



TEXAS A&M UNIVERSITY EMERGENCY OPERATIONS PLAN

November 2025

PROMULGATION STATEMENT

The Emergency Operations Plan (EOP) is a guide to how Texas A&M University conducts all-hazards mitigation, planning, response, and recovery. The EOP is written in support of emergency management and is built upon the National Response Framework as scalable, flexible, and adaptable coordinating structures to align key roles and responsibility. This plan and contents within shall apply to all university personnel participating in mitigation, preparedness, response, and recovery efforts.

This EOP is organized with sections consisting of the Basic Plan and Emergency Support Function (ESF), Support, and Incident Specific Annexes. Tasked organizations supporting EOP guidelines shall maintain their own procedures/guidelines and actively participate in the training, exercise, and maintenance needed to support this plan.

The EOP was prepared by Texas A&M staff and approved by executive management, thereby enabling activities contained within this document to be performed within the University's capability. Furthermore, this EOP has been made available to the Texas A&M System and to external agencies that may be affected by its implementation.

This EOP is also accessible via the web at www.tamu.edu/emergency.

APPROVAL AND IMPLEMENTATION

This EOP was prepared by Texas A&M to develop, implement, and maintain a viable all hazards response capability and to establish a comprehensive approach to providing consistent, effective, and efficient coordination across a spectrum of activities.

This plan shall apply to all university personnel participating in mitigation, preparedness, response, and recovery efforts. Furthermore, the EOP may be applied to any university-sponsored events, whether on or off campus, and all public or private university-sanctioned activities.

This plan addresses emergency response activities at the Texas A&M University – College Station campus. It also addresses coordination with the Texas A&M Health Science Center campus sites, Texas A&M University at Galveston, Texas A&M University at Qatar, the Texas A&M University School of Law, the Bush School in Washington, DC, the Soltis Center in Costa Rica, and the Higher Education Center at McAllen in the event of an emergency that impacts their operations. Additionally, these campuses have established and maintain separate plans and procedures specific to their emergency operations.

This plan does not address the Texas A&M University System RELLIS campus or their operations. However, several Texas A&M departments, such as University Police, are identified as primary responders in the RELLIS Emergency Operations Plan.

The Emergency Management Department shall be responsible for plan oversight and coordination with applicable stakeholders. This EOP is based on the “all-hazards” concept and plans for natural and man-made disasters and incidents. The plan is flexible so either part of or the entire plan may be activated based on the specific emergency and decision by university executive management.

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This EOP and its supporting contents are hereby approved and is effective immediately upon the signing of all signature authorities noted below.

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EMERGENCY SUPPORT FUNCTION ANNEXES

- ESF 1: Transportation
- ESF 2: Communications Technology
- ESF 3: Public Works and Engineering
- ESF 4: Firefighting
- ESF 5: Emergency Management
- ESF 6: Mass Care and Human Services
- ESF 7: Logistics
- ESF 8: Health and Medical Services
- ESF 9: Search and Rescue
- ESF 10: Oil and Hazardous Materials Response
- ESF 11: Agriculture Research and Animal Care
- ESF 12: Energy
- ESF 13: Public Safety and Security
- ESF 14: Private Sector Coordination
- ESF 15: Public Information
- ESF 16: Recovery

SUPPORT ANNEXES

- Disaster Finance Plan
- Institutional Continuity Plan
- Easterwood Airport Emergency Operations Plan

INCIDENT SPECIFIC ANNEXES

- Infectious Disease Response Plan

PURPOSE, SCOPE, SITUATION, AND ASSUMPTIONS

Purpose

The purpose of the Texas A&M Emergency Operations Plan (EOP) is to outline the University's approach to emergency operations, to enable local, state, and federal coordination, and to provide general guidance for emergency management activities. The EOP and its contents describe the University's emergency response organization and assign responsibilities for various emergency tasks. Specific support materials found in the EOP annexes and attachments describe details of actions taken by departments under specific circumstances. The EOP describes established responsibilities and operational processes to help protect the University from natural and man-made hazards, to save lives, to protect public health, safety, property, and the environment, and to reduce adverse psychological consequences and disruptions.

Because emergencies, disasters, and catastrophic incidents may result in impacts far beyond the immediate or initial incident area, the EOP provides a framework to enable the management of cascading impacts and multiple incidents as well as the prevention of and preparation for subsequent events.

It is the responsibility of those referenced in this plan to integrate their departmental procedures, guidelines, and emergency management activities, such as task performance and organization, while also participating in training, exercises, plan integration, and maintenance needed to support a collective process.

Additionally, the EOP:

- Outlines the duties and responsibilities of the University divisions and departments.
- Empowers employees in an incident to act quickly and knowledgeably.
- Informs key stakeholders on their roles and responsibilities before, during, and after an incident.
- Provides other members of the community with assurances that the University has established guidelines and procedures to respond to incidents/hazards in an effective way.
- Establishes intra-agency and multi-jurisdictional mechanisms for involvement in and coordination of incident prevention, response, and recovery operations.
- Provides guidance for emergency operations and the utilization of all available university resources for the protection of lives and property and the continuance of university operations in an emergency.

