

Male: Ladies and gentlemen, thank you for standing by. Welcome to the USMMA Town Hall Meeting Conference Call, and to start at this time all participants are in a listen only mode. Later we will start the question and answer session at that time [inaudible 00:00:08]. If you require assistance in this talk, please press star then zero. A reminder this call is being recorded. I would now like to turn this call over to the host, [inaudible 00:00:21]. Brian Blower, please go ahead.

Brian: Good afternoon everyone. Thank you for joining us today. My name is Brian Blower. I am the MARAD USMMA liaison Kings Point Class of '84 Dualie [inaudible 00:00:34]. At this point, what we'd like to do is have some opening comments first from the administrator and the deputy administrator, and the superintendent. Then we'll give some background information and just then we will open the floor for questions and answers. At this time, I'd like to turn it over to the Honorable Paul Chip Jaenichen, the Maritime administrator.

Paul: Good afternoon everyone. I'm going to make my opening remarks a little longer, and then I'm going to ask for the superintendent and the deputy administrator to chime in, so we'll negate the actual opening remarks. I want to be able to get some updates, and then I want to be able to open it up to questions. The purpose of this [town call 00:01:18] is to principally address accreditation and the Sea Year stand down. [inaudible 00:01:22]. I'm going to start with accreditation and then we'll conduct an update and a briefing on the stand down and sea year [inaudible 00:01:30] and what we're doing to improve the safety for midshipmen both on campus and at sea [NSC 00:01:36] and then what we are doing to facilitate the restart of sea year [inaudible 00:01:40] on commercial ships.

First I'll start with the accreditation. The Middle States Commission of Higher Education found deficiencies and as many of you know, there were five areas and five standards of the 14 that we did not meet at the academy. And there were four that were specifically with respect to budgeting, oversight, and hiring, as well as additional micromanagement of the academy from Washington DC. And in fact, this was the biggest single problem that was noted by Middle States [inaudible 00:02:16] and it represents four of the five areas where the academy did not meet the standards.

The sexual assault and sexual harassment on campus, and especially during sea year was specifically cited, and that was the fifth area where the standards were not met. The governance issues that were addressed by Middle States date back to 2009. And at that time congress, the department of transportation and the maritime administration, essentially put the Merchant Marine Academy into a receivership and the principle reason for that was fiscal mismanagement, [inaudible 00:02:58] in scripted of budget and legal autonomy and micromanaging many of the administrative processes that were there. Of note, I will tell you that in 2009 there is a measure called the Anti-deficiency Act, which means that where agencies spend more money than they have appropriated or allotted. In 2009, four of the events that happened, the most of any single agency were was ones the Merchant Marine Academy and those had to be reported to the president.

That's how significant that was. That precipitated the GAO report. And the GAO report found 47 different financial and management deficiencies that were identified that had to be resolved. [inaudible 00:03:49]Admiral Helis reported on board in 2012. And when he got there they commence to ensure that the deficiencies that were identified by the GAO are, one were fixed and then had to be reported to the GAO. And then the GAO had to independently verify that they were actually completed. It wasn't until 2014 that the GAO reported that all 47 of those deficiencies, not only had been corrected, but had been validated and there was a plan going forward to ensure that they did not reoccur.

In 2015, the secretary of the advisory board of the Merchant Marine Academy recommended that authority be returned to the Merchant Marine Academy and this year Middle States in their review and during the accreditation process advised exactly the same thing. The secretary asked congress [inaudible 00:04:47] to lift the special budget restrictions that they have imposed on the Academy. And this is important because it's those budget restrictions that have really hamstrung many of the things that we do, including building what I call the actual capital improvement program, hiring, student and computer services. And we have grown their competence to a point in the leadership of the Academy that is currently there, so that the reforms that are currently overseen by the superintendent, the senate has as a result removed their restrictive language.

The house unfortunately has not, and this is the single biggest thing that can be done to help the Academy address the deficiencies and that is for it to lift those restrictions. And it doesn't address all the problems but it gets to the heart of most of them, as relates to the recommendations from the Middle States Commission on Higher Education regarding communications between leadership, faculty and the midshipmen at the academy to prepare for the return review including the monetary report that's due on the 1st of March of 2017 to make sure we have a follow up visit by Middle States. I'd like [inaudible 00:06:07]Admiral Helis to walk us through the next step for the accreditation to prepare for that monitoring report and review, and what you're probably doing with both faculty, staff and midshipmen. [Inaudible 00:06:18]Admiral Helis.

Helis: Okay, thanks sir [inaudible 00:06:20]. For the re accreditation process, this is in effect a two year process by when[inaudible 00:06:28] which we have to demonstrate that we have taken steps to address the shortcomings identified in the Middle States Commission report. That we've implemented procedures and that these are sustainable. That these will last over time [inaudible 00:06:41].So I do not have any expectation that this will be completed by next March. The phasing? is going to be on the governance issues that we are going to have to work through a transition of authorities from MARAD back to the Academy and that's going to be a combined effort between the MARAD headquarters staff and the academy staff. That's going to take a period of months and then for Middle States then we will have to demonstrate that those changes are sustainable, and that we are in fact able to function more efficiently and effectively with those changes that were returned to inaudible 00:07:14] authority in place.

On the secondary, on the climate issue which is probably going to be the more difficult, the most difficult issue to address, it is going to be continued work with the Midshipmen building a climate of trust and respect a major step is the revision of the training program by the commandant's office this year. It is going to focus more time and effort in small groups by class appropriately, on the development of character and leadership that we hope will bring about that climate of trust and respect, that we need to have both in campus and at sea[inaudible 00:07:54]. For the sea component that is one thing that we're working through right now, with the ship board climate compliance team at MARAD evaluating proposals from companies to ensure again that the climate at sea is an appropriate learning and safe learning environment for our Midshipmen.

