

September 9, 2008

SUMMARY OF SUBJECT MATTER

TO: Members of the Subcommittee on Coast Guard and Maritime Transportation

FROM: Subcommittee on Coast Guard and Maritime Transportation Staff

SUBJECT: Hearing on Diversity in the Coast Guard, including Recruitment, Promotion, and Retention of Minority Personnel

PURPOSE OF THE HEARING

The Subcommittee on Coast Guard and Maritime Transportation will convene at 2:00 p.m., on September 10, 2008, in Room 2167 of the Rayburn House Office Building to receive testimony regarding diversity in the Coast Guard, including the recruitment, promotion, and retention of minority personnel. The hearing will examine diversity at all levels of the service, including in enrollments at the Coast Guard Academy, and accessions from all sources to the Coast Guard's officer corps and enlisted ranks.

BACKGROUND

The chart below shows the total breakdown of the officer corps and enlisted ranks for each armed service.

Officer Corps and Enlisted Ranks in Each Armed Service

	TOTAL		WHITE		MINORITY		UNKNOWN		HISPANIC ETHNICITY	
	# of personnel	% of individual service	# of personnel	% of individual service	# of personnel	% of individual service	# of personnel	% of individual service	# of personnel	% of individual service
ARMY										
Officers	84,682	16.4%	62,423	73.7%	14,598	17.2%	7,661	9.0%	4,752	5.6%
Enlisted	433,101	83.6%	295,205	68.2%	113,390	26.2%	24,506	5.7%	50,765	11.7%
Total	517,783		357,628	69.1%	127,988	24.7%	32,167	6.2%	55,517	10.7%
NAVY										
Officers	51,431	15.5%	42,343	82.3%	7,137	13.9%	1,951	3.8%	2,851	5.5%
Enlisted	280,838	84.5%	174,250	62.0%	98,021	34.9%	8,567	3.1%	42,247	15.0%
Total	332,269		216,593	65.2%	105,158	31.6%	10,518	3.2%	45,098	13.6%
AIR FORCE										
Officers	65,722	20.0%	53,768	81.8%	6,904	10.5%	5,050	7.7%	2,469	3.8%
Enlisted	263,372	80.0%	188,798	71.7%	59,758	22.7%	14,816	5.6%	14,794	5.6%
Total	329,094		242,566	73.7%	66,662	20.3%	19,866	6.0%	17,263	5.2%
MARINE CORPS										
Officers	19,684	10.6%	16,108	81.8%	2,091	10.6%	1,485	7.5%	1,319	6.7%
Enlisted	166,741	89.4%	127,056	76.2%	26,163	15.7%	13,522	8.1%	22,222	13.3%
Total	186,425		143,164	76.8%	28,254	15.2%	15,007	8.0%	23,541	12.6%
COAST GUARD										
Officers	8,051	19.8%	6,649	82.6%	1,112	13.8%	290	3.6%	465	5.8%
Enlisted	32,599	80.2%	25,219	77.4%	5,496	16.9%	1,884	5.8%	3,674	11.3%
Total	40,650		31,868	78.4%	6,608	16.3%	2,174	5.3%	4,139	10.2%

SOURCE: Defense Manpower Data Center Report 3035EO

Minority includes African American, American Indian/Alaska Native, Asian, Pacific Islander, and individuals identifying themselves as multi-racial.

Coast Guard Military Workforce Composition

The Coast Guard has approximately 41,000 active duty personnel. In the past 10 years, there have been periods of growth and decline within the officer and enlisted ranks. Overall, the numbers of minorities in the officer and enlisted ranks have increased.

Coast Guard Workforce Composition FY95-FY07						
	Officer		Enlisted		Warrant Officer	
	FY95	Present	FY95	Present	FY95	Present
African American	3.1%	4.7%	7.60%	6.2%	2.5%	7%
Hispanic	3.1%	6%	6.30%	11.5%	1.6%	5%
Native American	0.6%	1.4%	2.70%	2.9%	0.3%	1%
Asian/PI/Multi Race	2.6%	8.6%	2.10%	8%	2.3%	2%

Source: United States Coast Guard

The table below shows accessions to the Coast Guard's officer corps from all sources from fiscal year 1999 through fiscal year 2007.

