Fish Camp Report

April 2022
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INTRODUCTION

This report was requested by the Texas A&M University Student Senate through a bill titled the “Fish Camp Autonomy Bill” on March 9th during a 74th session meeting. This report contains findings based on interviews with different student leaders, advisors, and stakeholders. Some of these contributors agreed to go on the record, while others decided not to. Throughout this report, the registered student organization, Fish Camp, will be referred to as Fish Camp (RSO). The campus program for minors that Fish Camp (RSO) hosts at Palestine, Texas will be referred to as Fish Camp (CPM).

This report seeks to collect findings on the following:

- Is Fish Camp (CPM) administered and operated by Fish Camp (RSO) or as a University Program of the Department of Student Activities? student organization or a university program?
- Is there any documentation relating to changes to the status of Fish Camp (CPM) or Fish Camp (RSO) in the past two years?
- What is the timeline of events for changes regarding the status of Fish Camp (CPM) or Fish Camp (RSO)?
- How is Fish Camp different in 2022 than it looked in 2019, the last “normal” year of Fish Camp?
- Can the university make a student organization's program a university program? If so, is there any document that provides authorization for this?
CHARGE OF THE REPORT

As stated in S.B. 74-08: Fish Camp Autonomy Bill ("A bill to express Student Senate's support of Fish Camp autonomy and tasking the Executive Branch to collect documentation of Fish Camp's transition from a student organization to a university program."), passed in March 2022:

Therefore Let it be Enacted(1):

The Texas A&M Student Senate authorizes the Student Body President, and subsequently the Executive Cabinet, with the responsibility of compiling a report regarding Texas A&M Fish Camp’s status as a recognized student organization or a university program, and a timeline and details of any changes to their status. The Student Body President may involve individuals outside of the Executive Cabinet that they chose in order to write and complete the report. The report is to be delivered to the Texas A&M Student Senate no later than April 10th, 2022 at 11:59 PM (CST). The report is to be presented to the Student Senate at the general assembly meeting on April 13th, 2022 at 7 pm. If the SBP feels more time is necessary to complete the report, the SBP can take more time as needed.) The report shall include an executive summary of the events leading to the transition of Fish Camp to become a program. Furthermore, if found that Fish Camp has been unduly influenced to become a university program, the report shall include recommendations on actions to prevent further administrative overreach and, if possible, reversal of the current status of Fish Camp. The report shall be a reflection of interviews, documentation, and, if necessary, Freedom of Information Act (FOIA) requests from relevant stakeholders including current and past Fish Camp Head Directors, staff and administrators within the Office of the Vice President of Student Affairs, and other stakeholders pertaining to this issue; and,

Therefore, the Fish Camp Report has been produced by multiple authors as follows.
BACKGROUND INFORMATION

Fish Camp History

Fish Camp (CPM) began in 1954, and has been hosted at Lakeview Methodist Conference Center in Palestine, Texas since 1957 by Fish Camp (RSO). Fish Camp welcomes over 6,000 freshman into the Aggie family during the summer of their incoming year.

Until April 2022, Fish Camp's structure had been described as "a student organization housed in the Department of Student Activities at Texas A&M University". Since Spring 2022, university officials have referred to Fish Camp as "a university extended orientation program supported by the student organization, Fish Camp."

Campus Program for Minors

- Fish Camp (CPM) is a campus program for minors which is governed under University Rule 24.01.06.M11.
- University Rule 24.01.06.M1 was approved on August 10, 2017 and revised on September 1, 2020.
- A CPM is a camp, program, and/or event with a participant group made up, in whole or in part, of individuals under the age of 18 being hosted, sponsored, and/or operated by a university department, college, administrative unit, professional school, branch campus, recognized student organization, and/or third party where care, custody, and/or control of the minor(s) is the university's and/or third party's responsibility. (24.01.06.M1 Definitions)
- All CPM held on Texas A&M University property or utilizing the University's name or resources in any way must operate under the administrative purview of a University department… or University recognized student organizations. (24.01.06.M1.1.1)
- A copy of the participant roster and CPM Staff roster, including names and contact information, must be maintained by the Program Sponsor. (24.01.06.M1.1.3)
- All CPM applications must be reviewed at all levels and approved by the respective Sponsoring Dean before program activities occur. (24.01.06.M1.2.1)
- CPM Sponsors are responsible for ensuring that all CPM Staff complete all required and necessary training prior to having contact with CPM Participants. (24.01.06.M1.1.4.1)

