

Admissions Immersion Briefing for USAFA Parents' Club



Colonel Candice L. Pipes
USAFA/RR
25 Oct 2023

Meet Director of Admissions Colonel Candice L. Pipes



- 1998 Graduate of the United States Air Force Academy
- Col Pipes has held a variety of positions in manpower and personnel and served two tours as an instructor at the United States Air Force Academy culminating in two years serving as the Head of the Department of English and Fine Arts.
- In addition, she has served as the Inspector General of the United States Air Force Academy, Commander of the Air Force Institute of Technology Force Support detachment, Wright-Patterson Air Force Base, OH and Commander of the 30th Force Support Squadron, Vandenberg Air Force Base, CA.
- Following squadron command, she was the Deputy Chief of Military Compensation Policy for the Deputy Chief of Staff, Manpower, Personnel and Services (A1), HQ Air Force, Pentagon Washington D.C. and Director, Manpower and Personnel Division, United States Special Operations Command, MacDill Air Force Base, FL.
- Prior to her current position, Col Pipes was the Director of Human Capital (J1), North American Defense Command and United States Northern Command, Peterson Space Force Base, CO.

Colonel Pipes Top 3 Priorities for Admissions



Top 3 Priorities

Modernization

Compete in the ever-evolving college application landscape

Marketing

Tell our story consistently & aggressively

Drive to Completion

Deliver a diverse pool of quality applicants

Meet the Team

Leadership, Front Office, Division Chiefs, and Branch Chiefs



Mrs. Jennifer Coyne
Deputy Director

Jennifer Coyne is the U.S. Air Force Academy's Deputy Director of Admissions. She is responsible for supporting recruiting, evaluating, and selecting the nation's top students to meet the officer needs of the United States Air Force. She guides development of programs and products to inform the public about educational opportunities at the Academy and hosts specifically designed workshops for professional educators and congressional staffers. As the Deputy Director, Ms. Coyne focuses a worldwide force of over 1,300 Admissions Liaison Officers and a 69-person staff skilled in marketing, internet-based technologies, diversity recruitment, congressional liaison, and selections, while managing an annual budget of over \$2.39M. She steers the development of policy, strategy, and plans required for admissions programming for the Academy, the Academy Preparatory School, and the Falcon Foundation Scholarships. She is also a retired United States Air Force Reserve Lieutenant Colonel, where she proudly served 15 years as an Admissions Liaison Officer for the U.S. Air Force Academy and the Air Force Reserve Officers Training Corps.



Capt Forrest Gray
Executive Officer



Mrs. Lin Foulk
Admin Officer/Civilian
Liaison Officer



Mr. Jeff McLemore
Senior Recruiter



Dr. Phil Prosseda
Selections Division
Chief



Mrs. Bea Comp
Candidate Guidance
Branch Chief



Mrs. Brittany Thornton
Nominations &
Appointments Branch Chief



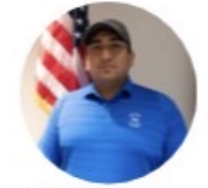
Mr. AJ Scott
Liaison & Outreach
Division Chief



Mrs. Vivien Wu
Current Operations
Branch Chief



Mrs. Kelly Broucek
Future Operations
Branch Chief



Mr. Javier Caraveo
National Programs
Branch Chief



Mr. Brad Williams
Operations Support
Division Chief



Mr. Kevin Smith
IT Branch Chief



Mr. Scott Obermeyer
Data Effectiveness
Branch Chief

- USAFA Mission: To educate, train and inspire men and women to become officers of character motivated to lead the United States Air Force and Space Force in service to our nation
- Admissions Mission: USAFA Admissions seeks, recruits, **and delivers** a diverse group of young men and women who possess the attributes and drive to become officers of character, ready to lead the United States Air Force and Space Force in service to our Nation
- Admissions Vision: An innovative and agile organization, preparing the Air Force and Space Force for tomorrow by recruiting the nation's top talent today



UNITED STATES
AIR FORCE
ACADEMY

Selections Division

Dr. Phil Prosseda
Chief, Selections Division

■ Staff

- 20 Civilians/2 Branches
 - Candidate Guidance Branch (candidate counseling and application processing)
 - Nominations and Appointments Branch (nominations, file reading/review, selection)

