Chapter Two Appendix

Enclosure 2.09
Superintendent and Chief of Naval Personnel Letters re. Billet Filling Policy

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

1531
2-38
AUG 25 2010

From: Superintendent, United States Naval Academy
To: Chief of Naval Personnel

Subj: POLICY REGARDING FILLING MILITARY FACULTY BILLETS AT THE UNITED STATES NAVAL ACADEMY (USNA)

Ref: (a) OPNAVINST 1520.40 (Permanent Military Professor (PMP) Program)
(b) NAVADMIN 242/10 (Junior Permanent Military Professor Program)

1. To alleviate military faculty shortfalls at the Naval Academy, I request that Navy shore-manning policy be revised as it applies to USNA by excluding billets occupied by officers in the Permanent Military Professor (PMP), Junior Permanent Military Professor (J-PMP), and recalled Reserve officer programs.

2. As you know, the Naval Academy suffers from a shortage of qualified military faculty and has been forced over time to hire adjunct civilian faculty to fill the gaps. In April 2009, this issue was brought to the attention of the Advanced Education Review Board (AERB). USNA proposed a solution during the October 2009 AERB that appropriately sizes the faculty to meet demands of a Brigade of 4400 midshipmen while also balancing the civilian to military faculty ratio. I welcome the Vice Chief's approval of this plan, but implementation is only now beginning and completion of the plan will take eight years. Success of the balancing plan hinges on assignment of sufficient military faculty through several avenues, including standing up the J-PMP program, the addition of 50 more Marine Corps officers for faculty assignments, and filling all Permanent Military Professor (PMP) billets. In order to facilitate these efforts to fill our military faculty billets, the current method used by Navy Personnel Command to implement Navy shore manning policy may require some modification.

3. The PMP and new J-PMP programs have as one of their main objectives to alleviate military faculty shortfalls at USNA. To accomplish this, billets occupied by PMP and J-PMP officers on board not be included when Navy Personnel Command determines the number of officer billets to fill at USNA using the shore-manning policy. POM-12 makes the tacit assumption that, after full phasing, all PMP and J-PMP billets at the Academy will be filled. In addition, since 2007, USNA has brought in up to 10 activated Reservists each year, normally for three year tours. The recalled Reservist program has benefited the Academy over the past few years and was specifically developed to alleviate military faculty shortfalls at USNA. In FY10, there were 24 activated Reservists on-board USNA and we hope to continue this program at its full on-board capacity of 30. Like the PMP and J-PMP programs, billets occupied by recalled Reservists should not be included when determining the number of Navy officer billets to fill at USNA using the shore-manning policy.

Relevant background:

Navy faculty billets are filled at a rate of approximately 80%.

Thirty-two PMP billets are presently filled and the program is targeted to grow to 50 on board by FY2011, presuming an adequate number of qualified candidates in the appropriate academic disciplines.

The J-PMP programs are projected to phase-in during mid-2011, then reach an eventual on-board end strength of 40 by 2016.

4. Implementing this revised shore manning policy on behalf of the Naval Academy will significantly enhance the Academy's progress toward the 50:50 civilian to military faculty balance. The fully phased-in faculty plan calls for 227 Navy faculty billets, of which 120 would be filled by PMPs, J-PMPs, and recalled Reservists (assuming all of these billets are filled at a 100% rate), leaving 107 Navy faculty billets that would fall under the Navy-wide shore manning policy.

5. If current Navy-wide shore-manning policy continues to be applied to the Academy (i.e., if the faculty billet fill rate of 80% is applied to all 227 billets), there would be about 45 unfilled faculty billets, which would result in a $3.5M annual unfunded requirement for civilian adjunct faculty and lead to a 57.5%:42.5% civilian to military mix. Applying the revised manning policy (i.e., the regular policy is applied to only 107 billets) would result in approximately 21 unfilled military billets. This reduces the unfunded requirement for substitute civilian adjunct faculty to $1.6M annually and would result in a 53.5%:46.5% civilian to military mix.

6. In light of the above, request that the shore-manning policy as applied to USNA exempt all faculty billets occupied by PMP, J-PMP, and recalled Reserve officers.

M. H. MILLER

Copy to:
✓Academic Dean

DEPARTMENT OF THE NAVY
CHIEF OF NAVAL PERSONNEL
WASHINGTON, D.C. 20370-5000

1531
Ser 00/184
22 Oct 10

From: Chief of Naval Personnel
To: Superintendent, United States Naval Academy

Subj: POLICY REGARDING FILLING MILITARY FACULTY BILLETS AT THE UNITED STATES NAVAL ACADEMY

Ref: (a) USNA ltr 1531 2-38 of 25 Aug 10

1. I have reviewed reference (a), your request to remove all Professional Military Professor (PMP), Junior Permanent Military Professor (J-PMP), and the 30 faculty billets authorizing recall of Reserve officers in determining United States Naval Academy (USNA) overall manning. NPC/PERS-4 can support.

2. USNA faculty positions at the end of FY10 total 206 as reported at the October 2009 Advanced Education Review Board (AERB). Of the 206 billets, 50 are PMP billets, 25 are allocated for fill by recalled Reservists, and 15 are PEP billets filled by other services or foreign Navies, making active duty Navy rotational fill requirements at USNA 116 in FY11. As of September 2010, with 26 vacant active duty faculty billets, the fill rate is 78 percent. Of these vacant billets, 13 have officers ordered in over the next couple months, improving the short-term faculty manning percentage to 89 percent. The remaining 13 billets are posted for fill by qualified officers.

3. The phasing plan to increase active duty Navy faculty to 227 by 2017 includes 50 PMP, 40 J-PMP, 14 PEP officers, and 30 Reserve recalls over the long-term, and ultimately reduces active duty Navy rotational faculty at USNA to a total of 93.

4. I support your proposal to exclude the 50 PMP billets in place today, the 40 forthcoming J-PMP billets, the billets filled by Reservists, and the PEP billets from USNA's manning calculations. This will enable PERS-4 to focus on those fills over which they have the most control. Conversely, PERS-4 will not fill PMP and J-PMP billets with other than 1230 designated officers, and to retain valid recall authority, will not fill any of the 30 billets allocated for Reserve recalls with active duty officers.

5. We remain committed to the 50:50 civilian to military faculty mix and look forward to working with your staff to achieve this balance.

M. E. FERGUSON III