



DEPARTMENT OF THE NAVY
OFFICE OF THE COMMANDANT OF MIDSHIPMEN
UNITED STATES NAVAL ACADEMY
101 BUCHANAN ROAD
ANNAPOLIS MARYLAND 21402-5100

COMDTMIDNINST 5451.1
LEAD
MAR 12 2021

COMMANDANT OF MIDSHIPMEN INSTRUCTION 5451.1

From: Commandant of Midshipmen, U.S. Naval Academy

Subj: ADJUNCT INSTRUCTORS FROM THE COMMANDANT'S STAFF IN SUPPORT OF THE LEADERSHIP AND PROFESSIONAL DEVELOPMENT CURRICULA

Ref: (a) COMDTMIDNINST 5450.14
(b) ACDEANINST 5400.2

1. Purpose. To promulgate direction for the assignment of members of the Commandant of Midshipmen's staff to support the Naval Academy's leadership and professional curricula, in support of the Commandant of Midshipmen and the Provost.
2. Cancellation. None.
3. Scope and Applicability. This directive applies to officer and enlisted personnel assigned under the Commandant of Midshipmen who may be appointed as adjunct instructors to academic divisions within the Commandant of Midshipmen's Cost Center. This directive does not apply to, nor does it inhibit, the appointment of adjunct instructors from outside the Commandant's Cost Center.
4. Background
 - a. The Leadership, Ethics, and Law (LEL) Department's core courses, specifically NL110, NE203, NL310, and NL400, connect the developmental experiences of midshipmen with formal instruction in the theory and practice of leadership, ethics, and law. Reference (a) provides guidance specific to supporting the ethics curriculum (i.e., NE203); the present instruction complements reference (a) by providing guidance for support of the entire LEL curriculum in general.
 - b. The Department of Seamanship and Navigation (SEANAV) educates, trains, and mentors midshipmen to prepare them to operate as officers in a maritime environment. The core courses NS101, NN210, NN310, and NS43X are requisite in developing professional mariners ready to serve in the Fleet.
 - c. The curricula taught in LEL and SEANAV are critical to the Naval Academy's mission to develop midshipmen as future naval officers. Although both LEL and SEANAV have assigned officer and civilian professors and instructors that comprise a core cadre of professional scholars

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and educators, experienced officers and senior enlisted personnel from the Commandant of Midshipmen's Bancroft Hall staff who can connect recent Fleet experience, Bancroft Hall experience, and classroom instruction, enhance the education mission and offer significant added value as adjunct instructors. In addition, classroom instruction is a valuable developmental opportunity for those who teach. These adjunct instructors gain deeper insights into leadership and naval operations through active integration of theory and practice, insights that aide in their own development, and their ability to develop midshipmen in their primary duties. This education provides added value to future leaders of the Fleet and Fleet Marine Forces when these instructors return to operational duty. For these reasons, service by Commandant of Midshipmen's staff members as adjunct instructors in LEL and SEANAV is highly valued.

5. Action

a. In each semester, the Commandant of Midshipmen shall appoint a total of at least 11 officers (O3-O6) and senior enlisted (E7-E9) personnel from among the Battalion Officers, Company Officers, and Senior Enlisted Leaders to serve as adjunct instructors in LEL or SEANAV. 11 represents the **minimum** support required. All staff members are highly encouraged to seek out opportunities to teach in SEANAV, LEL, or in other academic departments.

(1) At least five adjunct instructors shall be assigned to LEL for the purpose of teaching NL110 or NL310.

(2) In concert with the reference (a), at least three adjunct instructors shall be assigned to LEL for the purpose of teaching NE203.

(3) At least three adjunct instructors shall be assigned to SEANAV for the purpose of teaching NS101, NN210, NN310, or NS43X.

b. The Deputy Commandant of Midshipmen shall coordinate with the Deputy Commandant for Professional Development and the Deputy Commandant of Leadership and Character Development to ensure the appropriate assignment of adjunct instructors. Such coordination should take place no less than four months prior to the start of each semester.

(1) Assignment as an adjunct instructor is subject to appointment as an instructor by the Provost in accordance with reference (b). Department chairs will make recommendations to the Provost based on individual qualifications. Of note, reference (b) requires "possession of a master's degree or other appropriate preparation for the performance of assigned responsibilities." The determination of such "appropriate preparation" is generally left to the discretion of the department chairs.

(a) For purposes of selecting personnel to serve as adjunct instructors, consideration should focus on possession of a bachelor's degree (with preference given to those who have or are working toward a master's degree) and operational experience in the Fleet or Fleet Marine Forces.

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(b) Personnel serving as NE203 adjunct instructors must also fulfill the requirements of reference (a). As such, these personnel will typically come from the cadre of Battalion Officers.

(2) The SEANAV and LEL chairs may determine additional minimum academic or operational requirements for appointment as adjunct instructors in their departments and may also identify additional training and qualification requirements for completion prior to the commencement of adjunct instructor service. Training may take place during summer or intercessional periods prior to the start of the semester; adjunct instructors who have other assigned duties during those periods (e.g., summer training staff) must coordinate with the department chairs to ensure all training is completed in a timely manner.

c. An adjunct instructor shall typically only instruct a single section in any particular semester, as this duty is in addition to the primary duties assigned to the individual.

d. The LEL and SEANAV Department Chairs shall evaluate the teaching effectiveness of all instructors on a continuous basis.

(1) Adjunct instructors who do not meet the standards in the classroom will not teach in future semesters without remediation. Instructors that fail to meet the instructional standards of the Naval Academy shall be substituted by another officer or senior enlisted from the Commandant's staff.

(2) Teaching effectiveness for all adjunct instructors are reviewed by the Provost each year with the Department Chairs, in accordance with reference (b).

(3) In recognition of the importance of teaching to the Naval Academy mission and the role of the Commandant in developing midshipmen, duty as an adjunct instructor shall be given due consideration in regard to annual performance evaluations, and performance as an instructor should be noted in the evaluations.

6. Records Management

a. Records created as a result of this instruction, regardless of format or media, must be maintained and dispositioned for the standard subject identification codes (SSIC) 1000 through 13000 series per the records disposition schedules located on the Department of the Navy/Assistant for Administration (DON/AA), Directives and Records Management Division (DRMD) portal page at <https://portal.secnav.navy.mil/orgs/DUSNM/DONAA/DRM/Records-and-Information-Management/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 the USNA Records Manager or the DON/AA DRMD program office.

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Department of Defense, Secretary of the Navy, and Navy policy and statutory authority using OPNAV 5215/40 Review of Instruction. This instruction will be in effect for 10 years, unless revised or cancelled in the interim, and will be reissued by the 10-year anniversary date if it is still required, unless it meets one of the exceptions in OPNAVINST 5215.17A, paragraph 9. Otherwise, if the instruction is no longer required, it will be processed for cancellation as soon as the need for cancellation is known following the guidance in OPNAV Manual 5215.1 of May 2016.



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