

# USNA Faculty and Staff Meeting

February 6, 2012



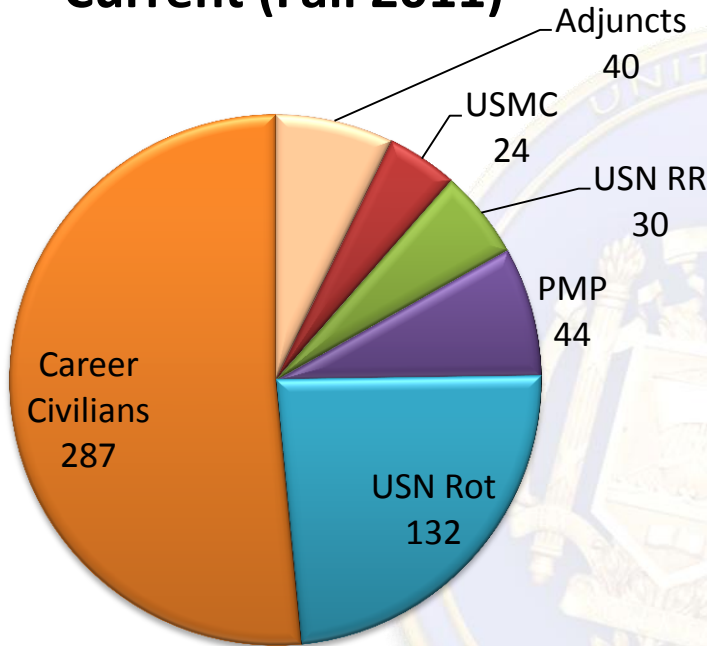
# New Faculty Since 2009: 7+4+17



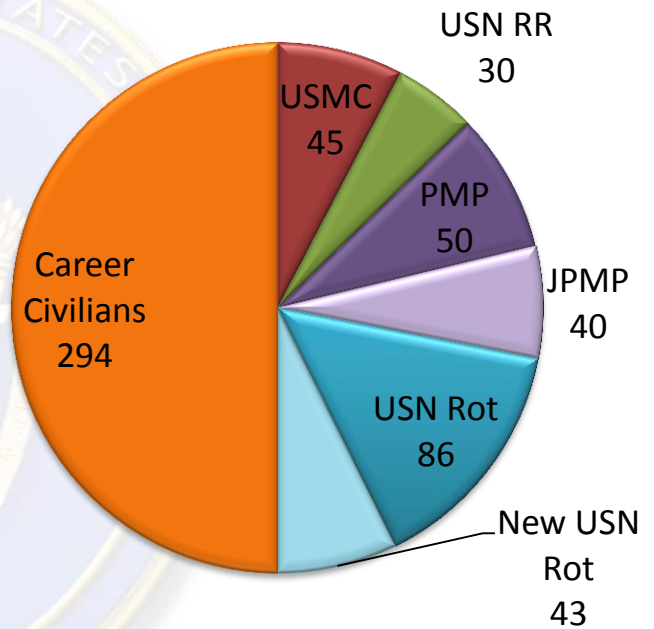


# 294:294

### Current (Fall 2011)



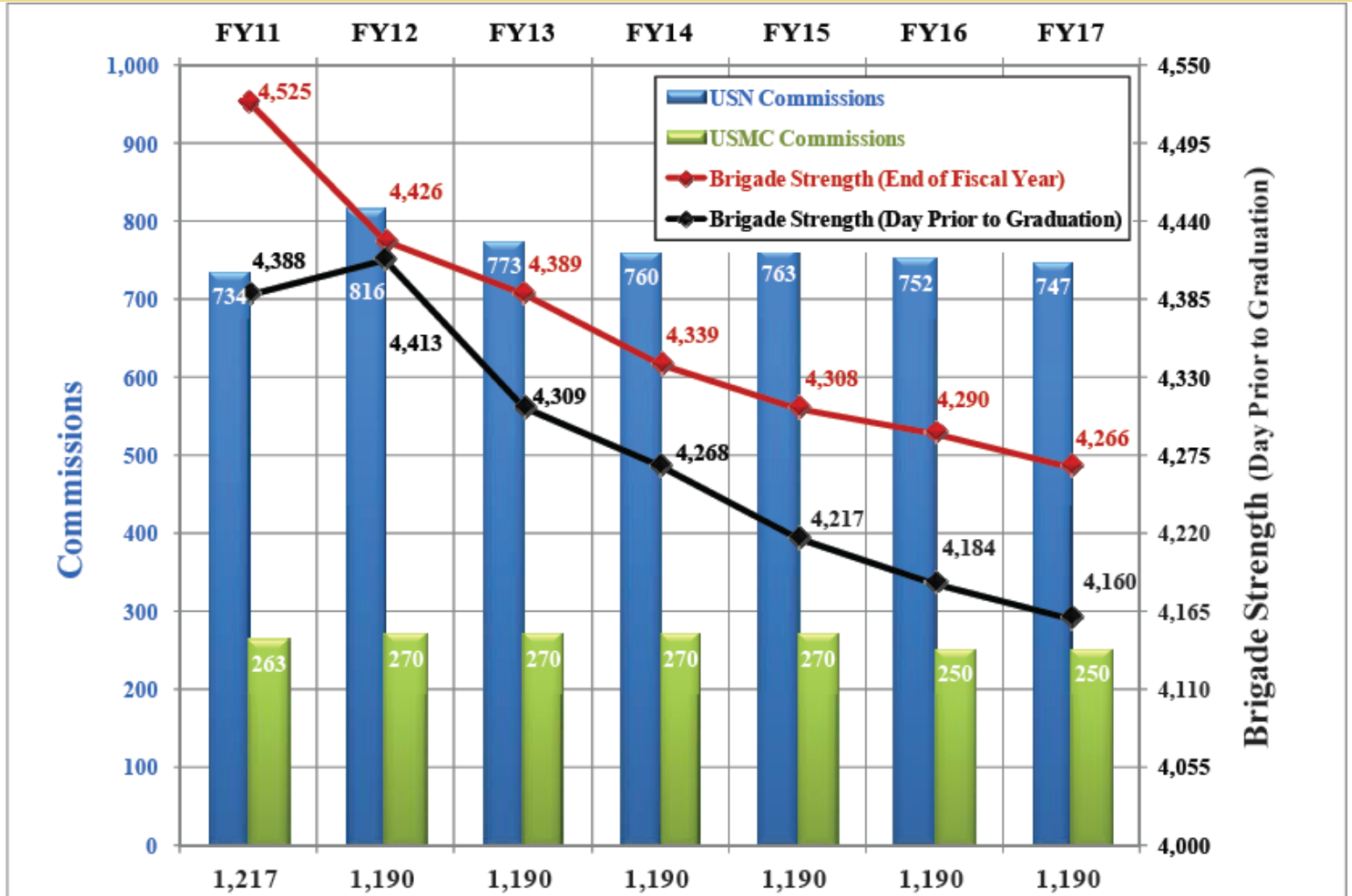
### POM 14 (Proposed)



