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Report: National Committee on AFROTC Affairs

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Overview

The National Committee on AFROTC Affairs, also known as the AFROTC Suggestion Program, is a national initiative organized and executed by the Arnold Air Society National Vice Commander that allows AFROTC cadets to provide suggestions regarding improvements to the AFROTC program ([per AASMAN-1 page 50, 8.5. National Committee on AFROTC Affairs](#)). Any cadet is welcome to participate and have their voice heard on issues that may hinder their ability to grow as leaders. Because of this program, changes such as wearing active duty awards on the uniform and removing the requirement to report parking tickets as civil involvements. Here is the [AFROTC Suggestion Program webpage](#).

Nineteen suggestions were submitted between the period of October 2022 and March 2023. Each submission was subject to thorough review on the squadron, region, and national levels. After review, ten submissions were approved to be added to the National Report. Below are the eight submissions, in no particular order, for AFROTC/HQ review. Each individual submission is up for approval or disapproval from AFROTC/HQ.

If there are any comments, questions, or concerns, please contact AAS C/Col Sarah Vigevani at vice-commander@arnold-air.org or savigevani@gmail.com.

1. POC Selection Process – Leadership Score

Problem:

The Professional Officer Course Selection Process (PSP) is mainly numbers-based consisting of a cadet's cumulative Grade Point Average (cGPA), Physical Fitness Assessment (PFA), Air Force Officer Qualifying Test (AFOQT), and Commander's Ranking (RSS). These assessments do not show the qualities of a leader. At some detachments, a few cadets who would make great officers are not selected due to having slightly lower scores than their peers who may not have the best leadership qualities. A cadet may be placed in the bottom third of their class, but they may not be a "low-performing" cadet.

Solution:

In addition to the cadet's cGPA, PFA, AFOQT, & RSS being submitted, detachment commanders should briefly describe the cadet's leadership qualities, personality, and ability to work with others. These qualities would be called the Leadership Score.

One way to analyze this data would be to provide a number scale on certain categories that detachment commanders would fill out. On a scale of 1-10, cadets could be ranked on individual components that the Air Force is looking for in a leader. The PSP could use the system that the Cadet Development Feedback Form uses which analyzes cadets in the following areas:

LEADERSHIP-PERFORMANCE IN THE FOLLOWING CRITERIA: Leadership, Followership, Teamwork Evaluation of leadership/followership traits should be AS-level appropriate with teamwork evaluated throughout the career of a cadet. Cadets earning top rankings in this category should be minimal (<10%); they should be stellar performers and in challenging formal leadership positions.

CORE SKILLS-EXPECTATIONS IN SOME OR ALL OF THE FOLLOWING CRITERIA: Communication, Job/Position Knowledge, Critical Thinking, Judgement and Decision-making, Enterprise Thinking, Resource Management. Evaluation of this category should be directly tied to examples of practical application or objective evaluation (i.e. briefing evaluation or job knowledge test).

PERSONAL CHARACTERISTICS - EXPECTATION IN SOME OR ALL OF THE FOLLOWING CRITERIA: Professionalism, Character, Confidence, Initiative, Attitude, Honor, Adaptive. Due to the subjectivity of this category, evaluation should leverage positive or negative examples to adjust rating left or right of center.

WARRIOR ETHOS - EXPECTATIONS IN SOME OR ALL OF THE FOLLOWING CRITERIA: Motivation, Airman Culture, Grit, Self Discipline, Physical Fitness, Courage (outside of PFA). Cadet should display a hardiness of spirit despite mental or physical hardships. Understanding/recitation of the military code of conduct, commissioning oath, and Airman's Creed should be considered in this category.

Cadets would receive a numerical score in each of the above listed categories. The sum of all of these components would be factored into the cadets' final "Leadership Score." This leadership score would depict a cadet's character, which is a quality that is currently not evaluated by the current POC Selection Process.

2. Different Weight Standards for AFROTC

Problem:

There are many cadets who are physically fit but do not meet the [weight standards of Air Force ROTC](#)¹. Accession standards for AFROTC do not match retention standards for active duty.

Solution:

Cadets who score 90+ on the AFROTC Physical Fitness Assessment (PFA) can use the active duty retention standards for weight. These cadets receive the AFROTC Physical Fitness ribbon when they achieve this score, so they are already considered high performers in physical fitness.

¹[Fitness Requirements | U.S. Air Force ROTC \(afrotc.com\)](#)

3. Clearer Commander to Cadet Communications

Problem:

Active cadets are missing out on opportunities from HQ AFROTC (i.e. Col Ramsby's "The Running Challenge"). Some opportunities and communications get lost when going through the region then detachment level.

Solution:

Set up lines of one-way communication from HQ AFROTC direct to cadets. Announcements could be posted on a website or emailed directly to cadets to mitigate the risk of communications not going through.

COA #1: Set up these communications on WINGs. WINGs allows cadets to sign-in to see all of their secure cadet information. A "tile" could be added for communications with the commander. There could also be a place for cadets to ask questions and get direct answers straight from the top.

COA #2: Set up these communications on the AFROTC website. This website is significantly more user-friendly than WINGs and could be easier to access. On the contrary, it may be less secure than the WINGs platform.

4. Rated Board GPA Calculations

Problem:

Rated board selections take into account GPA, but not academic degree which may give some cadets an advantage. Some cadets specifically choose easier degrees that would allow them to get a better GPA for the rated boards. Some cadets who choose more challenging majors feel that they may be robbed of a potential pilot slot because their GPA is considered less competitive despite being in the more challenging program.