Scope

This plan and all contents contained herein shall apply to all university personnel and System personnel stationed on Texas A&M property as described above. An incident or event affecting the University may also impact the surrounding community; therefore, this plan and all contents contained herein shall support the Brazos County Interjurisdictional Emergency Management Plan and any related Memorandums of Understanding (MOUs) and/or Memorandums of Agreement (MOAs).

The scope of the EOP applies to incidents and/or events of all sizes, including those that exceed the University's response services and capabilities, and may result in mutual aid activation, multi-jurisdictional response, and/or Emergency Operations Center (EOC) activation.

The University's EOP outlines the expectations of personnel, roles and responsibilities, direction and control systems, internal and external communications, training and sustainability of the EOP, authority and references as defined by local, state, and federal government mandates, common and specialized procedures, and specific hazard vulnerabilities and response/recovery.

Situation Overview

Texas A&M ranks among the nation's largest academic institutions in virtually all categories and is a major stakeholder in the local, state, and national disaster arenas.

The University is at risk for many hazards, some of which have the potential for disrupting the university community and causing widespread damage and casualties, because of its geographic location, population concentration, high-rise buildings, rail, air and highway traffic, and other risk factors.

University Demographics, Population and Building Information

For information on university demographics, population, and building information, please see: <https://abpa.tamu.edu/>

Threat Vulnerability and Mitigation

The University is exposed to natural and man-made hazards that have the potential for disrupting the normal working operations, causing casualties, and damaging or destroying the facilities. The University and the surrounding emergency management community have assessed their capabilities to respond to the most likely hazards, and measures are in place to address those hazards. A summary of major hazards is provided in the table on the following page.

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HAZARD TYPE	OCCURRENCE LIKELIHOOD	ESTIMATED IMPACT TO PUBLIC HEALTH & SAFETY	ESTIMATED IMPACT TO PROPERTY
Man-Made Hazards			
Acts of Violence (Active Shooter, Bomb Threats, etc.)	Low	High	Low
Civil Disorder	Low	Medium	Low
Cybersecurity Incident	High	Low	High
Utility Disruption	Low	Medium	Medium
Hazardous Materials Release	Low	Medium	Low
Structural Fire	High	Low	Medium
Terrorism	Low	High	Medium
Natural Hazards			
Dam Failure	Low	Low	Low
Flood	Medium	Low	Medium
Hail	Low	Low	High
Hurricane	Low	Low	Low
Infectious Disease Outbreak	Low	Medium	Low
Thunderstorms	High	Low	Low
Tornado	Low	Medium	High
Winter Storm	Low	Low	Low

Note: All categories are designated as either Low, Medium, or High.

The University is a signatory on the Brazos County Hazard Mitigation Plan. County stakeholders, including the University, participate in the hazard assessment process, utilizing various methods to calculate threat and risk for natural disasters with the potential to affect the surrounding community. Additional information is available in the Brazos County Hazard Mitigation Plan accessible at: <http://bcdem.org/emergency/plans/>.

Capability Overview

The University works with the emergency management staff of the cities of Bryan and College Station and Brazos County on a daily basis. A cooperative working relationship and team approach between the University and municipal governments for emergency response is a major strength on which the University relies..

The University maintains a commissioned police force, an Advanced Life Support (ALS) emergency medical ambulance service, and an Environmental Health & Safety (EHS) Emergency Response Team which can support the College Station Fire Department HazMat Response Team. The University is dependent upon the local municipalities for fire and rescue services, major hazardous material response capabilities, emergency medical services backup, bomb squad response, police tactical responses, and assistance in emergency operations staffing and support. A list of current MOAs/MOUs

is provided in Attachment 3.

Texas A&M supports the Brazos County Interjurisdictional Emergency Management Plan and may be called upon to support responses in Brazos County, in the seven-county Brazos Valley Council of Government region, and/or elsewhere in the state.

Planning Assumptions

The Texas A&M EOP is based on the following planning assumptions and considerations:

- Incidents are typically managed at the lowest possible geographic, organizational, and jurisdictional level.
- External resources may be requested to assist the University if the nature of the incident overwhelms local capability.
- Incident management activities will be initiated and conducted in accordance with the National Incident Management System (NIMS).
- Local emergency response resources will be available in emergency situations affecting the University.
- It is possible for a major disaster to occur at any time and at any place in or near the University. In some cases, timely dissemination of warnings and increased readiness measures may be possible. However, many disasters can, and may, occur with little or no warning.
- University officials and representatives recognize their responsibilities for the safety and well-being of students, faculty, staff, and visitors and assume their responsibilities in the implementation of this EOP.
- Proper implementation and understanding of these guidelines through training and exercising will reduce or prevent disaster-related losses.
- The local police and fire departments will respond where support agreements or mutual aid agreements exist.
- Emergencies on the university campus may involve multiple responding departments and agencies which could include, but not be limited to, University Police Department (UPD), EHS, University Emergency Medical Services (UEMS), Facilities & Energy Services (FES), Marketing and Communications (MarComm), Transportation Services (TS), Utility and Energy Services (UES), College Station Fire Department (CSFD), and other appropriate university, city, county, state, or federal agencies.
- In most cases, fire department or law enforcement personnel will assume Incident Command, depending on the type of emergency.
- Hazardous conditions may follow any major disaster thereby increasing the risk of

injuries and death.