■ Mission

- Evaluate and recommend candidates who meet USAFA requirements to the Admissions Group and to the Academy Board IAW United States Code Title 10

■ Executes

- Counseling, application, nomination, reading/review and selection processes for USAFA, USAFA Prep School and Falcon Foundation Prep Schools

HQ USAFA/RRS Admissions Counseling Team Structure

Team Silver

Team Lead

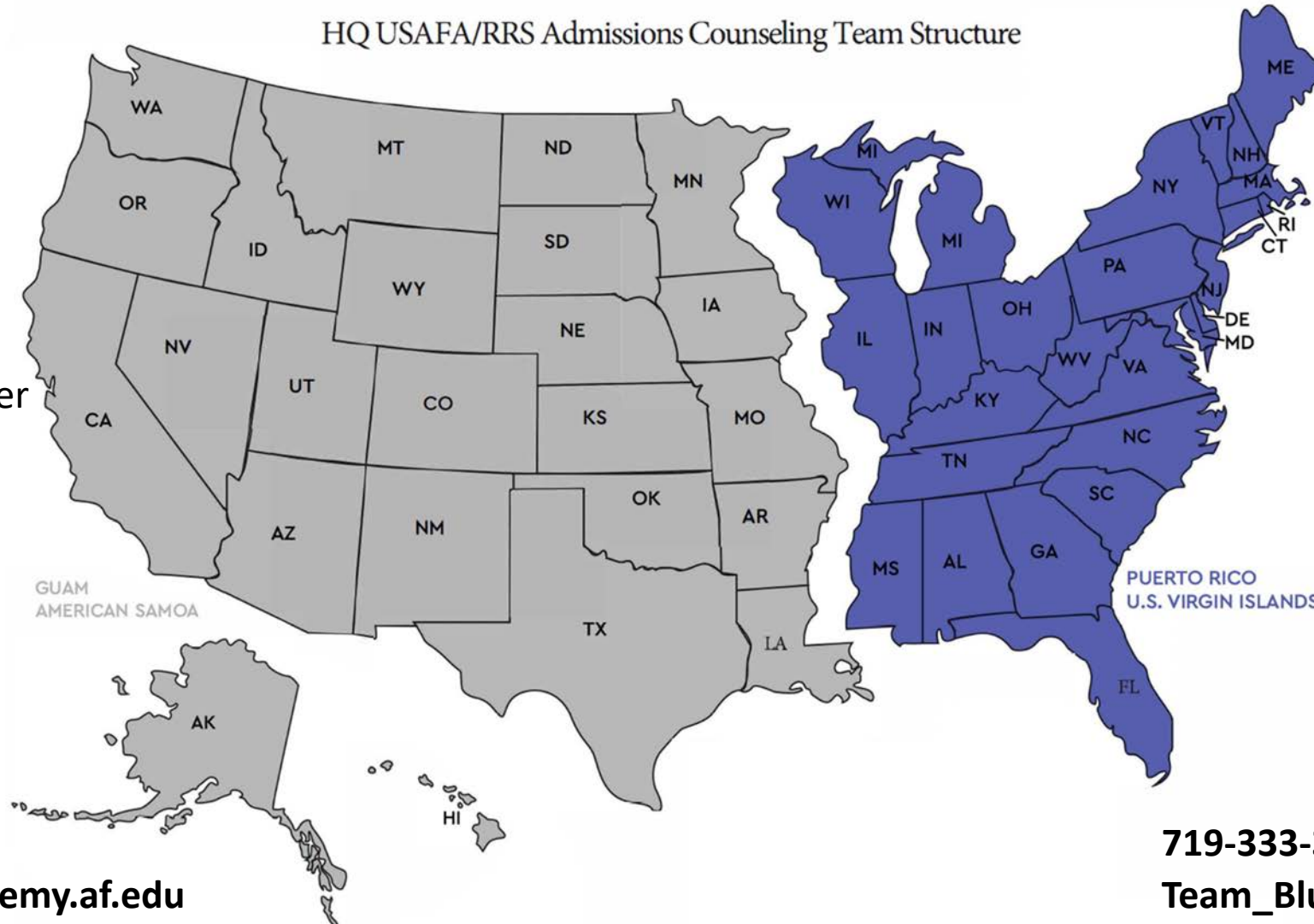
Chris Brown

Counselors

Caroline Miller-Plumber

Bonny Madison

Ian Sablad



Team Blue

Team Lead

Doug Paul

Counselors

Kim Land