327 : 230  
59% CIV : 41% MIL

- Factors in Brigade resizing
- Factors in Cyber requirement

# Reduced Brigade Size

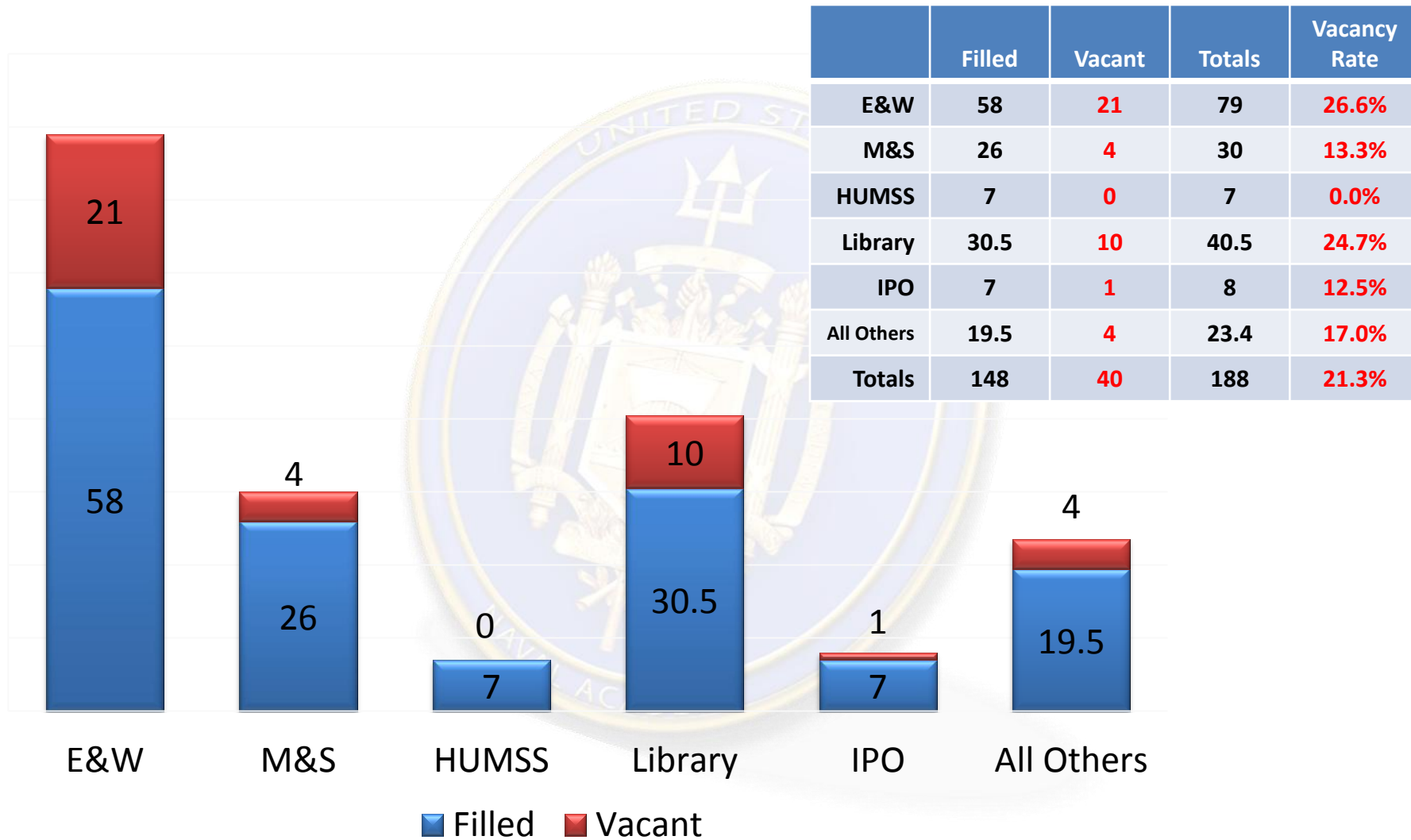


**From 10 Nov 2011 AERB Plebe Accessions (Induction Day)**





# Current GS/WG Staffing



# Changes in the AcDean Office



**Dr. Fred Davis**  
Associate Dean  
for Academic Affairs



**CAPT Peter Nardi**  
Associate Dean for Finances  
and Military Affairs



**Dr. Boyd Waite**  
Vice Academic Dean

# Other Leadership Changes



**Dr. Bruce Bukowski**  
Director of the CAE



**Dr. Chris Davis**  
Registrar



**Mr. Jim Rettig**  
Director of the Library



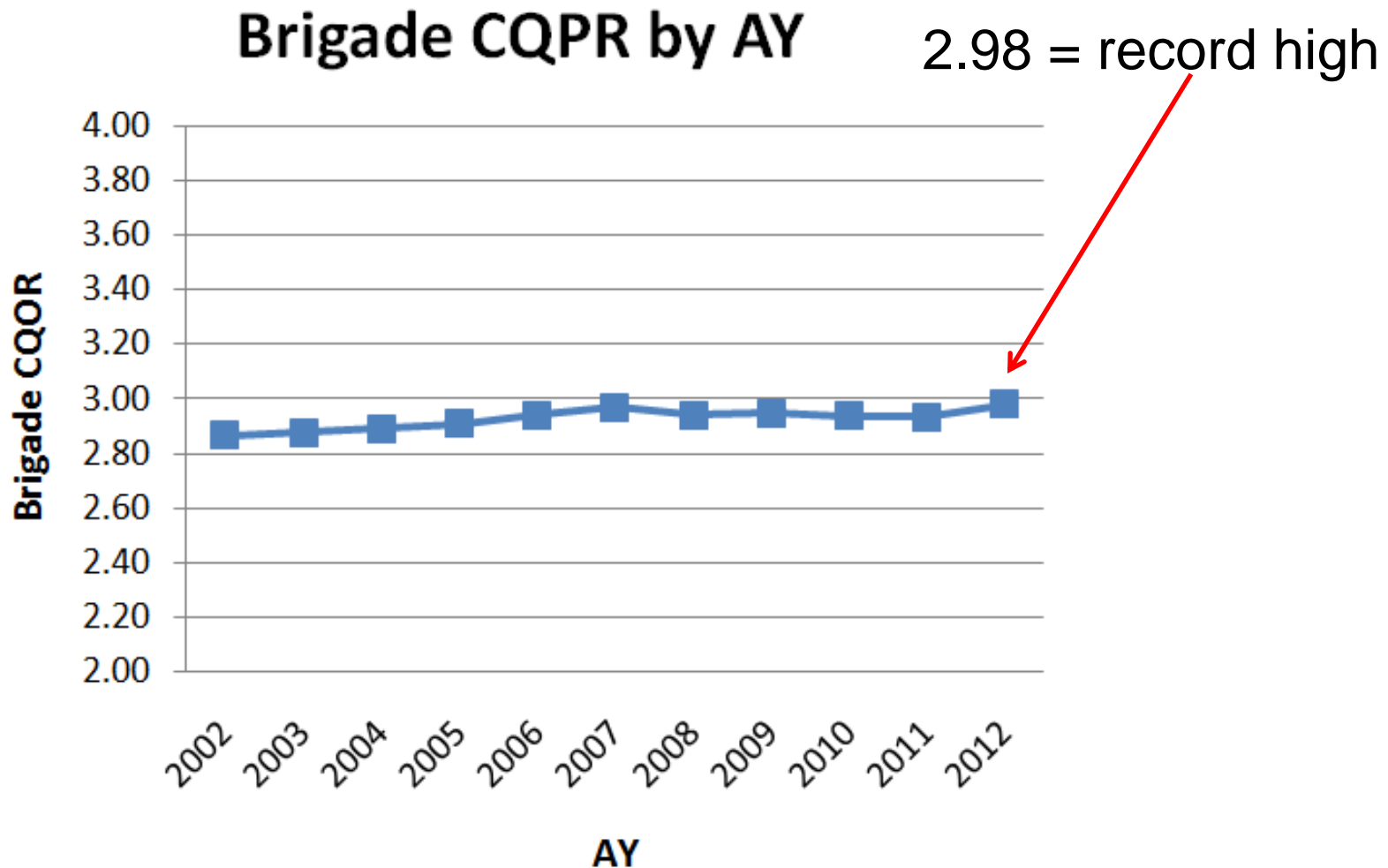
**Dr. Pam Schmitt**  
Director of Academic Counseling



