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(d) USNAINST 5420.33C

(e) 10 U.S.C §8452

(f) American Association of University Professors 1940 Statement of Principles on Academic Freedom and Tenure with 1970 Interpretive Comments

(g) SECNAVINST 3900.39E CH-1

(h) 32 CFR 219

(i) ACDEANINST 5370.4D

(j) 5 CFR 2635

(k) 32 CFR 721.18

(l) DoD 5500.07-R, The Joint Ethics Regulation (JER), November 2011

(m) American Association of University Professors Statement on Professional Ethics, 2009

(n) ACDEANINST 5370.3A

(o) USNAINST 5354.1C

(p) ACDEANINST 4001.2

(q) 31 CFR 1353

(r) ACDEANNOTE 12451

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(t) ACDEANINST 12550.1

(u) PROVOSTINST 5314.1D

(v) PROVOSTINST 12335.1B

(w) USNAINST 124300.4B

(x) ACDEANINST 5370.3C

(y) ACDEANINST 3920.3A

(z) ACDEANINST 12300.1

(aa) PROVOSTINST 1520.2D

(bb) ACDEANINST 5450.1E

(cc) OPNAVINST 1520.40C

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(ee) 10 U.S.C.8452

(ff) USNAINST 12831.1B

(gg) USNAINST 5060.5H

(hh) DON CHRM, DON Civilian Human Resource Manual

(ii) ACDEANINST 12630.3I

(jj) ACDEANINST 1531.80B

(kk) ACDEANINST 1531.51D

(ll) ACDEANINST 1531.34B

(mm) USNAINST 1531.51B
 (nn) ACDEANINST 1531.68C
 (oo) USNAINST 1560.3G
 (pp) USNAINST 1520.2AB
 (qq) USNAINST 1531.39
 (rr) USNAINST 1552.3E
 (ss) USNAINST 12610.4F
 (tt) COMDTMIDNINST 1610.2L
 (uu) USNAINST 1610.3M
 (vv) COMDTMIDNINST 1531.5S
 (ww) ACDEANINST 3920.1P
 (xx) USNA/ACCINST 5530.2A
 (yy) USNAINST 5218.3E

Encl: (1) United States Naval Academy Faculty Handbook

1. Purpose. To authorize the United States Naval Academy (USNA) Faculty Handbook as one source of governing guidance for the dissemination of policy and information for faculty at the United States Naval Academy.
2. Background. This handbook will familiarize faculty with the Naval Academy and discuss the role of a faculty member. The Naval Academy's history, mission, and administrative procedures affecting faculty are discussed, and include specifics regarding appointment, promotion, salary, and tenure.
3. Applicability. This instruction applies to all faculty, permanent and temporary, military and civilian, at USNA.
4. Discussion. Naval Academy faculty members are expected to support the mission of the Naval Academy in all its moral, mental, and physical dimensions. The USNA's academic program is organized to provide all midshipmen with an education of the highest quality. The foundation of that education is a core curriculum that prepares each graduate for service as a junior officer in the naval operating forces. Beyond that, midshipmen choose an academic major reflecting their interests and abilities, as well as the needs of the naval service. Together, the academic core and the majors program help provide our nation with well-rounded, well-educated officers able to lead the nation's Navy and Marine Corps in the 21st century. Achieving that goal demands exceptional faculty and exceptional students.
5. Records Management. Records created as a result of this notice, regardless of format or media, must be maintained and dispositioned for the standard subject identification codes (SSIC) 1000 through 13000 series per the records disposition schedules located on the Department of the Navy/Assistant for Administration (DON/AA), Directives and Records Management Division (DRMD) portal page at <https://portal.secnav.navy.mil/orgs/DUSNM/DONAA/DRM/Records-and-Information-Management/Approved%20Record%20Schedules/Forms/AllItems.aspx>.
6. Policy. All policy is set forth and shall be adhered to in accordance with enclosure (1).
7. Action. The Academic Dean and Provost (ADP) is responsible for maintaining policy, guidance, and all other matters concerning faculty at USNA.
8. Review and Effective Date. Per OPNAVINST 5215.17A, (instruction sponsor) will review this instruction annually on the anniversary of its effective date to ensure applicability, currency, and consistency with Federal, DoD, SECNAV, and Navy policy and statutory authority using OPNAV 5215/40 Review of Instruction.
9. Cancellation. ACDEANINST 5400.2A



A. T. PHILLIPS

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<https://www.usna.edu/Academics/Provost/Rules-Regulations/Instructions.php#INST4000>

**UNITED STATES NAVAL ACADEMY
FACULTY HANDBOOK**

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CHAPTER 1 - HISTORY, MISSION, OBJECTIVES, AND ORGANIZATION

100. History. The U.S. Naval Academy (USNA) was founded as the Naval School in Annapolis on October 10, 1845, by George Bancroft, a prominent 19th century educator and historian who served as Secretary of the Navy during the presidency of James K. Polk. Prior to 1845, most of a midshipman's training was conducted aboard ship with supplemental preparation at various schools ashore. The first Superintendent of the Naval School was Commander Franklin Buchanan. His faculty consisted of four officers and three civilian professors. The course of instruction at the USNA initially required five years, the first and last years at Annapolis, and the intervening three years at sea. In 1850, the school at Annapolis was designated as the U.S. Naval Academy and the Academy Board of Visitors (BOV) was established. In 1851, the Secretary of the Navy changed the graduation requirement to four consecutive years of instruction at the Naval Academy, in addition to two years of training at-sea prior to commissioning.

In 1912, Congress reduced the requirement to a total of four years at Annapolis prior to commissioning, including summer at-sea training. Receipt of this welcome news prompted the Class of 1912 to throw their midshipman caps in the air at graduation and started a now familiar tradition at the end of each graduation and commissioning ceremony.

During the Civil War, the midshipmen were moved to Newport, Rhode Island. Classes resumed at Annapolis after the war, and the curriculum began to reflect the Navy's transition from sail to steam.

While serving at the Academy as an officer-instructor in the late 1870s, Albert A. Michelson, Naval Academy Class of 1873, generated the first usable results from his now-renowned efforts to measure the speed of light. The line of sight set by Michelson during this experiment passed through an area now occupied by Michelson and Chauvenet Halls, the Academy's science and mathematics buildings. In 1907 Michelson became the first American scientist awarded the Nobel Prize in science. Later, Albert Einstein noted the considerable debt he owed Michelson in the development of his theory of relativity.

In the first years of the 20th century, the historical buildings now surrounding the central Yard were completed according to the Beaux Arts design of architect Ernest Flaggy.

During World War I, an increase in the number of congressional appointees drove the size of graduating classes to about 500. The course of study during the war was shortened to three years, and five groups of naval reserve officers, about 500 men each, were trained at the Naval Academy.

Between the two World Wars, technological advances in the naval profession prompted major changes in the curriculum and facilities. In 1930, the Naval Academy received its first institutional accreditation, by the Association of American Universities. In 1947 institutional accreditation shifted to the Middle States Commission on Higher Education.

In 1933 Congress authorized the Superintendent to confer the degree of Bachelor of Science, beginning with the Class of 1931, and expanded the award of the bachelor's degree to all living graduates in 1939. Ward Hall

was completed in early 1941, originally the home of the Ordnance and Gunnery Department, it now houses the Information Technology Service Division. During World War II, summer studies were added and the curriculum was again shortened to three years. Graduating classes increased from about 400 (Class of 1941) to over 1,000 (Class of 1946), and the size of the Brigade grew from fewer than 2,000 to over 4,000 midshipmen. Over 3,000 reserve midshipmen and officers also trained at the Academy during the war.

Wesley A. Brown, the first African-American midshipman to graduate and be commissioned, was a member of the Class of 1949. Wesley A. Brown Field House is named in his honor. Women were appointed to the Academy for the first time in 1976 when 81 entered with the Class of 1980. Currently, women make up approximately 30% of the Brigade of Midshipmen. Today, the Brigade includes more than 4,400 U.S. midshipmen, and as many as 60 midshipmen from foreign nations. Recent class sizes comprise roughly 1,185 midshipmen at entry and about 1,050 at graduation.

Prior to 1958, the Naval Academy depended on its own entrance examination to determine scholastically qualified candidates. Since 1958, the Academy has relied on the "whole person" evaluation system to assess candidates applying for entrance to the Naval Academy.

Although the Naval Academy offered separate courses of instruction for engineering and line officers in the late 19th century, the Naval Academy's curriculum was largely common and prescribed for the first hundred years. The first significant departure in the modern era from a fixed curriculum for all occurred in 1959. In that year, elective courses, validation (placement and/or credit for prior work), and course overload for especially capable students became available. The Trident Scholar Program, a year-long independent research project for highly qualified first class (senior) midshipmen, began in 1963, and the Academy's long-standing 4.0 numerical marking system gave way to letter grades. The senior civilian positions of Academic Dean and Dean of Admissions were established in 1964.

In 1964, further changes in the core curriculum reduced the number of required courses; for the first time every midshipman could now pursue an area of individual academic interest in depth through an elective six-course minor. This enabled a number of midshipmen to achieve majors through validation and overloads. Additional changes during the 1969-70 academic year reduced the number of required courses still further, and completion of an academic major became a graduation requirement for every midshipman. Currently 26 academic majors are offered at the Naval Academy.

Numerous improvements in the physical plant took place during the 1950s and early 1960s: Halsey Field House was completed, Navy-Marine Corps Memorial Stadium was constructed with privately donated funds, two new wings were added to Bancroft Hall, and Mitscher Hall was completed, providing a new auditorium. In 1959, the Academy added 53 more acres by filling Dewey Basin and extending Farragut Field. This most recent expansion of the Yard provided land for new athletic fields and buildings, and capped a series of increments over the years that brought Fort Severn's original nine acres up to some 338 acres. The Naval Academy became a National Historic Landmark in 1963.

Renovation of the six older wings of Bancroft Hall, completed in 1965, marked the beginning of an accelerated, Yard-wide construction and rehabilitation program during the 1960s and 1970s. Major academic facilities, designed by John Carl Warnecke in this first major expansion since Ernest Flagg's plan shaped the central Yard at the turn of the 19th century, included Michelson and Chauvenet Halls, which house the science and mathematics departments and were completed in 1968; Nimitz Library, completed in 1972; and Rickover Hall, an engineering classroom and laboratory complex, completed in 1975. Lejeune Hall, containing primarily swimming and wrestling facilities, was finished in 1982. The final component of the Warnecke master plan, Alumni Hall, a 6,000-seat activities center, was dedicated in 1991. Nearly thirty years after its last comprehensive overhaul, renovation of Bancroft Hall began in 1994 and proceeded at the pace of one wing per year through 2002. Memorial Hall, Smoke Hall, and King Hall subsequently underwent overhaul, with completion of all Bancroft Hall renovation projects in 2008. A new Jewish Chapel and Chaplain's Center were dedicated in September 2005. The newest Academic building, Hopper Hall, was named in honor of ADM Grace Hopper, and was dedicated in October of 2020 providing state-of-the-art cyber and engineering spaces.

Comprehensive renovation of existing academic facilities began during the 1970s and early 1980s: Sampson Hall, home of the English and History Departments, in 1970; Maury Hall, containing the Electrical Engineering Department and the Weapons and Systems Engineering Department, in 1976; Luce Hall, housing the Division of Professional Development, in 1978; and MacDonough Hall, containing a swimming pool and additional athletic facilities, in 1984. Paralleling the refurbishment of Bancroft Hall, the academic facilities starting in 1999 underwent their first recapitalization in thirty years. This extensive project began with the renovation of Sampson and Mahan Halls in 1999. Maury Hall was renovated in 2000 followed by Luce Hall in 2003 and then Michelson/Chauvenet complex in 2005. The Robert Crown Sailing Center was renovated and expanded in 2004. Current projects include the refurbishment of Nimitz Library and Rickover Hall.

In 1971, the Academy started an initial drive to accept funds from alumni and friends through the Naval Academy Memorial Fund to provide additional recreational facilities for midshipmen and their guests. Several long-needed facilities were added: the Robert Crown Sailing Center, headquarters for the Academy's sailing program and home of the Intercollegiate Sailing Hall of Fame; and an air-conditioned midshipman activity center in Dahlgren Hall.

101. Mission, Objectives, and Policy.

a. Mission. To develop midshipmen morally, mentally and physically and to imbue them with the highest ideals of duty, honor and loyalty in order to graduate leaders who are dedicated to a career of naval service and have potential for future development in mind and character to assume the highest responsibilities of command, citizenship and government. The institutional vision is to be the premier leadership and educational institution for developing naval officers who will preserve peace and prevail in conflict.

b. Objective. The objective of the Naval Academy since its inception at Annapolis in 1845 is the education and leadership development of career officers for the Navy and Marine Corps. The Naval Academy not only provides a sound education, but also requires a demanding four-year program of physical and military professional training. The life of a midshipman is a disciplined, military experience, and leader development receives special attention.

c. Policy. Reference (a) summarizes the most current policy of the Secretary of the Navy concerning the Naval Academy. In addition, the Secretary of Defense has delegated to the Secretary of the Navy, in reference (b), significant responsibilities of oversight and annual assessment of the Naval Academy and the Naval Academy Preparatory School. Regarding the Navy's focus on providing a strong technical program of study, in 2007 the Chief of Naval Personnel stated that "effective in fall 2009 for the Class of 2013, USNA will ensure a minimum of sixty-five percent (65%) of Navy option midshipmen complete a technical degree program before receiving a Navy commission."

102. Accreditation. The Naval Academy is accredited by the Middle States Commission on Higher Education (MSCHE), 1007 North Orange Street; 4th Floor, MB #166; Wilmington, DE 19801, www.msche.org. MSCHE is an agency recognized by the U.S. Secretary of Education and the Council on Higher Education Accreditation (CHEA). The initial accreditation of the Naval Academy by the Middle States Association occurred in 1947. The most recent periodic accreditation visit took place in March 2016, and the Academy's accreditation was affirmed by the Middle States Commission in June 2016. Additionally, all nine engineering majors, three computing majors are accredited by ABET. The chemistry major is accredited by the American Chemical Society.