- Casualties will be transported to local area hospitals. A.P. Beutel Health Center is a freestanding, ambulatory care facility with no emergency room. It is not equipped to receive patients from mass casualty incidents.
- Other Texas A&M University System members operating on the campus shall coordinate their emergency actions with this EOP.
- Regardless of the threat or type of emergency, it is possible that the following results may be encountered:
 - Death, injury, or illness of people and/or animals
 - Interruption or disruption to transportation
 - Interruption or disruption to normal communications
 - Interruption or disruption to utilities and other essential services
 - Congregation of large numbers of people at the scene, at central locations, at shelters, etc.
 - Significant numbers of people being displaced requiring evacuation, shelter, feeding, welfare, etc.
 - Structural damage to streets, buildings, utilities, and other property
 - Contamination of food, water, personnel, vehicles, property, and other substances
 - Shortages of essential items
 - Periods of civil unrest or disorder, including looting, rioting, mob scenes, violence, etc.
 - Initial confusion of the affected population with probable delays in response due to disaster incidents
 - Extensive need for public information
 - Disruption of business activities

CONCEPT OF OPERATIONS

General

Texas A&M is responsible for the protection of life and property from the effects of disasters within its own jurisdiction. The University has the primary responsibility for initial emergency management activities. Information located in this section is designed to give an overall picture of incident management. It will primarily clarify the purpose and explain the University's overall approach to an emergency (i.e., what should happen, when, and at whose direction) to include the division of local, state, federal, and any intermediate interjurisdictional entities.

Top priorities for incident management are as follows:

- Save lives and protect the health and safety of students, faculty, staff, visitors, responders, and recovery workers.
- Ensure security of the University.
- Protect and restore critical infrastructure and key resources (CIKR).
- Conduct law enforcement investigations to resolve the incident, apprehend the perpetrators, and collect and preserve evidence for prosecution and/or attribution.
- Protect property and mitigate damages and impacts to individuals, the community, and the environment.
- Facilitate recovery of individuals.
- Recover operations.

The emergency functions of various departments, divisions, or agencies will generally parallel normal day-to-day functions or operations. To the extent possible, the same personnel and material resources will be employed in both cases.

Day-to-day functions that do not contribute directly to the emergency response may be suspended for the duration of any emergency. The efforts, supplies, and personnel that would normally be required for those functions may be redirected to accomplish emergency tasks needed by the department, division, or agency concerned.

Mission Areas

This EOP addresses all phases of emergency management: prevention, protection, mitigation, response, and recovery. The capabilities of these phases are incorporated along with the adequacy of training, equipment, and personnel needs. These guidelines account for pre-incident, incident, and post-incident activities. Key areas are noted as the following:

- **Prevention:**

Prevention includes actions taken to avoid, prevent, or stop a threatened or

actual disaster or emergency. This relies heavily on coordination amongst involved agencies and timely sharing of information.

- **Protection:**

Protection includes the direct actions taken to safeguard the University against manmade or natural disasters, and any acts of violence. It specifically focuses on protecting our campus community, our infrastructures, and our way of life.

- **Mitigation:**

Mitigation is the effort to reduce loss of life and property by lessening the impact of disasters and emergencies. It involves the structural and non-structural measures taken to limit the impact of disasters and emergencies.

- **Response:**

Response is the actual provision of emergency services during a crisis. These activities help to reduce casualties and damage and speed recovery. Response activities include warning, fire response, evacuation, rescue, and other similar operations.

- **Recovery:**

Recovery is both a short-term and long-term process. Short-term operations seek to restore vital services to the University and provide for the basic needs of students, faculty, and staff. Long-term recovery focuses on restoring the University to its normal pre-disaster state or to an improved state. The recovery period is also an opportune time to institute future mitigation measures, particularly those related to the recent emergency.

National Incident Management System (NIMS)

According to Homeland Security Presidential Directive 5 and the U.S. Department of Education, Institutions of Higher Education are among local agencies that must adopt NIMS if they receive Federal grant funds.

The National Incident Management System (NIMS) is a set of principles adopted by the University. NIMS provides a systematic, proactive approach guiding government agencies at all levels, nongovernmental organizations, and the private sector to work seamlessly to prevent, protect against, respond to, recover from, and mitigate the effects of incidents, regardless of cause, size, location, or complexity, in order to reduce the loss of life or property and harm to the environment. This system ensures that those involved in incident response/recovery understand what their roles are and have the tools they need to be effective.

The University has adopted NIMS and the use of its component the Incident Command System (ICS) and, in accordance with U.S. Department of Education guidance, has identified key personnel such as Executive Leaders, General Personnel, Command

Staff, and Incident Managers to complete specific courses for individuals to meet the organizational NIMS compliance.

The University participates in local governments' NIMS preparedness programs and identified university personnel participate in training and exercising the EOP's procedures. The University is charged with ensuring that the training and equipment necessary for an appropriate response will be available.

