DEPARTMENT OF THE NAVY
UNITED STATES NAVAL ACADEMY
121 BLAKE ROAD
ANNAPOLIS, MARYLAND 21402-1300

5450
AUG 15 2006

MEMORANDUM FOR DISTRIBUTION

Subj: USNA LEADERSHIP ALIGNMENT

Ref: (a) Charter for the VADM James B. Stockdale Center for Ethical Leadership dtd 9 Jun 06

Encl: (1) U.S. Naval Academy Organization of 15 August 2006

1. Purpose. The purpose of this memorandum is to make modest changes to the senior leadership relationships and responsibilities of the Naval Academy staff to improve effectiveness and teamwork.

2. Background. Over the years the Academy has adopted various organizations at the top level to ensure alignment with key functions and responsibilities. These organizations reflect the mission focus on moral, mental, and physical development of midshipmen. Currently, there exists a need to further streamline our operations to meet the increasing demands on our staff. The need to husband scarce resources is great, and we must ensure that they are utilized effectively.

3. Discussion. The need for realignment at this time is supported by:

- The expansion of the Center for Professional Military Ethics to the broader Center for Ethical Leadership.

- The need to revitalize Institutional Assessment in order to expand, update, and support the Naval Academy Strategic Plan.

- The ongoing Athletic Review, scheduled for completion in September 2006. Under separate correspondence, the Athletic Director will present a plan to assume responsibilities for all Physical Mission facilities, Varsity sports, Club sports, and the Physical Education programs at USNA.

- The realignment of Professional Development, which now encompasses sailing, Yard Patrol craft operations, waterfront readiness, professional programs, and seamanship and navigation.

After substantial discussions and assessment, as Superintendent I have concluded that coordination and effectiveness across the Academy will benefit from a more streamlined organization, which in turn will ensure that responsibilities, functions, and resources are more effectively aligned.

4. Implementation. The following alignments are directed:

a. The new position of Dean of the Center for Ethical Leadership was created 9 June 2006, reporting to the Superintendent through the Deputy Superintendent/Chief of Staff. The Dean is the individual responsible for ensuring that focus remains on the leadership, character, values, ethical, and honor development of midshipmen at the U.S. Naval Academy. He is also charged to ensure the Academy remains an environment where ethical leadership is openly practiced by the Brigade, faculty and staff. The Dean is specifically responsible for working with the Commandant to develop programs in support of the Officer Development Division, to include providing research, resources, teaching, and other assistance. The complete charter for the Center for Ethical Leadership can be found in reference (a). Vice Admiral Michael D. Haskins is the initial Dean of the Center of Ethical Leadership.

b. The new position of Dean of Institutional Assessment and Strategic Planning is created, reporting to the Superintendent through the Deputy Superintendent/Chief of Staff. The Dean will focus on developing plans and initiatives to expand existing assessment programs to meet USNA needs. The Dean will also work to fulfill the Strategic Plan requirement of a formal feedback mechanism for input from the operating forces regarding our effectiveness in developing junior officers. The Academy is initiating a search to fill this position, and will officially stand up the position no later than February 2007. Currently, the acting Dean of Institutional Assessment and Strategic Planning is Mr. Glenn Gottschalk, CAPT, USN (Ret.).

c. The following additional alignments are directed, effective immediately:

- Club sports activities and all athletic facilities have been shifted from the Commandant to the direct responsibility of the Athletic Director. Other changes to our physical mission structure are pending.

- Professional Development Programs now encompass sailing programs, as well as the waterfront operations department. Currently, Commander Davids is the Head of the Sailing Department, and LCDR Scott Bair is the Head of the Waterfront Readiness Department, both reporting to Captain Cindy Thebaud.

5. Action. Each direct report and staff assistant shown in enclosure (1) will submit an organizational chart for approval by the Superintendent no later than 30 September 2006. Each will also provide updated Duties, Responsibilities, and Authority for inclusion in an update no later than 30 October 2006. The Deputy Superintendent/Chief of Staff will coordinate format, submission, approval, and promulgation.

6. I ask that all hands cooperate to the maximum extent possible as we adjust our senior leadership organization to best face the challenges and seize the opportunities just ahead.

RODNEY P. REMPT
Superintendent
United States Naval Academy

Distribution:
Senior Leadership Team
Division/Department Heads
Cost Center Head

U.S. Naval Academy Organization

VADM R. P. Rempt

15 Aug '06

Date

Personal Staff
Executive Assistant
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Flag Lieutenant
Flag Supply
Special Assistant

Superintendent

Special Assistants
Staff Judge Advocate
Public Affairs Officer
External Affairs Assistant
Protocol Officer
Command Evaluation
Director IR
Senior Chaplain
Sexual Assault Response Coordinator
Equal Employment Opportunity Officer

Deputy/ Chief of Staff

- Deputy for Finance and CFO
- Commandant Of Midshipmen
- Academic Dean and Provost
- Director of Athletics
- Dean, Center for Ethical Leadership
- Dean, Institutional Assessment & Strategic Planning
- Dean of Admissions
- Deputy for IT and CIO

- CO NSA
- CO NAPS
- Director Special Events
- Administrative Officer
- Personnel Officer
- CO Naval Medical Clinic