# *HQ U.S. Air Force Academy*

***Integrity - Service - Excellence***

# Women At USAFA

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**USAFA Liaison in DC**
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# Overview

- **Admissions Standards/Historical Data**
- **Graduation Rates/Retention Rates**
- **Efforts to Identify/Admit/Retain Women**

# USAFA Admissions Standards

**All admission standards are gender neutral EXCEPT for the Candidate Fitness Assessment (CFA).**

## Candidate Fitness Assessment Standards

| CFA TOTAL PTS = 0-600 | PU | HG | PS | SH | MI | CR | TW |
|---|---|---|---|---|---|---|---|
| male max | 18 | NA | 75 | 7.8 sec | 5:20 | 95 | 102' |
| avg | 10 | NA | 57 | 8.9 sec | 6:53 | 76 | 67' |
| | | | | | | | |
| fem max | 7 | 63 sec | 50 | 8.6 sec | 6:00 | 95 | 66' |
| avg | 3 | 20 sec | 38 | 10.1 sec | 8:08 | 74 | 40' |

**PU** = Pull-ups **/ HG** = Pull-up position Hang Time (women only) **/ PS** = Push-ups **/ SH** = Shuttle Run **/ MI** = Mile Run
**CR** = Crunch/Sit-ups **/ TW** = Basketball Throw

# USAFA Admissions Standards (Cont.)

**The Mid-50% Range and Mean SAT and ACT scores for both men and women follow:**

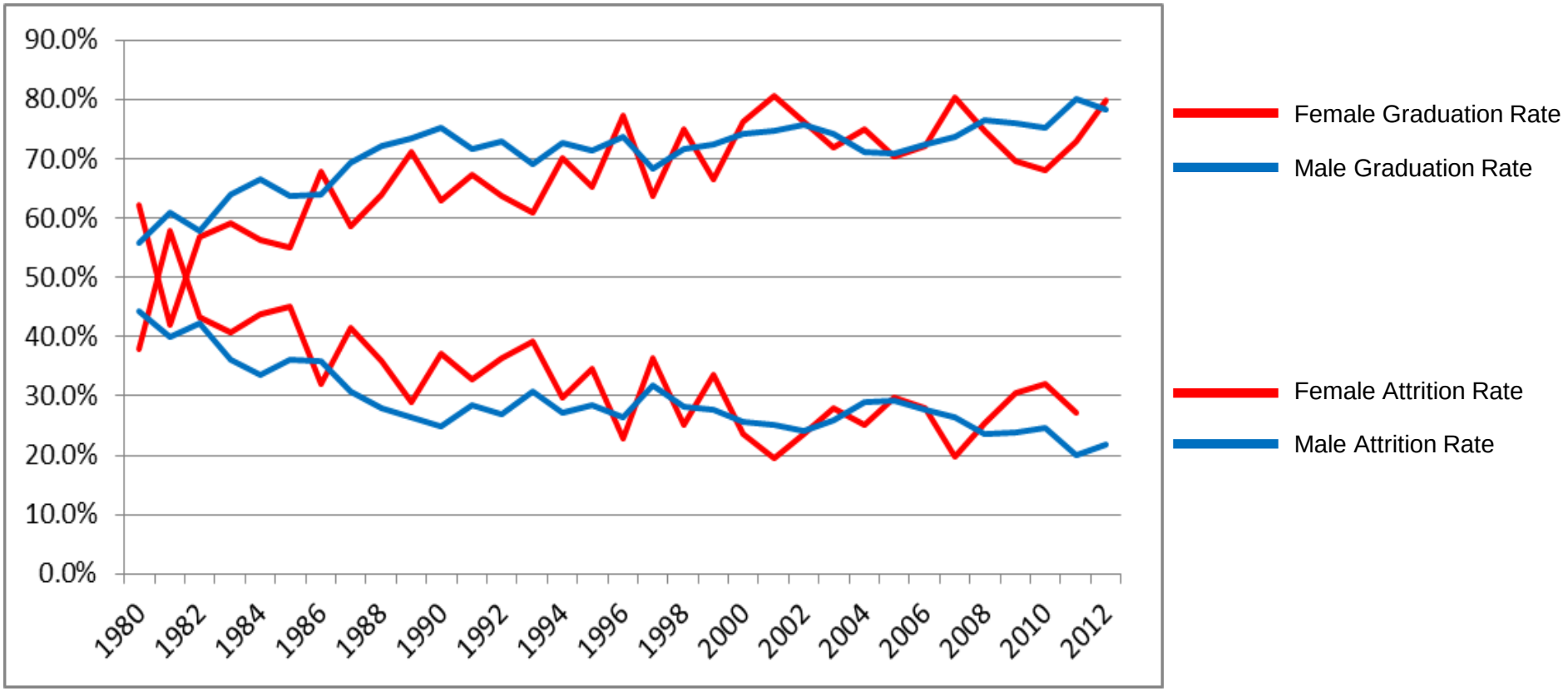
**College Board Scores (SAT)**

| | Mid-50% Range | Mean |
|---|---|---|
| Verbal | 600-690 | 643 |
| Math | 630-720 | 674 |

