



2018 Business Meeting Minutes
Association of NROTC Colleges and Universities
Saturday, October 20, 2018
University of Southern California
Los Angeles, CA

Attendees:

Steve Carr, Robert Clark, Cynthia Cyrus, Eric Fretz, Yvonne Gaudelius, Mark Gough, Julie Greenwood, Rusty Hagins, Mary Jordan, Danny Kelley, Earle Markey, Marjorie McIntyre, Donald Nisbett, Regina Nordahl, Lisa Norwood, Terri Peaches, Ted Pickerill, John Powell, Sara Saragosa, John Sarao, Scott Shappell, Richard Southby, Mat Sutton, Michael Titus, Karl van Bibber, Andrew Van Schaack, Kirt Von Daacke, Aylin Tunay

08:32 a.m. -- Welcome and Call to Order: President Ted Pickerill

- Thanks to Regina Nordahl and Aylin Tunay for their hosting and leadership.
- The SUNY Maritime will be the host of the annual meeting next year, September 27-29, 2019. Bob Wolf will be the point of contact.
 - Navy Day will include Intrepid Sea, Air and Space Museum in the morning and 9/11 Memorial and Museum in the afternoon.
- In addition, it is confirmed that the 2020 annual meeting will be hosted Embry-Riddle Aeronautical University. Dates TBD.
- Seeking nominations for president, vice president, and treasurer; and we also need seven new schools for executive committee.
- Thank you to Col. Woody Sadler for his services as the association's treasurer.

08:38 a.m. – Program Update: Captain Donald Nisbett on behalf of Admiral Bernacchi

- Starts with thanks for the support from all units.
- Introductions of the Naval Service Training Command team.
- Review of NROTC mission and highlight that Naval Services including Navy and Marine Corps.
- NROTC was founded in 1926 with 6 units, today 166 colleges and universities with 77 host institutions and 89 cross-town arrangements supporting ~7700 midshipmen.
- The objectives of the NROTC system are: to meet mission for unrestricted line officers, technical majors, nuclear power, diversity, and quality individuals (mentally, morally, and physically.)
- This year's navy select rate was 36.7% from 2729 applicants and 1002 selected; and Marine was 22.8% from 1627 applicants with 371 selected. Overall applications have declined steadily for Navy over the past five years and stayed relatively consistent for Marines. Quality of applicants has improved over this time.
- Comprehensive SAT score average for '18 admits was 1442, GPA was 3.84. 64% were in top 20% of high school graduating class and 86% had tech majors. 22% were JROTC participants.
- The demand for women to be in submarines is increasing. Females are enlisted now.
- Anecdotally, there has been a rise in homeschool applicants.
- Recent changes were implemented to national scholarship selection board to address bias issue in standardized tests and better meet the diversity objective. Bridge programs are another pilot program at about six institutions to help direct four year scholarships to diverse students.

- A future goal for the organization is to share and distribute data about post-commissioning outcomes across institutions.
- Julie Greenwood asked about representation on the national scholarship selection committee. Capt. Nisbett shared that there are nine members. Dr. Rusty Hagins suggested that members of this association could serve as members.

09:50 a.m. -- Break

10:07 a.m. – Delegate Introductions

10:17 a.m. – Program Update continues: Captain Donald Nisbett

- Highlighted changes from summer training sequence
 - Additional 2C option Sea Trials event to begin Summer 2019; afloat amphib cruise for Marines
 - Additional 1C option Yard patrol cruises in conjunction with US Naval Academy; detailer for new student indoctrination (training incoming freshmen)
- Service assignment process focuses on matching goals of students to needs of naval services. Just short of 90% get their first or second choice.

10:24 a.m. – Review of Changes in the NROTC Program since 2017: Captain Nisbett

- Standardization across the board while maintaining helpful diversity across units and Officer Candidate School is a primary goal.
- New student indoctrination (orientation) was piloted in July 2018 in Great Lakes. Eight schools participated, with a total of 66 midshipmen. All scholarship and College Program freshmen will attend in 2019 (about 1200) for 2-3 weeks.
 - Was very well received by students and took some resource burden off universities. Excellent training opportunity for 1C midshipmen.
- Sea trials pilot for 2C rising juniors was held July 2018 and included firefighting, damage control, small arms, seamanship and navigation, swimming, fitness, drill militarization, warrior toughness, and Battle Station capstone event over 10 days.
 - Two locations – Newport & Jacksonville. 68 schools attended.
 - All NROTC will attend in 2019.
 - This will provide command feedback on how individual units are doing based on midshipmen’s performance.
 - Pass/Fail – will not commission anyone who does not successfully complete. Considering what remediation would look like.
- Conning Officer Virtual Environment (COVE) Training will be incorporated into the mandatory Navigation and Naval Operations course. Each unit will have a COVE trainer, and 10 at OTC in Newport.
 - Minimal IT/facilities considerations, and all is included in contract.
 - Will be rolled out over two years.
- Professional Competency Testing is designed to level NROTC and OCS professional knowledge.
 - Will be piloted at close of Spring 2019 at five schools TBD (at PNS business meeting in January) to measure consistency and improve courses.
- New Instructor Course Changes: Andy Van Schaack and Mark Gough worked together to develop to the curriculum for this 45 contact hour course. Envision it as a master’s level course in Education.
 - Is achieved in 7 days Thursday- Friday 0730-15:30 and include 18 lectures, 4 micro-teaching opportunities for feedback and improvement. All readings are in the public domain.

