USNA INSTRUCTION 1531.62

From: Superintendent, U.S. Naval Academy

Subj: MIDSHIPMEN CAREER INFORMATION PROGRAM

Ref: (a) USNAINST 1301.5L

Encl: (1) CIP Annual Events
      (2) Naval Aviation Engagement Program
      (3) Submarine Warfare Engagement Program
      (4) Surface Warfare Engagement Program
      (5) U.S. Marine Corps Engagement Program

1. **Purpose.** To define and assign necessary duties and responsibilities for the planning and execution of the midshipmen Career Information Program (CIP). The program spans the four years of each midshipman’s U.S. Naval Academy (USNA) experience, providing baseline information regarding professional Navy and Marine Corps career opportunities (designators). Ultimately, the program enables midshipmen to indicate informed preferences during the service assignment process of reference (a).

2. **Cancellation.** COMDTMIDNINST 1531.12C. This instruction is a revision and should be read in its entirety.

3. **Background**

   a. An understanding of the roles of the various Navy communities and Marine Corps specialties is vital to every midshipman’s professional development. Regardless of their ultimate service assignment, a broad understanding of every community contributes to their effectiveness as a Navy or Marine Corps Officer upon graduation.

   b. Service assignment provides the best qualified midshipmen to fill Navy and Marine Corps accessions requirements, with due consideration for midshipmen aptitude, medical status and preferences. In addition to educating midshipmen about Navy and Marine Corps communities, the CIP exists to help midshipmen to make well-informed decisions regarding career preferences.

   c. The success of the CIP depends on the active participation of every officer in their community in addition to fulfilling the responsibilities of their designated billet. Every officer
will actively participate in community events for their respective warfare community as outlined in this instruction.

d. Permanent Military Professors have a successful background across different communities, but have changed designators and fill a different role than other officers assigned to USNA. They are welcome but not required to support community events.

e. Permanent Military Instructors remain under their specific community designator and will participate and support community engagement programs as outlined in enclosures (2) through (5).

4. Objectives

a. Provide midshipmen with an understanding of the missions, roles, and operational capabilities of Navy communities and Marine Corps specialties.

b. Provide midshipmen an understanding of current community or specialty-specific career paths and opportunities.

c. Provide midshipmen the opportunity to gain further professional knowledge, insight, and orientation through participation in professional forums and official functions.

d. Annually assess the Brigade of Midshipmen’s career interests to provide midshipmen awareness of the relative competition for assignment to his/her top service preference and to provide Chief of Naval Operations (CNO) (N13) inputs for future fiscal year accessions planning.

e. Establish consolidated Academy points of contact for each Navy community represented on the annual CNO (N1) accessions plan and for the Marine Corps.

f. Provide Navy community leadership authority to carry out engagement plans and support summer training.

5. Action

a. The Deputy Commandant for Professional Development (PRODEV) is responsible to the Commandant of Midshipmen for the planning and execution of the CIP. PRODEV will develop and execute a consolidated career information plan for each academic year.

b. The Chairman, Department of Officer Accessions and Talent Optimization (OATO) will assist PRODEV in CIP planning and execution. Specific responsibilities are:

   (1) Prepare an annual Commandant’s notice designating senior Navy and Marine Corps representatives for the planning and execution of the CIP and midshipmen service assignment. OATO will represent Navy communities not normally represented at the Academy.
(2) Assist PRODEV with the planning and generation of the annual career information plan.

(3) Oversee the scheduling, logistics, and administration of the annual Junior Officer (JO) Forum for the Brigade of Midshipmen. The JO Forum will be scheduled after the completion of summer training and prior to 1/C midshipmen entering service assignment preferences.

(4) Oversee midshipmen Career Interest inputs. The inputs provide a database for the Department of Midshipmen Training to use in making summer training assignments and to the Career Information Officer for use in coordinating better targeted briefs to the Brigade. Midshipmen input is mandatory.

c. The Career Information Officer reports to the OATO chairman as the action officer for all CIP matters. Specific responsibilities are:

(1) Manage daily CIP operations, to include the JO Forum, Career Information Webpage, Community/Service Calendar of Events, and the Career Interest inputs.

