

2023 FALL BOARD OF DIRECTORS AND BOARD OF TRUSTEES

## JOINT PRESENTATION

**JEFF WEBB** 

CEO and President U.S. Naval Academy Alumni Association and Foundation

## LOOK HOW FAR WE HAVE COME ...

In the last 25 years, from

5 different buildings to our

new home at the

FLUEGEL ALUMNI CENTER.



## CYCLE OF EXCELLENCE



SUPERIOR TRAINING AND EXPERIENCE AT USNA



GRATEFUL, NETWORKED, ENGAGED ALUMNI



PASSIONATE SUPPORTERS
OF USNA AND
ALUMNI ASSOCIATION &
FOUNDATION

## FORUMS, CONFERENCES, BILATERAL RELATIONS

#### **AA+FDN** AA **FDN** Association of **Self-Governing** Service Academy **Governing Boards** Alumni Forum Forum (AGB) Direct dialogue: Council for Direct dialogue: > UVA Advance and Notre Dame > Texas A&M Support of > William & K-State **Education (CASE)** Mary USAFA Nebraska West Point > Lafayette Univ. of Texas Lehigh Bucknell

## Strengths and Challenges Relative to Peers

#### STRENGTHS:

- Highly engaged and supportive boards
- We know when our President (Superintendent) is leaving
- Interests aligned with Athletic Department
- The Naval Academy brand is second-to-none
- Loyal community among many dimensions (Class, Service, Warfare Community, etc...)

#### CHALLENGES:

- Shifting demographics and preferences
- Emerging culture of philanthropy
- Limited endowed funds, for our operations or USNA
- Complex community (USNA / NAAA / AA / A&SP / Foundation)

## ORGANIZATIONAL CHART



**ADM** Mark Ferguson ('78)



#### **FOUNDATION**

Chair: **Ron Terwilliger ('63)** 

**ATHLETIC & SCHOLARSHIP PROGRAMS** 

Chair: ADM Bill Moran ('81)

#### **ALUMNI ASSOCIATION** & FOUNDATION

Jeff Webb ('95)

President of Alumni Association, **CEO** of Foundation

#### **TJ Grady ('96)**

Executive VP, **Engagement &** Communications

**Donnie** Kennedy ('92)

Exec Director. Events & **Facil**ities

Joy Jones Human

Resources

**Bob Gast** 

Sr Director, EVP and CFO, Alumni **Association & Foundation** 

**Bill O'Connor** 

Executive VP, **Foundation** 

Don Hughes ('88)

Vice President, Athletic & Scholarship **Programs** 

### ORGANIZATIONAL HEADLINES FROM LAST YEAR

#### **ALUMNI ASSOCIATION**

Four out of five senior leaders joined since February

#### **EVENTS AND FACILITIES**

New building, new leader and new staff; transitioned from construction to operation

#### **HUMAN RESOURCES**

New leader; onboarded dozens of new staff across Enterprise

#### FINANCE & IT

Managed complex financial environment and built new IT environment

#### **FOUNDATION**

Several leaders promoted, with new functions and people under them

#### ATHLETIC & SCHOLARSHIP PROGRAMS

New Chairman

### LOOKING FORWARD

#### **ANCHOR**

- Fluegel Alumni Center events
- Opportunities with partnerships, sponsorships, SACC, and merchandise
- Better regional collaboration across engagement and development

#### DATA

- Now an Enterprise function
- Planning across Enterprise is increasingly data driven