103. Organization. The Academy is directed by the Superintendent, who reports directly to the Chief of Naval Operations. The Naval Academy Organization Manual, reference (c), provides details on the organizational structure of the Naval Academy and outlines responsibilities and authorities. The Superintendent's principal assistants include the following:

a. Commandant of Midshipmen. A senior line officer of the Navy or Marine Corps qualified for major operational command, leads the Brigade of Midshipmen and directs the military and professional training of the Brigade. The commissioned officers assigned to the Commandant and midshipman officers in the Brigade of Midshipmen lead and oversee officer training and development of midshipmen in the Academy's four-year immersion learning environment. The Directors of the Division of Professional Development, the Division of Leadership Education and Development, the Deputy Commandant, and the Medical, Dental, and Midshipman Supply Departments also report to the Commandant of Midshipmen.

b. Provost. Principal assistant to the Superintendent in all matters relating to the academic program and faculty, both civilian and military. The Deans of the School of Engineering and Weapons, the School of Humanities and Social Sciences, the School of Mathematics and Science report to the Provost. In addition, the Directors of the Division of Professional Development and of the Division of Leadership Education and Development

report to the Academic Dean for curricular matters. The Provost has several principal assistants: the Vice Provost, Associate Provost for Finance and Military Affairs, Associate Provost for Academic Affairs, Associate Provost for Planning and Assessment, Dean of Information Services and Library Director, Dean of Faculty Development, and Dean of Research. The Provost, or their principal assistants, also oversee the Academic Center, the Registrar, the Center for Regional Studies, the Center for Cyber Security Studies, the International Programs Office, and the Naval Academy Museum.

c. Dean of Admissions. Oversees all issues related to admissions and directs the activities of the Director of Admissions.

d. Director of Athletics. Oversees the physical education and training of midshipmen, heads the Naval Academy Athletic Association, and supervises the Academy's intercollegiate and club athletics programs.

e. Deputy for Finance and Chief Financial Officer. Responsible for gaining, managing, and distributing resources needed by Naval Academy organizations to accomplish their mission, including funding of civilian and military personnel.

f. Deputy for Information Technology and Chief Information Officer. Establishes, implements, and supports policy and standards necessary to provide information technology products and services to all IT users at the Naval Academy. The Director is responsible for developing the appropriate infrastructure to meet the institution-wide IT requirements of Naval Academy midshipmen, faculty and staff.

g. Director of the Vice Admiral James B. Stockdale Center for Ethical Leadership. Chairs the Leadership Excellence Council and is responsible for the alignment and integration of leadership, character, and ethical development programs. Additionally, the Director serves as an adviser to the Superintendent regarding the moral development portion of the Naval Academy mission and the programs of the Stockdale Center.

h. Chief Diversity Officer. Serves as the Superintendent's principal adviser on diversity management, which consists of policies and practices to effectively manage diversity, and foster inclusion among organizational stakeholders where all individuals are valued, engaged, treated fairly and respectfully, and have equitable access to opportunities and resources. The Diversity Office provides active support of programs designed to attract, retain, and promote a diverse workforce.

i. Command Master Chief. Most senior enlisted rank at the Academy. The CMC serves as a bridge between the enlisted sailors and the commanding officers above them, and is responsible for keeping the Superintendent aware of and informed about sensitive and current issues affecting the command.

j. Commanding Officer, Naval Academy Preparatory School (NAPS). Responsible for the operation of the school located in Newport, Rhode Island. NAPS offers a ten-month college preparatory course to several hundred students each year. Nearly all students attending NAPS are candidates for admission to the Naval Academy, and the mission of NAPS is to strengthen the academic background of these prospective midshipmen.

k. Director of Institutional Research. Serves as staff assistant to the Superintendent for the collection, analysis, and dissemination of research data and information regarding candidates, midshipmen, and graduates of the Naval Academy. Provides research and analysis to support institutional planning, policy formulation, and decision-making.

l. Boards. Boards and organizations important to the functioning of the Naval Academy include:

(1) The Naval Academy Board of Visitors (BOV) consists of four members of the U.S. Senate, five members of the U.S. House of Representatives, and six members at large designated by the President of the United States. Congress has chartered the BOV in Title 10, U.S. Code, to inquire into the state of morale and discipline, the curriculum, instruction, physical equipment, fiscal affairs, academic methods, and other appropriate matters at the Naval Academy. The Board submits an annual report containing its views and recommendations to the President of the United States. The Superintendent's Flag Secretary serves as secretary to the Board of Visitors.

(2) The Academic Board, chaired by the Superintendent, prescribes policies concerning the course of instruction, and acts on all cases of academic, physical, and aptitude deficiency, subject to Department of the Navy policy. The other members of the Academic Board include the Provost, Commandant of Midshipmen, and those Division Directors and School Deans responsible for instruction of midshipmen.

(3) The Naval Academy Faculty Senate was established in 1993. Departments, Schools, and Divisions elect faculty senators, who may be either civilian or military members of the teaching faculty. The members of the Faculty Senate provide the Superintendent and the Provost with informed and prudent advice on all matters relating to the academic mission of the Naval Academy. Reference (d) provides the Charter of the Faculty Senate; an up-to-date version of the Senate's By-Laws is available on the Naval Academy's website. All actions of the Faculty Senate are advisory.

m. Advisory Committees. Additionally, a number of standing advisory committees and boards exist at the Academy and are announced by annual Naval Academy Notice. Additional ad hoc committees are formed as required to deal with special problems. Faculty members serve on many of these bodies.

104. United States Naval Academy Midshipmen Attributes and Code of Ethics for Government Service.

a. Midshipman Attributes. We accomplish our mission by graduating midshipmen who are warriors ready to meet the demands of a country at war or at peace. Our graduates are:

- (1) **SELFLESS** - Places the needs of the Nation, the Navy, peers, and subordinates before personal recognition or reward.
- (2) **PROFESSIONAL** - Dedicated to the profession of arms, traditions and values of the Naval Service, and the constitutional foundation of the United States of America.

- (3) **INCLUSIVE** - Fosters a respectful environment in which diverse experiences, perspectives, and knowledge are sought out, valued, and leveraged.
- (4) **RESILIENT** - Possesses the toughness, grit, and perseverance to withstand and recover quickly from difficult conditions.
- (5) **ADAPTABLE** - Recognizes, assesses, and understands new conditions, ideas, environments, and cultures and makes appropriate adjustments to succeed.
- (6) **LEARNED** - Broadly educated in academic and professional fields with focused disciplinary knowledge that enables the application of skills in complex and changing conditions through a lifetime of learning.
- (7) **COURAGEOUS** - Possesses the moral, mental, and physical strength to do that which is right, with determination, even in the face of temptation or adversity.
- (8) **HONORABLE** - Does what is right; conducts oneself in the highest ethical manner and is accountable for one's professional and personal behavior.
- (9) **ARTICULATE** - Clearly conveys ideas and specialized information through written and spoken word.
- (10) **INNOVATIVE** - Thinks critically to find and develop creative solutions for an increasingly complex world.

b. Code of Ethics for Government Service. Any person in Government services should:

- (1) Put loyalty to the highest moral principles and to country above loyalty to persons, party, or Government department.
- (2) Uphold the Constitution, laws, and regulations of the United States and of all governments therein and never be a party to their evasion.
- (3) Give a full day's labor for a full day's pay; giving earnest effort and best thought.
- (4) Seek to find and employ more efficient and economical ways of getting tasks accomplished.
- (5) Never discriminate unfairly by the dispensing of special favors or privileges to anyone, whether for remuneration or not; and never accept, for himself or his family, favors or benefits under circumstances which might be construed by reasonable persons as influencing the performance of his governmental duties.
- (6) Make no private promises of any kind binding upon the duties of office, since the Government employee has no private word which can be binding on public duty.
- (7) Engage in no business with the Government, either directly or indirectly, which is inconsistent with the conscientious performance of his governmental duties.

(8) Never use any information gained confidentially in the performance of governmental duties as a means of making private profit.

(9) Expose corruption wherever discovered.

(10) Uphold these principles, ever conscious that public office is a public trust.

CHAPTER 2 - WORKING AT THE NAVAL ACADEMY: IMPORTANT RULES

200. Regulations and Instructions. The foundation for the Superintendent's authority to employ civilians as members of the faculty is Title 10, U.S. Code, Article 6952, reference (e). Hired not simply as classroom instructors, but to support the Naval Academy's comprehensive mission to develop officers for the Navy and Marine Corps, each faculty member has a commitment to the professional training of midshipmen and the enforcement of regulations. Military discipline, appearance, and courtesies, in particular, are essential elements of every aspect of life at the Academy, including the classroom.

201. Chain of Command. The chain of command is a fundamental organizing principle for the U.S. Armed Forces, part of life in the U.S. Navy and Marine Corps, and is observed at the Naval Academy. The chain of command for faculty members leads through the Department Chair, the School Dean or Division Director, and the Provost, to the Superintendent. Faculty members may arrange appointments directly with the Provost and the Superintendent, but should be mindful to keep the chain of command informed.

202. Military Uniform. Uniforms and grooming standards for military personnel are prescribed by the Superintendent.

203. Civilian Dress. Proper civilian attire is expected in the classroom and other professional environments. For men, this is a coat and tie; women members of the faculty should dress comparably. The terms "informal" and "casual" are often used on invitations to social events and ceremonies. Civilian Informal dress means a dress or a pantsuit for women, and coat and tie for men. Casual dress connotes sports or easy attire; for men this usually means slacks and an open-collared shirt; for women, slacks or skirt with a blouse.

204. Attendance at Academic Functions. Members of the faculty are expected to attend faculty meetings and to take part in academic processions, particularly at graduation and commissioning ceremonies.

205. Appointment, Pay, Promotion, and Tenure. Authority to appoint, re-appoint, promote, and tenure the civilian faculty in a system that closely parallels similar models at the nation's finest academic institutions originated in 1936 when the Secretary of the Navy approved a promotion and tenure system in order to "secure and retain for the civilian staff, teachers distinguished for scholarship and ability" (See "Policy Regarding Pay, Promotion, and Tenure of Office of Civilian Members of the Faculty ... at the United States Naval Academy and Postgraduate School", 27 April 1936). Additional specific information regarding these topics can be found in Chapter 3 entitled "Your Career as a Faculty Member: Appointment, Re-Appointment, Pay, Tenure, and Promotion."

206. Academic Freedom and Responsibilities. The Naval Academy subscribes to the American Association of University Professors 1940 Statement of Principles on Academic Freedom and Tenure with 1970 Interpretive Comments, reference (f).

207. Research Involving Human Subjects or the Data about Them.

a. Determination. Every year many Naval Academy and Naval Academy Preparatory School faculty and staff engage in research activities associated with the education and training of midshipmen at the U.S. Naval Academy and the midshipman candidates at the Naval Academy Preparatory School (NAPS). When human subjects or their personal data are involved, these research activities are carefully controlled by federal law and regulation. As defined in federal regulations and as used in the Secretary of the Navy instruction on human subject research, reference (g), research is construed broadly: it includes not just the range of research activities traditionally associated with scholarly work, but also data collection activities associated with assessment and evaluation for assessment and program improvement. For official determinations and other inquiries contact the Human Research Protection Program (HRPP) Office at hrppoffice@usna.edu or (410)-293-2513.

b. Compliance. Guided by the requirements of reference (g), the Naval Academy is responsible for complying with all applicable federal, state, and local laws relating to the protection of human subjects participating in research conducted at or under the auspices of the USNA. As part of the compliance procedure, the Naval Academy has established an Institutional Review Board (IRB) that reviews and recommends for approval to the Superintendent human subject research conducted under the jurisdiction of the Naval Academy. Course evaluations and Student Opinion Forms are not considered research with human subjects and instructors are not required to submit a protocol for review to the USNA IRB, under the Code of Federal Regulations (32 CFR 219), reference (h). It is understood that course and instructor evaluations are for internal use only and are not intended for external distribution, presentation, or publication. No identifiable information may be collected on the course evaluations or student opinion forms. If an instructor plans to add additional questions that are outside the scope of the course assessment, or if an instructor plans to publish the results derived from class surveys or focus groups, the instructor must contact the Human Research Protection Program (HRPP) office before proceeding.

c. IRB Review Process. Consistent with the Assurance approval, all projects that directly or indirectly involve human subjects or private data about them - whether or not identifying information has been removed - must be independently reviewed via the Academy's IRB process. At the conclusion of the review, the IRB forwards a recommendation regarding approval or disapproval of the proposed project to the Superintendent. The Superintendent, who has been designated as the Naval Academy's single approval authority, may approve proposed human subject research activities that have been forwarded by the Academy's IRB with an affirmative endorsement.

d. Negative Endorsement. Proposed research that receives a negative endorsement via the Academy's IRB process may not be approved by the Superintendent and the research may not be conducted at USNA or at NAPS.

e. Starting Research. No human subject research activity on a proposed project (including the solicitation of study participants, distribution of informed consent forms, data collection, data analysis, etc.), may begin until the principal investigator receives written notification of (1) the

affirmative endorsement of the protocol via the Academy's IRB process and (2) the Superintendent's approval to begin the proposed project.

f. Policy. All projects conducted by Naval Academy midshipmen, faculty, staff, or administrators that involve human subjects and/or private data about them must, without exception, be reviewed via the Academy's IRB process. Under no circumstance may the principal investigator (PI) or anyone in the PI's chain of command make an independent judgment on the applicability of the Academy's IRB review and approval process to a proposed project that directly or indirectly involves human subjects or private data about them. Similarly, in no case may the project be submitted directly to the Superintendent for an approval.

g. Human Research Protection Program (HRPP). The Naval Academy has formally established a Human Research Protection Program (HRPP). The Director of the HRPP office reports directly to the Superintendent, coordinates the daily activities of the HRPP office with the Provost, and works closely with the Academy's IRB.

h. HRPP Policy. The Academy's HRPP policies and procedures apply regardless of the source, type (direct, reimbursable, or gift) or level of funding of the research; whether the research is conducted at the Naval Academy or at non-USNA facilities but with USNA involvement; whether the research uses any institutional or DON resources, facilities or assets; whether the research is subject to any other federal regulations; and whether the research uses identified or de-identified data about human subjects. In addition, the HRPP policies and procedures apply regardless of the program, research or study title; the nature of the research (e.g., behavioral, biomedical, etc.); the security classification of the research; or the source of the request or directive to conduct the research or study.

i. HRPP Information. All faculty, staff, and administrators at USNA and at NAPS must be aware of HRPP policies and procedures of the Naval Academy. Information on these policies and procedures, as well as guidance on the submission of a project protocol to the Academy's IRB, can be obtained by contacting the HRPP Office at HRPPoffice@usna.edu.

208. Additional Employment. An employee shall use official time in an honest effort to perform official duties. Outside activity, to include additional employment, may not conflict with the employee's official duties and may only be performed during authorized periods, off-duty hours or while in a leave status. Faculty members should seek official approval prior to commencing outside employment and are responsible for keeping their chain of command informed of any outside employment, reference (i) applies. Additional guidance on outside employment may be found in the Code of Federal Regulations at 5 C.F.R. § 2635.802 and § 2635.803, reference (j).

