



USNA Alumni Association *Thriving As Leaders* Award Program Guidelines

Effective 5-9-25

The USNA Alumni Association Thriving As Leaders Award program was established in 2024 to honor Association members who have distinguished themselves and brought credit upon the community either through distinct acts of achievement or through volunteer service and leadership. Through the example of their achievement, leadership, and service, these members bring to life the Alumni Association mission to recognize and honor members who are “thriving as leaders.”

Purpose of the Thriving As Leaders (TAL) Award

The purpose of the award is to recognize the exemplars who are "thriving as leaders in and out of uniform" through outstanding achievement, volunteer leadership, and service who inspire others in our community toward greater heights of achievement. Over time, the program should serve to elicit community-wide recognition for the great variety of endeavor pursued by our members. Qualifying achievements and volunteer service and leadership for these awards may or may not directly benefit the alumni community, though all qualifying achievements, service and leadership must be of the nature to bring credit upon the alumni community.

Categories of Annual TAL Awards

Two categories of TAL awards are bestowed annually:

- 1) The Alumni Outstanding Achievement (AOA) awards:
 - a. Professional (non-athletic) achievement in paid work.
 - b. Athletic achievement in amateur athletics (Amateur Athlete Award).
 - c. Athletic achievement in professional athletics (Pro Athlete Award).
- 2) Volunteer Leadership and Service (VLS) award in volunteer or pro-bono work.

A third category of TAL award – the Superintendent’s Outstanding Alumni Performance (SOAP) award – is not an annual award and is described later in these guidelines.

Description of Annual TAL Awards

1. Alumni Outstanding Achievement (AOA) Awards

Description. The Alumni Outstanding Achievement (AOA) award is given annually to living USNA alumni whose achievements have made a distinctive contribution to the field, industry, or organization in which the achievement takes place and brings credit to the alumni community. Any member of the Association in good standing can nominate any other living USNA alumni. Awardees are selected by the Alumni Association Board of Trustees and the Athletic and Scholarship Programs Board of Trustees. Each year, AOA awards will be granted in each of three categories of achievement:



1. Professional (non-athletic) achievement in paid work.*
2. Athletic achievement in amateur athletics.**
3. Athletic achievement in professional athletics.**

* The Alumni Association Board of Trustees' selection committee may select up to four awards in the Professional (non-athletic) achievement category in any given year.

** The A&SP's selection committee may select two amateur athlete or one professional and one amateur athlete in a given year.

AOA-Professional (non-athletic) awards are intended to recognize acts of achievement in the course of professional (non-athletic) work. The intent is to recognize acts of achievement that:

- 1) Are noteworthy within the profession of the nominee.
- 2) Are a significant achievement among USNA alumni.
- 3) Evoke a feeling of esprit de corps among fellow alumni.
- 4) Are an act of achievement rather than a span or career of achievement.
- 5) Are an important contribution or benefit to the nominee's organization or profession at the time of the achievement.

AOA-Athletic awards are intended to recognize acts of athletic achievement that:

- 1) Are noteworthy within the nominee's athletic community, professional or amateur.
- 2) Occurred within a 5-year span of their athletic career.
- 3) Are a significant achievement among USNA alumni and in athletics.
- 4) Evoke a feeling of esprit de corps among fellow alumni.

Eligibility. USNA alumni are eligible for a single AOA award in their lifetimes. The qualifying achievement must clearly demonstrate how the awardees are "thriving as leaders" in the spirit of the mission of the Alumni Association. Distinguished Graduate Award recipients are not eligible for these awards. Once an individual is recognized for any of the awards in this instruction, they are ineligible for additional TAL awards in any category.

Members who serve on the selection committee for TAL awardees are not eligible for these awards until two years after they have served as committee members.

Nomination Procedure. The Association staff will solicit AOA award nominations from Association members via the online form. Nominations may be submitted at any time; all nominations submitted or resubmitted by 1 July are considered for that calendar year's award. Any Association member in good standing may nominate any other USNA alumni for the AOA award. Self-nominations for these awards are not permitted.

Nominees may be considered up to three times in a four-year period. If a nominee is not selected after a third nomination, they are ineligible for future consideration for that achievement.

For a non-select to be considered in a future award cycle, that non-select must be renominated. All nominations will be screened by Association staff for background and



eligibility and turned over to the appropriate selection body by 15 July of each year.

Selection Procedure. The AOA-Professional (non-athletic) category will be selected by the Awards and Selection Committee of the Alumni Association Board of Trustees and approved by the Alumni Association Board of Trustees.

AOA-Athletic award category will be selected by the Athletic and Scholarship Programs Board of Trustees awards committee and approved by the Alumni Association Board of Trustees. The A&SP Board of Trustees governs the process it uses to select this awardee.

For the purpose of selecting the TAL awardees, the Awards and Selection committee shall include the following minimum composition:

Position
Chair, [Class/Chapter/SIG/Reg] Trustee
[Class/Chapter/SIG/Reg] Trustee
[Class/Chapter/SIG/Reg] Trustee
[Class/Chapter/SIG/Reg] Trustee
Regular Member (who is not a sitting trustee or NTCM when assigned)
Regular Member (who is not a sitting trustee or NTCM when assigned)
Regular Member (who is not a sitting trustee or NTCM when assigned)
Parent Associate Member
Staff Liaison (non-voting)

The trustees assigned to the Awards and Selection Committee for the purpose of selecting the TAL awardees will represent a minimum of three of the four affiliates among class, chapter, region, and Shared Interest Group. One (and only one) of the four minimum NTCMs on the committee will be assigned to a parent associate member. The Nominating committee will recommend the appropriate number of NTCMs for the committee depending on the number of TAL nominations each year. Any NTCMs recommended by the Nominating committee above the minimum of four will also be regular members.