- Call for volunteers to teach one or two sessions in Pensacola in December and July. Please be in touch with Marjorie McIntyre. Dates this year are December 9-19th. Andy Van Schaack would welcome shadowing, co-teaching, or teaching one or more sessions during this time.
- College Program Continuation began summer 18 with 39 students selected. Students not selected for Advanced Standing (commission without scholarship) may continue in the program on a probationary basis during their senior year.

12: 05 p.m. – Lunch Break

1:00 p.m. – Campus tour with Regina Nordahl

1:30 p.m. – Opportunities for Delegates to Provide Feedback/Improve Partnerships: Captain Nisbett

- Various institutions have begun scholarship bridge programs – either summer prep or first year.
 - Students will begin on a university scholarship and then have Navy scholarship for duration. This program decreased attrition of talented diverse students.
 - Looking to expand 2019 – does your institution have capacity to participate?
- Review of established agreements between Navy and each host institution is almost complete—only a handful remain to be signed.
- Unit assessment first round letters went out this summer; annually will be postmarked by 15 June each year.
 - Host institutions data will be considered only – no cross towns.
 - Financial awards will be made accordingly beginning 2020 based on data.
 - This is an OSD directive so we will see similar processes coming from our other branches.
 - Quality, demography, and cost are the primary metrics of interest
- CORTEK was awarded the contract to complete force protection upgrades including access control, secondary means of escape, active shooter protection, visibility obscuring means, and remotely monitored alarm system.
 - Initial assessments have been completed and CORTEK will work with institutions' facilities management to design and execute.
- What to expect when the Admiral comes to town—He will ask for the university to cover room and board – currently 40/77 partner schools do.
- Cynthia Cyrus noted that attrition is much higher at across towns than host institution. Vanderbilt has opened up more of their own resources (e.g., tutoring) to these students with some improvement.
 - Clarification of how university / Navy pays can be found in the memoranda of understanding. Typically covered by Navy are uniforms, travel, tutoring for key courses. Typically covered by university is furniture, technology.
- Richard Southby noted recent remarks by Secretary Mattis highlighting the need for a new brand of leadership. Captain Nisbett's response was at the ROTC level to take the guidance of the secretary and focus on mental, moral, and physical development, particularly critical thinking.
- Danny Kelley: How are we and Command especially addressing the attrition within this organization; particularly the absence of HBCUs?
 - Dr. Hagins: discuss the importance of the association in January to the PNSs.
 - Mark Gough: We need to be cautious because this is a private organization not officially associated with the Navy.

- Executive committee had discussed GIS study of members and inactive units to have regional colleagues help recruit and grow our annual meeting attendance.

3:05 p.m. – Break

3:20 p.m. – Member Discussion Topics: President Ted Pickerill

- Various members were willing to share their memoranda of understanding between ROTC units and University police re: non-operable weapons. John Sarao from USF and Eric Fretz from Michigan will share.
- Membership discussion
 - Letter on letterhead from president to all universities celebrating the wins of this year’s meeting
 - Identifying who is the point of influence on each campus, as it may vary
 - Peer to peer phone call, zoom, or visit personally inviting neighboring institutions
 - Lisa Norwood suggested an update website about what the association is, what the benefits of attending are, why should an institution join?
 - What is the value? Information sharing, resource sharing, developing a network, having fun (Navy Day photos).
 - Scott Shappell suggested a president’s working group to take on the membership issue
 - Scott Shappell, Lisa Norwood, Regina Nordahl, Danny Kelley, Mary Jordan and Ted Pickerill -- preliminary volunteers
 - Dr. Hagins will make this a talking point for Admiral Bernacchi to share during his rounds – particularly describing the value he gets from this association and our feedback.
 - Goal of 35 attendees for next year
- Veterans’ services on our campuses
 - Tutoring (ERAU), Veterans’ Success Center specifically for veterans and their families (Purdue), STEM gems-formal outreach and targeted support for “at risk” engineering majors (Rochester), veterans’ housing and veterans’ family housing (USC), Vet Success Center including two credit course for career readiness post-graduation and training for faculty and departments on veterans’ needs (USF), Vet Success on Campus counselor (UF)
- Funding allocated to NROTC units from member institutions
 - Yvonne Gaudelius to chair working group with Julie Greenwood to develop and distribute a template for benchmarking

4:00 p.m. – Re-election of Ted Pickerill as president and Bill Kehoe as vice president. Election of Mary Jordan to secretary/treasurer role.

Appointment of new executive committee institutions

2018-2020 Executive committee:

Embry–Riddle Aeronautical University
 Vanderbilt University
 University of Southern California
 Purdue University
 Oregon State University
 George Washington University
 University of South Florida

4:04 p.m. – Adjournment