

# Chapter 19

## CADET PROMOTIONS

KY-951 promotions are based on demonstrated maturity, leadership capability, and performance. Awards and Decorations are earned for outstanding performance in accordance with AFJROTC written guidance and KY-951 policy and procedures. Rank is awarded based on a cadet's leadership potential and performance. It is earned and is evidence of promotion and standing among cadets. It reflects a cadet's increase in maturity, ability, and willingness to accept additional leadership responsibility. Promotions can occur throughout the year based on performance and position vacancies. They will be made with recommendation of the cadet chain of command, concurrence of the Commandant of Cadets, with ***"final approval only by the SASI."*** Items that will be considered in reviewing cadets for promotion are: ***academic grades, demonstrated leadership potential, extra and co-curricular activities, motivation and desire for increased responsibility, and cadet's performance and acceptance of responsibility.***

***\*\*For officer positions***, students must be actively engaged in the Cadet Corps (even if only in "Reserve" cadet status), during the entire school year to be considered for these top positions. If not active with the Corps, officer positions for that cadet will ***"NOT"*** be considered. These key positions are vital for ***"Growth"*** of the unit; part-time cadets will spend more time ***"Catching-Up"*** to things that have changed, thus limiting their effectiveness to lead. ***"Top-Positions"*** will be honored and bestowed to those that have chosen AFJROTC as commitment to their development as an individual on a full-time basis.

**Permanent Promotion.** Cadets will earn permanent rank according to the number of years of AFJROTC successfully completed. Cadet Airman can be earned and awarded during the first year of AFJROTC, Cadet Airman First Class after successful completion of their second year, and Cadet Senior Airman after successful completion of their third year, and Cadet Staff Sergeant at the completion of the fourth year. Permanent rank will be awarded based on ***"Exceeding Expectations"*** of performance and is not absolute. Cadets will also be awarded the permanent rank of ***"SSgt"*** upon successful completion of a Cadet Leadership School. This program is for the top cadets in unit, and cadets are required to take one more academic year of JROTC and assume a ***"Leadership position"*** in the Unit.

*Also, a good thing to point out is that permanent rank will **"Stay"** with the cadets for their tenure in AFJROTC. But remember what earned you this rank, can be lost with **"serious violations"** such as: **Honor Code & Integrity violations***

*You always have to remember*

***“It is a privilege to take AFJROTC, not a RIGHT!!!”***

**Bottom Line: If you want rank, get involved!!! It’s that easy!!!!**

**Shake-N-Bake Promotion.** During the Vietnam War, the Army had a considerable shortage of “Mid-Tier” NCOs for the war. So, they implemented a “**Shake-N-Bake**” program to send honor graduates from basic training, straight to a NCO course for promotion to “**E-5**” before they entered the war. This enabled the Army to fill gaps in NCO ranks with draftees that excelled in a military environment. The SASI of KY-951 would like to rekindle this tradition and reward first year cadets that excel in all aspects of JROTC. This option is for first-year cadets only. First year cadets can earn a permanent promotion to c/SSgt with exceeding expectations. The following items must be demonstrated regularly and “approved” by the SASI:

- 1) Exceptional uniform wear (better than the majority of “MY” cadets)
- 2) Memorized Chain of Command
- 3) Memorized KY-951 Cadet Creed
- 4) Memorized 30-command drill sequence
- 5) Successfully lead cadets in 30-command drill sequence (SASI Inspection)
- 6) 3.0 GPA and a “A” in JROTC
- 7) Over 50 community service hours

**Temporary Promotion.** Cadets may also receive a promotion to a temporary grade based on the level of assignment and position within the unit. These are, as the word implies, temporary, and will be removed if the cadet is no longer assigned to the position. **The SASI may approve an exception to this AFJROTC policy for seniors in good standing** who may then retain their “**temporary**” rank through graduation. As long as the cadet is still active with unit activities and represent what an officer should portray to unit cadets. The positions and the grades authorized for each position are shown in the Unit Manning Document (UMD), Chapter 15. Promotions up to Senior Airman are not limited in the number by the UMD.

