



Admissions Immersion Briefing for USAFA Parents' Club

Colonel Candice L. Pipes
USAFA/RR
28 Aug 2024

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.



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.



Mrs. Dawn Fousek
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



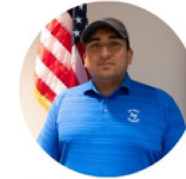
Mrs. Brittany Thornton
Nominations &
Appointments Branch Chief



Mr. AJ Scott
Liaison & Outreach
Division Chief



Mrs. Vivien Wu
Current Operations
Branch Chief



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

Missions and Vision Signposts

- **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

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- Superintendent Priorities/Annual Guidance Memo
 - Determines class size
 - DAF Officer Accession Applicant Pool Goals
 - Determines Admissions Lines of Efforts
 - Title 10 obligations to fill Congressional Vacancies
 - Determines Opportunity Districts
 - Class of 2029 Admissions Recruiting Campaign Plan

- **Attract**: Tell our story consistently and aggressively across media platforms at scale
- **Recruit**: Intentional and deliberate efforts to motivate and inspire a highly qualified, diverse applicant pool
- **Deliver**: Streamline processes, both internally and externally. A pool of applicants is only as good as the number who complete the application process—**we must deliver!**



Executing the Mission



Attract

Recruit

Deliver



Warfighters - Leaders - Critical Thinkers

- **10,099 Applicants**
 - **1419 Offers**
 - **1110 Appointments**
- **Three hundred thirty-one (331) women (30% of the class) were admitted with the Class of 2028 (779 men admitted)**
- **The Class of 2028 includes 79 children of Service Academy Graduates (7.0% of the class); 53 are children of USAFA grads**
- **Cadets were admitted from every state in the Nation, as well as The District of Columbia, Puerto Rico, Guam, and the Northern Mariana Islands.**
- **Activities:**
 - **Athletic Letter (82%)**
 - **National Honor Society (47%)**
 - **Band/Orchestra (18%)**
 - **Eagle Scout (14%); JROTC (12%); CAP (5%)**



- Increased applicants in several underrepresented demographic categories: American Indian/Alaska Native, Black/African American, Asian
- Increased appointments in ALL underrepresented demographic categories
- Increased diversity of Class of 2028 5% from Class of 2027
- Highest Selection Composite for our Top 150 candidates in last 3 years
- Increased LEAD applicants
 - Increased prior enlisted to Prep 38% and Direct Entry 20%





UNITED STATES
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Selections Division

Dr. Phil Prosseda
Chief, Selections Division

Meet the Selections Division Team

Meet the Team

HQ Selections Division (RRS)



