

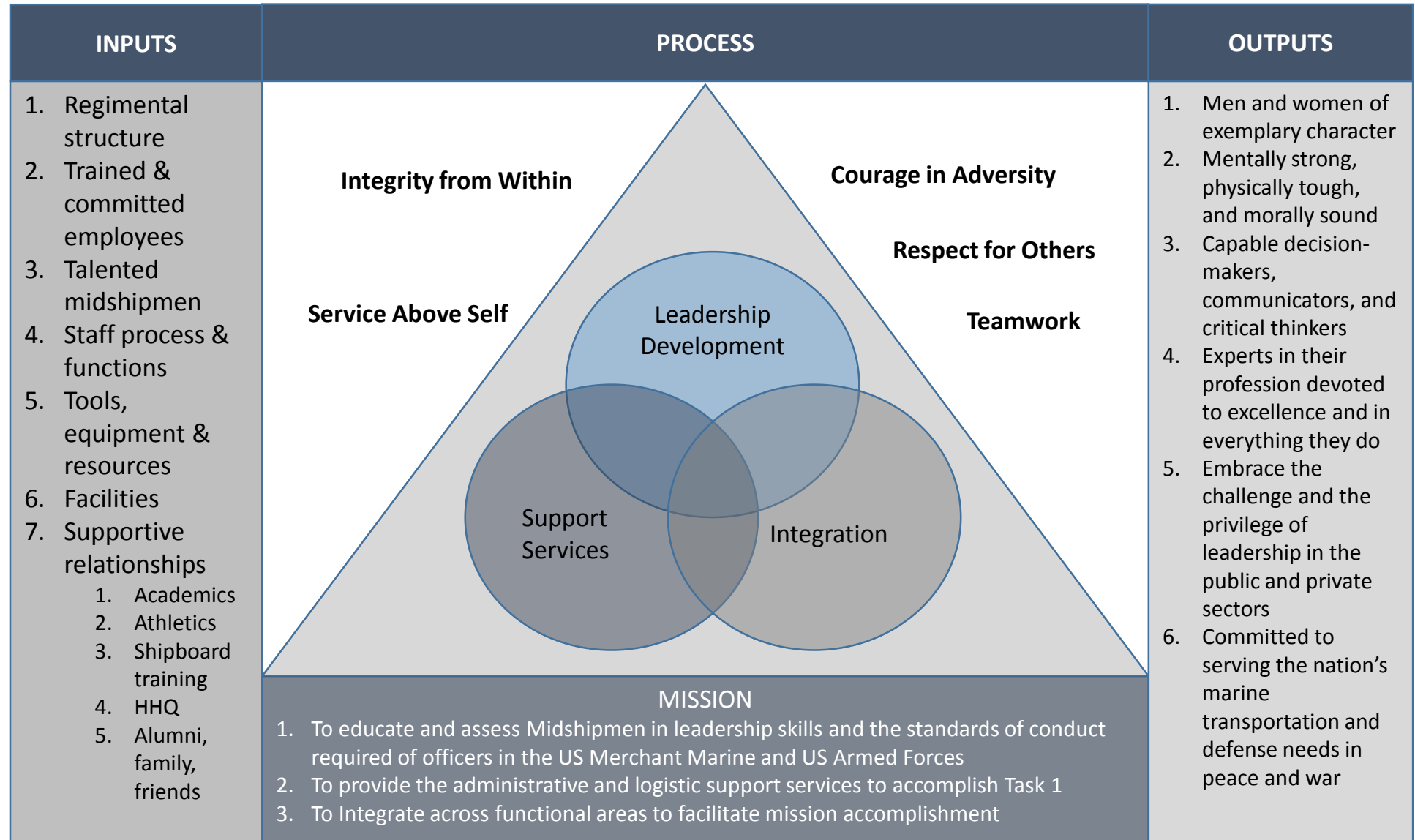


Commandant's Intent

People Are At The Center of Everything We Do.

- **Purpose:** The Purpose of the Commandant's Office is to oversee the leadership training and development of Midshipmen and assess their suitability to lead effectively in the Maritime Industry or the Armed Forces of the United States. Additionally, the Commandant's Office ensures that appropriate support services are in place to meet the needs of the regiment of Midshipmen and supports Academics, Athletics, and Ship Board Training in the furtherance of their missions.
- **End State:** All graduates of the U.S. Merchant Marine Academy are individuals of character who are qualified to serve as leaders in the US Maritime Industry or to serve as officers within any branch of the US Armed Forces.

OPERATIONAL CONSTRUCT





Commandant's Philosophy



People Are At The Center of Everything We Do.

- *Our Midshipmen*: The Midshipmen are why we are here. It is our job to prepare them for the challenges and opportunities that they will encounter. We must hold them to standard and support their development.
- *Our Department Employees*: The Staff of the Commandant's Department are focused professionals committed to the development and growth of the Midshipmen. We will lead, guide, mentor, assess, and advise the Midshipmen while also providing exceptional support services.
- *Faculty & Staff*: We will work seamlessly with other departments, faculty, and staff to deliver a comprehensive leadership, academic, physical, and technical experience
- *Family & Friends*: Our outreach extends beyond the Midshipmen and includes family, friends, and Alumni who share our objective of developing the Midshipmen to their full potential.



Commandant's Philosophy



• Our Approach

- Accomplish the Mission
- Be an Engaged Leader
- Professionalism in Everything We Do
- Foster Mental & Physical Toughness
- Be Proactive
- Communicate to Influence
- Seek Balance
- Be Just, Be Fair, Be Accountable
- Have Faith in Yourself and in Each Other
- Display Compassion

• Things That Hurt Us

- ASSAULTS ON PERSONAL DIGNITY: Hazing, Sexual Assault, Mistreating Those We Should Protect
- ASSAULTS ON HONOR & INTEGRITY: Lying, Cheating, Stealing
- ASSAULTS ON LEADERSHIP: Failing To Hold Ourselves and Others Accountable



Commandant's Philosophy



- **CRITICAL INFORMATION REQUIREMENTS**

- Death or Serious injury to a Midshipman or Department Staff Member
- Notification of a Serious Incident Involving Midshipmen or a Departmental Staff Member
- Notification of an Assault on Personal Dignity

- **MOVING FORWARD**

- Emphasize our Roles as Leaders: Be the Consummate Professional. **LEADERS LEAD!**
- Emphasize the Importance of Character: Don't take shortcuts because that is the **Road to Perdition.**
- Increase our focus on Customs & Courtesy: Know them, live them, use them, and **be respectful to everyone.**
- Publically Recognize the Accomplishments of Others: Everyone likes a pat on the back but more importantly **leaders share success while shouldering burdens for others.**
- Strive for Fair & Consistent Application of Discipline: **Never hesitate** to hold someone accountable but do so in a measured and consistent manner.
- Emphasize Personal Accountability: We generally know what the right thing is so do the right thing. If you see something wrong **TAKE ACTION!**