MINUTES BOARD OF VISITORS SPRING MEETING July 24, 2023 United States Military Academy, West Point, NY In Person

- 1. <u>DESIGNATED FEDERAL OFFICER'S REMARKS</u>. Mr. Tony Espinal is the Designated Federal Officer for the United States Military Academy (USMA) Board of Visitors (BoV or Board). Colonel (COL) Khanh Diep, USMA Chief of Staff, opened the meeting, stating for the record that the BoV operates under the authority of US Code Title 10, Section 7455. The Board is an Advisory Board subject to the Federal Advisory Committee Act. She further stated the meeting was open to the public, however, members of the public attending the meeting may not present questions from the floor or speak to any issue under discussion. Members of the public can file a written statement with the BoV
- 2. <u>CHAIRMAN'S REMARKS</u>. Congressman Steve Womack called the meeting to order and welcomed the members. He thanked them for taking the time out of their busy schedules to attend the meeting. He reminded the members that the BoV has an advisory role and is not in USMA's chain of command, and that meetings are a way for members to gather information in an official capacity.
- 3. <u>SUPERINTENDENT'S REMARKS</u>. Lieutenant General (LTG) Steven Gilland thanked the Chair and the other Board members for their attendance at the meeting, and their continued support to the United States Military Academy and the Corps of Cadets. He acknowledged and welcomed new BoV member Congressman Patrick Ryan of New York. He also introduced Brigadier General (BG) Lori Robinson, the 80th Commandant of Cadets, and COL Diep, the new USMA Chief of Staff.
- 4. SECRETARY OF THE ARMY REPRESENTATIVE'S REMARKS: The Honorable Dr. Agnes Schaefer, Assistant Secretary of the Army for Manpower and Reserve Affairs, thanked the Board members for their attendance and expressed the appreciation of Army senior leadership for their continued support and service to USMA, the Army, and the Nation. She thanked Congressman Ryan for his leadership in helping the West Point Community in the aftermath of the recent storm and flooding. She also acknowledged the efforts of USMA and West Point personnel for their efforts to the surrounding communities during and after the storm. Finally, she expressed her appreciation to the Board members for helping USMA and the Army attract qualified talent.
- <u>5. ADMINISTRATIVE ANNOUNCEMENTS</u>. COL Diep noted the last BoV meeting was March 28, 2023, in Washington, DC, with a quorum present. For this meeting, she stated that Board members were provided with the minutes from the March 28, 2023 meeting.
- **6. ROLL CALL.** For the record, a quorum of the Board was present.

- a. The following members were in attendance:
- (1) Congressional Members: Senators Joni Ernst and Jerry Moran; Representatives Steve Womack, Warren Davidson, and Patrick Ryan
- (2) Presidential Appointees: LTG (retired) Nadja West, Ms. Susan Irons, LTC (retired) Roderick Alvendia, and Dr. Leslie Fenwick.
- b. The following members were absent: Senators Tammy Duckworth and Joe Manchin; Representative Mark Green; Presidential Appointees Secretary Chuck Hagel and Mr. Juan Sabater.
- c. For the record, Dr. Schaefer, Assistant Secretary of the Army for Manpower and Reserve Affairs (ASA(M&RA)), was noted as present, as the Secretary of the Army's representative.
- d. The USMA command and staff members, and members of the public in attendance were reminded to sign in, and the sign-in sheet would become a matter of record.

7. BOARD BUSINESS:

- a. With a quorum present, Congressman Womack presented as the first order of business the approval of the minutes from the March 2023 meeting. A motion to approve was made and seconded. The Board voted, with none opposed and the minutes were approved.
- b. Congressman Womack presented as the next order of business setting a date for the fall 2023 Board meeting. He noted that USMA recommended October 16, 2023, for the meeting. There were no objections by the Board and the recommended date for the fall meeting was approved.
- c. The last order of Board business was open discussion and Congressman Womack opened the floor. No topics for discussion were presented.
- **8. SUPERINTENDENT'S UPDATE:** LTG Gilland briefly discussed his expectations for the Corps and the USMA Team, highlighting the importance of standards and values.

He highlighted some of the major events that took place at USMA since the last meeting, to include the Sandhurst Military Skills Competition, Projects Day, and graduation.

