

Named Spaces Initiative NPS Inclusion and Diversity Council (IDC) Report September 2020

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The Naval Postgraduate School is committed to an inclusive and diverse environment for all members of our community. One way of demonstrating this commitment is to consider the extent to which the honorific naming of NPS spaces reflects the diversity of distinguished NPS graduates. Diversity in consideration of named spaces is defined in this initiative as diversity of ethnicity and gender. The term spaces should include, but not be limited to, any NPS building, structure, room, classroom, physical marker or street.

Goal

The goal of this initiative was to (1) identify the process for naming spaces, (2) identify NPS spaces that had been dedicated and named after specific individuals, (3) identify if there was a noticeable lack of diversity amongst the individuals NPS selected to name a space in honor of, and (4) provide an initial list of diverse, distinguished NPS alumni for consideration when naming NPS spaces.

Methodology

IDC members contacted campus resources to first identify the process of selecting and naming a space in honor of an individual. IDC members, in partnership with the Dudley Knox Library, analyzed currently named spaces for evident trends. Next, Dudley Knox Library provided a comprehensive [list of distinguished NPS alumni](#) to be considered for honorific naming of NPS spaces. IDC members reviewed this entire list of distinguished alumni (over 200 names) and compiled the recommended list of diverse, notable NPS graduates that may be considered as honorees when naming NPS spaces (Attachment B).

See Appendix A: *Currently Named NPS Spaces*.

See Appendix B: *Recommended List of Diverse, Distinguished NPS Alumni*.

Analysis

1. The following major NPS buildings are all named in honor of white men:
 - a. Bullard Hall
 - b. Dudley Knox Library
 - c. Glasgow Hall

- d. Halligan Hall
 - e. Hermann Hall
 - f. Ingersoll Hall
 - g. King Hall
 - h. Reed Hall
 - i. Root Hall
 - j. Spanagel Hall
 - k. Watkins Hall
2. We had limited data for named rooms, but of the following, three were named in on honor of men and two were named in honor of women:
 - a. Deborah A. Baity Conference Room
 - b. Ernie Haag Tech Center (DKL)
 - c. Gary A. Kildall Conference Room
 - d. Barbara McNitt Ballroom
 - e. Elster Room (Mezzanine)
 3. We had limited data about the origins of named streets, but of the following, all were named in honor of men:
 - a. Brownell Circle, La Mesa Neighborhood
 - b. Cunningham Road, NPS Campus
 - c. Gillespie Lane, La Mesa Neighborhood
 - d. Leidig Circle, La Mesa Neighborhood
 - e. Menneken Loop, NPS Campus
 - f. Morse Road, NPS Campus
 - g. Ricketts Road, La Mesa Neighborhood
 - h. Smith Road, off Fairground Road (Golf Course)
 - i. Stone Road, NPS Campus

Findings

The IDC members identified the following:

1. [NPS INSTRUCTION 5030.1](#) details the NPS guidelines and policy for naming internal NPS spaces after persons. [OPNAVINSTRUCTION 5030.12H](#) details the Navy guidelines and policy for naming streets, facilities, and areas (real property) after persons.
2. IDC members were unable to identify a formal Navy or NPS policy for honorific naming of non-structural NPS objects, such as trees, benches, bricks, and monuments.
3. An analysis of currently named NPS spaces revealed that there is a clear lack of diversity amongst selected honorees, especially amongst named buildings.
4. There are non-white and non-male distinguished NPS alumni to consider for tribute by a named space.

Recommendations

The IDC makes the following recommendations:

1. Consider additional opportunities to increase diverse visibility around campus (i.e. poster/photography series honoring distinguished NPS alumni, poster/photography series honoring Women's Military History Week, etc.) For example, Irene Berry, NPS Digital Services Librarian, suggested a link to a set of Alumni Posters in Calhoun: <https://calhoun.nps.edu/handle/10945/62683>.
2. Consider IDC's initial list of diverse, distinguished NPS alumni when naming internal spaces.
3. Consider additional diverse, distinguished NPS alumni from the Dudley Knox Library's list of Distinguished Alumni. Continue the maintenance of this list.
4. Recommend amending NPS INSTRUCTION 5030.1 to include policies and procedures for naming non-structural objects.
5. Consider amending NPS INSTRUCTION 5030.1 to include strategies promoting diversity and inclusivity amongst identified honorees.
6. Expand honorific naming opportunities of internal NPS spaces to include diverse, distinguished NPS faculty or staff.
7. Consider amending the enclosure of NPS INSTRUCTION 5030.1 to include more detailed criteria for proposed honorees. See Appendix C: *Example of Academic Policy for Naming Opportunities* for an example of academic policy for naming spaces and non-structural objects to honor distinguished NPS faculty and staff.
8. Consider a five-year renaming practice for non-structural objects to expand honorific naming opportunities.

