

# USNA Faculty and Staff Meeting

October 2016



# Our Top Priority

- **Education & development of midshipmen is job #1**
  - Develop midshipmen as leaders
  - Teaching and mentoring is primary
  - Engage midshipmen in their studies
  - Emphasize quality, excellence, and professionalism
- Set high standards **AND** provide an environment to enable achieving those standards
  - **High academic standards and a challenging educational program can coexist with a positive and engaging learning environment**



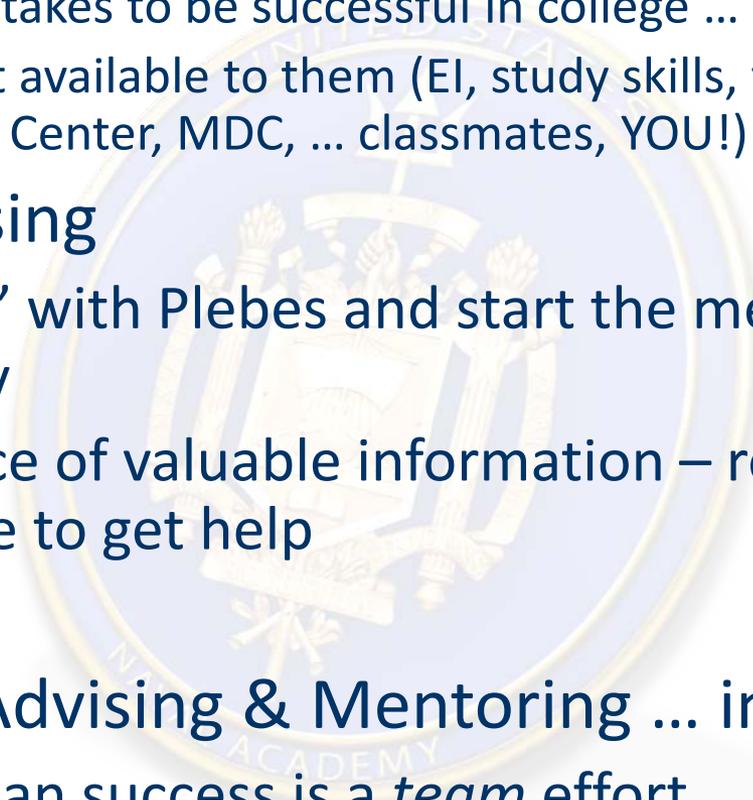


# Our “Secret Sauce”

- **A culture of effective mentoring & advising**
  - Faculty who take seriously their responsibilities as role models and mentors to midshipmen
  - “Mentoring” is much more than “advising”
    - Spend time with midshipmen and mentor them regarding well thought out choices
    - Embrace the importance/value of **intrusive leadership**
      - **See something ... say something!**
      - Proactive engagement; not micromanagement
        - » *An attitude* toward developing / educating midshipmen



# Faculty Who Mentor and Advise

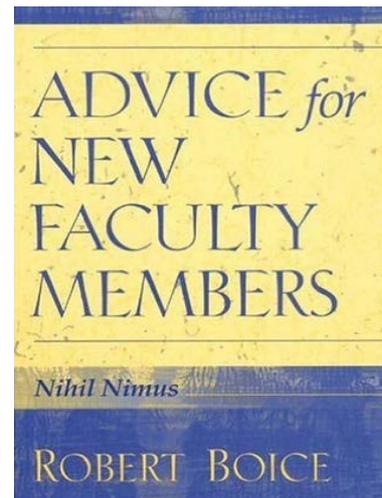
- Educate midshipmen on ...
    - what it takes to be successful in college ... and life
    - support available to them (EI, study skills, tutoring, MGSP, Writing Center, MDC, ... classmates, YOU!)
  - Plebe Advising
    - “Connect” with Plebes and start the mentoring process right away
    - Be a source of valuable information – resources for how and where to get help
  - Academic Advising & Mentoring ... in general
    - Midshipman success is a *team* effort
- 



