique opportunity for students to voice their opinions and concerns.

AOG Class Advisory

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GOAL!



The U.S. Code Title X Requirement



- Provides Geographic diversity
- 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

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**AOG Class Advisory
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The K-12 System



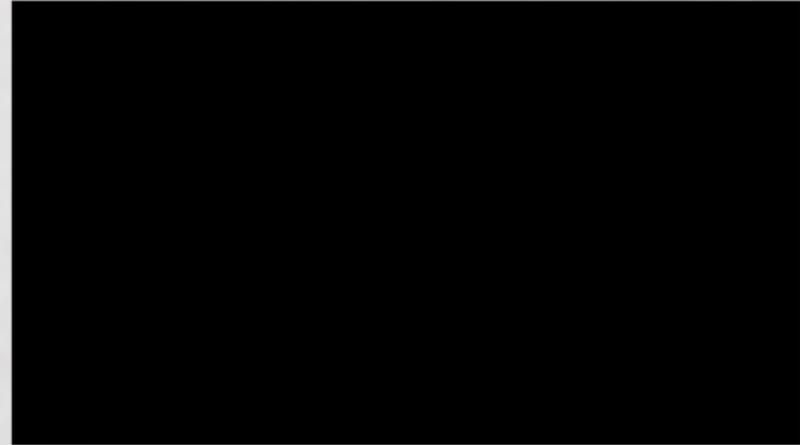
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Understanding the Processes

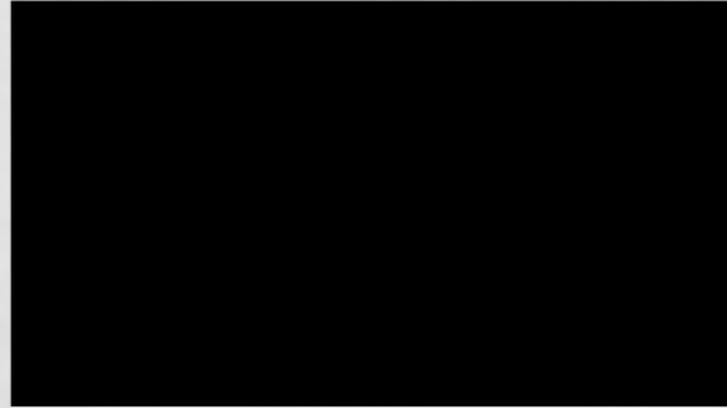


- Understanding the Prep School & Falcon Programs
- Many like you are force multipliers with respect to USAFA
- Advocating Joint Military Service Academy events
- Understanding Nominations Process is vital
 - All eligible for at least 4 sources
 - Some eligible for military related sources
 - Some have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