1 https://rules-saps.tamu.edu/PDFs/24.01.06.M1.pdf
INDIVIDUALS MENTIONED IN THIS REPORT

- Vice President of Division for Students Affairs (then), Dr. Daniel J. Pugh, Sr.
- Vice President of Division for Student Affairs, General Joe Ramirez
- Associate VP for Student Affairs, Dr. Vicki Dobiyanski
- Director for the Department of Student Activities (then), Christine Gravelle
- Interim Director for the Department of Student Activities (now), Josh Brown
- Director of Marketing for DSA, Sondra White
- Assistant to the VPSA, Cindy Smith
- Associate Director for the Department of Student Activities (then), Josh Brown
- Assistant Director for Extended Orientation, Andrew Carruth
- Student Development Specialist III for Fish Camp, Carly Rice & (then) Bradley Burrough
- Head Director of Fish Camp (then), Eric Munoz
- Head Director of Fish Camp (now), Mikayla Slaydon
TIMELINE OF NOTABLE EVENTS

1. September & October 2021
   a. The Office of the VPSA instructed changes for the Fish Camp mission statement, values, and leadership selection processes to Fish Camp leadership and advisors.

2. 10/19/2021
   a. The MGT Comprehensive Review Final Report on Texas A&M University is released, mentioning only Fish Camp and the Battalion by name.

3. 02/17/2022
   a. The Battalion released an article, "Taking Say Away from Students'", covering changes to Fish Camp that were made without the input or consent of student leadership.

4. 03/06/2022
   a. The Battalion released the article, "The Rudder Association: A deep dive into the conservative former student group with plans to ‘put the Aggie back in Aggieland,’” covering documents from the Rudder Association pertaining to Fish Camp.

5. 03/09/2022
   a. The Student Senate passed S.B. 74-08: Fish Camp Autonomy Bill

6. April 2022
   a. The Fish Camp website² is changed from "Fish Camp is a student organization" to reflect now that “Fish Camp is a university extended orientation program supported by the student organization, Fish Camp.”:

[Image of fish camp structure]

²https://fishcamp.tamu.edu/what-is-fish-camp/
RIGHTS OF STUDENT ORGANIZATIONS

It is critical to understand if and how university officials have changed the status of Fish Camp (CPM) from Fish Camp (RSO)'s program to a university program. This change of status needs to be further understood, due to the rights of student organizations at public universities granted by the first amendment of the Constitution. A few of these rights include:

1. According to the court case Young Americans for Freedom v. Gorton, university officials cannot require disclosure of a membership list of a registered student organization, as it is an unconstitutional intrusion of its members' associational freedom and right to privacy.¹

2. Under the First Amendment of the United States Constitution, registered student organizations operate as independent entities, existing separately from Texas A&M University. Registered student organizations have the ability to operate and make independent decisions regarding their operations, communication, mission, and values.

ARTICLES FROM THE BATTALION

Information regarding changes to Fish Camp were initially published by the Battalion in two articles. A summary of these articles can be found below:

"Taking Say Away from Students"4

- Fish Camp now requires approval from the Office of the Vice President of Student Affairs for the selection processes of their staff.
- The selection of Fish Camp Assistant Directors would typically occur by the middle of October, but selection was delayed to the middle of November.
- The selection of Fish Camp Chairs would typically occur by the end of November but was delayed to the beginning of February.
- In the middle of October, Fish Camp Head Director Mikayla Slaydon was informed of changes to the mission statement and the values of Fish Camp that "had already been decided before [she] had assumed the position". She is unsure of when the initial conversations for these changes started that predated her assuming the position. The values were changed from "Development, Integrity, Compassion, Unity, Continuity, Outreach, and Diversity" to align with the university values of "Respect, Excellence, Leadership, Loyalty, Integrity, and Selfless Service." It is notable that "Diversity" was previously added as a value of Fish Camp in 2018.
- University Officials responded to the Battalion stating that "this program - which is under Student Activities and supported by a student organization - is a freshman's first tradition. The advisors for Fish Camp and this year's director of Fish Camp both were told about the change in September."
- Former Head Director Eric Muñoz said he was not a part of the decision to change Fish Camp's values, and it was revealed to him by the Fish Camp advisors that it was something on the table and the change wasn't an option.