In a major emergency or disaster, university facilities may be damaged or need to be evacuated, people may be injured, and/or other incident management activities may need to be initiated. These activities must be organized and coordinated to ensure efficient incident management. ICS will be used to manage all incidents and major planned events.

For more information on NIMS, see Attachment 7 to the Basic Plan of the Brazos County Interjurisdictional Emergency Management Plan.

Resource Designation Levels

Most emergencies follow some recognizable build-up period during which actions can be taken to achieve readiness. Actions of specific departments involved in emergency response are detailed in the appropriate sections of these guidelines; however, it is acknowledged that disasters are unique occurrences which require specific resources dependent upon the type, nature, and extent of the emergency. In this regard, this document is not all-inclusive, nor does it limit or restrict reasonable or prudent actions.

If an incident occurs, the University may immediately determine it to be a Campus Incident, a Community Incident, or State Level Incident. The following Resource Designation Levels will be used as a means of delineating resource requirements:

- **Campus Incident:**

University response services and capabilities meet the needs of the circumstance without activation of an EOC. Minor injuries to individuals or little damage to facilities may apply. Necessary community resources such as CSFD may be needed.

- **Community Incident:**

University response services and capabilities are exceeded by the demands and needs of the circumstance. An EOC may be activated for a coordinated response in support of the Incident Commander.

- **State Level Incident:**

The University's and the community's response services and capabilities are exceeded by disastrous conditions resulting in the activation of an EOC. Mass casualties, severe injuries to persons, and/or severe damage to property exist. MOUs/MOAs are put into effect in coordination with additional support requested from local, state, and federal entities.

Emergency Operations Plan Activation Authority

The Executive Director of Emergency Management and the Chief of Police are the responsible authorities for coordinating and directing emergency measures for the University. Based on the situation and scale of the emergency, notification will be made to the Emergency Management Department or the UPD Chief of Police by the appropriate parties.

Following an assessment of the situation and a discussion of next steps, the Chief of Police and Executive Director of Emergency Management will brief executive management and determine the need for full or partial EOP activation. If the Chief of Police or the Executive Director of Emergency Management are unavailable, the following orders of succession will be utilized.

The order of succession for the Executive Director of Emergency Management is as follows:

1. Associate Director of Emergency Management
2. Assistant Director of Emergency Management

The order of succession for the Chief of Police is as follows:

1. Assistant Chief – Field Operations
2. Assistant Chief – Security and Professional Standards
3. Assistant Chief – Support Services

ORGANIZATION AND ASSIGNMENT OF RESPONSIBILITIES

Emergency Operations Organization

Texas A&M's emergency operations are structured around three core components with the activation of each component, or portions thereof, determined by the nature and scope of the emergency. The three components are as follows:

- **Incident Command/Unified Command**

Incident Command/Unified Command is responsible for coordinating tactical operations, gathering intelligence, implementing ICS, and establishing an Incident Command Post (ICP). The ICP is a temporary on-site headquarters established in close proximity to an emergency. It serves as the central hub for managing incident response, housing the Incident Commander/Unified Command, Command Staff, and General Staff. It is typically set up before an EOC is activated and may remain operational throughout the response and recovery phases of the incident.

- **Emergency Operations Center**

The EOC is comprised of Emergency Management and other relevant departments, dependent on the situation and scale of the emergency. It provides a central clearing/control point to assess the incident, set priorities, and support response operations. The EOC is the primary interface between the ICP and the Executive Policy Group and its functions can be administered virtually if the scope of the incident determines a physical location is not needed. When a physical location is activated, it serves as a meeting and coordination site for department heads supporting the incident as well as an information hub with the activation of the Joint Information Center (JIC) at the facility. The physical activation of the EOC will be overseen by the EOC Manager.

- **Executive Policy Group:**

The Executive Policy Group is comprised of the President's Cabinet, the Chief of Police, and the Executive Director of Emergency Management, and/or their designees. The Executive Policy Group will provide guidance and policy direction during an emergency in coordination with the EOC Manager and/or Incident/Unified Command. The Executive Policy Group will monitor response activities, support MarComm in media relations, and lead recovery efforts as set forth in ESF 16: Recovery.

Roles and Expected Actions

Upon learning of an incident occurring on university property, the following position roles and actions should guide implementation of the EOP:

- **The Executive Director of Emergency Management and the Chief of Police shall:**
 - Be responsible for directing all emergency measures within the University.
 - Ensure effective communications to the university community including overseeing activation of emergency notification systems (i.e., Code Maroon).
 - Ensure effective communications with university and System executive management and appropriate emergency response entities.
- **The Associate Director and/or Assistant Director of Emergency Management or designee shall:**
 - Provide support and resources to Incident Command as requested.
 - Assume the role of EOC Manager if the situation warrants activation of an EOC, unless otherwise delegated.
 - Staff positions in the EOC as needed.

The College Station Fire Department will be the primary agency when firefighting services are needed on Texas A&M campus, as defined by local mutual aid agreements. EHS and other relevant departments will serve as supporting agencies to CSFD. See ESF 4: Firefighting for more information.