Conclusion

The names of NPS spaces are central to our community's everyday vocabulary, and that vocabulary should include names that honor the diverse composition of not only NPS' distinguished alumni but also faculty and staff. NPS has an opportunity to reinforce its efforts to promote inclusiveness by examining its long-established tradition of naming spaces. This is not to discredit any distinguished alumni who merit recognition. While not every honorific naming need increase the diversity of NPS named spaces, the overall trajectory of such namings should not overlook the contributions of minorities and females.

Appendix A: Currently Named NPS Spaces

Location	Named in Honor of
Bouldry Rd, NPS Campus	No information available
Brownell Circle, La Mesa Neighborhood	Naval Reservist Lt. Raymond "Bud" Brownell
Bullard Hall	Rear Admiral William Hannum Grubb Bullard
Butler Road	No information available
Criscuolo Hall [now a parking lot]	Michael Raymond Criscuolo
Cunningham Road, NPS Campus	Peyton Cunningham (NPS faculty)
Deborah A. Baity Conference Room	Deborah A. Baity
Dudley Knox Library	Commodore Dudley Knox
Dyer Rd, NPS Campus	No information available
Ernie Haag Tech Center - Dudley Knox Library	CAPT Ernest "Ernie" V. Haag
Gary A. Kildall Conference Room, Computer Science	Gary Kildall, NPS Computer Science Faculty member
Gillespie Lane, La Mesa Neighborhood	LT Archibald H. Gillespie
Glasgow Hall	Dr. Roy S. Glasgow
Halligan Hall	Rear Admiral John Halligan
Herrmann Hall	Rear Admiral Ernest Edward Herrmann
Barbara McNitt main ballroom, Hotel Del Monte	Barbara M. McNitt, wife of former superintendent RADM Robert W. McNitt
Ingersoll Hall	Rear Adm. Royal R. Ingersoll; Adm. Royal E. Ingersoll; I.J.. Royal R. Ingersoll, II
King Hall	Fleet Admiral Ernest Joseph King
Leidig Circle, La Mesa Neighborhood	LTLG Theodore "Ted" Leidig
Menneken Loop, NPS Campus	Carl Menneken (NPS faculty)
Morse Road, NPS Campus	Samuel F. B. Morse (former president of the Pacific Improvement Company)
Odonnell Drive	No information available
Reed Hall	LCDR Milton E. Reed
Ricketts Road , La Mesa Neighborhood	ADM Claude V. Ricketts
Elster Conference Room, mezzanine	Richard Elster, former NPS Provost
Root Hall	Senior Professor Ralph Eugene Root
Smith Road, off Fairground Road (Golf Course)	Michael J. Smith (Challenger astronaut)
Spanagel Hall	Rear Admiral Herman Adolf Spanagel
Stanley House	Carl Stanley family, dedicated 6/20/2001
Stone Road, NPS Campus	Rear Adm. Earl Everett Stone
Watkins Hall	ADM James D. Watkins

Appendix B: Recommended List of Diverse, Distinguished Alumni

[This following is based on a larger list of distinguished alumni compiled and maintained by Greta Marlatt, NPS Supervisory Librarian.]

Everett Alvarez: Deputy Director of the Peace Corps, Deputy Administrator of the Veterans Administration, eight-year captive in North Vietnam. NPS graduate, 1976: NPS Hall of Fame inductee, 2015.

https://calhoun.nps.edu/bitstream/handle/10945/60052/HOF_Everett_Alvarez.pdf?sequence=1&isAllowed=y



Nancy Elizabeth Brown: Attended Naval Postgraduate School in Monterey, California, where she earned a Master of Science degree in Communications Systems Management. She most recently served as the Director, Command, Control, Communications and Computer Systems (C4 Systems), The Joint Staff. She is the principal advisor to the Chairman of the Joint Chiefs of Staff on all C4 systems matters within the Department of Defense. Her service spanned 32 years.[1] She retired in 2009. https://en.wikipedia.org/wiki/Nancy_Elizabeth_Brown



Lui Pao Chuen: Father of Singapore Operations Research, and former Chief Defence Scientist for Singaporean Ministry of Defence 1986-2008. Distinguished Alumni, US Naval Postgraduate School and graduated with a Master degree in Operations Research and Systems Analysis in 1973.



Robert Curbeam: Astronaut, MS in aeronautical engineering from the Naval Postgraduate School in 1990, and a master's degree in astronautical engineering from the Naval Postgraduate School in 1991 (https://www.ranker.com/review/robert-curbeam/1918621?ref=wiki_889306)



Lillian Fishburne: First African-American female to hold rank of Rear Admiral. a Master of Science degree in Telecommunications Systems Management from the Naval Postgraduate School, Monterey, California in 1982. https://en.wikipedia.org/wiki/Lillian_E._Fishburne



Cathy Lanier: First female Chief of the Metropolitan Police Department for the District of Columbia, 2007-2016. Currently Senior Vice President of Security for the National Football League. She has a Master of Arts in National Security Studies from the Naval Postgraduate School in Monterey, California where her thesis was *Preventing Terror Attacks in the Homeland: A New Mission for State and Local Police*.



