

**BY ORDER OF THE
SUPERINTENDENT**

**HQ UNITED STATES AIR FORCE
ACADEMY MISSION DIRECTIVE 3**

18 JULY 2018



COMMANDANT OF CADETS

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(Mr. Dale Hogue)

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This mission directive provides general guidance about the mission and assigned duties of the Commandant of Cadets, Headquarters United States Air Force Academy (USAFA), Colorado. United States Air Force Academy Mission Directive 3 (USAFAMD 3) implements Air Force Policy Directive 38-6, *Mission Directives*. This mission directive does not apply to the Air Force Reserve Command (AFRC) or the Air National Guard (ANG). The organizational structure of HQ USAFA is in accordance with (IAW) Air Force Instruction (AFI) 38-101, *Air Force Organization*, and HQ USAF approved variances. Ensure that all records created as a result of processes prescribed in this publication are maintained IAW Air Force Manual (AFMAN) 33-363, *Management of Records*, and disposed of IAW the Air Force Records Information Management System (AFRIMS) Records Disposition Schedule (RDS). Refer recommended changes and questions about this publication to the Office of Primary Responsibility (OPR) using the AF Form 847, *Recommendation for Change of Publication*; route AF Forms 847 from the field through the appropriate functional chain of command. This publication may be supplemented at any level, but all Supplements must be routed to the OPR of this publication for coordination prior to certification and approval. The authorities to waive wing/unit level requirements in this publication are identified with a Tier (“T-0, T-1, T-2, T-3”) number following the compliance statement. See AFI 33-360, *Publications and Forms Management*, for a description of the authorities associated with the Tier numbers. Submit requests for waivers through the Mission Element (ME) chain of command to the appropriate Tier waiver approval authority, or alternately, to the Publication OPR for non-tiered compliance items. The waiver authority for non-tiered requirements in this publication is the USAFA/CC.

SUMMARY OF CHANGES

Updated the mission statement, office of primary responsibility, certifier's name and official signature block.

1. Mission. Develop and produce innovative, critical-thinking leaders of character with a warrior ethos, an expeditionary mindset, cultural awareness, an immersion in Air Force history, traditions, and professional values, and motivation to be commissioned officers dedicated to a career of personal and professional excellence in service to the Nation, living honorably, and ensuring the long-term readiness and success of the Air Force.

2. Command. The Commandant of Cadets, United States Air Force Academy:

2.1. Reports directly to the Superintendent, United States Air Force Academy.

2.2. Exercises administrative and operational control of all USAFA cadets, assigned faculty, and staff. Relinquishes operational control of cadets to other supported commanders per Superintendent guidance.

2.3. Is the supported commander for cadet leadership development programs and processes.

2.4. Per DODI 1322.22, *Service Academies*, the commandant directs and manages military education and training programs. These education and training programs will be mapped to AFI 36-2014, *Commissioning Education Program*, requirements and listed in the Course of Instruction (COI).

2.5. Per CJCSI 1800.01E, *Officer Professional Military Education Policy*, designs and manages curriculum for pre-commissioning education oriented toward providing candidates with a basic grounding in the U.S. defense establishment and the Air Force, as well as a foundation in leadership, management, civil-military relations, ethics, history, international relations, culture, and other subjects necessary to prepare them to serve as commissioned officers. Pre-commissioning education will be mapped to AFI 36-2014 requirements and listed in the COI.

2.6. Is a supporting commander for academic, physical and airmanship development.

3. Roles and Responsibilities. The Commandant of Cadets, United States Air Force Academy:

3.1. Manages and employs the methodology and models of the Officer Development System (ODS) in designing and executing education, training and experiential programs in pursuit of AFI 36-2014, *Commissioning Education Program* Air Force Institutional Competency Learning Outcomes, and USAFA Outcomes to develop leaders of character.

3.2. Per DODI 1322.22 and USAFAPAM 36-3527, *The Officer Development System: Developing Officers of Character*, develops and employs a leader development system, the Leadership Growth Model (LGM), outlined in USAFAPAM 36-3527, to motivate graduates to seek leadership responsibilities and enable them to think clearly, decide wisely, and act decisively under pressure in a variety of leadership situations.

3.3. Develops and maintains a Cadet Military Education and Training Plan integrated within the overall USAFA Course of Instruction and focused on leader development to ensure proficiency of institutional competencies and basic expeditionary Airman skills per AFI 36-3501, *Air Force Academy Operations*.

3.4. Employs two parallel chains within a single command – the Air Force Cadet Wing (AFCW) chain and the permanent party (CW) chain. The CW chain is responsible for training, developing, and mentoring the AFCW chain, creating an active duty environment, exercising Uniform Code of Military Justice (UCMJ) authority, and ensuring unit good order and discipline. The AFCW chain trains, develops and mentors the junior classes and is responsible for support and maintenance of good order and discipline of all cadets through the Cadet Disciplinary System (CDS).