Again, this is another area that cadets get concerned with. All of the unit positions above cadet SSgt are associated with a position within the unit. If you do not have a job, give up a job, or lose your job because of not doing it, you will not have that rank any more. **The “Cadet Officer & NCO (SSgt & Above)” positions are tied to jobs in the unit and will go to the cadets that “DO” these jobs.** There have been numerous parents upset because their child (my cadet) lost their rank but forget to tell them that they gave up their position, or was relieved of their position for not doing their job for 3-weeks. **Don’t rest on**

***your accomplishments if you are rewarded with rank and a high position, you have to keep that drive going!!!***

**Promotion Quotas.** The number of cadets who can hold a particular grade is limited by the number stated in the UMD. The UMD clearly reflects the fewer number of slots for the higher grades. Promotion is a reward for a job well done and it is an expression of confidence in continued performance above the standard. Not every cadet can or should be promoted.

**Reduction in Grade/Demotions.** Cadets are subject to a reduction in grade at any time for failure to carry out responsibilities or meet standards. **In addition, cadet officers are expected to maintain accumulative GPA of 3.0 and an “A” in JROTC to keep their rank.** Any cadet officer not meeting the grade requirement for officers will be removed from their position and returned to their permanent cadet enlisted rank.

**Administrative demotions** are non-punitive and are made as required by the SASI to manage the Unit Manning Document authorizations in the Cadet Corps.

**Corrective (for cause) demotions** are made by the SASI whenever cadets fail to perform satisfactorily in the positions in which they have been entrusted.

**Future Promotion.** Cadets initially assigned to officer and NCO positions will not normally be appointed to the highest rank authorized for the position in the UMD to allow for future promotion based on performance.

**Cadet Officers.** Not every cadet will, or should be, promoted to officer grade. The officer Corps will be comprised of those proven; dedicated cadets with a demonstrated interest and performance in AFJROTC. Cadet Officer Candidates must meet the following criteria. However, the SASI can waive the following criteria for unique circumstances.



Successful completion of their first year of AFJROTC



Successful completion of a Cadet Leadership Course



Maintain 3.0 overall GPA and “A” in JROTC for the duration of position



Assignment to officer position with duties listed in Unit Manning document

**Cadet Position Rotation.** In order to provide leadership training and experience to a greater number of cadets, the cadet command and staff positions must be rotated during the school year. The rotation of various positions will be based on positions available, individual cadet abilities, and cadet chain of command recommendations. Cadets may apply for command/staff positions through the cadet chain of command, starting with

his or her Flight Sergeant. Cadet candidates for command/staff positions are carefully considered so that they may gain the greatest possible leadership experience and fulfill the responsibility of those positions. Personnel changes will be made whenever a cadet has demonstrated the ability to perform at a higher level of responsibility or when performance is not up to an acceptable standard.

**Special Note.** All the positions within the Group, especially the Corps Commander position is for **“Seasoned”** members of KY-951. You must have first held one of the positions within the “Group” to be considered for the **“Group Commander”** position.

**Three things to remember about holding any position in the Group:**

- 1) You must hold and be successful at numerous cadet NCO/SNCO/Squadron CC positions to learn all the functions of the Group, so once at the Group-Level you will know what the cadets are supposed to be doing for the unit to succeed.
- 2) Don't try to climb the ladder too quickly, because if you are the first one to the top, what are you going to do for the next 2.5/3 years???....
- 3) Enjoy the ride (the development process into a leader), build those relationships with fellow cadets and make memories that will last forever.

**Special Orders.** Promotions, demotions, and appointments to command or staff positions will be made by Special Orders drafted through the Mission Support Squadron designee and must be signed by the **SASI**.

**Final Thought:** If you have a position, doing nothing is the worst thing you can do. Not showing any initiative is the quickest way to lose your position. Even if you are doing everything wrong, at least you will grow from that experience. You were given a position because you have shown potential, embrace that thought and reap the benefits of being given any opportunity.