Dr. Phil Prosseda
Selections Division Chief



Ms. Brittany Thornton
Nominations &
Appointments Branch
Chief



Ms. Bea Comp
Candidate Guidance
Branch Chief



Mr. Doug Paul
Nominations



Ms. Jenny Martin
Nominations



**Ms. Carolyn
Graham**
Reader



**Mr. Bill
Preston**
Reader



**Ms. Remika
Smith**
Reader



**Ms. Ellie
Pawlak**
Educational
Technician



**Ms. Kimmy
Ruiz**
Educational
Technician



**Mr. Anthony
Foster**
Counselor



**Ms. Bonny
Madison**
Counselor



Ms. Kim Land
Counselor



**Mr. Alan
Gawronski**
Counselor



**Ms. Caroline
Miller-
Plumber**
Counselor

Not Pictured

Ms. Angie Vigil, Counselor

■ 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

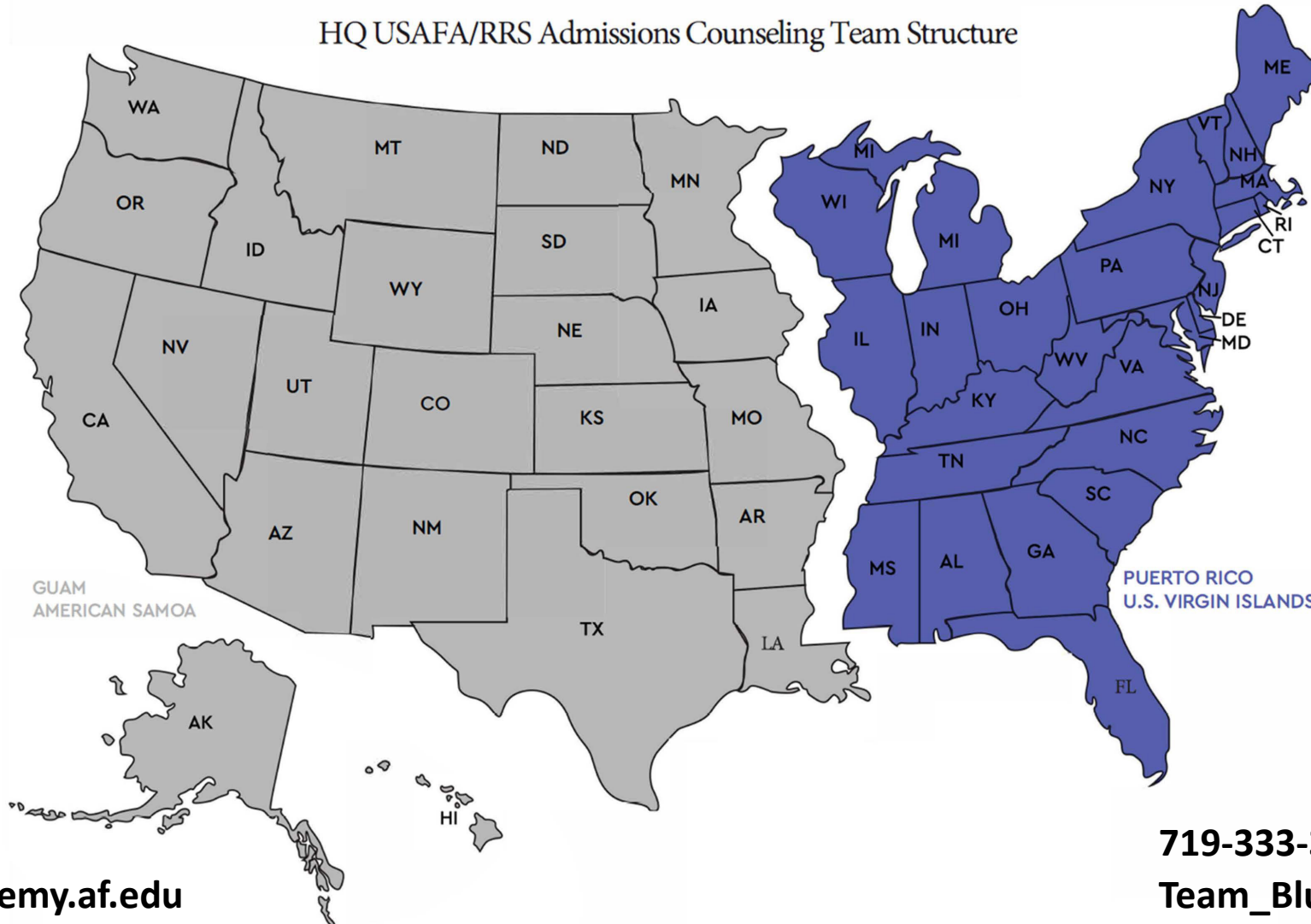
- Counseling, application, nomination, reading/review and selection processes for USAFA, USAFA Prep School and Falcon Foundation Prep Schools