(2) Assist senior Navy and Marine Corps representatives with the scheduling, logistics, and announcement of Career Information Officer events.

(3) Monitor and evaluate overall program execution.

d. Senior Navy and Marine Corps community representatives are responsible to PRODEV for CIP matters. Specific responsibilities include:

(1) Conduct annual CIP-specific briefs. Maintain liaison with Sailors, Marines, and external organizations to coordinate, at a minimum, one community-specific CIP event annually.

(2) Assign company mentors annually and report any changes in mentor assignments to the Career Information Officer.

(3) All other briefs, presentations, and events. Approve all visitors, presentations and designate qualified briefers for community-specific events. They will coordinate with the Career Information Officer for requisite administrative and logistical support of the events and keep the Career Information Officer informed of the status of the event via email. Maintain a community engagement strategy in coordination with the Career Information Officer.

(4) Provide the Career Information Officer with updated information on community commissioning requirements. Including, but not limited to, updated Program Authorizations, Military Personnel Manual (MILSPERSMAN) corrections, midshipmen screeners, and medical requirements. The Career Information Officer will incorporate changes into OATO documents as applicable.

(5) Provide support to career information and summer training evolutions incorporating community members from all cost centers as required.
(6) Maintain a tracking mechanism (normally a spreadsheet) outlining the support from their community members from across the Yard, with particular focus on the summer responsibilities outlined in paragraph 5.e.(4). This tracker should be visible to all community members and sharable with other senior leaders, including school deans, community leaders, division directors, and Bancroft Hall leadership.

(7) Ensure the Superintendent’s office is notified of flag officer and distinguished guest visits related to career information events.

e. All officers assigned to USNA will:

(1) Check in with the senior Navy and Marine Corps representative for their community upon checking into USNA.

(2) Support the engagement and training programs of their respective community and as directed by their senior community representative. Enclosures (2) through (5) describe the engagement programs for Naval Aviation, Submarine Warfare, Surface Warfare, and U.S. Marine Corps, which include expectations of the officers of each community assigned to USNA, regardless of cost center. Members of other communities will adhere to a similar engagement program as outlined by their senior community representative at USNA. Any conflicts will be resolved between the officer’s supervisor and community leader.

(3) Academic Year support. Examples of service to one’s community during the academic year include: teaching their community 1/C practicum course in the spring semester; serving on Community Assignment Boards (CAB) as part of service assignment; serving as a Company or Battalion Community Mentor; meeting with midshipmen on an individual or small group basis; and coordinating community engagement events with midshipmen and/or outside organizations.

(4) Summer Responsibilities. In the summer officers will expect to divide their responsibilities into three parts, with the timing mirroring the summer training blocks for midshipmen.

(a) One block is serving one’s cost center, division, or academic department, such as teaching summer school or curriculum development.

(b) A second block is supporting midshipmen summer training, either directly for their community or indirectly via the summer training office. Examples include serving as a Midshipman Liaison Officer (MLO) for Professional Training of Midshipmen (PROTRAMID), training midshipmen at Leatherneck, or serving as a Yard Patrol (YP) craft Assistant Officer-in-Charge.

(c) The third block is for personal development, such as personal leave and travel, or personal academic pursuits.
(d) Exceptions to this policy will be approved by community leads and the officer’s supervisor. Examples include Plebe Summer Company Officers who serve in their billet for two summer training blocks and officers required to teach two blocks of summer school due to limited instructors in a particular department. Officers in that situation will be proactive and take responsibility for deconflicting their summer between their community leader and direct supervisor.