Various Texas A&M departments are assigned responsibilities within Emergency Support Functions Annexes (ESFs). Each ESF consists of a primary agency and support agencies selected based on resources and capabilities in the functional area. Each primary agency delegates an ESF coordinator to act as an overall representative and point of contact for that ESF.

DIRECTION, CONTROL, AND COORDINATION

General

Texas A&M has responsibility for emergency operations within its jurisdiction. Other local government agencies responding to a request for assistance from Texas A&M will normally act under the authorities granted by their jurisdiction; however, they are under the direction of the Incident Commander.

The services of the Emergency Management Coordinators within Brazos County will normally be available to each jurisdiction, whether the disaster is localized or countywide. They may serve as liaisons to the County Judge, city mayors, or other local government agencies and may fill positions in the EOC.

Control and Coordination

Once it has been established that emergency operations are necessary for a specific incident, the following entities will be responsible for control and coordination of the incident:

Incident Command or Unified Command shall:

- Coordinate the actions of fire, police, EMS, and all other emergency units responding to the scene in accordance with ICS.
 - **UPD assumes Incident Command/Unified Command** in all civil disturbances, bomb incidents, and terrorist activity operations. The Federal Bureau of Investigation will respond to suspected terrorist events and coordinate with local and state jurisdictions to integrate into Incident Command/Unified Command.
 - **The College Station Fire Department assumes Incident Command/Unified Command** in all emergencies except those specifically assigned to the police department.
- Command all field activities and assume the authority to direct all on-site incident activities within the University's jurisdiction.

Emergency Operations Center

Upon activation, the EOC becomes the centralized communication and coordination facility for Texas A&M emergency response. The EOC is the key to successful, coordinated efforts and is responsible for supporting the Incident Commander. The EOC, if applicable:

- Serves as the central meeting and gathering location for critical management and support personnel.
- Serves as the incident support operations and resource center.
- Facilitates the flow of communication and coordination between the different

operating agencies, different levels of government, and the public.

- Supports the Incident Commander by mobilizing and deploying resources as requested.
- Assembles accurate information about the incident and provides situational analysis.
- Issues community-wide warnings and alerts.
- Provides public information services and coordinates activities with the on-scene Public Information Officer (PIO) and the JIC, if established.
- Communicates and implements policy-level decisions from the Executive Policy Group.
- Organizes and implements evacuation.
- Obtains local, state, and federal assistance as needed.

EOC locations include the following:

- Primary EOC
 - Brazos Valley Community Emergency Operations Center (CEOC) at 110 N. Main Street in downtown Bryan
- Alternate EOC
 - Kyle Field Command at 756 Houston Street, Texas A&M University – Main Campus.

ADMINISTRATION, FINANCE, AND LOGISTICS

General

The finance team, a collaboration consisting of Financial Management Operations (FMO), University Accounting Services (UAS), and the Budget Office will be responsible for the collection and organization of incident-related costs. Departments will submit incident costs to the UAS finance team daily for the previous 24 hours. The finance team will provide to executive management, the Chief of Police, and the Emergency Management Department current cost estimates throughout the response and a final cost total upon the conclusion of the response.

Funding and Tracking of Resources and Expenditures

Emergency operations may require significant resources. Tracking those resources is vital for several reasons including knowing what resources are on-hand and available, anticipating what may be needed, tracking resources, returning resources at the conclusion of the operation, and tracking costs as necessary for possible reimbursement.

Upon activation of the Disaster Finance Plan, UAS will issue a project number for the incident response effort and will disseminate the project number for use by all departments participating. This project number will be utilized in conjunction with the applicable accounting code to document all response and recovery costs associated with any disaster or emergency that requires a substantial response effort.

Departments participating in the emergency response will maintain detailed records of costs for emergency operations to include:

- Personnel costs (overtime and back-fill).
- Equipment operations costs.
- Costs for leased or rented equipment.
- Costs for contract services to support emergency operations.
- Costs of specialized supplies expended for emergency operations.

Documentation

All emergency-related costs must be documented to ensure an accurate cost total and eligibility potential for state or federal reimbursement. All documentation should include the following:

- For personnel costs: the hours worked and incident assignments.
- For equipment costs: hours used, incident assignments, and operator name.
- For purchased equipment and supplies, the purpose of equipment/supply purchase (e.g., a resource request).

PLAN DEVELOPMENT AND MAINTENANCE

The EOP utilizes existing program expertise and personnel to provide mitigation, preparedness, response, and recovery efforts of post-event consequences. Structured as demonstrated in the FEMA Comprehensive Preparedness Guide 101 while also following the principles of NIMS and the Homeland Security Exercise and Evaluation Program (HSEEP), the EOP addresses response, training, exercises, equipment, evaluation, and corrective action practices.

