Good morning Capt Morse Good morning Gentlemen.

Im cadet cui and today I am going to brief you on the topic that The Air Force Should Not Recruit Only Officers with Science, Technology, Engineering, and Mathematics degrees, also know as STEM Degrees

I will talk about why the air force should not only recruit officers with STEM degrees. Officers with STEM degrees are not qualified for some career fields which require a license or a background in in the medical or legal or chaplaincy fields

One may argue that due to growing needs of the Air Force, STEM degrees are highly sought, but I will lay out the fact that the soft skills are important for officers, recruiting only officers with STEM degrees will turn away many great officers with non-STEM degrees.

// additional comments

Officers with STEM degrees are not qualified for the career fields that require special skills and professional degrees such as Doctor of Medicine (MD) and Doctor of Law Degree (JD). Although STEM degrees are valued in some non-STEM required career fields, recruiting only officers with STEM degrees will turn away many great officers with non-STEM degrees.

// additional comments

The Air Force should not recruit only officers with science, technology, engineering, and math (STEM) degrees. Officers with STEM degrees are not qualified for the career fields that require special skills and professional degrees such as Doctor of Medicine (MD) and Doctor of Law Degree (JD). Although STEM degrees are valued in some non-STEM required career fields, recruiting only officers with STEM degrees will turn away many great officers with non-STEM degrees.

//STEM is an acronym for Science, Technology, Engineering, and Mathematics.

According to STEM Designated Degree Program List from U.S. Immigration and Customs Enforcement,, there are over 200 academic degrees on the list.

According to Air Force Studies Board, *Examination of the U.S. Air Force’s STEM) Workforce Needs in the Future and Its Strategy to Meet Those Need.* There are 26 officer career fields that are identified by Air Force Specialty Codes (AFSCs). However, only five career fields require a STEM degree.

Some career fields require a current license or experience in nursing or chaplaincy fields. For example nurses, chaplains.

And some career fields require a professional degree.4 such as Doctor of Medicine (MD) and Doctor of Law Degree (JD) and require multi year of training.2

Officers with STEM degrees generally are not qualified for these fields.

Therefore, the Air Force must recruit officers with various background to fit different career fields

// additional comments

a healthcare, legal or ministry professional (https://www.airforce.com/education/military-training/cot)

One may argue that, in some career fields, such as intelligence, cyberspace, personnel, acquisition management, logistics, space and missiles, there are no stated requirements.

The officers with STEM degrees are valued in these career fields.

Lisa M. Harrington pointed out in her paper *Air Force–Wide Needs for (STEM) Academic Degrees* (Santa Monica, CA: RAND Cooperation, 2014), STEM graduates have more logical, systematic, critical and analytical thinking, and problem solving skills. These skills are essential to perform the duties in non-STEM required career fields.4

Last but not least, the Air Force heavily relies upon the modern technologies to fight and win in air, space and cyberspace. The growing complexity of both traditional and future missions will likely increase STEM degree needs.5 Air Force future missions will become more technologically demanding and will rely on a correspondingly larger STEM workforce in many career fields across the Air Force.6 The bar chart shows that while over 5,100 the Air Force officers with STEM degrees currently serve in some non-STEM required areas as shown in blue, 3,200 more officers with STEM degrees are desired to meet current needs as shown in red.7

The thing that separates military officers from all other professions is officership.8

Lt. Col. Gary T. McCoy, in his paper *Developing Officership: It Starts At The Top* stated that “*Officers must see themselves first as military leaders and secondly as specialists such as pilots, engineers, financial comptrollers, logisticians, air battle managers*.”9

There are many soft skills such as integrity; charisma, inspiration, vision, effective team building, and communicating are all essential to becoming great leaders.10 None of the last four Chief of Staffs of the Air Force have a degree in STEM.11-14

Should the Air Force recruit only officers with STEM degrees, it will turn away many great future leaders.

In this briefing, I’ve talked about why the air force should not only recruit officers with STEM degrees. Officers with STEM degrees are not eligible for some career fields which require a license or a background in in the medical , legal or chaplaincy fields

One may argue that due to growing needs of the Air Force, STEM degrees are highly needed, but I laid the fact that the soft skills are important for officers. recruiting only officers with STEM degrees will turn away many great officers with non-STEM degrees.

This concludes my briefing. Are there any questions?