

Welcome
to
the Spring 2008
Faculty Convocation

William Miller
Academic Dean and Provost
5 February 2008

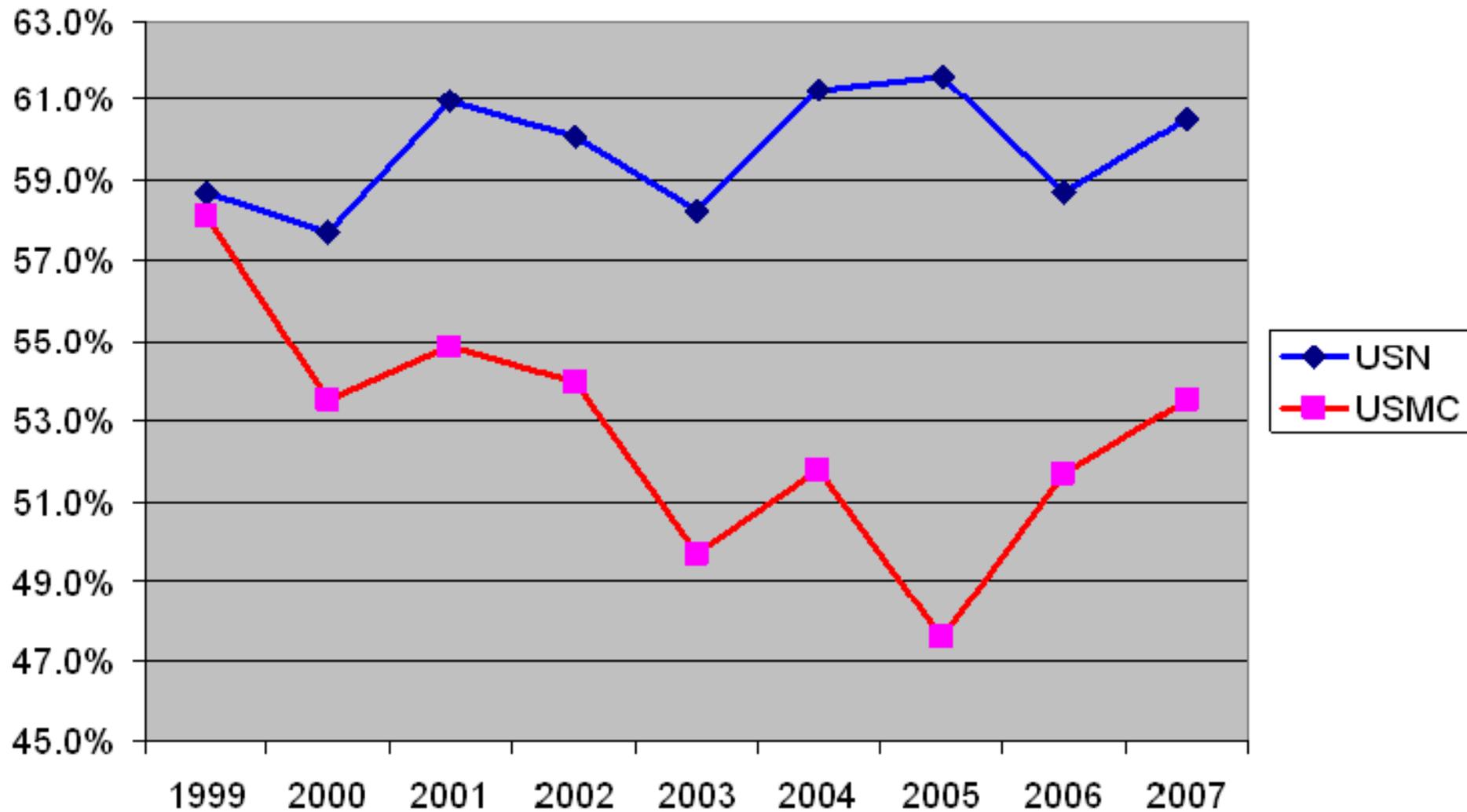
Discussion Topics

- **New Academic Major Policy, AKA “65/35”**
- **New Child Care Facility**
- **Previews of coming attractions**
- **CNO Guidance, SOFs, Herndon, King Hall food, and other stuff**

New Academic Major Policy

- **In Oct 2007 Chief of Naval Personnel directed change in USNA and NROTC academic major policy**
- **For the Class of 2013 and subsequent classes, no fewer than 65 % of USNA and NROTC graduates commissioned into U. S. Navy must complete academic majors in Science, Technology, Engineering or Math (STEM) disciplines**

Percentage Of USN & USMC Graduates Who Majored in STEM Disciplines



Factors Impacting Policy Change

- 1. System Command Commanders (NAVSEA, NAVAIR, SPAWAR) finding it difficult to identify sufficient URL officers for transfer to ED, AED, AP Communities**
- 2. Center for Naval Analysis (CNA) study of Navy Education Strategy**
 - Higher Attrition in follow-on training among graduates in non-STEM majors**

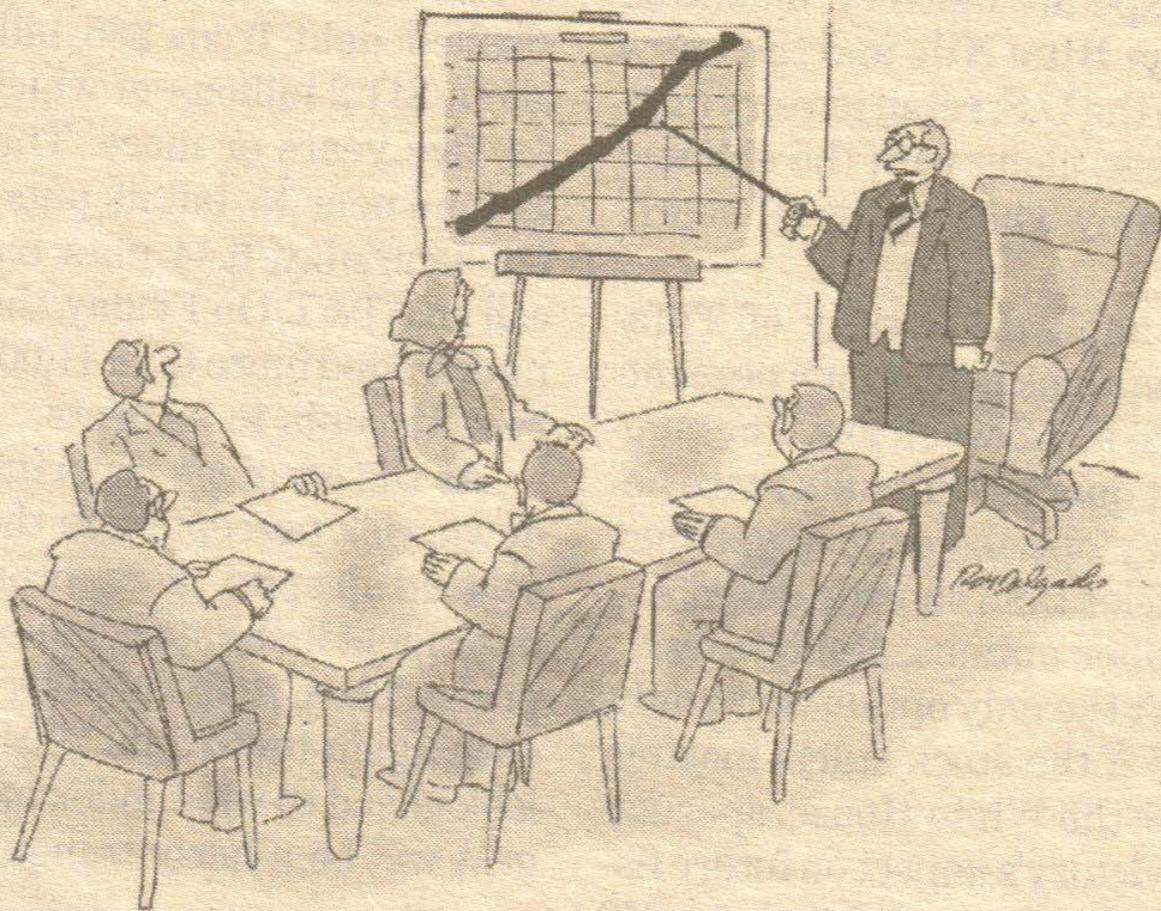
CNA Study of Navy Education Strategy

NCC and Community Leaders interviewed

- **Universally held that cultural competence not language skills is critically important**
- **Critical thinking skills developed over time - - no “short course”**
- **Majority of operational and community leaders commented on Navy as a technical service**
 - **Even non-tech majors need some tech proficiency**
 - **Some suggestion that non-tech majors may be better prepared for some staff positions than are tech majors**

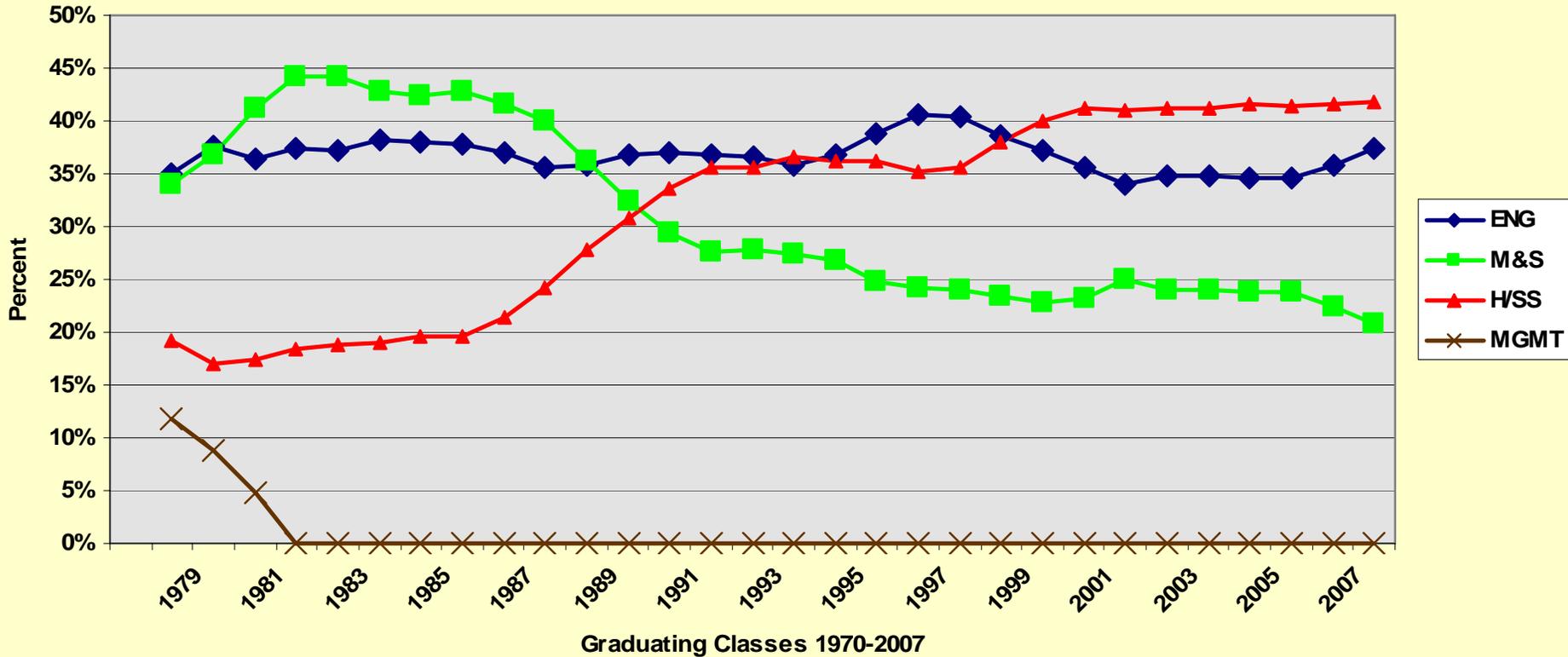
Correlation of Technical Education With Training Pipeline Attrition

