



AIR and SPACE FORCE ROTC AT DETACHMENT 810

Baylor University

What financial incentives are available with AFROTC?

AFROTC has two scholarship programs available, the **High School Scholarship Program (HSSP)** and **the In College Scholarship Program (ICSP)**.

High School Scholarship Program (HSSP)

The window to apply for HSSP opens in the summer (usually July) prior to your senior year of high school and closes at the end of December in your senior year.

The application process involves filling out an **application** on afrotc.com, completing an **Air Force fitness assessment** (pushups, sit-ups and a 1.5-mile run), and conducting an **interview** with the AFROTC detachment closest to you.

The requirements for the scholarship include:

- Being a U.S. citizen by the end of your first semester of freshman year
- Having at least a 1240 SAT or 26 ACT score
- Having a 3.0 unweighted GPA
- Passing a Department of Defense Medical Examination Review Board (DODMERB)
- Completing the Air Force fitness assessment (must pass by the end of your first college semester)

The HSSP Scholarship pays **100% of college tuition and authorized fees** at any public or private with

AFROTC (usually 4 years)

All scholarship recipients regardless of type receive **\$450 per semester for books** and a **monthly stipend from \$300-\$500 per month** depending on student status (freshman, senior, etc.).

AFROTC scholarships **do not cover room and board**, but you can have an AFROTC scholarship in combination with other scholarships (ex: President's, Provost's, Deans' scholarship, etc.)

All 4-year scholarships have a **freshman opt out option**. If students awarded a 4-year HSSP scholarship decide the program is not for them, they can opt out by notifying the Detachment Commander prior to the first day of sophomore year with no obligation to serve or to pay back any scholarship dollars. A 4-year active-duty commitment is obtained when attending your first class of sophomore year if on any type of HSSP scholarship.

3-year HSSP scholarships start at the beginning of sophomore year. The freshman year is your “try it out year” and is not paid for by AFROTC. Upon activating the scholarship at the beginning of sophomore year you incur your 4-year active-duty commitment.

In College Scholarship Program (ICSP)

Scholarships are also available after starting AFROTC. Freshman and Sophomore cadets are eligible to compete for ICSP if they meet the following criteria:

- Have a qualified Department of Defense Medical Examination Review Board (DODMERB)
- Have a current, passing AF Fitness Assessment (given once or twice per semester)
- Have at least 1 semester of in college grades with a 3.0 GPA

ICSP scholarships are awarded primarily based on competing at a national, AFROTC wide board. There are also specialized boards for cadets who are pursuing nursing or critical languages as well as a **Commander's In College Scholarship (CICS)**, which allows the Detachment Commander to award a scholarship directly to 1 cadet in their program. All boards are subject to change based on AF needs/requirements.

Two primary types of scholarships are awarded in ICSP:

Type 1: Pays **100% of college tuition and authorized fees at any public or private with AFROTC.** These are specifically awarded to CICS recipients who are in technical majors.

Type 2: Pays up to **\$18,000 per year (9,000 per semester) of tuition and authorized fees at and public or private school** with AFROTC. These are awarded to the national board recipients as well as to cadets selected on the nursing or critical language boards.

All scholarship recipients regardless of type receive **\$450 per semester for books** and a **monthly stipend from \$300-\$500 per month** depending on student status (freshman, senior, etc.).

AFROTC scholarships **do not cover room and board**, but you can have an AFROTC scholarship in combination with other scholarships (ex: President's, Provost's, Deans' scholarship, etc.)

ICSP scholarships do not have an opt out option and cadets will incur a 4-year active-duty service commitment upon activating the scholarship. Scholarships become active and start paying out the semester after they are awarded (ex: awarded in the fall, activated/paid starting in the spring).

All scholarships are extremely competitive, and cadets must maintain all AFROTC retention standards and scholarship requirements including **maintaining a 2.5 GPA**. If a scholarship is awarded for a technical major, cadets must maintain a technical major to continue to receive their scholarship.

Charles McGhee Leadership Award (CMLA)

Cadets who are not on scholarship and who complete their first two years of ROTC (to include Field Training) earn a monetary award of \$9,000 per semester for tuition for two years (it will not extend into the 5th year for 5-year option cadets). The recipient of this award may choose to convert it to a \$10,000 per year award for housing.

Baylor University Incentives

Baylor University awards up to ten freshmen year incentive housing scholarships of \$10,000 to incoming Air and Space Force ROTC High School Scholarship Program (HSSP) Type 1 recipients. In the event more than ten HSSP Type 1 scholarship recipients attend Baylor, students with the highest financial need will be given priority.

Baylor University also awards up to twenty \$5,000 to \$7,500 incentive tuition scholarships to In-College Scholarship (ICSP) Type II and Charles McGhee Leadership Award (CMLA) recipients in one-year increments. ICSP and CMLA support scholarships are awarded between students' sophomore and senior year based on financial need and funding availability. Both scholarships require students to obtain, or maintain, a 3.0 cumulative GPA, full-time student status at Baylor, and their Air Force scholarship must remain active.

Monthly Stipend

As stated above, Cadets receive a **monthly stipend with their scholarship**. This also applies to **all Junior and Senior level cadets as well even if they are not on scholarship**. When cadets enter the Professional Officer Course (POC) they will be placed on an AF contract if they have not been previously on scholarship and are entitled to receive the monthly stipend only.

Cadets receiving the stipend receive the following amounts:

- Freshman (scholarship only): \$300
- Sophomore (scholarship only): \$350
- Junior (all): \$450
- Senior (all): \$500

What are some other benefits of AFROTC?

One thing that is critical for college students to consider is what they plan to do when they graduate college. According to the Wall Street Journal “since the start of the pandemic, hiring for entry-level college graduate positions has fallen 45%” (<https://www.wsj.com/articles/the-crisis-of-unemployed-college-graduates-11612454124>) . Not having a solid plan for after graduation can make it very challenging, especially if you have incurred a lot of student debt.

One great aspect of AFROTC is that when you commission as an officer in the Air Force or Space Force and enter active duty , you will have a **guaranteed job with great pay and great benefits**, which is more than many college graduates can say.

According to the same Wall Street Journal article, regarding finding a job “those who have the problem solving, communication, and technical skills employers seek not only stand out but also command a 30% salary premium”. If you want to do your 4-year commitment in the Air Force or Space Force, and then seek out employment in the private sector, you are well positioned and primed to do well, as the **USAF/USSF trains and develops its members to have many of the critical skills employers are looking for**. Many companies also offer veteran preference for hiring, making AFROTC a great way to start your professional life, even if you don’t plan to make the military a career.

