

MINUTES

REGULAR MEETING

BOARD OF REGENTS

THE TEXAS A&M UNIVERSITY SYSTEM

HELD IN

COLLEGE STATION, TEXAS

November 8-10, 2023

(Approved February 8, 2023)

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MINUTES

REGULAR MEETING BOARD OF REGENTS THE TEXAS A&M UNIVERSITY SYSTEM

November 8-10, 2023

CONVENE

Chairman Bill Mahomes convened a regular meeting of the Board of Regents of The Texas A&M University System at 11:05 a.m., Wednesday, November 8, 2023, in the Board Meeting Room on the campus of Texas A&M University, College Station, Texas.

The following members of the Board were present:

Mr. Bill Mahomes, Chairman
Mr. Robert L. Albritton, Vice Chairman
Mr. David Baggett
Mr. John Bellinger
Mr. Randy Brooks
Mr. Jay Graham
Mr. Michael A. Hernandez III
Mr. Michael J. Plank
Mr. Sam Torn
Ms. Elizabeth “Annie” Valicek, Student Regent

RECESS TO EXECUTIVE SESSION

Chairman Mahomes announced that the Board would recess to executive session as permitted by Chapter 551 of the Texas Government Code. He said in accordance with the law, no final action, decision or vote with regards to any matter considered in executive session would be made or taken.

(Note: The Board met in executive session from 11:30 a.m. until 12:10 p.m.)

(Note: The Committee meetings were held November 8, 2023. The Committee on Academic and Student Affairs met from 8:00 a.m. to 8:58 a.m., the Committee on Buildings and Physical Plant met from 8:58 a.m. to 10:05 a.m. and the Committee on Audit met from 10:05 a.m. to 10:45 a.m.)

RECONVENE

Chairman Mahomes reconvened the meeting at 8:35 a.m., Thursday, November 9, 2023, in Bethancourt Ballroom, Memorial Student Center, College Station, Texas.

The following members of the Board were present:

Mr. Bill Mahomes, Chairman
Mr. Robert L. Albritton, Vice Chairman
Mr. David Baggett
Mr. John Bellinger
Mr. Randy Brooks
Mr. Jay Graham
Mr. Michael A. Hernandez III
Mr. Michael J. Plank
Mr. Sam Torn
Ms. Elizabeth “Annie” Valicek, Student Regent

INVOCATION

Mr. Garrett Redditt '23 presented the invocation. Chairman Mahomes said Mr. Redditt is a Posse Foundation Scholar and a senior Environmental Design-Architectural Studies major at Texas A&M University.

CHAIRMAN’S REMARKS

Chairman Mahomes welcomed everyone to the board meeting. He said with Veteran’s Day coming up, he wanted to give thanks to all military veterans and everyone. Chairman Mahomes said that The Texas A&M University System has more than 1,200 full-time employees and another 600 part-time faculty, staff and student workers who are military veterans.

Chairman Mahomes said on behalf of the Board, he wanted to express gratitude for the 12 years that Chancellor John Sharp has served the A&M System. He added that since the last regular meeting, Chancellor Sharp has surpassed Marion Thomas Harrington, as the longest serving chancellor in the history of the A&M System.

CHANCELLOR’S REMARKS

Chancellor Sharp provided highlights of the accomplishments of the A&M System (*accomplishments filed in the Office of the Board of Regents*).

REPORT FROM THE COMMITTEE FINANCE

Regent Graham said the Committee on Finance did not have a February meeting. He said the members are working on preparations for the next budget cycle, which is scheduled to be brought before the board in May. Regent Graham said they would also be discussing the updated five-year capital plan. He said the committee will have its annual financial report completed by the end of November, and in February they will provide a summary of how they ended the year. Regent Graham said that they are also planning on providing an update on the deferred maintenance initiative and the plans for moving forward.

REPORT FROM THE COMMITTEE ON AUDIT

Regent Hernandez, Chairman of the Committee on Audit, said that the committee had met the previous day and received several reports including the monthly audit report, audit tracking report, fiscal 2023 annual internal audit report, and reports on diversity, equity, and inclusion. He said the Internal Audit Department has continued to meet its audit tracking measures and customer service measures.