The Texas A&M Emergency Management Department shall oversee and/or coordinate with applicable partners to perform the following actions:

- The EOP Basic Plan and its annexes shall be reviewed annually and modified as necessary by staff of the Emergency Management Department. Results of the reviews and any changes to the EOP shall be presented to the Executive Director of Emergency Management for approval before being submitted to the President through administrative channels. The plan will be submitted for signatures every three years or more frequently if significant changes are proposed.
- The organization and upkeep of the EOP includes process changes such as an EOP review and update schedule. The review cycle includes basic updates by the Emergency Management Department staff and the generation of a draft document that will be sent to relevant partners for review and recommendations. After a review period and consideration of stakeholder comments, the document will be finalized with signatures obtained. Substantive changes between review periods such as changes in roles or responsibilities will prompt notification to listed stakeholders. Minor edits such as grammar or spelling changes will require no notification.
- Each university unit or department identified as having a role in this EOP is responsible for communicating the content of the EOP to their staff and ensuring key staff can attend EOP training and exercise activities.
- The EOP must be consistent and compatible with the Brazos County Interjurisdictional Emergency Management Plan.
- The EOP shall comply with the state and federal guidelines listed in “Authority and References.”

Testing, Training, and Exercise

The University is committed to developing comprehensive robust plans as well as training and exercising university emergency responders in coordination with local emergency responders.

HSEEP compliant exercises shall be held annually to train response personnel and evaluate the adequacy of the EOP. A full-scale exercise shall be performed at least

once every three years. Following HSEEP guidance, an After-Action Report for each exercise shall be developed as necessary and submitted to the Texas A&M University System Office of Risk Management.

All exercises will be conducted in accordance with Texas A&M University System Policy for Emergency Management (34.07) and System Policy for Emergency Management Plans (34.07.01).

After Action Reviews

After Action Reviews (AARs) of emergency responses can yield valuable feedback to the emergency planning process and enable Texas A&M to improve future emergency responses. The scope of AARs may range from small to large depending upon the complexity of the response and the number of Texas A&M departments and outside entities involved.

An AAR is needed if at least one of the following criteria are met:

- Activation of an Emergency Operations Center (EOC)
- Death of an employee, student, or visitor as a result of an emergency that requires activation of this plan
- Significant release of a hazardous substance, e.g., natural gas release in occupied space, laboratory fire or explosion, or environmental release of hazardous materials
- Requested by EHS, UPD, UEMS, FES, Emergency Management, or university executive management.

AARs are intended to be examinations of the emergency response effort and/or the ensuing recovery efforts. Investigations into the root cause of an incident are not the focus of this report. Input for the AAR may come from after action debriefings, follow-up meetings, and/or written comments provided by any person involved in or observing the emergency response action.

The AAR should be documented and, at a minimum, provide information to include a summary of the incident, participating response organizations, and major strengths and areas for improvement regarding the response. A copy of the report should be provided to involved responders, the administrator(s) of the responding departments, and the Executive Director of Emergency Management. The Executive Director shall retain a copy of the report including any recommendations for corrections or improvements.

AUTHORITIES

These guidelines apply to Texas A&M University – Main Campus. The organizational and operational concepts set forth in these guidelines are promulgated under the following authorities:

- Federal
 - 20 U.S. Code § 1092 – Institutional and Financial Assistance Information for Students
 - 34 Code of Federal Regulations § 668.46 – Institutional Security Policies and Crime Statistics
 - Homeland Security Presidential Directive/HSPD-5: Directive on Management of Domestic Incidents
 - Homeland Security Presidential Policy Directive/PPD-8: National Preparedness
 - NFPA 1 – Fire Code Section 10.4: Emergency Action Plans
 - NFPA 1600 – Standard for Emergency, Continuity, and Crisis Management: Preparedness, Response, and Recovery
- State
 - The Texas Disaster Act of 1975, Government Code, Title 4, Subtitle B, Chapter 418: Emergency Management.
 - Texas Education Code Sec. 51.217: Multihazard Emergency Operations Plan; Safety and Security Audit
 - Texas Education Code Sec. 51.218: Emergency Alert System
 - Texas Governor’s Executive Order RP 40
- Local
 - Texas A&M University System Policy for Environment, Safety, and Security (34.01)
 - Texas A&M University System Policy for Emergency Management (34.07)
 - Texas A&M University System Regulation for Emergency Management Emergency Operations Plans (34.07.01)
 - Texas A&M University System Regulation for Emergency Management Business Continuity Plans (34.07.02)
 - Texas A&M University Rule for Environmental Health and Safety Programs (24.01.01.M4)
 - Brazos County Interjurisdictional Emergency Management Plan

PLAN CONTACT INFORMATION

NAME AND POSITION	EMAIL	PHONE NUMBER
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RECORD OF CHANGE

VERSION NUMBER	DATE OF CHANGE	DESCRIPTION OF CHANGE	CHANGE MADE BY:
8.0	11/14/2025	Overall change in framework of plan. Some sections/attachments were removed from this document and placed in the corresponding ESF.	Emergency Management Department

RECORD OF DISTRIBUTION

Texas A&M distributes an email annually to all students, faculty, and staff with information about emergency procedures and links to electronic version of the emergency operations plan. The plan is also available on the emergency preparedness website at the following link: <http://www.tamu.edu/emergency/resources/plans.html>.

ATTACHMENT 1: EMERGENCY NOTIFICATION AND WARNING

General

Timely notification of emergency conditions is essential to preserve the safety and security of the university community. There is no one means of message delivery that will enable the university to fully warn everyone in a timely manner because each mode or channel has limitations. Thus, it is imperative to utilize multiple channels to effectively broadcast emergency warning messages to the most people. This attachment outlines the different emergency warning systems available and suggested use of each system, as well as provides operational guidance for issuing emergency warnings. During the course of the emergency event, regular updates to the campus community are advisable.

