Taking a Closer Look at Career Development Needs

As a dynamic component of the Provost's vision for NPS, the Business Process Implementation Task Force established the Staff Development Advisory Committee (SDAC) in spring 2007, and charged the group with exploring how it might augment and address career development opportunities at NPS. Committee members Toni Dickenson, Mike DiFranco, Jodie Dodge, Megan Heath, Robbie Johnson, Ben Roberts, Liza Rosa, Chair Sue Dooley and Advisor Sheila Dominguez, an HR/OOD Consultant, developed a charter and a mission statement:

To raise awareness of career development opportunities and to provide a framework to continuously improve individual and occupational excellence at the Naval Postgraduate School. As its initial project, the SDAC has decided to conduct a staff development survey in October. To determine the wants and needs of campus groups and to understand the challenges that the committee will need to consider when developing its menu of services, Advisor Sheila Dominguez suggested that the SDAC research the formats of various Career and Professional Development programs, and how other private and governmental organizations have collected input from their respective workforces. Fran Horvath, Director of Institutional Research at NPS, also gave the group input on the best methods for collecting data.

Career development services and programs are established based upon a person's position within an organization:

• Employee: The acquisition of knowledge, skills and experience as part of a plan or curriculum, in order to grow in a career.

• Supervisor: Internally or externally provided services or programs that may help to motivate employees and to retain good workers.

• Management: A tool to help management identify which employees have the right skills to meet the current and future challenges of the organization.

• Human Resources: A system to retain good performers and/or to identify ways to extend the career progress of employees, or to develop a more efficient and effective and successful one at NPS. You can help us achieve that by completing the Staff Development Survey when it is distributed in October!

To contact the SDAC, email them at: sdac@nps.edu.

IN BRIEF

• Computer Science Prof. Bert Michael and his colleagues are finishing a technical report that highlights multiple NPS research projects funded by and in support of the Musile Defense Agency.

• NPS continues to prepare for the 2009-2010 accreditation review by the Western Association of Schools and Colleges (WASC). An NPS Steering Committee has met and reviewed the recommendations from the 1999 review team. A Learning Assessment Task Force was also selected and charged with identifying current assessment practices used on campus, recommending a baseline set of assessments to be used campus-wide and finding ways to address the issue of thesis quality assurance. Dave Ossel, Systems Engineering, chairs the group, which includes faculty representatives from all the schools. The committee is also beginning data collection and analysis for the Capacity and Preparatory Report for WASC, due in fall of 2008.

• Three departments in the Graduate School of Engineering and Applied Sciences will host a visit from their respective accrediting body, the Accreditation Board for Engineering and Technology (ABET), in October. The NPS self-study, submitted to ABET in June, involved faculty and staff from GSEAS and other campus support areas. Mechanical, Aeronautical and Electrical and Computer Engineering are unique graduate programs in ABET, which typically accredits undergraduates.

• Earlier this year, many NPS staff members attended a workshop on professionalism. The purpose of this initial program, the Staff Development Advisory Committee is coordinating up to four more sessions of the Professionalism Workshop. Attendance is open to all staff, management and faculty, with registration concerning the upcoming workshop dates and times.

• Are you interested in having your item in a future issue of Update NPS? Contact Joan Ackerman, jeackerm@nps.edu or ext. 3078, or John Sanders, jsander@nps.edu or ext. 3346, for details.
Message From President Daniel Oliver

Announcements

Glen Woodbury has been recently named Director of the Center for Homeland Defense and Security. He served as CHDS Associate Director from 2004-2007 and was the Director of the Emergency Management Division for the State of Washington from 1998 through 2004. Woodbury holds a bachelor’s degree in engineering sciences from Lafayette College and a master’s degree in security studies from NPS.

Tom Hazard, former Director of the Office of Continuous Learning at NPS, is now the Director of the National Capital Region, headquartered in Washington, D.C.

Hazard is coordinating the expansion of NPS education and research programs in science, intelligence and engineering for DoD and other federal agencies in the National Capital Region.

Col. Ty Service is visiting NPS from the U.S. Military Academy on a one-year teaching fellowship in the National Security Affairs Department.

