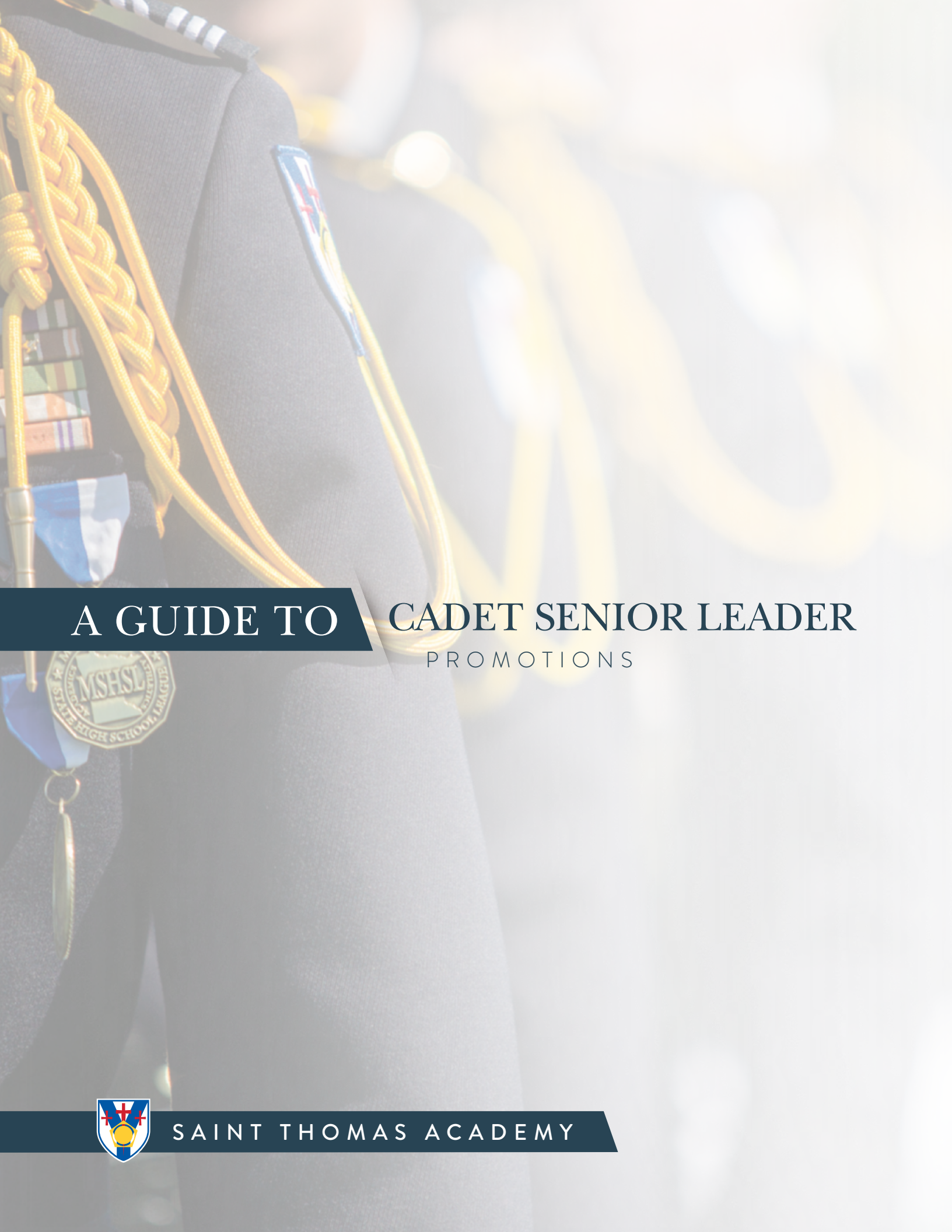




A GUIDE TO

CADET SENIOR LEADER
PROMOTIONS



SAINT THOMAS ACADEMY

A GUIDE TO CADET SENIOR LEADER PROMOTIONS

What follows is a short guide to Cadet Senior Leader Promotions, which culminate in November with the selection and announcement of the Cadet Colonel, the Brigade Command Sergeant (CSM), and nine other top leadership positions across the Corps of Cadets. This year, the Final Senior Leader Promotion Ceremony will take place Tuesday, November 25, 2025 at approximately 2:00 PM.