He provided a summary of his latest annual guidance and the five priorities of effort the Academy is focusing on in the upcoming academic year: Develop Leaders of Character; Professional Organizational Climate; Build a Diverse and Talented Team of Cadets,

Staff and Faculty; Modernization, Integration, Sustainment, and Protection; and Strengthen Partnerships.

COL Brian Novoselich, Director of Strategic Plans and Assessment (G5) discussed various topics and issues shared by the other military service academies that USMA is addressing with the Army, to include the Paperwork Reduction Act, service opportunities for graduates who do not commission, professional sports, and reexamination opportunities for Cadets with multiple course failures.

Congressman Davidson asked about the possibility of having medically disqualified graduates serve as Department of the Army civilians. Colonel Novoselich noted the idea behind the initiative is to create a required service pathway for service academy graduates who do not commission.

Dr. Jerry Kobylski, Director of Institutional Effectiveness, provided an update on USMA's annual assessment and how those efforts are informing the Academy's way forward, particularly in reviewing and updating the mission statement.

Congressman Ryan commended USMA for proposed emphasis on lifetime of service in the mission statement, noting how important that call to service is in today's environment.

BG Shane Reeves, Dean of the Academic Board, provided an update on the academic program, highlighting USMA's academic theme of "Innovation, Technology, and the Future of National Defense." He discussed how USMA, and specifically, the academic program, is addressing innovation and preparing graduates to lead innovation in the Army. He also briefly addressed artificial intelligence and ChatGPT, academic integrity, and partnerships.

Mr. Aaron Close, Director of Public Works for the West Point Garrison, provided an update on the recovery and repair efforts following the July storm and flooding damage. Congressman Womack asked about the practical impacts of projects being delayed or deferred because of possible appropriations challenges. Mr. Close stated that lack of funding would impact repairs to Soldier barracks and accessibility across post. He added that delayed funding for projects could escalate costs for those projects. Congressman Davidson asked about on-post family housing and if there was anything Congress should focus on in terms of funding for facility care and maintenance, as well as any other storm-related issues. LTG Gilland noted that West Point was able to house Soldiers displaced from barracks damage into family housing, citing the limited housing availability in the region and the high cost of living.

Senator Moran asked if USMA's faculty salaries were comparable to other universities nationwide. BG Reeves stated that overall, salaries were competitive, and in some disciplines, better.

COL Briana Perata, Commander of Keller Army Community Hospital, provided a brief overview of the hospital's mission and capabilities, and some of the challenges the hospital faces that impact those capabilities She noted that Keller is an aging facility and that a planned modernization effort in 2019 was delayed due to escalating costs. She highlighted the importance of Keller in a region with limited medical infrastructure and emphasized the need for facility modernization. She and LTG Gilland also highlighted two sports medicine and physical therapy fellowships within the Army and Department of Defense that Keller leads. LTG (Ret) West asked about collateral impacts to not having robust health care capabilities at West Point, particularly in relation to NCAA requirements.

9. CLOSING COMMENTS. Following the Superintendent's update, Dr. Schaefer provided a brief update on the state and current challenges in Army-wide recruiting. In addition to the challenges Dr. Schaefer cited, LTG Gilland noted a decrease in the number of fully qualified applicants at USMA, which results in a smaller pool from which to build incoming classes.

Senator Moran asked about the impacts of Name-Image-Likeness opportunities within collegiate athletics which can impact recruiting. He also asked whether USMA modifies its curriculum to address current challenges.

10. <u>ADJOURNMENT</u>. Congressman Womack asked for a motion to adjourn. A motion was made and seconded. With no objections, the July 2023 meeting of the USMA Board of Visitors was adjourned at 11:01a.m.

Certified by:

20 November 2023

STEVE WOMACK US Representative

Chair, USMA Board of Visitors

ÁNTHONY J. ESPINAL
Designated Federal Officer,
USMA Board of Visitors

Readra K. Choolan

Appendix A: Attendance

Congressional Members:

Senator Joni Ernst Senator Jerry Moran Representative Steve Womack – Chair Representative Warren Davidson Representative Patrick Ryan

Presidential Appointees:

LTG(R) Nadja West – Vice Chair LTC(R) Roderick Alvendia Dr. Leslie Fenwick Susan Irons

The following members were absent:

Senator Tammy Duckworth Senator Joe Manchin Honorable Charles T. Hagel Juan Sabater

Based on the BOV attendance, a quorum was present.