RRS Team Structure

HQ USAFA/RRS Admissions Counseling Team Structure

Team Silver

Team Blue

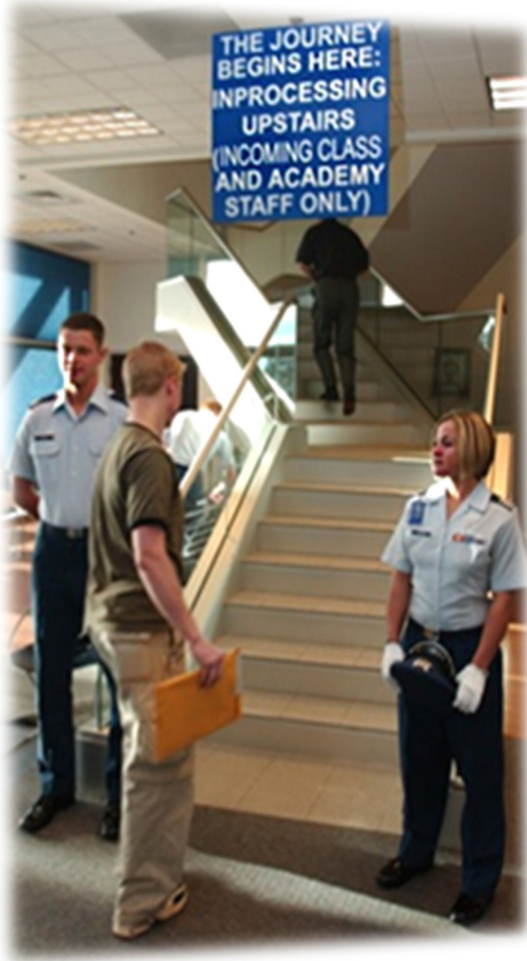


719-333-3802

Team_Silver@afacademy.af.edu

719-333-3801

Team_Blue@afacademy.af.edu



- 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

DoD Medical Qualifications

- 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

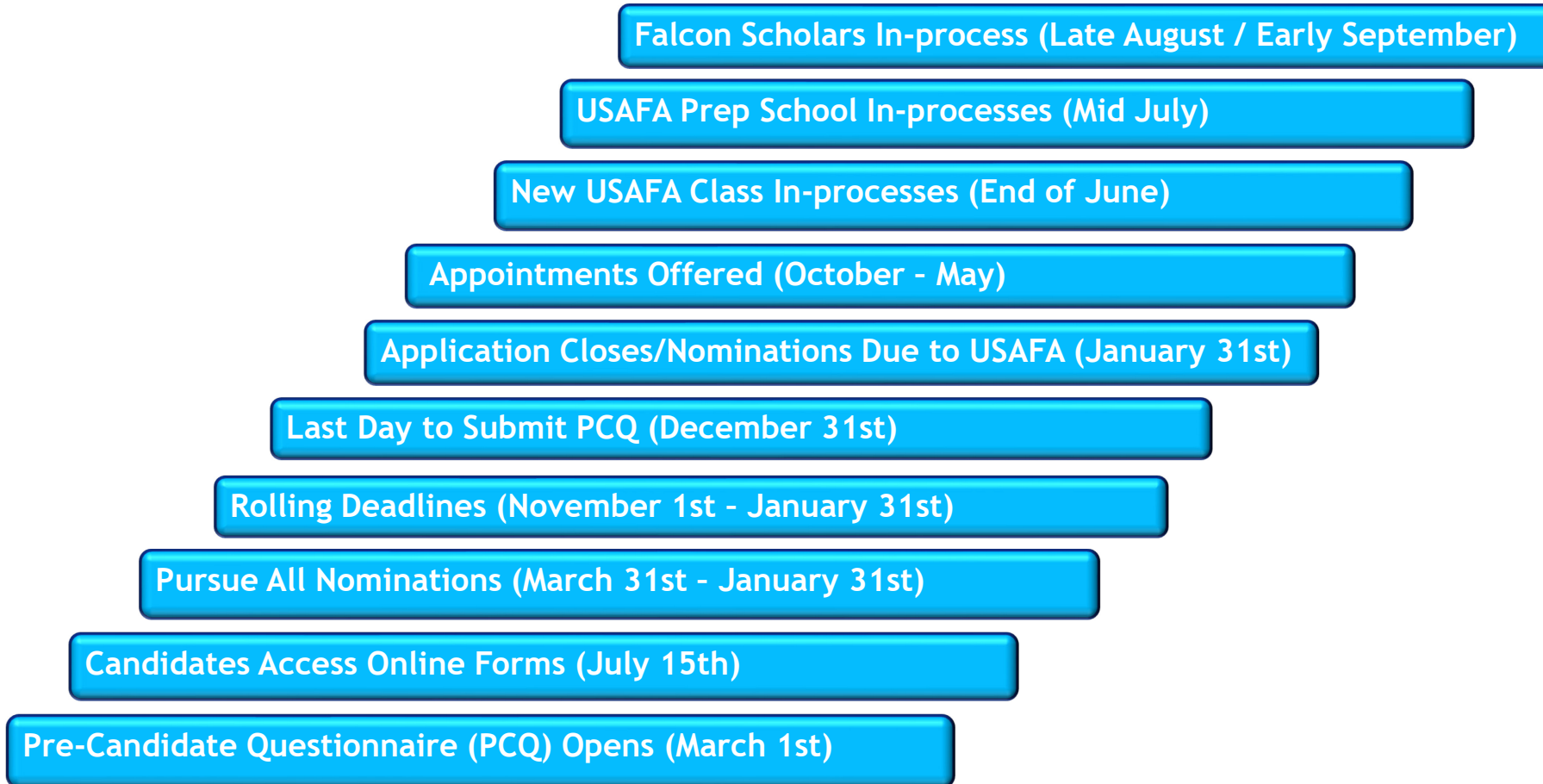
■ Congressional

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

■ Military

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





USAFA Preparatory School



- 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





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Liaison and Outreach Division

Mr. Alton Scott
Chief, Liaison and Outreach Division

Meet the Liaison and Outreach Team

Meet the Team

HQ Liaison & Outreach Division (RRA)



Mr. AJ Scott
Liaison & Outreach
Division Chief



Lt Col Jonathan Czarney
Regional Director



Lt Col Stephanie Raffo
Regional Director



Lt Col Chris Palacios
Regional Director



Mrs. Vivien Wu
Current Operations
Branch Chief



Capt Jonathan Symons
Current Operations
Chief, Training



Capt Casey Chase
Current Operations
Chief, Standards &
Evaluation



Lt Col Lisa Wilson
Future Operations
Chief, Resource
Management



Ms. Jen Nguyen