A BRIEF HISTORY AND OVERVIEW OF CADET PROMOTIONS

The selection of a Cadet Colonel to lead the Corps of Cadets dates back as far as 1906 with the selection of Joseph Bouska as the very first Cadet Colonel. Bouska served as Cadet Colonel from 1906-1908. Since then, the selection process and ceremony have undergone numerous enhancements closely replicating a military organization. Prior to 1939, the Cadet Colonel, senior officers of the corps, and the staff were all selected from previous graduates of the Academy who attended the College of St. Thomas as freshmen and sophomores. The last Cadet Colonel to be named from the College was Robert Barrett '36. The first Cadet Colonel appointed from the senior class in the Academy was William Moss '39.

Each year, on the last day of school preceding the Thanksgiving weekend, one senior is promoted to the rank of Cadet Colonel, the brigade commander, and is presented with the Fleming Saber, in honor of Captain Richard E. Fleming, Medal of Honor recipient for his heroic actions during the WWII Battle of Midway on June 5, 1942. In a more recently established tradition, one cadet is also named the Brigade Command Sergeant Major (CSM), and is presented with the storied Swagger Stick to symbolize his status as the highest ranking enlisted cadet.

- Faculty Representative - non-voting member
 - This is a member of the faculty who represents the staff/faculty vote
- Senior Class Representative - non-voting member
 - This is a member of the faculty who represents the results of the senior class vote
- Board Recorder



OVERVIEW OF THE CADET COLONEL AND SENIOR LEADERSHIP SELECTION PROCESS

How are the Cadet Colonel and Brigade Command Sergeant Major (CSM) selected?

The journey to Cadet Colonel or Brigade CSM begins during a cadet's freshman and sophomore years with consistent high performance in all of the primary domains of the cadet experience (academic, military, extra-curricular, comportment, merits, and service). During every cadet's **junior year**, he is required to submit his application to become one of the initial "senior leaders" to start his senior year (see below).

What is the LEAD Process, and how is it different from the standard promotion process?

While most seniors will end up taking on leadership positions to varying degrees in their final year at the Academy, some will eventually be promoted to Brigade leadership positions, the juniors who are selected through the **Leadership Evaluation, Application, and Designation (LEAD)** process will be slated to fill the highest-ranking and most visible positions across the Brigade at the start of their senior year. These positions consist of: eight members of the cadet staff, eight company commanders, and eight company first sergeants.

Are seniors who are not selected for brigade leadership positions through the LEAD Process still eligible for senior leadership promotions?

Seniors who are not selected to brigade leadership roles will still have opportunities to fill key leadership positions at the start of their senior year as well. These include: **Company Executive Officer (second in command to the Company Commander), Platoon Leader, Platoon Sergeant, or Squad Leader**. These determinations will be made after fall schedules are solidified and all cadets have been assigned to their respective companies. Company Commanders and First Sergeants will then have an opportunity to make recommendations to the Military Leadership team to determine which cadets fill which posts.



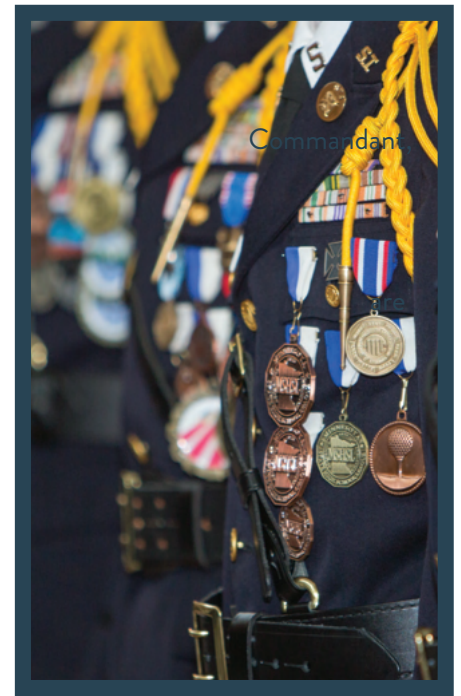
SENIOR LEADER APPLICATION PROCESS

What are the LEAD application process requirements and what is its timeline?