Other attendees:

Dr. Agnes Schaefer – ASA(M&RA)
Ms. Julie Blanks – ED to ASA(M&RA)
COL Kandace Daffin – XO to ASA(M&RA)
LTC Kurt Cyr – MA to ASA(M&RA)
MAJ Jonathan Broderick – OCLL
MAJ Dan Neff – OCLL
CPT Thomas Dickson - OCLL

USMA Command and Staff Members in Attendance:

LTG Steve Gilland – Superintendent
BG Lori Robinson – Commandant of Cadets
BG Shane Reeves – Dean of the Academic Board
CSM Phil Barretto – CSM-USMA
CSM Robert Craven – CSM-USCC
COL Khanh Diep – Chief of Staff
COL Tiffany Chapman – SJA
Mr. Aaron Close – US Army Garrison-West Point

COL Richard Gash - Associate Dean of Resources

Dr. Jeffery Peterson - Sr. Advisor to CIAG

Mr. Michael Buddie – Athletic Director

COL Brianna Perata – Commander, KACH

COL Gregory Boylan – G5-R/Strategic Resources

COL Brian Novoselich - G5/Plans, Policy

Dr. Gerald Kobylski - Deputy G5

LTC Bryan Jones - G5-E/Strategic Effects

LTC Connie Lane - SGS

Dr. Corrine Wilsey - Acting SHARP Program Manager

LTC Lee Rance - Director of Admissions

COL Laura Dawson – Medical Advisor to the Superintendent

Mr. Thomas Oakley – Director of Academy Advancement

LTC Ashley Ritchey - Superintendent's XO

MAJ Andrew Rodriguez – Superintendent's Aide de Camp

MAJ Adam Barsuhn - Dean's XO

LTC Eric Mutchie – KACH

Mr. Pete McGaughran - KACH

MAJ Nate Kiser – KACH

SSG Miguel Lopez – Commo NCO

Anthony Espinal – DFO

Jeffrey Reynolds - ADFO

Charles Thompson – PAO/VI

Legislative Assistants:

Mr. Beau Walker – CoS to Rep Womack

Ms. Jessica Powell – D-CoS to Rep Womack

Mr. Michael MacKay – SEN Ernst

Mr. Dan Torres - CoS to Rep Ryan

Ms. Margaret Taylor – D-CoS to Rep Ryan

Ms. Addy Allegretti - Rep Davidson

Members of the Public:

Mrs. Betsy Gilland

Mr. Jeffrey Douglas

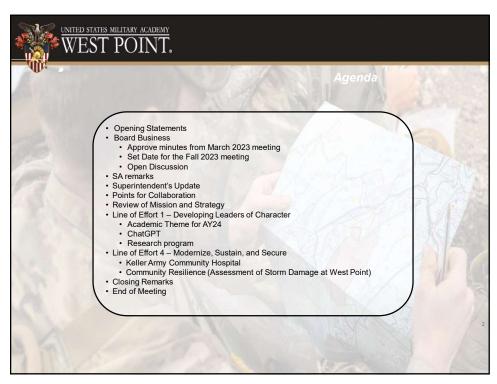
Ms. Margaret Rubin

Mr. Les Szabolcsi

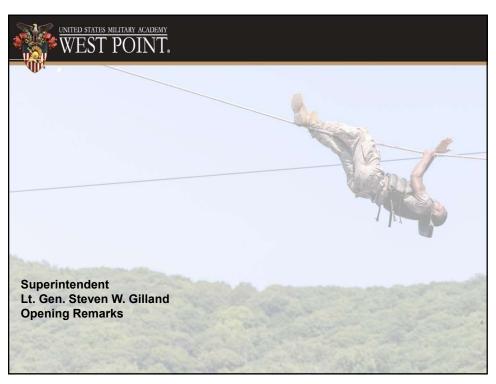
Members of the Press:

Mr. Ken Kraetzer

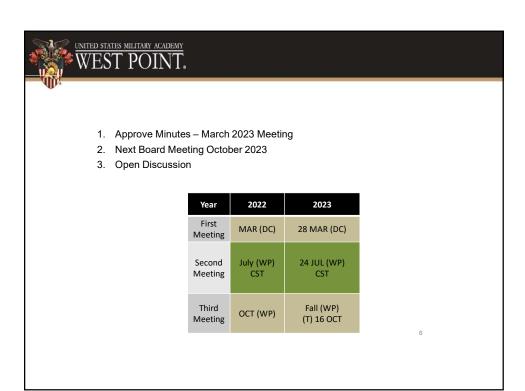


















Develop Leaders of Character Highest priority; mission essential task and woven into all aspects of Cadet development

- Sequentially integrated expectations for character growth; different phases from the Letter of Acceptance to Commissioning
 - a. Core curriculum in character education during plebe year
 - b. Character thread of courses in Core Curriculum
- Cadet Honor Code and Honor System
- Integration and resourcing of primary prevention
- Common understanding and support of in critical character development roles

Professional Organization Climate

- 1. Dignity and respect, safe and secure, and valued part of the team.
- Implementation of West Point's Integrated Primary Prevention Plan

A diverse and talented team of Cadets, Staff, and Faculty

Innovative methods to find and attract those exceptional and diverse students, faculty, and staff

Modernization, Integration, Sustainment, and Protection

- 1. USMA 2035 Modernization, IT Transformation, and Force Protection
 2. Capitalizing on ABUP

Strengthened Partnerships

An intellectual resource for the Army and the Nation; critical part of our developmental model (Cadets, faculty, and staff).

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• 1980 Paperwork Reduction Act

· unintended social science research consequences

• Opportunities to Serve

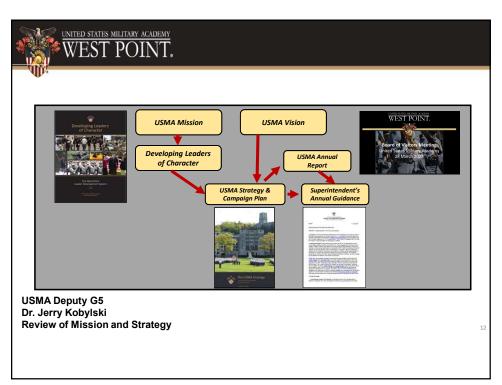
- medically disqualified graduates of MSAs
- service in conjunction with professional sports

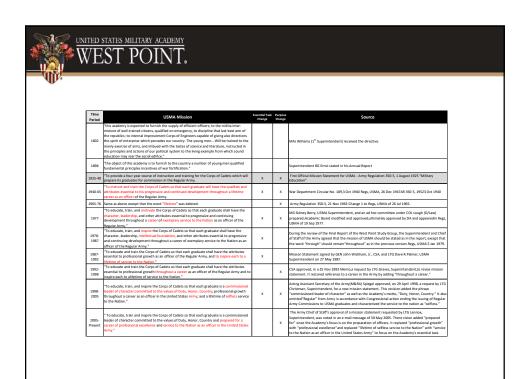
• Multiple consecutive course failures

10 USC 7451: ...Any cadet who fails to pass a required examination because he is deficient in any one subject of instruction is entitled to a reexamination of equal scope and difficulty in that subject, if he applies in writing to the Academic Board within 10 days after he is officially notified of his failure. The reexamination shall be held within 60 days after the date of his application. If the cadet passes the reexamination and is otherwise qualified, he shall be readmitted to the Academy. If he fails, he may not have another examination.