# Engaging New Faculty in this Process

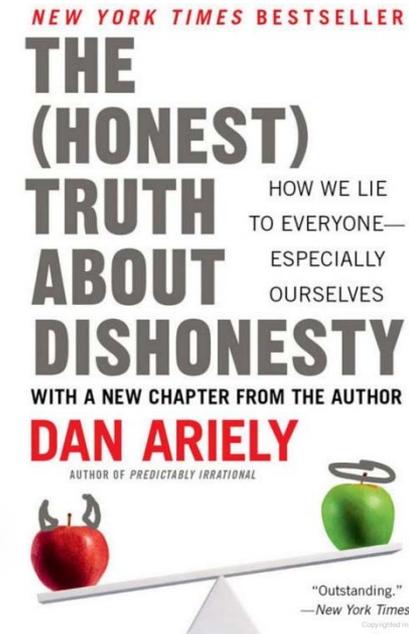
## – New Faculty Orientation

- Close interaction with exceptional teacher / mentors
  - Small groups; lots of face to face discussions
  - Emphasize the *developmental model*
- Case studies on:
  - Preparing yourself to create a positive learning environment AND ALSO set high standards
  - Emphasizing professionalism and supporting naval courtesies
  - Preparing you for the (un)expected
  - Preparing you for honor and character development issues
  - How to get feedback on your own performance



# Writing, Thinking, Problem Solving

- **Emphasize writing, critical thinking, and problem solving**
  - All programs and most courses → write and think!
    - Writing IS thinking ... and thinking IS problem solving
    - All programs should require writing
      - Essays: short and long, minute papers, etc.
    - All programs should discuss plagiarism & cheating
      - Discussions should occur early and often
      - Remember ... developmental model in action!





# Writing, Thinking, Problem Solving

## – The Writing Center

- A full time resource for writing help
- Faculty partnering with the WC to leverage impact
  - Avoid “farming out” EI and writing instruction to the WC

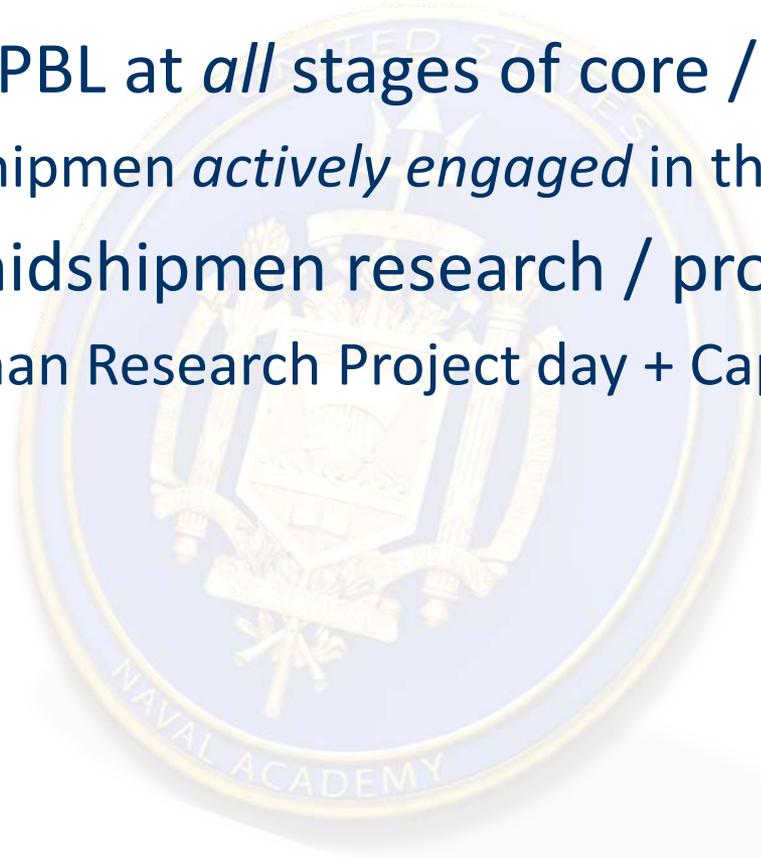
## – The AcCenter

- Emphasize a “team effort”: tutors and course instructors communicating closely
- The AcCenter provides help when normal avenues (EI) are either unavailable or not having the desired effect



# Experiential Learning

- **Emphasize PBL and “experiential learning”**
  - Encourage PBL at *all* stages of core / major programs
    - Get midshipmen *actively engaged* in their own learning
  - Highlight midshipmen research / project work
    - Midshipman Research Project day + Capstone Project day





# STEM Curriculum

- **Stay a national leader in undergraduate STEM education**
  - Emphasize “projects first” approach as much as possible
    - Improve retention in the majors by sustaining interest and engagement
    - PBL model using “inverted pyramid”
  - Begin planning for a new major in Biochemistry
    - When? Maybe 2022?