**Dr. Maria Schroeder**  
(future) Associate Director  
for Midshipman Research



# Brigade Performance



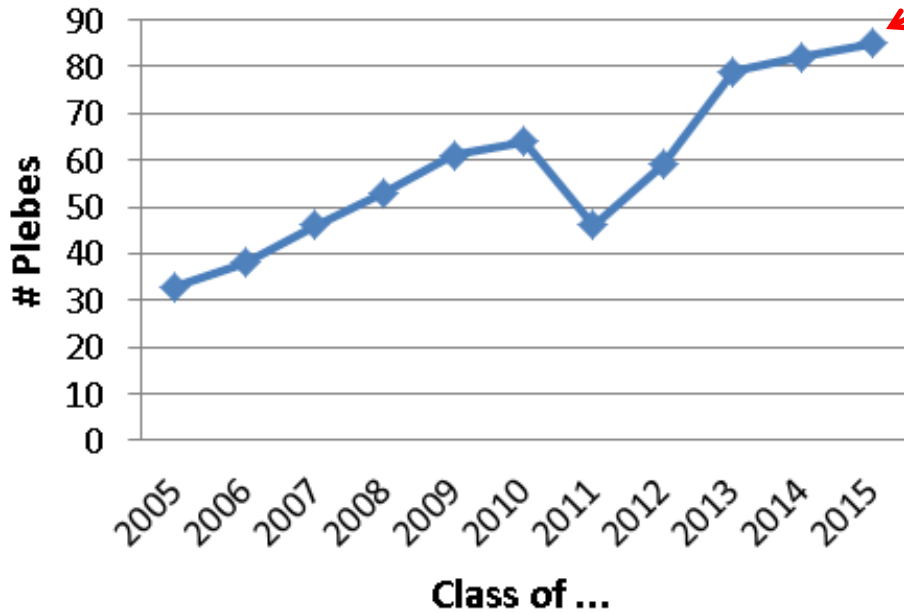




# Plebe Fall Performance

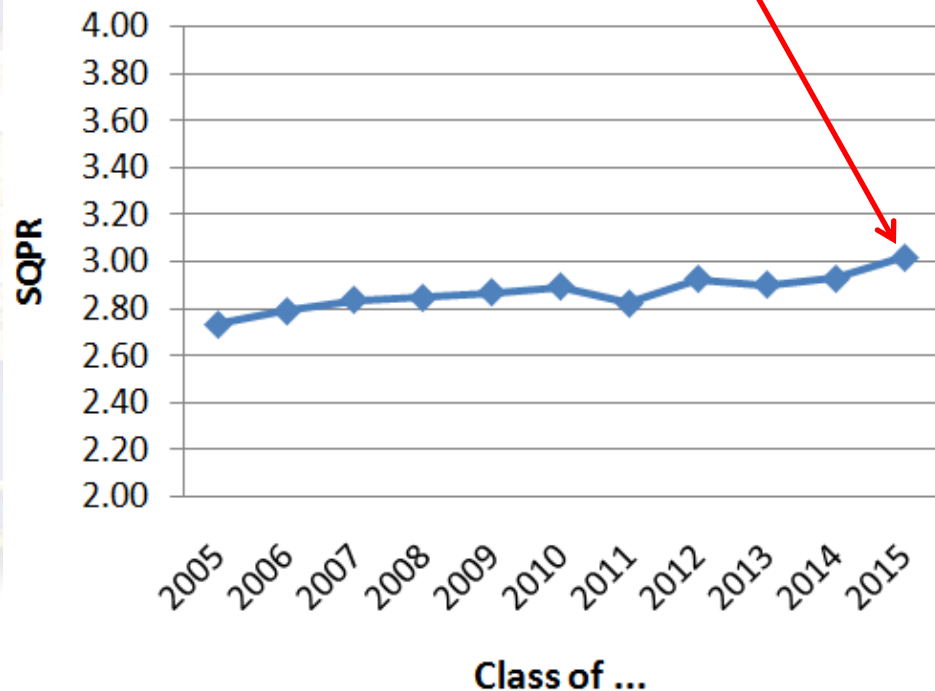
## # Plebes with 4.00 CQPR

85 = record high



## First Semester QPR by Class

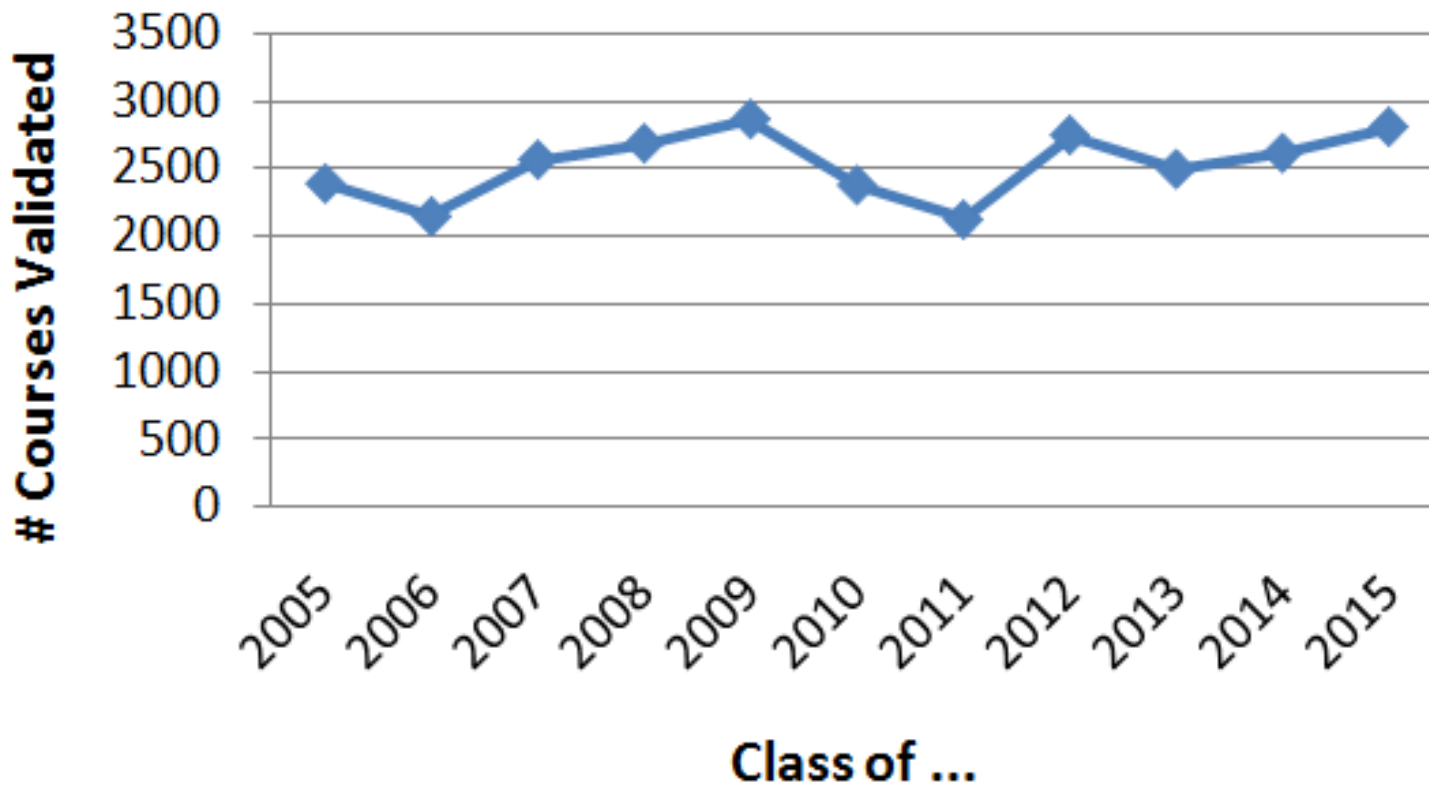
3.02 = record high





# Plebe Entrance Stats

## # Course Validations by Class



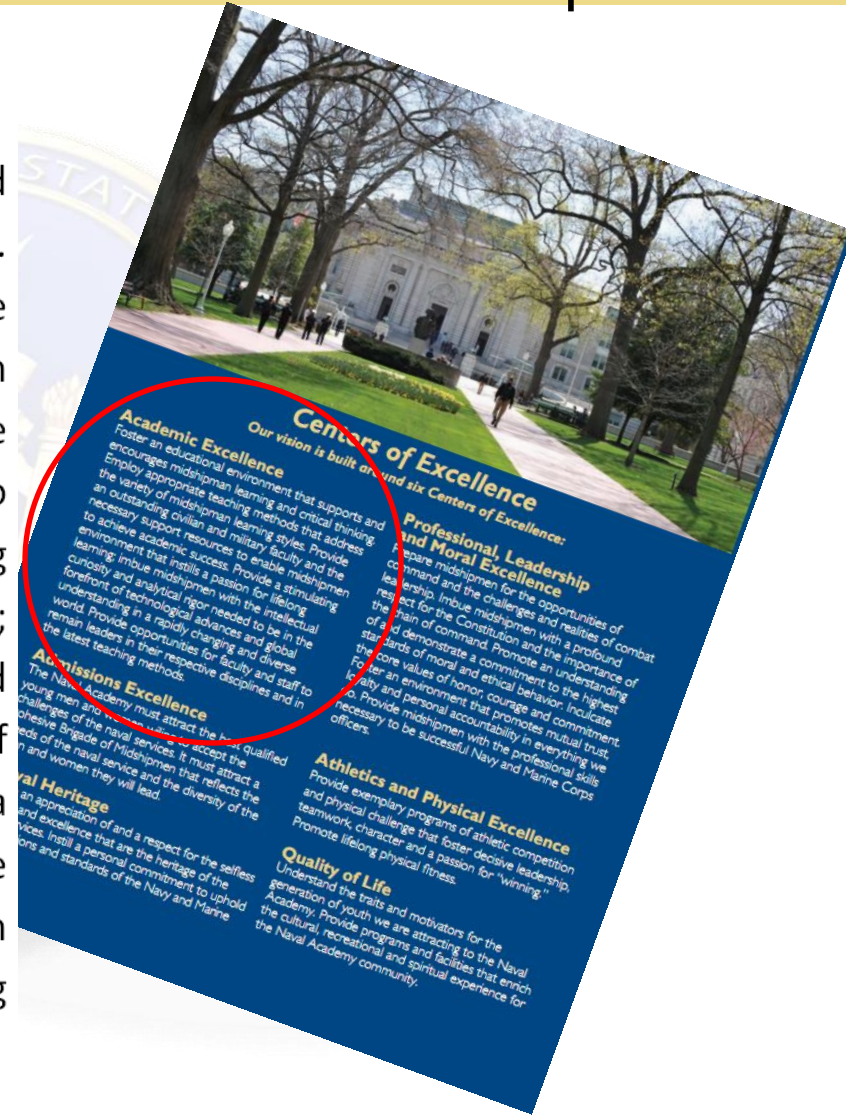
	2015
<b>FE</b>	16
<b>FL</b>	1472
<b>FP</b>	153
<b>HE</b>	139
<b>HH</b>	31
<b>NL</b>	60
<b>SC</b>	177
<b>SI</b>	1
<b>SM</b>	659
<b>SP</b>	99
<b>Sum:</b>	2807

# USNA Strategic Plan 2020

<http://www.usna.edu/StrategicPlan/docs/overview.pdf>

## Academic Excellence

Foster an educational environment that supports and encourages midshipman learning and critical thinking. Employ appropriate teaching methods that address the variety of midshipman learning styles. Provide an outstanding civilian and military faculty and the necessary support resources to enable midshipmen to achieve academic success. Provide a stimulating environment that instills passion for lifelong learning; imbue midshipmen with the intellectual curiosity and analytical rigor needed to be in the forefront of technological advances and global understanding in a rapidly changing and diverse world. Provide opportunities for faculty and staff to remain leaders in the respective disciplines and in the latest teaching methods.









