Update Briefing to the Board of Advisors

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President

Washington, DC
18-19 October 2017
President’s Update

- Ongoing Issues (7 April Subcommittee)
- College Accomplishments
- Strategic Plan Update
- Diversity: The Way Forward
- The Way Ahead and Challenges
Ongoing Issues

- Faculty
  - President’s Two-year Tour ➔ Three Years
  - Diversity of Faculty
  - Tenure
  - Legislative Proposals
    - Copyright, Time and Attendance, Prohibited Source
  - Workload for Faculty and Students
Ongoing Issues

- Resources and Funding
  - Flagship Institution Status
  - Foundation as a Prohibited Source
  - Contemporary Issues in Higher Education
  - Digitize Archives
Ongoing Issues

- Outreach
  - College of Distance Education
    - Greater than 285,000 Students
    - Elevated to a Deanery
    - “Sun Down” of CDROM-based Program
  - Outreach Program and Related Concerns
Ongoing Issues

- Board of Advisors
  - Routing of Board of Advisors’ Report
  - Inviting SECNAV to Board of Advisors
  - NWC Updates to Board of Advisors
College Accomplishments

- Increased Warfighting
- First College-Wide Faculty Promotion Committee
- First Faculty Awards for Excellence (Teaching, Research, Service)
- Conferred First “University Professors”
- Two Rounds of Compensation Reform...
  3rd Round in Progress
College Accomplishments

- Indefinite Appointments - All Full Professors
- Class Compositions
- College of Operational and Strategic Leadership (COSL)
  - College of Maritime Operational Warfare
  - Leadership and Ethics
- John B. Hattendorf Maritime Center for Historical Research
College Accomplishments

- Iterative Gaming + Increased Analytical Rigor
- Increased Permanent Military Professors
- Diversity Strategy
- Flag Officer Development
- Stabilized Funding Streams
Strategic Plan Update

- Operationalize
  - Wargaming (TS Level)
  - Ops Analysis
  - Virtual Community of Practice (vCOP)

- Navalize
  - Sea Power and Sea Control
  - Final Exam
  - Gaming in the Classroom
Futurize
- Cyber / Space / Unmanned Systems
- Future Warfighting Indoctrination for New Students

Internationalize
- Four CNO Distinguished International Fellows
- Regional Symposia

Normalize
- Legislative Proposal
- Compensation
- Tenure
Diversity: The Way Forward

Specific Actions:

- Three Funded Chairs Now Filled by Women
- National Search for Women in National Security and Diplomatic Studies Chair
- Hiring Best of Post-doctoral Candidates
- Hiring Committee Composition – 25% Diverse (→ 50%)
- Annual Compensation Review
- Female “All Hands Call”
Diversity: Faculty 2017

**Gender**

- Total Workforce Male: 85%
- Total Workforce Female: 15%

**Ethnicity** (Self-reported)

- White: 95%
- Hispanic or Latino: 1%
- Black or African American: 1%
- Asian: 1%
- Native Hawaiian or Other Pacific Islander: 1%
- American Indian or Alaska Native: 1%
Way Ahead and Challenges

Way Ahead – “Great to Greater”
- Reform Leadership and Ethics
- Cyber and Innovation Center
- Resource our Support Teams
- Process Improvement
Way Ahead and Challenges

Challenges:

- Resources
  - Manpower cuts
  - Renovation funding
- Faculty – Quality of the Military Faculty
- Education as a Public Good
Questions?
Diversity: Faculty 2016

**Gender**

- Female: 11%
- Male: 89%

**Ethnicity** (Self-reported)

- Hispanic or Latino: 1%
- White: 1%
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Naval War College