The fourth area that Middle States added to the monitoring report that goes beyond areas which we did not meet standards, was an underlying issue of the institutional assessment. How we're able to collect data, collect information on our programs assess it and analyze it, and use it to derive both strategic planning and more close term planning. One step we've taken ... The shortcoming identified [inaudible 00:08:37] Middle States, we did hire a new director of institutional support, Dr' Laurie Townsend[inaudible 00:08:40]. She's been on board for a couple of months now. And she is working with Rear Admiral Sue Dunlap[inaudible 00:08:45] and are revamping the institutional assessment and institutional effectiveness procedures. We expect to have those committees begin their meetings this fall to get a more rigorous approach to assessment not just of academic programs, but all programs at the academy.

In a large way we're going to be doing this is we have broken the specific components of the requirements into buckets[inaudible 00:09:14] we're assigning primary points of contact, primary offices of responsibility for each one of those buckets [inaudible 00:09:22] and building timelines, milestones and timelines for meeting those requirements. And so we're right now at the point it's still in the planning phase for how we're going to address Middle States but again, I see this as being probably close to the full two year process to get us removed from the warning status [inaudible 00:09:42].

Jaenichen: Thank you [inaudible 00:09:43]. Just to give you an update with regards to the sexual harassment and sexual assault piece, I had the privilege of being at the actual visit team [inaudible 00:09:57] out brief along with the deputy administrator and the superintendent. I had to sit across the table from one of the visiting educators, who was providing the visiting team's response. And although it did not show up in the actual report, it was the emphatic statement by that particular educator who was visiting, that the academy is knowingly and willingly sending Midshipmen to sea with the full understanding that there are going to be a large number of students that will be harassed sexually and also sexually assaulted. And she wanted to understand if that information was accurate.

And that is what is in our report. The '14 report of the gender survey that was conducted by the defense manpower and data center, the DMDC, shows that the

Merchant Marine Academy rape and sexual assault, and harassment are the highest of the five service academies. And you combine that with the fact that our reporting of those events are the lowest of the five service academies to the point that we're only one sixth to one fourth the number of reports as compared to those other service academies given the same numbers in terms of recognizing that the Air Force academy, the Naval Academy, and West Point are about four times as large that is aggregated over that with a number of reports, per midshipman for the student body size that we have at the Merchant Marine Academy that is unacceptably low and that is one of the principle issues that we have with regards to the climate.

And in fact, that is my greatest concern. We're already hearing from midshipman and part of it is the fact that we're going to successfully drive this issue underground because they did not want to report, they're afraid to report, and given the number of alumni and others who have adamantly said that we have taken the wrong action the midshipmen are receiving mixed signals.

I don't believe that we can get them to report if they believe that they are somehow violating some trust with someone other than those themselves ensure that this culture does not continue to exist on the campus or at sea during sea year. One of things as we got the information over the course of the last six months, the one that really brought it home to us was the fact that the midshipmen had told us that the reason why the training that we are conducting at the academy with regards to gender and also ethnicity and the various respects for human dignity on the academy. The reason why it doesn't happen is because that's not what they're not seeing at sea, and they're bringing that environment back to the academy over the course of their four months and their eight months sailing period and they're saying that we're not teaching them what the real world is.

Well, if the real world accepts sexual sexist behavior and inappropriate behavior, then we've actually got a larger problem. And so as the superintendent reported we have a bigger problem with regards to accreditation if we cannot fix this and if we drive the problem underground we've got an even bigger problem. We need support from all parties, all stake holders to ensure that we are addressing this and whether every individual experienced this, we know that that's not the case but the fact that there are some that are experiencing it we cannot stick our head in the sand, we cannot say it's not happening and it's not significant enough. We're only going to get one shot at ensuring that we take appropriate corrective action to fix the culture. And again, I'm very concerned that this is the one area that's related to accreditation that we are going to have a difficulty being able to get the middle states to agree that we have taken appropriate action.

There has been several that said there must have been a triggering event with regards to why the sea year was put down, I can assure you there was not. We got to a point where we had enough aggregate information as a result of focus groups and other information that kept trickling in, and we finally came to the realization that the reason why all the work that we had done on campus and training was not taking hold, was because when the midshipmen returned from sea, after a year of having a

lot of having freedom and having to go back into a regimented lifestyle they were bristling at that and that has not changed probably following the course of the decade. But I talked to the honor board chair, and he told me that there are disciplinary problems when they returned from sea year and it's consistent from year to year, it's not year or graduation year specific.

It happens all the time and we're bringing back those sexual behaviors. I can also assure you that the trigger event was the 19B split going to sea right after graduation this year. We got to the point where we had sufficient information where we made a decision that we could not send them out in that environment. And, when we made the decision to stand down, we did not have a plan to stand the sea year back up. I told the midshipman that I met with two weeks ago that and we are being very transparent that there was not a plan to stand back up because when we stood it down, we did not anticipate that that was going to be a course of action. So, we have been working very hard to ensure that the classes that are most effected for the 18s and the 19s. We're taking mitigation strategies to ensure that they're getting their sea days and we're working diligently to do that.