209. Honorarium.

a. Acceptance. A faculty member may accept payment of an honorarium for teaching, speaking, or writing that is unrelated to his or her official duties where the product was not prepared or presented during working hours or within their official duties as a government employee. Under 5 C.F.R. § 2635.807, reference (j), a government employee may not use his or her public office for private gain. There is a restriction against acceptance of

compensation from a non-Federal source for teaching, speaking, or writing when:

(1) The activity is undertaken as part of the employee's official duties; or

(2) The invitation was extended because of the employee's official position rather than his/her expertise;

(3) The invitation is from a person whose interest may be affected by the employee's official duties;

(4) The presentation is based on nonpublic information;

(5) The topic deals with the employee's current duties or those during the previous year, or the topic deals with a policy, program, or operation of the employee's agency.

b. Gift of Travel Request. If a faculty member is offered an honorarium, the amount should be noted on a gift of travel request found on the Naval Academy website at <http://intranet.usna.edu/SJAEthics/Gifts%20of%20Travel.php>, and routed through the recipient's chain of command to the Superintendent for approval.

210. Code of Ethics.

a. Bedrock Standards of Conduct and Code of Ethics for Government Service. Naval Academy faculty members, as federal civil employees and uniformed members of the United States Armed Forces, must adhere to the Bedrock Standards of Conduct for Department of the Navy Personnel, reference (k), and the Code of Ethics for Government Service, reference (l).

b. Statement of Professional Ethics. The Naval Academy supports the "Statement on Professional Ethics", reference (m), provided by the American Association of University Professors. This complete statement and other substantive AAUP policy statements may be found on the AAUP organization website, <http://www.aaup.org>. Of particular note:

(1) Reference (n) "requires members of the academic community [to] act in ways that will avoid any conflict of interest or the appearance of a conflict of interest."

(2) The Naval Academy is an equal opportunity employer. The Academy has established and supports a Command Managed Equal Opportunity (CMEO) program that ensures equitable treatment of all personnel. Reference (o) contains details.

211. Travel.

a. Funding. The Naval Academy sets aside funds supporting and promoting faculty professional growth and development through attendance at and participation in professional meetings and related scholarly activities.

Funding is competitive, and active faculty participation in professional meetings - for example, presenting a paper, chairing a professional discussion, organizing a poster session - normally is expected for funded faculty travel. Academic department chairs are responsible for the allocation of most of these funds. The Director of Teaching and Learning and the Director of Research and Scholarship supplement departmental resources through a centrally managed Faculty Development Fund, when other travel funds are depleted. Reference (p) describes the Faculty Development Fund.

b. Authorization. Funded faculty travel normally requires written authorization ("official orders"), in accordance with Department of Defense regulations. Common carrier transportation is the rule: bus or rail for short trips, air transportation (tourist or economy class) for longer trips. Travel by privately-owned automobile is possible when advantageous to the government, and may be reimbursed in accordance with the terms of the travel orders. A faculty member may be directed to stay in government facilities when available. Brief personal leaves of absence, approved by a supervisor, may be taken in conjunction with official travel and temporary duty assignments.

c. Gift of Travel. A faculty member may accept, on behalf of the Naval Academy, a travel payment from a non-Federal source to attend a meeting or similar function if the faculty member will be traveling on official orders, the function will take place away from the Naval Academy, the travel is determined to be in the best interest of the Government, the non-Federal source is not disqualified due to a conflict of interest, and acceptance of the gift has been approved by the Superintendent. All faculty members offered a gift of travel shall submit a gift of travel request to the Superintendent via their chain of command and the Staff Judge Advocate at least 7 to 10 working days before the expected date of travel. Upon approval by the Superintendent, payments of gift of travel shall be made in kind or by check or similar instrument made payable to the U.S. Treasury. Faculty members, and their spouses, may not accept cash payments on behalf of the Government. Additional guidance on gifts of travel may be found at 5 C.F.R. § 2635.203, reference (j) and 31 U.S.C. § 1353, reference (q).

212. Talking with the Press.

a. Policy. The Naval Academy includes an impressive group of subject matter experts, military and civilian, who are able to help the media explain newsworthy events to the American people. One of the goals of the Naval Academy's Public Affairs Office is to keep media representatives informed of the remarkable expertise within the Naval Academy professoriate and channel queries to the right faculty member. At the same time, faculty members and media representatives must keep in mind - and keep clear - the perspective from which members of the faculty are speaking when talking with the press. As federal civil servants, they should make clear when they are speaking from their professional academic perspective, or their personal perspective as an American citizen; they should refrain from speaking as a representative of the Naval Academy, the Navy, the Department of Defense, or the U.S. Government, except when specifically authorized to do so. The Naval Academy Public Affairs Office is available to assist in clarifying these perspectives with media representatives - and following up if necessary - in order to avoid incorrect impressions in public media. Before

speaking with the media, call the Public Affairs Office so that they are aware of likely media coverage and can provide possible assistance.

b. Resources. The Public Affairs Office assists the surrounding community with a Speakers' Bureau and maintains a current file of faculty available to talk on a variety of subjects to local and regional groups. For information concerning any of these public affairs programs, please contact the Public Affairs Officer at 410-293-1521; the Media Relations Branch at 410-293-2292; or the Community Relations Branch (for Speakers' Bureau information) at 410-293-1527. The Public Affairs Office is located in the Administration Building, 121 Blake Road.

213. Professional Relationships. Professionally conducted interactions between the faculty and midshipmen outside the classroom consistent with the mission of the Naval Academy are strongly encouraged. Examples include: attendance at Academy athletic and social functions, service as officer or faculty representative to a team or club, and participation in the Midshipman Sponsor Program. Dating or romantic relationships between members of the faculty and midshipmen are strictly prohibited. Such relationships violate the professional ethics of educators and of military officers, and will not be tolerated.

214. Guest Presentations at the United States Naval Academy. As an institution of higher education and as one of the nation's foremost sources of naval service officers, the Naval Academy often hosts guest speakers or performers to explore significant issues and questions of enduring concern. These guests serve to stimulate, sharpen, and inform the thinking of midshipmen, and the Academy should continue to select these guests with its accustomed responsibility and sensitivity.

a. Presentations. The Naval Academy holds itself to the highest standards, and the benefits of hosting any guest must be measured against the institution's values and character, as well as the potential for the intellectual growth of midshipmen. In keeping with the Naval Academy mission to develop midshipmen morally and to nurture their potential for future development in mind and character, guest presenters ideally would challenge midshipmen's preconceptions and provide them with fresh perspectives. At the same time, there are important responsibilities that accompany this ready exchange of ideas. Presentations should relate to topics and issues relevant to Academy classes or forums; they should not be bizarre or irrelevant. Presenters should be accurate, and exercise appropriate restraint and respect for the opinions of others. Guests represent themselves as individuals; they are not representatives of the Naval Academy. But since the public may judge the Academy in light of a guest's utterances, it is our responsibility to avoid those speakers who would exploit the Academy's stature and prestige to advance their own political agendas.

b. Review and Exclusion. Consequently, invitations to presenters should be informed by a review of the guest's previously expressed positions, a review that considers the potential guest's early, and most recent career. When appropriate, Academy faculty and staff can provide midshipmen with interpretive contexts to aid them in understanding and analyzing presentations. Finally, the Academy may occasionally exercise its

prerogative to exclude the general public from some presentations intended only for the midshipmen, faculty and staff.

c. Responsibility. The U. S. Naval Academy belongs to the people of the United States. The Academy's rich history and traditions have been purchased by the sacrifices of its graduates for more than 175 years. Those of us who serve at the Academy are the stewards of that history and tradition, and it is our duty to preserve the spirit of dignity and inquiry embodied in that heritage.

**Chapter 3 - YOUR CAREER AS A MEMBER OF THE FACULTY: APPOINTMENT,
RE-APPOINTMENT, PAY, PROMOTION, AND TENURE**

300. Background. Much of Chapter III pertains to civilian faculty members at the Naval Academy. Military faculty members who have an earned doctorate and who wish to apply for advanced academic rank also should consult pertinent sections - especially sections 9 and 10 - of this chapter.

301. Introduction. Since the Naval Academy was established in 1845, there has been a firm understanding that a significant portion of its faculty would be selected from among the nation's best civilian professional educators, and that these educators would provide the measure of academic excellence and the continuity needed to maintain the Academy as the leading source of officers for the sea services. This model has served the Academy and the nation well for more than 175 years. Our ability to continue this enviable record of service depends directly on the talents of the faculty and how effectively those talents serve the mission of the institution. The duties of faculty members and the specific qualities expected of them in support of the Naval Academy mission are summarized in this chapter, in reference (r), reference (s), reference (t), and on the Naval Academy website at <http://www.usna.edu/Academics/Faculty-Information/Faculty-Performance-Expectations.php>.

a. Excepted Service Faculty and Staff Appointments. Civilian members of the faculty and staff with significant instructional responsibilities may be appointed by the Superintendent or Provost, in the excepted service, as authorized by Title 10, U.S. Code, Section 6952, and Title 5, Code of Federal Regulations (CFR) Section 5102. The CFR specifically assigns the Faculty of the USNA to Schedule A of the Excepted Service. Schedule A is defined as a position other than those of a confidential or policy-determining character for which there is no qualification examination. USNA faculty and staff positions are assigned to the AD pay schedule and are placed in the General Education and Training Occupational Series, 1701. Under Schedule A, Excepted Appointments, members are covered by the Office of Personnel Management regulations governing merit principles, veterans' preference, equal employment, performance ratings, annual and sick leave, health benefits, retirement and insurance benefits. There are two appointment series: Tenure-track and Non-tenure-track. Tenure-track faculty appointments are those appointments which have or may lead to appointment with no definite term of office; non-tenure-track appointments are those with definite terms of office with no promise of renewal of appointment. The initial appointment of all Federal civil service employees encompasses a two-year probationary period; this is applicable to the civilian members of the faculty and staff.

302. The Tenure-track Faculty Evaluation Process. The tenure-track faculty evaluation process at the Naval Academy is designed to assist in attracting promising faculty members to the Academy; to help faculty in reaching their full potential as teachers, scholars, and contributors to the institution and their profession; to reward their success; to nurture their productivity and professional development throughout their careers; and to retain those

who are truly outstanding. Specific requirements, expectations, and guidelines for tenure-track faculty performance are explained in two related notices: Annual Performance Review Expectations, reference (s) and Faculty Performance Expectations: Practical Guidance, reference (r).

303. Chain of Command Role. The entire academic chain of command shares responsibilities in meeting these goals. Faculty members report their accomplishments annually in a Faculty Activity Record, reference (u). Faculty members also summarize their career achievements at the time of contract renewal, and at tenure and promotion review, in the Candidate's Worksheet, reference (v). Department Chairs counsel faculty members annually on their contributions to teaching, scholarship and research, and service, and provide written recommendations concerning annual merit pay step awards. The Yard-wide Promotion and Tenure Committee is a source of trusted counsel for the Provost, who is responsible for final decisions on reappointment, promotion, tenure, and termination.

304. Faculty Evaluation. The Naval Academy evaluates the contributions of both tenure-track and non-tenure track faculty members by various means. The guidelines and principles outlined in this chapter constitute a framework for evaluating and rewarding faculty contributions. A successful faculty evaluation process - one which serves both the Academy and the individual faculty member well - ultimately depends upon the finest sense of personal judgment in the application of these guidelines by other academic professionals, those who are most familiar with the individual fields of study and with the challenges faced by those seeking to advance the state of knowledge in their respective fields and to share that knowledge with their students.

305. Tenure-track Faculty Evaluation Process Components. The tenure-track faculty evaluation process at the Naval Academy has multiple components:

a. Annual Evaluation. All Naval Academy civilian faculty members summarize their professional contributions annually in the Faculty Activity Record, reference (u). Faculty members are evaluated each year in the areas of teaching, scholarship and research, and service according to the expectations in reference (r) and reference (s), and using the Defense Performance Management and Appraisal Program (DPMAP) explained in reference (w). Finally, each year pay step recommendations are based on meritorious faculty performance according to reference (t).

b. Evaluation for Contract Renewal, Tenure and/or Promotion. This is covered in Sections 304, 305, and 306 (for Physical Education Department faculty) below.

306. Promotion and Tenure Process.

a. General Guidelines. Evaluation of faculty demands application of a keen sense of judgment, exercised within the boundaries of the detailed criteria outlined in this chapter and in the Provost instructions and notices. Everyone involved in the process of faculty evaluation, whether at the department, school, division, or Yard-wide level, must adhere to the commonly understood institutional standards of performance for promotion and tenure. All involved must also avoid speculative assessments of any

candidates in areas for which there is no documented evidence of performance or non-performance within the candidate's record.

b. Role of the Yard-wide Promotion and Tenure (P&T) Committee. The P&T Committee is a committee of the Naval Academy Faculty Senate, and serves the Provost as a confidential advisory body. The P&T Committee has two co-chairs: the Vice Provost, and the Faculty Chair of the Faculty Senate Promotion and Tenure Committee. The Faculty Chair is a member of the Faculty Senate. When deliberating on promotion and tenure issues, the Promotion and Tenure Committee is chaired by the Vice Provost. The P&T Committee is chaired by the Faculty Chair of the P&T Committee when deliberating on procedural and policy matters. In addition to promotion and tenure matters, the Yard-wide P&T Committee may also provide counsel to the Provost in the appointment of new faculty with advanced academic rank.

c. Expectations of the Yard-wide Promotion and Tenure (P&T) Committee. The P&T Committee as a whole, and its members individually, represent only one constituency: the United States Naval Academy and its future. Committee members are expected to bring the strengths of their respective disciplines to the evaluation process, but each member must clearly transcend any discipline, department, school, or division loyalties. They must serve as advocates only for excellence in service to the Naval Academy mission and to the generations of midshipmen whose learning will be shaped by the faculty candidates being considered for promotion and tenure.

d. Consideration Process. Individual faculty members, Department Chairs and senior department faculty, Division Directors, Deans, the Yard-wide P&T Committee, the Commandant of Midshipmen and the USNA Athletic Director for those faculty within their purview, and the Provost all play key roles in the Promotion and Tenure Process. Candidates and departments perform a central role by marshaling pertinent materials and assessments for review by the chain of command and the P&T Committee. Reference (u) - "Procedures Concerning the Preparation of Recommendations for Academic Promotion Tenure, Reappointment, and Non-Renewal of Contract" - outlines these duties in detail and provides the worksheet format for both candidates and departments. Department Chairs, Associate Deans, Senior Professors, Division Directors, Deans, and other members of the chain of command will meet with the Yard-wide P&T Committee, as appropriate, to present key elements of their candidates' records and to respond to inquiries from the Committee. Consideration for promotion and tenure is open to all faculty in a tenure track appointment.

e. All involved in evaluating candidates for promotion and tenure must be scrupulous in ensuring that each candidate is treated fairly, equitably, and in accordance with the rules, regulations and expectations of the institution and the profession. These include, specifically, the guidance outlined in this handbook and in reference (x) ("Conflicts of Interest at the Naval Academy"), reference (y) ("Integrity in Research and Scholarly Activity"), and the Bedrock Standards of Conduct for Employees of the Department of the Navy. At the Yard-wide level, all deliberations and the results of all P&T Committee votes will be held in confidence by the Committee, except in the performance of their advisory duties to the Provost. Minutes will be maintained for all Yard-wide P&T Committee meetings.

f. Promotion and/or tenure denied by Provost. A faculty member whose promotion or tenure has been denied by the Provost may file a written appeal to the Superintendent through the academic chain of command within thirty days of the notice of denial or the meeting with the Promotion and Tenure Committee. At the end of the records review the Superintendent's decision will be conveyed to the appellant. That decision is final and may not be appealed further.