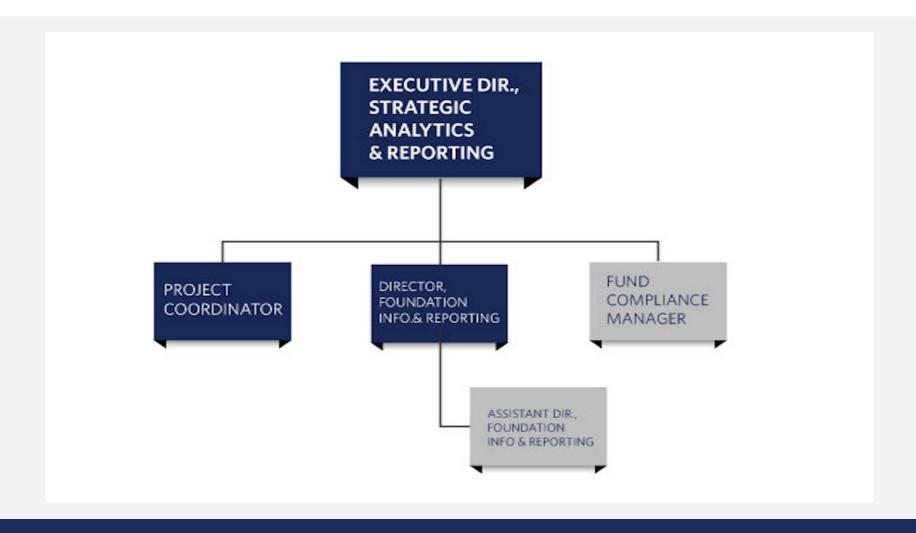
#### **VOLUNTEER LEADERSHIP**

- Alumni Association engagement and representation
- Foundation regional leadership plan is evolving

## FLUEGEL ALUMNI CENTER REACTION

"My fiancé and I stopped by the welcome reception to see the new Fluegel Alumni Center. I was blown away by how well the new facility turned out. I'm super excited for the vision it represents of a more active Alumni Association working to engage grads and strengthen the USNA community."

## DATA TEAM





#### 2023 FALL BOARD OF DIRECTORS AND BOARD OF TRUSTEES

# JOINT PRESENTATION

**DR. JOY JONES** 

Senior Director, Human Resources

# 2023 CLIMATE ASSESSMENT RESULTS: PARTICIPANTS

**OVERALL** 

74

**USNA** 

ALUMNI ASSOCIATION & FOUNDATION

20

**USNA** 

ALUMNI ASSOCIATION

20

USNA FOUNDATION

34

# 2023 CLIMATE ASSESSMENT RESULTS: SURVEY RESULTS OVERALL

**RESPONDENTS** 

74

RECOMMEND ORGANIZATION AS GOOD PLACE TO WORK

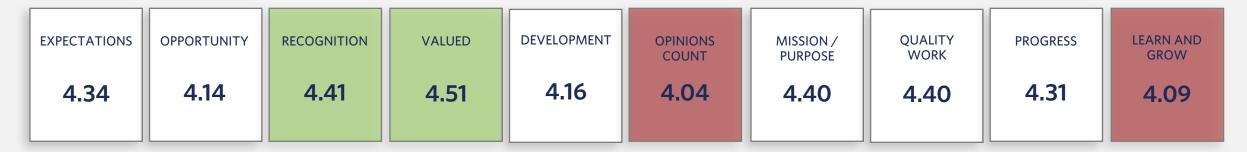
4.00

**AVERAGE OF FED-10** 

4.25

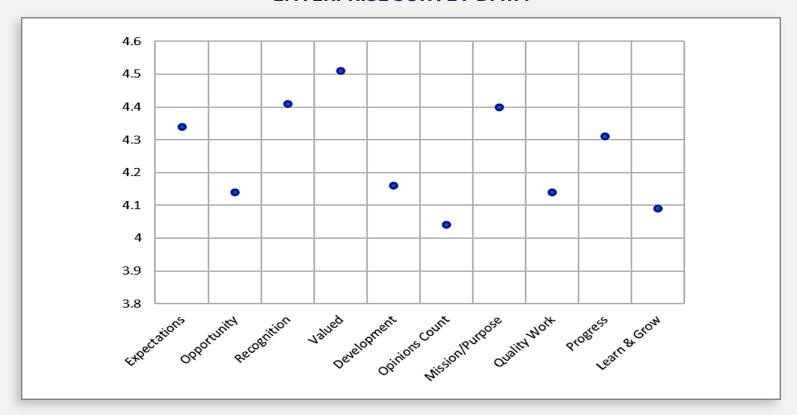
#### **FED-10:**

This provides a general assessment of the climate of the organization by using work and employee engagement as a framework



# 2023 CLIMATE ASSESSMENT RESULTS: ENTERPRISE SURVEY DATA

#### **ENTERPRISE SURVEY DATA**



## **TEAMWORK: OPINIONS COUNT**

**QUESTION:** My opinions and ideas seem to count at work

OVERALL SCORE = 4.04

ALUMNI ASSOCIATION & FOUNDATION = 4.15

ALUMNI ASSOCIATION = 3.58

FOUNDATION = 4.24

## **GROWTH: LEARN AND GROW**

**QUESTION:** I have had opportunities to learn and grow at work within the last year

OVERALL SCORE = 4.09

ALUMNI ASSOCIATION & FOUNDATION = 4.20

ALUMNI ASSOCIATION = 3.65

FOUNDATION = **4.29**