

E. Additional Data Sources

USAFA is actively engaged with the AF initiatives surrounding Pilot Candidate Selection Method (PCSM) scores and other qualifying metrics utilized to select various career fields for cadets. These initiatives are part of the AF-wide Rated Diversity Initiative as well as the IG-led diversity study. Data and analyses for those projects are not presented in this report.

Incoming Basic Cadets are given a survey under the USAFA/A9 Institutional Assessment program in coordination with USMA and USNA and part of the Higher Education Research Institute (HERI) and Cooperative Institutional Research Program (CIRP) based at University of California, Los Angeles. The survey is called “The CIRP Freshman Survey” and has been administered to USAFA Basic Cadets for 40+ years during BCT.

The CIRP Freshman Survey is designed for administration to incoming first-year students before they start classes. The instrument collects extensive information that allows for a snapshot of what our incoming students are like before they experience college. Key sections of the survey examine:

- Established behaviors in high school
- Academic preparedness
- Admissions decisions
- Expectations of college
- Interactions with peers and faculty
- Student values and goals
- Student demographic characteristics
- Concerns about financing college

USAFA administered the CIRP in summer 2020 to the Class of 2024 Basic Cadets. The survey collected information on student’s opinions on racial understanding, racial discrimination, preferential treatment (based on race/ethnicity), and other D&I related topics. cursory analysis of the CL24 responses indicates:

- 16% of our incoming cadets find that helping to promote racial understanding is not important (17% of Caucasian cadets, 15% of Minority cadets). The remainder of the cadets responded that it was somewhat important (38%), very important (28%), or essential (18%).
- 24% of our incoming cadets agreed that racial discrimination is no longer a major problem in America. The remainder of the cadets disagreed with that statement.
- 75% of our incoming cadets rated themselves as average or above average when comparing themselves to the average person their own age in terms of their understanding of others.
- One question asked whether the student agrees/disagrees whether individuals from disadvantaged social backgrounds should be given preferential treatment in college admissions. 65% of the Caucasian and 45% of the Minority cadets disagreed while 35% of the Caucasian and 55% of the Minority cadets agreed with that statement.

A thorough analysis of these results, as well as a comparison with USAFA cadets to peer schools (USMA, USNA, etc.) is currently underway, but was not available for this report.