306. Non-Tenure-track Faculty or Staff Evaluation Process. All Naval Academy non-tenure track civilian faculty or staff appointed in excepted service positions summarize their professional contributions annually in the Defense Performance Management and Appraisal Program system. Non-tenure track faculty and staff members are evaluated each year in the areas of specific responsibilities delineated in the critical elements and tasks for the position for which they were hired, and the degree of success in performing the specific tasks. Finally, each year pay step recommendations are based on meritorious performance according to reference (t)

307. Definitions and Terms of Reference.

a. Promotion. The term promotion in the context of this instruction refers to advancement to higher academic rank.

b. Tenure. Tenure as used in this policy statement, refers to career status in the Federal Civil Service. Consistent with the rules of the Federal Civil Service and the Department of Defense, tenure is conferred upon civilian faculty as recognition of continuing significant contributions to the Naval Academy program and is reserved for those members holding the rank of Associate Professor and Professor. Tenure connotes a two-way commitment between the Academy and the faculty member: based on a probationary period of demonstrated excellence in accordance with criteria outlined below and in reference (r) and reference (s), the Academy makes a commitment of career-long employment to the individual. The individual faculty member, in turn, makes the commitment to a career of outstanding teaching, research and scholarship, and service in the accomplishment of the Naval Academy's mission. The Naval Academy subscribes to the guidelines of the American Association of University Professors (AAUP) with respect to tenure. Normally, six years is the maximum probationary period for a faculty member to be considered for academic tenure.

c. Probationary Status.

(1) Normal minimum probation for tenure. Candidates for tenure and promotion with start dates before July 2021 and with multiple qualifying years of experience at other similar academic institutions normally must have completed at least five semesters as a full-time Naval Academy faculty member before being considered for tenure or promotion at the Naval Academy. The first review date is specified in the supplemental appointment letter for candidates with start dates after July 2021.

(2) Maximum tenure probation. The probationary period for promotion and tenure consideration is normally a maximum of six years. Faculty members who have begun their sixth year of tenure probation must be considered by the Yard-wide P&T Committee in that year whether or not they

have received a positive departmental, school or divisional endorsement. Faculty members who are not promoted and tenured in the 6th year will receive a one year contract for a 7th year. If a faculty member is not promoted in the 7th year, it is their final contract year.

(3) Suspension of tenure clock. Tenure candidates may petition the Provost via their chain of command to have their period of probationary service extended - their "tenure clock stopped" - for family or other similarly meritorious reasons. Such suspensions of the probationary period for tenure normally will not exceed two years.

(4) Appointments beginning at times other than the start of the academic year. Tenure-track faculty appointed in their first year for only a portion of an academic year - for example, the faculty member's appointment begins in January - normally will have their tenure clocks set to the start of the subsequent academic year (August). This initial fraction of an academic year will thus not be included in the candidate's probationary period for tenure.

308. Renewal/Non-Renewal of Contract.

a. Renewal/Non-Renewal Process. Initial responsibility for reviewing the performance of a faculty member and preparing a recommendation for renewal or non-renewal of a faculty member's contract resides with the respective Department Chair and School Associate Dean or Senior Professor. The Vice Provost, Associate Deans, and Senior Professor review the department and school recommendations and provide a recommendation to the Provost. After reviewing the recommendations the Provost will determine whether an untenured faculty member's contract will be renewed. When a faculty member's appointment is not renewed, the Department Chair will coordinate the action with the Vice Provost and the Human Resources Office for compliance with administrative requirements. The Provost will notify the faculty member in writing of the non-reappointment in accordance with the following schedule:

(1) Termination During or at the End of the Initial Appointment Year. If the appointment terminates during or at the end of the first appointment year, notice of non-reappointment is given de facto when the contract is issued.

(2) Termination During or at the End of the Second Appointment Year. If the appointment terminates during or at the end of the second appointment year, notice of non-reappointment will be given at least six months in advance.

(3) Termination During or at the End of the Third or Later Appointment Year. For tenure track faculty notice of non-reappointment normally will be given at least twelve months in advance. For non-tenure track faculty notice of non-reappointment normally will be given at least six months in advance.

b. Non-Renewal Letters. Department Chairs or immediate supervisors will present letters of non-reappointment from the Provost in person and obtain written, dated acknowledgment of receipt of these letters from the individual being notified. Chairs or supervisors will forward this written

record via the Provost to the Human Resources Office to be entered into the individual's official personnel file.

309. General Criteria for Academic Rank, Reappointment, Promotion and Tenure.

a. Criteria for Academic Rank. General criteria for academic rank in all academic departments are provided immediately below.

(1) Instructor. The initial appointment is for not more than three years, and may be renewed for additional terms, subject to satisfactory performance. Minimum qualification for appointment in the rank of Instructor includes possession of a master's degree in an appropriate discipline and/or relevant experiences for the performance of assigned responsibilities.

(2) Assistant Professor. The initial appointment is normally for not more than three years. Subsequent appointments at this rank are not for more than a three-year term. An Assistant Professor, regardless of length of service, will not be granted permanent academic tenure. Minimum qualifications for appointment to the rank of Assistant Professor include possession of an earned doctorate in a relevant discipline, promise of exceptional college level teaching ability, high standards of scholarship, peer-reviewed scholarly achievements, and dedicated service to the accomplishment of the USNA mission. An Assistant Professor who has not been awarded tenure by the end of their initial six years of service at the Naval Academy will not be reappointed without waiving any and all claim to non-peer-reviewed tenure.

(3) Associate Professor. Promotion to Associate Professor from within the Naval Academy is normally with academic tenure. An initial appointment at the rank of Associate Professor normally is for not more than three years, and normally is without academic tenure (see Section 305c(1) above). Minimum qualifications for appointment to the rank of Associate Professor normally include possession of an earned doctorate in a relevant discipline, demonstrated sustained performance as an outstanding teacher, an established record of high quality scholarship, and at least five years of full time successful college level teaching experience at the rank of at least Assistant Professor. Consideration may be given for teaching experience or post-doctoral research or equivalent in an appropriate field, in lieu of a portion of the college teaching experience requirement. An Associate Professor who has not been awarded tenure by the end of their initial six years of service at the Naval Academy will not be reappointed without waiving any and all claim to non-peer-reviewed tenure.

(4) Professor. A Professor promoted from within the Naval Academy normally is promoted with academic tenure. An initial appointment to the Naval Academy faculty at the rank of Professor normally is for not more than three years, and is normally without academic tenure. Minimum qualifications for appointment to the faculty rank of Professor include possession of an earned doctorate in a relevant discipline, and at least six years of experience in the rank of Associate Professor at the Naval Academy or another accredited institution of higher learning, demonstrated accomplishment as a master teacher and a sustained record of high-quality scholarship. The rank of Professor embodies the highest ideals and

standards of the Naval Academy professoriate. Faculty promoted to this rank should be obvious models of academic and institutional excellence to both faculty colleagues and midshipmen. A Professor who has not been awarded tenure by the end of their initial six years of service at the Naval Academy will not be reappointed without waiving any and all claim to non-peer-reviewed tenure.

b. Performance Expectations. Substantive performance expectations in the areas of teaching, research and scholarship, and service for Physical Education Department faculty are provided in Section 308, below. Performance expectations for faculty in all other departments are as follows:

(1) Excellence in teaching is a tradition among Naval Academy faculty and is expected of all faculty members. This expectation results directly from the unique Naval Academy mission; in this regard, Naval Academy standards are comparable to those of the nation's finest institutions of higher education. Faculty members whose excellence as teachers and mentors has not been clearly demonstrated will not be promoted or tenured, and are unlikely to compete favorably for annual merit pay step increases. Demonstrated excellence in teaching is the most important of our performance criteria; no amount of research, scholarly, or extracurricular accomplishment can outweigh mediocre performance in the classroom. Outstanding teaching requires self-discipline, commitment, and effort. It requires a faculty member to create a challenging but supportive and engaging learning environment. Faculty members are strongly encouraged to consult reference (r) and reference (s) where additional specific expectations and guidance are provided.

(2) Excellence in research and/or scholarship appropriate to the discipline, like excellence in classroom teaching, is a continuing expectation for all faculty members throughout a career at the Naval Academy. Tangible evidence of research/scholarly excellence, especially evidence involving a rigorous and substantive peer-validated review process, provides the strongest single indicator of a person's currency in his or her academic discipline, as well as exemplifying that person's ability to foster a thirst for life-long learning among the midshipmen. As with effective and outstanding teaching, faculty members are strongly encouraged to consult reference (r) and reference (s) where additional specific expectations and guidance are provided.

(3) Excellence in service is the third of the three areas of expected faculty responsibility at the Naval Academy. The civilian professoriate embodies the academic excellence, continuity, and institutional memory of the Naval Academy, and demonstrated contributions in service to the Naval Academy are a primary means for determining a candidate's comprehensive understanding of and commitment to the Naval Academy mission. Without the outstanding service that career faculty members provide to the institution, and to its wide range of curricular and extracurricular activities, accomplishing the Naval Academy mission would be impossible. Faculty members at the Naval Academy should participate in a mutually respectful community, contribute to an environment that promotes teamwork and trust, and value each other's contributions to the institution. To foster this environment, it is essential that faculty members maintain a meaningful and robust presence in their home department and the institution

more generally, both in terms of sufficient face-to-face availability and also rank-appropriate participation and responsibility in administrative and leadership activities. It is expected that a faculty member will collaborate constructively and productively with others, resolve conflict, create and support a welcoming atmosphere for all, demonstrate effective and respectful communication, and value and be inclusive of diverse views and groups. All members of the Naval Academy community must ensure a high-quality, supportive workplace where civility, dignity, and respect are evident every day in interpersonal behavior. That is, collegiality, civility, and constructive and productive departmental and institutional citizenship are essential elements of faculty service. Faculty members are strongly encouraged to consult reference (r) and reference (s) where additional specific expectations and guidance are provided.

(4) Because of the overriding importance of the teaching and research components for faculty early in their academic career at the Academy, candidates for Associate Professor may need to exercise restraint in time-consuming service commitments; but candidates for the faculty rank of Professor - and faculty serving in that rank - are expected to give clear demonstration of their commitment and ability to further the Academy's mission beyond the classroom.

310. Criteria for Academic Appointment and Reappointment in the Physical Educational Department.

a. Responsibility. The dual responsibilities of teaching the Naval Academy Physical Education curriculum and coaching intercollegiate sports require an impressive array of qualifications and talents in support of the Academy's mission. This is particularly true because significant portions of the Naval Academy mission relate directly to physical and character development. The career path for successful Physical Education Department faculty members is therefore tailored to meet curriculum, sport, and character development goals supportive of the Naval Academy mission.

b. Performance Measurements. Physical Education Department faculty members must demonstrate specific levels of performance, and the promise of future professional growth, in the areas of teaching, professional development and achievement, and service.

(1) Excellence in Teaching. Excellence in teaching is foremost in importance within the Physical Education Department. Outstanding teaching within the Physical Education curriculum and coaching success are considered equivalent achievements. The ultimate measure of a teacher is the ability to convey new knowledge and stimulate students' motivation to achieve their highest potential. Coaching is an excellent measure of a teacher's ability to educate midshipman-athletes and stimulate them to strive for excellence through hard work, dedication, and perseverance. USNA athletes and coaches are known for their selfless devotion to team goals and dedication in aspiring to excellence. Coaching excellence and teaching excellence complement and reinforce one another. All Physical Education faculty members must demonstrate outstanding ability to communicate specific expertise to students in their areas of specialization and a willingness to apply teaching skills in other Physical Education curriculum areas.

(2) Excellence in Professional Achievement. Appointment to the Naval Academy Physical Education Department faculty brings with it significant visibility in the larger athletic community. Continuing professional development and active involvement in professional activities enhance the proficiency of Physical Education Department faculty members in their areas of specialization. Professional involvement will be distinguished by coaching recognition; sustained team performance; leadership in regional and national coaches' associations; attendance at professional association meetings; presentations at regional and national coaches' events; special presentations in regional, national, and international workshops; and, where applicable, publication in journals.

(3) Faculty Excellence in Service. Physical Education Department faculty members serve in visible and influential roles that mold the lives and careers of midshipmen. It is thus essential that Physical Education Department faculty members provide the expertise and leadership essential for the achievement of the broader goals of the Naval Academy. Service to the Naval Academy will be evidenced by a faculty member's willingness to accept administrative tasks, as well as effectiveness in completing these tasks; support of the overall Naval Academy mission; cooperation with others; and by initiative, creativity, and constructive planning. It is important that Physical Education Department faculty exemplify the concept of service to midshipmen and others at the Naval Academy. Evidence of service will frequently be reflected in activities both within and outside the Physical Education Department.

311. Appeals. Appeals of personnel decisions by the Provost will be made to the Superintendent via the chain of command within thirty days of the meeting with the Promotion and Tenure Committee.

312. Appointment at Advanced Rank.

a. General. Occasionally, Departments, Schools, and Divisions may recommend the appointment of new faculty at advanced rank. Appointments at advanced rank must be consistent with the requirements of reference (z) ("Procedures for Appointment to the Faculty"). Advanced-rank appointments will be as a result of academic credentials and experience consistent with the award of advanced rank. The P&T Committee will review all proposals for advanced-rank appointments and report its recommendation to the Provost.

b. Advanced Rank and Tenure. In the case of advanced-rank appointments, tenure may be considered separately from further promotion to, for example, the faculty rank of Professor. The terms and requirements of promotion, tenure, and tenure probation described in Section 3, above, apply to advanced-rank appointments.

313. Academic Promotion Criteria for Military Officers.

a. Academic Rank. Academic rank for military officers is elective. Based on their academic credentials, accomplishments, and experience, military officers may be recommended to the Provost for academic rank by their chain of command. Their candidacies will be considered by the Yard-wide P&T Committee using the same process available to the civilian faculty and as described in reference (v). Due to the unique appointment status of military officers under U.S. Code, academic promotion does not

connote academic tenure. Refer to reference (aa) for information about qualification for officer-instructor status as Senior Instructor and Master Instructor.

b. Academic Rank without Tenure. Successful military officer candidates for academic rank without tenure are expected to meet the substantive criteria for teaching, research and scholarship, and service outlined in Sections 307 and 308, above.