# (Select) Strategic Initiatives



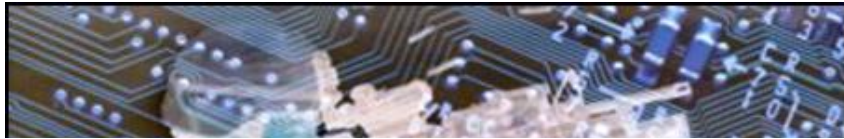
## Top 12 Strategic Priorities

- 
- 
- Unrestricted Giving.
  - Admissions Excellence and STEM Camp.
  - **Center for Cyber Security Studies (CCSS).**
  - Stockdale Center for Ethical Leadership.
  - **Center for Academic Excellence (CAE).**
  - **Faculty Development.**
  - **International Education Excellence.**
  - Athletic Excellence.
  - Naval Academy Preparatory School (NAPS) Transformation.
  - Midshipmen Activities Center (MAC).
  - **Project-Based Learning.**
  - **Naval Academy Science and Engineering Conference (NASEC).**
- 
- 





# New Focus on Cyber-Security



**Vision: To be a world-class undergraduate cyber education and research center in support of the Navy and Marine Corps**





# Center for Cyber Security Studies



**RADM Simpson**  
Director for  
Info Dominance

STATES  
Cyber Sec



The Cen  
proposed curricular and p  
advancing the quality of e



ACADEMY

INTRANET

ort necessary for the  
val Academy, and for  
ates in all areas of cyber  
ns that contribute to



**RADM Filipowski**  
US Cyber Command

September 2, 2011: Fraud



**Jane Holl Lute**  
Dep. Secretary of  
Homeland Security



**VADM Rogers**  
US 10th Fleet

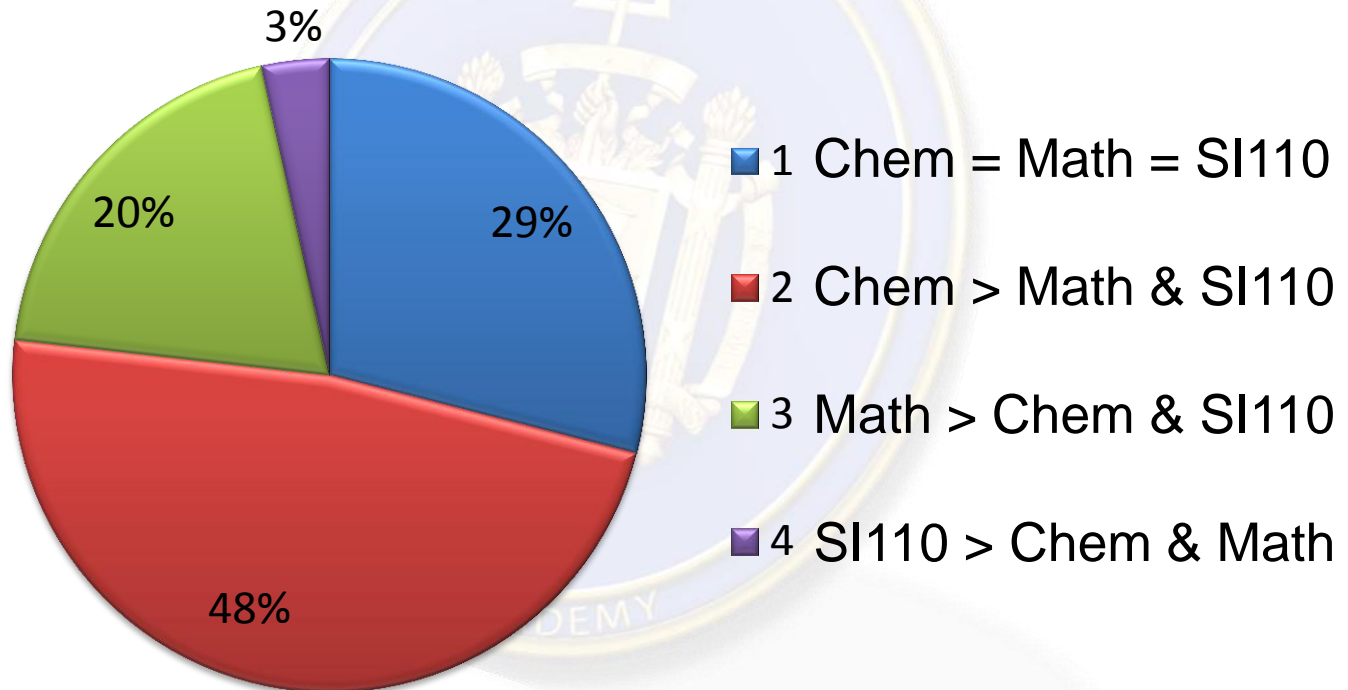
Upcoming Events
Activities and Services
Cyber Defense Exercise
NSA Center of Academic Excellence
Information Dominance Corps
Links and RSS Feeds
USNA Home