- **In aviation pipeline, lower attrition among:**
 - Tech majors
 - USNA graduates
 - Officers with high GPAs
- **In submarine pipeline, lower attrition associated with:**
 - Tech majors
 - High GPA on core curriculum



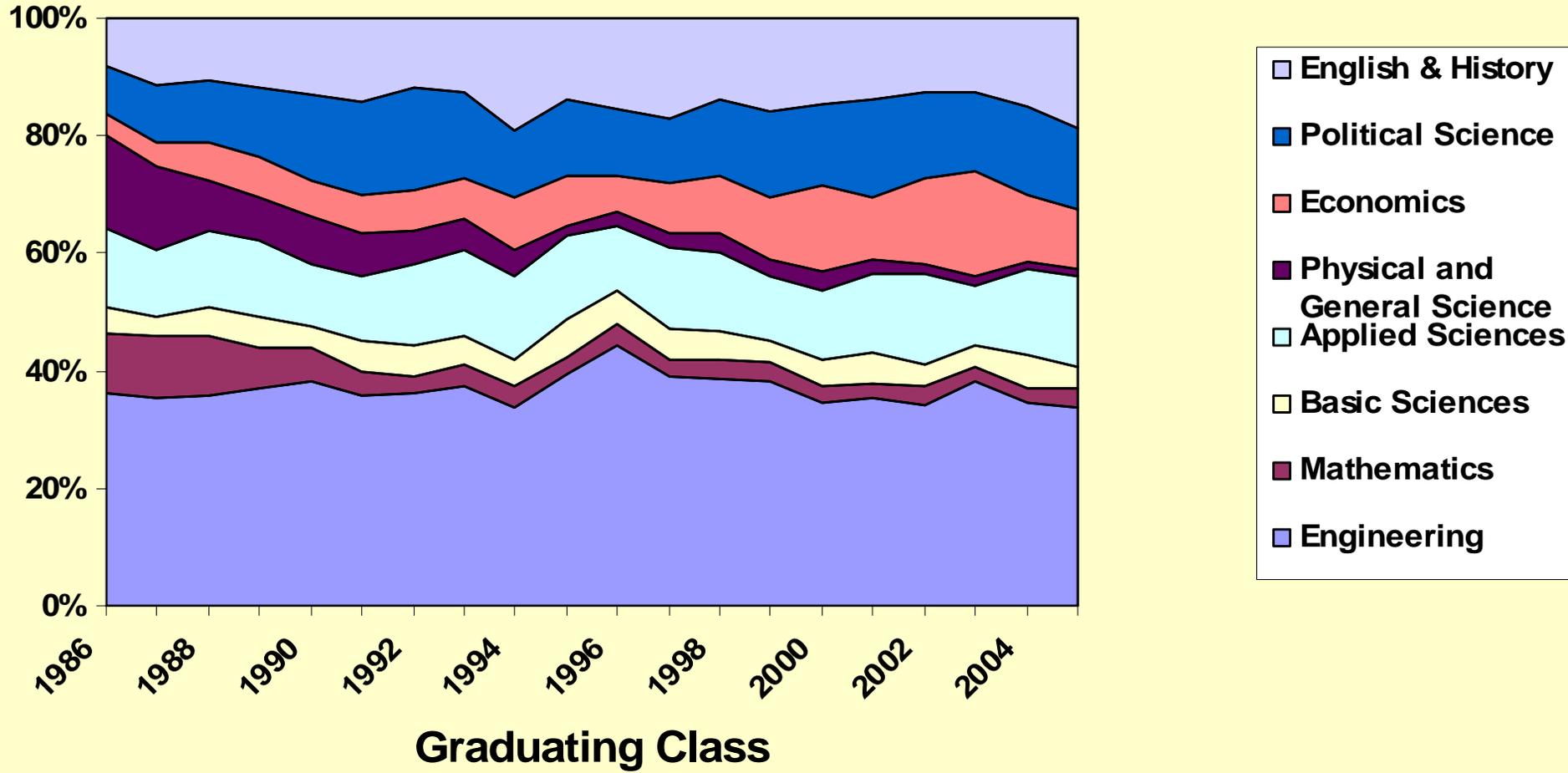
*"We're doing something right.
Does anybody have any idea what it is?"*

Academic Major Enrollment Trends by Academic Major Group (3-Yr Averages)