"The Rudder Association: A deep dive into the conservative former student group with plans to 'put the Aggie Back in Aggieland'"5

- Keith Hazlewood, a member of Rudder Association (TRA), met with then-VPSA Daniel Pugh on Wednesday, March 10, 2021. Hazelwood wanted to give a Fish Camp Report

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4 https://www.thebatt.com/news/taking-say-away-from-students/article_b5e66028-8fb7-11ec-9f86-f74ea57fcef2.html

made by TRA on perceived problems, but Pugh suggested that it be given to the student leaders who run Fish Camp. At this time, students maintained complete control of executive decisions, leadership selections, and policy changes.

- Hazelwood has not been affiliated with TRA since July 2021.
- VPSA Ramirez presented matters regarding Fish Camp to the Board of Regents.
- The article includes several mentions of Fish Camp in documents of the Rudder Association.
MGT REPORT ON FISH CAMP

The MGT Report was a report covering a high-level, comprehensive review of major functional areas at Texas A&M University. MGT Consulting was hired by Texas A&M University System in June 2021 and findings from the report were released on October 19, 2021. Fish Camp, along with The Battalion and the Corps of Cadets, were the only student organizations mentioned by name in the report.

Under Student Affairs Finding #2, the MGT Reports states that:

"...institutions that help student organizations conceptualize themselves more as contributive as opposed to contingent organizations find that they have been able to strike a balance between creating parameters for student-led programming while still supporting student autonomy and governance. Contributive organizations retain some sovereignty but view themselves as members of a network of campus organizations that share a common ideology about the campus and community... This is a helpful framework that TAMU can redefine to support student-led programming that ultimately stays true to TAMU traditions and values."

Fish Camp is first mentioned under "Recommendation #2: Align student organization management practices to ensure transparency and accountability", stating that:

"The value of infusing HIPs into Student Affairs via first-year orientation programming and learning communities for incoming students is well-documented. Evaluating student orientation programming, including Fish Camp, to ensure an adequate balance of student involvement and institutional staff oversight is critical to future program success. Student orientation programming is just one HIP that can lead to positive outcomes for student engagement and persistence in higher education. TAMU Fish Camp holds much value for incoming freshmen in helping them develop an affiliation with the university, gain concrete knowledge about institutional practices and policies, and engage with other students. Such student engagement practices for incoming students prepares them to navigate cocurricular experiences and challenges throughout their college career. It is important to balance student autonomy with institutional oversight, such that TAMU's values and traditions remain central, when helping to shape programmatic elements. This balance will allow the students opportunities to learn and develop while also staying in bounds in terms of what aligns with the institution's aspirations and mission."
Fish Camp is additionally mentioned as an example of a threat in the Student Affairs Analysis, stating that:

"Perception that TAMU history and culture have negatively impacted student body diversity. TAMU has historically been conservative and slow to change regarding diversity issues. Fish Camp is an example of this—there is a lack of control over the content of the camp. The challenges of polarized politics have the potential to threaten core values."

While not specifically referring to Fish Camp, it is important to note that the Analysis further states:

"...weaknesses were identified in the content of orientation, accountability of student organizations, and clarity in organizational structure. Student organizations have wide latitude to make decisions and lack the necessary training for a true educational experience. The lack of organization and accountability within Student Affairs is perceived as a threat to the traditions of TAMU. Many opportunities were identified in the division of Student Affairs, but the greatest opportunity is to create a well-rounded student experience from orientation through graduation by increasing student responsibility, accountability, and ability. Specifically, within student organizations and student leadership activities, a desire for a cultural shift from allowing students a large amount of freedom to run and manage student organizations with limited boundaries and guidelines to creating an environment that prioritizes leadership education as the primary reason for student organizations at TAMU."