Line Processes

col. 8. Eileen Drogano

Understanding the Processes

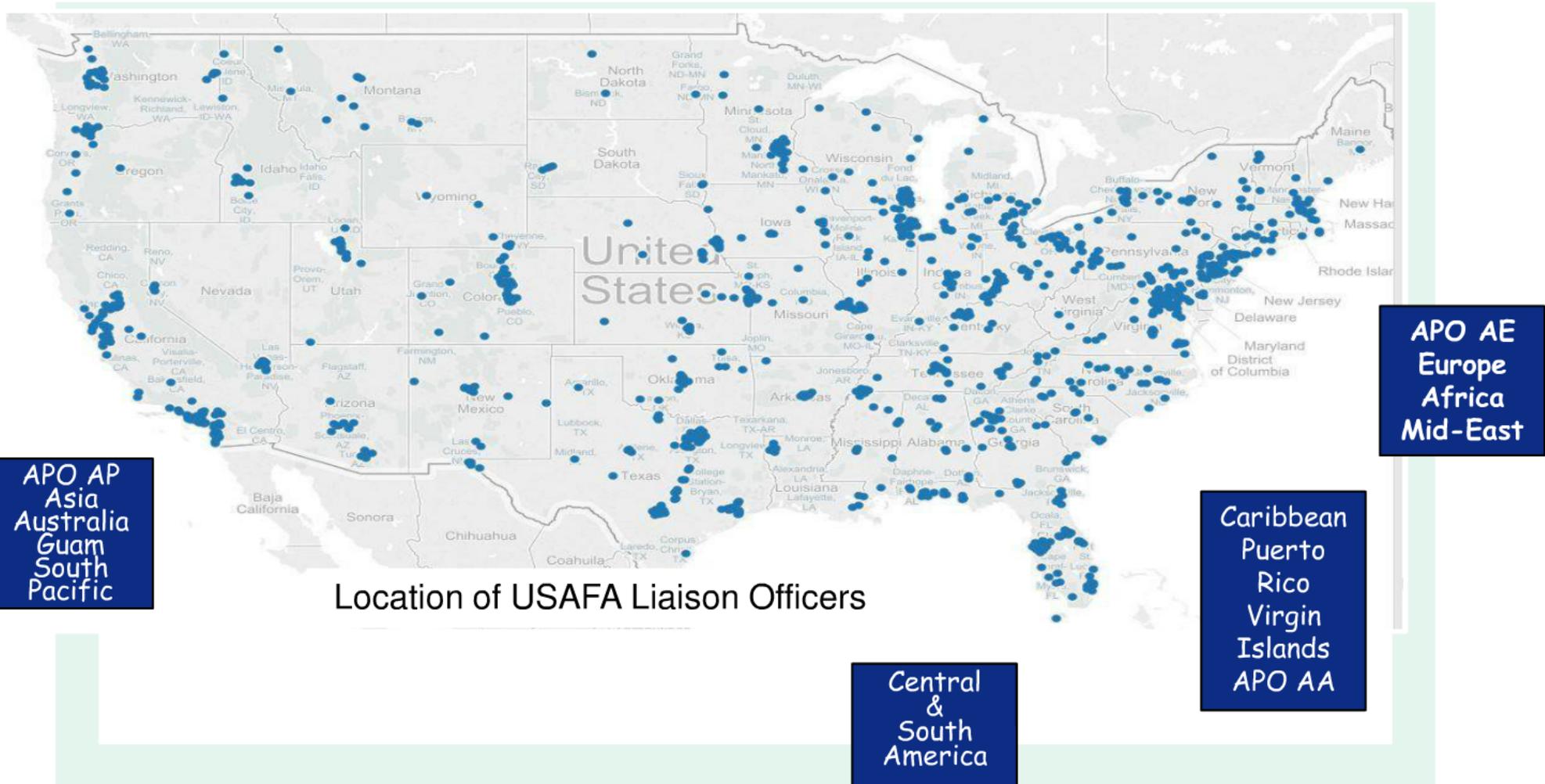


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United States
Air Force Academy

Admissions Liaison Officers (ALO)



Location of USAFA Liaison Officers



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
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%