Sep 06, 2011  
CCSS Lecture Series  
Speaker:  
RADM David Simpson  
Info Dominance Professor  
Defense  
Agency  
R1102



# Cyber-1 Workload / Difficulty

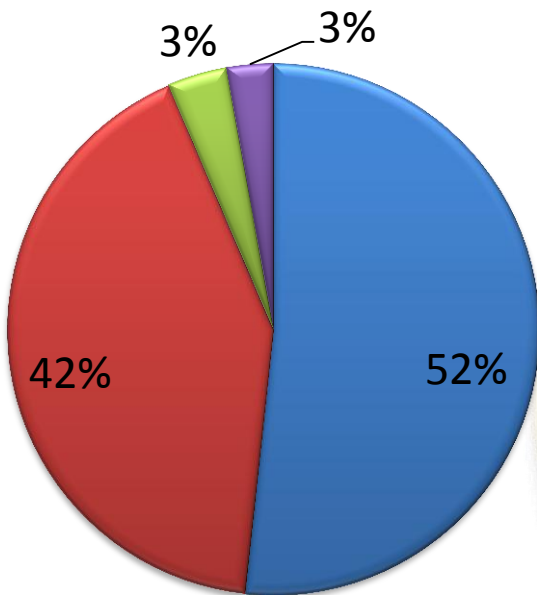
Compare the SI110 workload outside of class to that of other Plebe technical core courses (i.e. Chemistry, Math)



435 Responses

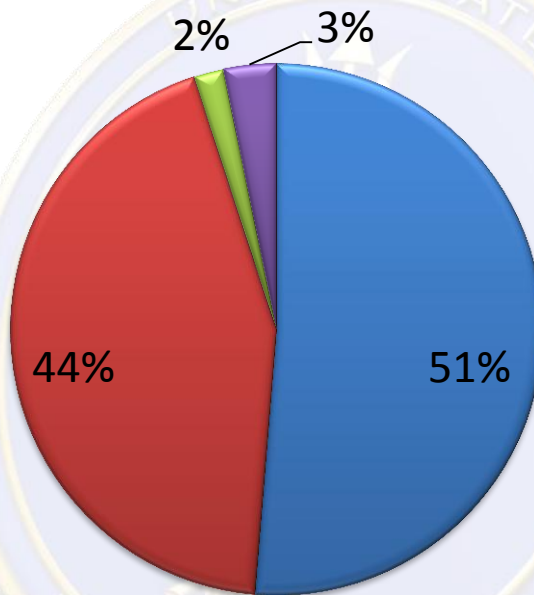
# Cyber-1 Student Feedback

## “Cyber Battlefield”



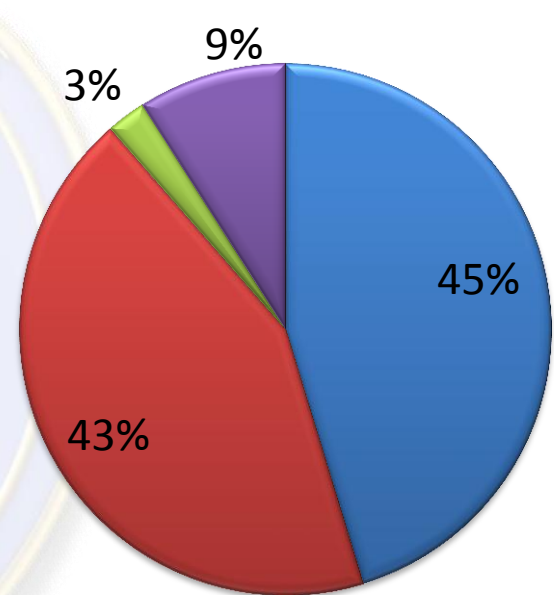
497 Responses

## “Tools & Models”



499 Responses

## “Cyber Operations”



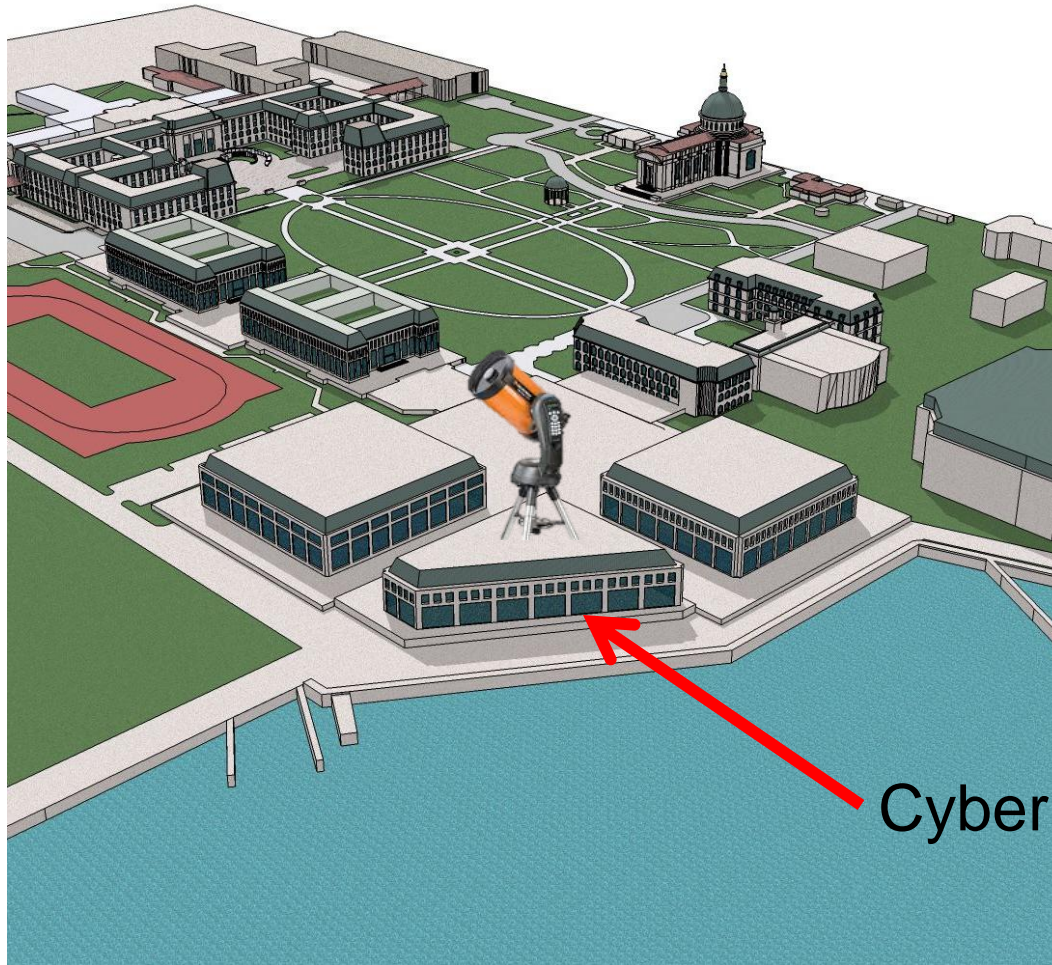
499 Responses

- 1. Much better understanding about .... than I did before the course started.
- 2. Somewhat better understanding about .... than I did before the course started.
- 3. Understood a lot about .... before the course started, and I haven't learned much new.
- 4. Didn't understand much about .... before the course started and I still don't.