I'll have Admiral Helis give an update on the classes here momentarily on the sea year. But, the bottom line is we've heard and the most recent conspiracy theory that I have been informed of is that we're somehow sending the midshipmen from the Merchant Marine Academy out on training ships to somehow bolster the budget discussion to give the national security multi mission security vessel for the state maritime academies. I can assure you that that was not anything that we even considered. We are solely trying to get midshipman sea time to ensure that we can mitigate any adverse impact that we might have on their ability to graduate on time so I would ask if you have a question or if you think there's some kind of nefariousness going on, talk to us first before you make up a story and then pass it off as truth. The next thing I want to talk about is the fact that there's been some questions about the leadership of the academy, well quite frankly I'm tired of it.

The lesson that we've learned since 2009 is we have the right leadership in place. We can't go back to 2009 folks, and we can't live in history and so we need to understand that that Admiral Helis and his team have moved the ball forward, is being successful, has strong support from the board of visitors, has strong support from myself and has strong support from the secretary. So, calls for any changes in that leadership, quite frankly are unfounded and I think for the most part are completely unprofessional. I'll turn over to Mike to make a few comments.

Rodriguez: Thank you, thank you Chip. I won't go into any length here but I certainly support everything that the administrator said. In terms of accreditation I just want to underscore the faith that we have in the faculty, the staff, the leadership of the academy to restore our accreditation. There's plenty of support from the department and I urge anyone who has any question about that to go to the academy's website and the accreditation update page. Where some of the documents we submitted are there, there's a letter from the secretary showing his support for the academy during this process and they say we have faith in the faculty, faith in the staff and faith in the

leadership of the academy. In terms of where we are with the stand down, we continue to get very good support from the industry, I'll be on a call at four o'clock [inaudible 00:18:43] with some of our industry partners.

There's a lot of concern over the issue obviously, but the co-operation is there. We need to change the environment at sea, we need to change the attitudes of our people when they come back. So that when they graduate they carry out the proper attitude when they go out into our industry and inherit our industry. So, I'm totally in support 100% behind the academy leadership. We have our challenges but this is an all hands on deck evolution so we're looking for the support of the folks on this call and so any friend of Kings Point needs to step up and support our efforts thank you.

Moderator: Okay, I will now provide an update from Admiral Helis on the sea year.

Helis: On the sea year stand down, excuse me. As of this morning we have 57 midshipmen on the California Golden Bear, the California state school ship and the Empire State, the New York academy school ship each with a member of the faculty who is working with them to in conjunction with department chairs to ensure that they're making maximum progress on their sea projects while they accrue their sea days. We have forty out on the training vessels the Kings Pointer and the Liberator. And again under the supervision of the crews of the academy, same thing working on the projects that they can on those vessels. We have 13 of the 2018Bs who are participating in their internship; that's a requirement for the second sailing period so they're getting requirements out of the way. We have 60 on military sea command vessels, so overall we have over 80% of the midshipmen that are actually out at sea or that small number who are on their internships.

The remainder are slotted or in the process of being hired on by MSC and assigned MSC ships. We're putting them on MSC ships almost daily now, and so for the next several weeks we're continuing to make progress to take these measures to mitigate the loss of sea time and the loss of time to work on their projects. The Cal ship will be out until we're on the 21st or 22nd of August. The empire state will come in on the 8th but midshipman will remain on board. They can remain aboard for an additional week working on sea projects under the Coast Guard rules which are part of a post sailing operation on board the vessel so at least for the next couple of weeks we're pretty confident that we will be continuing to rack up sea days for midshipman.

21:49

There will be midshipmen in the class of 18 who will not complete the necessary sea days by the end of the sailing period. How many, and by how many days we don't know. We could have been dependent upon how quickly we can deploy them to Military Sealift Command ships and the timeline for returning to commercial shipping but we will have some number who will not make the days. It's always a case that we have some who don't make days and we've got another year and a half after their period closes in November to get them their days so they'll be eligible to sit for license on time. We can do that through combinations of spring and fall cruises on the Kings Pointer which we do every year, also employing the Liberator.

We can potentially use weekend dates to get them out if its small numbers of day so, again we have steps in place that we used in the past to mitigate. Once we quantify the problem getting through the current situation we will be looking at devising other means to do everything we can to make sure that everybody in 18, will have accumulated the necessary number of sea days to license come the spring of 18th. Class of 19 is the same, we have an additional year; their entire second sailing period available, so, I am less concerned about the 19's, about mitigation for the 19s. But again, we've got again over 80% of the midshipmen who are effected by the stand down are currently actively engaged in either their internships or sailing and the remainder are slated for military sea command ships in the coming weeks. And we're add one of the that concerns sea projects on the school ships. The dean's office and the department heads are coordinating with the faculty members who are aboard ships, who are working and supervising the midshipman in the completion of the projects.

They have the ability and are designating ok which projects are best suited to work on on school ships based on the resources available and which one will carry over to commercial or MSC ships depending upon where they go after they disembark from the school ships. We'll also point out for the 18s, that they were out from March, April, May and into June for almost four months. So, they accumulated a good number of days during that period, should have gotten good rush into their sea project but we're monitoring that, and, for the 19s it's the same concept. They get their sea projects done and if we have to we have mitigation in place where we can potentially bump sea projects or components of sea projects that could be done pure side on the Kings Pointer or in the machine shop on campus which we already do for limited cases every year. So, I think that's a wrap for today. I'll turn it over to you.

Jaenichen: Okay, we're going to turn it over to questions now. We recognize we've talked for a lengthy for period and we'll do questions and answers until the finish of the town hall. So, Brian I'll turn it over to you.

Brian: Okay, at this time the operator will please give instructions on how to dial in and ask questions.

Moderator: Ladies and gentlemen if you wish to ask a question please press dial and one on your touch down phone. You'll hear a tone saying you've been placed in queue. You may remove yourself from this queue at any time by pressing the pound key. You're using the speaker phone pick up a handset before placing the call. Once again if you have questions please press dial one at a time. First question will come from ????? ?????, please go ahead.