3.5. Ensures Good Order and Discipline. Monitors CW and AFCW disciplinary environment and regularly updates the Superintendent. Decides, with the advice of USAFA/JA and recommendations of the CW and AFCW chains, whether to pursue punitive UCMJ actions. Monitors uniformity of discipline and reviews policies for execution of the CDS and administrative actions.

3.6. Provides oversight and senior management of the AFCW Honor System. Leads execution of the Honor Review Committee and mentors cadet honor staff in execution of honor education and honor code administration.

3.7. Responsible for execution of the military performance appraisal (MPA) process for all cadets through coordination with all mission elements to ensure an objective and representative measure for cadet leadership and conduct.

3.8. On behalf of the Superintendent, responsible for the daily execution and oversight of the cadet scheduling committee and scheduling committee action (SCA) excusal process.

3.9. Responsible for the selection and oversight of senior cadet leadership for the AFCW for academic year semesters and CW-led summer programs.

3.10. Responsible for the assignment, orientation, development, and out-placement of all Air Officers Commanding (AOC) and Academy Military Trainers (AMT).

3.11. Responsible for execution and oversight of all aspects of cadet uniforms to include execution of the Cadet Uniform Board.

3.12. Responsible for execution and oversight of all aspects of cadet compensation and expensing through the Cadet Pay Group.

3.13. Responsible for providing career guidance and mentoring to all cadets in order to meet Air Force Specialty Code (AFSC) production requirements. As a minimum, responsibilities include: Knowledge of AFSC academic degree requirements, Air Force Officer Qualification Test and Pilot Candidate Selection Method (PCSM) scores, rated assignment and cross commissioning requirements and medical eligibility.

3.14. Is the Special Court-Martial Convening Authority (SPCMCA) for personnel within AFCW and CW. As the SPCMCA, is the initial disposition authority for cases involving the following offenses: Article 120 offenses, including rape, sexual assault, aggravated sexual contact, and abusive sexual contact; Article 120b and 120c offenses, Article 125, forcible sodomy (for offenses occurring prior to the removal of this Article); attempts of Articles 120, 120b, J 20c and 125 in violation of Article 80; and all offenses arising from or relating to the same incident(s), whether committed by the alleged perpetrator or the alleged victim of the offense(s) (commonly referred to as "collateral misconduct").

3.15. Facilitates Superintendent, Dean of the Faculty, and Director of Athletics program objectives.

JAY B. SILVERIA, Lieutenant General, USAF
Superintendent, United States Air Force Academy

Attachment 1**GLOSSARY OF REFERENCES AND SUPPORTING INFORMATION*****References***

AFI 33-360, *Publications and Forms Management*, 1 December 2015

AFMAN 33-363, *Management of Records*, 1 March 2008

AFI 36-2014, *Commissioning Education Program*, 16 February 2012

AFI 36-3501, *Air Force Academy Operations*, 3 May 2010

AFFD 38-6, *Mission Directives*, 23 December 2014

AFI 38-101, *Air Force Organization*, 31 January 2017

AFI 38-601, *Format and Content of Mission Directives*, 7 January 2015

CJCSI 1800.01E, *Officer Professional Military Education Policy*, 20 September 2012

DoDD 1322.22, *Service Academies*, 20 September 2011

USAFAPAM 36-3527, *The Officer Development System: Developing Officers of Character*, 21 September 2017

Adopted Forms

AF Form 847, *Recommendation for Change of Publication*

Abbreviations and Acronyms

DoDD—Department of Defense Directive

HQ USAFA—Headquarters United States Air Force Academy

RDS—Records Disposition Schedule

USAFA—United States Air Force Academy

Terms

Direct Reporting Unit (DRU)—A subdivision of the Air Force, directly subordinate to the Chief of Staff, US Air Force. A DRU performs a mission that does not fit into any of the MAJCOMs. A DRU has many of the same administrative and organizational responsibilities as a MAJCOM.

Mission Element (ME)—A named unit assigned to Headquarters United States Air Force Academy, subordinate to the Headquarters Staff level that performs a specialized mission and reports directly to the USAFA Superintendent. The HQ USAFA MEs are the Commandant of Cadets (CW), Dean of the Faculty (DF), Directorate of Athletics (AD), 10th Air Base Wing (10 ABW), and United States Air Force Academy Preparatory School (PL).

Supported Commander—In the context of a support command relationship, the commander who receives assistance from another commander's force or capabilities, and who is responsible for ensuring that the supporting commander understands the assistance required.

Supporting Commander—In the context of a support command relationship, the commander who aids, protects, complements, or sustains another commander's force, and who is responsible for providing the assistance required by the supported commander.

United States Air Force Academy Mission Directive (USAFAMD)—USAFAMDs are developed for directly assigned units below the Headquarters Staff level and above the squadron level. The USAFAMD provides general information about an organization's mission and directly communicates the unit's mission and responsibilities to the commander and unit personnel, and describes what an organization does, not how it does it. MDs are written at the executive level. Publications are issued in accordance with AFPD 38-6 and AFI 38-601.