What does an Air/Space Force officer career look like? What specialties are available?

The Air Force have a variety of specialties and throughout your time in the program you will have plenty of opportunities to find out which one is right for you. **We are also now commissioning officers into the U.S. Space Force** as well. We have a variety of touch points in the program to educate cadets about their different options.

- **Cadre**: Our cadre have a combined 70+ years of Air Force and Space Force experience and this fall will consist of a Combat Systems Officer, 2 Intelligence officers, and a Space Operations and Acquisitions officer, as well as our Personnel and Administration Non-Commissioned Officers who bring the critical enlisted perspective. The personal stories and examples from our cadre are often a critical tool in informing cadets about their career options. We also have two University employees who issue uniforms help cadets/ cadre with various administrative items.



Our cadre members come from a variety of AF specialties and are available to advise/assist cadets with figuring out what career field is right for them

- **Career Days:** We host at least 1 career day each academic year, usually around Homecoming (mid fall). These critical events enable us to provide perspectives and experiences from a variety of AF/SF officers in a variety of specialties and many times they are also Baylor Alumni. Last Fall we have 25 officers participate from about 15 different career fields.
- **Professional Development Training:** PDTs offer cadets to get more hands on and enable them to have firsthand experience with Air Force activities and operations. These are **required events that occur at least twice during each cadet's time in AFROTC** and can include things like base visits, various experiences at the U.S. Air Force Academy, and special programs and internships. Cadets can choose from a variety of experiences that work best for them.



Det 810 Alumni frequently return for career days to give cadets an idea of what life is like in different AF specialties

You can find out more about the variety of Air Force and Space Force specialties here: <https://www.afrotc.com/life-after-rotc/>

If you've always wanted to fly, the Air Force is always looking for officers to serve as pilots (both manned and unmanned) as well as other aircrew positions. There are a variety of non-flying positions as well including jobs in contracting and financial management, personnel and human resources, logistics and maintenance , and other operations fields such as cyberspace and intelligence.

In the Fall of 2023, we commissioned our most recent Space Force Officer and one of our Cadre members is also a space professional, so if you are interested in protecting our nation's interests in space or serving in the newest military service, AFROTC is the place for you!

While Air Force and Space Force officers train in a variety of military specialties , at the end of the day **our primary function and role is leadership**. While each specialty has its own experiences, many Det 810 graduates find themselves leading large groups of enlisted members early and often. Lieutenants usually start off at a low to mid-level manager and work up from there as they develop more professional skills and experience and progress to the ranks of Captain, Major, and so on. Each new job provides increased levels of responsibility and new challenges as well as opportunities to grow and innovate. While some may complete their 4-year commitment, leaving with a great foundation of skills, others may seek to serve for 20 years and retire with a military pension that will pay out for the rest of your life. Either way, completing AFROTC and serving as an AF or SF officer is a great way to start out your professional life and set yourself up for success, no matter what your future plans hold.

What career fields can I do with my major?

Overall, apart from a few very specialized fields, **you can enter almost any career field with any degree** you may be pursuing here at Baylor University. Many career fields are uniquely suited to and take advantage of knowledge and skills you may have already learned in your academic studies. Combined with the leadership skills and confidence you will develop as an AFROTC cadet, you will be primed to succeed in your Air Force or Space Force career. You will learn the more detailed aspects of your Air Force or Space Force specialty when you attend your technical training after entering active duty. Here are some possible options connecting your major to potential AF/SF specialties (click the links for more information)

BUSINESS / FINANCE / HUMAN RESOURCES /

LIBERAL ARTS / ACQUISITIONS

- **Acquisition** –Help spend the Air Force’s \$156B budget, working with vendors to purchase equipment we need
- **Contracting** –Negotiate with outside vendors and manage multi-million dollar contracts and agreements
- **Force Management** –Lead the human resources component of the Air Force, manage evaluations, career development and more
- **Financial Management** –Use management accounting to help Air Force leaders spend operational funds effectively

ANY DEGREE / LIBERAL ARTS / MANAGEMENT

- **Airfield Operations** –Provide direct management of runways and airfields, helping Air Force bases run efficiently
- **Missile Operations** –Manage and operate the United States’ arsenal of nuclear missiles—an incredible responsibility

LANGUAGE / INT’L STUDIES / LIBERAL ARTS

- **Intelligence** - Collect data, analyze it, and disseminate it to decision-makers so that they can effectively complete their missions

COMPUTER SCIENCE / INFORMATICS /

COMMUNICATIONS

- **Cyberspace** –Manage the Air Force’s massive IT network and provide communications support or conduct offensive and defensive cyber operations
- **Public Affairs** –Serve as media representatives to the public, manage official websites and other media

PHYSICS / ASTRONOMY / TECHNICAL

- **Space Operations** –Oversee spy satellites, satellite rocket launches and control space systems
- **Scientist** –Conduct cutting-edge research in the fields of mathematics, chemistry and physics
- **Weather** –Forecast atmospheric & space conditions

LOGISTICS / SUPPLY CHAIN MANAGEMENT

- **Aircraft Maintenance** –Lead the massive teams of technicians who maintain our fleet of aircraft
- **Logistics Readiness** – Prepare people and cargo for deployments, the rapid mobilization of resources

CRIMINAL JUSTICE

- **Security Forces** –Lead the personnel who guard our facilities, enforce the law for everyone on base
- **OSI** –The Office of Special Investigations conducts investigations within the Air Force

ENGINEERING / STEMI

- **Civil Engineering** –Manage the personnel who maintain facilities on a base, providing their unique expertise to complex problems that require technical solutions; includes architecture, civil, electrical, mechanical, general, and environmental
- **Developmental Engineering** –Research and development into a number of sub-fields, including aeronautical, astronomical, computer, electrical, general, mechanical and human factors

MEDICAL / BIOLOGY / NURSING

- **Nurse** –Provide direct care to military patients and their families in Air Force medical centers
- **Physician** –Work in military hospitals alongside nurses to provide direct medical support

ANY DEGREE / INTEREST IN FLYING

- **Pilot** – Fly the most sophisticated aircraft in the world, including fighters and cargo/transport planes
- **CSO** –Combat Systems Officers fly with the pilot, providing navigation and weapon systems operation
- **ABM** – Air Battle Managers guide other planes in the air to safely engage the appropriate enemy targets
- **RPA** – Remotely Piloted Aircraft pilots fly drones—capable of conducting surveillance and striking targets anywhere in the world

How much money do officers make on active duty? What are the benefits like?