Male: Yes, my name is Gene Amazing. [inaudible 00:25:33] Kings Point class of 1963, I read the findings of the middle states accreditation [inaudible 00:25:42] being restored in its entirety [inaudible 00:25:47] and their related concerns for the quagmire in the academy's decision making processes among the Academy administration and the United States Maritime Administration and the United States Department of Transportation. Because of the disruption to the midshipmen's curriculum with its

unknown resulting effects caused by the decision to implement a sea year stand down. What specific directed actions steps have been taken to correct this problem?

Jaenichen: First of all thank you for the question. The actual stand down as we've already elaborated on was caused by the conditions that we are seeing at sea year. The last two gender relations survey report from 2012 and 2014, which were followed up with focused surveys which indicated the results indicated that the forty to fifty percent of the actual harassment and assault were occurring at sea.

That's one quarter of the time that midshipmen spend at Kings Point and again at in two different sailing periods. The necessity to do the stand down was really precipitated by the fact that we just could not solve that without taking a very hard approach to ensuring that we can ensure the safety and make sure the midshipman are in a proper training environment.

What we have done is that there was a call to action that was conducted on the twenty fourth of June. We included over a hundred stakeholders including many shipping companies, maritime labor unions, I can tell you the industry is very supportive of the actions that we have taken are working with us to ensure that we can put the measures and actions into place, to be able to be able to restart the sea year on commercial vessels.

We have subsequently set up a ship board climate compliance team that will be looking at various actions that we have shared with the industry, and we're making progress. Three companies have submitted their initial packages. They are in review. We've made initial comments on them, and we're working iteratively to get to the point where we can approve them for having midshipman back on board.

I cannot give you a timeline on when that might occur because it is an interactive process and we have to ensure that the appropriate actions are taken. I can tell you that we're only going to get one shot to get this right, and we're absolutely going to have to make sure that we do this right the first time, because we're not going to get another shot at it. Next question.

Mike: If I may add Chip, also last year we began some high level talks between academy leadership and the folks here at MARAD who are in charge of HR, procurement and those kinds of functions and there is much better communication between the agency and the academy on those day-to-day functions for operating the academy.

We've also began some high level talks here within the agency about what accreditation means and some of the steps that will be taken to support the academy as they go through the process of accreditation. Next question please.

Moderator: Next question will come from the line of Brad??[inaudible 00:29:40]. Please go ahead.

Male: Good afternoon. I have a two part question. One, I'm 100% agree with the fact that sexual harassment and bullying needs to be contained and stopped. The [inaudible



00:29:56]inuendos are extremely serious. Have any companies been notified of wrong doing through our legal system [inaudible 00:30:04] and are there any pending cases?

The second part of my question has to do with sea year evaluations. Are plebes still subject to ship evaluations and grading by the companies, and if we were to eliminate those and come up with another system, do you feel that sexual harassment cases or issues might go down?

Helis: Yeah, on the first one. Thanks for your call. I agree that we have to contain and eliminate all the this entire range of behaviors of sexual assault, harassment and bullying, hazing, we have to improve that climate. When midshipman do report issues, the companies will respond. The companies will investigate and the companies will take action.

We don't get informed of the action because that is between the shipping company, the employer and the member of the crew, the employee, but the companies do take the case, they do investigate, they do act on them.

I'm not aware of any court cases that have been taken into court for legal action either criminal or civil. That's all I can say about that. I'm not aware of any cases legal that are out there not they aren't out there but none that we are aware of, and again those actions would tend to be between the employer and the company and would not involve us.

As far as the sea year evaluation yes, all midshipman receive sea year evaluations for the vessels that they're on, That's a way for us to receive feedback on how they're performing at sea. One item that we're going to be adding is that after the midshipman receive their evaluation from the ship, they'll be debriefed.

This is part of what the SCCT is working on is a debriefing protocol again, after they've left the ship and had their evaluation in hand so that it removes that fear that you know your evaluation might be used against you if you report some misconduct.

Jaenichen: We amplified before one of the biggest concerns that we have is the lack of reporting, and there is a specific situation where a third party reported the events on one of our commercial vessels, an investigator was flown to the ship, talked to the midshipmen, two Kings Point and one from Cal Maritime, all of the midshipman did not respond to the investigator to indicate that anything happened although there was a third party report that it had.

And so that's one of the challenges to ensuring that this behavior is stopped because we have to get the midshipman to be able to stand up and report these instances as they occur otherwise they will never get fixed. Next question.

Male: Next question please.

Moderator: The next question comes from the line of [inaudible 00:33:03]. Go ahead.

Male: Yes sir. With the changes that are happening are you're considering waiving graduation maritime commitment requirement because of the nature at sea. It seems to me that recent graduates have faced the same sorts of challenges the midshipmen would.

Helis: No, we're not looking at waiving or setting aside the service obligation to sail at sea for a couple of reasons. One when a graduate steps aboard the vessel, his or her position and status on the vessel is much different. They're signing on articles as an officer on the ship as opposed to coming on as a midshipman, a sea cadet who is an apprenticeship role.

They have some greater or official status. The graduate has been through the full four year program at the academy, the full development program, they've completed their degree, and they have received their commission.

There's a higher level of competence and better degree of preparation whereas for sea year, half of the midshipman begin their sea year right at the end of their freshman year, at the end of the plebe year, and then the other half go in the fall just several months after completing freshman year.