6. Records Management

a. Records created as a result of this instruction, regardless of format or media, must be maintained and dispositioned per the records disposition schedules located on the DON Assistant for Administration, Directives and Records Management Division portal page at https://portal.se.cnnav.navy.mil/orgs/DUSNM/DONAA/DRM/Records-and-InformationManagement/Approved%20Record%20Schedules/Forms/AllItems.aspx.

b. For questions concerning the management of records related to this instruction or the records disposition schedules, please contact your local record custodian or the USNA Records Manager.

7. Review and Effective Date. Per OPNAVINST 5215.17A, the Director of Officer Accessions and Talent Optimization 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 OPNA V 5215/40 Review of Instruction.

S. S. BUCK

Releasability and distribution: This instruction is cleared for public release and is available electronically only via USNA’s Issuance website, https://www.usna.edu/AdminSupport/Inst/.
**CIP ANNUAL EVENTS**

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<tr>
<th>Date/Time</th>
<th>Event</th>
<th>Participation</th>
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<td>August</td>
<td>Plebe Parents Weekend Booth</td>
<td>4/C, Parents</td>
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<tr>
<td>August</td>
<td>Service Assignment Brief</td>
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<td>August</td>
<td>Inter-service Commissioning Brief</td>
<td>1/C</td>
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<td>August</td>
<td>Junior Officer Forum (ICW First Night)</td>
<td>Brigade</td>
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<td>August</td>
<td>Career Interest Inputs</td>
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<td>October</td>
<td>Junior Officer Forum (ICW Oktoberfest)</td>
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<td>January</td>
<td>Career Information Brief</td>
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<td>January</td>
<td>Career Interest Inputs</td>
<td>3/C, 4/C</td>
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<td>Jan-Mar</td>
<td>Community Dinners/ Ship Selection</td>
<td>Assigned 1/C</td>
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<td>April</td>
<td>2/C Preference Inputs</td>
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<td>May</td>
<td>Intercessional Service Assignment Brief</td>
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<tr>
<td>Various</td>
<td>Service/Community Speakers from Fleet</td>
<td>Voluntary</td>
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<tr>
<td>Various</td>
<td>Community Screeners</td>
<td>Voluntary</td>
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* Communities may add events or adjust dates by contacting the Career Information Officer. Changes will be posted via the Career Information Website: http://intranet.usna.edu/CareerInformation.
NAVAL AVIATION ENGAGEMENT PROGRAM

1. **Purpose.** To establish USNA Naval Aviation Engagement Program goals, procedures, and expectations to develop current and future Naval Aviators and Naval Flight Officers (NFOs) and to support the requirements and objectives outlined in references (a). This instruction will assist Naval Aviation Officers as they increase knowledge and awareness of the Naval Aviation Enterprise (NAE) within the Brigade, showcase the aviation community’s attributes to midshipmen, prepare midshipmen selected for the Naval Aviation community, and support and develop Naval Aviation Officers assigned to USNA. For the purpose of this instruction, Marine Aviators fall under the guidelines outlined in the Marine Corps Engagement Program, enclosure (5) and not within the Naval Aviation Engagement Program, enclosure (2).

2. **Background.** The primary duty of any Naval Officer stationed at USNA is to be exceptional in their assigned billet. Naval Aviators and Naval Flight Officers, have an equally important duty to represent and support the NAE across the Yard. This instruction establishes clear expectations for all Naval Aviation Officers assigned to USNA, as well as the necessary guidance and direction to effectively implement the Naval Aviation Engagement Program. Our goal is to educate, inform, and develop officers and midshipmen who will serve successfully in Naval Aviation. The bedrock of this effort is formed through honest, clear, and positive mentorship and communication.

3. **Objectives**

   a. To educate all midshipmen with an honest, positive, and holistic presentation of the NAE.

   b. To provide the Chief of Naval Air Training (CNATRA) and Fleet with talented, motivated, and capable Student Naval Aviators (SNAs) and Student Naval Flight Officers (SNFOs).

   c. To provide midshipmen assigned to Naval Aviation the tools and guidance they need to succeed in the Fleet or other future endeavors.

   d. To provide junior and mid-grade Naval Aviation Officers with continuing guidance and mentorship to ensure they are prepared to assume greater positions of leadership in the Fleet.