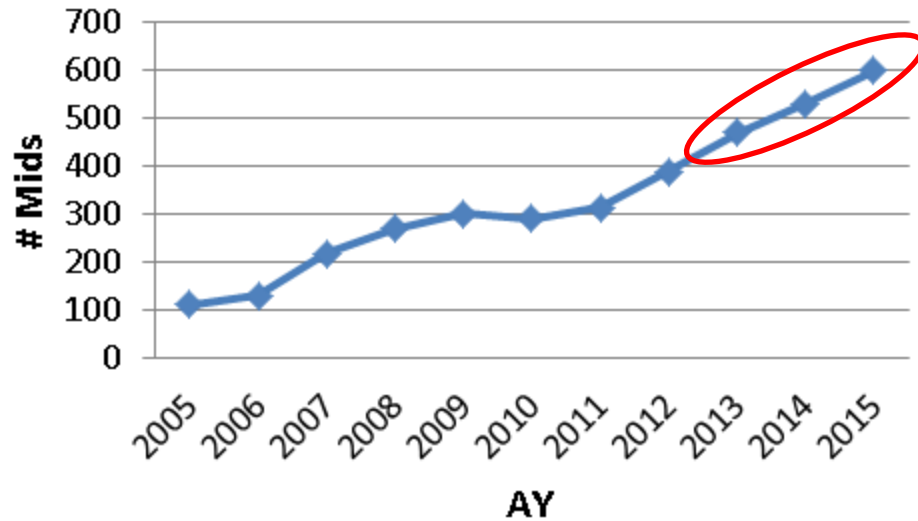
# New Academic Building



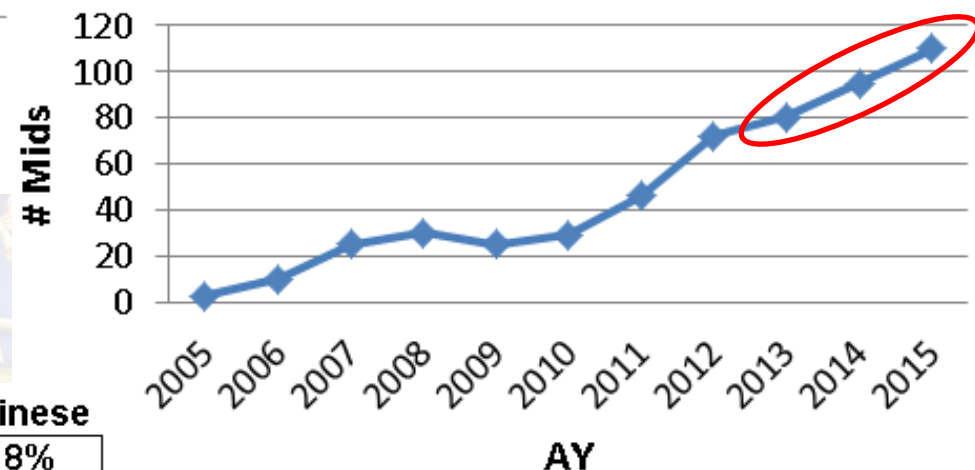
Cyber Center

# International Exposure

## LSAP, LREC, FOREX Participation



## Semester Abroad Participation



## Majors of Mids Participating

	E&W	M&S	H&SS	Arabic	Chinese
AY2012	16%	19%	64%	9%	18%
7 year avg	17%	14%	69%	12%	17%





# Faculty Development

- NARCs & CIPs
  - ~120 proposals currently under evaluation
  - Expect ~\$1M to be applied this year
    - Sources include: ONR, O&M,N and IPO
- Conference Presentation / Travel Funding
  - Supe’s “plus up” is now in AcDean base (~\$300K)
- Teaching & Learning Support (Workshops)
  - Effective Teaching; How The Brain Works; Teaching Portfolio
- Collaborations with external partners
  - NRL, CNA, others

# Enhancing our "Profile"



## Astronaut Convocation 2012: Future Human Spaceflight Monday, 23 January 2012



**Description:** With opening remarks from the current NASA Administrator, a panel discussion will be led by four former astronauts about perspectives on the future of human spaceflight both in the government and commercial arenas.



**Michael Coats, CAPT USN (ret.)**  
USNA '68  
Director, NASA Johnson Space Center



**Frank Culbertson, CAPT USN (ret.)**  
USNA '71  
Orbital Sciences, Sr. Vice President, Human Spaceflight Programs



**Ken Reightler, CAPT USN (ret.)**  
USNA '73  
ATK Aerospace Systems, Vice President, Engineering Services



**Ken Bowersox, CAPT USN (ret.)**  
USNA '78  
Individual Aerospace Consultant



**Opening Remarks by:**  
**MGEN Charles Bolden, USMC (ret.)**  
USNA '68  
NASA Administrator



SLS



Orion MPCV

## ENERGY AND ALTERNATIVE FUELS

## SOCIAL ROBOTICS

# NASEC 2011

## Naval Academy Science and Engineering Conference

6-9 November 2011



### Keynote Address:

An exceptional teacher and a world-renowned scholar in the field of molecular biology, Dr. Shirley M. Tilghman served on the Princeton faculty for 15 years before she was named as Princeton's 19<sup>th</sup> president in June 2001.

A native of Canada, Tilghman received her Honors B.Sc. in chemistry from Queen's University in Kingston, Ontario, in 1968 and earned her Ph.D. in biochemistry from Temple University in Philadelphia. During postdoctoral studies at the National Institutes of Health, she made a number of groundbreaking discoveries while participating in cloning the first mammalian gene, and then continued to make scientific breakthroughs as an independent investigator at the Institute for Cancer Research in Philadelphia and as an adjunct associate professor of human genetics and biochemistry and biophysics at the University of Pennsylvania.

Tilghman came to Princeton in 1986 as the Howard A. Prior Professor of the Life Sciences. In 1996, she received Princeton's President's Award for Distinguished Teaching. In 1998, she became the founding director of Princeton's multi-disciplinary Lewis-Sigler Institute for Integrative Genomics. A member of the National Research Council's committee that set the blueprint for the U.S. effort in the Human Genome Project, Tilghman also was a founding member of the National Advisory Council of the Human Genome Project for the National Institutes of Health.

Tilghman initiated the Princeton Postdoctoral Teaching Fellowship, a program across all the science and engineering disciplines that brings postdoctoral students to Princeton each year to gain experience in both research and teaching.

Shirley Tilghman is renowned not only for her pioneering research, her teaching, and her university leadership. She is routinely recognized for her national leadership on behalf of women in science and for promoting efforts to make the early careers of young scientists as meaningful and productive as possible.

### Speaker - Forrestal Lecture :

**Major General Charles Frank Bolden, Jr., USMC (ret.)** began his duties as the 12<sup>th</sup> Administrator of the National Aeronautics and Space Administration (NASA) in July 2009. In this role, Bolden leads the NASA team and manages its resources to advance the agency's missions and goals.

Bolden's confirmation as NASA Administrator marks the beginning of his second stint with the agency. His 34-year career with the Marine Corps included 14 years as a member of NASA's Astronaut Office. After joining the office in 1980, he traveled to orbit four times aboard the space shuttle between 1986 and 1994, and commanded two of the missions. His flights included deployment of the Hubble Space Telescope and the first joint U.S.-Russian shuttle mission, which featured a cosmonaut as a member of the crew.

