



MINUTES

Association of NROTC Colleges and Universities October 15, 2016

The George Washington University Washington, DC

Attendees:

Captain Richard Wood, Mark Gough, Marjorie McIntyre, Captain James Wyatt, Ron Brauetigam, Dr. Cheryl Cameron, Mike Carrell, Bob Clark, Dr. Lee Ann Clements, Cynthia Cyrus, Dr. Eric Fretz, Bill Grams, Julie Greenwood, Douglass Hazzard, Rick Holz, Paul Pugh, Mary Jordan, Alphonso Keaton, William Kehoe, William LaCourse, Roberta Leslie, Douglas McLean, Father Earl Markey, Michael McGinnis, Regina Nordahl, Lisa Norwood, Dr. Ted Pickerill, Jon Powell, Col. Woody Sadler, Sara Saragosa, John Sarao, Dr. Richard Southby, Dr. Terry Stentz, Cythia Kay Stevens, Matt Sutton, Tom Teper, Bob Wolf.

1. Regina Nordahl (University of Southern California), President of the Association, called the Business meeting to order at 8:40 a.m. on Saturday, October 15th. She offered her gratitude to Dean Southby and The George Washington University for hosting this year's meeting.
2. Dean Southby welcomed everyone to The George Washington University.
3. Capt. James Wyatt talked about the Navy Day.
4. Association members and Navy Command introduced themselves.
5. Announcements:
 - a. Future sites for the meeting
2017: Lexington, VA: Virginia Military Institute will be our host.
 - b. For Navy Day, Woody Sadler mentioned that the superintendent personally came to invite all NROTC, to the Battle of New Market, and to see the parade with corps cadets
 - i. Meeting date, possibly 12-14 October 2017
 - ii. Watch 'Field of Lost Shoes' on Netflix in preparation
 - iii. 2018: Los Angeles, CA: University of Southern California as host - Regina will coordinate with Admiral Tyson the program during fleet week, Navy brings assets to San Pedro
 - iv. Looking for a site for meeting in October of 2019
 - v. Starting from the next year's meeting, spouses will pay only for cost of the meals and transportation, if applies, to join the meeting
 - vi. Positive this year is that more schools have paid their dues and more attending the annual meeting

6. President and Executive Committee Overview: Regina Nordahl
 - a. Transition issues that the association has faced with administration
 - i. Two key people were laid off and left University of Rochester, a key partner and source of continuity for administrative work for institution – Aylin Tunay has taken over the association administrative duties.
 - ii. Reconnecting with historical information and files, financials for organization. Auditing of financial statements since 2014 is upcoming.
 - iii. In 2010, we found out that we lost our nonprofit status because no of not filing a non-profit form. Hired a CPA firm to reestablish non-profit status. Will report back next year. Regina finishing presidential term but will stay on executive board until this is made right.
 - iv. The new association president will be chosen at this meeting. She asked for everyone to let her know if they had any candidates in mind.
 - b. Changing dues from 200 to 250 made a big difference. Propose keeping this amount moving forward. Has helped created fluidity in organization bank account. Fee for meeting went up from 200 to 450 due to some of the expenses from Jacksonville. Hoping that next year the cost will be in the 200-300 dollar range. Decision has been made to keep the annual dues at \$250.00 for 2017-2018.
 - c. Spouses and partners have had an opportunity to join us at kickoff and reception, and at Navy Day. Want to continue to welcome guests and outgoing reception.
 - d. Increase in numbers of schools paying dues again (39) and number of attendees so we can keep the dialogue going.
 - e. Campus issues:
 - i. Discussion of online majors (nautical sciences and human security & geospatial intelligence)
 - ii. Regional military affairs type of organizations for higher education
 - iii. Resiliency
 - iv. Retention and predicting success – best practices
 - v. Alumni groups
 - f. Request for nominations for leadership positions in the organization
7. Treasurer's Report: Woody Sadler
 - a. Current net operating: \$10,610.65
 - b. University of Rochester's administrative fees have been reduced due to all of the issues we have had in the last couple years
 - c. Estimated association balance after this meeting: \$16,925.53 → \$11,300 budgeted for the 2017 meeting

Break begins at 9:40 am

Resumes at 10:05 am

8. FY16 Program Situation Report: Captain Rich Wood, USN Director of Officer Development; Mr. Mark Gough, Deputy Director of Officer Development
 - a. Thank you: thank you for what you and your campuses do for our organization. The education, training, and diversity of experience students get at your campuses to be naval officers is amazing.