Future Operations
Chief, Strategic
Marketing



Mrs. Gaelle Ahl
Future Operations
Marketing Specialist



Mr. Javier Caraveo
National Programs
Branch Chief



Capt Tommy Voie
National Programs
Current Ops Planner

Not Pictured:

Lt Col Bobby Farmer, Chief, FuOps Plans
Maj Patrick Wu, FuOps Plans
Capt Gabriel Marcus, CuOps Plan
Mr. Kioni Arend, Logistics

■ 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

- **STEPHANIE RAFFO, Lt Col, USAF**
 - Region 1 Director - USAFA Admissions
 - East Coast to Europe
 - Estefania.RaffoMagnasco@afacademy.af.edu
 - office: 719-333-8816

- **JONATHAN R. CZARNEY, Lt Col, USAF**
 - Region 2 Director - USAFA Admissions
 - Southeast and The Caribbean
 - Jonathan.Czarney@afacademy.af.edu
 - Office: 719-333-2654

- **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

Fielded Admissions Advisors

- AAs are recent USAFA Grads (29 Air Force and 4 Space Force)
- AAs OPCON, TACON and ADCON to USAFA/RR
- AAs Report to USAFA Region Directors (RD) and National Program Branch (NPB) Chief
 - 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

Outreach Efforts

- **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



Additional Questions and Discussion Time

Thank you for all you do!

We look forward to our continued partnership!

Admissions...it all starts here!