Bolden earned a Bachelor of Science degree in electrical science in 1968 from the U.S. Naval Academy and he was commissioned as a second lieutenant in the Marine Corps. After completing flight training in 1970, Bolden flew more than 100 combat missions in North and South Vietnam, Laos, and Cambodia. Back in the U.S., Bolden served in a variety of positions in the Marine Corps and earned a Master of Science degree in systems management from the University of Southern California in 1977. Following his graduation at USC, Bolden was assigned to the Naval Test Pilot School at Patuxent River, Md. While working at the Naval Air Test Center's Systems Engineering and Strike Aircraft Test Directorates, Bolden tested a variety of ground attack aircraft until his selection as an astronaut candidate in 1980.

Bolden's NASA astronaut career included a wide variety of technical assignments, including an appointment as the Chief of the Safety Division at Johnson Space Center, with responsibility for the oversight of the safety efforts for the return to flight after the 1986 Challenger accident. After his final space shuttle flight in 1994, Bolden returned to active duty in the Marine Corps as the Deputy Commandant of Midshipmen at the U.S. Naval Academy.

Bolden served as the Commanding General of the 3rd Marine Aircraft Wing at Marine Corps Air Station Miramar in San Diego before retiring from the Marine Corps in 2003. He was inducted into the U.S. Astronaut Hall of Fame in May 2006.



## SOCIAL MEDIA AND NETWORKS



# Additional Academic Priorities

- **Cyber, LREC, faculty dev, NASEC, CAE, PBL**
  - Assessment ... of majors, core, attributes
  - Student learning & academic quality
    - critical thinking, problem solving, communication
    - teaching and scholarship
  - Linking planning / assessment / resource allocation
- 



# Assessment

## Middle States Report from 2006

*“Specifically, ... the Team strongly agrees with*

*...*

*the need for an integrated, institution-wide Assessment Plan (explicitly required by MSCHE) that has been institutionalized so that it is not dependent solely on incumbency in the top military leadership positions.”*

- USNA response was creation of the AEB





# Assessment

## Middle States Report from 2011

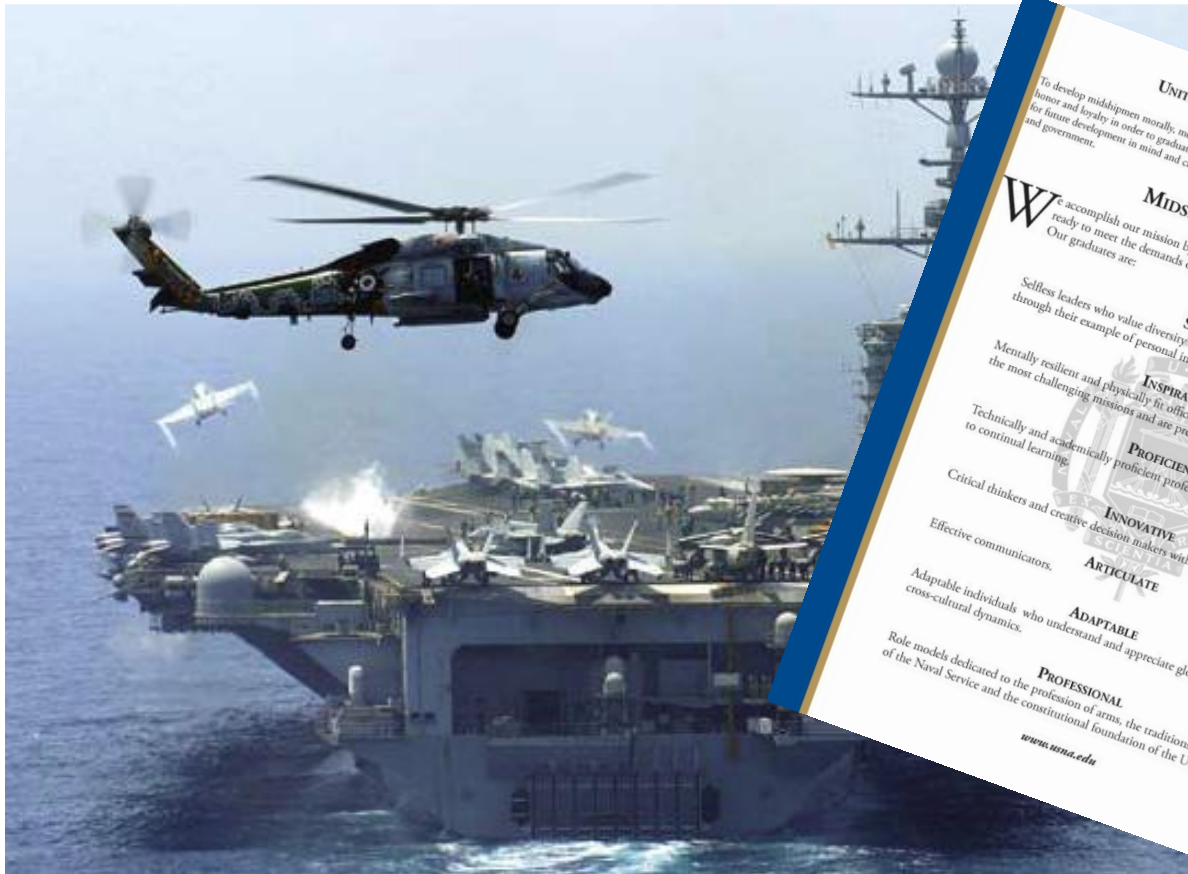
*“The reviewers commend the USNA for the evident progress that it has made in creating a learning outcomes assessment program .... Clearly, the Academy has built functioning structures and routines, involving faculty, to drive its learning outcomes assessment program forward. This is not to say that there is not more work to be done. The Report notes that progress is uneven across some departments, that not as many faculty are involved as would be desired and that metrics and data must be improved. But the Academy is conscious of these areas of opportunity which should not diminish the pride that it can take in its accomplishments to date.”*





# Attributes of Graduates

[http://www.usna.edu/StrategicPlan/htmls/sp\\_graduates.html](http://www.usna.edu/StrategicPlan/htmls/sp_graduates.html)



**UNITED STATES NAVAL ACADEMY MISSION**  
To develop midshipmen morally, mentally and physically and to imbue them with the highest ideals of duty, honor and loyalty in order to graduate leaders who are dedicated to a career of naval service and have potential for future development in mind and character to assume the highest responsibilities of command, citizenship and government.

**MIDSHIPMAN ATTRIBUTES**  
We accomplish our mission by graduating midshipmen who are warriors ready to meet the demands of a country at war or at peace. Our graduates are:

- SELFLESS**  
Selfless leaders who value diversity and create an ethical command climate through their example of personal integrity and moral courage.
- INSPIRATIONAL**  
Mentally resilient and physically fit officers who inspire their team to accomplish the most challenging missions and are prepared to lead in combat.
- PROFICIENT**  
Technically and academically proficient professionals with a commitment to continual learning.
- INNOVATIVE**  
Critical thinkers and creative decision makers with a bias for action.
- ARTICULATE**  
Effective communicators.
- ADAPTABLE**  
Adaptable individuals who understand and appreciate global and cross-cultural dynamics.
- PROFESSIONAL**  
Role models dedicated to the profession of arms, the traditions and values of the Naval Service and the constitutional foundation of the United States.

[www.usna.edu](http://www.usna.edu)

Selfless • Inspirational • Proficient • Innovative  
Articulate • Adaptable • Professional



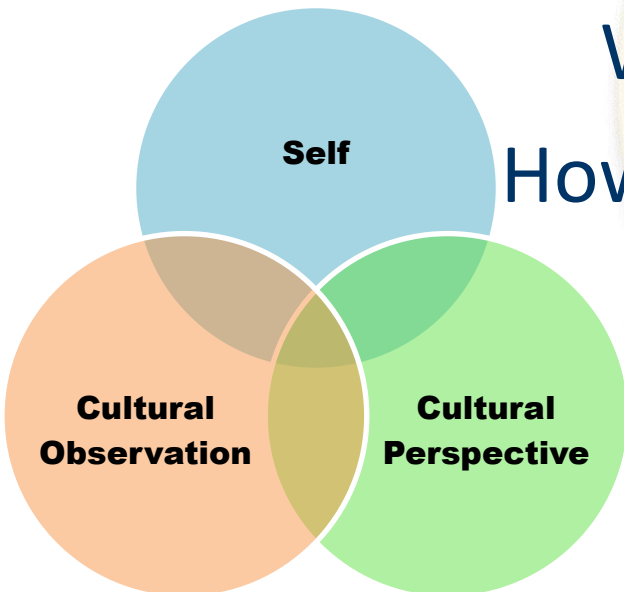
# Adaptable

“Adaptable individuals who understand and appreciate global and cross-cultural dynamics”

What does this mean?