COAST GUARD OFFICER ACCESSIONS									
	FY99	FY00	FY01	FY02	FY03	FY04	FY05	FY06	FY07
White(or Unknown prior to FY05)	377	417	401	451	451	449	424	306	330
African American	39	27	27	28	21	33	42	20	21
Hispanic	25	31	31	35	35	33	41	37	27
Alaskan/Native American	11	9	8	2	7	5	8	7	5
Asian/Pacific Islander	16	22	9	26	16	26	12	1	6
Multiple Race							34	120	66
Unknown or Declined							44	30	16
Total	468	506	476	542	530	546	564	484	444

Source: United States Coast Guard

*Accession numbers excludes Warrant Officers and officers on Extended Active Duty.

*In fiscal year 2005, the Coast Guard adopted a new diversity accounting system per instructions from the Office of Management and Budget Statistical Policy Directive No.15, which created the Multi Race and Unknown categories and categorized Hispanic as an ethnicity rather than a race. This change requires all personnel to be categorized under both a race and an ethnicity, and necessitates the exclusion of Hispanics from the totals in FY05-FY07 so that they are not double-counted.

The table below shows the members of the Coast Guard's officer corps by race and rank as of August 2008.

Race	Coast Guard Officers by Race and Rank as of August 2008										Total
	ENS	LTJG	LT	LCDR	CDR	CAPT	RADML	RADM	VADM	COMDT	
American Indian/Alaska Native	6	10	41	22	11	0	0	0	0	0	90
Asian	8	5	14	9	3	3	0	0	0	0	42
Black or African American	29	54	129	67	17	4	1	0	0	0	301
Multiple Race	89	163	147	91	33	6	1	0	0	0	530
Nat Hawaiian/Pacific Islander	0	0	2	2	0	0	0	0	0	0	4
Unknown or Declined to Respond	29	33	105	50	22	7	1	1	0	0	248
White	579	652	1901	1102	772	353	14	17	4	1	5,395
Hispanic or Latino	45	66	169	77	32	6	2	0	0	0	397
Not Hispanic or Latino	584	700	2055	1211	800	359	15	17	5	1	5,747
Declined to Comment	111	151	115	55	26	8	0	1	0	0	467

ACCESSIONS OF ENLISTED PERSONNEL

USCG Active Duty Enlisted Accessions					
	2004*	2005*	2006	2007	2008**
Gender					
Female	731	679	692	648	456
Male	3,511	3,741	3,473	3,562	2,746
Total	4,242	4,420	4,165	4,210	3,202
Race					
White	2,948	3,064	2,959	3,258	2,340
African American	364	341	355	279	184
Am. Indian/AK Native	117	152	130	109	83
Asian	4	80	76	59	45
Nat. HI/Pac. Islander	2	70	45	47	29
Unknown/Declined	607	233	159	93	47
Multiple Race	200	480	441	365	474
Ethnicity					
Hispanic or Latino	620	622	673	623	442
Not Hispanic or Latino	3,600	3,177	2,961	2,756	2,016
Unknown / Declined	22	621	531	831	744

Source: United States Coast Guard

In August 2005, the Coast Guard began using the Direct Access database, which captures race and ethnicity data in a different format from the legacy PMIS database. We have used available data to try to “fit” the old style of reporting to that in Direct Access, but it is important to note that there may be inconsistencies due to the fact that prior to August 2005, the data came from a different database, using a different collection method and different rules. The data from fiscal years 2004 and 2005 cannot be precisely compared to data from fiscal year 2006 and later. ** Data for 2008 is through July 31, 2008.

Officer Accessions to the U.S. Military Services

Commissioned officers in the Armed Services of the United States (the U.S. Coast Guard, U.S. Navy, U.S. Air Force, U.S. Marines, and U.S. Army) enter the services from a number of sources, including the federal service academies, officer candidate school (OCS), direct commission programs, and reserve officer training corps (ROTC) programs.

Officer Accessions to the Coast Guard

The Coast Guard accesses commissioned officers from the Coast Guard Academy, Officer Candidate School (OCS), the national Maritime Academies (including the U.S. Merchant Marine Academy at King's Point and the six state maritime academies), and Direct Commission programs. The chart presented below presents accessions to the Coast Guard's officer corps from fiscal years 2003 through 2007 from all sources.