- In the second week of **December**, the Junior class is briefed on LEAD by the Brigade/Battalion and Company Leadership. This brief entails:
 - The purpose behind LEAD and the requirements for completion
 - The timeline for the process
 - The application process (including the interview) and how applications graded on a predetermined point scale.
- Application fields include:
 - Essays
 - Peer and teacher evaluations
 - Extra-curriculars
 - Academics
 - Accomplishments, awards, and recognitions
 - Volunteer and employment history
 - Leadership performance
- Applications are due **mid-January**
- Cadets are scheduled for a formal interview during the **January/February/March** timeframe.
 - Cadets wear Class A Uniform (with blouse coats, hats, and gloves) and are inspected upon arrival
 - Each interview board consists of members from Brigade and Battalion leadership
 - Interviews include a Military Leadership and/or staff/faculty member as an observer for oversight.
 - The results of the interview become a part of that cadet's application

How is the information gathered during the LEAD interview process used in the selection of initial Brigade leadership promotion finalists?

- Brigade and Battalion Leadership Scoring (student leadership):
 - Applications are scored blindly by Brigade and Battalion Leadership. Anonymity is maintained by having each junior cadet's application assigned a number, which is the only identifiable information that graders are exposed to.
 - At the completion of grading, each Battalion (Blue, Gold, White) develops their list of finalists based initially on the scores. Battalion and Brigade leadership then consider those who did not necessarily score well in the quantifiable aspects of the LEAD process, but who have still exhibited strong leadership traits. These names may also be submitted to the Military Leadership Department for consideration, if there is consensus among the cadet leadership.
- Military Department Review and Selection (Military Leadership Department - (staff)):
 - The Cadet Colonel and Brigade CSM then meet with the Military Leadership Department to review each of the proposed Battalion lists as a quality control measure.
 - The Military Leadership Dept takes the Brigade and Battalion recommendations into account and finalizes the list of 40-50 cadets who will move on to the next phase of evaluation, known as **Super Saturday**.



What is “Super Saturday?”

- Super Saturday (a date in April) is conducted when all nominated Senior Leader applicants return for a second round of evaluation. This is a process largely orchestrated by Brigade and Battalion leadership, each of whom is assigned to an individual aspect of the process, with oversight by Military Leadership Instructors. Each junior cadet who is invited to participate is given a timeslot during which he reports to the Military Leadership wing of the school. During this time, each cadet will rotate individually through: an interview with Brigade leadership; an essay and operations writing exercise; and a full Class A inspection.

What happens after “Super Saturday”?

- Brigade and Battalion Leadership final recommendations (student leadership):
 - Following Super Saturday, the Cadet Colonel, Deputy Commander, Chief of Staff, and Battalion Commanders and CSMs (students) evaluate each list of proposed future brigade and company leadership. They then make their recommendations to the Commandant of Cadets.
- Military Department review and placement (Military Leadership Department staff):
 - Upon receipt of the Brigade and Battalion leaders’ recommendations, the Commandant of Cadets, in consultation with his colleagues within the Military Leadership Department, evaluates the specific qualifications of the individual roles that Senior Leaders fill. Indeed, Brigade staff positions are billets in the Corps which require unique skill sets that may not have been considered during the LEAD Promotion Process.
 - Ultimately, those who are selected to fill these positions might not necessarily have acquired the highest scores during the LEAD process, but have exhibited strengths that make them uniquely qualified for a specific role. In other words, the selection of Senior Leaders goes beyond the quantifiable data collected during the LEAD process, and takes into account a cadet’s individual characteristics, and how he might best apply them. To that end, those selected as initial brigade leaders are not necessarily the “top leaders” in the brigade, nor those who scored the highest. They are simply determined to be the best fit for a given position.
- The Military Leadership Department then utilizes the recommendation list from the Senior Leadership to inform their process for finalizing the appointments of Senior Leaders. The Military Leadership Department spends a significant amount of time with this list prior to its final recommendation. They take into consideration the cadets’ scores, conduct in the classroom and in the community, timing of any behavioral infractions, demonstrated leadership or ability to do the specific job assigned, what is best for the Brigade overall, and any other special circumstances.