In each calendar year, achievement awards can be conferred as follows:

- Up to four AOA-Professional (non-athletic) awards.
- Up to one Amateur Athlete award, unless no professional athlete is selected, in which case up to two Amateur Athlete awards can be conferred.
- Up to one Professional Athlete award.

2. Volunteer Leadership and Service (VLS) Award

Description. The Volunteer Leader and Service (VLS) award is given to living Association members, including non-voting members, whose volunteer leadership and service have made a distinctive contribution to those served and brings credit to the alumni community.



Qualifying service may occur in support of a specific cause or causes, or cumulatively across a lifetime of volunteer service. No more than four VLS awards are conferred in each calendar year.

VLS awards are intended to recognize leadership and service in the course of volunteer or pro-bono work for which the nominee receives no remuneration.

Qualifying leadership and service must:

- 1) Be noteworthy within the community or communities being served.
- 2) Be an important contribution or benefit to the community or communities being served.
- 3) Evoke a feeling of esprit de corps among fellow members.
- 4) In the case of non-voting members of the Alumni Association, the qualifying leadership and service must directly benefit the alumni community.

Eligibility. All Association members, including non-voting members, are eligible for a single VLS award in their lifetimes. Distinguished Graduates Award recipients are not eligible for the VLS award. Once an individual is recognized for any of the awards of this instruction, they are ineligible for additional TAL awards in any category. The qualifying service must have been provided without remuneration for the nominee and clearly demonstrate how they are “thriving as leaders” in the spirit of the mission of the Alumni Association.

Nomination Procedure. The Association staff will solicit VLS award nominations from Association members via the online form. Nominations may be submitted at any time; all nominations submitted or resubmitted by 1 July are considered for that calendar year’s award. Any Association member in good standing may nominate any other Association member for the VLS award. Self-nominations for these awards are not permitted.

Nominees may be considered up to three times in a four-year period. If a nominee is not selected after a third nomination, they are ineligible for future consideration.

For a non-select to be considered in a future award cycle, that nominee must be re-nominated. All nominations will be screened by Association staff for background and eligibility and turned over to the Alumni Association nominating committee by 15 July of each year.

Selection Procedure. VLS awardees will be selected by the Awards and Selection Committee of the Alumni Association Board of Trustees and approved by the Alumni Association Board of Trustees. In each calendar year, up to four VLS awards can be conferred.

Thriving As Leaders Calendar Year Awards Nomination, Selection and Announcement Timeline

Date

Event

NLT 1 June

Chair precept letter provided to TAL selection



committee chair for calendar year AOA and VLS award selection.

1 July

Nomination window closes for CY AOA and VLS awards.

Staff review of AOA and VLS nominations for background and eligibility.

Awards and Selection committee convenes for calendar year TAL award selection.

15 July

Awards and Selection committee begins review of nominations for AOA-Professional (non-athletic) and VLS awards.

A&SP awards committee begins review of nominations for AOA-Athletic awards.

NLT 1 September

Awards and Selection committee chair provides name(s) of selectee(s) for AOA-Professional (non-athletic) and VLS awards to BOT Chair, President, and Secretary.

A&SP Board of Trustees chair provides name(s) of selectee(s) for AOA-Athletic awards to BOT Chair, President, and Secretary.

Mid September

BOT vote to approve selectees.

Late September

BOT Chair notifies/congratulates selectees for AOA and VLS awards.

Awards and Selection committee chair notifies nominators of non- selects for AOA and VLS awards.

Early October

Announcement of selectees to all Alumni Association & Foundation boards and class, chapter, SIG, and club leadership. Selectees publicly announced.

October/November

Communications plan executed for TAL awardees.



UNITED STATES NAVAL ACADEMY ALUMNI ASSOCIATION AND FOUNDATION

Appendix A

Superintendent's Outstanding Alumni Performance (SOAP) Award

Description. Superintendent's Outstanding Alumni Performance (SOAP) award is a TAL award conferred once during each USNA Superintendent's tour at the Naval Academy. It is awarded to an alumnus or alumna on the USNA faculty or staff who has best *thrived as a leader* during that tour. No more than one SOAP award is conferred in any Superintendent's tour. This means the SOAP award is conferred at most every four years.

Eligibility. SOAP awardees must be living USNA alumni who have served on the USNA faculty or staff for at least a portion of the selecting Superintendent's tour. The qualifying performance should clearly demonstrate how the awardee "thrived as a leader" in the spirit of the mission of the Alumni Association.

Nomination Procedure. As developed by USNA staff, based on eligibility criteria above.

Selection Procedure. As developed by USNA staff. The USNA Chief of Staff is asked to provide the Superintendent's selectee to the Board secretary for the Alumni Association Board of Trustees no later than September 1st of the proposed year of selection.

SOAP Award Nomination, Selection and Announcement Timeline

<u>Date</u>	<u>Event</u>
NLT 1 March	If no SOAP award has yet been conferred in a Superintendent's tour, AA&F staff notifies Superintendent's staff of the opportunity for calendar year SOAP award.
NLT 1 September	If Superintendent selects a SOAP awardee, Superintendent's Chief of Staff provides name of SOAP awardee to BOT Chair, President, and Secretary.
Late September	Superintendent notifies SOAP awardee of selection, to coincide with notification of annual TAL awardees.
Early October	SOAP awardee included in announcement of TAL award selectees to all Alumni Association & Foundation boards and class, chapter, SIG, and club leadership. Selectees publicly announced.
October/November	SOAP awardee included in communications plan executed for TAL awardees.