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## United States Merchant Marine Academy Superintendent Recruitment Survey Questions

The Maritime Administration (MARAD), U.S. Department of Transportation, is in the process of hiring the next Superintendent at the United States Merchant Marine Academy. We are committed to hiring a highly qualified candidate to lead this prestigious institution. As a valued stakeholder, please take a few minutes to complete this survey. We would appreciate your input no later than Friday, December 30, 2011. Your input is very important to us and your feedback will help us as we select the next Superintendent.

1. Among the factors listed, please rank how important is it for the Superintendent to have the following ATTRIBUTES? (**Please rank 1-10 with 1 being the most important**)
  - a. A role model for the midshipmen  
\_\_\_\_\_
  - b. Ability to communicate effectively  
\_\_\_\_\_
  - c. Ability to collaborate effectively with others  
\_\_\_\_\_
  - d. Inspires confidence in ensuring the safety and well-being of midshipmen  
\_\_\_\_\_
  - e. Strong followership ability, to lead by example
  - f. Reputation as an academic leader  
\_\_\_\_\_
  - g. Military leadership  
\_\_\_\_\_

h. Organizational leadership \_\_\_\_\_

i. Appreciation for the Academy's history and heritage  
\_\_\_\_\_

j. Shows inherent respect for all members of the Academy  
community, regardless of job position or rank  
\_\_\_\_\_

2. Among the factors listed, please rank how important is it for the  
Superintendent to have the following EXPERIENCE? (**Please rank 1-8  
with 1 being the most important**)

a. Direct administrative experience commensurate with the  
management and leadership functions of a post-secondary  
education administrator  
\_\_\_\_\_

b. Any maritime academy/educational experience  
\_\_\_\_\_

c. Experience in any academic environment  
\_\_\_\_\_

d. Military experience \_\_\_\_\_

e. Experience sailing as a commercial or civil servant  
Mariner \_\_\_\_\_

f. Experience administering federal military or civilian  
\_\_\_\_\_ programs

g. Experience working with federal government processes and  
fundamentals \_\_\_\_\_

h. Any experience in leading a complex organization  
\_\_\_\_\_

3. To be effective, the next Superintendent will be faced with many  
competing priorities. Among the factors listed, please rank how important

is it for the next Superintendent to focus on: (**Please rank 1-11 with 1 being the most important**)

- a. Improve USMMA physical infrastructure \_\_\_\_\_
- b. Ensure that USMMA provides the highest standard of maritime education and Learning  
\_\_\_\_\_
- c. Hold staff and faculty to high standards of performance  
\_\_\_\_\_
- d. Provide an atmosphere for the midshipmen to learn the technical skills necessary to be effective merchant marine officers  
\_\_\_\_\_
- e. Be popular among alumni, parents, and other stakeholder groups  
\_\_\_\_\_
- f. Shape an academic program focused on long-term development of executive leadership for the maritime industry  
\_\_\_\_\_
- g. Improve career opportunities for graduates  
\_\_\_\_\_
- h. Leadership and management with emphasis on fundamental Federal practices for program performance  
\_\_\_\_\_
- i. Improve recruiting efforts for underrepresented students  
\_\_\_\_\_
- j. Maximize resources for the academy through federal or gift funds \_\_\_\_\_
- k. Promote the USMMA's reputation \_\_\_\_\_

I am a Please check.

- a. Faculty member
- b. Staff
  
- c. Alumni
- d. Midshipman
- e. Maritime Administration Leader
- f. Office of the Secretary Leader

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