Air Force/Space Force officer pay is extremely competitive, and odds are good that you'll be way ahead of your peers who graduate in your year group. Second Lieutenants right out of college graduate making the **equivalent of \$50,000 per year** or more, and after just four years **as a Captain you'll be making at least \$85,000** at the ripe old age of 26. Pay goes up from there, with inflation-adjusted raises every year, significant raises with each promotion and seniority raises every 2 years. [This](#) table of *monthly* pay rates only includes basic pay, which is the only portion of your pay that will be taxed—or check out the inset table to see how your monthly and annual tax-equivalent pay steadily increases as you continue to serve:

- Besides monthly pay, you'll also receive a **monthly housing stipend** that is tax-free. This housing stipend varies by location (i.e., high-expense areas like New York and California have a higher monthly payout), but in general you can expect at least **\$1,000** extra per month to cover your housing and utilities, tax-free.

Age	Rank	Monthly Total Pay	Annual Total Pay
22-23	2 nd Lieutenant	\$4,450	\$53,400
24	1 st Lieutenant	\$5,600	\$67,200
26	Captain	\$7,350	\$88,200
30	Captain	\$7,950	\$95,400
34	Major	\$9,600	\$115,200

This table gives you a rough idea of what you'll earn as an Air Force officer, both per month and year. It includes basic pay, a subsistence allowance, and the lowest amount you could receive for housing.

- In addition to that, you'll also get a **monthly tax-free stipend of \$262 to cover food** (Basic Allowance for Subsistence).
- There are additional bonuses and various payments based on other specific circumstances such as duty location and career field, but the above adds up to a sizeable paycheck—especially right out of college.
- You'll also receive **free health care while on active duty, as well as your direct dependents**. There is no copay or deductible—you just go to the doctor and everything is taken care of. The value of this is tremendous...in the private sector, this type of health plan basically doesn't exist, with most employer-sponsored plans costing anywhere from **\$3,000 - \$6,000** per year (or more!) for you and your family. They'll also have doctor visit copays, deductibles, and limits on coverage...but you won't have to worry about that in the Air Force.

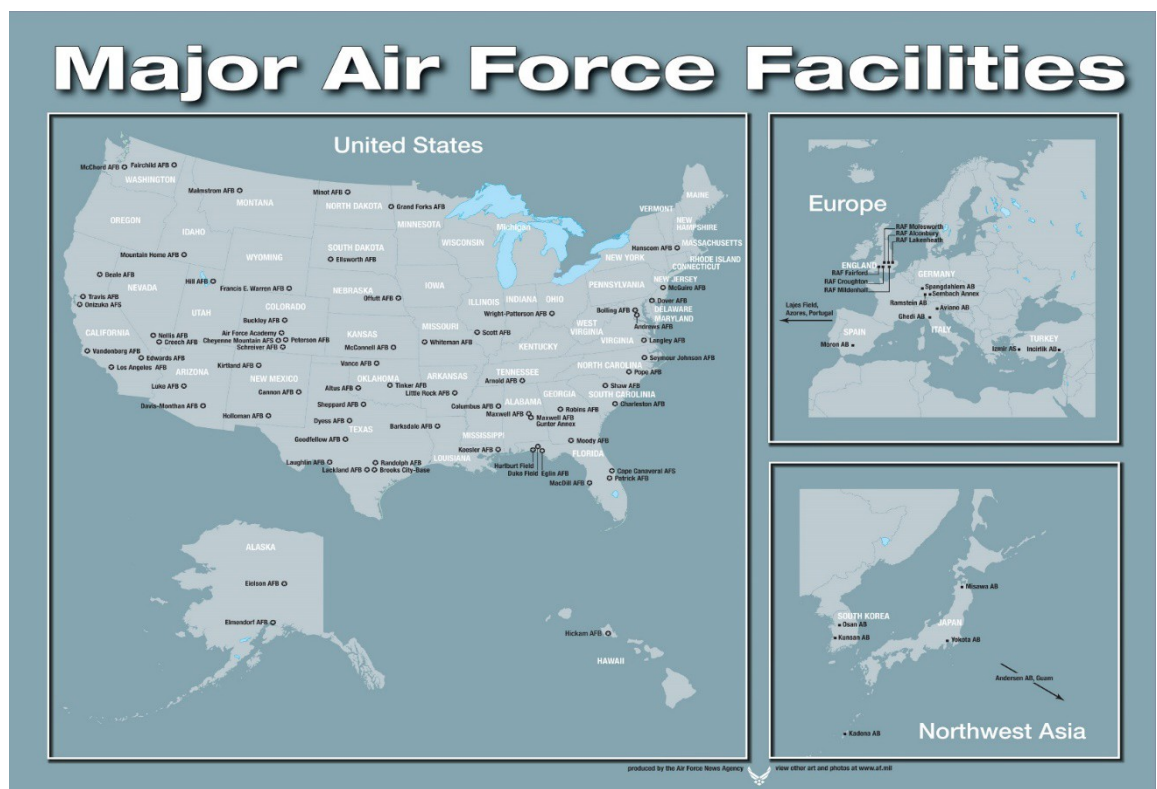
- If you're interested in being a pilot, you should know that the Air Force is hiring a *lot* of pilots, so the odds of being an Air Force pilot aren't as slim as you might think. Additionally, **pilots earn huge bonuses based on their service commitment—up to \$455,000 in bonuses** (yes, you read that right) for fighter pilots. That can pay off a *lot* of student loans rather quickly.
- Active-duty officers receive **30 days of paid leave per year**. That is *in addition to* federal holidays (there are 10). Finding a civilian job where you can make this kind of money with this good of a work/life balance is, to put it lightly, extraordinarily difficult.
- You'll have access to an unbelievable retirement plan...a matching 401k (up to 5%) *plus* a pension and retention bonuses. Work in an awesome career in the Air Force or Space Force for 20 years and retire at the age of 42, then receive your annual pension of around **\$40,000** (or more) and start a second career... or leave earlier if you want and take your 401k balance with you to your new job.
- Air Force officers also get amazing education benefits. Want to go to graduate school? The Air Force's tuition assistance program will cover 100% of your tuition and fees, up to **\$4,500** per year, for degrees up to and including Ph.D.'s. You'll also eventually be eligible for the Post-9/11 GI Bill, which can really help supplement the cost of going back to school while on active duty and beyond...with benefits that even transfer to your kids, if you so choose.