Coast Guard Officer Accessions Fiscal Year 2003-Fiscal Year 2007				
Source of Accessions (and number of accessions from each source)	CGA (1,028)	OCS (811)	Other (899)	Total (2,738)
Minority Accessions	12.9%	29.1%	23.9%	21.3%
Women	29.6%	22.1%	13.7%	22.1%

*Accession numbers include Warrant Officers and officers on Extended Active Duty

Applicants to Coast Guard OCS must be in their senior year at an accredited college or university or hold a baccalaureate or higher degree from an accredited college or university. Applicants can also be active duty members of the Coast Guard or any military service holding the rank of at least E-5 (Petty Officer Second Class in the Coast Guard and Navy, sergeant in the Army and Marine Corps, and technical sergeant in the Air Force) and having at least four years of active duty service.

The Coast Guard's Direct Commission Officer (DCO) School is a three-to-five week course at the OCS for people who bring unique professional skills (such as legal training, engineering training, maritime safety experience etc.) that is needed by the Coast Guard. Coast Guard enlisted or warrant officer personnel, as well as officers from other U.S. military services, Maritime Academy graduates, and the Public Health Service – as well as civilians with professional degrees but without prior military service – can apply to this program to serve in specific positions throughout the Coast Guard.

Officer Accessions to the Air Force

The Air Force's sources of commissioned officers are the Air Force Academy (USAFA), Air Force ROTC (AFROTC), and the Air Force's officer training school (OTS) (the equivalent of OCS). The chart presented below shows accessions to the Air Force officer corps from each of these sources.

Accessions to the Air Force Officer Corps from Each Commissioning Source

Air Force Officer Accessions 2004-2008			
	USAFA	AFROTC	OTS
2004	22%	54%	24%
2005	23%	60%	17%
2006	26%	59%	15%
2007	28%	58%	14%
2008	31%	56%	13%

Source: United States Air Force

Officer Accessions to the Navy

The Navy's sources of commissioned officers are the U.S. Naval Academy, Naval ROTC (NROTC), Officer Candidate School (OCS), Seaman-to-Admiral 21 (STA-21), and direct accessions; additionally, the Navy offers commissions to individuals in the E-5 or E-6 ranks who upon their receipt of a commission through the Officer Development School (ODS) subsequently serve as Limited Duty Officers (LDO) in their technical field of specialization. Other sources of officers include the Medical Service Corps In-service Procurement Program, Medical Enlisted Commissioning Program, Merchant Marine Recalls, Reserve Recalls, Inter-service transfers/commissioning, the Health Professional Scholarship Program, the Health Services Collegiate Program, and the JAG Student Program.

Accessions to the Navy Officer Corps from Major Commissioning Sources

Navy Officer Accessions 2004-2008					
	ODS	STA-21	OCS	NROTC	USNA
2004	23%	17%	23%	28%	25%
2005	20%	8%	20%	27%	25%
2006	20%	11%	17%	26%	25%
2007	19%	11%	19%	25%	26%
2008	30%	8%	21%	20%	23%

Source: United States Navy

Officer Accessions to the United States Marine Corps

The Marines' sources of commissioned officers are Officer Candidates Course (OCC), the Platoon Leaders Class (PLC), Naval Reserve Officers Training Corps - Marine Option (NROTC), and the United States Naval Academy (USNA).

College/university seniors and college graduates go through OCC, which is a 10-week session at Officer Candidate School. For both PLC and OCC, members are compensated for their training time.

The Platoon Leaders Class is a class for college freshmen and sophomores that consists of two six-week training sessions between school years at Officer Candidates School. For college juniors, it consists of one 10-week training session held at the end of their junior year.

Accessions to the Marine Officer Corps from Each Commissioning Source

Marine Corps Officer Accessions				
PLC	OCS	Enlisted	NROTC	USNA
35%	24%	12%	15%	14%

Source: United States Marines

Officer Accessions to the Army

The United States Army’s sources of commissioned officers include the United States Military Academy at West Point, the Army ROTC, Military Academy Programs, Officer Candidate School (OCS), and Direct Commissioning programs.

Federal Service Academies

The colleges operated by the U.S. Federal Government are referred to as the Federal Service Academies and include the U.S. Military Academy (West Point), U.S. Naval Academy (Annapolis), U.S. Coast Guard Academy (New London), U.S. Merchant Marine Academy (Kings Point), and the U.S. Air Force Academy (Colorado Springs).