Concept of Operations

Reports of Dangerous Conditions

Most reports of dangerous conditions are received by one of the Texas A&M communications hubs (UPD Dispatch, UEMS Dispatch, or the Facilities Services Communications Center), College Station Dispatch, or the Brazos County 9-1-1 District. These reports can take the form of emergency (9-1-1) calls or texts messages, radio communications, email, etc. All fire alarm signals on campus are received by the Facilities Services Communication Center.

Occasionally, reports of dangerous conditions are received elsewhere. It is important for the communications hubs to be notified of the emergency to ensure all appropriate notifications are made.

Initial Notifications to University Administrators

Upon receipt, the Texas A&M communications hubs shall ensure that initial notifications of an emergency are made.

Each notification is specific to the nature of the emergency. However, most emergencies may require the communications hubs to initially notify the Emergency Management Department, UPD, EHS, UEMS, CSFD, Facilities & Energy Services, or others, as applicable.

Confirming Significant Emergencies or Dangerous Situations

Once notified, UPD (in collaboration with the Emergency Management Department, the Chief Operating Officer, local first responders, public health agencies, local emergency management organization, and/or the National Weather Service) is responsible for confirming that there is a significant emergency or dangerous situation involving an immediate threat to the health and safety of students or staff occurring on the campus.

Once a significant emergency or dangerous condition is confirmed, the following parties are responsible for determining whether an emergency notification should be issued,

determining the content, and issuing the notification.

- University Police Department
 - Communications Officers
 - Chief of Police
 - Assistant Chiefs of Police
- Emergency Management
 - Executive Director
 - Associate Director(s)

In the event of technical difficulties, Technology Services - Code Maroon Shared Service has the ability initiate the notification upon request.

Dissemination of Emergency Warnings

All emergency warning messages must be accurate, clear, and consistent. Within the constraints of the available messaging system(s), all messages should include information describing the type of emergency, location of the emergency, what actions to take, and where to get additional information.

Many emergency warning mechanisms can be activated individually such as building fire alarms and campus email. Alternatively, many of the mechanisms can be activated through the Code Maroon system. Code Maroon is Texas A&M's emergency notification system that enables the university to send emergency information advising of imminent danger through multiple channels including, but not limited to:

- SMS text messages
- Texas A&M Email
- Emergency Alert System (EAS)
 - KAMU-AM/FM radio
 - Campus cable television
 - EAS radios
- Classroom speakers
- Computer alerts
- Fire Alarm Speakers
- Code Maroon Mobile App
- X (formerly Twitter)
- RSS feeds

TEXAS A&M UNIVERSITY EMERGENCY OPERATIONS PLAN

Additional mechanisms are also available and can be used in the event of an emergency. Emergency Management may request activation of the Brazos County Emergency Notification System, which can disseminate Wireless Emergency Alerts. Emergency warning information can also be disseminated through digital signage, social media and to the local media by the Division of Marketing and Communications.

In addition to emergency notifications, timely warnings as defined by the Clery Act will be issued in the event that a situation arises within Clery geography which, in the judgment of the Chief of University Police or designee, constitutes a serious or continuing threat to the campus community.

Many factors are considered when deciding when and how to disseminate emergency warnings. Some broad considerations for emergency warning dissemination include type of hazard, life safety, property protection, urgency, audience, and system(s) capabilities.

Emergency Website

The Texas A&M emergency webpage is the primary location for posting additional information during emergencies. During times of emergency, the emergency website automatically populates with the current Code Maroon message. Additional information is manually added to the website by Emergency Management (or designee).

When a Code Maroon message is issued, the following channels provide a link to the emergency.tamu.edu website for additional information: SMS, email, mobile app, computer alerts, X (formerly Twitter), and RSS feeds.

Assignment of Responsibilities

The following table provides the responsibilities of each relevant department when emergency warnings need to be disseminated.

Department	Responsibilities
University Police Department	<ul style="list-style-type: none">• Receives on-campus 9-1-1 calls, except calls regarding medical emergencies, and respond according to established protocols.• Initiates Code Maroon emergency notification messages• Issues timely warning messages when deemed necessary or appropriate• Provides updates to Texas A&M University executive management
FES – Facilities Management	<ul style="list-style-type: none">• Receives fire alarm signals and notifies CSFD according to established protocols• Provides information to Facilities & Energy Services administration, facilities coordinators, and others as appropriate
Emergency Management Department	<ul style="list-style-type: none">• Initiates Code Maroon emergency notification messages, if requested