Karissa Smith

Angela Robinson

Angie Vigil

719-333-3802

Team_Silver@afacademy.af.edu

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- 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

DoD Physical Qualifications



- 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

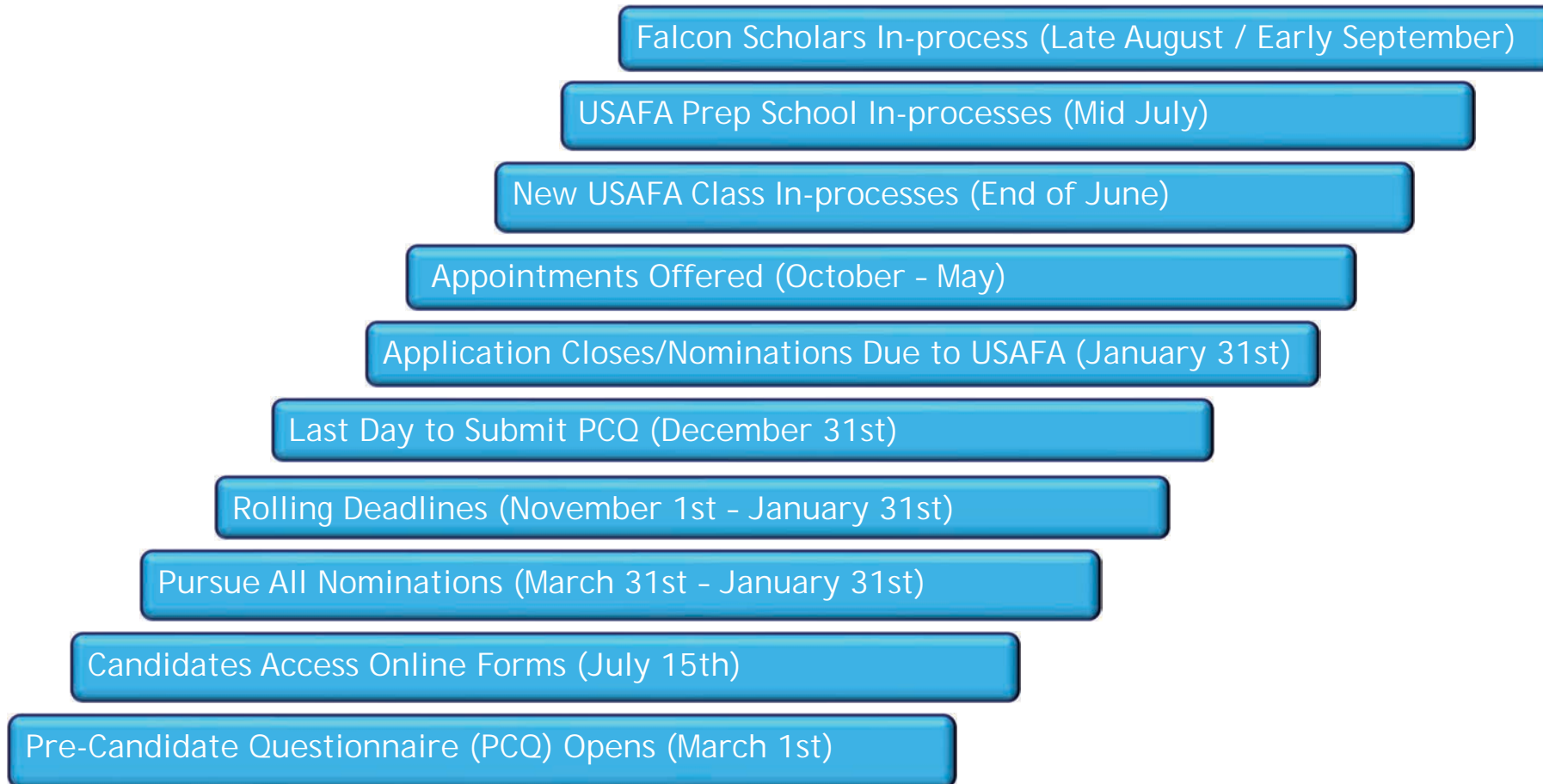
- Department of Defense Medical Examination Review Board (DoDMERB)
- Responsible for Determining the Medical Qualification of all Service Academy Applicants
- Examinations Take Place at Designated Examining Centers Located throughout the U.S.