4. **Organization.** The Naval Aviation Engagement Program is functionally executed through three primary lines of effort: The Powered Flight Program (PFP), the Air Warrior Series (AWS), and individual Naval Aviation Mentors assigned to each battalion.

   a. **PFP.** PFP is a summer training option for rising 1/C midshipmen that incorporates a rigorous program designed to expose midshipmen to the demands and training regimen they can expect as SNAs and SNFOs. It consists of one week of ground-based instruction followed by two weeks of flight instruction, culminating in a solo flight for midshipmen who successfully complete all applicable requirements. PFP serves two primary functions in support of Naval Aviation engagement:

   Enclosure (2)
(1) **Aviation Screening.** By demonstrating both the mental and physical rigors of Naval Aviation in a tailor-made, fast-paced, and demanding three-week package, PFP serves as a screener for rising I/C midshipmen interested in Naval Aviation. Midshipmen are exposed to the challenges associated with Navy flight training while being instructed and evaluated by active-duty Pilots and Naval Flight Officers (NFOs). After this training, midshipmen have an opportunity to make a more informed and better educated decision regarding potential fit within the NAE. This “self-selection” process, combined with the Aviation Selection Test Battery (ASTB), are critical factors in ensuring that the most motivated, qualified, and capable midshipmen are ultimately selected for assignment to Naval Aviation.

(2) **Acceleration of Navy Flight Training Requirements.** Although not a prerequisite for selection into the Naval Aviation community, midshipmen who successfully complete PFP are eligible to be accelerated through portions of Navy flight training in accordance with agreements maintained with CNATRA. Successful completion of PFP may enable accelerated progression and more efficient production of fully-trained, combat-ready Naval Aviators.

b. **AWS.** The AWS is an opportunity for midshipmen to gain insight of the Naval Aviation community from Fleet experienced Naval Aviators and Naval Flight Officers. AWS is designed to expose midshipmen to the mission sets of the various communities and outline the responsibilities of JOs serving in operational roles.

c. **USNA Naval Aviation Officers.** All Naval Aviators and NFOs across the Yard will to excel at their work and advocate for the community by providing a fair and honest assessment of the NAE while serving as a positive role model for midshipmen. They will fully support aviation community engagement per the specific requirements listed below.

5. **Action**

a. **Senior Aviator.** The community leader at USNA is the Senior Aviator on the Yard (excluding the Superintendent, Chief of Staff, and Commandant of Midshipmen if Naval Aviation Officers are serving in these positions). The Senior Aviator is responsible for the planning and execution of the Naval Aviation Engagement Program.

b. **Deputy Senior Aviator will:**

(1) Present a proposed annual battle rhythm to the Senior Aviator every August.

(2) Coordinate, advertise, and execute midshipmen engagement events, such as Air Warrior events and JO forums.

(3) Coordinate, staff, and execute the PFP.

(4) Support the Department of OATO in the administration of the ASTB in accordance with reference (a).

(5) Coordinate execution of CABs in conjunction with OATO requirements.
(6) Along with the Senior Aviator, serve as the Naval Aviation Community representative on the Service Assignment Review Board.

(7) Provide periodic (normally monthly) updates on aviation community engagement to the Career Information Officer in OATO.

c. **Battalion Aviation Mentors will:**

(1) Serve as the primary point of contact for midshipmen aviation engagement.

(2) Ensure battalion midshipmen complete interviews during the summer prior to 1/C year.

(3) Support the acquisition and distribution of flight suits to midshipmen selected for Naval Aviation during the spring semester.

(4) Support the Deputy Senior Aviator in the advertisement, preparation, and execution of aviation-related outreach events affecting midshipmen in their battalions.

d. **All USNA Naval Aviation Officers.** All Naval Aviators and NFOs across the Yard will support the NAE as follows:

(1) Support at least one block of summer training for the NAE (preferably in PFP). Summer training requirements are promulgated early, with a request for volunteers to support required activities. If an insufficient number of volunteers are obtained, summer training will be assigned in an equitable manner that prioritizes level-loading.

