

TRANSCRIPT: CLAY POLLARD INTERVIEW

Clay Pollard · Senior Landman at Clayton Williams Energy, Inc.

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An interview with Mr. Clay Pollard, Senior Landman at Clayton Williams Energy, Inc. Pollard is a 1981 graduate from Texas A&M and an inducted member of the Tyrus R. Timm Honor Registry.

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Could you please introduce yourself and tell us a little about your career?

Yes, I'm Clay Pollard, Class of '81. I am a native of Midland, Texas. My grandfather, Clayton Williams, was Class of '15. His son, Clay Williams Jr., Class of '54. My mom couldn't come to A&M, but I, but I came to A&M, married my, met and married my wife here, and both my kids, Clayton and Mary Claire are Aggies. I am in the oil business. I went and got a AgEco degree at A&M to prepare me to be a land man, and I manage oil and gas lease buyers and title opinion guys and am active in oil and gas with Clayton Williams.

Could you tell us a little about your experiences at Texas A&M?

Well, I learned a lot at A&M, especially economics and finance and business, and my classes AgEco we're all fruitful to me as I've used all of that information throughout my career. Leadership positions I was involved in some of the clubs there, I was President of my fraternity. And I still go back and speak to some of the classes, especially the AgEco classes and Spanish classes from time to time, and I'm involved with the fraternity on a board there.

Can you describe your early career?

My early career was exciting. When I first got out, oil and gas was, was high, and I was a scout, and I would go out to other companies leases and walk up to their drilling rigs and learn about what they were doing before anybody figured out I was with Clayton Williams, and they would run me off. I transitioned into a landman position and worked in-house handling leases for the company. And then when, when gas prices collapsed in '86, I was transitioned to another company of Clayton Williams, Clay Dust Communications. I became a salesman, and I learned how to dial the phone and knock on doors, and, and smile and convince people to buy. And it's helped me, the sales training has helped me in my career and, and just being willing to change and do different things that's helped me all throughout my career. I've been back and forth between the oil and gas industry and high-tech sales. And it just was, if the oil and gas economy crashed, I could go sell something and, and if the sales economy crash, I could go back in oil and gas. And luckily for me, neither one of them have both, both of them haven't been down at the same time, and I've always been able to pay the rent and feed my family.

What advice do you have for students of Agricultural Economics?

Well, I think that there's several things I would advise them. One is learn everything you can, sponge it up, it's all going to be useful to you. The other thing I would advise is that mathematics is your friend not your enemy, and you need to pay attention to math because everything to do with business is math, primarily algebra, but it didn't matter what part of my career, I was not successful unless I was understanding the math involved with my business. Third, I would say you need to be ready to adapt, to change because with technology and the economy, things are changing. I, for my career, I haven't done two, I haven't done the same thing more than two years in a row. The company I work for, it always would promote me or move or transition me, or they would sell the company, or something would change. But

Mr. Clay Pollard | Transcript

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you're going to be doing a lot of different things in your career, and so if you – don't kid yourself that you're going to be able to just focus on one skill and use that to rest of your life. You may be able to use it, but you're going to have to have a lot of adaptive skills to get by in this new competitive economy, this new world.

How were you able to manage time for family, work and other priorities throughout your career?

Well, it's always been easy for me, in my opinion, because I knew what came first, and what first was, you know, my faith and my family. And I was always a very dedicated, hard-working employee but that's to earn money to provide for what's important and that's my family. And I was, I didn't necessarily manage it, I was just blessed in that, in my early career when I was a newlywed, I was, I was, I was home. And in my career when I had young children, I was home. I just, it just worked out that way. Later in my career, different times of my career, I've been more of a traveling manager or a traveling man, but I was just with blessed that when I needed to be home, the good Lord had me home.

In your opinion, what does it take to achieve success?

Well, success is, you know, looking yourself in the mirror every day and say that you're, you're doing your best to do the right thing. That you're working hard for your family. You're working hard for your employer. If you're interacting with landowners or customers, that you're trying to do the right thing by them, as well as for yourself, and trying to do the right thing for your employer. But you want to have a mentality that it's a win-win world out there, and that's the way you need to do business. There's a lot of people that feel like you need to be taking advantage of the other side when you do business and that's just not right. You need to make money; all business is to make money. But to, but it needs to be win-win for all parties involved.

What are your thoughts on being selected to the Tyrus R. Timm Honor Registry?

I'm so honored to be selected to this Honor Registry. You know, like I said earlier, my whole family's Aggies, and they're pretty well-known Aggies, and for me to be recognized by the Department of Agricultural Economics is just such an honor. And I know some of the guys that have been, have received the award, and I know some of the guys that are getting it this time. And just to have some of my professors that were supporting me in school, and I know some of them were going to be here tonight, and I'm looking forward to seeing them. And, you know, the AgEco Department was just great to me, and I, I couldn't say enough about it.

Is there anything else you would like to add?

Well, I'd like to say that, that, you know, Agricultural Economics at A&M is just a fantastic degree. And the, the professors really did invest in the kids, and it, it motivated you to learn what they were trying to teach you because you could tell that they were there for you, and they cared for you. And, and, and they, I'd say that they put a lot of polish on me that I didn't

Mr. Clay Pollard | Transcript

Tyrus R. Timm Honor Registry | Department of Agricultural Economics | Texas A&M University

have. And, you know, I would encourage kids to consider graduate school. I've stayed and got a master's in Agriculture and had the same professors and had the same great experience, Curtis Lard, Wayne Etter, and especially Dr. Schmedemann. And it just was a great experience. And, you know, I kept relationship with those gentlemen the rest of my life.

Thanks for watching!

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