Students at the service academies other than Kings Point incur a five-year active duty and a three-year reserve commitment upon their graduation. Students at Kings Point graduate with a professional license as either an engineering officer or deck officer and have an obligation to serve in the foreign or domestic commerce of the U.S. (working under their professional license) or in the national defense of the U.S. for five years; Kings Point graduates must also apply for and accept, if offered, an appointment as a commissioned officer in an armed forces reserve component. Additional service commitments may be required of graduates from Federal Service Academies who enter certain military specialties – such as service as a pilot.

Applicants to all service academies except the United States Coast Guard Academy are required to obtain a nomination to the school from a nominating authority. Nominating authorities currently include U.S. Senators, Members of Congress, and the President and Vice President of the United States. Students wishing to attend the U.S. Coast Guard Academy apply directly to the Academy and compete on a nationwide basis for competitive appointments to the Academy, which does not have any type of quotas (such as for state representation).

The U.S. Coast Guard Academy

The Coast Guard Academy (CGA) is the smallest of the five service academies. It was founded in 1876 and is located in New London, Connecticut.

The Academy offers four-year Bachelor of Science degree programs in engineering (naval architecture, mechanical, electrical and civil), government, management, marine and environmental sciences, and operations research and computer analysis. The cost to educate a student at the Academy is approximately \$68,000 a year.

Each year, the Academy receives more than 3,000 applications for the fewer than 300 student slots available at the Academy. Approximately 63 percent of those selected for admission will eventually graduate from the Academy. As of August 2008, there were 963 Cadets enrolled at the Academy. There were 2,807 applicants for the class of 2012; 412 appointments were offered and 295 individuals were eventually sworn-in as cadets. Of those who were sworn-in, 52 had completed a preparatory school program.

Approximately 61 students from among the applicants for the class of 2012 were selected to attend one of the two preparatory schools to which the Coast Guard sends prospective students. Tuition for preparatory school students is paid for from the Academy's operations budget. Approximately 15 percent of the corps of cadets at the Academy is preparatory school graduates.

The table below shows total enrollment at the Coast Guard Academy for the classes of 2008 through 2011.

USCG Academy Enrollment				
Class	2008	2009	2010	2011
White (Including Unknown in the class of 2008)	177	178	174	192
African American	7	9	8	8
Hispanic	9	14	10	11
Alaskan/Native American	0	2	2	3
Asian/Pacific Islander	13	5	0	1
Multiple Race	N/A	1	10	20
Unknown or Declined	N/A	13	10	5
Total	206	208	204	229

Source: United States Coast Guard

*In fiscal year 2005, the Coast Guard adopted a new diversity accounting system per instructions from the Office of Management and Budget Statistical Policy Directive No.15, which created the Multi Race and Unknown categories and categorized Hispanic as an ethnicity rather than a race. This change requires all personnel to be categorized under both a race and an ethnicity, and necessitates the exclusion of Hispanics from the totals in FY05-FY07 so that they are not double-counted.

The U.S. Military Academy (West Point)

The United States Military Academy (West Point) was founded on March 16, 1802. The Academy is located on the Hudson River, approximately 50 miles north of New York City.

In addition to a core curriculum of arts and sciences, and a required five-course engineering sequence, West Point offers 31 fields of study and 19 optional majors. The cost to educate a student at West Point is approximately \$112,000 a year.

For the class of 2011, 10,838 individuals submitted applications and 3,746 received a nomination from a nominating authority. Of those who were nominated, 2,039 were found to be qualified academically and physically to attend the Academy and 1,305 were admitted.

Over the past five years, approximately 83% of the students who were sent to a preparatory school to prepare for West Point ended up attending West Point the following year.

West Point Enrollment					
Class	2008	2009	2010	2011	2012
Non-Minority	949	935	1,017	949	954
African American	71	91	79	78	83
Hispanic	76	91	100	122	131
Native American	14	18	13	18	32
Asian	94	84	86	102	68
Hawaiian/PI					37
Total Minorities	275	316	314	356	351
Total	1,224	1,251	1,311	1,305	1,305

Source: United States Army

U.S. Naval Academy (Annapolis)

The U.S. Naval Academy was founded in 1845 by the Secretary of the Navy and is located in Annapolis, MD.