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Review began in June 2022:

Current Mission

To educate, train, and inspire the Corps of Cadets so that each graduate is a commissioned leader of character committed to the values of Duty, Honor, Country and prepared for a career of professional excellence and service to the Nation as an officer in the United States Army. (48 words)

Example considerations:

- To build, educate, train, and inspire the Corps of Cadets to be commissioned leaders of character committed to the Army Values and prepared for a career of professional excellence and service to the Nation.
- Develop and inspire commissioned leaders of character ready for a lifetime of service to the Army and Nation. (18 words)



USMA Strategy 2020

LOE 1: Develop Leaders of Character

LOE 2: Cultivate a Culture of Character Growth

LOE 3: Build Diverse and Effective Winning Teams

LOE 4: Modernize, Sustain and Secure

LOE 5: Strengthen Partnerships

LOE "Current" Draft

LOE 1: Develop Leaders of Character who live honorably, lead honorably, and demonstrate excellence

LOE 2: Promote a Professional Organization Climate

LOE 3: Build and **retain** a diverse and **talented** team

LOE 4: Modernize, **Integrate**, Sustain, and Secure

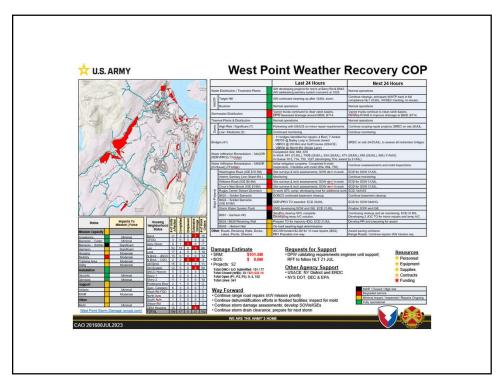
LOE 5: Strengthen Partnerships

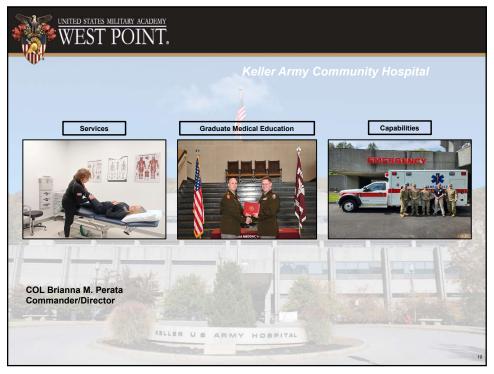
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Ghostlaw, Deadra CIV

From: Les Szabolcsi <lszabolcsi@msibg.com>

Sent: Friday, July 21, 2023 11:51 AM

To: Espinal, Anthony J CIV

Cc: Reynolds, Jeffery; Board of Visitors

Subject: RE: July 24 BOV Meeting

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QUESTIONS TO USMA & BOV:

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- Do civilian professors have a security clearance? At what level?
- All U.S. officers, cadets and soldiers at West Point are required to take an oath to "support and defend the Constitution of the United States" are civilian professors required to do the same?

How does an interested citizen learn the identity of invited speakers at the academy (excluding uniformed military speakers)? Is there a "speakers bureau" or does each academic department have the responsibility/authority to arrange for speakers?

In the past, significant effort was made by USMA to survey cadets several times a year on a multitude of subjects – does this practice continue today? Who gets to see the survey results? Is the BOV briefed on these surveys? Are the survey results available to the general public?

West Point is held in high esteem by the American public and millions come to visit every year. On any given day, on any given occasion, why is there not a uniform appearance of the Corp of Cadets? Is there not a recognition that the taxpayers "get their money's worth" by these fleeting views of individual cadets and a formation of cadets? Does a cadet laundry facility still exist which can dry-clean cadet uniforms (other than BDU's)?

The fully funded West Point education described on the Admissions website includes "room and board" for each cadet. On that subject...

- What is the per diem dollar amount budgeted per cadet for meals? What was it 10, 20, 30, 40 years ago?
- How many meals per week is a cadet required to eat in the mess hall?
- Who owns Grant Hall? What is the annual revenue of Grant Hall? What is the specific destination of Grant Hall revenues?
- Have there been studies of how much money cadets pay for food off post? (including deliveries from off-post to the barracks? If yes, what is that amount?)
- Are the kitchens in the Washington Hall merely a "Potemkin Village" or does food preparation actually take place there?

At one time, the socio-economic status of cadets' parents was surveyed and noted during the admissions process – is that still the case? Has there been a discernable trend in the past decades?

Is there any information available about the extent to which parents subsidize cadet expenditures.?

There are now one or more on-post, co-ed (with dates) cadet social events where informal civilian (suit and tie and comparable female) attire is required. What is the rationale for creating these events and has there been any considerations that not all cadets can afford such civilian attire?

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