## Imperative Six

Leverage internal and external collaborations to engage Midshipmen in relevant learning opportunities that develop the broad range of competencies required by the 21st century Naval Service.

### Objectives

Enhance moral, mental and physical project-based learning opportunities throughout the curriculum.

Foster an educational environment that supports and encourages innovative and critical thinking, lifelong learning, and persuasive communications.

Intensify efforts to establish partnerships with international naval academies.





# Cyber Curriculum

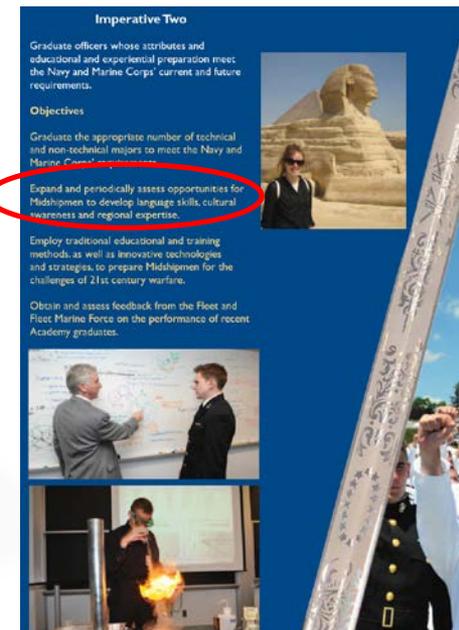
- **Be *the* national leader in cyber operations undergraduate curriculum and programs**
  - Cyber-1 and Cyber-2 core courses
  - Interdisciplinary Cyber Operations major
  - Department of Cyber Science
  - Center for Cyber Security Studies
  - ABET accreditation





# International Exposure

- **Expand international immersion options → 50% of each Class will have an immersion experience**
  - Develop additional faculty-led cultural experiences
  - Develop additional LSAP experiences
  - Develop additional SSA program options
  - Experiences should result in credit
    - Academic courses taken abroad → credit awarded at USNA
    - Language improvement → credit awarded according to level obtained
    - Cultural immersion → credit awarded for “experiential learning”



**Imperative Two**

Graduate officers whose attributes and educational and experiential preparation meet the Navy and Marine Corps' current and future requirements.

**Objectives**

Graduate the appropriate number of technical and non-technical majors to meet the Navy and Marine Corps' requirements.

Expand and periodically assess opportunities for Midshipmen to develop language skills, cultural awareness and regional expertise.

Employ traditional educational and training methods, as well as innovative technologies and strategies to prepare Midshipmen for the challenges of 21st century warfare.

