DEPARTMENT OF THE NAVY

NAVAL SEA SYSTEMS COMMAND

WASHINGTON, D.C. 20362

IN REPLY REFER TO

NAVSEAINST 12410.6
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Ser 244

21 August 1982

NAVSEA INSTRUCTION 12410.6

From: Commander, Naval Sea Systems Command
To: All Offices Reporting Directly to COMNAVSEA

Subj: NAVSEA Institute; establishment of

Ref: (a) NAVSEA Corporate Management Plan (CMP) of 23 Jun 1982

Encl: (1) NAVSEA Institute Structure

1. Purpose. To establish the NAVSEA Institute and assign responsibilities for its development and management.

2. Background

a. The need for enhanced professional capabilities of NAVSEA employees is addressed in Part I, Thrusts for the 80's, of reference (a). This discussion highlights NAVSEA's dynamic and aggressive role as the Navy's technical authority for ships and shipboard weapons. NAVSEA faces a decade characterized by increased complexity of ships and weapon systems, a critical need to improve the depot maintenance and overhaul process, and plans to significantly expand the Navy's shipbuilding program. The availability of quality technical personnel to undertake these efforts is in serious jeopardy in light of current predictions of 25% fewer engineering graduates through 1990.

b. Establishment of the NAVSEA Institute was formally recommended by SEA 03B memorandum to SEA 00 serial 27 of 18 March 1982, Subj: NAVSEA Engineering Base, to "economically draw together quality technical resources, tailor the offerings to NAVSEA's unique needs, complement existing NAVSEA programs, and provide a visible, high-quality academic structure for the long-term enhancement of NAVSEA's professional competence".

3. Policy. The NAVSEA Institute is a structured program (enclosure 1) established to foster the professional development of all NAVSEA Washington employees. The Institute will tie together and strengthen current professional development programs. It will provide the framework for pertinent course offerings, as well as administrative support for special features such as seminars, forums, lectures, study programs and counseling. It will build upon existing long-term and special programs, enhance university R&D opportunities, promote recruitment and retention, and ensure the future professional competence of NAVSEA's employees.

4. Action. The NAVSEA Institute will provide:

a. A structure for the professional development of NAVSEA employees in response to the mission requirements of the Command.

b. Unique and special mission-related educational and training courses, programs, and opportunities.

c. Arrangements with supporting colleges and universities for undergraduate and graduate level credit and non-credit courses as well as selected non-credit classes.

d. Challenging opportunities and recognition for NAVSEA personnel to serve as adjunct professors, instructors, or seminar leaders.

e. Means of establishing and maintaining NAVSEA executive direction and management control of professional development.

5. Program Responsibilities

a. Overall responsibility for the NAVSEA Institute is assigned to the Director, Corporate Planning Office (SEA 001).

b. Oversight of the NAVSEA Institute will be exercised by a NAVSEA Institute Steering Committee, chaired by SEA 001. This committee will be composed of senior military and civilian managers occupying key NAVSEA positions. Appointments to the committee will be recommended by SEA 001 and approved by SEA 09. The committee shall:

(1) Approve curricula development and Institute related research activity.

(2) Develop short and long range plans for the Institute.

(3) Assess the operation of the Institute.

c. Under SEA 001, the NAVSEA Institute Director is assigned the responsibility for the development, management, and future growth of the NAVSEA Institute. The Director shall:

(1) Support the NAVSEA Institute Steering Committee.

(2) Initiate and provide leadership, supervision, and guidance for the development, operation, and growth of NAVSEA Institute programs responsive to the dynamic needs of the Command.

(3) Guide and support curricula development, research activities, and professors.

(4) Formulate a professional development and education policy for NAVSEA and act as advisor to COMNAVSEA in professional development and education matters.

(5) Initiate a systematic and periodic review of the professional development and education needs of the Command, determine the current availability of programs to satisfy those needs, and initiate the development of programs to satisfy needs where current programs are not adequate.