You can get a master's degree for free (while receiving a salary!) through the Air Force via the Air Force Institute of Technology

What are AF/SF bases like and what kind of lifestyle will I have?

One area where **the Air Force truly distinguishes itself is in the quality of life on Air Force installations**, which are located all over the world. Here in the US, there are bases all over the place—from Travis AFB outside of San Francisco to MacDill AFB in Tampa—there are some incredible travel and work opportunities available to Air Force officers after graduation.



As the U.S. Space Force continues to stand up, there may be additional locations, but Space Force officers currently serve at bases in Colorado, California, and Florida .

Around the world, there are Air Force bases everywhere from Aviano (Italy) to Ramstein (Germany), Kadena (Japan), Andersen (Guam) and plenty more—so **if you've ever wanted to travel and live overseas, there are plenty of amazing opportunities in the Air Force to do just that.** At the beginning of your senior year in ROTC, you identify (up to) the top six career fields you want to serve in, then the top locations you want to move to. From there, the Air Force will do the best it can to assign you based on where you'd like to go, subject to the limitations of the needs of the Air Force (i.e., not everyone gets to go to Hawaii for their first duty assignment). From there, you will probably move every 3 or 4 years to a new base.



Andersen AFB in Guam is just one of many incredible overseas locations that the Air Force has available to its members. It's incredibly easy to see so much of Europe or Asia while stationed overseas—and much, much cheaper than flying there from the US!

In terms of lifestyle, **the Air Force spends a lot of money making its bases nice places to live and work,** and more than any other branch, our bases have phenomenal resources to help you get the most out of your service—wherever you may be. Air Force [bases](#) are like small cities attached to an airport...they often have everything from their own schools and [housing](#) to [fire](#) and [police departments](#), [malls](#), [convenience stores](#) and more. From recreational facilities like [gyms](#), [bowling alleys](#), [golf courses](#) and [swimming pools](#) to [recreation centers](#) and [hospitals](#), you can pretty much find anything you might need on base. If you like doing fun things outside, you'll love [MWR](#). Air Force bases even have [child care facilities](#) and [education centers](#).



Dover AFB (Delaware) just got an \$11,000,000 fitness center upgrade. Fitness facilities at Air Force bases are free of charge to service members and their families.

Being in the Air Force gives you the opportunity to take advantage of some amazing benefits on base, including the [base club](#), [commissary](#) (grocery store), [ticket center](#) and even clubs like [horseback riding](#), [kayaking](#) and [intramural sports](#). Moreover, Air Force bases are just nice places to be...they are well-kept and maintained, with nice facilities and events that are often free of charge. There is virtually no crime, plenty of facilities for families and terrific opportunities to travel off-base to explore the local area...wherever in the world that may be for you. More than any other branch of the military, the Air Force highly values a good work-life balance, allowing you the opportunity to develop and grow in your career field while still maintaining a happy life at home.



Above is a picture of Randolph AFB in Texas—you can see here how the base is like a small city attached to an airport, with very nice, well-kept facilities and consistent architecture. The upper-right picture is an Air Force Base Exchange (BX), which is very much like a mall with a food court and other shopping areas attached. The picture on the bottom-right is actual base housing at Mountain Home AFB in Idaho. **Air Force service members live in homes just like this one for free, or they can opt to live off-base** and receive a tax-free Basic Allowance for Housing (BAH) payment to cover living expenses.

Can I do other activities/participate in other student orgs while in AFROTC?

Absolutely! We regularly have cadets who participate in a variety of the opportunities offered by Baylor University, to include Greek life, varsity athletics, and more. We do request that your role as an AFROTC cadet comes first (especially if you have signed an AF contract, either for a scholarship or if you are a POC) and it defiantly does take some time management skills but many of our cadets are able to take advantage of all the great opportunities offered by Baylor and still thrive as a Cadet. **One of the main advantages of attending college and entering the AF or SF through ROTC is that you can become a well-rounded person by doing a variety of things and pursuing other interests and hobbies as well.** You are not coming here



to Baylor only to do AFROTC but also to get educated, find your own unique identity, develop new skills, and to meet new and interesting people. So, we strongly encourage cadets to take advantage of all opportunities available to them. You can find out more about student life is like at Baylor University by visiting

<https://www.baylor.edu/admissions/whybaylor/index.php?id=968112>

Det 810 also has **4 AFROTC affiliated student groups/orgs** that you can participate in including:

Arnold Air Society: Det 810 is home to the Col James Connally Squadron of the Arnold Air Society. Arnold Air Society is a professional, honorary service organization that advocates the support of aerospace power, seeks to create better relationships between cadets in AFROTC, provides opportunities to exercise leadership, management, organizational and public relation skills, and provides opportunities for cadets to be involved in their campuses and communities. AAS is only open to AFROTC cadets and has a candidacy process that happens in the spring semester.



AAS enables cadets to attend regional and national events with cadets from across the nation

Silver Wings: Silver Wings is a sister organization to Arnold Air Society and have many of the same goals and objectives. It is a national, co-ed professional organization dedicated to creating proactive, knowledgeable, and effective civic leaders through community service and education about national defense. Their goals include creating opportunities for professional development through leadership opportunities that develop communication, public speaking, and project management skills, personal development through community service to instill a sense of purpose within and responsibility to the local community and creating civic awareness by exposing members to aerospace power and its role in national defense. Silver Wings is open to both AFROTC cadets and civilian Baylor students. SW has a selection process that occurs each spring semester.

Blue Knights: The Blue Knights are Det 810's drill team and Honor/Color Guard. They represent the detachment and the Air Force at large by performing at various events in the central Texas area. Some of the more high-profile events they support are Baylor's Homecoming Parade (the largest and oldest in the nation!) and presenting the colors at Baylor Football games. Joining BK is a great way to improve at drill build teamwork and leadership skills. BK conducts a rush process each fall semester.