(2) Provide mentorship to a varsity sports team, club team, or extracurricular activity (ECA) as an Officer Representative, or service as a Battalion Aviation Mentor.

(3) Teach one section of the Naval Aviation Practicum or a Leadership course (NL110/NL310) in the spring semester.

(4) Participation in Naval Aviation Events.
SUBMARINE WARFARE ENGAGEMENT PROGRAM

1. **Purpose.** To establish USNA Submarine Warfare Engagement Program goals, procedures, and expectations in order to develop both current and future Submarine Warfare Officers. This instruction will assist Submarine Officers as they increase knowledge and awareness of the Submarine community in the Brigade, showcase the submarine community’s attributes to midshipmen, prepare midshipmen selected for the Submarine community, and support and develop Submariners assigned to USNA.

2. **Background.** The primary duty of a Naval Officer stationed at USNA is to be exceptional in their assigned billet. Submarine Warfare Officers, have an equally important duty to represent and support the Submarine community across the yard. This instruction establishes clear expectations for all Submariners assigned to USNA. The goal is to educate, inform, and develop officers and midshipmen who will serve effectively in the Submarine Warfare community. The bedrock of this effort is formed through honest, clear, and positive mentorship and communication.

3. **Objectives**
   
   a. To educate all midshipmen with an honest and positive presentation of the Submarine Warfare community.
   
   b. To provide the Fleet with talented, motivated, and capable Submarine Warfare ensigns.
   
   c. To provide midshipmen assigned to the Submarine Warfare community the guidance they need to succeed in the Fleet or in other future endeavors.
   
   d. To provide junior and middle grade Submariners continuing guidance and mentorship to ensure they are prepared to assume greater positions of leadership in the Fleet.

4. **Organization.** The submarine wardroom is led by the Senior Submariner, assisted by the Nuclear Accessions Officer (NAO) and Submarine Assistant Chief of Staff (ACOS), and a volunteer permanent military professor (as willing and available) to aid in action efforts of paragraph 5. Submarine junior officers on the Yard will fill various collateral duties to assist the NAO and ACOS in executing engagement events throughout the year, and will support summer training programs to ensure midshipmen receive a positive, professional training experience.

5. **Action.** All submariners are expected to positively reflect the submarine community to the midshipmen and faculty at USNA as follows:

   a. Submariners will excel in their primary duties at USNA. They will provide an example of our Submarine Culture’s excellence and will contribute meaningfully to USNA’s mission of developing leaders and warfighters.

   b. All submarine junior officers on the Yard will be prepared to fill a collateral duty for one year during their time at USNA, if necessary. They will also seek out opportunities to serve as
officer representatives for a varsity or club athletic team, Brigade Support Activity, ECA, or other similar activity.

c. Submarine officers are required to support the 1/C Submarine Practicum course every spring semester. Each submarine officer is expected to support this effort to prepare midshipmen for their submarine careers.

d. Submarine officers will support summer training. Summer training requirements are promulgated early, with a request for volunteers to support activities such as PROTRAMID. If an insufficient number of volunteers are obtained, summer training will be assigned in an equitable manner that prioritizes level-loading.

e. Submariners will seek out opportunities to share their experiences with midshipmen. They should honestly discuss their experiences, with a goal of helping midshipmen better understand the opportunities and challenges provided by submarine service. The goal is that all midshipmen can make an informed decision about their service assignment preferences.

f. Submariners are strongly encouraged to serve as a liaison between a company and the submarine wardroom, always providing a positive example of the community to midshipmen in the company.

g. Submariners will mentor and prepare submarine selectees to pass their Naval Reactor interviews as assigned by the Assistant Nuclear Accessions Officer.

h. Submariners will support the midshipmen training program through briefs in support of Midshipman Qualification Standards and plebe Professional Knowledge.

i. Submariners should support the submarine wardroom through attendance at engagement and training events whenever possible.
SURFACE WARFARE ENGAGEMENT PROGRAM

1. **Purpose.** To establish USNA Surface Warfare Engagement Program goals, procedures, and expectations to develop both current and future Surface Warfare Officers (SWOs). This instruction directs the surface community as they increase knowledge and awareness of the SWO community in the Brigade, showcase the SWO community’s attributes to midshipmen, prepare midshipmen selected for the SWO community, and support and develop SWOs assigned to USNA.