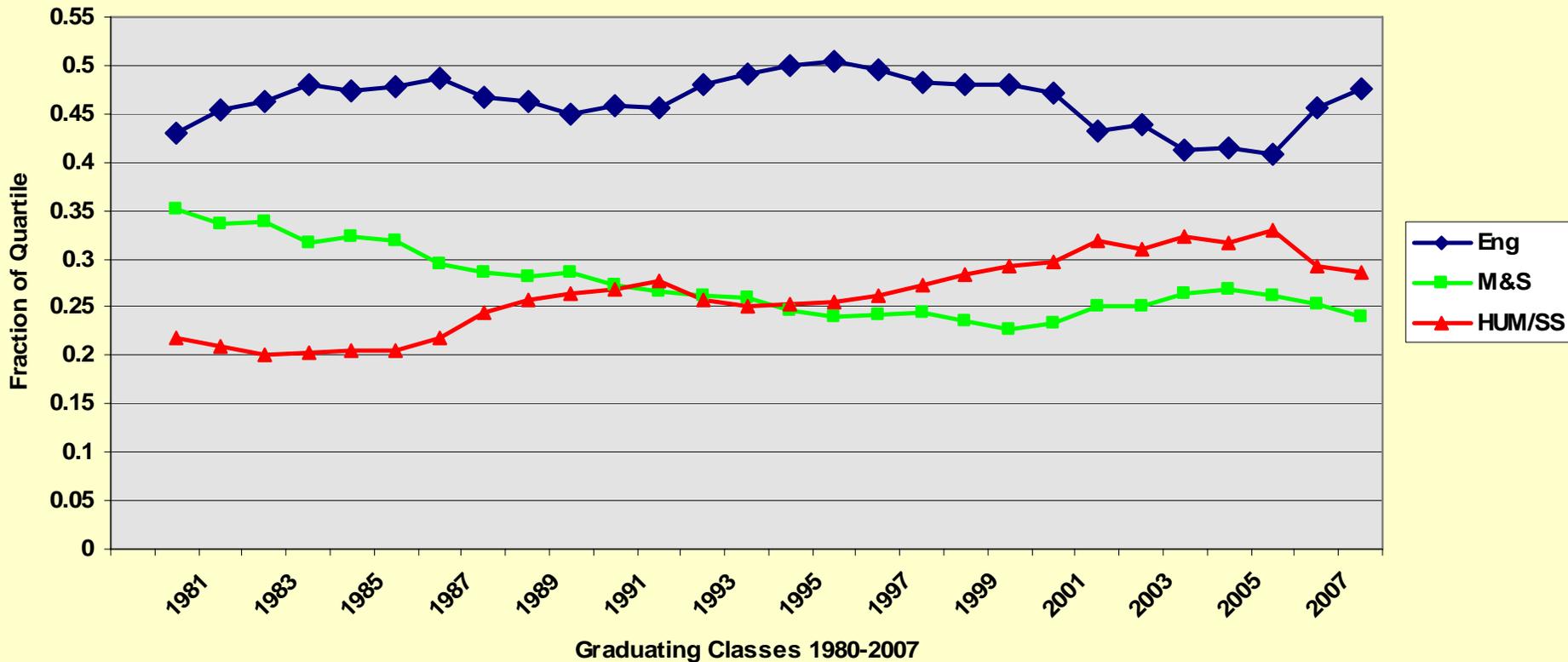
Graduates by Academic Major Category



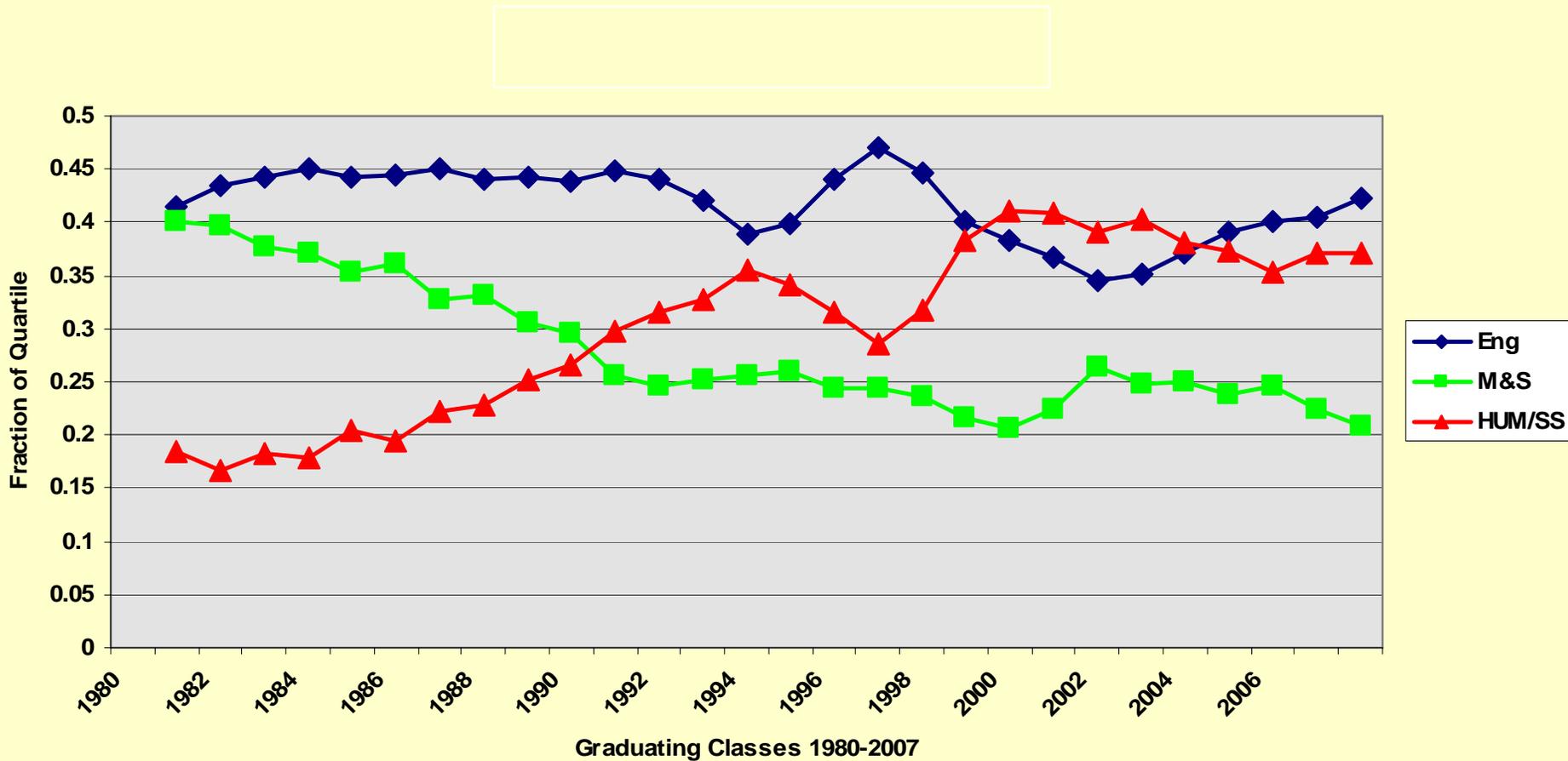
Principal Factors Impacting Enrollment Trends

- **Navy Policy**
 - 80/20
 - 70/30
 - “Encourage technical majors”
 - Now back to 65/35
- **Elimination of two popular majors**
 - Physical Science
 - Operations Research
- **Nationwide trends away from enrollment in STEM majors**

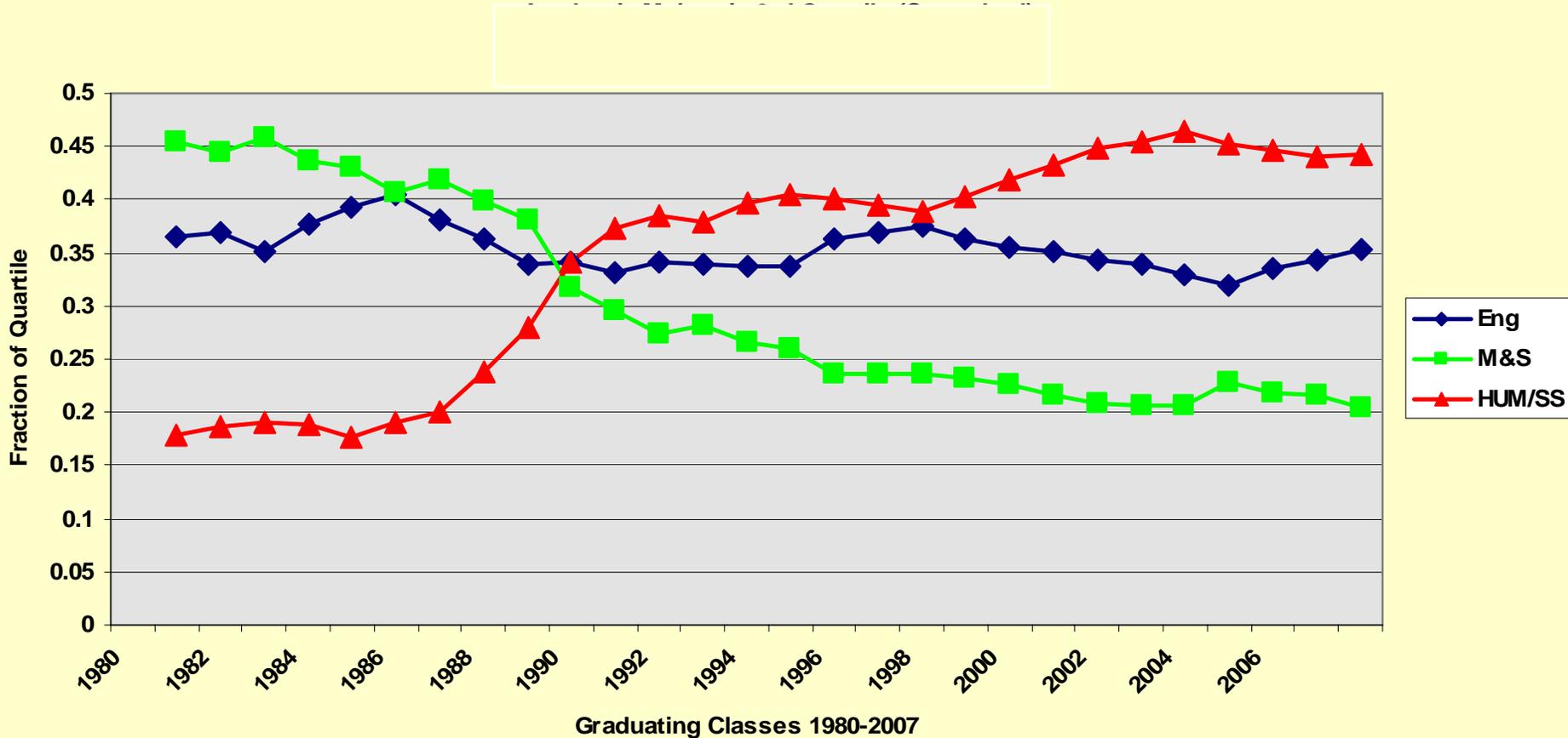
Academic Majors in 1st Quartile (3-yr Averages)



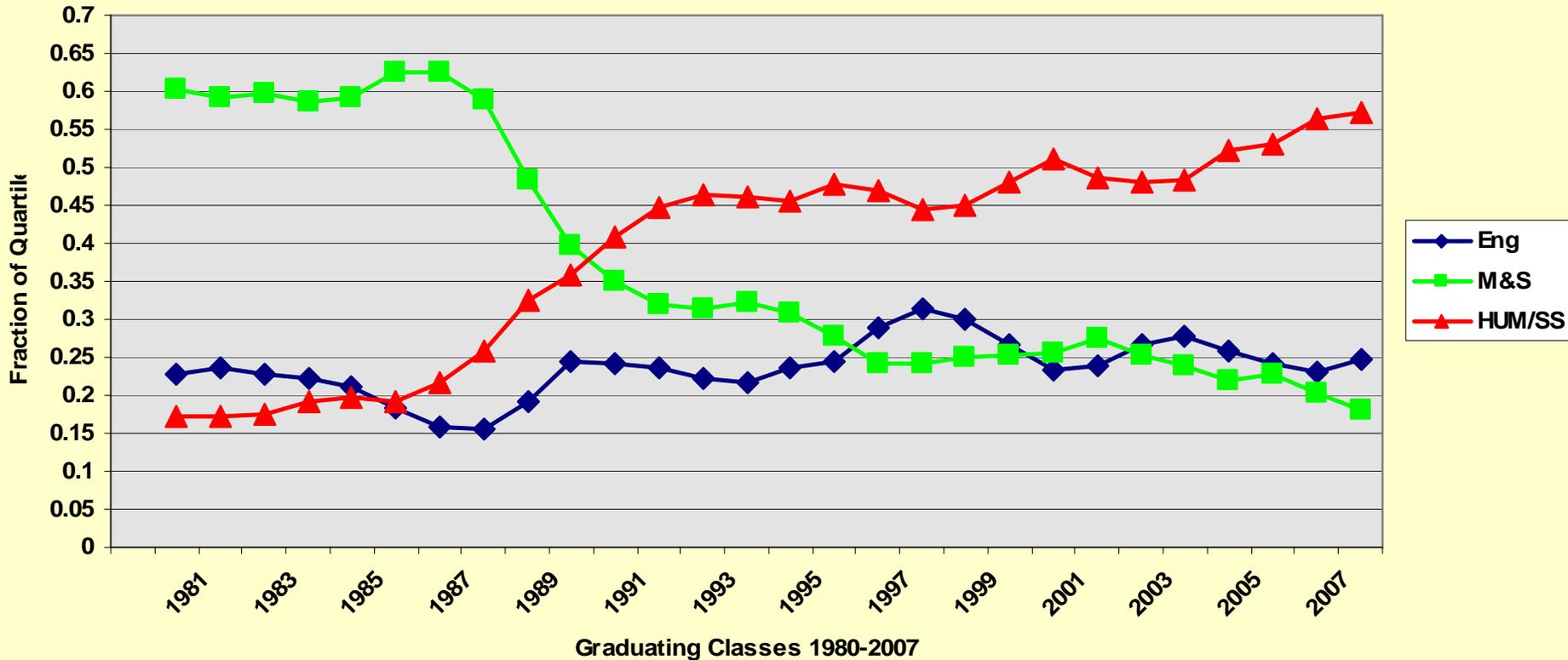
Academic Majors in 2nd Quartile (3-yr Averages)