BK regularly supports university activities such as football games and special events, such as the Medal of Honor statue unveiling seen here



Aim Higher: Aim Higher is Det 810's booster club. They execute various fundraising events throughout the semester that generates funds that are used to do fun activities like Combat Dining In, Dining Out and even paintball! Being a part of Aim Higher is a great way to learn and practice some money management skills and to support the Cadet Corps.

Cadets are able to participate in a variety of fun events including paintball, supported by fundraising efforts of Aim Higher

What else is great about AFROTC?

One great thing about AFROTC at Baylor is you will be working with a great group of cadets who strive for success! Our cadets excel academically **averaging a 3.45 GPA ranking 7th of 36 detachments in our region and 18th out of 145 detachments nationally, which is in the top 13%.** Our cadets also excel at physical fitness and in **2019 were ranked # 1 in the nation in average fitness score.** In both these aspects, cadets really mentor and push each other to push their limits and be the best versions of themselves possible.

Det 810 usually has about **60-75 cadets each semester** and **commissions about 10-15 officers to the AF/SF each year.** Our cadets pride themselves on creating a family-like atmosphere. Our cadets really think of each other like a family and strive to take care of each other, exemplifying the best values of the Air Force/Space Force, and of Baylor University.



Det 810 commissions between 10-15 officers per year between our winter and spring commissioning events

Our cadre members are extremely invested in your professional and personal development and do the best they can to great an environment that is fun but also one that will challenge you and make you into the best version of you possible. We seek to give you opportunities where you can try new things, figure out what works and doesn't work, and even fail and learn how to improve for next time.

What will I learn in AFROTC academics?

There is no requirement to sign a contract or commit to the Air Force/Space Force right away through AFROTC, so our ***courses are designed to give you the opportunity to “try it before you buy it”***. This gives you the ability to see if the Air Force or Space Force will be a good fit for you before committing to serve.

- During your Freshman (or AS 100) year your academics focus very much on the basics. What do the AF/SF do, how is it structured, what is our culture and what are our values? It also focuses on the basics of team building and followership, as well as things like uniform wear, how to address other military members, and some AF history.



AFROTC offers a challenging and relevant curriculum designed to produce effective, competent, critically thinking, and ethical officers for our nation's Air and Space Force

- During your Sophomore (AS 200) year, you will start focusing on the basics of leadership. You'll learn about different leadership models and styles, and how to lead a team.

Our AS 100/200 academic courses are 1 credit hour and are held at various times on Wednesdays and last 50 minutes.

- During your Junior (AS 300) year, you will learn more advanced leadership and management skills.
- During your Senior (AS 400) year, you will wrap up with 1 semester focused on national defense topics, and another on the nuts and bolts of what you'll need to know on day 1 when you show up as a 2nd Lieutenant such as how to do feedback, how to write performance reports, and how to work with base agencies.

Our AS 300/400 courses are 3 credit hours, usually broken up into two 75-minute sessions per week (days of the week subject to change).

Our class sizes are usually small, with an **average of 20 students in AS 100/200 courses** and **10-15 in our AS 300/400 courses**.

Overall, in our AS courses we are looking to develop the following skills:

- **Leadership skills**, including strategic and tactical leadership, critical thinking under stress
- **Management skills**, including project management, standard enforcement, accountability, effective decision-making
- **Performance and execution skills** like attention to detail, planning ahead, personal responsibility
- **Communication skills**—in particular public speaking (especially impromptu speaking) but also professional writing
- **Human relations**, including valuing diversity, motivation and character-building

Our courses offer a great opportunity to develop some critical skills that are in demand by many employers. Even if you don't complete the program or if you only serve for 4 years, they are a great way to get a solid foundation for your career.

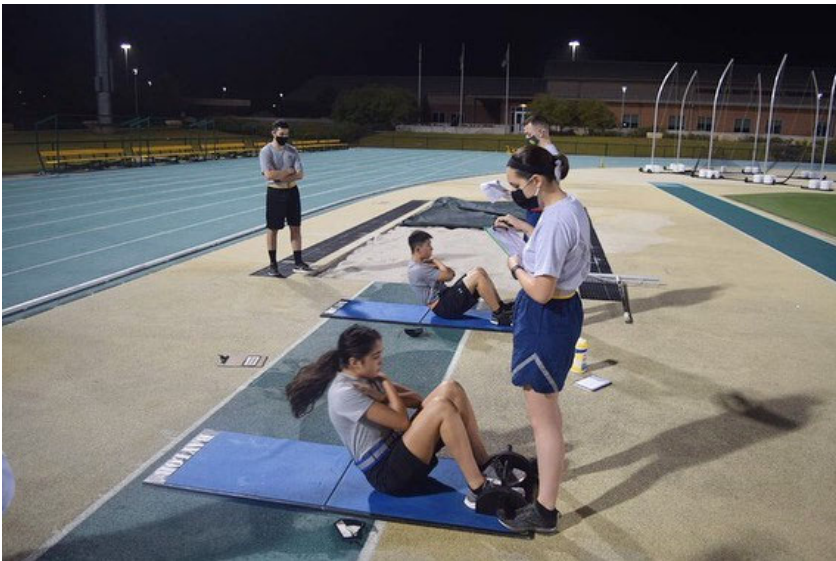
What is the time commitment for AFROTC?

There are 5 main areas of AFROTC:

- **Aerospace Studies class:** AS class is where you will receive your primary academic instruction in AFROTC. For **Freshman and Sophomore cadets, your course is 1 hour per week, and for Juniors/Seniors it is 3 hours per week**. These courses are just like any other college course; it requires reading, lectures, and assignments (written papers, presentations) and exams.
- **Leadership Laboratory:** Leadership Laboratory or LLAB is where we do all our specific **training objectives or practical military training**. This gives cadets the opportunity to practice what they have learned in their academic course in a risk-free environment. We encourage cadets to try new things and make mistakes, that's how they will improve! LLAB involves things such as drill practice, hearing from guest speakers, group leadership problems, and other activities that help grow and develop their leadership and followership skills. Freshman and Sophomores (called **General Military Course or GMC cadets**) receive the training and practice their skills to ultimately prepare for Field Training (more on this later). Juniors and Seniors (**Professional Officer Course or POC Cadets**) plan, supervise, and execute all LLAB activities which enables them to practice their leadership and management skills as they train the GMC. **LLAB counts as a 1 credit hour course but is 2 hours of real time on Wednesday afternoons.**



LLAB is where cadets practice what they learn in the classroom, and includes drill, group leadership exercises, and presentations from guest speakers



- **Physical Training:** Cadets will do 2 PT sessions per week, on Tuesdays and Thursdays from 0600-0700 to prepare for the Air Force Fitness Assessment. This is included as part of LLAB and is also planned, executed, and supervised by the POC cadets. The location varies but is often done either outside around campus or at the Student Life Center (SLC). Crosstown cadets will work out on their own and report their workouts to a cadre member.

