

U.S. Naval Academy

School of Humanities
and Social Sciences

Strategic Plan 2030



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Introduction

The study of humanities and social sciences are essential to understanding our complex and everchanging world. Our graduates will enter this world as Naval Officers and must understand the realm and influence of politics, government, and the role of economics in national security strategy while also applying their understanding of the human experience, foreign cultures, and languages in their daily endeavors. The School of Humanities and Social Sciences (Hum/SS) has an essential role in supporting the USNA Mission to graduate leaders prepared to assume the highest responsibilities of command, citizenship, and government. Composed of five departments (Economics, English, History, Languages and Cultures, and Political Science), the School administers six Core courses, heavily supports two required Humanities and Social Sciences electives, and offers seven majors and seven language minor programs.

This strategic plan represents a unified, School-wide effort to both review and clarify our vision, mission and values as a School and to identify priorities that will allow us to best support the USNA Mission moving forward. Our strategic priorities are designed to align with the goals of the USNA Strategic Plan 2030. Our audience is at once ourselves, USNA leadership, students, fellow faculty from across Yard, and external resource sponsors. In order to establish these priorities, and to identify steps we may take to achieve them, we have carefully reviewed the current state of our faculty, students, curriculum, facilities, and resources. We are grateful for extensive and thoughtful input from our students and fellow faculty.

We intend to reassess and revise this plan at roughly five-to eight-year intervals in order to evaluate the extent to which steps or our priorities require adjustment or realignment with the USNA Strategic Plan.

The Hum/SS Strategic Planning Committee consists of twelve faculty chosen from each of the five departments and the Hum/SS leadership team and includes faculty from all civilian and officer ranks. The committee's hard work and effort are commendable and will act a guide for the School as we prepare our graduates for the challenges that await them.



COL MICHAEL STYSKAL, USMC

Dean, Humanities and Social Sciences

Vision

Inspire critical thinkers, effective communicators,
and cross-culturally aware leaders.

Mission

The School of Humanities and Social Sciences inspires critical thinkers, effective communicators, and cross-culturally aware leaders. The challenges of command, citizenship, and government are fundamentally human challenges. Our students explore and analyze the complexities of diverse cultures and societies in order to understand the past, lead in the present, and prepare for the future. Our staff are exceptional professionals dedicated to supporting the USNA Mission. Our faculty are outstanding teachers, recognized experts in their fields, and leaders on the Yard. Together, our research and our teaching develop future officers who can think beyond the tactical and technical and can face the challenges of the sea services' broad responsibilities in times of peace and war. In the School of Humanities and Social Sciences, we lay the foundations for future strategic thinkers and cultivate ethical leaders who are ready to take on the evolving dynamics of the twenty-first century.

Priority 1

Cultivate critical thinkers and effective communicators prepared for the future challenges of leading people in the Navy and Marine Corps.

- Action 1a. Curriculum
 - Emphasize and enhance midshipmen understanding of civil-military relations in the Core curriculum.
 - Support data science initiatives to ensure that all graduating midshipmen are adequately prepared to engage in basic data-driven decision-making.
 - Develop a personal finance education program (non-credit coursework, club, or other organized extra-curricular activity [ECA]) that will prepare midshipmen to deal with the range of personal financial management responsibilities that they, and those under their future command, will likely face.
 - Place greater emphasis on professional writing throughout the Hum/SS curriculum.
- Action 1b. Assessment
 - Ensure, through assessment, that USNA Core and required majors courses include adequate requirements for students to practice and improve written and oral communication skills.
 - Expand ongoing department assessment programs of student writing to include assessment of oral presentation skills.
- Action 1c. Foreign Language Programs
 - Consider requiring completion of at least four semesters of language study regardless of placement or validation credit for all non-STEM majors.
 - Encourage the pursuit of a language minor for those students with appropriate background and interest.
 - Provide flexibility to support Semester Study Abroad (SSA) programs as a key element of the development of communication skills and regional expertise.
 - Maintain a robust Defense Language Proficiency Testing (DLPT) program in collaboration with the Languages and Cultures Department as well as the International Programs Office (IPO) to support language development in the fleet.

Priority 2

Provide opportunities for midshipmen to explore, understand, and appreciate the complexity and diversity of humans and their interactions across histories, institutions, and cultures.