**American College Testing Program Scores (ACT)**

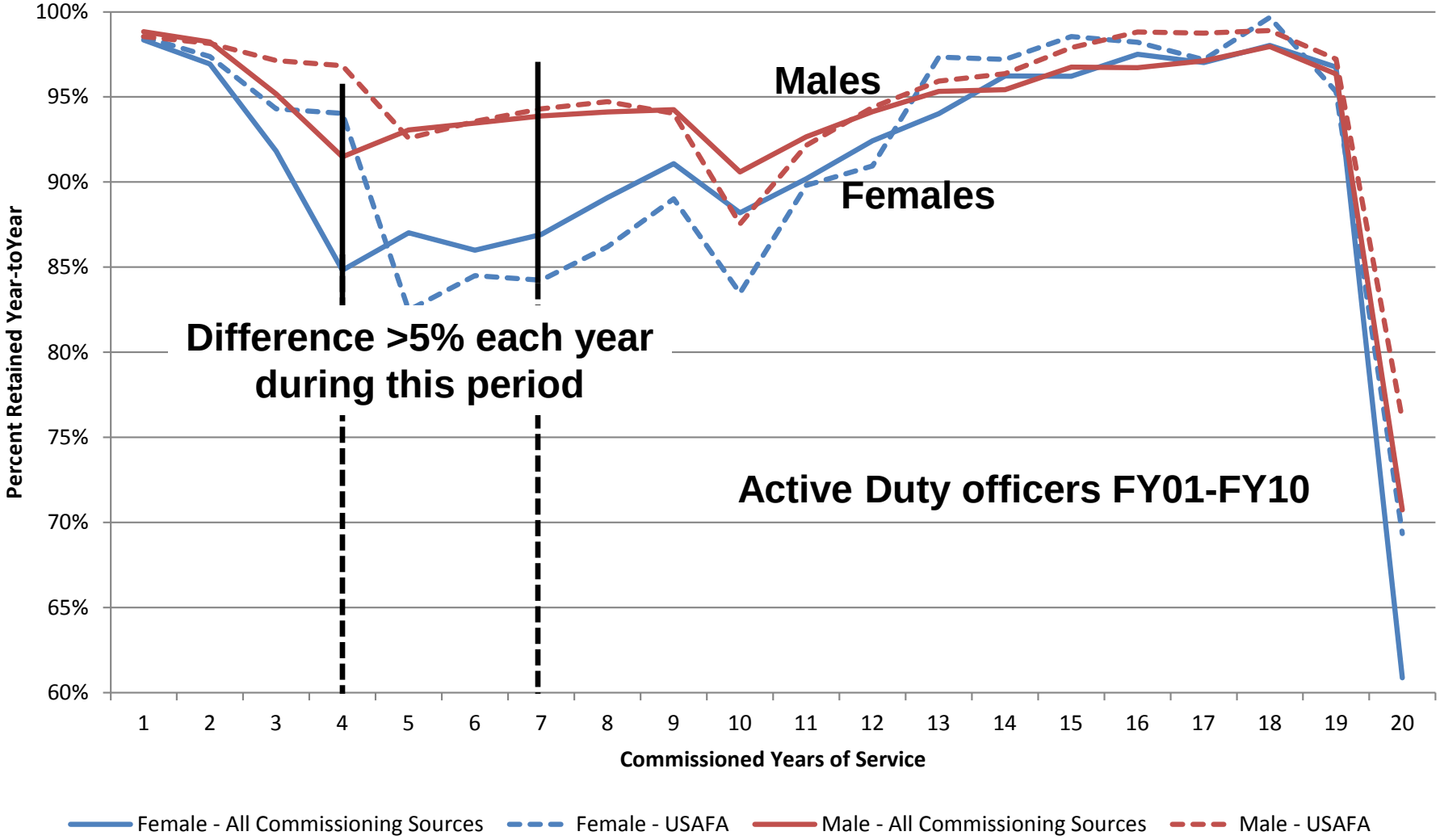
| | Mid-50% Range | Mean |
|---|---|---|
| English | 28-33 | 30.2 |
| Math | 28-33 | 30.6 |
| Reading | 28-33 | 30.5 |
| Science Reasoning | 27-32 | 29.9 |

# USAFA Graduation & Attrition Rates (1980-2012)



# Female vs Male Retention

## All Comm. Sources vs USAFA (FY 2001 – 2010)



# RAND Study on Female Retention

U.S. AIR FORCE

- **Hypothesis: Family and social reasons account for retention differences**
- **Largest differences in retention occur from age ~26 through 29 but continue through age ~35**
  - **This is a prime period in life when families are created, children are born, and young children are raised**
- **Highest retention rates are consistently for married men**
- **With few exceptions, the lowest retention rates are for women married to a service member**

# Current Efforts to Identify and Admit Women

- **Since 2006, female appointees comprise > 20% of their respective classes. USAFA seeks to optimize Cadet Wing demographic make-up to maximize student learning and outcomes.**