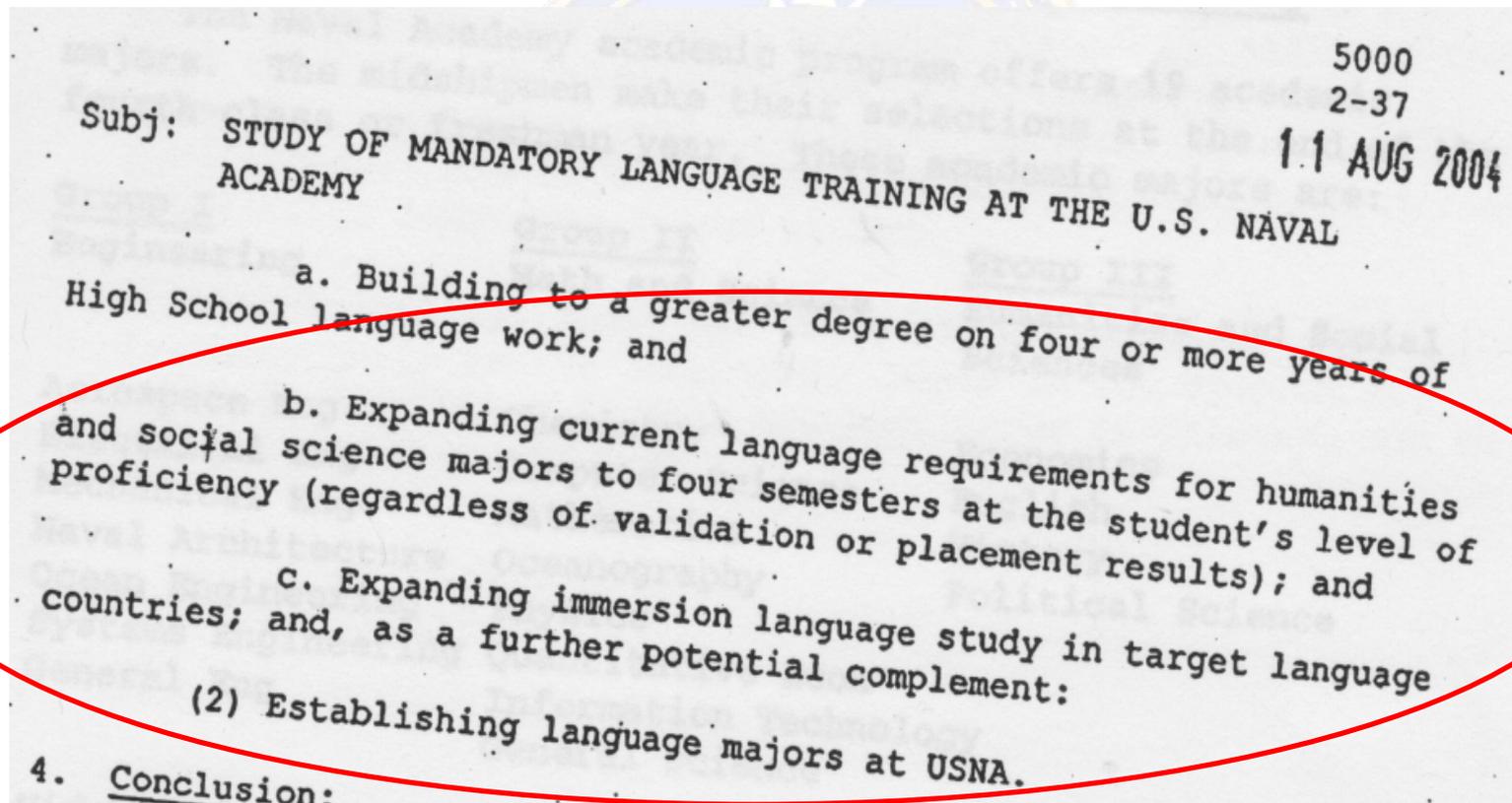
Obtain and assess feedback from the Fleet and Fleet Marine Force on the performance of recent Academy graduates.

The collage includes a large image of the Sphinx, a smaller image of a person in a white uniform, and a vertical image of a person in a dark uniform holding a sword.

# Foreign Language

- **Increase foreign language skills**

- Foreign language validation vs placement policy





# Teaching & Learning

- **Enhanced Center for Teaching and Learning (CTL)**
    - A physical space for faculty to engage on issues around teaching and learning → Mahan Hall!
    - A resource for T&L workshops, peer mentoring, group discussions, etc.
    - Faculty centered ... faculty led programs ... lots of opportunities for engagement
- 



# State of the Art Teaching Environment

- **Wireless access in *all* academic buildings**
  - Public *and* govt wireless networks
  - Support for iPADS / cell phones / future technologies (BYOD)
- **Laptops / docking stations replacing desktops**
  - Govt owned lab machines → replaced by midshipman owned laptops → savings of investment budget \$\$



# Dignity and Respect: EDI

- **Continue to advance & enhance EDI**

- Foster an environment that embraces and supports Equity, Diversity, and Inclusivity (EDI)
  - Emphasize dignity and respect in all areas
- Enhance the number of AND institutional climate for underrepresented groups
  - Don't be a passive bystander ... actively support EDI





# Master Academic Plan

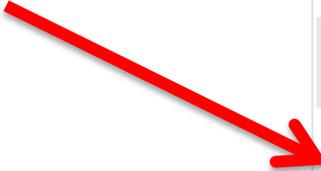
- See here for more:
  - <https://www.usna.edu/Academics/Academic-Dean/Talks.php>

## Talks

A compilation of selected speeches, talks, briefings, and presentations about the academic program at the Naval Academy.

