

U.S. Coast Guard Academy Admissions Process Assessment

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BACKGROUND

The U.S. Coast Guard Academy (USCGA), located in New London, CT, is a four-year, tuition-free federal service academy that prepares its cadets physically, intellectually, and ethically for careers in the U.S. Coast Guard (USCG). Graduates earn a commission as an Ensign and are obligated to serve five years in the service. Cadets can earn a Bachelor of Science degree in one of nine engineering and professional majors while also participating in intercollegiate and club athletics, music, community service, and other extracurricular activities.

PROJECT DESCRIPTION

Section 8272 and Section 8274 of the Coast Guard Academy Improvement Act, part of the National Defense Authorization Act for FY 2021, require the Secretary of Homeland Security to contract with the National Academy of Public Administration (NAPA) to conduct two discrete one-year studies focusing on the USCGA. The first study, completed in February 2022, was an assessment of the USCGA's cultural competency. This study is an assessment of USCGA's admission processes and will be completed in February 2023.

The admissions assessment will include:

- A study of the process USCGA uses to identify candidates for recruitment, recruit applicants, assist applicants in the application process, evaluate applicants, and make admissions decisions.
- A discussion of the consideration during the admissions process of diversity, including race, ethnicity, gender, religion, sexual orientation, socioeconomic background, and geographic origin.
- An overview of the admissions processes at other Federal service academies, including a discussion of diversity and analysis of how the congressional nominations requirement impacts those processes and overall student demographics.
- A determination regarding how a congressional nomination requirement for CGA admissions could impact diversity among the student body and the ability of the USCG to effectively carry out the Service's primary duties.
- Recommendations for improving USCGA admissions processes including whether a congressional nominations process should be integrated and for restructuring of the admissions office to be headed by a civilian with significant relevant higher education recruitment experience.

The Academy has formed a five-member Panel of Fellows to direct the study team and author the report. Information on the Panel and study team is provided on the next page.

PANEL OF ACADEMY FELLOWS

David Chu, Panel Chair: Adjunct Staff Member, Institute for Defense Analyses. Former President and Chief Executive Officer, Institute for Defense Analyses; Senior Fellow, RAND; Under Secretary of Defense for Personnel and Readiness, U.S. Department of Defense; Vice President, RAND Corporation within Army Research Division; Director, RAND Corporation within Arroyo Center; Director, RAND Corporation within Washington Research Department; Associate Chairman, RAND Corporation within Research Staff; Economist, RAND Corporation; Assistant Secretary of Defense for Program Analysis and Evaluation, U.S. Department of Defense within the Office of the Secretary of Defense; Assistant Director for National Security and International Affairs, Congressional Budget Office.

Erik Bergrud: Chief Strategic Communications Officer, Park University. Former Associate Vice President for University Engagement, Park University; President, American Society of Public Administration; Senior Director of Program and Service Development, American Society of Public Administration; Senior for e-Organization Development, American Society of Public Administration; Director of Information, American Society of Public Administration; Director of Chapter/Section Relations, American Society of Public Administration.

Jennifer Brinkerhoff: Professor of Public Administration and International Affairs, George Washington University. Former Associate Dean, Faculty Affairs and Special Initiatives, George Washington University's Elliott School of International Affairs; Co-Director of GW Diaspora Research Program, George Washington University; Assistant Professor & Director, Rutgers University's International Public Service and Development Master's Program; Consultant, World Bank; Program Associate, Thunder and Associates, Inc.

Michael Dominguez: Former Director, Institute for Defense Analyses within Strategy, Forces and Resources Division; Principal Deputy Under Secretary of Defense for Personnel and Readiness, U.S. Department of Defense; Assistant Secretary of the Air Force for Manpower and Reserve Affairs, including service as Acting Secretary of the Air Force, U.S. Department of Defense; Assistant Director for Space, Information Warfare, and Command and Control, U.S. Department of Defense; Executive Assistant to the Assistant Secretary of Defense for Program Analysis and Evaluation; Program Analyst, Office of the Secretary of Defense for Program Analysis and Evaluation; Office of the Chief of Naval Operations, U.S. Department of Defense; Research Project Director, Center for Naval Analyses; General Manager, Tech 2000 Inc.; Associate Director for Programming, Office of the Chief of Naval Operations; Director for Planning and Analytical Support, Office of the Assistant Secretary of Defense for Program Analysis and Evaluation; Adjunct Research Staff Member, Institute for Defense Analyses.

Kyle Farmbry: President, Guilford College; Professor, School of Public Affairs and Administration, Rutgers University-Newark; Dean, Graduate School, Rutgers University-Newark; Acting Dean, Graduate School, Rutgers University-Newark; Associate Professor, School of Public Affairs and Administration, Rutgers University-Newark; Associate Dean, Graduate School, Rutgers University-Newark; Assistant Professor, School of Public Affairs and Administration, Rutgers University-Newark; Assistant Professor, Department of Public Administration, University of Texas at San Antonio, Assistant Professor, Department of Public Administration, San Diego State University; Assistant Professor, Department of Public Administration, Grand Valley State University; Director, Diversity Leadership Programs, Washington Center for Internships and Academic Seminars; Program Manager, National Crime Prevention Council.

PROJECT STAFF

Brenna Isman, *Director of Academy Studies*

Roger Kodat, *Senior Project Director*

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