On December 14, 2021, President Banks announced in the "The Path Forward" that the University would be proceeding with "Recommendation #2: Align student organization management practices to ensure transparency and accountability", beginning with the formation of the Student Organization Management working group. Changes as a result of the final recommendations from the working group have not yet been made publicly available.

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6 https://pathforward.tamu.edu/working-groups/21-student-organization-management.html
FORMER STUDENT GROUPS FEEDBACK

Former student groups, Rudder Association (TRA) and Sul Ross Group (SRG), have expressed interest in Fish Camp as communicated in public documents. The SRG Board communicates news and updates to its members in the form of bulletin boards. The Rudder Association releases semestery updates, as well as newsletters that were written by Keith Hazelwood, a former member of the group. The following is a summary of references to Fish Camp and student organization management by TRA and SRG:

**The Rudder Association's First Newsletter**⁷, published July 9th, 2020

"[TRA] will establish committees for... the area we wish to pursue, including Fish Camp."

**The Rudder Association's Fourth Newsletter**⁸, published July 28th, 2020

"[TRA] will look into the possibility of taking over Fish Camp as it exists. It may require stealth to do it, and it may require 2 to 4 years. We will probably start another camp to run concurrently until the takeover is complete... [Fish Camp] seems to be leaning toward 'diversity' training, when it should be Aggie Unity training — Per Unitatem Vis (Through Unity Strength)."

**Sul Ross Group Bulletin Board Thirty-Eight**⁹, published July 12th, 2021

"[For student organizations], there needs to exist a balance in the chain of supervisory authority and responsibility [and] Mission Statements and their approval need work."

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⁸ https://bloximages.newyork1.vip.townnews.com/thebatt.com/content/tncms/assets/v3/editorial/0/bd/0bd8c37c-9db9-11ec-8359-276fd6691019/62256507784fd.image.png?resize=1035%2C609

Sul Ross Group Bulletin Board Forty-One\(^{10}\), published August 25th, 2021

"[The SRG Board] requested and received an invitation to visit Fish Camp... to be able to be of service to the VPSA BG Ramirez and his team... The students shoulder [the] responsibility [to execute Fish Camp] as delegated by the VPSA through the Director of Student Activities... This student leadership contribution and experience is important to perpetuate. We, the SRG Board, recognize this and support it. [After visiting Fish Camp], BG Ramirez invited [the SRG Board] to meet and share observations and suggestions which may improve Fish Camp curriculum and effectiveness of its execution... Additionally, General Ramirez [would] soon briefed the program to the members of the TAMUS Board of Regents"

Rudder Association's Fall 2021 Update\(^{11}\), published October 26th, 2021

"...reform was needed from the Office of the President to the small groups at Fish Camp and at every level in between." Further, "working groups from TRA and the Sul Ross Group identified serious deficiencies in the Fish Camp agenda and leadership selection processes and reported these to General Ramirez. New processes for selecting student leaders and a renewed focus on Aggie traditions and history will now be implemented... other student organizations are being reviewed to ensure that leadership and membership is representative of the entire student body."

Sul Ross Group (SRG) Bulletin Forty-Six\(^{12}\), published November 10th, 2021,

The suggestions provided to the VPSA regarding Fish Camp included having a balanced requirement… when it comes to standards expected, overarching curricula, and lesson plans designed to achieve certain learning outcomes, the students get an important ‘say’ but the VPSA and staff shoulder the responsibility to decide, direct and ensure a balanced result."

**FINDINGS:** In July 2020, the Rudder Association had expressed a desire to take over Fish Camp, acknowledging that it may take stealth between two to four years. In October 2021, TRA shared that after reporting serious deficiencies of Fish Camp, new processes for selecting student leaders and a renewed focus on Aggie traditions and history will now be implemented.

