

Practical Guidance for USNA Faculty Members

Excellent USNA teachers:

Have a professional, positive rapport with their students

- o Are respectful, encouraging, approachable, caring
- o Do not engage in any demeaning, disrespectful, or unnecessary negative or unprofessional interactions with students

Maintain appropriate learning standards

- o Clearly articulate expectations
- o Clearly communicate learning objectives
- o Hold students to appropriate levels of accountability for learning
- o Challenge students, while being supportive and fair

Effectively prepare/organize for and manage class time, but are adaptable and flexible

Exhibit mastery of their discipline

Use effective teaching styles/methods

- o Promote active student participation in learning activities
- o Provide contextual framework of learning, whenever possible
- o Engage both strong and weaker students in the class

Adapt to diverse student needs (e.g., different student learning styles, levels of ability, intellectual interests, etc.) and emerging institutional directions

Support unique USNA expectations in and out of the classroom (e.g., military courtesies, class attendance, class no-sleep policy, etc.)

- o Maintain professional relationships with midshipmen
- o Are punctual and professionally attired
- o Support and respect Academy policies

Are considerate of the many other demands placed on Midshipmen

- o Use caution in pre-judging student performance
- o Temper time-requirements and deadlines for course activities and assignments

Provide effective feedback to students

- o Are consistent and fair
- o Provide feedback that is sufficient and timely enough to help students improve

Offer additional instruction/interaction outside of class

- o Are regularly and reliably available to students; clearly promulgate a schedule of availability to students

Effectively advise and mentor students

- o Engage in discussions beyond course registration matters (e.g., major selection, service selection, future career goals, etc.)

Effectively engage in and contribute to their department's teaching mission

- o Contribute to assessment activities
- o Exhibit collegiality when working with other faculty in department teaching-related activities or in multi-section courses

Regularly and honestly self-assess teaching effectiveness

- o Consider mid-semester informal student feedback on teaching effectiveness
- o Are self-aware of demeanor and classroom atmosphere
- o Engage in teaching improvement activities
- o Invite observation and comments from peers

Excellent USNA scholar/researchers:

Produce peer-reviewed scholarly products

Develop a sustained record of scholarly productivity at USNA, while simultaneously fulfilling normal teaching and service duties

Show an appropriate level of creative independence as a scholar

Publish in quality venues with rigorous and verifiable peer-review processes

Appropriately and willingly involve Midshipmen

Exercise caution in building a record reliant upon classified, descriptive pedagogical, or public intellectual scholarship products

Provide ample explanations of scholarly activity

Excellence in USNA faculty service is characterized by:

Positive personal engagement and collegiality

Administrative professionalism (e.g., timeliness, reliability, etc.)

Engagement in rank-appropriate departmental, divisional, yard-wide, or professional service, generally with increasing levels of involvement and leadership over the course of a career

Acknowledgement that service cannot substitute for deficiencies in teaching or research



Naval Academy 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.



Attributes of a Naval Academy Graduate

We graduate Midshipmen who are warriors ready to meet the demands of a country at war or at peace.

Our graduates are:

Selfless

Selfless leaders who value diversity and create an ethical command climate through their example of personal integrity and moral courage.

Inspirational

Mentally resilient and physically fit officers who inspire their team to accomplish the most challenging missions and are prepared to lead in combat.

Proficient

Technically and academically proficient professionals with a commitment to continual learning.

Innovative

Critical thinkers and creative decision makers with a bias for action.

Articulate

Effective communicators.

Adaptable

Adaptable individuals who understand and appreciate global and cross-cultural dynamics.

Professional

Role models dedicated to the profession of arms, the traditions and values of the Naval Service and the constitutional foundation of the United States.



UNITED STATES
NAVAL ACADEMY
Annapolis



Faculty Performance Expectations: Practical Guidance

This guidance was derived from an Academic Dean and Provost-hosted off-site discussion with members of the USNA Promotion & Tenure Committee and senior academic leaders, including department chairs and Faculty Senate leaders.

Note: USNA faculty members should also review Academic Dean Instructions and Notices relating to performance expectations.

www.usna.edu/Academics