The Naval Academy offers 19 Bachelor of Science degree programs which include: Aerospace Engineering, Chemistry, Computer Science, Economics, Electrical Engineering, Information Technology, etc. The cost of educating a Naval Academy midshipman is approximately \$88,800 a year.

For the class of 2012, there were 10,960 applications submitted to the U.S. Naval Academy. Of those, 3,838 individuals received a nomination, 2,196 nominees were found to be qualified to attend the Academy, 1,537 individuals were offered admission, and 1,261 applicants were finally admitted. Of those admitted, approximately 202 had completed a preparatory school program.

Approximately 261 individuals among the applicants for the class of 2012 had attended the Naval Academy Preparatory School (NAPS). Over the past five years, approximately 80 percent of those sent to NAPS to prepare for the Naval Academy ended up attending the Academy the following year. Tuition for students at NAPS is paid using federal appropriations. Students

attending private preparatory schools are funded by a combination of scholarship, Naval Academy Foundation funds and student's funds.

U.S. Naval Academy Enrollment				
Class	2008	2009	2010	2011
White	958	953	924	896
African American	69	64	57	40
Hispanic	111	115	134	133
Native American	21	14	3	6
Asian-American	49	26	28	33
Hawaiian/Pacific Islander	19	10	4	5
Multiple Response	1	42	49	68
International	17	11	13	9
Declined to Respond			17	13
Total	1,245	1,235	1,229	1,203

U.S. Merchant Marine Academy (Kings Point)

Two years after Congress passed the Merchant Marine Act in 1936, the U.S. Merchant Marine Cadet Corps was established. The U.S. Merchant Marine Academy (USMMA) was dedicated in 1943 and is located in Kings Point, New York. In 1974, Kings Point became the first federal service academy to enroll women students (two years ahead of the Army, Navy, Air Force or Coast Guard Academies).

The Academy offers Bachelor of Science degree programs in Marine Transportation, Marine Engineering, Marine Engineering and Shipyard Management, Marine Engineering Systems, Maritime Operations and Technology, Logistics and Intermodal Transportation. The cost of educating a Kings Point student is approximately \$51,750 a year.

For the class of 2012, there were 1,734 applications submitted to USMMA. Of those, 1,334 individuals received a nomination, 449 individuals were offered admission, and 307 were finally admitted. Of those admitted, approximately 18 had completed a preparatory school program.

Once enrolled, a student must complete the course of instruction at the Academy and then pass the Coast Guard examination for a license as an officer in the U.S. Merchant Marine. Graduates of the USMMA must maintain their Coast Guard license for at least six years from the date of their graduation.

Upon graduation, students at the USMMA must apply for and accept, if offered, an appointment as a commissioned officer in an armed force reserve component. If appointed, students must serve in that reserve component for at least eight years from the date of their graduation.

Graduates of the USMMA are also required to serve in the foreign and domestic commerce or in the national defense of the U.S. for at least five years from the date of their graduation. To fulfill this requirement, a student may work under his/her license as a merchant marine officer serving on vessels documented under the laws of the U.S. or on vessels owned and operated by the U.S. or by any state or territory of the U.S. Students may also fulfill their service requirement by serving as commissioned officers on active duty in an armed force of the U.S. or in the National Oceanic and Atmospheric Administration. Students may also work in the U.S. maritime-related industry or in a marine science industry as approved by the Secretary of Transportation if the Secretary determines that service as a merchant marine officer serving on a vessel under the laws of the U.S. or vessel owned by the U.S. is not available to the individual.

Kings Point Enrollment					
Class	2008	2009	2010	2011	2012
African American	7	7	6	7	9
Hispanic	13	8	16	19	16
Alaskan/Native American	0	1	2	3	2
Asian/Pacific Islander	13	13	13	10	20
Total Minority Enrollment	33	29	37	39	47
Caucasian/White	251	256	233	240	260
Total Admissions	284	285	270	279	307
Diversity Percentage	11.6%	10.2%	13.7%	14.0%	15.3%

Source: United States Merchant Marine Academy

U.S. Air Force Academy

Congress authorized creation of the Air Force Academy in 1954. It is located in Colorado Springs, Colorado.