New faculty in National Security Affairs: Scott Stegel, Ph.D., Cornell University. Specialties include comparative politics, international relations, and the European Union; Sudhal Var, Ph.D., U.C. Berkeley. Specialties include stability and reconstruction and the political economy of development; Clay Metz, Ph.D., U.C. Berkeley. Specialties include nuclear weapons and nonproliferation.

President George W. Bush has nominated Graduate School of Business & Public Policy Prof. Doug Brook to be Assistant Secretary of the Navy for Financial Management. Brook, a former Dean of GSBPP, is currently Director of the NPS Center for Defense Management Reform. In early August, the Senate confirmed President Bush’s nomination of Admi-

Hires – August 2007
- Rebeccah K. Dietz
Research Associate National Security Affairs
- Michael Edelen
Office Automation Clerk Operations Research
- Dennis Khoevar
Visiting Research Professor GSEAS
- Sarah Menon
Research Professor of Mechanical Engineering, GSEAS
- Lisa Phillips
Administrative Support Assistant Admissions Office
- Lillian Ramirez
Transportation Assistant Travel Office
- Chong Wang
Assistant Professor of Finance GSBPP

New Appointments

Defense Analysis Prof. Kalev Sepp has been appointed Deputy Assistant Secretary of Defense for Special Operations. A former Green Beret, Sepp is an insurgency expert who served as an adviser to Gen. George Casey when he was the senior commander in Iraq, and who served on an expert advisory panel that supported the work of the Iraq Study Group.

Calendar

September 20 - Alumni reception, Trident Room
September 21 - Admiral Michael Mullen, Chief of Naval Operations, Graduation Speaker, POC Protocol, x2466
September 21 - Summer Graduation Ceremony
September 24 - 25 - Mrs. Mary Margaret Graham, Deputy Director of National Intelligence for Collection. Visit with NPS students and faculty, deliver SGL to student body, POC Cap. (Ret.), Robert Simser x3276
September 25 - NPS Foundation Quarterly Event at 5:30 p.m. in Ingersoll Hall. The speaker is Mrs. Mary Margaret Graham, Deputy Director of National Intelligence for Collection. The topic is “Progress of Intel Reform,” POC NPSF x3339
September 26 - Professionalism Workshop, 1 p.m. - 4:30 p.m., POC Liza Rosa, lrosa@nps.edu
September 27 - Professionalism Workshop, 1 p.m. - 4:30 p.m., POC Liza Rosa, lrosa@nps.edu
October 4 - Rear Adm. Victor See, USN, Commander, SPAWAR Space Field Activity, Attend Capt. Al Scott’s Retirement, POC Protocol x2466
October 8 - Columbus Day (Holiday)
October 9 - Professionalism Workshop, 1 p.m. - 4:30 p.m., POC Liza Rosa, lrosa@nps.edu
October 16 - 17 - Board of Advisors, Washington D.C., POC Jaye Panza x2514
October 18 - Professionalism Workshop, 1 p.m. - 4:30 p.m., POC Liza Rosa, lrosa@nps.edu
October 22 - 24 - Partnership for Peace Conference, POC Mr. John Feely, x3085
October 25 - 26 - CNO DFP MDA Workshop, POC Cindy Kohutaha x2564
October 30 - November 1 - SIGS Homeland Defense and Civil Support Experiment for NORTHCOM

Historical Highlights

The Navy’s first formal advanced education program, and predecessor of today’s Naval Postgraduate School, was the School of Marine Engineering at Annapolis, established by a Secretary of the Navy General Order in 1909, this program was expanded and renamed the Postgraduate Department of the Naval Academy in 1912 and later redesignated the Naval Postgraduate School in 1919.

The first civilian professor, Dr. Ralph Root, was hired in 1913. A mathematician and namesake of Root Hall, Prof. Root provided a first-hand account of the institution’s evolution from its origins to the first year of World War II in a paper titled, “Mathematics and Mechanics in the Postgraduate School at Annapolis,” which was presented in September 1942 and then published in the April 1943 issue of The American Mathematical Monthly.

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1913 Postgraduate Department faculty, students and staff