314. Other Faculty Appointments.

a. Provost. The Secretary of the Navy has established the position of Provost at the Naval Academy. The Provost is responsible to the Superintendent for direction of the academic program and the faculty. Appointments and reappointments to this position are made by the Secretary of the Navy on the basis of a recommendation by the Superintendent of the Naval Academy via the Chief of Naval Operations. The Superintendent's recommendation will be based on his evaluation of the Provost's high promise and demonstrated abilities in the leadership of the academic schools and divisions of the Naval Academy. The Superintendent's evaluation, which includes consultation with the faculty, will consider maintenance and enhancement of academic integrity and standards and management of resources including personnel and budget. The Provost is initially appointed for a term of not more than four years. At the termination of the initial or subsequent appointments, the Provost may be reappointed for terms of up to five years each.

b. Administrative Faculty. The Provost may appoint Vice, Associate, and Assistant Provosts and Deans, Directors, and Senior Professors, as necessary and appropriate. The Provost may, upon consultation with department faculties, appoint Department Chairs for an initial term of up to four years, in two year renewal increments. The Provost, upon consultation of the department concerned, may reappoint Chairs for additional terms of up to four years. Refer to reference (bb) for details.

c. Research Faculty. The Provost may appoint civilian faculty members to visiting research professorships (i.e. post-doc appointments), normally to serve for periods of one year. Such appointments will involve no change in academic rank and require that candidates have made significant academic and/or institutional research contributions, or show promise in these areas. Research faculty members are normally funded by external reimbursable or philanthropic sources, and are not eligible for tenure. Appointments may be renewable upon approval of the Provost.

d. Distinguished Visiting Professors. The Academy may employ eminent scholars as Distinguished Visiting Professors, selected because of prominence in their fields of academic specialization. The function of a Distinguished Visiting Professor is to bring advice and expertise to the Naval Academy at the highest academic level in specific fields of learning through consultation, lectures, and teaching assignments. Distinguished Visiting Professors normally are appointed for periods not to exceed two years; such appointments may be renewable upon the approval of the Provost.

e. Permanent Military Professors (PMPs) and Permanent Military Instructors (PMIs). In addition to career civilian faculty and military

officers serving in rotational assignments at the Naval Academy, a limited number of officers have been selected as PMPs and PMIs to serve at the Naval Academy as officer-instructors until their mandatory active duty retirement date. These officers are designated through a separate Navy administrative selection board and are expected to have completed a doctorate for PMPs or master's degree for PMIs in the discipline they expect to teach prior to their arrival at the Naval Academy. As a result of their advanced academic degree, advanced military rank, longer tour lengths, and extensive military service, PMP officers, and to a lesser extent PMI officers, afford more senior military role models to midshipmen and to their junior officer colleagues; they are able to teach a broader range of courses in their discipline; they are able to assist in the recruiting, mentoring, and outplacement counseling of military instructors on rotational assignments; and they are able to maintain and enhance links in their academic and warfare disciplines with the rest of the Navy with respect to research opportunities, faculty development, and curricular feedback. Permanent Military Professor Program, reference (cc), applies. PMPs are eligible to apply for advanced academic rank. They are not eligible for academic tenure and their appointments to the faculty terminate upon completion of their statutory term of military service.

f. Adjunct Faculty. The Naval Academy may appoint non regular faculty on a temporary basis to meet specific needs. Such appointments are often made to persons with academic, industrial, and governmental credentials equivalent to those of the regular faculty. The title Adjunct Instructor, Adjunct Assistant Professor, Adjunct Associate Professor, or Adjunct Professor may be applied to qualified persons. The appointment to adjunct status follows the same procedures as regular appointments, originating at the departmental level. Adjunct faculty members are not on a tenure track and are not eligible for tenure.

315. Civilian Faculty Salary.

a. Salary Schedule. The salary schedule for the civilian members of the faculty is determined by the Secretary of the Navy. The salary schedule is modified on an annual basis with changes authorized by the Congress for Federal Employees paid under the Classification Act, reference (dd). The term academic rank on the schedule refers to the academic grade of an individual and the term step refers to the salary level within the academic rank. The salary schedule is published separately each year.

b. Steps. Recommendations for step (i.e. merit) increases are submitted by the Department Chairs, via the chain of command (School Dean, Division Director and, where applicable, Commandant of Midshipmen), to the Provost. Reference (t) applies.

c. Appointment. Initial appointments of tenure-track faculty members will be made by the Superintendent in an academic rank and at a step in a salary category as recommended by the Provost. Reference (t) applies.

d. Salary. Faculty receive roughly 83.6% - the precise amount is 1744/2087 - of their annual rate of pay during the ten month academic session. Any additional compensation is for work authorized by the Provost and performed during the summer intersessional period. In addition to

deductions for taxes and retirement, twelve months of deductions are made over these ten months for life insurance and health insurance, since the insurance remains in effect during the full twelve months. Government service is continuous for retirement. Thus, faculty members are credited for a full year of government service for each regular ten month session.

e. Summer Intersessional Pay. Those civilian members of the faculty required or selected by the Provost to perform academic duties beyond the ten-month academic year will be paid additional compensation for the term required. The summer intersessional period is two months long, from mid-June to mid-August.

f. Approval. Salaries for all administrative faculty members reporting to the Provost will be approved by the Provost. Salary recommendations for all faculty members reporting to the Commandant will be endorsed by the Commandant and approved by the Provost.

316. Termination.

a. Reduction In Force. A lack of federal funds, change in mission, workload, or organization, or other reasons, may require a reduction in the number of faculty. In this unlikely event, at least 60 days' notice of termination of service will be given to individuals affected, in accordance with Federal regulations. Any termination as a result of a Reduction In Force (RIF) will be implemented in accordance with Civil Service regulations.

b. Separation for Cause. Any member of the faculty may be separated for reasons of misconduct, incompetence, or gross negligence irrespective of tenure or length of appointment; see reference (ee), "Failure to report violation: dismissal," for additional information. Such separation will be effected in accordance with the applicable Civil Service, Department of Defense, and Navy regulations.

c. Resignation. A civilian member of the faculty is expected to give at least six months' notice of intention to resign or retire, in order that an appropriate replacement may be found.

317. Effective Date of Personnel Actions. Initial appointments to the faculty normally will become effective in late July. Recommendations for reappointments and promotions normally will become effective in mid August. Separations and terminations of contract, except for cause or unless specifically outlined otherwise in the appointment letter, normally will become effective at the end of a pay period in mid August for tenure track faculty, and at the end of a pay period in mid June for non-tenure track Excepted service appointments. Pay step increases will normally become effective the first pay period in October to coincide with the start of the fiscal year.

318. Retirement.

a. Coverage. Civilian members of the faculty are covered by the Civil Service Retirement System (CSRS) or the Federal Employees Retirement System (FERS). Qualifying retired faculty members are eligible for certain benefits outlined in reference (ff), Status of Retired Civilian Professors.

b. Honorary Titles. Upon retirement an honorary title, consisting of the academic rank followed by the word Emerita or Emeritus, may be conferred upon a civilian member of the faculty in accordance with the provisions in reference (gg), Honorary Title of Professor Emeritus. Based on a recommendation of the Superintendent of the Naval Academy and via the Chief of Naval Operations, the title, if approved, will be conferred by the Secretary of the Navy. The conferring of the honorary title will involve no increase in pay or retirement annuity.

CHAPTER 4 - IMPORTANT DETAILS ABOUT YOUR COMPENSATION PACKAGE

400. Background. This chapter pertains almost exclusively to civilian faculty, who are federal civil servants. Many of the specifics in this chapter are subject to change. Please refer to the Naval Academy's website at <http://www.usna.edu>, <http://www.donhr.navy.mil>, and <http://www.opm.gov>. Employees with specific questions about benefits can call the Department of the Navy Human Resources Benefits Information line: 1-888-320-2917. Employees with questions about their civilian pay for a specific pay period can contact the Naval Academy Payroll office at payroll@usna.edu. Employees with general questions about benefits programs may contact the local USNA human resources office. The data below reflects programs as of May 2014.

401. Retirement Plans. Employees who entered duty on or after 1 January 1984 or re-entered Federal Service on or after 1 January 1984 with a break of more than 365 days and have less than five years covered civilian service are covered by the Federal Employees Retirement System (FERS). Employees who have more than five years of covered civilian service and a break in service of more than 365 days are covered under the Civil Service Retirement System (CSRS) Offset. Any CSRS federal employee being re-employed with less than a one year break in service remains in the CSRS. Individuals in CSRS or the CSRS Offset have six months from the date of appointment to elect to transfer to the FERS.

402. Civil Service Retirement System (CSRS). Employees subject to the Civil Service Retirement Act are eligible for an annuity upon completion of a certain number of years service and attainment of a certain age. Entitlement is gained at age 55 with 30 years service; age 60 with 20 years service; or age 62 with 5 years service. Participation in the retirement program is mandatory and a percentage of base salary is withheld and forwarded to the retirement fund. An additional 1.45% is withheld for Medicare. CSRS employees may make additional voluntary contributions of up to ten percent of their career earnings in a special, tax-sheltered program. Detailed information on this voluntary contribution program, which is separate and distinct from the Thrift Savings Plan (described later), may be obtained from the Human Resources Department.

403. Civil Service Retirement System Offset (CSRS Offset). Employees covered by the CSRS Offset provision contribute to the CSRS and 1.45% to Social Security/Medicare. If an annuitant is entitled to Social Security benefits at age 62, an offset of the CSRS annuity will occur even if Social Security benefits are not received. Generally, the computation works to the advantage of the affected employees.

404. Federal Employees Retirement System (FERS).

a. Definition. FERS is a three-tier plan which includes Social Security, a basic annuity plan, and a Thrift Savings Plan. FERS-covered employees have to pay the full Social Security tax in addition to a small contribution to the basic annuity component. Total employee contributions are comparable to those under CSRS and CSRS Offset systems. Employees are also able to make contributions of up to 15 percent of salary to a Thrift Savings Plan.

b. Government Contributions. The government contributes to FERS, matches the Social Security contributions, and also matches a portion (up to five percent) of the Thrift Savings Plan. Employee contributions are subject to maximum IRS investing limits.

405. Thrift Savings Plan (TSP).

a. Government Contributions. This is an optional, defined contribution plan permitting FERS employees to contribute up to 15 percent of salary (up to a specified IRS limit) to a tax-deferred savings plan. The government automatically contributes one percent of the FERS employee's base pay whether or not the employee contributes to the plan. The government also matches the employee contributions up to a maximum total contribution of five percent of salary. CSRS covered employees may also participate in the Thrift Savings Plan; however, their participation is limited to only ten percent of salary with no matching government contribution.

b. Contributions. Employees may start or change TSP contributions at any time. Contributions may be terminated at any time. The start of government contributions to a federal employee's TSP account is subject to a mandatory waiting period. A new employee cannot elect participation until the second open season following initial appointment under FERS. Employees may elect to invest in any combination of the multiple investment funds available. The funds differ in the rate of return and amount of risk involved. See <http://www.tsp.gov> for details. Military service members are also eligible to participate in the TSP.

406. Disability.

a. Employees Covered by the Civil Service Retirement System. To be eligible for disability benefits, the employee's disabling condition must be expected to last at least one year. In cases of disability before age 60, but after at least five years of civilian service, the minimum basic annuity is the lesser of 40% of the "high-three" average salary or the amount of an annuity figured from the basic annuity formula with the service time increased by the period from date of separation to age 60.

b. Employees Covered by the Federal Employees Retirement System. To be eligible for disability benefits, the employee's disabling condition must be expected to last at least one year, and he or she must have at least 18 months of creditable civilian service. In the first year, benefits equal 60% of the employee's high-three average pay minus 100% of any Social Security disability benefits to which he or she is entitled. After the first year and until age 62, if the employee does not qualify for Social Security disability benefits, his or her benefit will be 40% of the high-three average pay. If the employee does qualify for Social Security benefits, the disability benefit will be reduced by 60% of the initial Social Security benefit to which he or she is entitled. The resulting total will equal at least 40% of the high-three plus 40% of the Social Security disability benefits. The disability benefit is recomputed when the employee reaches age 62 and the employee will receive the annuity he or she would have received if he or she had worked to age 62.

407. Death Benefits.

a. Civil Service Retirement System. There are two kinds of death benefits for eligible survivors of employees. There is a survivor annuity benefit which is payable in monthly installments and, under certain circumstances, there may be a single lump-sum benefit. In order for a survivor to receive death benefits, the faculty member must have been in civilian government service for at least 18 months prior to death and the marriage must have existed for at least one year immediately before death, or if married less than one year, there must be a child born of the marriage. The computation of the surviving spouse's annuity is based on the deceased's years of service, age at death, and high-three average salary. In addition to this annuity, all surviving dependent children less than 18 years of age (up to 22 if full-time students) receive additional annuities.

b. Federal Employees Retirement System.

(1) If the faculty member is married, has worked for the Federal government for 18 months, and dies while an active employee, the spouse receives a lump sum payment consisting of \$15,000 (indexed to the cost-of-living adjustment for annuitants), plus the higher of (a) one half of the employee's annual pay rate at death or (b) one half of the employee's high-three average pay.

(2) If the faculty member had ten years of service, the spouse also receives an annuity equaling 50% of the accrued basic retirement benefit. These benefits are paid in addition to any Social Security, group life insurance or savings plan survivor benefits.

(3) Children up to age 18 (up to age 22 if full-time students or at any age if the child became disabled before age 18) receive annuities, the amount of which depends on the number of children and if the children are orphaned. This annuity is reduced dollar for dollar by any Social Security children's benefits that may be payable.

408. Federal Employees Group Life Insurance (FEGLI).

a. Eligibility. The Federal Employees Group Life Insurance Plan is group term insurance that is available to employees. Participation in this program is automatic unless the employee waives coverage. A waiver cannot be canceled for at least one year, at which time the employee must produce evidence of insurability. If an employee elects FEGLI coverage, the coverage may be canceled at any time at a later date. An employee has 31 days from the date he or she becomes eligible for FEGLI to elect additional options without evidence of insurability.

b. FEGLI Plans. The FEGLI plans available are as follows:

(1) Basic Life. Coverage is equal to an employee's annual basic pay, rounded to next \$1,000, plus \$2,000. There is an accidental death and dismemberment benefit equal to the amount of basic insurance. There is also an extra benefit for employees under the age 45. This extra benefit doubles the amount of life insurance payable if an employee is age 35 or under. Beginning on the employee's 36th birthday, the extra benefit decreases 10 percent each year until, at age 45, there is no extra benefit. Both the accidental death and dismemberment benefit and extra benefit are at no cost to the employee. An employee must be enrolled in basic life insurance in

order to elect any of the options.

(2) Option A. The standard is \$10,000 life insurance with accidental death and dismemberment coverage. Cost is based on the employee's age with premiums increasing as one ages.

(3) Option B. Additional life insurance coverage is equal to one, two, three, four, or five times the annual basic pay rounded to the next higher \$1,000. Cost is based on age.