2. **Background.** The primary duty of a Naval Officer stationed at USNA is to be exceptional in their assigned billet. SWOs have an equally important duty to represent and support the SWO community across the yard. This program establishes clear expectations for all SWOs assigned to USNA. Our goal is to educate, inform, and develop officers and midshipmen who will serve effectively in the Surface Warfare community. The bedrock of this effort is formed through frank, clear, and positive mentorship and communication.

3. **Objectives**
   
   a. To educate all midshipmen with an honest and positive presentation of the Surface Warfare community.

   b. To provide the Fleet with talented, motivated, and capable Surface Warfare Ensigns.

   c. To provide midshipmen assigned to the Surface Warfare community the guidance they need to succeed in the Fleet or in other future endeavors.

   d. To provide junior and middle grade SWOs continuing guidance and mentorship to ensure they are prepared to assume greater positions of leadership in the Fleet.

4. **Organization.** The Surface Warfare Engagement Program is functionally executed through three groups: the SWO Leadership Council (SLC), the Surface Warfare Engagement Cell (SWEC), and individual SWOs assigned to USNA.

   a. **SLC.** The purpose of the SLC is to provide direction and oversight of the Surface Warfare Engagement Program. The SLC is chaired by the senior SWO stationed at USNA outside of the Superintendent, Commandant, or Chief of Staff. The four additional members of the SLC include: the Chairman of Seamanship and Navigation (SEANAV), the Deputy Director for Professional Development, the SEANAV Deputy, and one SWO Battalion Officer from Bancroft Hall.

   b. **SWEC.** The SWEC is charged with executing and implementing the Surface Warfare Engagement Program as directed by the SLC. The SWEC is divided into four primary lines of operation: events, engagement, education, and mentorship. The Deputy Director of PRODEV is responsible to the SLC for the day to day execution of the SWEC.

Enclosure (4)
c. **USNA SWOs.** All SWOs across the yard will excel at their work and positively reflect the SWO community to the midshipmen and faculty at USNA per the specific requirements listed below.

5. **Action.** All SWOs across the Yard will support the surface community as follows:

   a. **Senior SWO.** The SWO community leader at USNA is the senior SWO on the Yard. They are responsible for the planning and execution of the Surface Warfare Engagement Program.

   b. **SWO Events Officer.** The SWO Events Officer is responsible for planning, coordinating, and executing USNA SWO related events both on and off the Yard. They will develop and submit an annual SWO Events Battle Rhythm to the Chairman of SEANAV. The SWO Events Officer is normally the Annapolis Chapter Surface Navy Association (SNA) Vice President and will liaise with the midshipmen SNA organization in planning activities.

   c. **SWO Engagement Officer.** The SWO Engagement Officer is the Deputy Director for Professional Development and is responsible for assisting SEANAV Department in managing and coordinating the SWO Ship Selection, the Surface Warfare CAB, SWO check ins/outs, and summer surface cruise outside the contiguous U.S. assignments.

   d. **SWO Education Officer.** The SWO Education Officer is normally the SEANAV Deputy. The SWO Education Officer is responsible for the coordination and implementation of Maritime and SWO Lecture series (MLS/SLS), all YP craft movement orders (MO), and engagement activities for 1/C service assigned SWOs, such as the Company Officer forum, platform night, and homeport night.

   e. **SWO Mentorship Officer.** The SWO Mentorship Officer is normally a SWO Battalion Officer in Bancroft Hall and is responsible for coordinating the company mentors within the Brigade. The SWO Mentorship Officer will coordinate with the SWO Education Officer to ensure a synergetic approach to Surface Warfare Education and Training within the Brigade of Midshipmen.

   f. **All SWOs**

      (1) USNA SWOs will excel in their primary duties at USNA. They will be role model officers and will contribute meaningfully to USNA’s mission of developing leaders and warfighters.