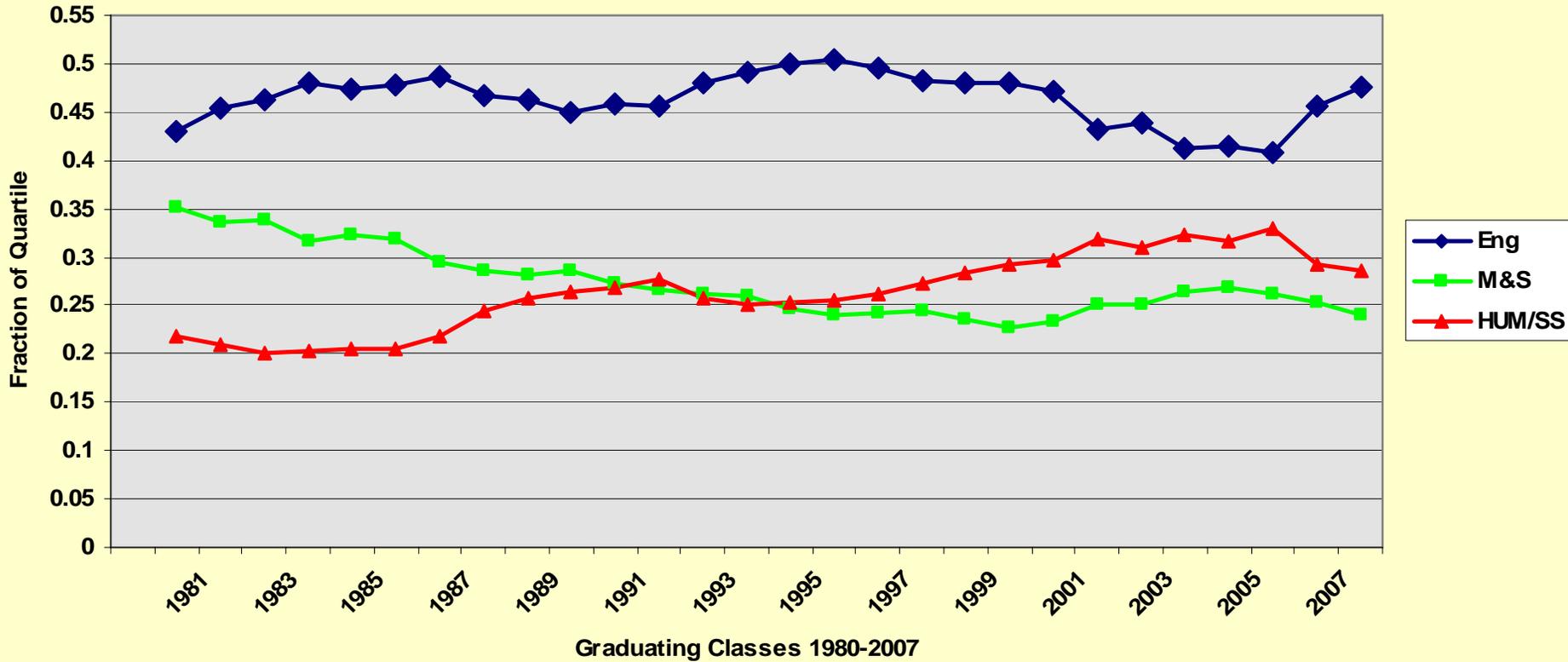
Academic Majors in 3rd Quartile (3-yr Averages)



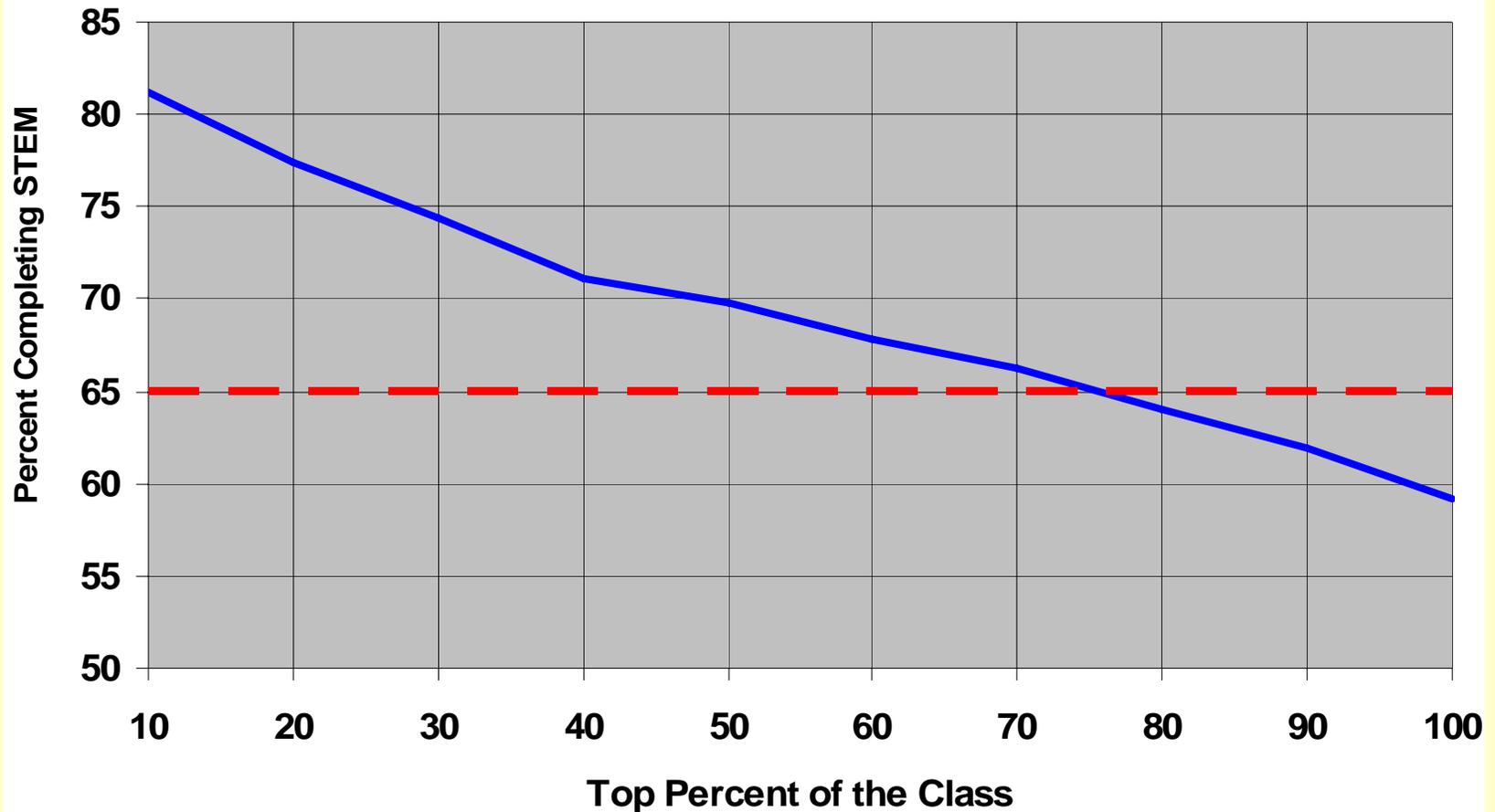
Academic Majors in 4th Quartile (3-yr Averages)



Academic Majors in 1st Quartile (3-yr Averages)



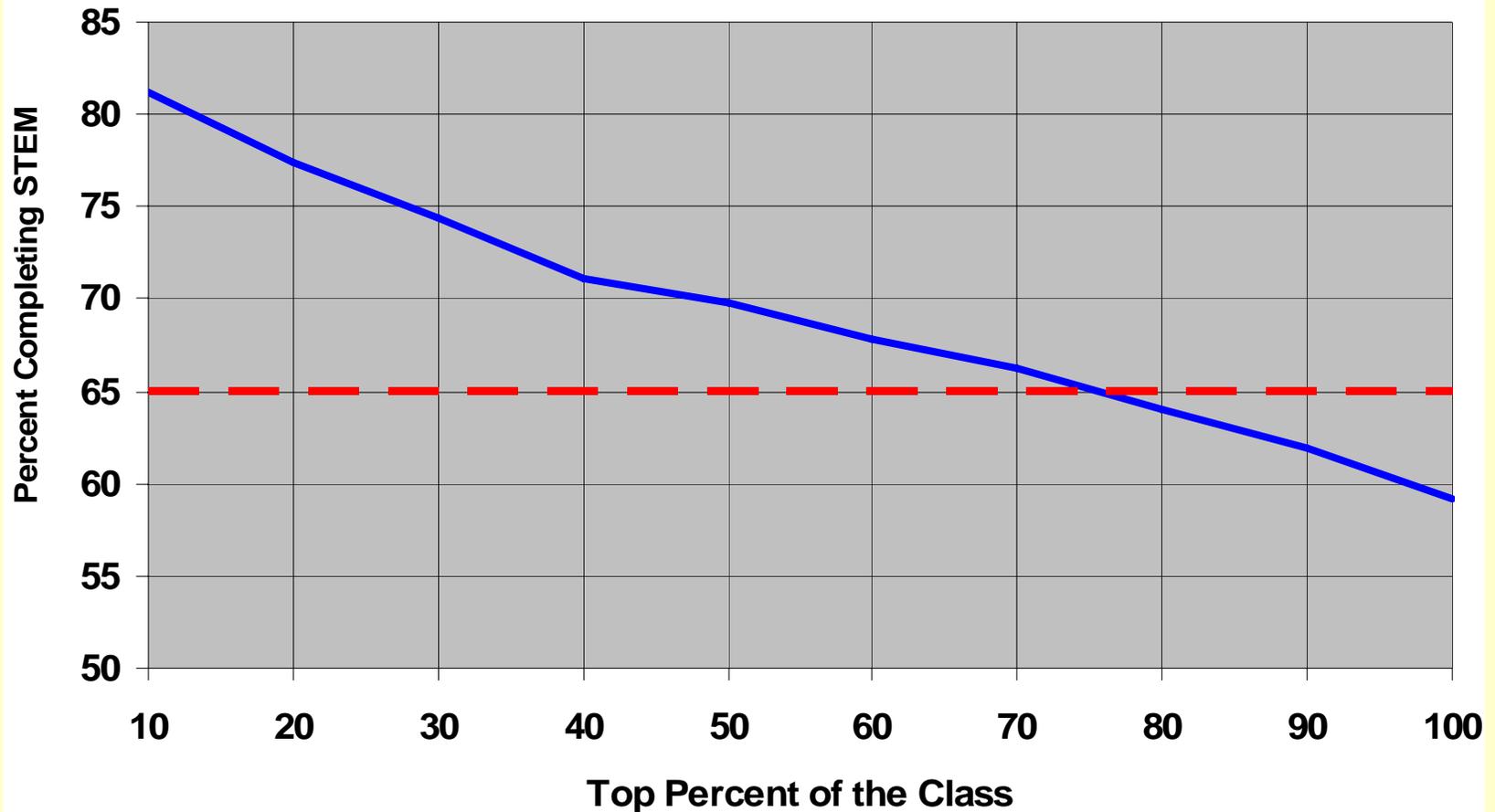
Percent of Class Completing STEM Major (Class of 2007)



