

Sul Ross Group (SRG) Bulletin Fifty-Three



11 February 2022

The Texas Aggie Corps of Cadets – Some Thoughts About Premises and Imperatives



We thought that a chronological set of thoughts and imperatives would be helpful in review, so here they are:

- AMC, and now TAMU, is a Land Grant institution belonging to a Land Grant Texas System whose purpose is to serve the people of Texas
- The Morrill Act legislation of 1862 *“awarded federal land to the states that agreed to establish public colleges dedicated to instruction and research in the practical skills needed to build the nation....[so]...the states would establish colleges to teach food production, road building, power generation, waterway navigation, animal science, mechanics, mining, human nutrition, military instruction, land management and public safety.”*
- TAMU IS NOT a federal US Military Academy, but TAMU IS one of six federally designated (Title 10 US Code 2111a) “Senior Military Colleges” (SMC) which are Texas A&M University, Norwich University, The Citadel, Virginia Military Institute, Virginia Tech University, and the University of North Georgia. The criterion are:
 - Bachelor’s degree must be granted
 - All physically fit male/female students must take courses in military training with certain exception
 - Outside of ROTC, the school must establish a corps of cadets in which all students wear military uniforms. The corps of cadets involves a military environment in which the students live constantly, not just during the school day, and in which the students are subject to military discipline

- The SMC must have as an objective the development of character through military training and the regulation of cadet conduct according to principles of military discipline (a cadet code of conduct)
 - The SMC must maintain military standards similar to those of the federal service academies
- TAMU is a Tier One AAU academic and research university recognized as such by the American Association of Colleges and Universities, and is the Flagship University of the Texas A&M University System with a competitive admittance system in accordance with (IAW) State of Texas law
- ROTC training in the Corps is compulsory for three semesters. Cadets choosing the ROTC commissioning path continue leadership training with ROTC classes and summer camp training: Similarly, “Drill and Ceremonies, (D&C)” cadets (a term which we strongly recommend should be discontinued!) continue leadership training in the Hollingsworth Center for Ethical Leadership
- Texas A&M’s Corps of Cadets produces more officers than any other university except for the US Service Academies
- The Corps produces leaders of character who have distinguished themselves with valor in every war America has fought since the Spanish American War as well as leaders of character in the commercial and civil sectors
- Texas Aggie Corps graduates are among the most sought-after graduates in America in ALL sectors because of their leadership experience and gained discipline, education and character
- Currently, the Corps’ academic performance is exceptional with grade point ratios consistently being attained above a B average
- Without the Corps of Cadets, Texas A&M would become just one of many excellent academic institutions – losing its distinctive transcendence that sets it apart
- The Cadet Corps began the academic year with a strength of 2,143 cadets (with Quadrangle capacity of 2,600 cadets)
- TAMU is making the growth of the Corps of Cadets to 3,000 a strategic priority. It will be included in the latest university Strategic Plan
- Likewise, the condition of the Corps facilities in the Quadrangle housing area is excellent, having been recently modernized and refurbished with four new Leadership Learning Centers added. There are two additional dorms planned for construction to bring the housing capacity for the Corps to 3,000

- To this end, the Chancellor and President recently established a “Patriot ROTC Scholarship Program” which awards “full ride” fiscal support for subsistence costs to cadets on ROTC scholarships. ROTC Scholarships cover all tuition and fees. The Patriot ROTC Scholarship will cover room and board, thus covering all costs for a cadet on a ROTC scholarship at Texas A&M
- For out of state TAMU students, in state tuition status is granted to those who receive a competitive \$4,000 or more scholarship, saving them tens of thousands of dollars annually
- Currently, the VP for Student Affairs is conducting a search process for both a new Commandant of Cadets and an Assistant Commandant For Recruiting – expecting both positions to be filled by June 2022
- The principal challenge now is the growth and sustainment elements of the Corps of Cadets which will involve factors of recruiting capabilities and then retention; and all the attendant elements (staff, salaries, technology, advertising, scholarships, classroom facilities and staff for the Hollingsworth Institute, which are the “means to the end” to be identified and determined)
- This all requires an action plan which is transparent to both internal support entities and external organizations and individuals who eagerly want to help as tasked – and the plan needs to have a leader designated to take accountability (and supported) ownership of it as soon as practical and who is supported by TAMU
- Integral to the plan, when approved, is a multi-year TAMU Corps of Cadets Capital Campaign involving the A&M Foundation: This should be recognized and established to fiscally support the elements as determined requiring endowed funding support for the longer term