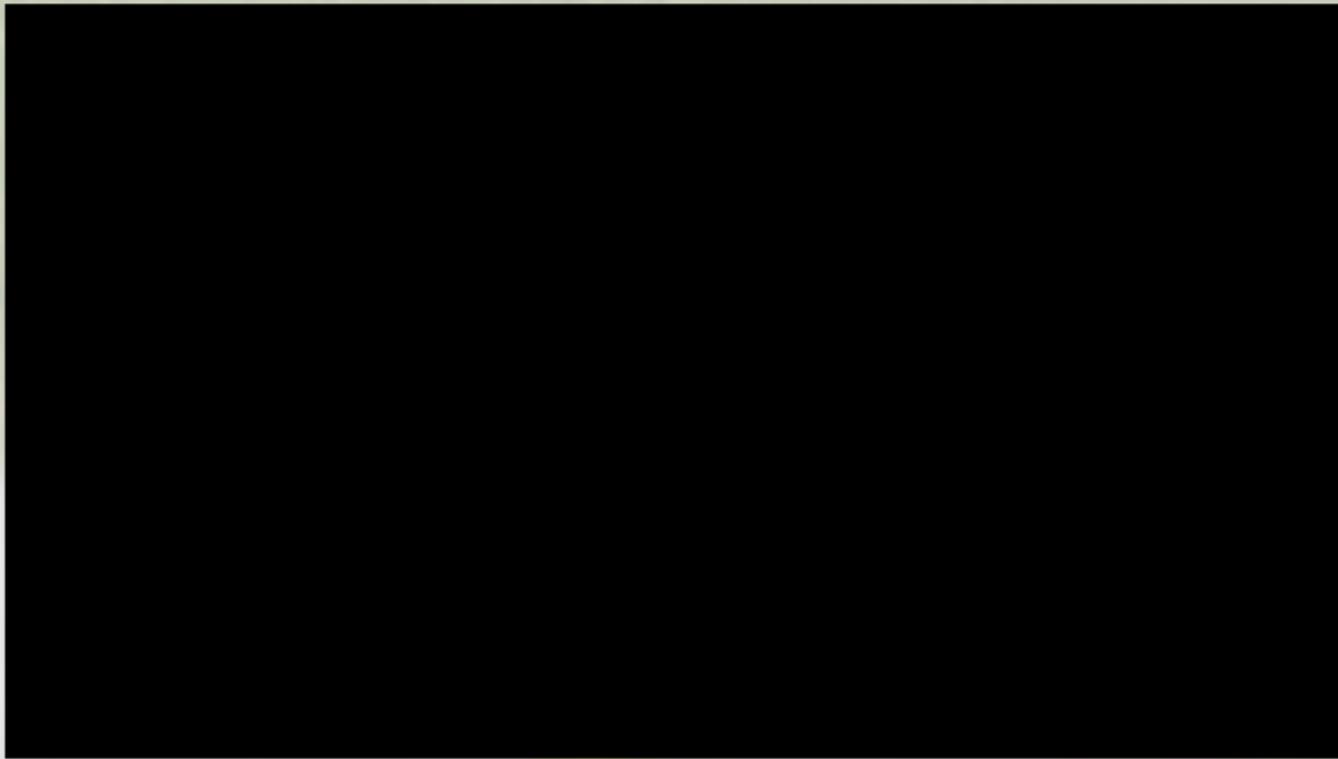
Deborah Lee James
Secretary of the Air Force