The Academy offers 32 Bachelor of Science degree programs, including aeronautical engineering, astronautical engineering, mechanical engineering, space operations, systems engineering management, etc. The cost to educate an Air Force Academy cadet is approximately \$100,750 a year.

For the class of 2012, there were 9,001 applications. Of those, 8,557 individuals received a nomination, 1,642 individuals were offered admission, and 1,348 were finally admitted. Of those admitted, approximately 247 completed a preparatory school program.

The Air Force uses appropriated funds to pay for preparatory schools. In fiscal year 2007, the initial funding distribution was \$480,000. The Air Force preparatory school also relies on gift funds from the association of graduates to fund a number of their enrichment programs due to the restrictions imposed on the purposes for which the Air Force's operations and maintenance funds can be expended.

U.S. Air Force Academy Enrollment				
Class	2008	2009	2010	2011
White	1062	1130	1013	999
African American	66	45	60	71
Hispanic	96	74	101	95
Native American	25	31	34	18
Asian/Pacific Islander	78	110	126	104
Hawaiian/Pacific Islander	*	*	*	*
Total	1,327	1,390	1,334	1,287

*USafa collects data on Asian/Pacific Islanders only. Asian American and Hawaiian Pacific cadets are not counted separately. (Note: Data represent population on in-processing day for each class.)

Preparatory Schools

Preparatory schools are intended to strengthen the academic potential of candidates applying to the federal service academies. Students who do not qualify for admission to a service academy at the time of their application because they do not meet all academic or physical fitness standards – but who demonstrate they are likely to qualify with additional preparatory work – can be sent to attend a preparatory school. A description of the prep schools utilized by federal service academies is provided in the table below.

Overview of the Prep Schools Utilized by Federal Service Academies

Preparatory School	New Mexico Military Institute, Roswell, New Mexico;	Marion Military Institute, Marion, Alabama	Air Force Academy Preparatory School – on the grounds of the Air Force Academy, Colorado Springs	U.S. Naval Academy Preparatory School, Newport, Rhode Island	U.S. Military Academy Preparatory School, Fort Monmouth, New Jersey
Length of Study	One year	One year	10 months	One year	10 months
Total Cost Per Student	\$61,270 (for students from the Coast Guard)	\$63,900 (for students from the Coast Guard)	\$65,383	\$54,000 (for students from the Army); if students from the Coast Guard attend this prep school, the Coast Guard must supply one officer to the Navy for every 12 cadets enrolled at the prep school	\$45,000

Currently, the Coast Guard sends students only to the New Mexico Military Academy and to the Marion Military Academy to receive preparatory training. This training is funded by the Coast Guard Academy's budget. Students sent to a preparatory school must re-apply for admission to the Coast Guard Academy.

Reserve Officers' Training Corps (ROTC)

The ROTC program is a college-based officer commissioning program that offers students scholarships that can cover up to 100 percent of the cost of a college education. ROTC produces officers for all branches of the U.S. Armed Forces except the U.S. Coast Guard. Presently, 11 percent of the Marine Corps officers corps, 56 percent of the Army officer corps, 41 percent of the Air Force officer corps, and 20 percent of the Navy officer corps accessed these services through ROTC programs (39 percent of all active duty officers in the agencies of the Department of Defense accessed the service through ROTC).

Although the Coast Guard has no ROTC programs, the service does have a Direct Commissioning program for graduates of maritime academies. The Direct Commission Maritime Academy Graduate Program is available to individuals who earn a degree from a qualifying federal or state Maritime Academy and hold a Third Mate or Third Assistant Engineer license, or a degree major in Marine Environmental Protection or a related field. Selected individuals will serve as a Coast Guard Reserve Officer on full-time active duty.

Army ROTC

The Army has ROTC host units at 282 U.S. colleges, including 23 units located at historically black colleges and universities (HBCU). Additionally, the Army has 774 college/university affiliate schools where students can participate in ROTC at host units located at other colleges or universities in the same geographic location. ROTC scholarships are awarded based on a student's merit and grades, not financial need. The Army offers two, three, and four-year scholarship options and full-tuition scholarships; additional allowances pay for living expenses, books and fees. Upon completion of the Army ROTC program, graduates will be commissioned as Second Lieutenants in the Army and will then attend specialized training in their first Army branch.