Cadets take the Fitness Assessment twice a semester

- **The Cadet Wing (or Group):** The Cadet Corps is organized into either a Wing or Group structure, with POC cadets filling leadership positions and GMC members being members of a specific Flight (usually a small group of about 15-20 cadets). All cadets will have a small amount of preparation required prior to LLAB each week. For POC cadets specifically, they have the responsibility to plan and prepare for LLAB and PT each week which takes various amounts of time depending on their position. **Each semester a team of cadets is chosen as the Cadet Wing (or Group) Commander and Vice Commander.** These cadets have a lot of additional responsibility as the lead cadet in the program and they work directly with the Cadre to ensure all training objectives are met.



POC cadets are assigned leadership positions each semester, with one cadet being assigned as the Cadet Wing Commander. Here Cadet Ischy (a flight commander), briefs the wing during Leadership Laboratory.

- **Professional Development Training:** Each cadet is required to complete 1 PDT during their time as a GMC cadet and 1 PDT as a POC cadet. PDTs are extra activities or events that enable them to build on what they've learned and get more exposure to the day-to-day operation of the Air Force or Space Force. As GMC, their focus is on participating in an event and getting that additional exposure. Common PDTs include things like base visits, attending events to learn about specific AF/SF specialties, or special summer programs at the USAF Academy. For POC cadets, the focus is more on developing specific skills or doing a certain type of work. These often include internships or other specialized opportunities.

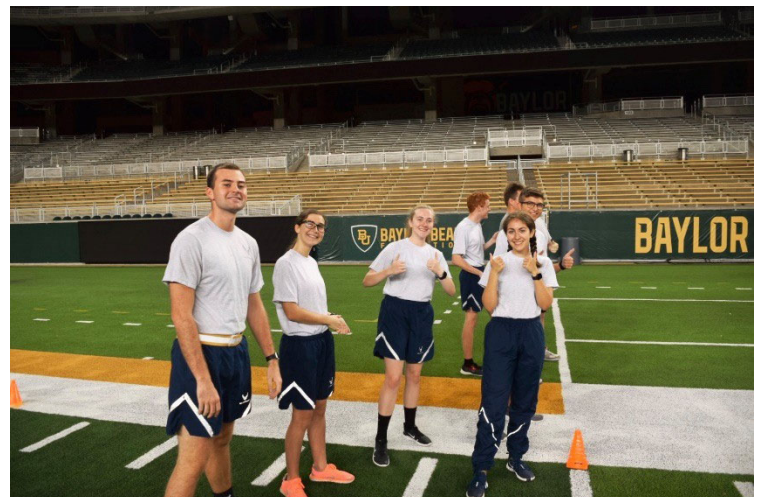
While PDTs and Cadet Wing activities can take varying amounts of time, **the minimum required attendance time each week is 5 hours per week for GMC Cadets and 7 hours for POC cadets.**

There are also various voluntary events cadets can participate in including flight meetings (highly encouraged) that take place outside of scheduled hours, flag detail (putting up/taking down our detachment flag) and our various AFROTC affiliated student organizations.

What are the fitness requirements for AFROTC?

The Air Force has recently removed the requirement to meet a Body Mass Index (BMI) or Body Fat standard to participate in and commission through AFROTC. However, **we strongly encourage perspective cadets to be as fit as possible and to maintain a healthy weight through fitness and proper diet.**

All cadets are required to attempt and at a certain point pass the Air Force fitness assessment. The FA is typically given twice a semester. It is not required to be passed until the end of the first semester for scholarship cadets, and until the end of freshman year for those not on scholarship, but the faster you are able to pass the better as it makes you more competitive for various opportunities and for competing to go to Field Training.



The Fitness Assessment is composed currently of **3 components**:

- **1 minute of pushups**: Males are required to do at least 33 pushups and females must do at least 18.
- **1 minute of sit-ups**: males are required to complete at least 42 and females at least 38
- **Timed 1.5-mile run**: The max passing time for males is 13:36 and for females 16:22
- Cadets must meet all minimums and score at least 75 of 100 points to pass
 - Pushups/Sit-ups are each 10, the run is 60, and 20 points currently are automatically awarded for the waist measurement which currently has been removed and is currently under review by the AF.

During PT sessions, cadets work on getting ready for the FA. While everyone takes different amounts of time to pass, we expect that cadets give solid effort and steadily improve during their time in the program.

What is the course curriculum for AFROTC?

Our program is designed as a 4-year program, though 3.5- and 3-year programs are also possible.

4 Year program

Fall 2021	AS 1101 AF Heritage/Values 1, AS 1111 Lead Lab (2 credit hrs, 5 hrs total time)
Spring 2022	AS 1202 AF Heritage/Values 2, AS 1112 Lead Lab (2 credit hrs, 5 hrs total time)
Summer 2022	
Fall 2022	AS 2101 Team/Leadership Fundamentals 1, AS 2111 LLAB (2 credit hrs, 5 hrs total time)
Spring 2023	AS 2202 Team/Leadership Fundamentals 2, AS 2112 LLAB (2 credit hrs, 5 hrs total time)
Summer 2023	*2 Week Field Training at Maxwell AFB, AL*
Fall 2023	AS 3301 Leading People/Effective Communication 1, AS 3111 LLAB (4 credit hrs, 7 hrs total time)
Spring 2024	AS 3302 Leading People/Effective Communication 2, AS 3112 LLAB (4 credit hrs, 7 hrs total time)
Summer 2024	
Fall 2024	AS 4301 National Security /Leadership Responsibilities, AS 4111 LLAB (4 credit hrs, 7 hrs total time)
Spring 2025	AS 4302 Commissioning Preparation, AS 4112 LLAB (4 credit hrs, 7 hrs total time)
Summer 2025	Commission, Active-Duty Service as a 2nd Lieutenant