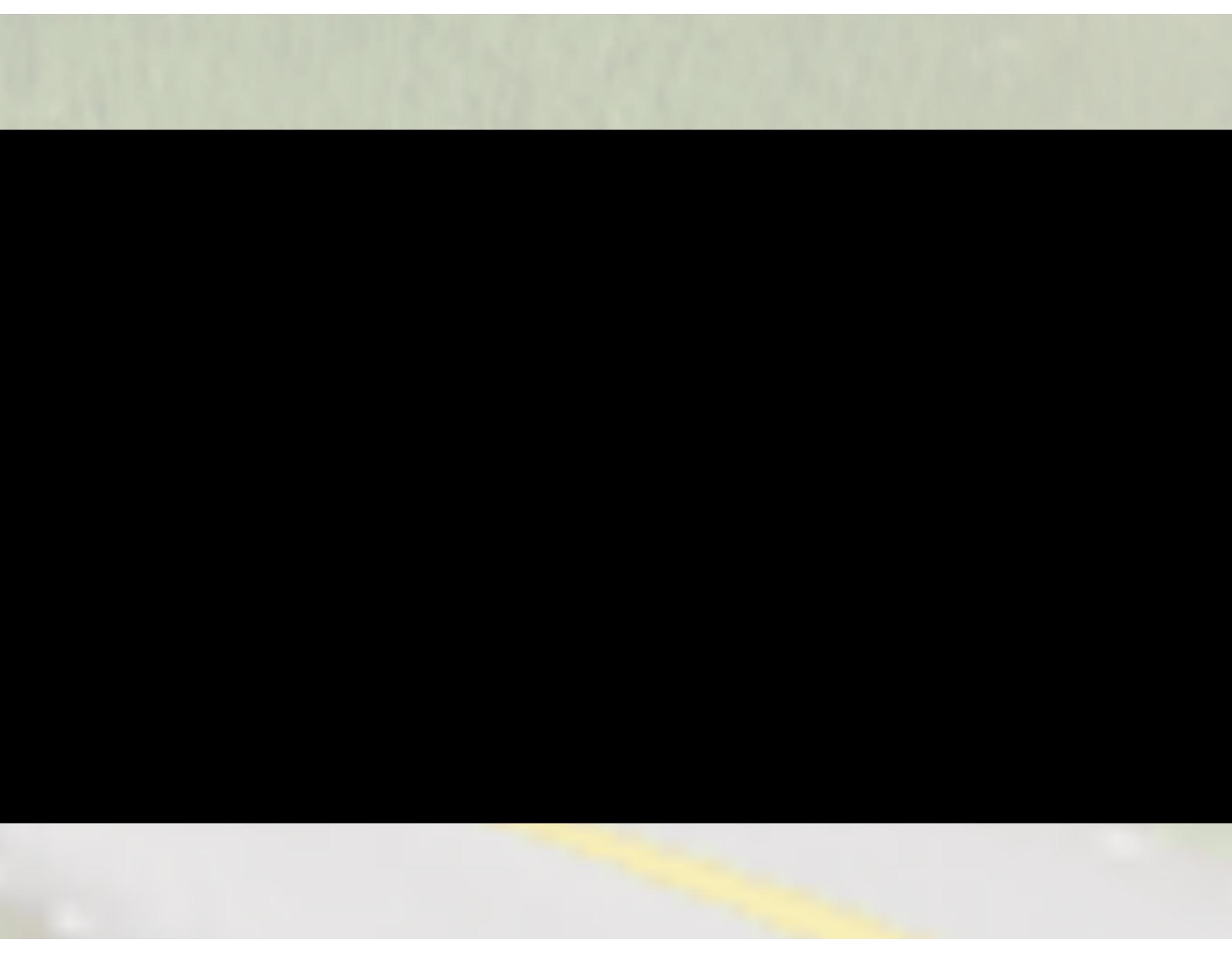
Mark A. Welsh III
General, USAF
Chief of Staff

- 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 Goal
	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%

The Admissions Process





Challenges



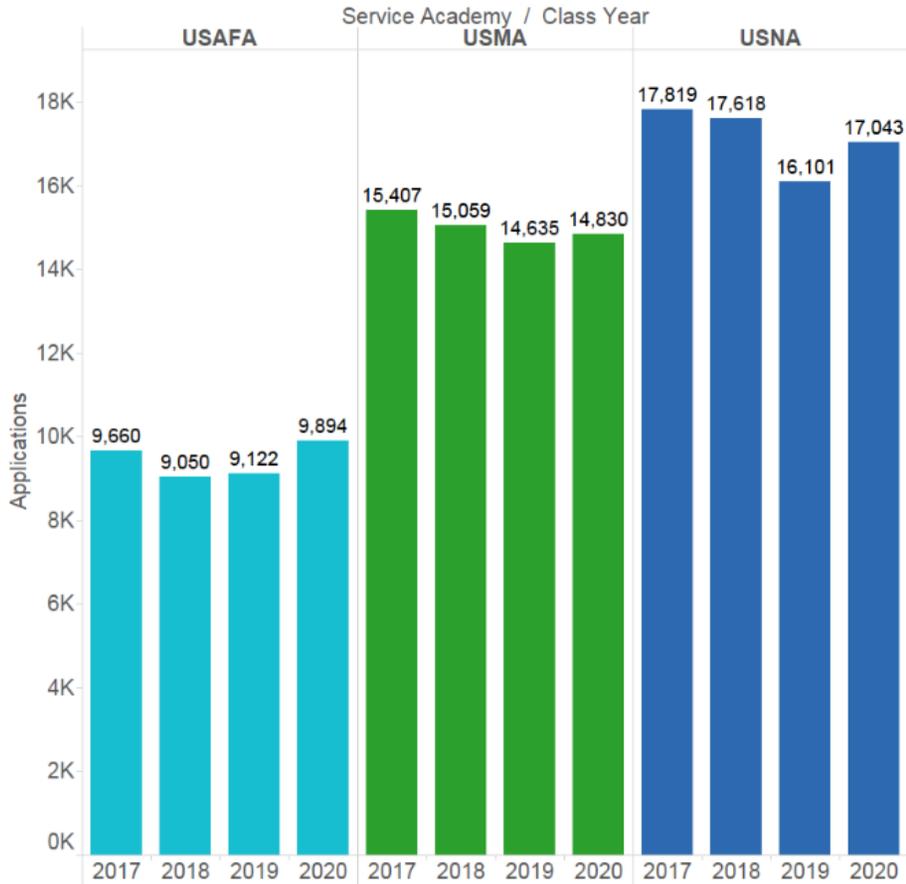
- Most students/parents don't understand application and nominations are two different processes
 - Both are long & daunting
- Business process updates causes delays
- IT system upgrades
- Students only compete in the nominating category in which they apply
- Helicopter Parents