TEXAS A&M UNIVERSITY EMERGENCY OPERATIONS PLAN

	<ul style="list-style-type: none">• Updates information on http://emergency.tamu.edu• Provides updates to Texas A&M University executive management• Request activation of the Brazos County Emergency Notification System, as needed
University Emergency Medical Services	<ul style="list-style-type: none">• Receives on-campus medical 9-1-1 calls and responds according to established protocols• Provides information to University Health Services administration, as appropriate
Technology Services – Code Maroon Shared Service	<ul style="list-style-type: none">• Provides technical support through the IT Help Desk• Performs Code Maroon system updates of hardware and software• Provides training for users of Code Maroon• Initiates Code Maroon emergency notification messages, if requested
Marketing and Communications	<ul style="list-style-type: none">• Serves as primary point of contact for news media• Incorporates Code Maroon messaging into digital signage, main website banners, and other appropriate websites.• Maintains the university’s social media (e.g. Facebook, X (formerly Twitter), Instagram)

ATTACHMENT 2: EMERGENCY COORDINATION WITH BRANCH CAMPUSES AND TEACHING SITES

General

Texas A&M has extended academic, research, and/or clinical operations at branch campus and teaching sites throughout the state and overseas. As such, these branch campus and teaching sites are exposed to various hazards. While some hazards are common to all sites, some hazards may be specific to a location. Likewise, each site has different demographics, organizational structures, and response capabilities. Some of these branch campus and teaching sites have substantial operations, facilities, and personnel. The following sites maintain their own emergency plans that meet the needs for their respective operations.

The branch campus and teaching sites include:

- Texas A&M University at Galveston
- Texas A&M University at Qatar
- Texas A&M University School of Law – Ft. Worth
- The Higher Education Center at McAllen
- The Bush School in Washington, DC
- Mays Business School at City Centre, Houston
- Soltis Center in Costa Rica
- The Texas A&M Health campuses:
 - Bryan/College Station
 - Corpus Christi
 - Dallas
 - Houston
 - Kingsville
 - McAllen
 - Round Rock

Purpose

The purpose of this attachment is to outline the coordination between the above branch campus and teaching sites and Texas A&M University – Main Campus. As extensions of Texas A&M University, coordination with and information flow to Texas A&M University – Main Campus is critical to ensure the safety and well-being of these branch campus and teaching site communities during emergencies.

Emergency Authorities

Each site's senior administrator, as defined within each site's emergency operations plan, may issue population protective actions, alter personnel schedules in support of an emergency response, and identify trained personnel as deemed essential for maintaining critical branch campus and teaching site operations, as specified in their emergency plan.

Specific emergency authorities for each site are in the respective emergency operations plans.

Emergency Notification and Warning

Each branch campus and teaching site has access to an emergency notification system. These systems are designed to get critical life safety information to the campus and teaching site community. Each site has identified several key personnel with access to their system and the authority to issue emergency messages. Detailed information about each branch campus and teaching site's emergency notification systems is in the respective emergency operations plans.

Coordination with Texas A&M University – Main Campus

Coordination between branch campus and teaching sites should generally proceed as follows:

- Upon notification of an incident and after taking appropriate life safety actions as defined in their emergency plan, the branch campus or teaching site administrator should contact the Office of the Provost and/or the Emergency Management Department.
- The Office of the Provost and the Emergency Management Department will then share information with the Office of the President, the Division of Operations, the Division of Marketing & Communications, and other critical departments as appropriate.
- If necessary, a crisis support group consisting of departments may be convened to discuss available main campus resources and the most appropriate ways to coordinate support for affected campus or teaching sites.

The main campus can provide additional resources including, but not limited to, support for crisis communication, academic affairs, students, faculty and staff. It is unable to provide emergency response capabilities due to geographic distance unless otherwise outlined in the EOP. Therefore, each branch campus or teaching site must integrate with local emergency first responders to provide life safety response and support.

ATTACHMENT 3: SUMMARY OF AGREEMENTS AND CONTRACTS

1. Brazos County Interjurisdictional Mutual Aid Agreement (January 7, 2004)
2. Brazos Valley Regional Mutual Aid Agreement (February 11, 2004)
3. College Station and Texas A&M University Interlocal Agreement (February 1, 2009) for Fire Suppression at Easterwood Airport
4. Community Emergency Operations Center Interlocal Agreement (November 2022)
5. Interlocal Agreement for Emergency Services Between the City of College Station and Texas A&M University (February 2025)
6. Law Enforcement Assistance Interlocal Agreement (October 2, 2008)

ATTACHMENT 4: ACRONYMS

ACRONYM	EXPLANATION
AAR	After Action Review
ADA	Americans with Disabilities Act
CEOC	Community Emergency Operations Center
CIKR	Critical Infrastructure and Key Resources
CPG	Comprehensive Preparedness Guide
CSFD	College Station Fire Department
EHS	Environmental Health and Safety
EOC	Emergency Operations Center
EOP	Emergency Operations Plan
ERM	Enterprise Risk Management
FEMA	Federal Emergency Management Agency
FMO	Financial Management Operations
HSEEP	Homeland Security Exercise and Evaluation Program
ICP	Incident Command Post
ICS	Incident Command System
IT	Technology Services
MarComm	Marketing and Communications
MOA	Memorandum of Agreement
MOU	Memorandum of Understanding
NCAA	National Collegiate Athletic Association
NFPA	National Fire Protection Agency
NIMS	National Incident Management System
PIO	Public Information Officer
TS	Transportation Services
UEMS	University Emergency Medical Services
UPD	University Police Department