\(^{10}\) https://www.therudderassociation.org/_files/ugd/ba6134_5a9f6ce163db462da5cb107941d20671.pdf
\(^{11}\) https://www.therudderassociation.org/_files/ugd/ba6134_a1037a2c656dd4d0898807725c7c12c9.pdf
\(^{12}\) https://www.therudderassociation.org/_files/ugd/ba6134_34f0f544e27e4a33a2db6e03f219c01e.pdf
Similarly, the Sul Ross Group expressed concerns regarding organizations needing work on their mission statements in July 2021. Furthermore, SRG expressed a desire for a more balanced oversight of student organizations, where students get an important 'say' but the VPSA and staff shoulder the responsibility to decide, direct, and ensure a balanced result at Fish Camp.
FISH CAMP EMAIL COMMUNICATIONS

***An anonymous source emailed the Student Government Association documentation of email communications regarding Fish Camp received through an Open Records Request submitted to Texas A&M. A timeline and summary of these emails can be found below.***

1. 08/23/2021
   a. Carruth emailed Burroughs and Rice with the Director selection process according to the Fish Camp (RSO) constitution. Carruth asks the two Fish Camp advisors to work with him to draft a Director selection process to email to Ramirez.

   **NOTE:** The Fish Camp (RSO) constitution states that changes to the Fish Camp constitution are made by the Fish Camp (RSO) director staff, and does not mention changes can be made by university staff.

2. 08/23/2021
   a. White emailed Smith with the presentation slides to use for Ramirez when presenting to the Board of Regents. This email was then forwarded to Ramirez.
   b. The Slides presented by Ramirez stated:
      i. Current Fish Camp Mission Statement: Fish Camp strives to welcome freshmen into the Aggie family by sharing the traditions and values of Texas A&M University and creating a universally accepting support system that allows them to build relationships and embody the Aggie Spirit.
      ii. New Fish Camp Mission Statement: Fish Camp strives to welcome freshmen into the Aggie Family by sharing the traditions and values of Texas A&M University and building long-term relationships that embody the Aggie spirit.
      iii. Current Fish Camp Values:
          1. Diversity, Development, Integrity, Company, Compassion, Unity, Continuity, Outreach
      iv. New Fish Camp Values:
          1. Respect, Excellence, Leadership, Loyalty, Integrity, Selfless Services

   **NOTE:** The new Fish Camp mission statement removes "creating a university accepting support system" from the previous mission statement.

3. 09/07/2021
Dobiyanski emailed Ramirez regarding the current process for the selection of the Head Director and Assistant Directors of Fish Camp and proposed changes she wanted to make with his approval:

i. "I have reviewed and would like to make the follow changes with your approval:

   1. Fish Camp Director position advertised to all former counselors and co-chairs (I do think there is value in having a Head Director who has served in Fish Camp in the past).

   2. Fish Camp Director application reviewed by and interviewed by outgoing Head Director, Fish Camp Advisors, and Director of Student Activities with a recommendation to the Vice President for Student Affairs (or AVP if you prefer) who would approve the appointment.

   3. The Assistant Directors applications would be reviewed by and interviewed by new Head Director, Fish Camp Advisors, and Director of Student Activities with a recommendation to the Vice President for Student Affairs (or AVP if you prefer) who would approve the appointment. An emphasis would be placed on reviewing other involvement to try to have leaders from different areas of campus.

   ii. The next phase will be reviewing the Co-Chair selection process."

   **NOTE: Dobiyanski’s recommended changes to the Fish Camp Director selection process included a new approval necessary by the VPSA, which did not align with the processes of the Fish Camp (RSO) constitution.**

4. 09/11/2021
   a. Munoz emailed Gravelle with his selection for Fish Camp Head Director, Gravelle passed this along to Dobiyanski.

   **NOTE: This is the first time in Fish Camp history that the selection of the Fish Camp Head Director is sent for approval from the Office of the VPSA.**

5. 09/17/2021
   a. Dobiyanski emailed Gravelle, Brown, and Carruth that the selection of the Fish Camp Head Director is approved, which is forwarded to Burroughs and Rice.