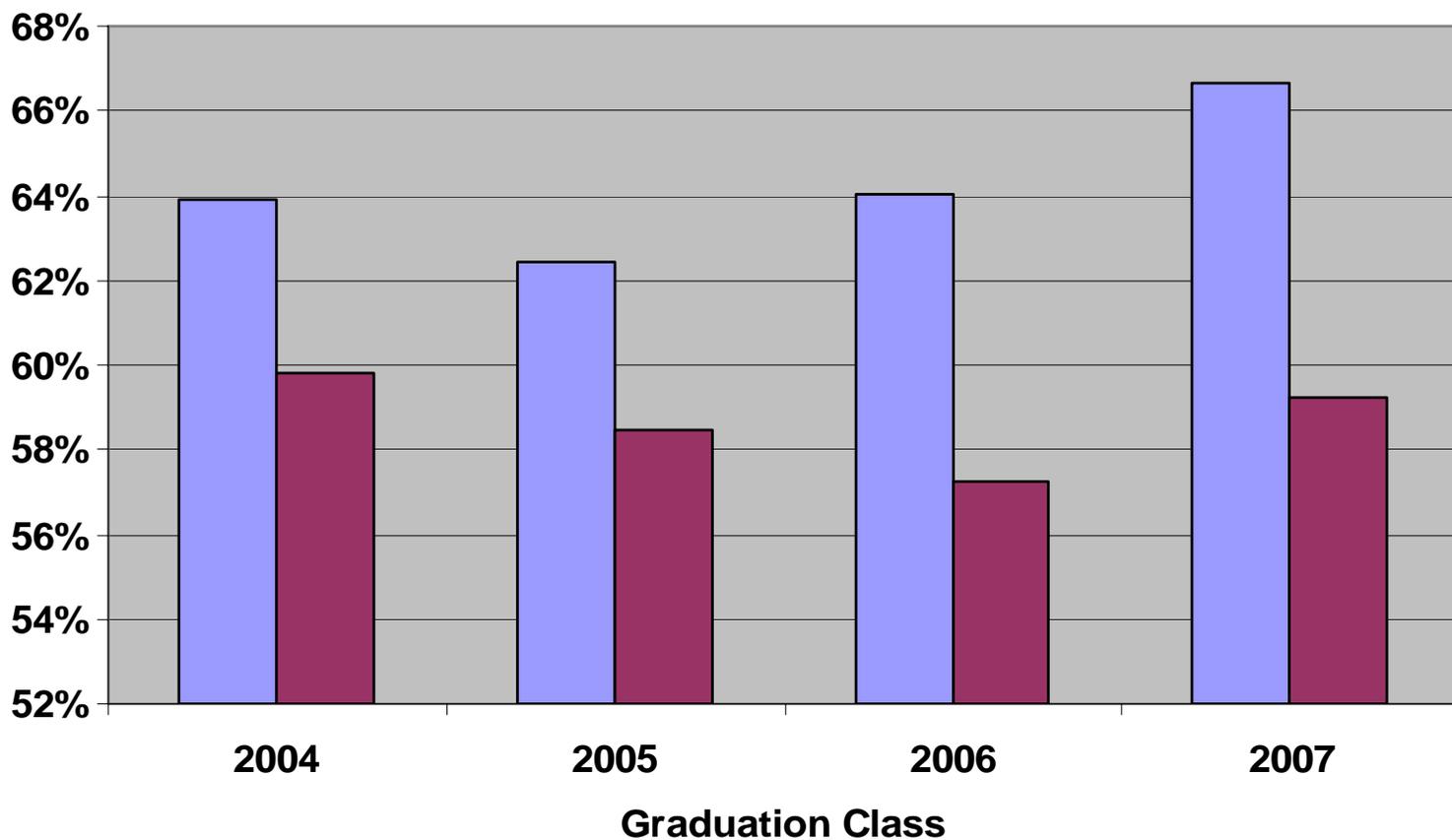
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- ***Increased graduation rate***

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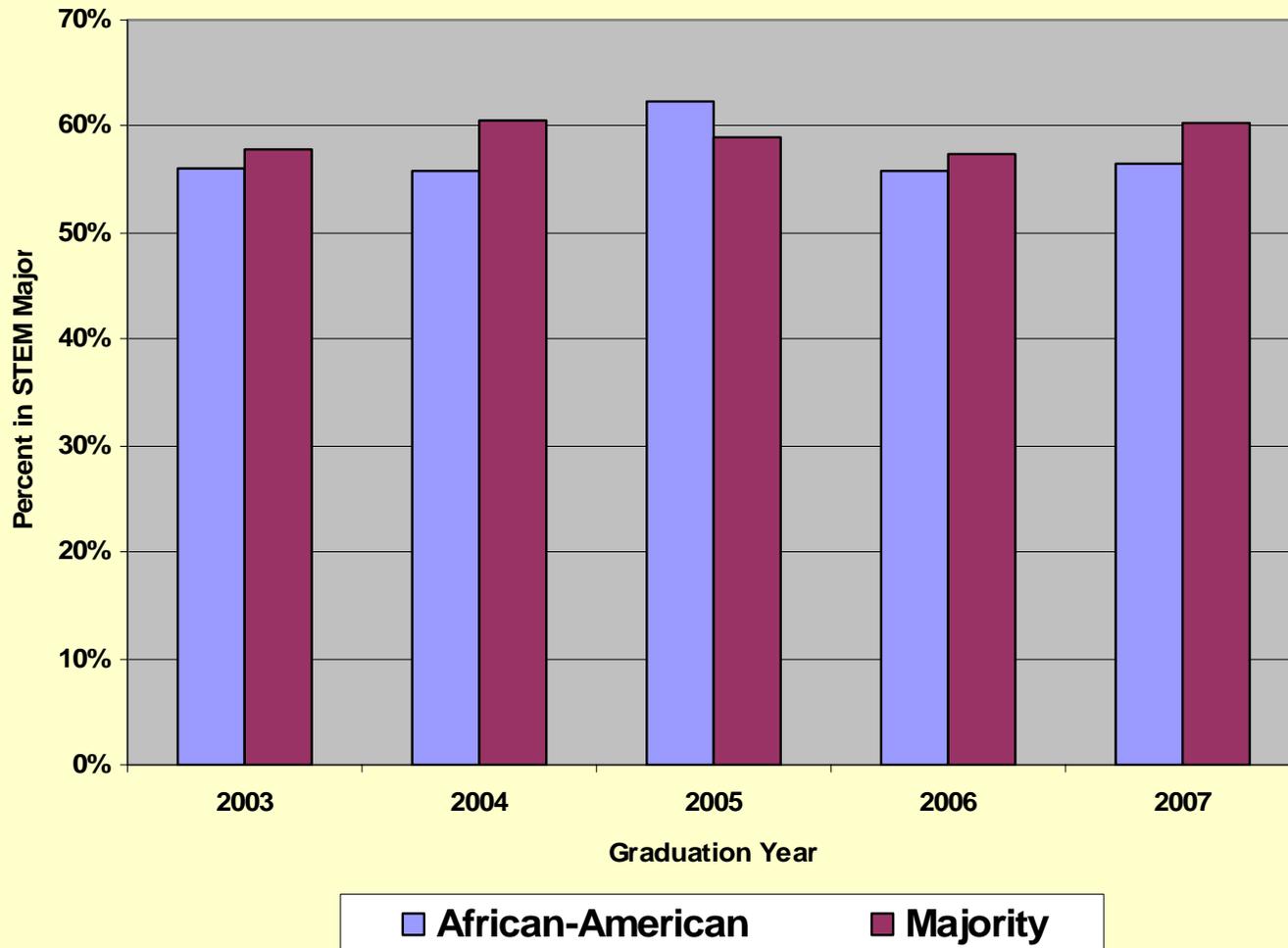


Effect of Changing Majors (Percent in STEM Major)

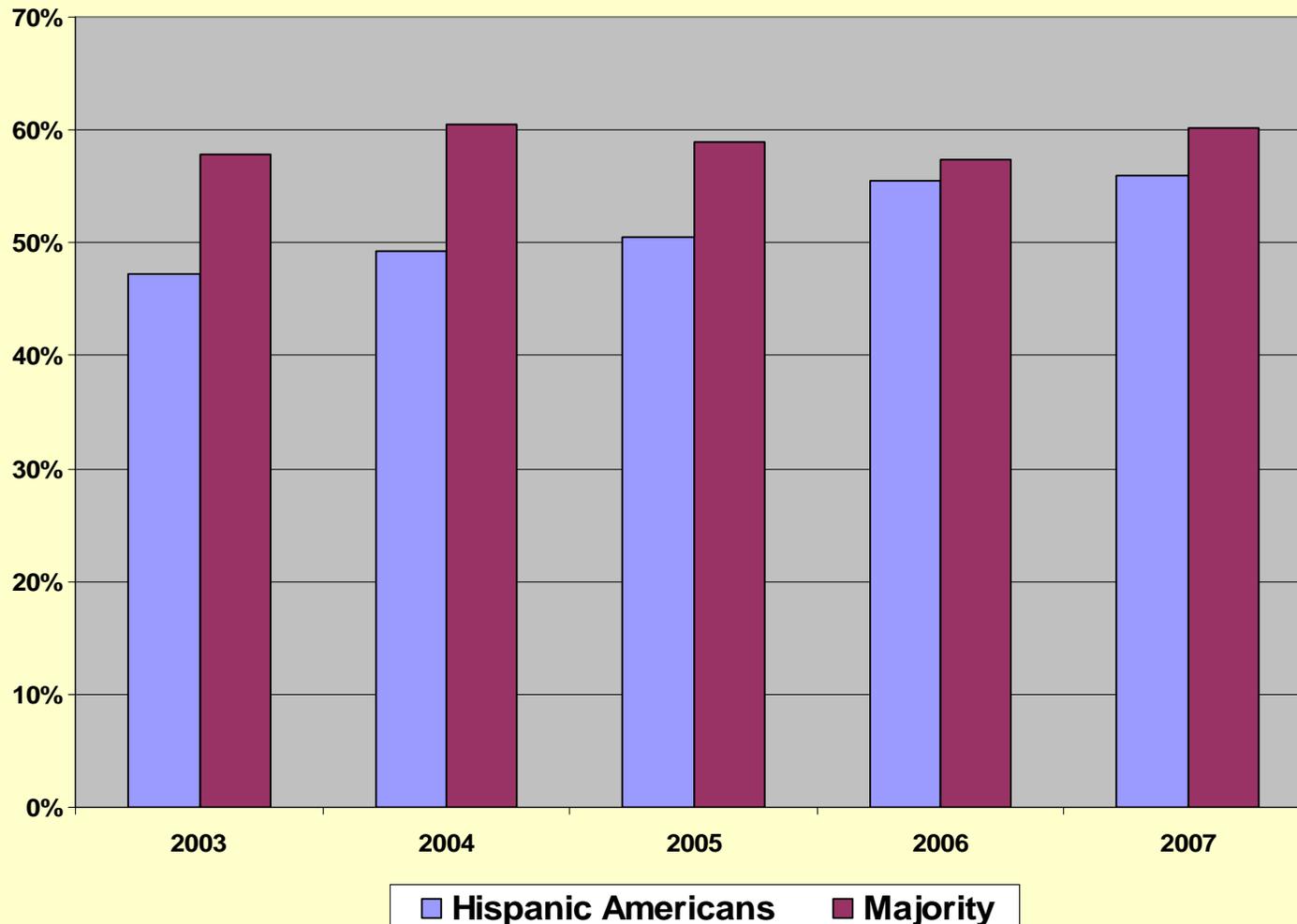


■ Initial Selection ■ At Graduation

African-Americans in STEM Majors (2003-2007)