“Path Forward” with Accountability, Responsibility, Efficiency and Effectiveness with Unity of Effort and Purpose

On 31 January 2022, President Banks and the TAMU COO Greg Hartman hosted a Zoom Meeting with the Path Forward working group (WG) chairpersons (who Dr. Banks appointed and are her direct report subordinates), and the working group members who were considered and then selected. The purpose of the meeting was to cover the process ground rules and other guidance. We, the SRG Board of Directors are proud that we have five of our board members who were selected to serve on key working

groups. This provides us the opportunity to make constructive inputs about important decisions with former students' perspectives.

It was made very clear that the purpose of the working groups was not to challenge and re-hash what decisions have now been made regarding her decisions to implement (or



not) the MGT “Path Forward” Report recommendations. The WGs’ tasks center on how BEST to implement them with membership available from varying backgrounds and expertise so that the best solutions can be attained with best results. This is NOT about protecting turf, but what is best and most cost effective for TAMU recognizing that there are significant duplications among organizations and their IT and communications – with the potential for significant savings and improved unity of effort. Each WG has about ten to twelve members with a few exceptions. Discussions should be non-confrontational. Each member is expected to continue their own regular job in addition to the committee work, and there is no compensation for serving on the committee. WG members should have confidence in the process and see that the work is done right. She said to “be bold”. The WGs work will be made public. The WG work will be important in choosing what investments to make and how to raise the funds for implementation. Space and facilities will be considered in all decisions. The WGs include former students and that is good Banks said. She also said that we have the best chancellor possible and every time she meets with him, he has some new ideas.

The WGs have a timeline for deliverables as follows:

- Mid-February - WG’s meet & high-level organization chart complete
- March 1-30 – Move to new organizational structure.
- June 1 – New organizations in place.
- July 1 – Personnel in place.
- September 1 – New structures operational

Performance metrics will be established similar to Chancellor John Sharp’s Controller’s Office Performance Review Program. The Operations Department will collect the data to analyze the metrics. WG’s should hold each other accountable as well. The three performance criteria will be:

- Customer service
- Response time
- Meeting goals

The organization for the WGs is a matrix organization which enables cross communication. Dotted lines indicate day to day operations while the solid lines are higher level strategic operations. Measurement will be done through analytics, data, metrics, and budget planning. In July 2022, a lookback will be performed to make any changes or people. After final implementation is complete the WG's will be shut down.

This is decisive, performance, accountable and results oriented leadership at work in an organization which is sorely in need of direction and unity.

Fightin' Texas Aggie 2023 Football Class Recruitment In Perspective

A lot has been said about the most highly ranked class EVER! No matter how the sips spin "how great" their so called #6 class is, consider this, to put it in perspective!!

<u>Texas Aggies #1</u>		<u>Rank</u>	<u>sips #6</u>	
DL	Nolen	2		
		9	Campbell	OL
DL	Stewart	10		
WR	Stewart	11		
DL	Brownlow-Dindy	16		
QB	Weigman	19		
CB	Harris	22		
WR	Marshall	24		
		32	Banks	OL
S	Mathews	38		
DL	White	46		
DL	Lucas	58		
OL	Dewberry	63		
S	Boule	67		
DT	Williams	68		
S	Anderson	76		
RB	Moss	81		
		82	Brooks	CB
DL	Sylla	93		
TE	Johnson	94		

Additionally, Coach Fisher and his team recruited as many five-star players as the little-12, ACC and Pac-12 combined, and more than the big-10.

Simpson Field Update!



General Ramirez '79, the VP for Student Affairs, on 10 February told us about the progress his team has made to update Simson Field! Additional trees are being added to account for the now 70 Aggies who died during WWI and who

are honored. In addition, plaques are being done for the additional names, and repairs/replacements have been accomplished for the plaques that were either missing or in need of repair.