Solution:

Consider tech versus non-tech majors when GPAs are reviewed at the rated board. This change would allow cadets to choose any degree and still be considered competitive for a pilot slot. If possible, the detachment commander could also make a brief comment about the particular major of the cadet as some majors vary in difficulty at different universities.

5. USAFA & AFROTC Pilot Slot Allocations

Problem:

USAFA and AFROTC have the same pilot slot allocations despite AFROTC having a larger pool of competitors. Cadets in AFROTC have to get higher scores than USAFA cadets to even be considered competitive for these slots.

Solution:

Scale the pilot slot allocations according to proportionality of both USAFA and AFROTC cadets. With a proper ratio, the Air Force can pick the most qualified cadets for pilot slots as available.

6. Increase Leadership Opportunities in the AFROTC Curriculum

Problem:

AFROTC does not provide as many leadership opportunities for General Military Course (GMC) which may under-prepare them for the leadership challenges at Field Training (FT). Many cadets have felt like their detachment has focused too much on marching as a whole; therefore, when they went to FT they were unprepared for the leadership aspect.

Solution:

Allow GMC to have more hands-on experience with leading inside regular PMT events. Moving the focus on marching at Field Training and switching the focus to more "deployment" and leadership skills at the detachment. If GMC could take on more leadership roles, such as working on large scale projects (possibly during PMT events), it would provide them more hands-on leadership experience preparing them for the Professional Officer Course.

7. Digital Chaplain Services

Problem:

Mental health is vital for college students as they continue through school to further their education. While there are some services for mental health on college campuses, ROTC cadets do not have the same access to mental health services as active duty military (i.e. Chaplains). AFROTC does not provide in-person chaplains services to cadets due to lack of sufficient manpower for the demand.

Solution:

Have an assigned Chaplain for each of the four regions of AFROTC, and allow cadets in each region to make digital appointments with their respective region chaplain.

8. Cadet Stipend Adjustments

Problem:

The stipend for AFROTC cadets was last updated in 2005. According to the [Defense Finance and Accounting Service](#)², AFROTC cadets, who receive the stipend, are paid the following:

EFFECTIVE DATE	FRESHMAN Level 1	SOPHOMORE Level 2	JUNIOR Level 3	SENIOR Level 4
October 1, 2005 (note)	\$300.00	\$350.00	\$450.00	\$500.00
October 1, 2002	\$250.00	\$300.00	\$350.00	\$400.00
December 1, 2000	\$250.00	\$250.00	\$300.00	\$350.00

The [CPI Inflation Calculator](#)³ states that the dollar amount in 2005 is now equal to \$1.57 in 2023. The same calculator displays the inflation increase of the cadet stipend from 2005 - 2023.

Cadet Year	Current Stipend	Inflated Stipend
Freshman	\$300.00	\$471.00
Sophomore	\$350.00	\$549.50
Junior	\$450.00	\$706.50
Senior	\$500.00	\$785.00

There is also an annual military pay raise which is found on the [Military Compensation](#)⁴ website. AFROTC cadets do not get this annual pay raise percentage that the rest of the United States military receives.

Solution:

Increase cadet stipends as follows:

LEVEL 1 - Freshman	LEVEL 2 - Sophomore	LEVEL 3 - Junior	LEVEL 4 - Senior
\$400.00	\$450.00	\$550.00	\$600.00

² [Defense Finance and Accounting Service > MilitaryMembers > payentitlements > Pay Tables > SROTC \(dfas.mil\)](#)

³ [CPI Inflation Calculator \(bls.gov\)](#)

⁴ [Military Annual Pay Raise](#)

9. Programs for Prior-Enlisted Cadets

Problem:

The programs/options for prior or currently enlisted cadets are minimal. Many prior enlisted join AFROTC to help pay for college and receive the benefits of AFROTC as well. However, AFROTC has a policy where you cannot be a contracted cadet or on scholarship while remaining in the guard/reserves.

Solution:

Implement a new system similar to Army ROTC. Army ROTC has multiple programs for prior enlisted members to assist them through school. For example, prior-enlisted cadets can remain in the guard/reserve until their commission. Additionally, AFROTC prior-enlisted cadets can choose various benefits, including allowing ROTC to pay for housing while their GI Bill pays for school or vice versa. It would be a viable option with continuity in place as many schools have AFROTC and Army ROTC working nearby.

10. Cadet AFSC Badges

Problem:

Only rated AFSCs and 13M have an ROTC badge that cadets can wear on their AFROTC uniforms. Cadets have a sense of pride when they get their assigned AFSC and want to share that with their fellow cadets.

Solution:

COA #1: Allow cadets to wear the enlisted occupational badges for the career field they are classified into upon official notification from their AFROTC cadre. POC cadets wearing these badges may also inspire GMC cadets to ask about these career fields, widening their views on potential careers in the Air Force.

COA #2: Hold a nationwide competition for cadets to design the different AFSC badges. Cadets are creative, innovative, and would be willing to put in the effort to have the chance of their work be worn on the uniforms of cadets from around the country. Cadets could submit badge designs for different AFSCs to the detachment level. The detachment could send quality designs to the region HQ, then to the national level. Badge disbursements may be expensive, but offering them online so cadets could buy them on an individual basis with personal expenses would eliminate the cost for AFROTC and any logistical concerns.