And they have not had necessarily had the development time, the time for maturation [inaudible 00:34:20] to be able to deal with some of the challenges that they face aboard ships. So there is a significant difference in status between boarding the ship as a sea cadet and as a midshipman.

A second reason I would not support waiving the sea year requirement is ... We're talking about a culture problem and cultural challenges have to be solved by leadership. And so what I believe is that we're graduating, it's in our mission statement, leaders of exemplary character, and putting them out sea, and they will be the change agents that over the next generation will evolve the climate at sea and evolve the climate within our merchant marine groups.

So again, I see it as one, they're better prepared and two, they're going to be the leaders of the future and they're the ones who need to be the change agents for our merchant marine [inaudible 00:35:14].

Male: Next question please.

Moderator: The next question comes from the line of Ann Marie Pimp. Please go ahead.

Female: Hi, this is Ann Marie. My son's a midshipman there, and I'm just thinking back on what you were just saying, what kind of campaign or what are your talking points in terms of the sexual, addressing the sexual harassment issue? My son hasn't mentioned that there has been any literature or classes, and I wonder where that was coming from.

Helis: Yeah. I don't know where that's coming from because they all ... during indoc, they all get three sessions on ...Specifically focused on sexual assault, sexual harassment, and in respect within relationships. So they get that right out of the gate during in-dock and then there are classes that continue throughout the year.

As I mentioned in the opening remarks, the commandant has significantly revised the training program going into this year and it will place a greater emphasis on the issues of trust and respect. To go back, to back up, April we had a major events during sexual assaults awareness month.

In April, the athletics department did an [inaudible 00:36:32] "It's On Us", video and campaign on campus. We had it throughout the campus that encouraged midshipmen participation in it and owning the issue so I'm really confused when you said he had no training on the subject because we did do extensive training. Another question please.

Moderator: The next question comes from the line of Brad [inaudible 00:37:02], please go ahead.

Male: Hello Brad. Okay, next question.

Moderator: The next question comes from the line of Bill Tracey, please go ahead.

Male: Yes, this is Bill Tracey, I'm a graduate of 1965. I've sailed every one of my fifty years and was awarded the Golden Mariners Award last year.

Rodriguez: Congratulation Bill.

Tracey: Yeah, okay. Thank you, I'll refer to individuals as administrator, deputy and superintendent to make it easier. I was able to also attend law school by working some of them in ships. I would say graduate. I've been a member of the Massachusetts Bar for forty two years and a member of the Supreme Court of the United States for thirty seven years.

During my fifty years at sea, and I sailed in every capacity Chief Steam, Chief Motor and each part of my license right down to third and [inaudible 00:37:59] I have never, never seen any sexual harassment or abuse. I have heard of sexual abuse in the form of 2011 and it was the Maritime Administration.

Someone by the name of Orlando Gotay, Eric Walischeck and someone by the name of Mund [inaudible 00:38:22]. Were I understand for ... and I have nothing against someones sexual preferences but they were preying on male cadets at the academy from their positions of authority.

I understand that at that time the superintendent who was Phil Greene, Admiral Greene [inaudible 00:38:45], a real naval admiral as well as a licensed merchant officer found out about this and had them all fired. However, I guess it was either Walischeck or Gotay had a farther reach and he was able to reach up into the White

House and they had Admiral Greene removed [inaudible 00:39:05]. I renewed my licensed and have it renewed for all this time.

I'm current for Chief Engineer Steam, Motor [inaudible 00:39:13] of gas turbines of all horsepower. Also our union, and I know that the deputy has worked with the Master, Mates, and Pilots, and he's probably a good friend of my late president, Tim Brown as well as Captain Brown who I sailed with.

We've had leadership and management courses. We've had ships management courses all which have bestest? [inaudible 00:39:43]. In addition to this companies all have this leadership and management, and sexual harassment courses built within their program.

I'm also in addition I am a, and as a matter of fact I don't know even how many people at Kings Point even have this, but I'm a qualified assessor. That is going to be ... That certificate must be in hand when I sign up on assessment. I retired from MEBA in 2005 and I've been called upon by dean at US Maritime. He and I are board members of the Boston Board of [inaudible 00:40:27] society which is ...

Jaenichen: Hey Bill, thank you for your question. I'm going to allow the superintendent to address the question.

Helis: Okay Bill. Thanks for the question. First, I arrived in 2012 so I can't comment. No knowledge of anything that was occurring that you described in 2011, I just simply can't comment. I don't know anything about it.

You said that you have never seen sexual harassment or sexual abuse or sexual assault at sea, I don't doubt you, and we have Midshipman who will go through both of their sailing periods, and never encounter any of these behaviors, so we're not at all saying this is every ship, every crew, every every seafarer?

Okay, so there is no question. I have talked to midshipmen who have had great positive experiences on every ship and can't wait to get back out and graduate and get back out on the ocean, but too many midshipman today do experience this. They do see it, and it's both our survey numbers tell us that they experience it and in our focus groups our individual conversations with midshipman that it just occurs too often, and that's why we've executed the stand down.

Yes. It was a dramatic step, but given the number of midshipman who encounter it, which tells us there is a degree of pervasiveness of this problem. The solution we found is difficult as it was, was to simply stand out from sea year, take a pause, address the problem in a methodical and reflective manner and get to the point where we can stand back up and put midshipman back out onto commercial ships.

That's where we are now, but I have no doubt that you said that you never saw any on your ships and I would attribute part of that to your leadership because it all comes down, we talked to midshipman is what is the leadership doing on the ship.

We had some midshipman who will tell us, "I reported an incidence and it was done. It was fixed. Everything was taken care off." I've had other midshipmen say, "I spoke to the captain three times and nothing was ever done about it." So there is a spectrum of experiences that our midshipman have out at sea and unfortunately too many were having them on the negative side and that's what triggered the stand down.