3.5 Year Program

Spring 2022	AS 1202 AF Heritage/Values 2, AS 1112 Lead Lab (2 credit hrs., 5 hrs. total time)
Summer 2022	
Fall 2022	AS 1101 AF Heritage/Values, AS 2101 Team/Leadership Fundamentals 1, AS 2111 LLAB (3 credit hrs., 6 hrs. total time)
Spring 2023	AS 2202 Team/Leadership Fundamentals 2, AS 2112 LLAB (2 credit hrs., 5 hrs. total time)
Summer 2023	*2 Week Field Training at Maxwell AFB, AL*
Fall 2023	AS 3301 Leading People/Effective Communication 1, AS 3111 LLAB (4 credit hrs., 7 hrs. total time)
Spring 2024	AS 3302 Leading People/Effective Communication 2, AS 3112 LLAB (4 credit hrs., 7 hrs. total time)
Summer 2024	
Fall 2024	AS 4301 National Security /Leadership Responsibilities, AS 4111 LLAB (4 credit hrs., 7 hrs. total time)
Spring 2025	AS 4302 Commissioning Preparation, AS 4112 LLAB (4 credit hrs., 7 hrs. total time)
Summer 2025	Commission, Active-Duty Service as a 2nd Lieutenant

3 Year Program

Fall 2022	AS 1101 AF Heritage/Values, AS 2101 Team/Leadership Fundamentals 1, AS 2111 LLAB (3 credit hrs., 6 hrs. total time)
Spring 2023	AS 1202 AF Heritage/Values 2, AS 2202 Team/Leadership Fundamentals 2, AS 2112 LLAB (3 credit hrs., 6 hrs. total time)
Summer 2023	*2 Week Field Training at Maxwell AFB, AL*
Fall 2023	AS 3301 Leading People/Effective Communication 1, AS 3111 LLAB (4 credit hrs., 7 hrs. total time)
Spring 2024	AS 3302 Leading People/Effective Communication 2, AS 3112 LLAB (4 credit hrs., 7 hrs. total time)
Summer 2024	
Fall 2024	AS 4301 National Security /Leadership Responsibilities, AS 4111 LLAB (4 credit hrs., 7 hrs. total time)
Spring 2025	AS 4302 Commissioning Preparation, AS 4112 LLAB (4 credit hrs., 7 hrs. total time)
Summer 2025	Commission, Active-Duty Service as a 2nd Lieutenant

3.5-year programs are appropriate if you have completed 1 semester and wish to join AFROTC. 3 Year programs are for cases in which you have already completed 1 year and wish to join. **We do not accept cadets after they have completed their third semester unless they are able to stretch their degree to a 5-year plan. We currently do not offer 3-year plans to crosstown students (UMHB, MCC, TTU@ Waco).**

Additionally, to **join on a 3.5- or 3-year program** (as an "AS 250) you will be required to:

- Complete an interview with a cadre member
- Complete a sports physical using the AFROTC Form 28
- Take a Fitness assessment (3.5-year plans) or pass a fitness assessment (3-year plans).
- Have a 3.0 GPA

Joining on a 3.5- or 3-year plan requires a lot of catching up and is very difficult. We typically have a lot of attrition in this group of cadets. Be sure you have taken time to consider the demands on your time before signing up for one of these accelerated programs.

Students who are able may also consider extending their graduation date out so they can complete the full 4-year program. AFROTC requires you have at least 12 hours except for your last semester so many cadets decide to stretch their degree out or to add a minor to extend out. We recommend cadets take 16 hours per semester as to not get overloaded.

AFROTC courses can count for electives in many majors. Check with your academic advisor for more information for your specific degree.

What is Field Training?

Field training is an evaluation event that occurs in the summer between your AS 200 and 300 (sophomore/junior) years. Cadets prepare for FT during their time as a GMC cadet and during their FT summer, they put all the skills they have learned to the test. FT evaluates cadets on the teamwork and leadership skills as well as being able to execute in a stressful environment.

Cadets are selected for Field Training through the **POC Selection Process (PSP)**. During this process (during the spring of AS 200 year) cadets compete for **enrollment allocations (EAs)** against cadets from across the country based on GPA, FA scores, and their Commander's Ranking. EAs are awarded based on if their degree is technical or non-technical and if they want to go into a rated (flying) position or a non-rated position. There is also an EA category for nursing.

The **selection rate varies from year to year** based on Air Force assessment requirements. In past years, the rate was in the 90% range, but this recent year it was closer to 70%. Our Detachment does not get a “quota” and cadets will compete at a national level. We recommend cadets always do their best to be the most competitive for an EA.

During FT, cadets will travel to Maxwell AFB, in Alabama. This is fully paid for by the Air Force. Cadets also receive pay while at FT for the two weeks. The detachment provides all uniform items and training required to prepare cadets to do well at FT.



All cadets attend FT for 2 weeks at Maxwell AFB, AL, usually between sophomore/junior year

Am I committed to the Air/Space Force by signing up for AFROTC?

No! Many students try out AFROTC and decide that its not for them for a variety of reasons. The point of the AS 100 year is to give you a taste of the program so you can decide if it is for you. **Cadets do not have a commitment until they sign an AF contract.** This happens for most after they return from FT in their **junior year**. If a cadet has been awarded a scholarship, they will contract when they activate the scholarship. For Freshman cadets on 4-year HSSP scholarships, they have a **freshman opt out option** that requires no service or scholarship pay back if they decide during freshman year that the program is not right for them. Other cadets will incur a commitment when they activate their scholarship.

After commissioning, **new Lieutenants have a commitment of 4 years starting when they enter active duty.** Some career fields have longer commitments, such as pilots who have a 10-year commitment. After your commitment is up, you can leave the service for the civilian sector with a solid foundation of skills, or you can continue to serve in the Air Force or Space Force!

What kind of person is the Air/Space Force looking for?

There are a lot of things to love about Air Force ROTC and life as an active-duty officer, but that doesn't mean that this program is easy or for everyone. In fact, Air Force ROTC is a tough program, and we expect a great deal from our cadets—it's not a free lunch. We are looking to build **officers and leaders of character**, so you should be someone who is grounded in a strong sense of personal ethics with a keen desire to improve yourself and a strong work ethic.



You should feel comfortable conforming with standards and regulations and enforcing them with others. You should have a **strong sense of accountability**, be comfortable with making decisions when with incomplete information, be able to motivate and work well with a diverse team and be confident and assertive. We spend a lot of time doing public speaking, so the thought of getting in front of a group shouldn't completely terrify you. We want independent thinkers who can collaborate with others, accept responsibility when they're wrong, speak up when they think they're right, and always yearn to do better.