Air Force ROTC

The Air Force has ROTC units/detachments at 144 U.S. colleges and universities, including seven at HBCUs. Additionally, the Air Force has more than 1,000 college/university affiliate programs. The Air Force offers four-year and two-year programs. Air Force ROTC scholarships cover tuition and provide textbook allowances; the scholarships also cover most lab fees and provide up to \$500 spending cash per academic month.

The average yearly cost for an Air Force ROTC student at a college/university is approximately \$16,600. The average cost to sustain an Air Force ROTC program at a college/university is approximately \$498,000. The Air Force typically provides each ROTC detachment a staff of five personnel, including three officers and two enlisted staff members. The Air Force supplies each detachment with computers/IT equipment (projectors, printers, scanners,

etc.), government vehicles, furniture, and cadet uniforms. The host college/university provides the facilities utilized by the ROTC detachment.

Navy ROTC

There are 32 Navy ROTC (NROTC) units at colleges and universities, including four at HBCUs - and 55 affiliate schools. Students selected for the NROTC scholarship program make their own arrangements for college enrollment and room and board, and take the normal course load required by the college or university for completion of their degrees. Additionally, scholarship midshipmen are required to follow specific academic guidelines. The Navy ROTC scholarships provide tuition, tutoring, a book allowance, a monthly stipend, summer training, and uniforms.

The average yearly cost for an NROTC student at a college/university is approximately \$26,600. The average cost to sustain an NROTC program at a college/university is approximately \$1,032,000. The costs include unit travel, supplies, military, and civilian and staff pay, etc. The host college/university agrees to provide classrooms, offices, utilities, and other services on the same basis as they are provided to other departments within the institution.

Coast Guard's Leadership and Diversity Action Plan

On July 25, the Commandant of the Coast Guard, Admiral Thad Allen, laid out the Coast Guard's leadership and diversity initiatives at the annual National Naval Officers Association (NNOA) in Portsmouth, Virginia. In August, the Commandant issued a message to all Coast Guard personnel that provided an update on action taken to implement the initiatives. Additionally, a 20-point action plan has been developed by the Coast Guard's Diversity Advisory Council, Diversity Strategic Group, and the Diversity Staff, in conjunction with the Director of Civil Rights.

The Commandant's message to all Coast Guard personnel announced the following:

- Every CG Flag officer and Senior Executive Service (SES) will attend at least one affinity group national-level conference annually (e.g. National Naval Officers Association, Coast Guard Women's Leadership Association, Blacks in Government, Association of Naval Service Officers, etc). Commanding Officers with the rank of Lieutenant Commander and above will also attend at least one of these conferences during their command tour. The Commandant also strongly encouraged Commanding Officers to send their officers, enlisted and civilians to affinity group conferences.
- Every Flag Officer and SES has committed to partnering with a Minority Serving Institution, Hispanic Serving Institution, or Tribal Council Institution to raise the Coast Guard's visibility with these schools by developing and maintaining an ongoing relationship. The Flag Officers and SES staff members and the active duty alumni of these schools will be paired for outreach to the schools. Rear Admiral Tom Ostebo, the Assistant Commandant for Engineering and Logistics, adopted North Carolina A&T University.
- The Commandant directed a total force recruiting approach to be undertaken through which all members of the Coast Guard, including active duty, enlisted, civilian, and Auxiliaries will be recruiters to ensure all markets are clearly recognized and the best possible applicants are identified.

- The College Student Pre-Commissioning Initiative program is being modified to target institutions with more diverse student populations.
- The Commandant initiated a prototype extracurricular program at the Maritime Industries Academy in Baltimore, MD, which is a high school with a significant minority population. The outreach effort include increasing student awareness of Coast Guard missions, supporting the excellence in education and improving the diversity of applicants interested in the full spectrum of Coast Guard opportunities.

PREVIOUS COMMITTEE ACTION

The Subcommittee on Coast Guard and Maritime Transportation has not held a hearing during the 110th Congress on diversity issues in the Coast Guard.

WITNESSES

Rear Admiral Jody Breckenridge
Assistant Commandant for Human Resources
United States Coast Guard

Master Chief Petty Officer
Kevin D. Isherwood
Command Master Chief for Chief of Staff
United States Coast Guard