   **NOTE: Approval of the Fish Camp Head Director from the Office of the VPSA took about one week to receive.**

6. 09/27/2021
   a. Slaydon emailed Rice, Burroughs, Dobiyanski, and Brown for an update on the timeline for future procedures for Assistant Director recruitment.
NOTE: This is the first time in Fish Camp history that the procedures for Assistant Director Recruitment involves the Office of the VPSA.

7. 09/28/2021
   a. Burroughs emailed Slaydon that there are some new opportunities for Fish Camp being discussed and would meet with her on 09/30/2021 to discuss them.

8. 09/29/2021
   a. Brown emailed Dobiyanski regarding updates on the Assistant Director selection process, along with five expectations from the VPSA on Fish Camp that were discussed during a meeting on August 23, 2021, stating "On Monday, August 23, a meeting was held with the Interim Vice President for Student Affairs to discuss the expectations for Fish Camp. In that conversation, there were Five Expectations presented that are included below, along with updates:
      i. Mission – rework
         1. awaiting language from the Office of the Vice President for Student Affairs
      ii. Values – align with the University
         1. Awaiting the selection process in order to update their Constitution, which states a ¾ vote of the Director Staff is needed."

NOTE: Only of the five expectations of the VPSA for Fish Camp are included in the documentation.

9. 10/06/2021
   a. Brown emailed Dobiyanski with interview question feedback from Extended Orientation for approval by the Office of the VPSA.

10. 10/07/2021
    a. Dobiyanski emailed Brown, approving the feedback, and telling Brown that the Fish Camp training and retreats will be led by staff. Carruth passes along the approval to EO staff.
    b. Rice emailed Carruth letting him know the changes have been made.

NOTE: This is the first time that Fish Camp training and retreats are to be led by university staff.

FINDINGS
- The Fish Camp constitution does not require approval of the VPSA in the processes and selections of Fish Camp leadership. However, this was an additional requirement instructed by the Office of the VPSA.
- The Fish Camp constitution states the mission and values of Fish Camp, as well as the selection processes for Fish Camp staff. It further requires ¾ of the Fish Camp Director
Staff to amend. However, changes to Fish Camp were made by university officials without following Fish Camp's constitutional amendment processes, and it is implied that these amendments are to be expected of Fish Camp upon having a completed Fish Camp Director Staff.

- VPSA Ramirez communicated five expectations of Fish Camp to Fish Camp's advisors. Two of these expectations include reworking the mission statement and aligning the values with the University. The remaining three expectations were not presented in the documentation. It is unclear whether these expectations are considered requirements and whether there are consequences for advisors or student leaders if they chose to not follow these expectations.

- The new Fish Camp mission statement instructed by the Office of the VPSA removes "creating a university accepting support system" from the previous mission statement.
INTERVIEWS

Several students, advisors, and administrators were interviewed for this report. Not every person agreed to go on the record; as such, the authors did not include anything from these sources in the below section. Anything used off the record was compiled as anonymous background information placed in various other locations in the report. Below are the questions that each interviewee was asked followed by a brief summary of their responses:

Fish Camp Head Director 2022: Mikayla Slaydon

1. Did your leadership selection process require approval from university officials? If yes, from who specifically?
2. What has changed about your leadership selection processes in the year 2021-22 that differs from other years? What has remained the same?
3. Once selected by yourself, did the appointed assistant director leadership positions require approval from university officials? If yes, from who specifically?
4. Was there ever a rationale given for why any of the aforementioned items needed to be approved by university officials?
5. What was changed about the Fish Camp mission statement and values?
6. When were your mission statement and values changed? Who changed them? Did you as the Chief Student Leader have a say in this?
7. Who selects and approves the namesakes for Fish Camp?
8. Who determines the curriculum for Fish Camp and who has final say? Who gives approval for the curriculum?
9. Have there been any other changes (outside of the ones previously mentioned) made to Fish Camp since June 1, 2021?
10. How were any of the aforementioned changes to Fish Camp communicated with you?
11. Can any documentation of communications be provided for this report?
12. Did you ever feel unwarranted influence and/or pressure from university officials to make changes to Fish Camp?