We're not meaning by any means to put disparagement upon the majority of the seafarers who conduct themselves professionally at all times. We're not meaning to do that, not at all. [Inaudible 00:43:17] To mariners like you that have sailed for a long time and have been upright, and serve with honor and integrity, but it is a problem that was so pervasive that we just had to take the stand down and address it in a serious and deliberative manner. I think Mike wants to speak now.

Rodriguez: Yeah and I would just say Chief thank you very much for the mention of Ted Brown 00:43:35] also class of 1965. I worked directly with Tim. He was a good friend and mentor. We're going to miss him. I was just up at the MMP convention a week or so ago, and it's the first one for a long time without Tim there so I certainly appreciate your mention of Captain Brown.

Yeah. There is the ... Your experience is probably due to your leadership and the care that you took with your crew while you were at sea and that's kind of environment we're looking to begin to build. As I mentioned we're getting good cooperation from the companies, but we will also, and I begun some discussion with labor.

We'll also be reaching out to our partners in labor to address this problem because that's where some of the solutions will be coming from, so thanks very much for pointing that out. Okay, next question please. First [inaudible 00:44:30] line up is to Eric Dove, just go ahead.

Dove: That's Dove like the bird D O V E?

Male: Yes. Yes. Eric Dove

Dove: Well, thank you for taking the call and I appreciate that and actually I was a little bit surprised. With that said, I guess I would be one of the parents who is believing in a conspiracy theory. And so

I'd like to direct this question to the Maritime Administrator and specifically one of the things that leads me personally to that conclusion is the language in Senate Bill 2829 which was introduced long before all this stuff kind of blew up, and just quickly that is a long bill,

There is a number of things in it which specifically, it's the language looking to form a working group to consider elimination of commercial sailing in the Merchant Marine Academy. I would like you specifically to address that.

I would like your comments on how and why the State Maritime Academies would be very well represented at least three to one versus the Merchant Marine Academy on something that is very specific and very unique for the Merchant Marine Academy. So I'll leave it there. I have many more questions but that will be the one that I leave today.

Jaenichen: Thank you all. First of all thank you. I will tell you that we work very closely with congress, and the proposal that congress had written there has to do with a couple of things, and we are supportive of the language that they provided to be able to do this. That the requirement is not to eliminate sea year. What it says is is there an alternative to sea year or some way that the midshipmen can achieve the equivalent training to be able to do that where ...

And again, there is no initiative or anything to cancel sea year but it behooves us and congress has proposed this that we take a look at to see if that is something that we do want and in fact either modify or change, and I think that given what we know is occurring at sea and it's not on every ship, it's not in every crew, as we've already pointed out, but the prevalence of it ...

As you take a look at the data, 62% of the women and 11% of the men report sexual harassment. 17% of the women and 2% of the men actually report assault. Those numbers are going on and again over the past six months we've gotten corroborating information that actually led us to the situation that we're in.

The language is actually separate of that. The congress, in the committees, they're very supportive of the actions that we've taken so far and what they're looking to do is codify that in the actions that we've taken into statute. I believe that's what you're referring to and I'll defer now to the superintendent.

Helis: Yes, S2829 has some lengthy provisions for the academy but almost all of those we've already implemented. We've hired a sexual assault response coordinator, we do routine surveys and focus groups of midshipman to assess the problem, their training requirements has pretty much matched the training that we've already been doing.

We have hired [inaudible 00:48:03] not hired but trained and designated victim advocates within the staff and faculty who can receive reports. So, much of what is in S2829 are steps that we've taken since 2012 to build a meaningful sexual assault and sexual harassment prevention and response program on campus. Most of what is in the bill documents and puts into law the steps that we've already put into place with the exception of what you and the administrator discussed about the working groups to examine the sea year.

Rodriguez: And if I could chime in here, Middle States identified that our sea year (inaudible 00:48:41) is a vital part of our program. I think that people should recognize also while we're going through this accreditation process that it's a normal part of a life of

an institution that it continually assesses its programs and the effectiveness of its programs so

It's not something that should be unnatural to us as we take up this process of reaccreditation to look at what we're doing to assess its effectiveness and to make changes if necessary.

Jaenichen: I think the important point to know about that is in evaluation of sea year, it cuts both ways, and it's both positive and we know that the unique form of training is the core of what we do at the academy. There is great value in it, and we know that the value of the training that occurs at sea so that the working group could very well come out with ... It's important that we keep it as is.

We just need to modify to ensure the safety and the respect for human diversity, and gender are at sea, and the working environment [inaudible 00:49:41] so they can be trained in an environment that's respectful, and as it relates to congressional language, I do want to sort of highlight my comments that I made earlier.

We are working with congress on a number of areas to address the financial restrictions and we are very hopeful that the House will follow suit with regards to some of the restrictions that have been proposed in the Senate language and we will continue to work with the house to do that.

We are addressing the management oversight issues that are addressed in the 2009 GR report, and we now are of the firm belief that it's been substantiated by the middle states reports and by our advisory board that there are adequate [inaudible 00:50:25] controls in place at the academy to allow those restrictions to be lifted.

And so the actual request was in the secretary's response to middle states, and we'll make sure that we work with congress on this, so next question.

Moderator: The next question comes from the line of Marshal Ainley [inaudible 00:50:43] go ahead.

Ainley: Marshall Ainley with MEBA [inaudible 00:50:47]

Rodriguez: Hello Marshall?

Male: How are you doing?

Moderator: Can we have your question please?