"I will let you know when all is complete, but wanted you to know that work has been progressing well on this project. Big kudos to Colonel Jerry Smith '82, University Architect Lilia Gonzalez '94, and Commandant Colonel Byron Stebbins '78 for working this so hard." **On behalf of the Sul Ross Group, thank you all!**

Texas Aggie Golfer, Zoe Slaughter



As reported by Nick Whitely of Texas A&M Athletics Communications, Zoe Slaughter did not transfer to Texas A&M from Houston because she wanted to be the first African American women's golfer to wear the Maroon & White. She came here for the same reason so many of her fellow students did because it felt like home. Regardless, she takes great pride in her historic distinction. If you are not already aware of her game, Slaughter's performance on the course will

make a believer out of you. During her first collegiate season at the University of Houston under current Aggie head coach Gerrod Chadwell, Slaughter cleaned up at the awards table, garnering American Athletic All-Conference honors while being named the league's Freshman of the Year.

"I always wanted to go to a big Division I school in a classic college town, and hearing my mom talk about A&M and her experiences here, it just sounded like a fantastic place," Slaughter said. "I used to come up here for games when I was growing up, and it always gave me a good feeling in my heart. When I committed here, I just knew that it was the perfect place to be."

Slaughter's mother, Kafi, was a member of the Aggie Track and Field team during her college years. Her experiences and memories served as a crucial element that ultimately drove Slaughter to Aggieland. "(My mom) told me about the amount of support that she received while she was running here. Other people, just walking down the street, would see my mom wearing an Aggie Track shirt and stop her," said Slaughter. "They would tell her about themselves, and they would bond over their shared experiences of being an Aggie. It is those little moments that she always told me about, and I was so excited to have an opportunity to experience those for myself."

“Obviously, A&M is an incredible school. There is an incredible network of people that support everything we do here. It genuinely feels like a family atmosphere, and it represents a lot of the values that I truly believe in,” Slaughter said of her experience at A&M. “Texas A&M feels like a whole different culture, and it puts life in a whole new light when you step on campus.”

NOTES

SRG Reunion 2-4 March 2022 in College Station: Registration is now open, so please register at:
<https://www.aggienetwork.com/events/2022/sulross.aspx>.

- **For those of you who will be attending:** We have received calls about registration (and paying) for the “Individual Class Dinners” on the first evening of Wednesday 2 March. To clarify – there are several dinners happening at the same time - all at the same cost (\$30 per person)! The Induction Class of '67 is one. Some classes are deciding with their Agents to have their own separate dinners - another category. The “Cluster Dinner” is another and will be in the main ballroom. It includes all who are not in the aforementioned, and Chancellor John Sharp '72 will be the speaker. On the registration form, if you plan on attending any of these, the system knows what Class you are in, and it will put you in the proper dinner as long as you register and pay for the “Wednesday Night Class Dinner.” We apologize about the confusion, and assure you that we will make improvements to the registration form for next year!
 - **To our SRG members, safe travels to the reunion! We look forward to seeing you and some good bull!!**

REMINDER - SRG March '22 Reunion Information!

March 2-4, 2022, College Station, TX – Registration is now open!!
<https://www.aggienetwork.com/events/2022/sulross.aspx>.

SRG Bulletin Sign-Up Reminder: Anyone (Ags and non Ags, SRG Ags and all other Ags too) can “opt in” and sign up by going to:
<https://www.aggienetwork.com/theassociation/sulrossgroup.aspx> and simply putting in your name and email address, and then clicking on “submit.” You will then automatically receive all the SRG Bulletins.

If you wish comment to those who decide:

Chancellor Sharp: chancellor@tamus.edu

The Board of Regents: vickie@tamus.edu or jbell@tamus.edu

President Banks: president@tamu.edu

Interim Provost Scott: t-scott@tamu.edu

Athletic Director Bjork: rrabun@athletics.tamu.edu

You can reach us at: SRGpresident@aggienetwork.com. The Sul Ross Group (SRG) Board of Directors (BoD) are responsible for producing and editing these SRG Bulletins, with transparency to and advice from The Association of Former Students, under whose auspices we operate. We do so in keeping with one of our four charged SRG Constitution's Purposes, which is keeping our represented SRG Membership informed in a timely manner. To access information about us as the elected SRG Board of Directors, and our Constitution, please refer to our new "**SRG Tab**" (Under "Programs") on The Association's website, at: aggienetwork.com. One can access information about us, including the current 2021-2022 SRG Board of Directors, The SRG's Constitution and By-Laws, and the SRG's history and what we're about.