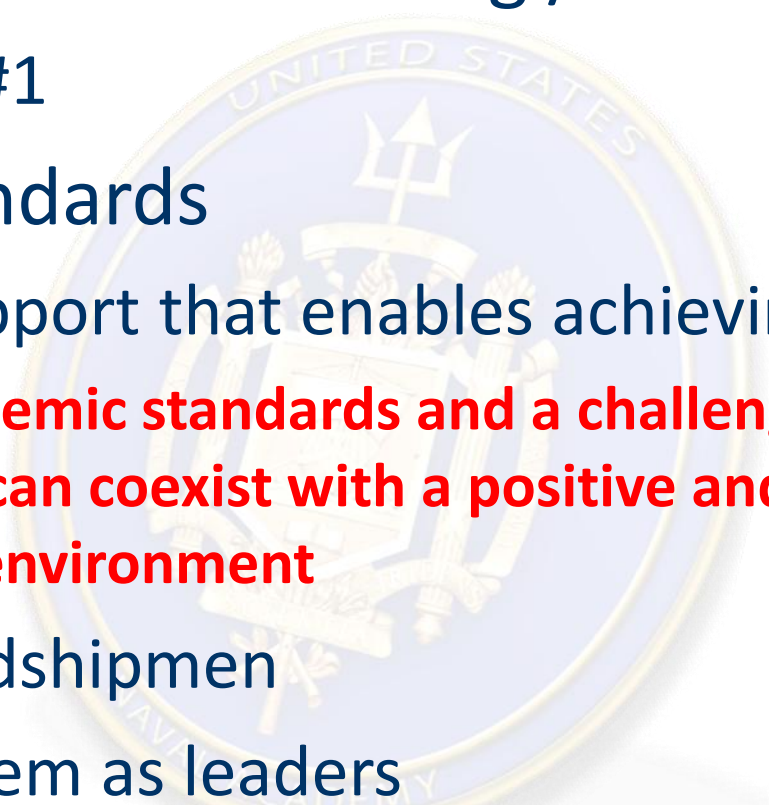
What are we doing?

How well are we doing it?





# Academic Quality

- Emphasize student learning / development
    - This is job #1
  - Set high standards
    - Provide support that enables achieving standards
      - **High academic standards and a challenging educational program can coexist with a positive and engaging learning environment**
    - Mentor midshipmen
    - Develop them as leaders
- 

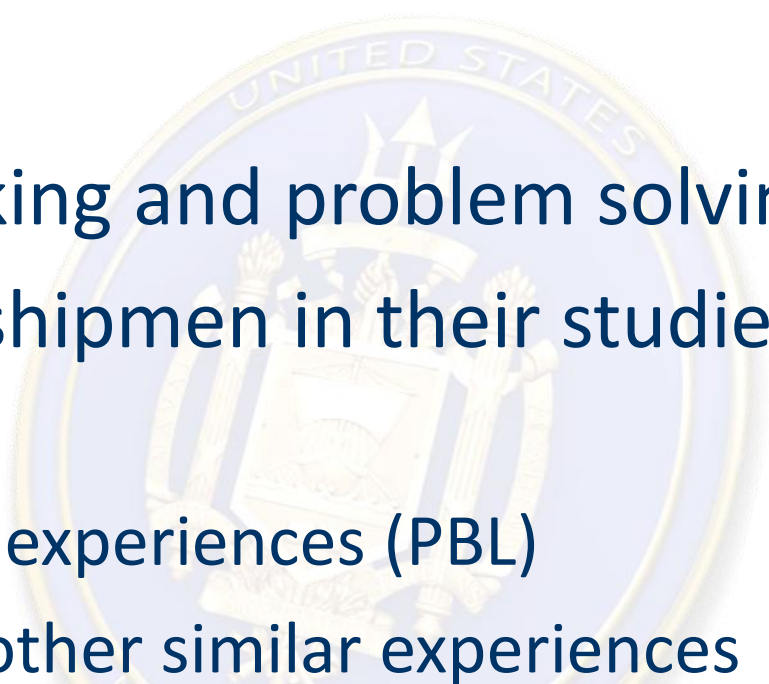


# What's Ahead?


- Aligning budget allocations with priorities and plans
  - Pick one: planning drives the budget, or ...  
the budget drives the plan
  - Develop better budget processes for ...
    - Expense budgets
    - Investment budgets
    - Gift funds
- Clearly articulate our academic plans for the next several years
  - Cyber, language and culture immersion, PBL
  - Faculty development (teaching AND scholarship)
  - Assessment: majors, core, “attributes”



# Some Specific Challenges

- Writing
    - Plagiarism
  - Critical thinking and problem solving
  - Engage midshipmen in their studies ...
    - in research
    - in practical experiences (PBL)
    - in LSAP or other similar experiences
- 





# Solid Curtain – Citadel Shield

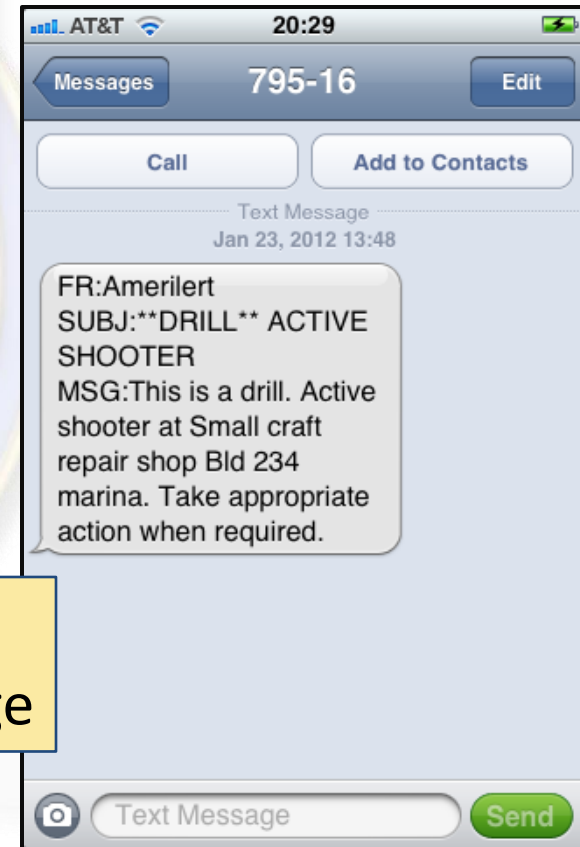
- Navy wide event → week of 19-23 March
- Highest level of activity at USNA on 22-23 March. Specific training focused on:
  - Minimum Essential Personnel Plan
  - Active Shooter Response
- On 22-23 March expect:
  - Yard-wide exercise that involves all hands
  - Modifications to routine schedules
  - Changes to gate access and security posture

# Amerilert

**From:** Amerilert <no-reply@amerilert.com> Hide  
**Subject:** \*\*DRILL\*\* ACTIVE SHOOTER  
**Date:** January 23, 2012 13:48:17 EST  
**Reply-To:** Amerilert <no-reply@amerilert.com>

This is a drill. Active shooter at Small craft repair shop Bld 234 marina. Take appropriate action when required.

E-mail



Text  
Message

<http://intranet.usna.edu/alerts/>