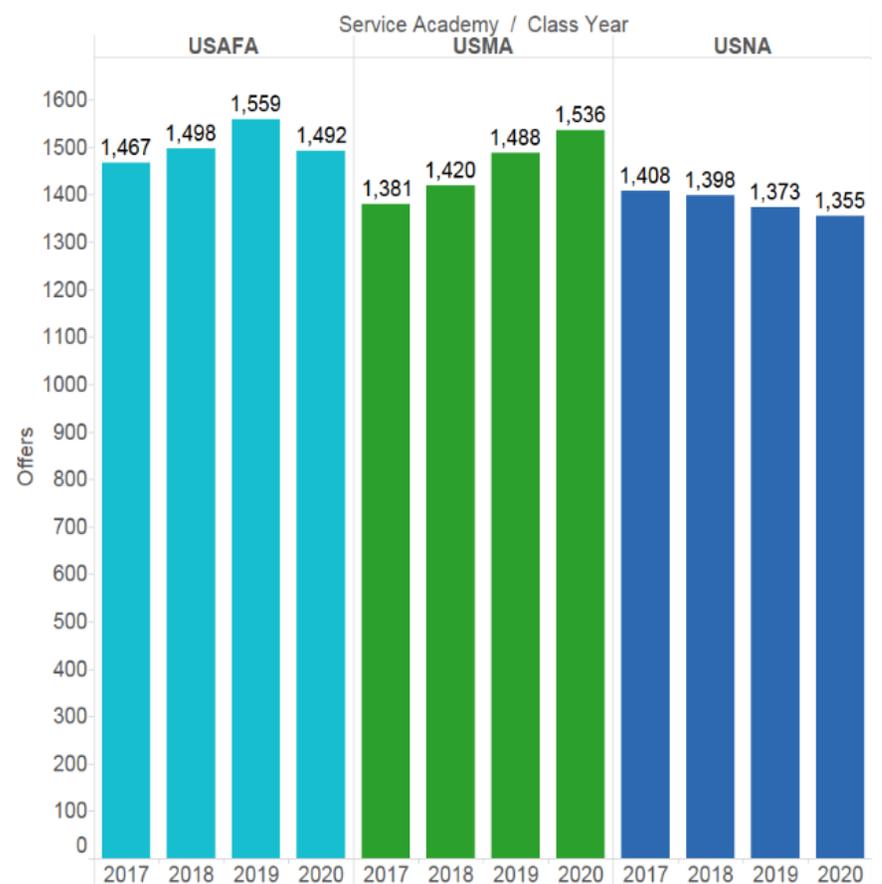
Results

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





U.S. AIR FORCE
ACADEMY

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



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%)**



U.S. AIR FORCE
