



DEPARTMENT OF THE NAVY
UNITED STATES NAVAL ACADEMY
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USNAINST 12300.1
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USNA INSTRUCTION 12300.1

From: Superintendent

Subj: POLICY FOR HIRING AND REAPPOINTING DISTINGUISHED MILITARY PROFESSORS

Ref: (a) USNAINST 12213.1
(b) ACDEANINST 12550.1

1. Purpose. To promulgate information, policy, and hiring and reappointment criteria for the Distinguished Military Professors (DMPs) at the United States Naval Academy.

2. Background. Distinguished Military Professors in the Commandant's Cost Center were established in 2002 as full-time, non-tenure track civilian faculty with prior military experience whose teaching and operational pedigree provided senior mentoring and role models for rotational junior officer faculty, while also teaching core leadership and ethics courses in the Department of Leadership, Ethics, and Law (LEL) and Character Development and Training (CD&T). Since 2002, LEL and CD&T have evolved as organizations, as has the role of the DMP. In 2009, the Division of Leadership, Education, and Development (LEAD) was created and subsumed LEL as the academic division responsible for the delivery of leadership curricular and co-curricular programs, with rotational junior officer faculty in LEL gradually augmented by Permanent and Junior Permanent Military Professors (PMP/JMP). Under the LEAD Division umbrella, officer faculty have become more senior, more permanent, and more credentialed educators.

a. DMPs continue to serve a critical role in LEAD and CD&T where their mastery of pedagogy and course content enhances the vibrancy, dynamism, currency, and excellence of LEAD and CD&T programs.

b. DMPs in LEAD Division also serve an important staff function, where they are assigned to billets providing the 'margin of excellence' necessary to keep LEAD Division positioned as the very best leadership education enterprise in the Naval service.

c. Like their PMP counterparts, DMPs are expected to bring fresh ideas, energy, operational art and experience, and the very latest scholarship as the Naval Academy's subject matter experts in their programs. DMPs also work collaboratively with other USNA faculty to link together the concepts taught across the core leadership, ethics, and character continuum.

d. As 'margin of excellence' Naval Academy faculty, DMP billets are funded entirely through U.S. Naval Academy Foundation gift support. DMP compensation is funded entirely from Foundation gift accounts established and managed specifically for that purpose.

7 APR 2015

3. Policy

a. DMP initial hiring criteria. In addition to guidance for hiring civilian instructional faculty in reference (a), criteria for initially hiring DMPs are as follows:

(1) A distinguished military career, preferably with command and/or significant operational and leadership experience.

(2) Proven teaching experience; preferably in education, rather than training.

(3) A 'student of leadership' with evidence of sustained reading, research, and/or coursework in leadership subjects.

(4) Master's degree required; Doctoral degree preferred.

(5) Graduate education in the social sciences; behavioral sciences or humanities preferred.

(6) Curriculum development experience preferred.

b. DMP functions. DMPs will normally serve in the following capacity:

(1) Provide teaching excellence, expertise, and experience to courses in leadership and ethics.

(2) Infuse their assigned program or course with the very latest scholarship and thought leadership as the Naval Academy's subject matter experts on course content.

(3) Train new instructors in the pedagogical skills of teaching undergraduates.

(4) Carry a standard teaching load in core courses.

(5) Where possible, actively integrate and apply academic concepts to midshipman experiential leader development opportunities.

(6) Develop integration between the various programs and courses to best support the USNA mission and vision.

(7) Assess core course curricula, instructor performance, and student outcomes, and implement action plans to correct deficiencies.

c. DMP evaluation. DMPs in the Commandant's Cost Center will be evaluated annually by their Division Director or LEL Department Chair using the civilian faculty Performance and Rating Report (PAR) and the USNA Promotion and Tenure Faculty Performance Summary (FPS). DMPs will be eligible for pay step increases in accordance with procedures outlined in reference (b). Funding for pay step increases, if available, will be drawn from the gift fund account tied to the billet.

d. DMP terms of service and reappointment criteria. USNA targets DMP length of service to cultivate excellence and mastery in the assigned program while also fostering renewal and dynamism in the DMP billet. In addition to

7 APR 2015

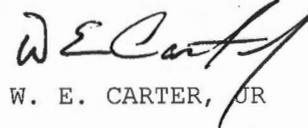
guidance provided in reference (a), criteria for reappointing DMPs are as follows:

(1) The term of the DMP will normally be based on 3-year renewable contracts.

(2) Due to summer teaching and program delivery requirements typical for Commandant's Cost Center DMPs, contracts will normally be 12-month (vice 10-month) annual terms.

(3) The total duration of incumbent service at USNA will not normally exceed 8 years. Exceptions are premised on the incumbent's demonstrated:

- (a) Continued excellence in teaching.
- (b) Value to USNA unique to the incumbent.
- (c) Innovation and improvement to core courses or programs.
- (d) Support of the USNA mission through Yard-wide service.
- (e) Support of Navy-wide goals and core values.
- (f) Collegiality with USNA colleagues and external stakeholders.


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