SUMMARY: The leadership selection process now requires approval from university officials, specifically Vicki Dobiyanski and General Ramirez from the Office of the Vice President of Student Affairs (OVPSA). Recent changes include the required approval from the OVPSA with Fish Camp application and interview questions, but also in regards to the selection of student members. Although the counselor selection process was also changed, what has remained the same is the way that assistant directors and chairs are selected. For the counselor selection process, the rationale given for 90% of the changes was to improve confidentiality; the Fish
Camp student staff heavily agreed with this. There was not a rationale given for the approval of application/interview/final person selections. All rationales were given strictly verbally and not over written records. The Fish Camp mission statement and values were also changed by the OVPSA. The mission and vision statement were either changed prior to Mikayla’s move into this role (September 20, 2021) or were changed after.

It is important to emphasize the following statement:

“To feel unwarranted influence/pressure from university officials to make changes to Fish Camp would have required me to be included in the conversations in the first place. As an expansion, I think that the lack of my choice in key changes outlined earlier in this interview is indicative of the ongoing necessity for a comprehensive review of how communication is facilitated between students and university officials.”

**Fish Camp Head Director 2021: Eric Muñoz**

1. Did your leadership selection process require approval from university officials? If yes, from who specifically?
2. Once selected by yourself, did the appointed assistant director leadership positions require approval from university officials? If yes, from who specifically?
3. Who selected and approved the namesakes for Fish Camp during your term?
4. What is the "Community of Respect" component of Fish Camp? What happened to it, and why was it changed?
5. Who determined the curriculum for Fish Camp and who had final say? Who gave approval for the curriculum?
6. Were there any changes made by university officials for the selection of the 2021-22 Fish Camp Head Director?
7. How were any changes to Fish Camp communicated and when? Can any documentation of these communications be provided for this report?
8. Did you or the 2021 Director Staff approve any changes to the mission statement, values, or leadership selection processes of Fish Camp?

**SUMMARY:** ***Eric has not yet sent his responses to the authors of this report, although he did receive the questions and consented to a written interview.***

**Current Fish Camp Advisors 2022, Andrew Carruth and Carly Rice**

1. Is Fish Camp considered a student organization or a university program? We have heard both and are seeking clarity on this issue as a result.
2. If Fish Camp is considered a university program, do you know how long this has been the case, who made this change, and under what authority?
3. How have recent changes in Fish Camp's internal procedures (values, mission statement, director selection process, etc.) been communicated to y'all and to student leaders?
4. Who had the final authority on the curriculum, leadership selections, mission and values, and constitution of Fish Camp in Summer 2019? Who has the final authority on these things for the upcoming summer of 2022?
5. Were any reasons provided as to why any of the aforementioned changes took place that you may be able to share?
6. Could any documentation of communications pertaining to the autonomy of Fish Camp be shared with us?
7. Do you think that any autonomy of Fish Camp been lost in the time spanning between Summer 2019 and Summer 2022?
8. In your opinion and based on your experiences advising students, what do you believe to be the most impactful part of serving as a student leader at TAMU?

SUMMARY: The advisors expressed that Fish Camp’s processes and policies had never been well documented. As such, it was difficult for them to explain why certain components of the camp operated in certain ways to the VPSA whenever he asked questions about Fish Camp’s operations throughout the course of the past year. Advisors have been more hands-on this year than they have in past years, as there has been a heavier emphasis on “shared responsibility”. Most, if not all, changes have been communicated in in-person settings. Overall, the advisors are there to help the student leaders be successful in navigating the responsibility that comes with handling a million-dollar budget.

Interim Director of Student Activities, Josh Brown
1. Is Fish Camp considered a student organization or a university program? We have heard both and are seeking clarity on this issue as a result.
2. If Fish Camp is considered a university program, do you know how long this has been the case, who made this change, and under what authority?
3. How have recent changes in Fish Camp's internal procedures (values, mission statement, director selection process, etc.) been communicated to yourself, to advisors, and to student leaders?
4. Who had the final authority on the curriculum, leadership selections, mission and values, and constitution of Fish Camp in Summer 2019? Who has the final authority on these things for the upcoming summer of 2022? If the final authority changed, how was this done, and who changed it?
5. Were any reasons provided as to why any of the aforementioned changes took place that you may be able to share?