You don't have to be perfect at everything—no one is—but our program works best when students come to us with some competency in these areas to build from. More than anything, **we are looking for leaders...** Air Force officers begin their careers outranking over 80% of the Air Force (that's over 260,000 Air Force members that you'd outrank immediately after college), so a lot is expected of us from day one and you should be prepared to one day shoulder that level of responsibility. There is no blending into the crowd or hiding in this program or in the Air Force.



Academics is crucial to our program, so you should also be a pretty good student. Our average cadet GPA is 3.45, and our program requires a minimum of a 2.0 GPA just to participate. A 3.0 is required to be eligible for a scholarship and a 3.9 was the average score of selects on the most recent board. You should be at least somewhat physically fit, and ready to continue developing your fitness throughout the entire duration of our program.

Though it's not required right away, you will have to meet our dress and appearance standards, to include haircuts and shaving for gentlemen and limitations on hairstyles and cosmetics for ladies.

Finally, it's okay to be motivated to join us for the financial benefits, but you should also have some **sense of wanting to serve a cause greater than yourself**. Ours is the profession of arms, and we take that charge very seriously. Our graduates may go on to fly \$115M jets, supervise literally hundreds of people, control nuclear weapons or manage multimillion-dollar budgets. The responsibilities are huge, and we work very hard throughout this entire program to give our cadets the tools they need to be successful. We are ultimately a service organization that fulfills the national security objectives of the United States, and as a profession we serve the needs of society at large. If this video really resonates with you, then that's a very good sign that this program is right for you.

Do I have to go to Baylor to do AFROTC?

No! Det 810 has agreements with several other universities/colleges in the local area that enable you to participate in AFROTC as a **"crosstown student"**. We have agreements with the following schools:

- University of Mary-Hardin Baylor (Belton, TX)
- Texas Tech University at Waco (Waco, TX)
- McLennan Community College (Waco, TX)
 - MCC is a two-year school so to complete AFROTC you will need to transfer to Baylor, UMHB, or TTU Waco for your final two years.
- Coming Soon! - Tarleton State University at Waco (Waco, TX)

As a crosstown student, **you will attend all your classes at your primary institution, except for AFROTC courses.** You will be required to attend **class in person on the Baylor campus for AS class and LLAB.** GMC courses are only held on Wednesday along with LLAB on Wednesday to accommodate crosstown students, but POC courses may be held on other days requiring additional travel.

UMHB students are not required to attend PT in person, and do it on their own twice a week, reporting their sessions to a cadre member or POC cadet. **TTU and MCC students are required to attend in person** since these schools are in Waco barring an unusual circumstance. **All crosstowns are required to attend in person at least twice a semester to complete the fitness assessment** which cannot be done on your own.

We currently are only taking **crosstown students who are in their first year of college or who can complete a 4-year program** by extending their degree. We also require the following for prospective crosstown students:

- Interview with a cadre member
- Complete a sports physical using the AFROTC Form 28
- Complete an AF Fitness Assessment
 - Passing is not specifically required but your scores will be used in evaluating you for admission.

All courses will be registered through your school. Contact the detachment or your academic advisor if you run into any problems registering.

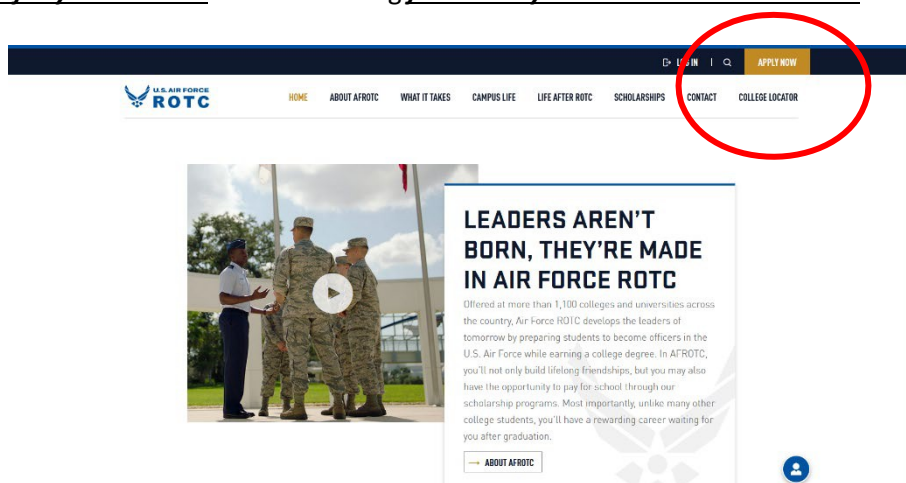
For any potential cadets who are unable to attend Baylor or a crosstown school, AFROTC is hosted at 145 detachments across the country and has crosstown agreements with over 1000 schools.

I'd like to join! Where do I sign up?

The first step in joining is going to be to **sign up for your courses.** As an incoming **freshman you'll need to take AS 1101 and AS 1111.** For cadets starting in their **second semester, you'll take AS 1102 and AS 1112,** and for those starting in your **sophomore year, you'll need to take AS 2101, 1101, and 2111.** Depending on your situation, you may require an override to sign up for the course. You can contact Mrs. Shipp (Roberta_shipp@baylor.edu) to get your override completed.

After that you'll also need to fill out an **application on AFROTC.com.** You'll click the yellow button in the right-hand corner to start.

After you have signed up for class, we will reach out to you towards the end of the summer and provide you some details about **Pre-Flight**, which is our new student orientation. Pre-Flight typically happens the week prior to school start and consists of in processing, and some fun activities with current cadets to help you get acclimated to the program. When we reach out to you, we'll provide a **list of things you need to bring** with you as well as any forms you need in advance.



More info on Pre-Flight can also be found on our website <https://www.baylor.edu/afrotc/index.php?id=68432> . We will be updating the Pre-Flight information over the summer, but in the meantime, last years info is a good place to start.

We look forward to having you join our program! It is an exciting and fun program that through hard work provides some awesome current and future opportunities in our Air and Space Force.

You can check out some recent activity from our cadets by following us on Facebook (<https://www.facebook.com/baylorAFROTC>) and Instagram (@bayloraftc).

If there are any questions that have not been answered here, please feel free to reach out to us at 254-710-3513 or afrotc@baylor.edu !