- b. Admiral Evans sends his regrets; tagged for a special project very recently and is disappointed not to be in attendance
- c. Nursing programs—Have always had a high level of attrition. Today it is about a tenth the size it was. We were selecting 100 to produce 60; now we are selecting about 20 to produce 6-7. Still meeting the need of the Navy, however.
- d. Three major officer development programs: NROTC, STA-21 (seaman to admiral program), MECEP (Marine enlisted commissioning education program)
- e. Second two are when enlisted folks are selected to complete degree and then come back to the service in Navy or Marines
- f. Footprint: almost every state has at least one unit
 - i. 166 colleges and universities; 77 hosts, 89 crosstowns, 5 maritime schools
 - ii. Most recent expansions: Brown affiliated through Holy Cross; Maryland Consortium (UMBC and UMCP)
 - iii. Recent events with rifle (or facsimile sightings) Do we have a policy?
- g. NROTC systems model:
 - i. Most of the Navy's needs are being met through other avenues, not ROTC.
 - ii. Secretary of Defense Carter is looking at all kinds of talent management programs.
 - iii. Mostly unrestricted lines, a few nurses, although that program is declining
 - i. Navy does not have a mission to recruit doctors, chaplains, etc. There are very limited opportunities for these, need to be upfront.
 - iv. Fewer than 15 went to something that wasn't unrestricted
 - i. This will change but most likely not quickly enough for students who are in the program right now. No specific plan right now, but it is quite likely
- h. Scholarships: emphasis on medically qualified. Again, be upfront.
 - i. SAT Comp: 1396 (Verbal 702, Math 693); GPA: 3.84
 - ii. Expecting possible inflation of scores based on College Board concordance Tables. Will review minimum SAT score requirements as receive more data points to determine need to adjust.
- i. A lot of competition for highly qualified minority candidates with the institutions. Institutions offer better packages with no commitment on the back end. "We need to deepen and broaden the pool in which we search". Charging all PNSs with recruiting a more diverse pool of midshipmen.
 - i. Aiming to reflect the diversity breakdown of the population of all college graduates, but Navy is not there yet
 - ii. Huge emphasis on reaching out to and recruiting from diverse groups – including both race and gender
 - iii. Biggest challenge with women is not getting them in but keeping them in; need to work on retention after commissioning
 - i. DOD retention initiatives: leaves of absence for folks of childbearing age; looking at bonuses, promotion processes (applied uniformly); opening opportunities for women in the submarine communities; other work-life initiatives
- j. Class of 2016: 844 Navy commissions, 192 Marine commissions
- k. Emphasis of service over self; balance needs of Navy over student desires. 88% this year got their first or second choice. The 12% get very upset sometimes.

- l. Ideal officer background is undergraduate degree in STEM, master's in liberal arts or science.
- m. Program initiatives: Joint NSO Pilot program and other joint programs between campuses with NROTC units (only two groups participated this year)
 - i. Capt. Wood can support financially on a case by case basis for programs like this