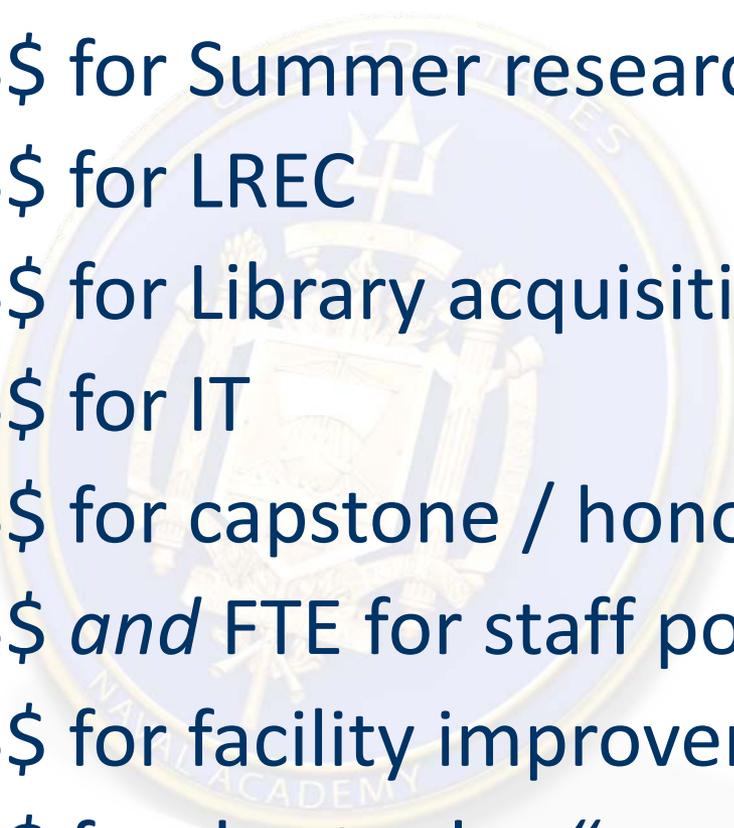
## Recent Briefings

Briefing	Date
<a href="#">Academic Assembly (Master Academic Plan Review)</a>  Academic Dean and Provost Andrew T. Phillips	18 AUG 2016
<a href="#">Academic Program Brief for Class of 2020</a>  Associate Dean for Academic Affairs Jennifer K. Waters	01 Jul 2016
<a href="#">Academic Assembly (MSCHE Self-Study/Technology Planning)</a>  Academic Dean and Provost Andrew T. Phillips	16 Feb 2016
<a href="#">Town Hall</a>  Academic Dean and Provost Andrew T. Phillips	1 Feb 2016
<a href="#">Faculty Convocation (Institutional/Academic Strategic Planning)</a>  Academic Dean and Provost Andrew T. Phillips	6 Oct 2015
<a href="#">Academic Assembly (Master Academic Plan Follow-Up)</a>  Academic Dean and Provost Andrew T. Phillips	30 Oct 2014





# Continuing Challenges

- Need more \$\$ for conference travel
  - Need more \$\$ for Summer research (NARCs)
  - Need more \$\$ for LREC
  - Need more \$\$ for Library acquisitions
  - Need more \$\$ for IT
  - Need more \$\$ for capstone / honors projects
  - Need more \$\$ *and* FTE for staff positions
  - Need more \$\$ for facility improvements
  - Need more \$\$ for day to day “supplies”
- 



# More Continuing Challenges

- Travel approval processes
- Purchasing processes
- IT support
- Heating / Cooling / Elevators
- Parking



# Resource Projections

<b><u>MANPOWER</u></b>										
				<b><u>FY14</u></b>	<b><u>FY15</u></b>	<b><u>FY16</u></b>	<b><u>FY17</u></b>	<b><u>FY18</u></b>	<b><u>FY19</u></b>	<b><u>FY20</u></b>
	<b>O&amp;M,N FTE</b>			854	850	856	831	826	821	821
	External PAO			6	6	6	6	6	6	6
	<b>Military</b>			800	810	830	814	822	830	830
	(Navy & Marine Corps)									
	<b>TOTAL Manpower</b>			1660	1666	1692	1651	1654	1657	1657

<b><u>O&amp;M,N \$K</u></b>										
				<b><u>FY14</u></b>	<b><u>FY15</u></b>	<b><u>FY16</u></b>	<b><u>FY17</u></b>	<b><u>FY18</u></b>	<b><u>FY19</u></b>	<b><u>FY20</u></b>
	<b>POM-17 Baseline</b>			139,095	152,705	145,771	140,270	137,314	140,171	141,985



# Keep the Faith

“Retain faith that you will prevail in the end, regardless of the difficulties, and at the same time confront the most brutal facts of your current reality, whatever they might be.”

- VADM James Stockdale