Male: You stated that we're only going to have one shot at this. Can I ask about some [inaudible 00:51:05]?

Moderator: You're breaking up Marshall.

Male: Okay. I'm going [inaudible 00:51:13] we are having enough trouble with the communications here. We'll take the next question please if you will call back.

Moderator: [Inaudible 00:51:22] Steve Wilson please go ahead.

Wilson: I'm Steve Wilson, I'm a parent. I think that a lot of the things you're describing occur in every facet of American life, and I've been instructed [inaudible 00:51:41] many of her education you had. And things like this come up all the time, and we don't cancel programs. We don't call the framing of mass students [inaudible 00:51:53].

We address the individual problems as they occur, and whether that means eliminating [inaudible 00:51:58] from your program or eliminating the individual [inaudible 00:52:02] I think that's the appropriate strategy, not having a stand down that effects the entire group of student.

Helis: Okay, so this is the superintendent, yeah. That would be the ideal if you had the reporting, you could deal with the individual instance [inaudible 00:52:21] misconduct, identify the individuals responsible, discipline them and send a clear signal that these behaviors are not tolerable.

Unfortunately, and the administrator referred earlier, we aren't receiving the reports. We simply are not receiving the reporting to be able to identify who the individuals responsible are. As the Administrator stated we had the one case where a third party reported it and midshipmen would not cooperate in the investigation.

They are fearful of both on campus and in the industry being ostracized. They've seen retaliation, they see difficulty getting a job. It's a small industry and as the cadet, they don't want to get the reputation in their mind that they ruined somebody's career and these are the perceptions that they have, and they are afraid to report because they are afraid of the repercussions that they're going to suffer.

So what we're trying to do is trying to make a shift in climate where it is clearly emphasized that these behaviors of sexual assault, sexual harassment, hazing, bullying et cetera are not tolerated, are not looked the other way, are serious and are dealt with in a serious way and that the midshipman can feel confident that they will be able to report and be free of retribution or retaliation or ostracism for reporting.

A midshipman should not have to ask a question after something happens, "Do I report this?" But they all do because they have thoughts about the consequences. So in ideal world, yes, we would be identifying the individuals and dealing with this individually, but the problem is so widespread and reporting is so ... Almost so limited.

In the fourteen, fifteen academic year, we had one report. One report. Umm that we have to build that confidence and that's the reason we took steps as dramatic as the stand down.



Jaenichen: I will tell you that the parents can really help us here to get your midshipman to be able to report. We recognize it's the challenge, but as a minimum we need to be able to get them to make restrictive reports so that we can get them the mental and the healthcare that they need to be able to deal with a possible situation as it occurred.

Even that is not reporting, and that's where our greatest concern lies that we have the potential long term impacts on these young men and women. Next question.

Moderator: Next question will come from Joli Martin [inaudible 00:55:06]. Please go ahead.

Martin: I'm a parent [inaudible 00:55:09] and my husband is a retired Naval aviator so I kind of ... He was old school, so I understand laws of sexual harassment. Sometimes I wonder about the females being 'extra' sensitive towards sexual harassment where somebody might just make a remark, but I know you guys are doing the best that you can with all this.

I mainly just had just a couple of comments. The students are going out into a work environment so that's kind of an adjustment where they're coming from the school like you said and they are going out into other people's work environments. I know you guys have gotten [inaudible 00:55:51] some programs online to help them understand the situation and the reporting that needs to be done for serious harassment stuff.

My main comment just from the conversation today is that maybe when they come back from their sea year time, having a meeting with them, not necessarily a class but some kind of meeting to bring them back to the student part of it where they've been in the real world and they may not have had things happen to them or they may not have seen it happen to anybody else, but there is ... It's going to be in an area where there is a lot more cussing [inaudible 00:56:26], a lot more different things that are not appropriate for the school atmosphere.

I just would make the suggestion them to consider some kind of meeting with them as a group as they come back just to bring them back to the school atmosphere situation.

Helis: Yeah. Thanks. This is the Superintendent. Thanks for your support on this and it is an adjustment for them going out in the work environment, and we want to make sure that is a safe and professional environment when we go into.

As far as return, we are looking at building a reintegration program into the sea year so that when they come back, perhaps having to bring them back a couple of days earlier, to put them through some readjustment, decompression from the sea year time.

That's something that Tamara Jell [inaudible 00:57:17] our sexual assault response coordinator has been drafting together is again one of the directives [inaudible

00:57:22] is how can we do a better job of reintegration upon return. Yeah, that is something that we're looking at for the future.

Male: Our next question please.

Moderator: Next question in the line [inaudible 00:57:37] go ahead.

Female: Thanks. Richard Kern[inaudible 00:57:42]

Moderator: [Crosstalk 00:57:43]. You're breaking up on us.

Jaenichen: [inaudible 00:57:47]Debra Kern your line is breaking up.

Female: How about now? Can you hear me now?

Male: We can.

Kearn: Yes. Very good. Okay. My son graduated in [inaudible 00:57:56]

Moderator: We're losing you again.

Male: Right. Go to the next question.

Moderator: Next question will come from the line of Thomas Wesley, please go ahead.

Wesley: Yes gentleman. Thank you very much. Tom Wesley here from the National Parents. I wonder if we could circle back a little bit to the shipboard climate compliance team that you've got.

It seems here that, what I haven't been able to understand is what a solution will look like, and the solution that the superintendent talked about earlier was the stand down. Well, that's only a symptom, so this SCCT will be looking to put in policies and procedures I presume that look a lot like what was ... What was presented at the call to action.