ACADEMY

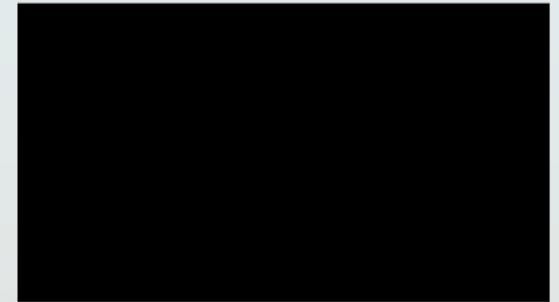
Falcon Foundation Class of 2017 Accepts

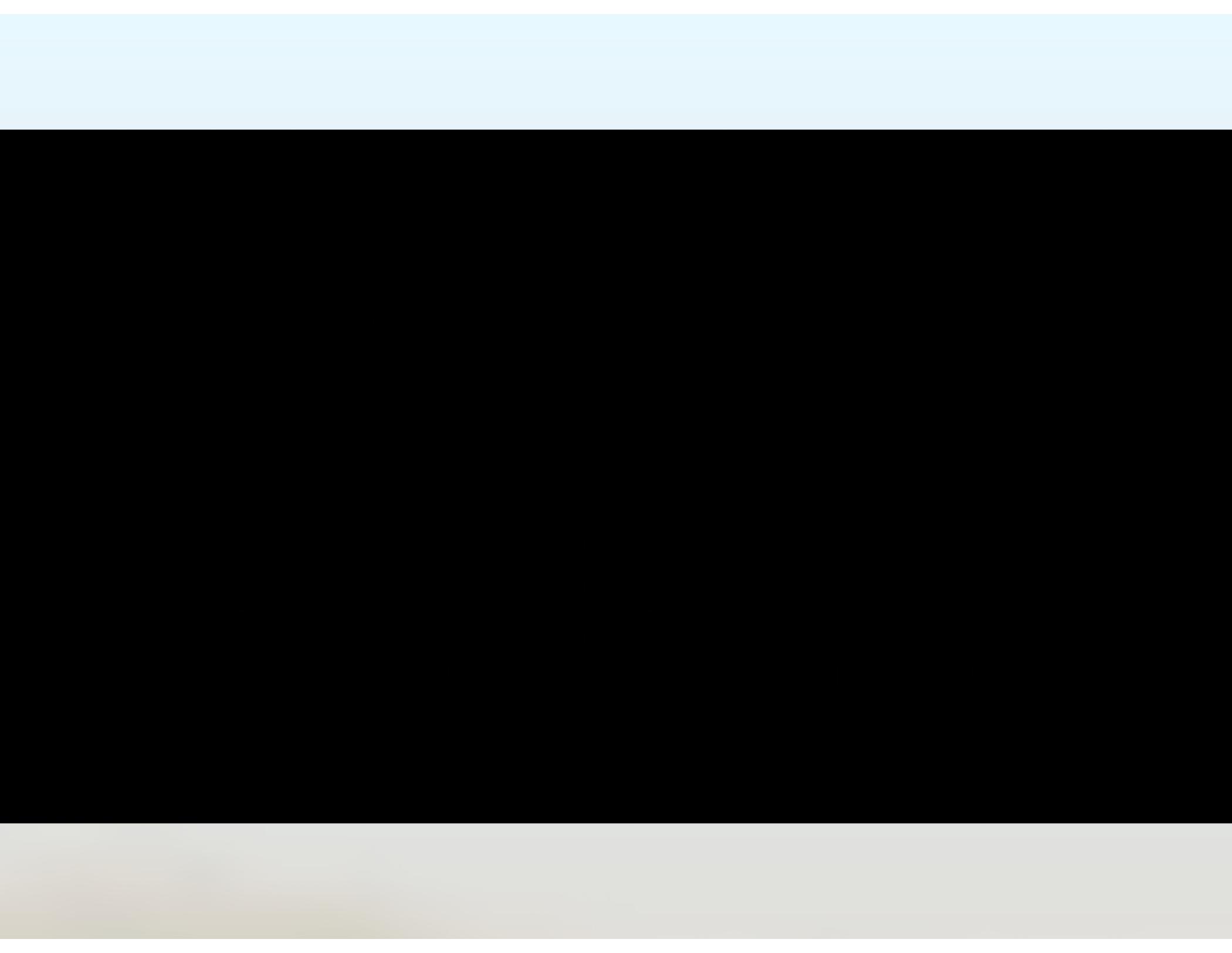
(as of 29 Jun 2016)

- **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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