Michael Lopez-Alegria: Astronaut, Spanish-American, a Master of Science degree in Aeronautical Engineering in 1988 from the U.S. Naval Postgraduate School.

https://en.wikipedia.org/wiki/Michael_Lopez-Alegria



Fran McKee: First female line officer to hold the rank of Rear Admiral (1976), attended the Naval Line Officer's School, U.S. Naval Postgraduate School, Monterey, California in 1956.

https://en.wikipedia.org/wiki/Fran_McKee



Carlos Noriega: Astronaut, Carlos Ismael Noriega is a Peruvian and U.S. citizen. 1990: Master of science degree in computer science from the Naval Postgraduate School, 1990: Master of science degree in space systems operations from the Naval Postgraduate School.

https://en.wikipedia.org/wiki/Carlos_I._Noriega



Kathleen Paige: Former Program Director, Aegis Ballistic Missile Defense (BMD), the sea-based element of the Ballistic Missile Defense System (BMDS). In 1976, she received a Master of Science degree in Computer Systems from the Naval Postgraduate School.

https://en.wikipedia.org/wiki/Kathleen_Paige



General Apichart Penkitti: Permanent Secretary of Defense, Thailand. MS degree from Mechanical Engineering, 1975. NPS Hall of Fame Inductee, 2010.

https://calhoun.nps.edu/bitstream/handle/10945/60042/HOF_Apichart_Penkitti.pdf?sequence=1&isAllowed=y



J. Paul Reason: First African-American Commander in Chief, United States Atlantic Fleet from 1996 to 1999. September 1969, he entered the Naval Postgraduate School as a student, where he earned a Master of Science degree in computer systems management.

https://en.wikipedia.org/wiki/J._Paul_Reason



Winston E. Scott: Astronaut, a Master of Science degree in Aeronautical Engineering from the U.S. Naval Postgraduate School in 1980. [https://en.wikipedia.org/wiki/Winston E. Scott](https://en.wikipedia.org/wiki/Winston_E._Scott)



Eliezer Shkedi: Distinguished NPS Alumni. Retired Commander of the Israeli Air Force (2004-2008). IDF General. He studied for an M.A. in Systems management at the US Naval Postgraduate School in California. [https://en.wikipedia.org/wiki/Eliezer Shkedi](https://en.wikipedia.org/wiki/Eliezer_Shkedi)



Jan Tighe: Former NPS Interim President and Distinguished Alumni, graduated from the Naval Postgraduate School, Monterey, California, in 2001 with a doctorate in electrical engineering and a Master of Science in Applied Mathematics. [https://en.wikipedia.org/wiki/Jan E. Tighe](https://en.wikipedia.org/wiki/Jan_E._Tighe)



Patricia Ann Tracey: First women to attain the rank of Vice Admiral, a master's degree, with distinction, in operations research from the Naval Postgraduate School in Monterey, California. https://en.wikipedia.org/wiki/Patricia_Ann_Tracey



Alice Ward Trevino: Commander, Air Force Installation Contracting Center, Wright-Patterson Air Force Base, Ohio. Brig. Gen. Trevino received her commission from the U.S. Air Force Academy in 1993; deployed extensively in support of combat, humanitarian assistance and peace-keeping enforcement operations to Croatia, Turkey, Oman, Kuwait and Afghanistan. Received her MBA from NPS in 2007. <https://www.af.mil/About-Us/Biographies/Display/Article/1527048/brigadier-general-alice-ward-trevino/>



Andrew Velasquez: Mexican-Puerto Rican American. Former Regional Administrator for the U.S. Department of Homeland Security's Federal Emergency Management Agency (FEMA), Region V. He completed the Naval Post Graduate School's Executive Leadership program in both Homeland Defense and Radiological Emergency Preparedness and was featured in the

school's publication for his appointment to FEMA.

https://en.wikipedia.org/wiki/Andrew_Velasquez



Melvin Williams: Former Commander, US Second Fleet, Associate Provost (Military & Veterans Affairs) at GWU (2013-2016) Naval Postgraduate School Executive Business Course – 2003.

[https://en.wikipedia.org/wiki/Melvin_Williams_\(admiral\)](https://en.wikipedia.org/wiki/Melvin_Williams_(admiral))



Attachment C: Example of Academic Policy for Naming Opportunities

The following policy is excerpted from Clemson University's Policy for Naming of Facilities and Erecting Plaques, Monuments, Major Markers and Artwork, and has been modified to include NPS in lieu of *Clemson University*.

Proposed NPS faculty or staff honorees shall have achieved distinction in one or more of the following ways:

- a. While serving NPS in an academic capacity, the individual has demonstrated high scholarly distinction, has earned a national or international reputation, and has helped NPS to grow in reputation or has contributed significantly to NPS and its students.
- b. While serving NPS in an administrative or support capacity, the individual has rendered distinguished service which warrants recognition of the individual's exceptional contributions to the welfare of NPS.
- c. The individual has contributed in truly exceptional ways to the public good or to the welfare of the institution or achieved such unique distinction as to warrant recognition. (<https://www.clemson.edu/administration/bot/Policies/naming-erecting.html>, Amended 18 July 2019).