(4) Option C. Family life insurance coverage provides \$5,000 for the employee's spouse and \$2,500 for each child. Cost is based on the employee's age, and premiums are paid via payroll deduction for whatever life insurance is elected. Coverage may be canceled or options decreased at any time. Option increases may be made under certain conditions.

409. Federal Employees Health Benefits (FEHB). The Federal Employees Health Benefits Program is a voluntary program, partly paid for by the government. Employees have 60 days from the date they first become eligible for coverage to enroll. If they do not enroll at their first opportunity, they might not have another opportunity until the open season which normally begins the middle of November and goes through the first week in December. Employees must have been enrolled in FEHB for five years immediately prior to or from earliest eligibility immediately prior to retirement to carry coverage into retirement.

a. Open Season. The Office of Personnel Management normally provides an open season from the middle of November through the first week in December. During this time any employee who is eligible to participate in the program may enroll. Employees and annuitants already enrolled may change plans, options or type of enrollment. Employees may cancel enrollment or change from a family plan to a self-only plan at any time.

b. Additional Information. In addition, certain former spouses of civil service employees, former employees, and annuitants may qualify to enroll in a health benefits plan. Temporary continuation of FEHB coverage is available to employees and families of employees who are voluntarily or involuntarily separated from government service or lose coverage as a result of changes in employment or family member status.

410. Annual Leave for Civilian Faculty.

a. Civilian Faculty. Annual leave for members of the civilian faculty is time off from work for vacation, personal reasons, or emergency purposes when the faculty member is in a pay status - normally this is during the ten-month academic year. A faculty member earns leave while in a pay status. Leave is not earned during the intersessional period (approximately 12 June - 11 August) unless the employee is in a pay status. Leave is earned at the following rate, which is dependent on the number of years in the federal civil service:

Length of Service	Amount earned in hours
0 - less than 3 years	4 hours per biweekly pay period
3 - 15 years	6 hours per biweekly pay period

Over 15 years

8 hours per biweekly pay period

b. Part Time Faculty Members. Part time faculty members earn leave on a prorated basis. Prior Federal civilian service and/or honorable active military service is creditable for leave accrual purposes. Consult the Naval Academy Human Resources Office, usna-hro-all-group@usna.edu, regarding what prior active military service is allowable.

c. Accumulated Leave. Employees may carry up to 240 hours (30 days) of accumulated leave from one calendar year to the next. Annual leave beyond 240 hours will normally be lost if not used before the end of the leave year.

d. Accountability. Faculty members are responsible for meeting their ongoing teaching, research and scholarship, service, and other administrative obligations at the Academy. Faculty members are responsible for obtaining approval from their department chairs if any such obligations (e.g. research collaborations required to be done at NRL) take them away from the Academy during normal working hours on a regular or recurring basis. Faculty are customarily afforded the flexibility to conduct work obligations away from the Yard on a limited and non-recurring basis. Disagreements related to work arrangements may be presented to the academic chain of command or human resources.

10 USC 8452(c) is statutory recognition that academic/intellectual pursuits are difficult to quantify and administer under existing time and attendance policies for federal employees, and that the work demands of a faculty member will ebb and flow during the course of an academic year. However, this authority must not be interpreted as consent to disregard sick and annual leave administration for federal employees; each individual is expected to ensure that timekeeping records reflect the use of accrued annual or sick leave for time off such as vacations, illness, family care, bereavement, and all other authorized purposes.

e. Requesting Leave. When faculty members cannot be available at the Academy for a period of time, they should request annual leave from the department chair for that period. In particular, if faculty members expect to be outside the normal commuting area for personal or professional reasons, they should request annual leave or official travel orders, as appropriate. The Joint Travel Regulations define the normal commuting distance as the Washington Commuting Area, which includes the Delmarva Peninsula. USNAINST 7420.10 series provides additional details.

f. Unapproved Absence. When a federal government employee is absent from the work place without prior approval, the employee is placed in an Absent Without Leave (AWOL) status. The non-pay status resulting from an AWOL status is not in itself a disciplinary action. Nonetheless, unauthorized absence constitutes misconduct, which may result in discipline. Being absent without leave and suffering injury or death can affect workman's compensation and various insurance policies. Reference (hh) applies.

411. Civilian Faculty Sick Leave. Sick leave is earned at the rate of four hours per biweekly pay period, or 13 days per year. There is no maximum on

the accumulation of sick leave. Sick leave is granted when faculty members are incapacitated for the performance of their duties by sickness or injury, and for medical, dental, or optical examinations or treatment. Faculty members accrue sick leave only while in a pay status. No leave is earned during the two-month summer intersessional period, unless the faculty member is in a pay status. Under the Family-Friendly Leave Program (see sections 418 and 419, below), faculty members may use Sick Leave for the care of family members who are ill or to accompany family members to a medical/dental/optical appointment. Most Federal employees may use a total of up to 104 hours (13 workdays) of sick leave each leave year to provide care for a family member who is incapacitated as a result of physical or mental illness, injury, pregnancy, or childbirth; provide care for a family member as a result of medical, dental, or optical examination or treatment; or make arrangements necessitated by the death of a family member or attend the funeral of a family member.

412. Military Leave. Leave to engage in reserve training is authorized for members of the civilian faculty who are reservists of the armed forces or members of the National Guard. Such leave cannot normally exceed 15 work days in a fiscal year. Faculty must be in a pay status in order to receive military leave.

413. Holidays. Federal employees are granted 11 paid holidays per calendar year, as follows:

New Year's Day: 1 January
 Martin Luther King's Birthday: Third Monday in January
 Presidents' Day: Third Monday in February
 Memorial Day: Last Monday in May
 Juneteenth: June 19th
 Independence Day: 4 July
 Labor Day: First Monday in September
 Columbus Day: Second Monday in October
 Veterans' Day: 11 November
 Thanksgiving Day: Fourth Thursday in November
 Christmas Day: 25 December

414. Civilian Employees Assistance Program (CEAP).

a. Background. Short term counseling and referral services are available to civilian employees and their immediate families to help them deal with stress, mental and emotional distress, work-related difficulties, alcohol and drug abuse, grief concerns, family, marital and relationship difficulties, legal and financial problems, child or spouse abuse, and coping with elderly relatives. Such problems often have an effect on personal lives and work performance.

b. Services. An outside contractor retained by the Navy provides counseling services through the Department of the Navy Civilian Employee Assistance Program (DONCEAP). There is no cost to employees for these referral services; however, employees are responsible for the cost of services provided by organizations to which they may be referred. All services are voluntary and confidential. Counselors are not permitted to disclose any information on services provided without the consent of the employee. No CEAP records are included in employee personnel files.

Appointments may be made directly with the contract provider. The telephone number for the Civilian Employee Assistance Program is 1-844-366-2327, or DONCEAP.foh.psc.gov. If this contact information changes in the future with the designation of a new contract provider, the USNA Human Resources Office, usna-hro-all-group@usna.edu, can provide the new CEAP contact information.

415. Professional Enrichment.

a. Leave without Pay. The Provost may grant leave without pay for study and research to civilian members of the faculty when such leave would lead to the improvement of education at the Naval Academy. The number of faculty granted leave without pay at any one time is limited in order to avoid undue interference with the mission of the Naval Academy.

b. Sabbatical Status. A Naval Academy faculty member engaged in significant scholarly work or research may submit an application through the academic chair of command to the Provost for sabbatical leave status, during which time the faculty member engages in a period of focused scholarship for both the betterment of both the faculty member and the Naval Academy. Sabbatical leave is an opportunity for an immersive research and/or writing experience that deepens expertise in a current scholarly area, allows pivoting into an emerging research or scholarly area, or reinvigorates a research program or scholarly endeavor after significant administrative or leadership responsibilities. As such, contingent on sufficient resources existing in the department to support it, sabbatical leave will normally be granted to Faculty members meeting or exceeding performance expectations in teaching and service, with the application proposal outlining a value-added plan for scholarship. Sabbatical leave is normally granted at 70% pay for an entire 10-month academic session or 100% pay for a single semester. A faculty member accepting sabbatical leave assumes a moral obligation to continue serving at the Naval Academy for at least a two-year period following their return from sabbatical leave. Sabbatical leave status is normally limited to those who have completed six years of continuous employment at the Naval Academy, or six years of continuous employment at the Naval Academy since returning from their last sabbatical leave. For purposes of academic promotion and retirement, sabbatical leave counts year-for-year as academic experience. Refer to reference (ii) for details.

CHAPTER 5 - THE NAVAL ACADEMY ACADEMIC PROGRAM

500. Background. The contents of this chapter are of interest to all members of the Naval Academy faculty, military and civilian alike.

501. A Four Year Course of Study.

a. Course of Instruction. By law, the course of instruction at the Naval Academy is four years long. Midshipmen are organized into four classes: The fourth class, also known as "plebes," who are equivalent to college freshmen; the third class, or "youngsters," equivalent to college sophomores; and the second and first class, equivalent to college juniors and seniors, respectively.

b. Common Core. The common core of the Naval Academy's academic program includes courses in professional subjects, humanities and social sciences, mathematics and science, and engineering. Midshipmen choose from among some 26 academic majors in mathematics, science, engineering, humanities, and the social sciences. All majors lead to a Bachelor of Science degree.

c. Midshipmen. All midshipmen enter the Naval Academy as freshmen ("plebes") and complete four years of study at the Academy, even though many midshipmen enter with prior college credit. Midshipmen who have completed college-level work elsewhere may qualify for academic credit through the Naval Academy's validation process. Students who validate (i.e. place out of) courses or who can carry extra courses have the opportunity to do advanced work, pursue independent study and research, complete an additional major, or to study additional subjects. Details for the administration of the academic program are contained in USNAINST1531 series and ACDEANINST 1531 series instructions.

502. Grading Periods. Faculty members are responsible for providing on-line same-day reports of absent or tardy midshipmen for each meeting of the courses they teach. Faculty members are also responsible for progress grades, after the sixth and twelfth week of the semester. End-of-semester grades include a 16th week progress grade, a final examination grade, and a final grade for the semester. Faculty must provide Midshipman Academic Performance Reports (MAPRs) for all midshipmen who have progress or final grades below a "C" and for any midshipman who is scheduled to appear before the Academic Board at the end of the semester. Details concerning Midshipman Academic Performance Reports are available in reference (jj).

503. Teaching and Faculty Workload.

a. Teaching Load. The teaching load for full-time, non-administrative faculty is usually nine to twelve classroom contact hours per week or equivalent. Typically, for research-active faculty the load will be on the low end of that range. For faculty who have discontinued active participation in research/scholarship or are not expected to participate (including rotational, PMI, and recalled reserve officers), the load will be at the upper end of the range. Reductions from the normally expected load may occur due to certain specific administrative or service assignments, but only with approval of the chain of command. An authorized list of such

administrative and service duties which may impact teaching assignments is published and updated regularly. Reference (kk) provides specific details and guidelines.

b. Non-Teaching Duties. In accepting an appointment, the faculty member undertakes a number of responsibilities in addition to teaching. Faculty duties also include an appropriate share of related academic obligations such as academic advising and mentoring, serving on committees, appearing at academic functions, and being available to students for assistance outside of the classroom. This additional faculty availability to the student is known as "extra instruction," or "EI." Extra instruction is a fundamental part of the academic routine, is of vital importance to the education of the students, and is an important responsibility of every faculty member. The midshipman and the faculty member arrange for extra instruction at a mutually convenient time. The Naval Academy faculty takes pride in the degree to which it makes itself available to students, and faculty members are expected to keep office hours that afford midshipmen adequate opportunity for extra instruction. See reference (ll) for details.

504. Class Standing. The cumulative and semester Quality Point Rating (QPR) is computed for each midshipman at the end of each semester. Midshipmen are ranked in an overall order of merit or class standing, based on both academic work and non-academic performance (conduct, military performance, physical education, etc.). Standings for each class are computed and published at the completion of each semester. Details may be found in reference (mm).

505. Honors, Scholarships, and Graduate Studies.

a. Trident Scholar Program. Under the Academy's Trident Scholar program, a limited number of exceptional students are selected to pursue independent study and research projects during their first class year. Trident Scholars still complete the professional portion of their core course requirements, but their research and thesis constitute the principal part of their academic program for the year. Each Trident Scholar has a faculty adviser. See reference (nn) for details.

b. Bowman Scholar Program. The Bowman Scholar Program sponsors a limited number of midshipmen with initial service assignments in the nuclear Navy in immediate, one-year graduate education in technical disciplines at the Naval Postgraduate School. These midshipmen participate in a tailored research internship during one of the intersessional training blocks during the summer preceding their first class (senior) year and enroll in a tailored research-oriented course of study during their last year as a midshipman. Special selection criteria apply; for information, see <http://intranet.usna.edu/BowmanProgram>.

c. Academy's Voluntary Graduate Education Program (VGEP). The VGEP permits selected midshipmen to begin master's degree work in the Spring semester of their first class year at selected nearby universities. Normally they are able to acquire the master's degree within seven months after graduation from the Naval Academy. See reference (oo) series for specific guidance.

d. Scholarships. Midshipmen with exceptional academic records compete annually for a significant number of recognized scholarships, e.g. Rhodes, Marshall, Mitchell, Gates-Cambridge, Knight-Hennessy, Rotary, Guggenheim, FitzGerald, Pownall, Beyer, Fulbright, Gates, Nolan, Truman, National Science Foundation, or Olmsted. On the whole, only a few dozen midshipmen go directly to graduate school upon completion of their undergraduate program at the Academy. Both USN and USMC quotas may apply and thereby limit the total number of participants. Reference (pp) provides additional details.

506. Academic Advising.

a. Academic Advisors. Each faculty member typically serves as an academic adviser to several midshipmen. Advisers meet regularly with their advisees and guide them in the selection and pursuit of their academic programs from entry into the major through graduation. Academic advising and mentoring is one of a faculty member's most important duties. Faculty advice and recommendations have a marked influence on each midshipman's course of study at the Academy. For this reason advisers must be knowledgeable about the academic program of their own and other academic departments. Some faculty members also volunteer to advise plebes. These faculty advisers assist the plebes in acclimating to the Naval Academy academic program and help them select the majors most suitable for them.

b. Information. Reference (qq) describes in detail the responsibilities of academic advisers. The Advisers Handbook, the Naval Academy Catalog, the Majors Program and the Core Course Compendium contain additional information concerning academic programs and courses.

507. Textbooks. The responsibility for the selection of textbooks rests with the faculty. Reference (rr) contains details concerning the procurement of textbooks.