- **Active marketing / outreach to potential female students via online and print marketing media, lead generation services, in-person Admissions outreach events, Admissions Liaison Officers, First Year Lts, and campus visits.**

- **USAFA evaluates and admits qualified candidates for appointment to USAFA IAW U.S.C Title X and all applicable DoD and USAF directives. USAFA utilizes guidelines and a thorough holistic review to determine the best qualified to attend USAFA and meet the needs of the USAF.**

# Current Efforts to Retain Women

- Strategic Considerations
  - Role Models/Mentors Across Leadership/Staff
    - Vice Commandant for Culture & Climate
    - Chief Diversity Officer
    - Air Officer Commanders, Academy Military Trainers, Staff
  - Diversity Plan
  - Character Education
- Sexual Assault Prevention and Response Program
- Intercollegiate Sports, Club / Recreational Activities
- Women's Forums
- Gender Relations Training
- Women's Health Initiatives / Counseling Services

# Creating an Inclusive Organizational Culture

## International Women's Forum (IWF)

- 2 cadets to IWF in Washington D.C.
- 6 cadets to Global Summit of Women in Istanbul, Turkey

## Harlan Training

- Mentor Program for Permanent Party
- 15% of Permanent Party trained
- Skills being passed to cadets

## Ambassadors of Inclusion

- 10 cadets will participate in AoI 2013

## C200 Women

- Met with cadet athletes, Ambassadors of Inclusion, Coach Williams, and Dr. Vila
- Various USAFA issues

## Initiatives

- Brown Bag Training
- World Affairs Council Meetings
- Scholars Program
- National Character & Leadership Symposium

# New Superintendent Nominated By POTUS

- **Major General Michelle Johnson**

# USAFA Admissions Data (2009 -2012)

| CLASS YEAR | 2009 | | 2010 | | 2011 | | 2012 | |
|---|---|---|---|---|---|---|---|---|
| Entrance Date | 06/30/05 | % | **06/29/06** | **%** | 06/28/07 | % | **06/26/08** | **%** |
| Total Applicants | 9,587 | | **9,273** | | 9,169 | | **9,015** | |
| Women Applicants | 2,071 | 21.6% | **2,124** | **22.9%** | 2,089 | 22.8% | **1,979** | **22.0%** |
| Total Candidates | 6,809 | | **6,797** | | 6,723 | | **6,591** | |
| Women Candidates | 1,187 | 17.4% | **1,321** | **19.4%** | 1,338 | 19.9% | **1,258** | **19.1%** |
| Total Qualified Candidates | 1,994 | | **2,001** | | 2,006 | | **2,067** | |
| Women Qualified Candidates | 313 | 15.7% | **378** | **18.9%** | 363 | 18.1% | **394** | **19.1%** |
| Total Appointments | 1,727 | | **1,720** | | 1,600 | | **1,641** | |
| Women Appointments | 305 | 17.7% | **382** | **22.2%** | 338 | 21.1% | **360** | **21.9%** |
| Total Admitted | 1,377 | | **1,302** | | 1,266 | | **1,320** | |
| Women Admitted | 244 | 17.7% | **269** | 20.7% | 268 | 21.2% | **290** | 22.0% |
| Total Graduated | 1,058 | | **1,012** | | 1,035 | | 1,069 | |
| Women Graduated | 172 | 16.3% | **187** | 18.5% | 204 | 19.7% | 235 | 22.0% |

# USAFA Admissions Data (2013 - 2016)

| CLASS YEAR | 2013 | | 2014 | | 2015 | | 2016 | |
|---|---|---|---|---|---|---|---|---|
| Entrance Date | 06/26/09 | % | **06/24/10** | **%** | 06/23/11 | % | **06/28/12** | **%** |
| Total Applicants | 9,905 | | **11,640** | | 12,732 | | **12,274** | |
| Women Applicants | 2,240 | 22.6% | **2,790** | **24.0%** | 3,195 | 25.1% | **3,060** | **24.9%** |
| Total Candidates | 6,940 | | **7,543** | | 8,085 | | **8,043** | |
| Women Candidates | 1,347 | 19.4% | **1578** | **20.9%** | 1,701 | 21.0% | **1,739** | **21.6%** |
| Total Qualified Candidates | 2,260 | | **2,444** | | 2,641 | | **2,535** | |
| Women Qualified Candidates | 417 | 18.5% | **469** | **19.2%** | 522 | 19.8% | **485** | **19.1%** |
| Total Appointments | 1,666 | | **1,566** | | 1,372 | | **1,214** | |
| Women Appointments | 345 | 20.7% | **357** | **22.8%** | 326 | 23.8% | **283** | **23.3%** |
| Total Admitted | 1,351 | | **1,269** | | 1,118 | | **1,003** | |
| Women Admitted | 277 | 20.5% | **293** | 23.1% | 257 | 23.0% | **236** | 23.5% |
| Graduation Date | **05/29/13** | | **05/28/14** | | **05/27/15** | | **05/25/16** | |