We've been at this for about six weeks now, and you give us a sense of what these policies and procedures will look like, how close you are to releasing a couple of companies who are cooperating fully with this and how this will also change the culture at sea?

Jaenichen: First of all thanks for the question Tom and again, one of the things that we're looking at is the minimum. We're looking to insure the companies have very clear policies and guidance. They have buy-in from their senior leadership and that that has been directed to the ships that there is training that is taking place, that it happens at a very regular interval. There are firm policies from the standpoint of fraternization with midshipmen.

The key area that we're looking to assign is having a mentor assigned on board to be able to look after the cadets. There is specific responsibilities that they would have. We have provided the specific criteria for the majority of these initial actions and we're working with the companies to provide them.

I can't give you a timeline because anytime you assign additional responsibilities to crew members there has to be discussions that occur between the ship company and the ship managers and labor to ensure that those additional responsibilities can be fulfilled.

We've got to make sure we select the right people. Are we on a glide scope [inaudible 01:00:15] to be able to restore the sea year? We are. I can't give you a timeline of when that might occur. We are again working very aggressively to make sure that we have slots on board several vessels to be able to accommodate the sea year for the classes of eighteen and nineteen that are currently on their split rotations.

So we're actually working to that, but I can't give you a timeline cause it's really dependent upon [inaudible 01:00:44] the companies' ability to meet these requirements, but I will tell you they are very passionately working with us, and they're very supportive of what we're asking them to do.

But they do have indicated there are some challenges to be able to meet some of the requirements and they're working through them as quickly as they can. Last question. I think we're lost.

Moderator: [Inaudible 01:01:16] last person who can key in, please go ahead. Call from Keith ????

Male: No, no uh uh Marcy Hinkle please.

Moderator: Gentlemen, can you hear me?

Male: Yes. I think we hear you.

Moderator: [Inaudible 01:01:30] Marcy Hinkle your line is open.

Female: Hi. This is Marcy Hinkle. Thank you very much for your dedication to our midshipman and I do second the idea of the reintegration that the prior parent [inaudible 01:01:40] mentioned.

I'm the parent of a 2018 A splitter [inaudible 01:01:45] and my husband and I did have a dialogue with our daughter about this, and I guess maybe she's one of the fortunate ones, she had a great ship experience, her and her engine sea partner said the same thing.

There is a lot of good out there. My question is while the priority [inaudible 01:02:01] certainly is for the 2018 B splitters, what is the forecast look like for her class, for the

2018 A-splitters scheduled to go to sea in the fall and if it doesn't look good what steps are being taken so that they don't lose the sea days.

Helis: Yeah. Thanks for the question, and again it's good to hear you know that there are midshipman who do have positive experiences out there it's just we're trying to correct the other end of the spectrum.

I think all of us around the table here are confident that by the time we roll around to November at the end of the final exams, we get ready to send out the next group including the 2018 A's [inaudible 01:02:40]. That we'll be up to full normal operations. That's why all of our focus has been on the 18 and 19-Bs who are immediately effected, but I think three plus months from now I think will be in a much better place to go forward.

And I would tell your daughter at this point not to worry about sea, getting to sea or sea grades, I'd tell her to get focused on term one classes and be ready to go to sea come the end of her finals.

Jaenichen: Okay. That was the last question. We apologize. We still have got two folks that are in the queue and we just didn't have time to get to everyone today. We appreciate you joining us. We had about two hundred and thirty on the line today.

We had 270 at the last one and so we will continue to provide these updates and of course the academy is working very diligently to make sure that the communications with the midshipmen are maintained especially from those that are from ATR's office, who are actually sending them out to sea.

We would appreciate that continued engagement and we appreciate your support as we continue to work through this, and I will just make a quick round around the room. Anything [inaudible 01:03:55]

Rodriguez: Mike Rodriguez here. Thank you all for your interest. I'm very happy that we're coming to you and giving you these updates. It's important for us to communicate. As I said when I opened, it's kind of an all hands on deck for the entire Kings Point community, all hands on deck evolution and we appreciate the support that we're getting from our stakeholders.

We've got a big job ahead of us and we also ... Again, we can't forget that we're sending a message to our young midshipmen who will be inheriting our industry so it's all very, very important that we get this right. Thanks.

Jaenichen: Superintendent.

Helis: For the last time I'll thank everybody for calling in and it is a great turnout on the call and for all the questions that we received. We hope that we're providing information to clarify the situation. I just wanted to search for my point of view and for the staff,

my staff and faculty's point of view, the protection and the wellbeing and the safety of the midshipmen are our number one priority.

Taking the sea year standout was to achieve that number one priority. It was putting an acta behind our verba, that we are here to protect and look after the wellbeing of our midshipmen, and couldn't repeat what the administrator and the deputy said, this is has been an all hands on deck drill for the past several weeks in terms of at the academy finding work arounds to keep the midshipmen accumulating their sea days, working to focus their projects on the different vessels on what they can get done during this period, and again with the MARAD team that is working with the companies to develop the policies and practices in place we need to do to resume commercial shipping, and I've got to give a shout out to Military Sealift Command who has really worked extremely hard to open as many sea berths as they can for our midshipmen to get them out there as quickly as possible. That's it.

My colleague Admiral T. K. Shannon and his staff I have to give them a shout out for the great work they've done supporting ... Getting us moving forward where we can say today that we are over 80% out and everybody else in the pipeline. We will be back in a couple of weeks or when there is a significant developments as we continue to work through this.

Male: All right. Thank you everyone and we'll secure the town all out. Thank you.

Moderator: For listening to our session for today, thank you for your participation and this is [inaudible 01:06:15]. You may now disengage.

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