508. Academic Routine.

a. Normal Schedule. The normal schedule of classes at the Naval Academy is:

<u>Class Period</u>	<u>Start-stop times</u>
1	7:55am - 8:45am
2	8:55am - 9:45am
3	9:55am - 10:45am
4	10:55am - 11:45am
5	1:30pm - 2:20pm
6	2:30pm - 3:20pm
7	3:30pm - 4:20pm
8	7:55am - 9:10am
9	9:55am - 11:10am
10	1:30pm - 2:45pm

b. Unusual Conditions. In the event of severe weather or other unusual conditions, class schedules may change and in extreme circumstances may be canceled. Information about the status of the Naval Academy during severe weather or other unusual conditions is available from local television and

radio stations, the AtHoc messaging system, and via a Naval Academy recorded message at 410-293-0032. Details concerning the procedure regarding schedules, schedule changes, and cancellations can be found at the Naval Academy website <http://www.usna.edu>, and in reference (ss).

CHAPTER 6 - GETTING READY TO BE A NAVAL OFFICER: WHAT YOU NEED TO KNOW ABOUT THE LIFE OF A MIDSHIPMAN

600. Background. The contents of this chapter are of interest to all members of the Naval Academy faculty, military, and civilian alike. The policy articulated herein is current as of May 2014. References to on-line resources, which contain the most up-to-date information are provided.

601. The Brigade. The Brigade of Midshipmen, led by the Commandant of Midshipmen, is organized into two regiments, six battalions, and 30 companies. The 30 midshipman companies are sub-divided into four platoons of three squads each. Each of these military units - Brigade, Regiment, Battalion, and Company - is led by a First Class midshipman (senior) under the guidance of commissioned Navy and Marine Corps officers. A Senior Enlisted Leader (SEL) is also assigned to each company to assist the Company Officer. Commissioned officers assigned to specific midshipman companies and battalions are known collectively as Brigade officers, and report to the Commandant of Midshipmen.

602. Visits to Bancroft Hall.

a. Contact Information. Frequent consultation between Bancroft Hall staff and the officer and civilian faculty members of the academic divisions is not just encouraged, it is essential. To reach a midshipman's company officer, dial: extension 37 + Battalion Number (1 through 6) + Company Number (1 through 30). For example, the 23rd company officer would be: 37 + 5 + 23 (ext. 37523). To reach a midshipman's senior enlisted adviser, dial: extension 38 + Battalion Number (1 through 6) + Company Number (1 through 30). The 23rd company senior enlisted adviser would be: 38 + 5 + 23 (ext. 38523).

b. Coordinating Visits. Personal visits to Bancroft Hall are especially valuable in fostering a better understanding of the mutually supportive roles of Brigade officers and academic instructors in carrying out the mission of the Academy. Faculty members should coordinate visits to Bancroft Hall with a midshipman Brigade officer or the command duty officer [phone number: x5001]. Faculty may visit Bancroft Hall during the Midshipman Activity Study Periods until 10pm without first calling to arrange an escort. Nonetheless, an escort is recommended due to the size of Bancroft Hall. Faculty should wear their USNA-provided Common Access Card (CAC). Prior to entering the Bancroft Hall room of a midshipman in Bancroft Hall, faculty should first seek the assistance of the Company Mate of the Deck (CMOD) or another midshipman.

603. Midshipman Study Time. Every effort is made to ensure that midshipmen have as much time as possible available for studying. There are, however, other essential demands on a midshipman's time. Foremost of these are the demands of the Brigade organization, in which midshipman officers of the First Class are charged by the Commandant of Midshipmen with the responsibility for the direction and administration of the Brigade. Through the commissioned company officers, the Commandant closely monitors these uses of the midshipmen's time and reduces, when necessary, the extracurricular and military demands upon a midshipman in academic difficulty. Many midshipmen have free periods available for study during the day. Study hours are enforced Sunday through Friday evenings, starting

at 8:00 pm until 11:00 pm. Upper Class midshipmen have unlimited late lights (extended evening study time). Plebe study hours end at 11:00pm but may be extended to midnight by the plebe's squad leader. Plebes must request this extension to study hours. Midshipmen of all classes may observe study hours in Nimitz Library and designated classrooms. Members in the duty section not actually on watch must attend all recitations. The Midshipman Officer of the Watch, Regimental Midshipman Officer of the Watch, and all on-watch Main Office watch-standers are authorized to miss classes for watch. All other watches must establish an academic watch rotation to allow midshipmen to be present at class. Midshipmen are responsible for material covered in classes which they miss when on watch. Midshipmen are directed to minimize missing classes due to watch and should sign up for watch duties with that direction in mind.

604. Midshipman Conduct.

a. Major and Minor Offenses. The Midshipman Conduct System is designed to enforce the regulations guiding midshipman personal conduct. There are two categories of offenses: major and minor. Violations are reported via electronic Form-2s. Minor level offenses (1000-3000) require no investigation and punishment and are generally assigned immediately. Punishments for minor offenses are usually awarded by senior midshipmen. Major level offenses (4000-6000) generally require an investigation, and punishment is determined by officers or high ranking midshipmen.

b. Punishment. Potential punishments include demerits, confinement to company area (this is known as "restriction"), marching (also known as "marching tours"), extra duty, loss of privileges, and reduction in rank. Upon reaching a predetermined limit on demerits, a midshipman is required to attend an aptitude board for possible separation. Reference (tt) provides details.

605. The Honor Concept. Midshipmen are persons of integrity: They stand for that which is right.

a. Background. The Honor Concept of the Brigade of Midshipmen is a cornerstone in the moral development of Naval Academy midshipmen. The Honor Concept was developed by midshipmen for midshipmen. It is built on decades of thoughtful education and application and has stood the test of time.

b. Purpose. The purpose of the Honor Concept is to help each midshipman gain an appreciation for and an understanding of the critical importance of personal integrity and exemplary honorable behavior as an officer in the Navy or Marine Corps.

c. Approach. The Naval Academy approach to honor education is not to create an environment in which midshipmen have no opportunity to lie, cheat, or steal. The goal, instead, is to create an environment that encourages honorable behavior and requires midshipmen to demonstrate it. This approach is not without risk; some midshipmen may fail. The Naval Academy seeks to nurture those with clear potential to become honorable officers, while identifying others whose character may preclude their commissioning.

d. Faculty Involvement. Each member of the faculty can help to keep the Honor Concept current and relevant. Most of a midshipman's day is spent

away from Bancroft Hall, either in class or on the athletic field. Through their personal examples, faculty members help set midshipmen expectations by reinforcing the Honor Concept in their interactions with midshipmen, explaining why honor is central to effectiveness and success as a Naval Officer, being receptive to those who acknowledge their mistakes, and confronting, when necessary, those who may not be living up to the honor standard set by the Brigade. Faculty and staff are encouraged to attend honor hearings and honor boards.

e. Definitions. The following definitions apply to the Honor Concept:

(1) Lying: To deceive intentionally, either orally or in writing. It is a lie to misrepresent a true situation or to deceive by withholding, omitting, or subtly wording information in such a way as to leave an erroneous or false impression of the known true situation. The misrepresentation may be either by word or by deed.

(2) Cheating: To use unauthorized assistance in work that is to be submitted or to copy or submit another's work or ideas claiming them as one's own. In some circumstances, not giving proper reference to outside sources constitutes cheating. It is also cheating to derive an unfair advantage by one's actions.

(3) Stealing: To take, obtain or withhold property or anything of value from the true owner with the intention of depriving the owner of its use or possession for any period of time. This includes borrowing something from someone without their knowledge. It includes fraudulently obtaining services, such as wrongfully obtained mp3 and movie files.

(4) Plagiarism: To use the words, information, insights, or ideas of another without crediting the source through proper citation. Proper documentation is required for all source material. Proper documentation is discussed in the individual course policy statement provided and explained by each instructor during the first session of each course. It is the midshipman's responsibility to know the rules for proper citation. Asserting ignorance of the proper citation rules is not an excuse for plagiarism.

f. Assistance. Midshipmen must have, or must seek, a clear understanding of the rules concerning collaboration on the academic work they submit. Faculty members have an important responsibility to make clear to midshipmen precisely and in writing what is expected on all quizzes, tests, examinations, laboratory reports, papers, and any other assigned work that is to be submitted for credit. This should be done in a course policy or directly on the assignment itself. Additional guidance on graded academic work is in USNAINST 1531.53 series.

g. Intent. Intent is not required for the determination of guilt or innocence in an honor violation. The Brigade Honor Board needs only to determine if the accused midshipman committed the dishonorable act in order for the accused to be guilty of an honor violation. Most midshipmen never intend to commit an Honor violation at the United States Naval Academy and to receive the scrutiny and embarrassment that follows. Nonetheless, some midshipmen will lie, cheat, or steal, perhaps due to inattention, peer pressure, or immaturity.

h. Process.

(1) Midshipmen must adhere to the standards of the Honor Concept at all times, regardless of their physical location. An accusation does not have to occur on the Naval Academy Yard. Any midshipman, faculty or staff at the Naval Academy may bring charges regarding an honor violation by a midshipman.

(2) The Chair of each academic department appoints a member of the faculty to serve as a liaison to the Brigade Honor Staff. They will assist with honor issues and communicate with the Brigade and Officer Honor Staff. Additionally, the Regimental Honor Academic Liaison acts as an Honor Staff point of contact for the faculty. They ensure that a faculty member who makes an honor violation accusation is kept informed of all decisions on that honor case, including the final outcome.

606. When Faced with an Alleged Honor Offense.

a. Options. Any person, upon learning of what may be a violation of the Honor Concept, has the following three options:

(1) Confront and Discuss.

(a) Determine if an honor violation occurred.

(b) Discuss the problem with the accused. If in agreement that a violation occurred, addressing the root moral problem with the accused.

(c) Conduct informal counseling - An option which should only be used for what the accuser deems to be a simple or negligible mistake..

(2) Confront, Discuss, and Report.

(a) Determine if an honor violation occurred.

(b) Discuss the problem with the accused.

(c) Forward written accusation to any Honor Staff member.

(d) The Accuser should normally report the honor violation immediately upon learning of the violation.

(3) Report.

(a) Determine if an honor violation occurred.

(b) Forward written accusation to any Honor Staff member.

(c) The Accuser should normally report the honor violation immediately upon learning of the violation.

b. Guidance. The entire Honor Concept, including a step-by-step description of its formal administrative procedures, is described in

reference (uu).

607. The Fourth Class Development System.

a. Responsibility. Helping new midshipmen acquire those foundation skills that will enable their success at the Naval Academy and in the Fleet and Fleet Marine Force is the responsibility of the entire midshipman chain of command. Primary responsibility for overseeing the day to day details of the system for the Commandant of Midshipmen falls upon the company officers and the first class midshipmen in leadership positions. COMDTMIDNINST 1510.3 series provide details concerning the Fourth Class Development System.

b. Communication. For many plebes, learning to budget their time properly is the foundational skill most difficult to master. A faculty member often may be the first to recognize that a plebe is having problems with the use of his or her time, and a timely telephone call or email may alert the plebe's company officer to the difficulty. The company officer is able to investigate the situation, counsel the plebe, and make the squad leader aware of the problem. Communication with and cooperation between instructor and company officer can prevent the loss of a potentially good midshipman.

608. Liberty Limits: Definitions. Town liberty authorizes midshipmen to visit areas within reasonable proximity of the Naval Academy. Yard liberty allows midshipmen to participate voluntarily in athletics and or visit specified areas or places within the Yard. The Yard is the area bounded by the Naval Academy perimeter fence and wall. Liberty, when authorized, will include the appropriate type of liberty specified for each class.

609. Visiting and Dining. Faculty members are encouraged to invite midshipmen of all classes to visit them or dine with them whenever town liberty is authorized.

610. Special Meetings. During the academic year, occasions may arise when a faculty member or academic department finds it necessary to schedule a special meeting or program for a group of midshipmen outside normal liberty hours or at times that conflict with Brigade of Midshipmen routine. Requests in the form of Movement Orders or Excusal Orders should be forwarded to the Commandant via the Dean (Attention: Associate Provost for Academic Affairs). The approval will be adjudicated by the Deputy Commandant of Midshipmen and the Associate Provost for Academic Affairs.

Midshipman Time Scheduling Overview

Monday	Tuesday	Wednesday	Thursday	Friday
12:50-1:20pm Reserved for BattOffs, CoOffs, SeniorEnl, meetings	12:50-1:20pm Reserved for academic lectures, meetings	12:05-1:20pm Warrior Wednesday Training (Reserved for Chain of Command)	12:50-1:20pm Reserved for academic lectures, meetings	12:50-1:20pm Open
3:45-6:00pm Athletic Reserve	3:45-6:00pm Athletic Reserve	3:45-6:00pm Athletic Reserve	3:45-6:00pm Athletic Reserve	3:45-6:00pm Athletic Reserve
7:00-8:00pm Training Events and Speakers 8:00-11:00pm Mandatory study hour	7:00-8:00pm ECAs and voluntary meetings 8:00-11:00pm Mandatory study hour	7:00-8:00pm Training Events and Speakers 8:00-11:00pm Mandatory study hour	7:00-8:00pm Training Events and Speakers 8:00-11:00pm Mandatory study hour	7:00-8:00pm Midshipmen time 8:00-11:00pm Mandatory study hour for 4/C and 3/C

Saturday	Sunday
8:00am-12:00pm Brigade training by Commandant's staff	1:30-5:30pm Plebe officership training (not an every Sunday event) 8:00-11:00pm Mandatory study hour

611. Field Trips. The proximity of the Naval Academy to Washington and Baltimore, with their extensive governmental and private institutions, is a potential source of educational enrichment for many Naval Academy courses. Relevant requests that minimize interference with class time, study time or military duties should be submitted for approval to the Commandant (Attn: Commandant's Logistics Officer) via the Provost's Office (Attn: Associate Provost for Academic Affairs). Field trips that will entail missing noon meal formation and noon meal (1205-1250) should be scheduled on a Tuesday or Thursday. Midshipmen are responsible for academic work missed. Approval of these requests is adjudicated by the Deputy Commandant of Midshipmen and the Associate Provost for Academic Affairs.

612. Civilian Clothing. Midshipmen of the First and Second Class ("juniors" and "seniors") are authorized to keep appropriate civilian clothes in Bancroft Hall and may wear civilian clothes during leave periods, on town liberty on weekends, and on weekend liberty. Midshipmen Third Class are authorized to wear civilian clothes only on approved weekend liberty when greater than 22 miles away from the Naval Academy. Midshipmen Fourth Class are not allowed to wear civilian clothes except when on authorized leave periods.

613. Midshipman Officers (Stripers). Each year, two sets of midshipman officers (known as "stripers," because of the additional gold stripes on

their uniform) are selected from members of the first class to lead the various military units of the Brigade. The first set assumes its leadership positions during the first semester, while the second set leads the Brigade during the second semester.

614. Midshipman Sponsor Program. A Midshipman Sponsor Program provides midshipmen with an opportunity to associate socially with civilians, officers, and faculty members and their families. Members of the faculty are encouraged to volunteer as midshipman sponsors. Sponsors are responsible for ensuring that midshipmen abide by Naval Academy regulations while in their homes, particularly the regulation that no Plebe, regardless of age, may consume alcoholic beverages. Reference (vv) provides additional details. The Coordinator for the Midshipman Sponsor Program can be reached at 410-293-7137.