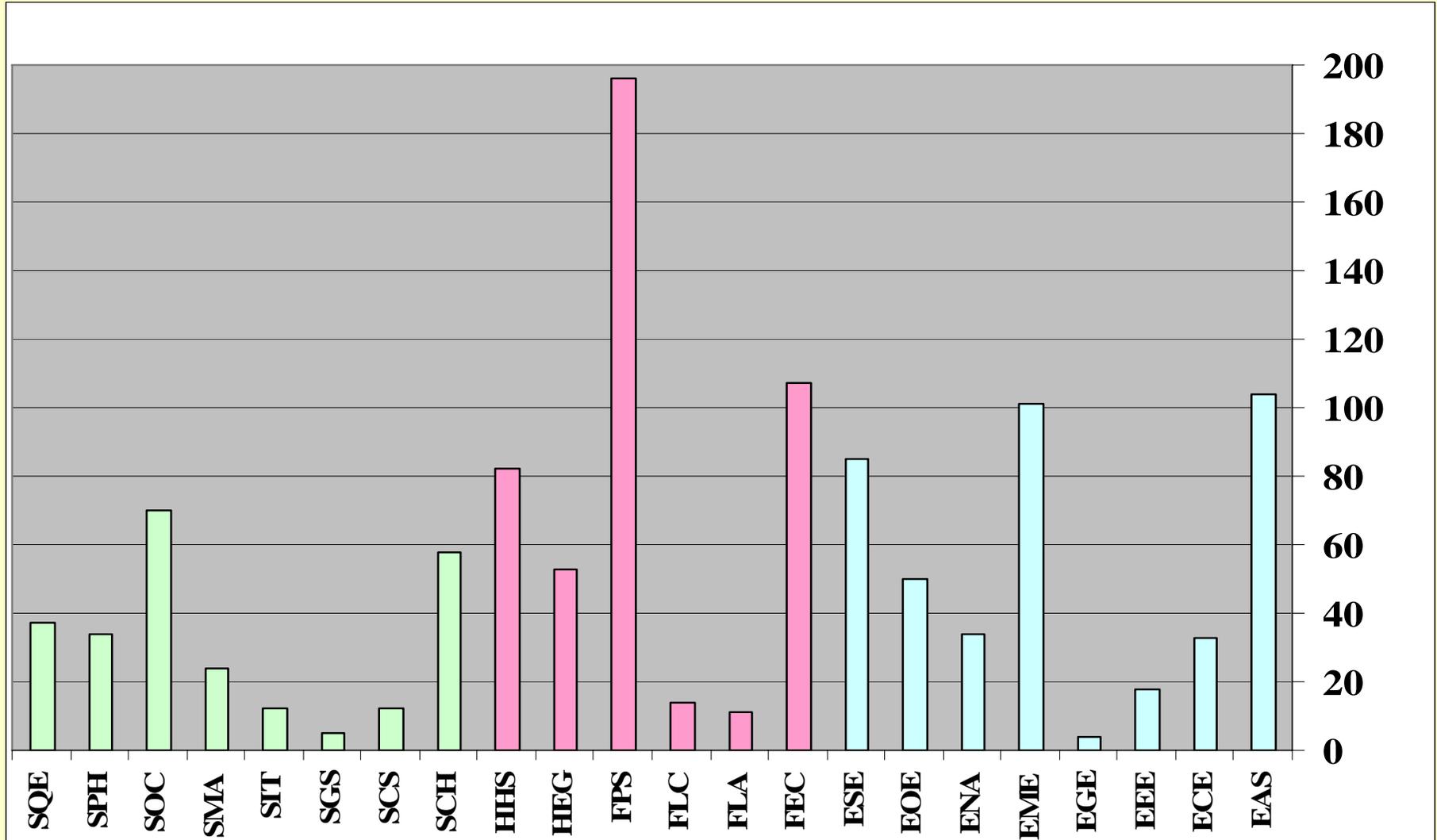
Hispanic-Americans in STEM Majors (2003-2007)

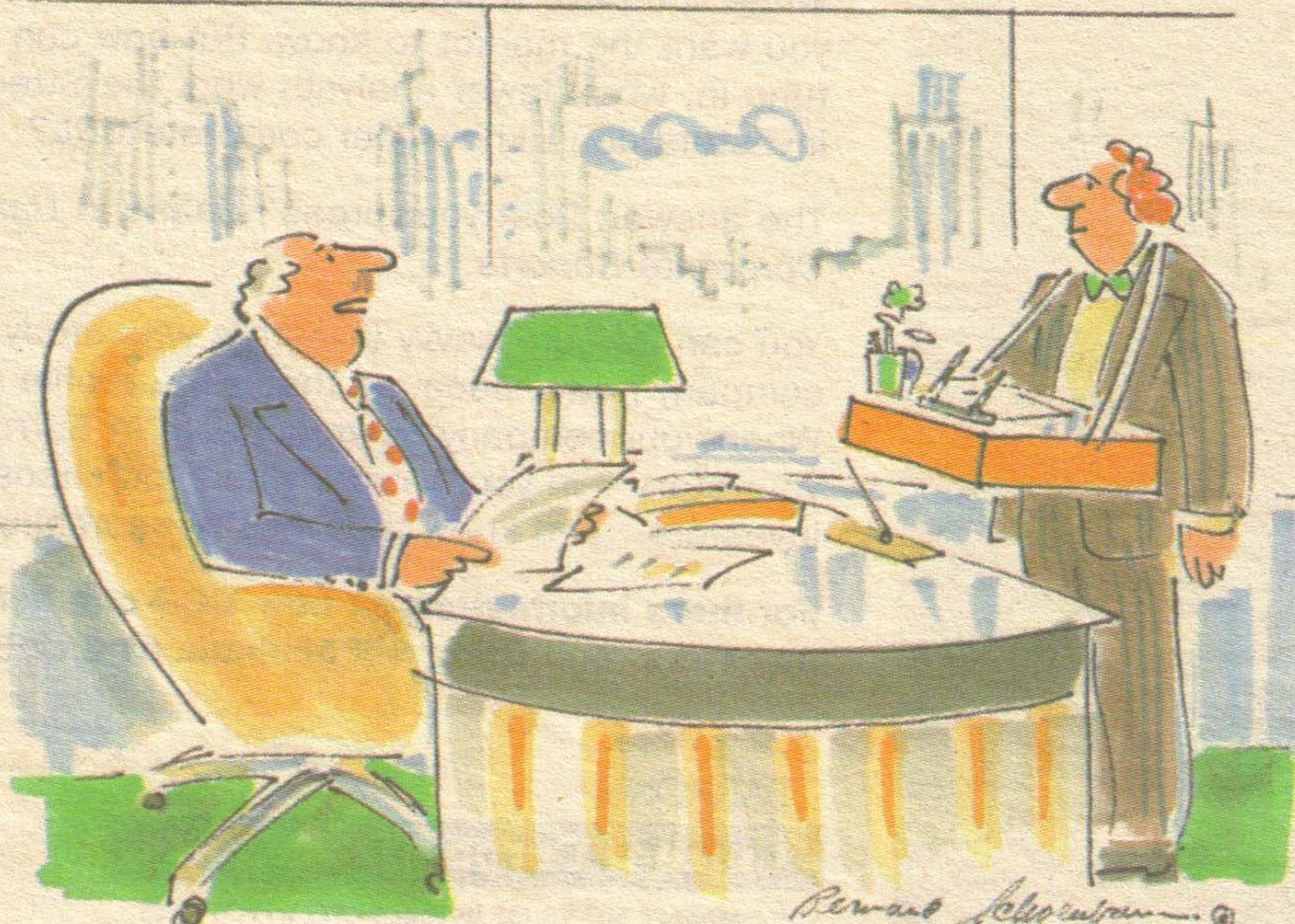


To Achieve at Least 65% in STEM Majors Class of 2013 and Thereafter

- **Identify, recruit and admit students with the ability and propensity to complete STEM academic majors**
- **Target a 70% STEM major selection rate for 2013 and beyond**
- **If fewer than 70% select STEM majors, selectively counsel qualified midshipmen, primarily in the 2nd and 3rd quartiles**
- **Broaden application of hands-on, discovery-learning approach to teaching engineering and the sciences**
- **Increase the percentage of classes taught by faculty on full-time, multi-year appointments**
- **Consider whether new academic programs could be introduced to encourage midshipmen to select STEM majors**
- **Counsel selected Econ majors to shift to Quantitative Economics**
- **Strengthen the Academic Center to assist STEM majors in succeeding**
- **And several other initiatives that are still under consideration**
- **Pilot as many of the initiatives as feasible for 2011 and 2012**

Preliminary Preferences Class of 2011

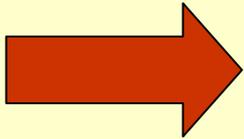




"It will have to do until we find you a cubicle."