■ 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







- 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

Falcon Foundation Scholarships



Offer Partial Scholarships to Civilian Prep Schools

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





UNITED STATES
AIR FORCE
ACADEMY

Liaison and Outreach Division

Mr. Alton Scott
Chief, Liaison and Outreach Division

■ Staff

■ 43 Military

■ 33 Admissions Advisors (AA)

- 9 AAs Assigned to USAFA (National Programs Branch)
- 24 Fielded AAs Embedded with Recruiting Squadrons

■ 5 Civilians

■ 1,166 Admissions Liaison Officers (ALO) (Part-Time Volunteers)

■ 241 Category E Reservist ALOs

■ Mission Sets: Seek, Recruit and Assess

■ Executes

- School and Influencer Engagements, Falcon Visitation Experience (FVE), Summer Seminar, Candidate Evaluations, Academy Day (Congressional Support), Leaders Encouraging Airmen Development (LEAD), Aviation/STEM/Diversity Recruiting Support

Meet our Admissions Regional Directors

■ **Bart M. Gould, Lt Col, USAF**

- Region 1 Director - USAFA Admissions
- East Coast to Europe
- bart.gould@afacademy.af.edu
- office: 719-333-8956
- Cell: 719-661-8253

■ **JONATHAN R. CZARNEY, Lt Col, USAF**

- Region 2 Director - USAFA Admissions
- Southeast and The Caribbean
- Jonathan.Czarney@afacademy.af.edu
- Office: 719-333-2654
- Cell: 253-219-6434

■ **CHRISTOPHER M. PALACIOS, Lt Col, USAF**

- Region 3 Director – USAFA Admissions
- *Midwest to West Coast, Hawaii, Guam and Alaska*
- Christopher.Palacios@afacademy.af.edu
- Office: 719-333-8987
- Cell: 956-929-1566

- AAs are recent USAFA Grads (28 Air Force and 5 Space Force)
- AAs OPCON, TACON and ADCON to USAFA/RR
- AAs Report to USAFA Region Directors (RD) and National Program Branch (NPB) Chief
 - 1 of 3 RDs Embedded in AFRS Squadrons
 - RDs have 8 AAs Working Across AOR
 - Total Force (TF) Integration (Embed w/ AFRS Recruiting Squadrons)
 - Ability to Build Relationships with Communities, Schools and Influencers
 - Continuous Outreach: Ability to Flex, Pivot and Respond as Needed
 - National Programs Branch (NPB) Chief has 9 AAs Working on-Site at USAFA
 - RDs and NPB Chief Report to Admissions' Chief, Liaison and Outreach Division

- Mission: Integrated and Deliberate Recruiting in Strategic Areas

- Student/Parent Forums and Local Campus Tours
- Selective High School Visits & 1-on-1 Communication
- Direct Recruiting Programs: Falcon Visitation Experience (FVE), Summer Seminar (SS) and Leaders Encouraging Airman Development (LEAD)

- Why: Creative USAFA Pathways, Build Key Relationships ISO of Underrepresented Congressional Districts

- Who: RR Partners: AFRS, AFJROTC, FTACs, Educators, CBOs and Congressional Staffers





USAFA ALO Program

Mission

United States Air Force Academy (USAFA) Admissions Liaison Officers (ALOs) evaluate, mentor, identify, and attract candidates for USAFA and/or applicants for AF Reserve Officer Training Corps (AFROTC). The ALO Program strives to provide the Air Force with the best qualified and most motivated students available.