Lunch break begins at 12:00 pm

Resumes at 1:00 pm

- n. Program issues:
 - i. New minimum GPA of 2.5 across the board has been well- received. Has allowed more high performing students access to scholarship. Only applicable for folks who picked up scholarships this Fall; others are grandfathered. Academic disenrollment comes with pay back obligations
 - ii. Directed AES (active enlisted service): students who drop on request (DOR) from the program within 12 months of commission may be assigned Active Enlisted Service to shape student decision timeframe (DOR by end of junior year instead of end of senior year) and reduce corporate raiding – the phenomenon where Boeing or GE or Pratt and Whitney buys out engineers with 100,000 starting salary and pays back the Navy for the four years of education.
 - iii. Changing scholarship structure to support the best and brightest, whether they came in as scholarship or College Program students. More two and three year scholarships. PNSs need to look to build the College Program!
 - iv. Review of ROTC contracts, practices, and policies, including contracts that are out of date, don't reflect current law and policy and replacing with new standardized contract with appropriate language around race, gender, ability, etc. Trepidation about opening up to a whole new set of agreements. This is a DOD initiative, so will occur for Army and Airforce units on our campus as well.
 - v. Integration of transgender individuals in the military: policy to be released soon (expected to be announced November 2016) Transgender implementation guidance training for all units will be completed by July 2017.

Break begins at 2:00 pm

Resumes at 2:15 pm

- 9. Campus topics discussion
 - a. Aylin working on creating a joint policy and practice booklet as a resource for members
 - i. Instead of reinventing the wheel (e.g., policy on non-operable weapons), more easily be able to access the resources that our colleagues have already figured out
 - b. Religious accommodations
 - i. Norwich University and The Citadel – female midshipman request to wear a hijab with uniform. The Citadel declined her request, Norwich University accepted. Mike McGinnis anticipates more requests like this will come, and universities ought to be prepared. President called this a complex legal and ethical decision. Navy currently

reviews requests individually as they come in. Sikh officers serve in the army with beards and turbans.

- c. USC – offering other students to take NROTC courses for human security and geospatial intelligence minor. Helping budget.
- d. Big 10 Academic Alliance: grouped form around military and veteran services who can share ideas and best practices around veterans’ services. SEC has discussed it. Mike Carrell from the Ohio State University endorses this model.
- e. Discussion of academic degree credits for some of the training that is currently going on at “Army University” – may be a navy trend in the future.
- f. Navy ROTC alumni groups:
 - i. WWII alumni have become a key donor group for ROTC units
 - ii. Any other information about these groups at our campus, please send to Aylin.
 - iii. Some organizations raise money for room and board scholarships and College Programmers – scholarships are often named for fallen heroes from the NROTC units
- g. As Marine graduates are waiting to report to TBS, how do institutions support folks who, for example, go home and are not getting a paycheck until February or May:
 - i. Offer them jobs, internships, fellowships at institutions for less than a fiscal year
 - ii. At USC and Vanderbilt: Provide a bridge, pay them slightly less than their Marines check will be, coach them on the difference between role of student and employee.
- h. Marine Week in Nashville was a wonderful, exciting event; brought 7million dollars to the city and visibility to the Navy/Marine ROTC program.
- i. Pre-college programs encouraging STEM:
 - i. USC has a gift to support a program for high school students who are sons and daughters of active duty military to expose them to STEM and give them 4-6 credits by the end of the month that they can then transfer to their future higher education institutions.
 - ii. USF has precollege program that rolls over into living learning community
- j. Special admissions preferences at university level for ROTC? University of Virginia awards some amount of points to ROTC, active duty, or veterans in consideration. Yale and Brown see the scholarship as an inclination toward public service and consider that in review. Vanderbilt gives those applications a third reader.

10. Election of officers:

- a. Unanimously approved new executive board with 7 members and new association president:
 - i. Citadel, SUNY Maritime, San Diego, Michigan, Jacksonville, Florida, Rochester
 - ii. Miami, USF, UNC, Ohio State, Northwestern, Berkley, GWU will stay on until 2018
- b. New ‘president’ for the Association of NROTC Colleges and Universities for 2017 – 2019 is Ted Pickerill, Miami University, new ‘association VP’ will be Dr. Bill Kehoe.
- c. Col. Woody Sadler will remain as the ‘association treasurer’

Adjournment at 3:45 pm