615. Athletic Programs. Every midshipman is required to participate in a varsity, club or intramural sport. A limited number of midshipmen may substitute certain extracurricular activities for this requirement.

CHAPTER VII - ACADEMIC RESOURCES FOR FACULTY AND MIDSHIPMEN

700. Library.

a. Overview. The Naval Academy's Nimitz Library provides spaces, resources, and collections to support the research endeavors of midshipmen, faculty, and staff. The library maintains an extensive collection of print and electronic resources with a focus on USNA majors and relevant disciplines, and emphasizes the unique areas of naval science, heritage, history and engineering. The library offers a variety of comfortable academic spaces for midshipmen, and functions as the de-facto "student union" on the Yard. The popular Nimitz Cafe coffee shop is located on the first floor. Access the Library online at <https://www.usna.edu/Library/index.php>.

b. Research Support & Information Literacy Instruction. The Research & Instruction Department provides research support for midshipmen, faculty and staff. Subject specialist librarians serve as liaisons to USNA academic departments, and provide research assistance at the Research Help Desk, online via chat and email, and in one-on-one and group consultations. In addition, they are available to teach customized sessions as guest speakers for any department. These sessions are designed to teach research and critical thinking skills in the appropriate disciplinary context. Find your subject specialist librarian here: <https://www.usna.edu/Library/help/liaison.php>.

c. Other Services. Nimitz Library borrows thousands of materials not owned by the library via interlibrary loan (ILL) every year. This service allows library users to borrow easily from library collections across the United States and the world. Of note, Nimitz Library has a unique relationship with the Library of Congress that allows our users the privileges that include the expeditious delivery of Library of Congress materials to the Yard. Faculty can also provide short-term, in-library access to their textbooks or other custom course materials through the library's course reserves service. The library also occasionally hosts guest speakers and special events.

d. Special Collections & Archives. Located on the third floor of the Library, the department (<http://www.usna.edu/Library/sca/index.php>) contains rare books, manuscripts, photographs, and other documents as well as the official records (archives) of the U.S. Naval Academy. These materials are available for use by midshipmen, faculty, and staff and other researchers upon request. All materials must be used in the Annapolis Room. Faculty wishing for course-related instruction and/or research are encouraged to contact the Special Collections & Archives staff.

e. The William W. Jeffries Memorial Archives. The William W. Jeffries Memorial Archives is the repository for the historically important, non-current records of the Naval Academy. The collection dates back to the beginning of the Naval Academy in 1845 and includes material relating to the Naval Academy administration, curriculum, midshipmen, buildings and grounds as well as a large collection of photographs and records relating to alumni. The Archives is an affiliated archive of the National Archives and Records Administration. Approximately 30,000 volumes are housed within Special

Collections, including the original 1845 library of the Naval School, as the Academy was called at the time of its founding. The book collections cover a vast array of subjects ranging from naval and military science to philosophy, art, and literature, and are published in a variety of languages, such as French, German, Spanish, Italian, Latin, and Japanese. There are over 500 manuscript collections spanning the 18th to the 20th centuries, and approximately 10,000 photographs of mostly naval-related subjects.

f. Offices Located in the Library. Located within the library building are also the Multimedia Support Center, the Research Office, the Writing Center, the Registrar, and the Office of the Provost.

701. Faculty Enhancement Center. The Faculty Enhancement Center is located on the ground floor of the Nimitz Library building. The Center consists of the following two offices:

a. Center for Teaching and Learning.

(1) The Center for Teaching and Learning supports the faculty in providing the highest quality instruction for midshipmen through individual consultations, classroom observations, teaching effectiveness workshops, teaching portfolio workshop, mentors, and print and video resources. The Office also provides funding for teaching conferences and related opportunities, and is located on the second floor of Mahan Hall. The phone number for the Office of Teaching and Learning is: 410-293-2506.

(2) A part of the Center for Teaching and Learning, the Instructional Development Support Center (IDSC) is a centralized, client-oriented support facility that introduces emerging instructional technologies and helps faculty integrate appropriate technology into the teaching, learning, and assessment processes. The IDSC offers short courses in various software programs, such as the use of Blackboard®, and assists the faculty in developing course materials. The Instructional Development Support Center phone number is: 410-293-2508.

b. Office of Research and Scholarship.

(1) The Office of Research and Scholarship contributes to a rich learning environment at Naval Academy by providing basic and applied research opportunities for midshipmen and faculty. Through these research activities, midshipmen can be exposed to the critical requirements of the sea services, and faculty are able to contribute to Navy and the Marine Corps capabilities. The Office of Research and Scholarship phone numbers are: 410-293-2504 or 2509.

(2) The Naval Academy seeks to promote and sustain a vibrant academic setting in which research and scholarly discourse contribute to the professional growth of faculty and midshipmen. The faculty - as "master learners" - play the role of leader, mentor, and role model in this regard, instilling the values of life-long learning through their own scholarly work, peer-reviewed articles and books, and active participation in gatherings of learned and professional societies. The Director of Research and Scholarship oversees and coordinates all midshipman and faculty research

activities for the Academic Dean. Procedures regarding the integrity of faculty research and scholarly activity are described in reference (ww).

702. The Class of 1963 Center for Academic Excellence (the Academic Center). The Naval Academy Academic Center is in the Levy Center on the second floor. The Center provides a full range of academic services to all midshipmen to assist them in becoming more productive students and members of the Brigade. Academic Center services include reading and learning skills, reading skills, tutoring, and academic counseling. Faculty may refer students to the Academic Center for assistance. The Academic Center web page is <http://www.usna.edu/AcCenter>. Reference (ll) provides additional information. The Academic Center phone number is: 410-293-2952.

703. Writing Center. The Naval Academy Writing Center, part of the Center for Academic Excellence, is located on the first floor of Nimitz Library, offers help to midshipmen from any discipline with all stages of the writing process. Midshipmen can schedule appointments online. Midshipmen may voluntarily consult with writing specialists or individual faculty members may refer midshipmen to the Writing Center.

704. Multimedia Support Center. The Multimedia Support Center (MSC), located on the ground floor of the Nimitz Library, provides audiovisual support service to Naval Academy midshipmen, faculty, and staff. MSC services include video production, video distribution and duplication services, and audio-visual equipment loans. MSC additionally operates a self-help graphic arts area in Nimitz Library to help make posters, web pages and other visual arts. MSC equipment loans and video distribution functions are located in the Nimitz Library building on the ground deck; the MSC Graphics department is on the first deck of the Nimitz Library. MSC staff members provide support for all projectors and audio-visual equipment in USNA classrooms. The Multi-Media Support Center phone number is: 410-293-4028. The Graphics Lab number is: 410-293-5856.

705. Vice Admiral James B. Stockdale Center for Ethical Leadership. The Center for Ethical Leadership, located in Luce Hall, enhances the Naval Academy's development of ethical leaders for service in the Navy and Marine Corps and advances the practice of ethical leadership in the naval service and the nation. Stockdale Center programs are described on the Center's website: <http://www.usna.edu/ethics>. The Stockdale Center phone number is: 410-293-1636. In addition to a rich menu of annual programs for midshipmen, the following programs are specifically designed to sustain and develop Naval Academy faculty and staff as integral partners in the leadership, character, and ethical development of midshipmen:

a. Faculty and Staff Ethical Leadership Seminars. The Center organizes ethical leadership seminars for faculty and staff. The purpose of these seminars is to assist faculty and staff in their own ethical leadership development and strengthen their ability to influence their midshipmen effectively.

b. Lecture Series. The Center sponsors a periodic ethics lecture series in which distinguished speakers address important ethical challenges in military affairs, national security, and public life. These lectures are open to the entire Naval Academy community.

c. Faculty Research Opportunities. To fulfill its commitment to advance research and critical thought in the field of ethical leadership, the Center provides opportunities for Naval Academy faculty and others in the Center's Resident Fellows program. The Center's Director of Research can provide further information about the Resident Fellows Program.

d. Ingersoll Teaching Ethics Resource Room. The Stockdale Center includes a resource room to assist faculty members in the integration of professional ethics into their courses. The Ingersoll Teaching Ethics Resource Room provides books, periodicals, DVDs and other materials to aid any faculty member in the process of drawing out the ethical issues of their curriculum.

e. Custom Workshops. The Stockdale Center also organizes faculty development workshops for departments or individuals wishing to learn more about some specific aspect of ethics teaching, such as the use of case studies, or ethical issues relating to a particular topic. Any faculty member or department interested in a custom workshop along these lines should contact the Stockdale Center's Senior Staff Associate.

706. Math Lab. The Professor Theodore J. Benac Math Lab, located in Room 130, Chauvenet Hall, helps midshipmen improve their mathematical and quantitative analytical skills. The Math Lab is staffed by mathematics faculty every academic period in the week. Midshipmen may contact mathematics faculty in the Math Lab on their own, or may be referred there by their instructor.

707. The Chemistry Resource Room. The Chemistry Resource Room is a drop-in help facility staffed by Chemistry Department faculty members during every class period of the week. Chemistry students can receive assistance there with homework, lab reports, and other assignments. The room is equipped with more than a dozen computers, making it especially convenient for plebes completing their online chemistry homework. The Chemistry Resource Room is located in Michelson Hall, Room 100.

708. Naval Academy Museum. The Naval Academy Museum, in Preble Hall, houses numerous items relating to the history of the Navy and of the Naval Academy, including ship models, maritime paintings, and mementos of naval life, battles, and heroes. Other exhibits provided by the Museum are on view in various buildings throughout the Academy. Events include daytime Shifley Lecture Series and Naval History Panels. The Museum also produces "A History of the Navy in 100 Objects." The Naval Academy Museum website is: <http://www.usna.edu/Museum>. The Museum phone number is: 410-293-2108.

CHAPTER VIII - CHILD CARE, CLINICS, CARS, COMPUTERS, STORES, SERVICES (AND SIMILAR)

800. Your Guide to the U.S. Naval Academy in Annapolis. This colorful reference document is issued annually with extensive information about Naval Academy buildings, extracurricular activities, religious and social activities, as well as an introduction to hotels, schools, housing, and a variety of support facilities for midshipmen, faculty, and staff provided by the Naval Academy Business Services Division and the Morale, Welfare, and Recreation Department. The Guide also contains information about the Naval Academy Athletic Association, the Naval Academy Foundation, and the U.S. Naval Institute. The Guide is available through the Naval Academy Public Affairs Office, in the Administration Building, and may be consulted online at www.usna.edu/PAO.

801. Tickets for Naval Academy Musical Events. Tickets for Glee Club concerts, the Naval Academy Distinguished Artists Series, and other special musical events such as the annual Handel's Messiah concert are available through the Naval Academy Ticket Office: 410-293-7766.

802. Other Service Facilities.

a. Child Development Center (CDC). A Child Development Center, located at Building 297 Gage Road in the North Severn Naval Station Complex, is available for uniformed and civilian DOD employees and their families. For more information, including availability call the Child Development Center at phone number 410-293-9390.

b. Military Members. For military members of the faculty, a normal suite of service facilities, including a Navy Exchange, a commissary, tailor, barber, optician, etc., is provided in the North Severn Naval Station complex. The Navy Exchange phone number is 410-757-0005. The Commissary Store phone number is 410-293-9030 or 2494.

803. Permits for Motor Vehicles.

a. Vehicle Registration. Faculty members must register any vehicle(s) they propose to drive onto the Yard and park on the grounds at the Naval Academy Pass and ID Office, located at Naval Academy Gate One, adjacent to Halsey Field House. The Pass and ID Office phone number is: 410-293-5762.

b. Certification. Applicants for vehicle permits must present the following documentation to the Pass and ID Office representative:

(1) A valid state operator's permit (driver's license).

(2) A current registration permit showing that the vehicle is registered in the name of the person applying for a permit or his or her bona fide dependent. If the vehicle is not registered in the applicant's name, the applicant must have a notarized letter from the registered owner authorizing the applicant to obtain a decal for the vehicle. (This requirement does not apply to dependents.) If the applicant is renewing the decal and the registration plates are the same plates on the vehicle, no proof of registration is required. The Pass and ID clerk will update the

original form only. Applicants for renewal of a registration permit must present a valid Naval Academy or DOD ID card.

(3) Proof of insurance in the amount required by Maryland State Law.

c. Motorcycles. Registration of motorcycles with engines over 50 cc's is required. To register a motorcycle, operators must attend a certified motorcycle safety course, and they must present proof of completion of the course to the Pass and ID Office. The motorcycle registration decal is displayed on the left side fork of the motorcycle, where it can be viewed by sentries at all gates.

804. Parking. Parking regulations are set forth in USNA/ACCINST 5560.7 series. Official functions sometimes require that parking spaces are preempted for special occasions. Naval Academy security staff will provide advance information about these events, with detailed traffic information.

805. Identification Cards. Each civilian faculty member must obtain a U.S. Naval Academy Faculty Identification Card (Common Access Card). Civilian faculty and staff must display their identification cards upon entering the Naval Academy and while on the Yard. Consult reference (xx) for details. The Personnel Support Division office that issues civilian ID cards is located at 168 Bennion Rd room 218 in the North Severn Naval Station Complex; the PSD phone number is 410-293-5813 or 5814. ID cards are available on a first-come first-served basis.

806. Post Office. A post office is located in the basement of the seventh wing of Bancroft Hall. The Zip Code for the Naval Academy is 21402 for members of the faculty and staff, and 21412 for midshipmen. Reference (yy) provides specific Zip Codes for each organization and building within the Naval Academy. The Post Office hours are 0930-1100 and 1200-1530 daily. The Post Office branch office phone number is: 410-293-3787.

807. Information Technology Services Division (ITSD).

a. Background. The Naval Academy treats information as an educational resource. Every midshipman and faculty member, and many members of the Naval Academy staff, have liberal access to information technology resources for academic and professional needs. The Naval Academy encourages innovative use of information technology to improve academic, professional, and administrative programs. The Information Technology Services Division provides comprehensive program support to midshipmen, faculty and staff for teaching, learning and research.

b. Access. All incoming midshipmen must purchase a personal computer, which will be used extensively in their course work and professional activities. Faculty and staff computing needs are addressed through a comprehensive life cycle program. The Naval Academy also provides computer network connectivity to computing resources throughout the Yard and to the Internet.

c. Support. Other information technologies, distributed in public clusters throughout the Naval Academy, provide additional program functionality. A professional staff of information technology specialists and computer scientists is available for technical support in the design,

development, and implementation of instructional computer software. Information Technologists serve all academic facilities. An Information Technology Operation Center, with consulting assistance, is available in Ward Hall. Located in Room G1, Ward Hall, the Information Resource Center (IRC) hours of operation are 0700-1630. The IRC phone number is 410-293-3500. The IRC web address is:
<http://intranet.usna.edu/IRC/index.php>.