6. Could any documentation of communications pertaining to the autonomy of Fish Camp be shared with us?

7. In your opinion and based on your experiences advising students, what do you believe to be the most impactful part of serving as a student leader at TAMU?

**SUMMARY:** This was a relatively brief conversation. Fish Camp is a university-run program that is facilitated by university officials for students, and it is also a student organization that has their own governing program. Josh Brown emphasized that all changes took place with the intent to provide a more inclusive experience and to increase participation by students in Fish Camp. The end goal is to ensure that every incoming freshman has the opportunity to attend if they choose to take it. **There is a strong collaborative energy present between student and advisor interactions.** Fish Camp develops students in their ability to lead peers, accomplish goals, and contribute to leaving the legacy of success that is a part of the Aggie Experience.
SUMMARY OF FINDINGS

- Fish Camp (CPM) is now defined as a university extended orientation program supported by the student organization, Fish Camp (RSO). Further clarification or documentation can not be found on how, when, and why this new definition has been implemented.
- Written documentation pertaining to Fish Camp changes in the form of emails, memorandums, and more, were seldom.
- The OVPSA has taken more of an interest in the operations and success of Fish Camp than it seems they might have in years’ past, redefining the Fish Camp mission statement, values, and leadership selection processes.
- The Head Directors of Fish Camp 2021 and Fish Camp 2022 expressed no input or prior knowledge of changes to Fish Camp's values, mission statement, and leadership selection processes. Fish Camp advisors and the interim Director of Student Activities expressed that there is a "strong collaborative energy" and "shared responsibility" between student leaders and university staff.
- Similar languages are used in TRA and SRG documentations, the MGT Report, and interviews with university officials.
QUESTIONS REMAINING

University Program Status
1. Since when has Fish Camp (CPM) been classified as a university program, under the administrative purview of the University Department of Student Activities? How and why was this change made?
2. How does the university enforce expectations of Fish Camp, such as changes to the mission statement, values, and leadership processes?
3. Mixed responses have been provided on whether Fish Camp has always been a university program or a student organization program. Can any documentation be provided to certify either claim?
4. What are the VPSA’s five expectations of Fish Camp?
5. What differentiates the leadership of Fish Camp (CPM) and Fish Camp (RSO) in regards to selection processes?
6. Can any program of a student organization be reclassified as a university program?

MGT Report
7. What individuals were involved in the feedback collection to draft Recommendation #2?
8. Does the MGT Report conclude that Fish Camp (CPM) was student-led or student-run?

Mission Statement & Values
1. Were the instructions from university officials to change mission statements and values for Fish Camp (CPM) and/or Fish Camp (RSO)?
2. What is the rationale by university officials to remove "creating a university accepting support system" from the previous mission statement of Fish Camp?
3. Can university officials expect or require changes to Fish Camp (RSO)'s mission statement, values, or leadership selection processes?

Responsibilities as a Campus Program for Minors
10. What were the approved revisions made to University Rule 24.01.06.M1 Campus Programs for Minors on September 1, 2020?
11. Is Fish Camp (CPM) hosted, sponsored, and/or operated by Fish Camp (RSO), and has Fish Camp (RSO)'s relationship with Fish Camp (CPM) changed in the past two years?
12. Is the care, custody, and/or control of minors at Fish Camp the responsibility of the university or the student organization, and has this seen any changes in the past two years?
13. Under the University Rule on CPMs, CPM Staff (Fish Camp Staff) are designated by the CPM Director (Fish Camp Head Director). Do university rules give Sponsoring Deans the authority to approve or deny Fish Camp (RSO) or Fish Camp (CPM) staff selections?
CONCLUSION

There are a variety of passionate individuals present in Student Government and many other organizations across campus. The authors of this report would highly encourage any interested parties to continue pursuing answers, to work on claiming written documentation, and to ensure that the voices of the most important stakeholders – the students – be included in decision-making spaces.