Overall Outcome: Commission Naval Officers (U.S. Navy and U.S.M.C.)

To commission college graduates as naval officers who possess a basic professional background, are motivated toward careers in the naval service, and have potential to assume the responsibilities of command, citizenship, and government.

Assessment methods

Develop future officers mentally, morally, and physically, imbuing them with the highest ideals of duty and loyalty and with core values of Honor, Courage, and Commitment.

Overall findings:

Evaluation of success is based on the number of officers commissioned versus accessions accepted in the program. For 2012, the program experienced an overall attrition rate of 10.6%. Suitability for continuation in the program is based on a student’s Cumulative Grade Point Average, ability to meet the physical requirements for their respective, desired Naval service (Navy or Marine), and by aptitude grades based on observed leadership qualities and displayed judgment.

Additional comments:

None

Expected Outcome: Meet or exceed academic standards

Naval ROTC students are expected to graduate with a 2.5 or higher Cumulative GPA in all Auburn University curriculum classes as well as their Naval Science classes/labs.

Assessment methods

**Method:** Advisor overview of Degree Completion Plans

Each semester students meet multiple times with their assigned military advisor to discuss individual degree completion plans, their classes, and grades received. Meetings focus on struggles students may have within their curriculum and the best approach to overcoming those obstacles.

**Findings:**

Fall 2012 CGPA by year group (Mean/Median)
- Freshman: 3.15 / 3.23
- Sophomore: 3.28 / 3.39
- Junior: 3.29 / 3.39
- Senior: 3.44 / 3.40
How did you use findings for improvement?

The NROTC provides tutors in both Math and Physics for all students failing to meet standards in those classes or who believe they need extra assistance in those areas. All freshman students, and any student who fails to meet the 2.5 requirement, are assigned 8 mandatory study hours per week, regardless of subject area. Students who continue to fall short of standards are sent to a Performance Review Board (PRB) to determine any issues related to academic performance and may receive warnings, probations, or other penalties which may result in separation from the program. Students who cannot meet the 2.5 requirement may be recommended for disenrollment.

Additional comments:

None

Expected Outcome: Develop Military Knowledge

Students must participate in Naval Science classes which expose students to topics deemed necessary to develop naval officers.

Assessment methods

**Method 1: Regularly expected coursework**

In each naval science class, students are given tests, quizzes, homework, and assessments of written and oral communications.

Findings:

All classwork and grading is based on Professional Core Competencies promulgated by the U.S. Navy for implementation by the ROTC faculty.

How did you use findings for improvement?

Much of the classwork is geared toward engagement and thought processes, and is meant to develop critical thinking, complex reasoning, and the ability to communicate effectively, both orally and in writing.

Additional Comments:

Naval Science course grades are reflected in the student’s GPAs.

Expected Outcome: Develop decisive leadership

Students participate in Leadership Laboratories each semester in order to develop leadership skills. Real-world and hypothetical leadership problems presented through various case studies, as well as military drill, are the focus of these labs. These labs help develop teamwork and communication skills while stressing the importance of decisiveness, initiative, judgment, and knowledge.

Assessment methods
**Method 2: Peer evaluations**

In the Leadership Laboratory, the student chain of command provides students an opportunity to critique each other’s leadership strengths and weaknesses.

**Findings:**

Since students interact with each other more than with the advisors, peer evaluations provide a more accurate analysis of student performance.

**How did you use findings for improvement?**

Peer evaluations are combined with advisor observations to judge a student’s aptitude for service as an officer. On a scale of 1-5, following aptitude scores were noted for fall 2012:

- Freshman: 3.20
- Sophomore: 3.56
- Junior: 3.65
- Senior: 3.75

**Additional Comments:**

The student battalion structure is organized so that students grasp the understanding of how performance evaluations work within both the Navy and Marine Corps.

---

**Expected Outcome: Physical Readiness**

Students are expected to meet the physical fitness and body composition requirements for their respective branch of service, as well as attain a minimum 3rd class swim qualification.

**Assessment methods**

**Method:** Physical fitness assessments, the Body Composition Program, and a swim assessment

There is both an initial and final Physical Fitness Test (PFT) for each semester. Each time a fitness test is administered, student’s height and weight is recorded to ensure the student complies with the Body Composition Assessment (BCA). A swim qualification is performed when each student enters the program as a freshman, with the expectation that students attain at least a third class swimmer qualification.

**Findings:**

- Fall 2012 Physical Fitness percentage of compliance (PFT/BCA)
  - Freshman: 77/100
  - Sophomore: 100/94
  - Junior: 87/100
  - Senior: 86/92

- Fall 2012 Swim Assessment percentage of compliance (3rd/2nd class qualifications)
  - Freshman: 94/88
-Sophomore- 100/100
-Junior- 100/100
-Senior- 100/100

How did you use findings for improvement?

Students who fail to meet the physical fitness requirements (Navy: Good-medium or higher, Marine: 225 or higher) or the body composition requirements (Navy: Male-26% body fat or higher, Female-36% body fat or higher; Marine: Male-18% body fat or higher, Female-26% body fat or higher) are assigned to a Fitness Enhancement Program (FEP). FEP mandates the student to train more often throughout the week to provide better observation for physical and body compositional improvement. Students who fail to meet a 3rd class swim qualification are also provided extra swim instruction to help them meet this requirement.

Additional Comments:

Failure to meet physical fitness standards within a reasonable timeframe is grounds for disenrollment.