- Action 2a. Faculty Diversity and Retention
 - Enhance faculty diversity through the recruitment of exceptional civilian and officer faculty whose backgrounds, expertise, and teaching and research interests represent the multicultural perspectives of the country, the Navy and Marine Corps, and the Brigade of Midshipmen.
 - Step 2a1. Participate in outreach and recruiting initiatives to institutions that historically serve under-represented communities.
 - Step 2a2. Support and participate in the USNA diversity search advocate (DSA) program as part of regular hiring efforts.
 - Focus on faculty retention through appropriate recognition and compensation for exceptional contributions to the USNA Mission.
 - Step 2a3. Establish a Hum/SS mentoring program and recognize effective faculty mentoring service in annual performance reviews.
 - Collaborate with the Center for Teaching and Learning (CTL) to support faculty development in pedagogical best practices for covering challenging topics in an environment that demonstrates inclusivity and respect for diverse opinions and perspectives.
- Action 2b. Special Programs
 - Support cultural affinity groups and recognize faculty, midshipmen, and others that are active in service to diverse communities.
 - Establish and provide appropriate resource and administrative support for local and domestic Civil Rights and Domestic Immersion (CRDI) programs focused on civil rights or themes of diversity and inclusion.
 - Continue to support faculty and midshipmen participation in unique cultural and literary events such as The Masqueraders and The Brady Series.

Priority 3

Provide necessary resources and support for faculty to develop professionally and to sustain an innovative and interdisciplinary curriculum.

- Action 3a. Facilities
 - Enhance available resources in the area of digital humanities.
 - Step 3a1. Expand digital media outlets for faculty and students to create and share content.
 - Step 3a2. Provide a space for students to conduct hands-on research with faculty, engaging in the practical application of the humanities.
- Action 3b. Curriculum
 - Support innovative curriculum development initiatives and honors student research in the Humanities and Social Sciences.
 - Host School events for faculty to present curricular changes, summer program experiences, or research.
- Action 3c. Interdepartmental Collaboration and Social Events
 - Host guest speakers and regular faculty research seminars.
 - Sponsor events in the Hart Room in which faculty and students from all Hum/SS departments come together to spotlight their talents, expertise, and scholarship via research talks, pedagogical discussions, and social events.
 - Create a Hum/SS Interdisciplinary Committee, which would be charged to develop interdepartmental curriculum and cooperation.

Priority 4

Emphasize and support regional, global, and multi-cultural awareness across the Humanities and Social Sciences curriculum.

- Action 4a. Center for Regional Studies
 - Review, reorganize, and revitalize the Center for Regional Studies (CRS) to optimize the opportunities and support that it provides to all students and faculty across Hum/SS and across the Yard.
 - Enhance the physical presence of CRS on the Yard through the utilization of a physical space, dedicated administrative support, and more robust online presence.
 - Enhance the relevance of CRS to midshipmen and faculty by using it as a hub for cultural and language enhancement, movement orders to museums and embassies, and broader engagement with cultural experiences.
- Action 4b. Foreign Area Studies
 - Facilitate interdepartmental collaboration, coordination, and support for the administration, curriculum development, and assessment of the highly interdisciplinary Foreign Area Studies (FAS) major.
 - Offer more region-specific coursework and expand the FAS major to include additional regions.
- Action 4c. Language Study and Study Abroad
 - Enhance Hum/SS and USNA support for Language Study Abroad Programs (LSAP).
 - Expand opportunities for study abroad, especially for FAS, Arabic, and Chinese majors.

Priority 5

Graduate ethical leaders equipped to understand the essential historical, economic, political, and cultural elements of global seapower.

- Action 5a. Curriculum
 - Ensure access for all midshipmen to non-Core Hum/SS electives that cover the essential components of national power projection.
 - Improve access of Hum/SS majors to preferred majors electives for the purpose of planning a well-structured, three-year study plan within their major.
 - Enhance opportunities for midshipmen to engage in the study of military history, grand strategy, and great power competition.
- Action 5b. Programs, Facilities, and Resources
 - Develop a permanent Wargaming Lab in collaboration with the Division of Professional Development.
 - Support and consolidate existing seapower-related programs and initiatives (e.g. Forum on Emerging and Integrated Warfare Studies [(FEIWS)]; Forum on Integrated Naval History and Seapower Studies [(FINHS)]).
 - Maximize the benefits of proximity to Washington, D.C. through guest-speaker and field trip opportunities.
- Action 5c. Internships
 - Support and develop new internship opportunities that enhance midshipmen exposure to planners and decision-makers in the policymaking arena.