      (2) USNA SWOs will support one block of summer training for the SWO community, normally as a PROTRAMID MLO, YP Officer in Charge/Assistant Officer in Charge, or SEANAV Instructor. Summer training requirements are promulgated early, with a request for volunteers to support required activities. If an insufficient number of volunteers are obtained, summer training will be assigned in an equitable manner that prioritizes level-loading.
(3) USNA SWOs will teach one section of SWO Practicum in the spring semester or a different Seamanship and Navigation class.

(4) USNA SWOs will provide mentorship to a varsity sports team, club team, or ECA as an officer representative or serve as a company SWO mentor.

(5) USNA SWOs will participate in all SWO community events as able. SWOs should support the SWO wardroom through attendance at engagement and training events whenever possible.
U.S. MARINE CORPS ENGAGEMENT PROGRAM

1. **Purpose.** To establish the USNA Marine Detachment (MARDET) midshipmen engagement program.

2. **Background.** Every Marine assigned to the USNA constitutes the MARDET. The MARDET fully supports the USNA mission as defined in SECNAVINST 1531.2D and promulgated by the Office of the Superintendent of the Naval Academy. USNA will commission up to 25 percent of its graduating class into the U.S. Marine Corps (USMC) to serve as newly commissioned second lieutenants.

3. **Objective.** To provide the Naval service with the maximum authorized number of future Marine officers of the highest caliber who meet USMC standards. The MARDET will accomplish this objective through personal engagements to inform, influence, and assess a midshipman’s potential to serve within the USMC. The MARDET will then select those midshipmen best and most fully qualified to commission in the Marine Corps and equip those selectees with the knowledge necessary to succeed at The Basic School.

4. **Organization.** The Marine Corps engagement program is conducted through exposing the Brigade of Midshipmen to Marines, the warfighting mission, and culture, which includes the execution of the Marine Corps Mentor Program, distinguished speakers, information briefs, Military Occupational Specialty mixers, Marine Corps training screeners, and summer training events, both on the Yard and across all elements of the Marine Corps Air Ground Task Force. These events showcase the core values of honor, courage, and commitment, as well as the warrior spirit and requirement for mental and physical toughness within every Marine. Midshipmen interested in the Marine Corps are encouraged to attend any of the events offered, ask questions, and leave each engagement having a better understanding of the Marine Corps. All midshipmen desiring to request service assignment into the Marine Corps must attend Leatherneck summer training or receive a waiver from the Senior Marine Representative.

5. **Action.** The Marine Corps Engagement Program is functionally organized by the MARDET Senior Marine Representative through the MARDET Chief of Staff and Operations Officer, and executed by the Marines assigned to the USNA.

   a. **MARDET Chief of Staff.** The Chief of Staff leads and supervises the MARDET to develop midshipmen and select those best and most fully qualified to commission in the U.S. Marine Corps.

   b. **MARDET Operations Officer**

   c. **Senior Mentor.** The Senior Mentor leads the Marine mentorship program and guides the company Marine mentors in their actions.

   d. **Company Marine Mentors.** Each company will be assigned a Marine officer to serve as the company Marine mentor. Company mentors advise midshipmen in their assigned mentor company towards success in becoming Marine second lieutenants.
e. All Marines. All Marines assigned to the USNA will develop midshipmen morally, mentally, and physically and serve as an example for midshipmen in all matters related to the Marine Corps’ core values.

(1) Support summer training as required.

(2) Serve as Officer Representatives for sports or extracurricular activities.

(3) Be prepared to serve as Company Marine Mentors.

(4) Be prepared to teach Marine Corps Practicum.