Discussion Topics

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NSA Annapolis Opens New Childcare Facility



- **Modular unit provides short-term solution**
- **Longer term construction proposed**
- **Faculty Senate led the way**

Previews of Coming Attractions (partial list)

- **VADM Paul Sullivan, COMNAVSEA, 22 February**
- **British Attache 14 Feb and Argentine Attache 28 February
re Falklands Islands War**
- **RADM Richard Cellon, CEC 4 March**
- **Deputy CinC, ROC Navy 19 March**
- **ADM Gary Roughead Forrestal Lecture 20 March**
- **NAFAC re Latin America 7-10 April**
 - **Robert B. Zoellick, President of World Bank**
 - **ADM Jim Stavridis, US COMSOUTH**
 - **Luigi Einaudi, former US Ambassador to OAS**
- **Kylan Jones-Huffman Memorial lectures (CMEIS)**

Guidance from the Chief (of Naval Operations)

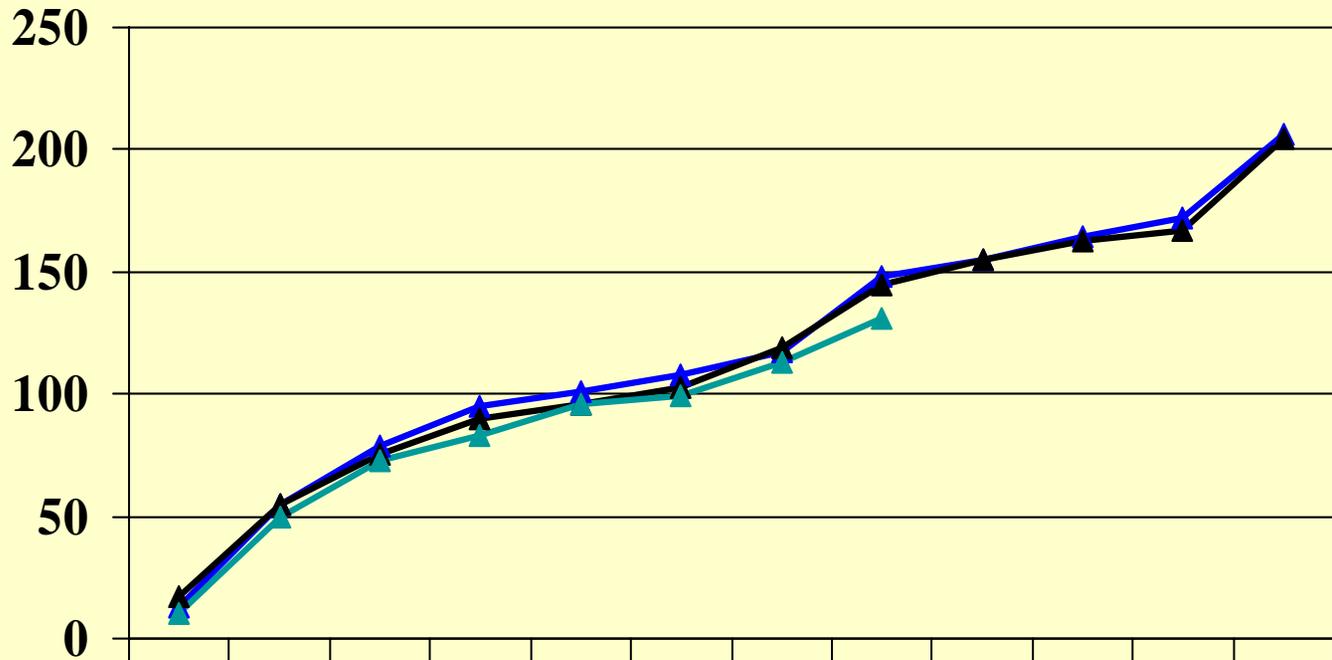
- The *Navy must suppress its appetite* and scrupulously *separate needs from wants*. We do not have the budget to operate any other way. Navy leaders must take a *disciplined approach in determining our needs* based on balancing the six core capabilities of the Maritime Strategy. I will test each purchase for a link to the core capabilities.
- The *Navy must reflect the face of our Nation* in order to remain an agile fighting force now and in the future. *Lack of minority and female representation within senior leadership of the Navy is one of the most important issues we face today.*
- We are *in a competition for talent*. With less than 30 percent of the young population in our country eligible for service in the Armed Forces, and a disinclination for young people to serve in the Navy, it is *incumbent on all of us to recruit key talent from all parts of life.*

Additional Discussion Topics (quickly)

- **Student Opinion Forms (SOFs)**
- **Herndon Monument Ritual**
- **Study hour restrictions**
- **King Hall Food**

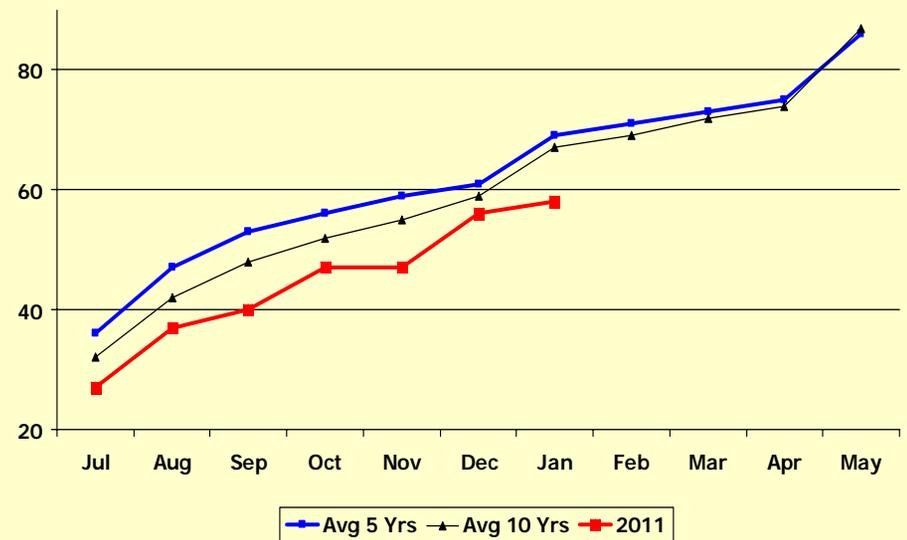
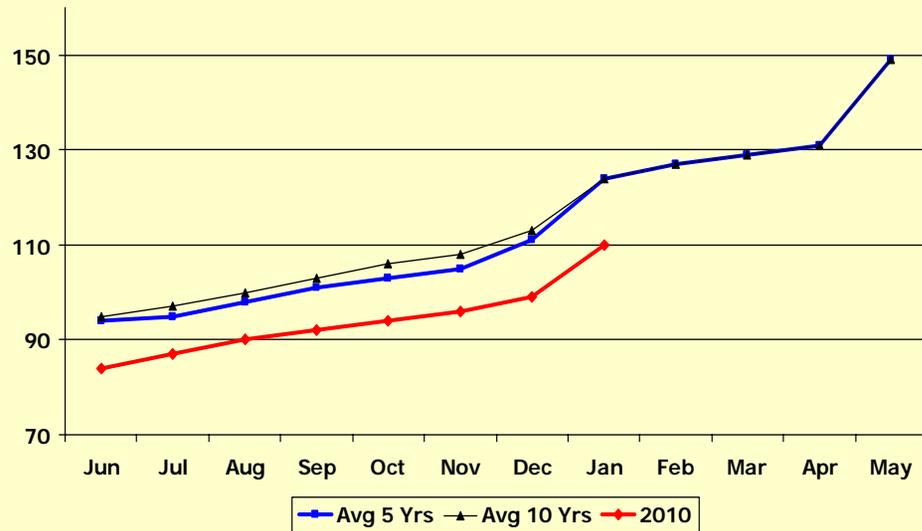
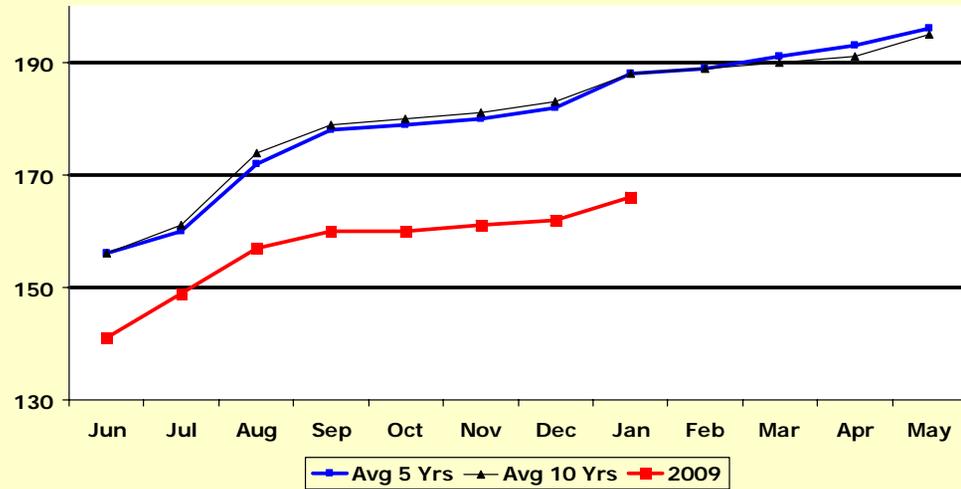
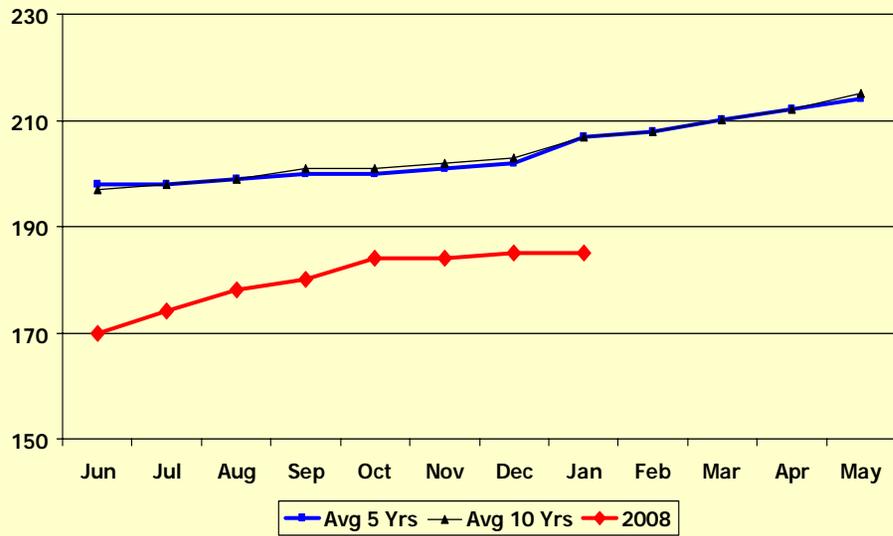
***or any other BLOG topic you may have read....
Let's follow up during Q&A in lobby,
immediately after we conclude***

Cumulative Brigade Losses Compared to Average of Previous Five Academic Years



| | Jun | Jul | Aug | Sep | Oct | Nov | Dec | Jan | Feb | Mar | Apr | May |
|--------------------|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|
| Previous 5-yr aver | 13 | 55 | 79 | 95 | 101 | 108 | 117 | 148 | 155 | 164 | 172 | 206 |
| AY 07 | 17 | 55 | 75 | 90 | 96 | 103 | 119 | 145 | 155 | 163 | 167 | 205 |
| AY 08 | 10 | 50 | 73 | 83 | 96 | 99 | 113 | 131 | | | | |