Administrative Oversight:

- A final recommendation for the Senior Leadership list is presented to the President and Vice President for final approval. There is no set number of cadets this might entail, but it will minimally be 24 students (16 company commanders and first sergeants, and 7 staff officers and one staff NCO).
- The President and Vice President’s role is to ensure that the processes were executed as firmly and fairly as possible before accepting the recommendations.
- The selected Senior Leaders for the following school year are announced following BFI in late April.
 - The newly selected Senior Leaders are assigned positions (Company commanders, 1SGs, staff officers/NCO) based on results from Super Saturday, cadet qualifications, and the position preferences indicated by each cadet during LEAD.

BRIGADE LEADER PROMOTIONS (NOVEMBER)

How are the Cadet Colonel, Brigade CSM, and other top brass selected from the initial senior leaders?

Technically, every member of the senior class is eligible for Brigade Leader promotions; however, those who are automatically considered are the initially-selected Senior Leaders (Company Commanders, 1SGs, Staff Officers/NCO). These positions include: Cadet Colonel, Brigade Command Sergeant Major, and the other nine positions atop the Brigade chain of command. The selection board for these positions typically convenes in the first week of November.

- The following is a list of board-reviewed items:
 - Advanced Military Leadership peer assessment score
 - Senior Class peer voting score
 - Faculty voting score
 - Overall score
 - GPA
 - ACT
 - Extracurriculars
 - Volunteer Service
 - Awards and recognitions
 - Advanced Military Leadership Assessment
- Cadet Senior Leader Final Promotion Board members include nine members: 5 voting and 4 non-voting. The President of the school is a non-voting member who presides over the meeting and facilitates discussion:
 - President- non-voting member (Chair of the board)
 - Commandant - voting member
 - Senior Enlisted Military Leadership Instructor - voting member
 - Vice President - voting member
 - Dean of Students - voting member
 - Athletic Director – voting member
 - Faculty Representative - non-voting member
 - Senior Class Representative - non-voting member
 - This is a member of the faculty who represents the results of the senior class vote
 - School Chaplain - non-voting member



SENIOR PROMOTION BOARD

How does the senior promotion selection board function?

- Before the Board Convenes
 - The President of the School is the presider of the Senior Promotions Board.
 - All board-reviewed information is sent to the President 1 week prior to the Board meeting.
 - The President then securely distributes the information to the Senior Promotion Board members no less than three days prior to the selection meeting.
 - Voting members will be provided job descriptions for all roles voted on and characteristics of the ideal candidate per role.
- During the Board's Deliberation
 - The President will review the purpose and process of the deliberation.
 - Military Leadership will go through each role, its job description, and the ideal candidate per position, and then will have an opportunity to discuss further pertinent information.
 - A summary of the polling results will be reviewed and discussed.
 - After the deliberation per position is complete, the President will call for a silent vote to be rendered electronically until each position is filled.
- After the Deliberation
 - The President will receive the notes for review.
 - Each voting and non-voting member will have the ability to review the notes for authenticity and must sign off to certify the results.
- The President will draft and submit to the Chair of the Board of Trustees the following:
 - A summary of the Board deliberation, including any irregularities or extenuating circumstances.
 - The certified results document.
 - A statement that the process was followed in good faith and the selection was fair and just.