Responsibilities



Evaluate

- Conduct virtual interviews with assigned candidates: insightful and objective evaluations ensure candidates possess appropriate character and leadership potential and compatible motivation to serve in the Air Force



Mentor

- Answer questions applicants have on USAFA academic, military, athletic, & airmanship programs
- Prepare candidates for their evaluations
- Discuss what it means to be an officer in the Air Force



Identify / Attract

- Conduct outreach and recruiting activities
- Visit local schools & talk with counselors, teachers, and students about USAFA/AFROTC opportunities
- Attend Service Academy informational events hosted by local Congressional offices
- Represent USAFA at STEM and aviation activities, Total Force events, college fairs, etc.

Expectations + Eligibility

Primary Duty (PD) ALO

- Belief in the USAFA mission
- Cat-E Reservists in the Participating Individual Ready Reserve (PIRR)
- Only military position (cannot hold an AD, IMA, TR, or Guard position at the same time)
- Earn points toward AF Retirement
- No drill/annual tour requirements
- Larger time commitment expected
- Must maintain readiness at all times
- Not eligible for Tricare Prime
- Cannot transfer GI Bill benefits
- Compete for promotion in Primary AFSC competitive category
- Applicants must have sustained exemplary record of performance
- Applicants must meet requirements in DAFMAN 36-2032 chapter 8.3, including
 - Rank of O-2 to O-5
 - Less than 18 years of service
 - Not in a failed promotion status
 - Not have a Mandatory Separation Date (MSD) established
 - Agree to serve at least 2 years in the role
 - Not involved in public/private activities that conflict or reflect negatively on the AF, USAFA, AFROTC, or ALO program

Additional Duty (AD) ALO

- Belief in the USAFA mission
- Volunteer status
- Individuals may be Active Duty, Reserve, Guard, retired, or civilian
- Military:
 - ✓ Sustained exemplary record of performance
 - ✓ O-2 or higher
 - ✓ Must not be assigned to USAFA or AFROTC

More Information & How to Apply



Visit <https://tinyurl.com/LearnAboutUsafALO>



Email alo.hiring@afacademy.af.edu

USAFA Admissions seeks, recruits, & delivers a diverse group of young men & women who possess attributes & drive to become officers of character, ready to lead the United States Air and Space Forces in service to our nation.

Questions from the Parents' Club community

- We struggle with finding who the ALO is in our area. What's the best way to connect with our assigned ALO?
 - Please connect with our Admissions Regional Directors for specific questions to connect with our fielded ALOs.
- How can parents' clubs reach out to the RR lieutenants in the field to include them in club events (appointee or other)?
 - Please connect with our Admissions Regional Directors.
- How can parents' clubs help support the admissions outreach in their local high schools?
 - Please connect with Admissions Regional Directors for outreach event partnership opportunities.
- What guidance can we provide to parents of applicants/appointees when they need a medical waiver? (We usually direct them to DoDMERB, but is there a better answer that we can provide?)
 - Please continue to direct parents of applicants/appointees to medical DoDMERB office.

Questions from the Parents' Club community

- What is the process for qualified civilians to become ALOs?
 - Please reference USAFA ALO details included as part of presentation.
- Can parent clubs host Academy Days? Can parent club members attend congressional academy days? Who is the POC in Admissions? Should parent clubs funnel these questions through CM?
 - Congressional offices host Academy Days.
 - We encourage Parent Clubs to connect with our Admissions Selections team for information on Academy Days and possible ways to provide additional support.
 - Email: usafa_rrsc.orgmail@afacademy.af.edu
 - In addition, please continue to send questions through the USAFA Parent Liaison Team located here at the USAFA HQ CM office. Our teams work closely together.
- Quite often ALOs do not respond to questions being sent by cadet candidates. Who should we guide those prospective cadets to reach out to if this happens?
 - Please direct questions to our Admissions Regional Directors to connect with their fielded ALOs.

Additional Questions and Discussion Time

Thank you for all you do!

We look forward to our continued partnership!

Admissions...it all starts here!