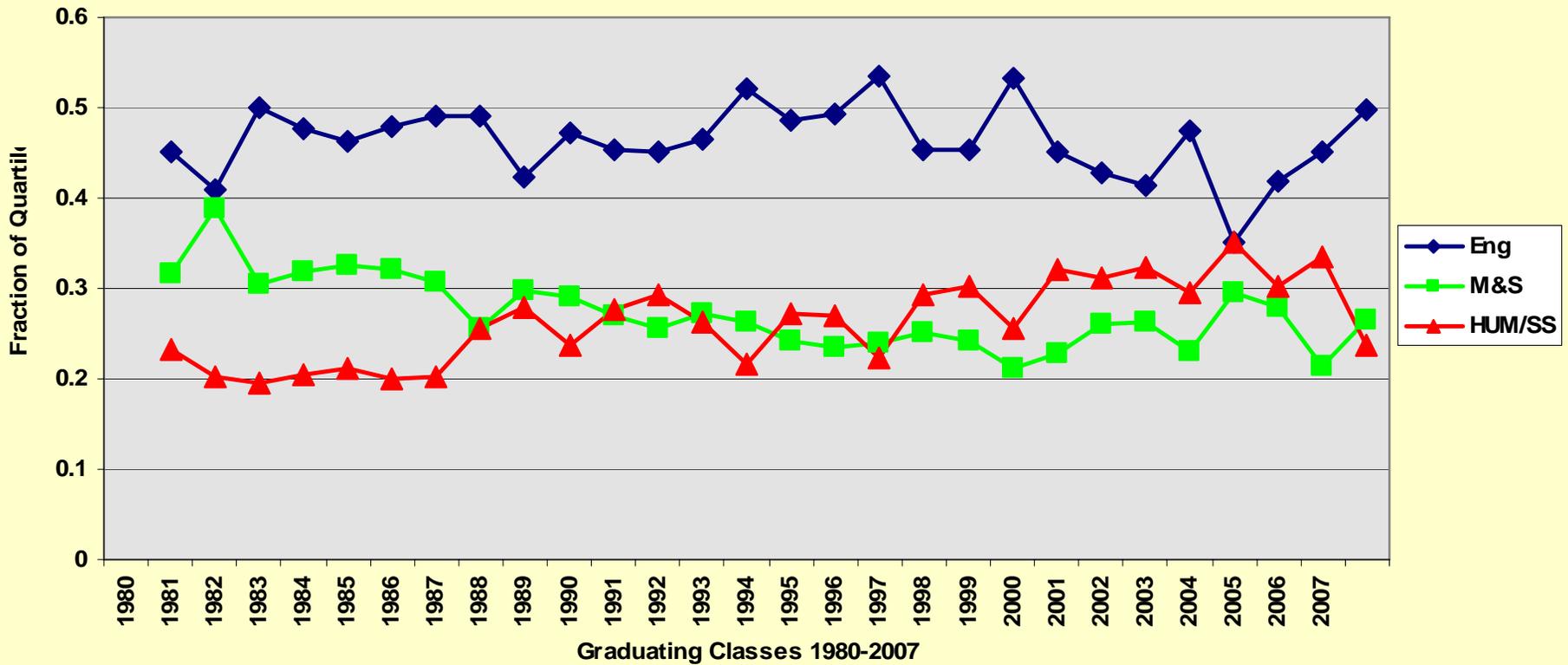
Cumulative Attrition By Class Year By Month



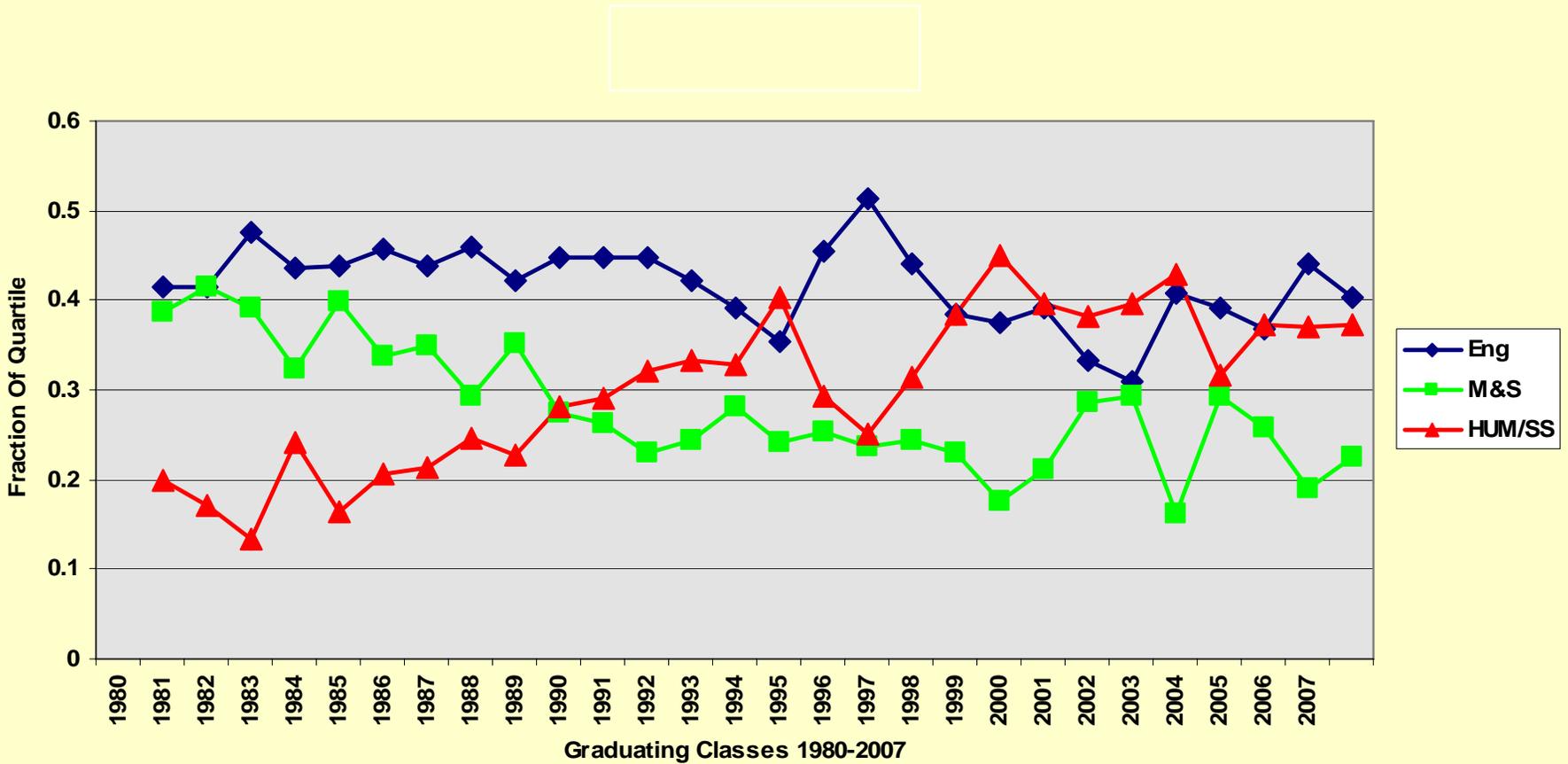
That's All Folks!

*Please join us for some punch
& cookies in the lobby*

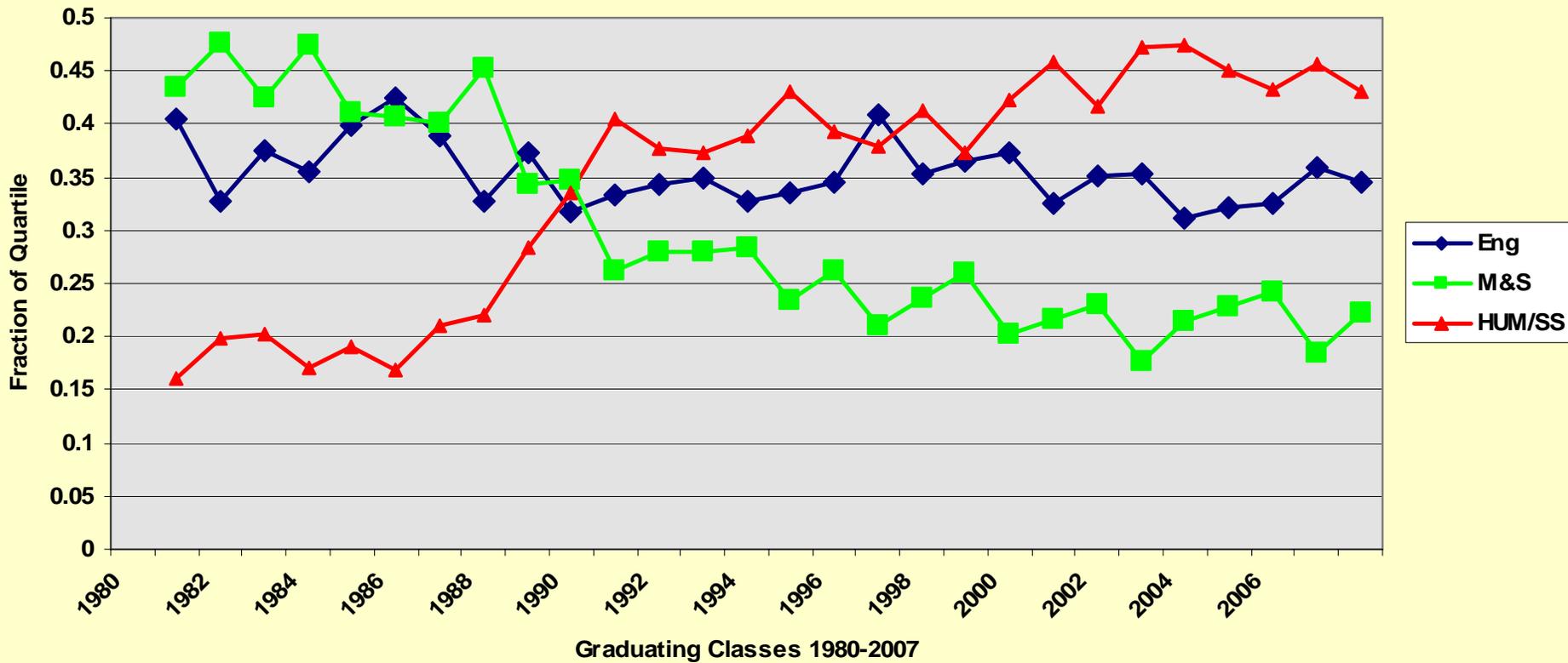
Academic Majors in 1st Quartile



Academic Majors in 2nd Quartile



Academic Majors in 3rd Quartile



Academic Majors in 4th Quartile