J H Webber

J. H. WEBBER
Acting Commander

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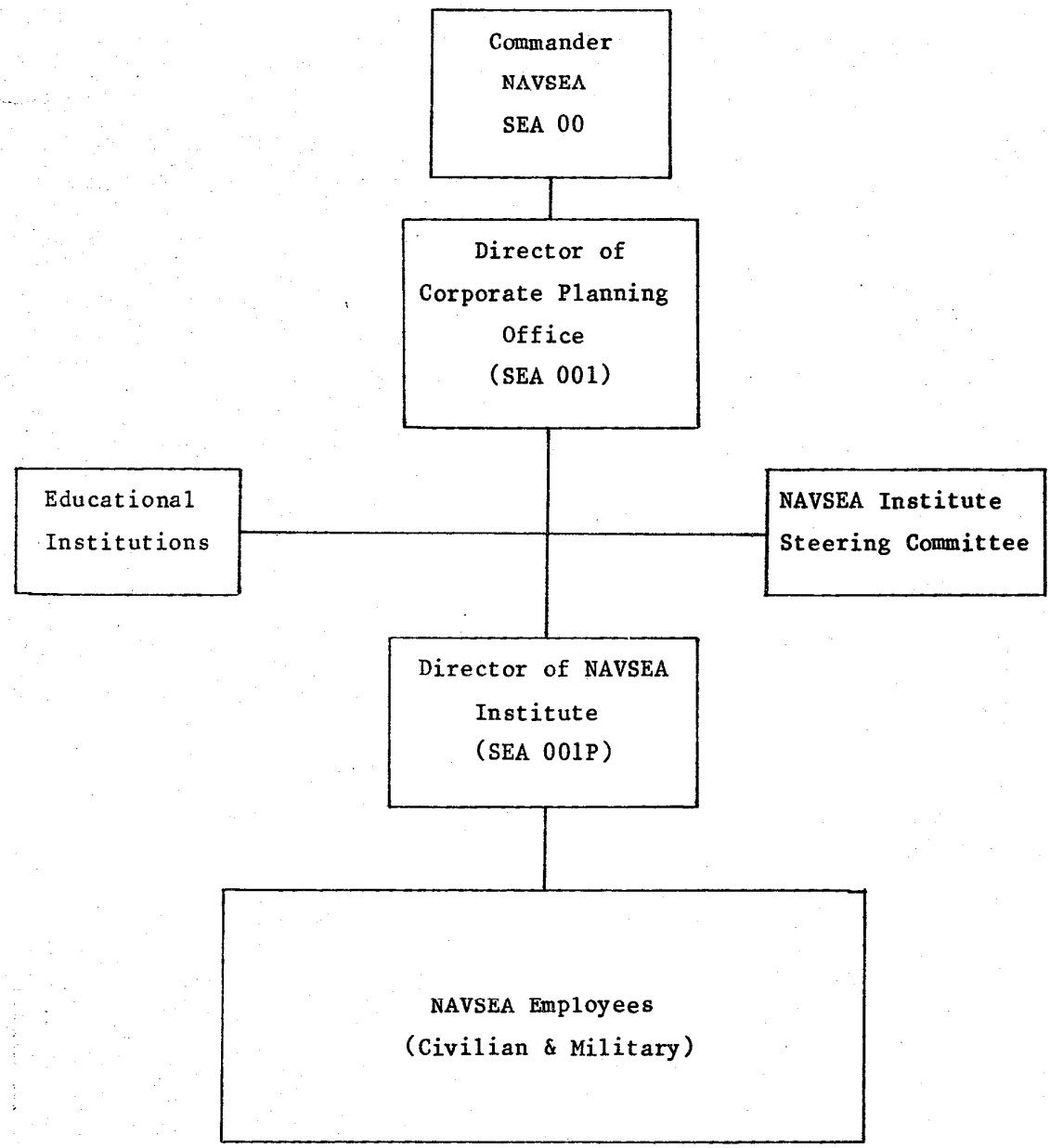
NAVSEA Institute Structure