REPORT FROM THE COMMITTEE ON BUILDINGS AND PHYSICAL PLANT

Regent Brooks, Chairman of the Committee on Buildings and Physical Plant, said the committee met the previous day. He said the System’s office of facilities planning and construction is currently managing 78 projects worth over \$4.8 billion. Regent Brooks said projects of note included the Texas Department of Emergency Management Headquarters in Austin, the Quantum & Artificial Intelligence Chip Fabrication and Hypersonic Wind Tunnel project at RELLIS, and the Space Collaboration Facility in Houston. He said other projects of note included the AgriLife Research Meat Science and Technology Center Relocation, TEEX Training Props projects at RELLIS, the AgriLife Amarillo Research & Extension Center at Canyon, the New Event Center at Commerce, and the Arts & Media Building in Corpus Christi. Regent Brooks briefly described Items 3.1 through 3.17, which had received committee approval and recommended these items to the full Board for approval.

On motion of Regent Brooks, seconded by Regent Bellinger, and by a unanimous vote, the following minute orders were approved (203 through 219).

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**MINUTE ORDER 203-2023 (ITEM 3.1)**

**APPROVAL OF THE PROJECT SCOPE AND BUDGET,  
APPROPRIATION FOR CONSTRUCTION SERVICES, AND APPROVAL FOR  
CONSTRUCTION FOR THE STEM EDUCATION CENTER PROJECT,  
TEXAS A&M-RELLIS, BRYAN, TEXAS (PROJECT NO. 01-3372),  
THE TEXAS A&M UNIVERSITY SYSTEM**

The project scope along with a project budget of \$43,425,406 for the STEM Education Center Project is approved.

The amount of \$39,083,406 is appropriated from Account No. 01-083540 Revenue Financing System Debt Proceeds, (CCAP), for construction services and related project costs.

The STEM Education Center Project, Texas A&M-RELLIS, Bryan, Texas, is approved for construction.

The Board of Regents of The Texas A&M University System (Board) reasonably expects to incur debt in one or more obligations for this project, and all or a portion of the proceeds received from the sale of such obligations is reasonably expected to be used to reimburse the account(s) for amounts previously appropriated and/or expended from such account(s).

As required by Section 5(a) of the Master Resolution of the Revenue Financing System, the Board hereby determines that it will have sufficient funds to meet the financial obligations of The Texas A&M University System, including sufficient Pledged Revenues to satisfy the Annual Debt Service Requirements of the Revenue Financing System and to meet all financial obligations of the Board relating to the Revenue Financing System and that the Participants, on whose behalf the debt is issued, possess the financial capacity to satisfy their Direct Obligations.

**MINUTE ORDER 204-2023 (ITEM 3.2)**

**APPROVAL OF THE PROJECT SCOPE AND BUDGET,  
APPROPRIATION FOR CONSTRUCTION SERVICES, AND  
APPROVAL FOR CONSTRUCTION FOR THE HEALTH SCIENCES &  
HUMAN SERVICES BUILDING PROJECT,  
TARLETON STATE UNIVERSITY, STEPHENVILLE, TEXAS  
(PROJECT NO. 04-3360),  
THE TEXAS A&M UNIVERSITY SYSTEM**

The project scope along with a project budget of \$80,000,000 for the Health Sciences & Human Services Building Project is approved.

The amount of \$72,000,000 is appropriated from Account No. 01-083540 Revenue Financing System Debt Proceeds, (CCAP), for construction services and related project costs.

The Health Sciences & Human Services Building Project, Tarleton State University, Stephenville, Texas, is approved for construction.

The Board of Regents of The Texas A&M University System (Board) reasonably expects to incur debt in one or more obligations for this project, and all or a portion of the proceeds received from the sale of such obligations is reasonably expected to be used to reimburse the account(s) for amounts previously appropriated and/or expended from such account(s).

As required by Section 5(a) of the Master Resolution of the Revenue Financing System, the Board hereby determines that it will have sufficient funds to meet the financial obligations of The Texas A&M University System, including sufficient Pledged Revenues to satisfy the Annual Debt Service Requirements of the Revenue Financing System and to meet all financial obligations of the Board relating to the Revenue Financing System and that the Participants, on whose behalf the debt is issued, possess the financial capacity to satisfy their Direct Obligations.

**MINUTE ORDER 205-2023 (ITEM 3.3)**

**APPROVAL OF THE PROJECT SCOPE AND BUDGET,  
APPROPRIATION FOR CONSTRUCTION SERVICES, AND APPROVAL  
FOR CONSTRUCTION FOR THE AMARILLO RESEARCH & EXTENSION  
CENTER AT CANYON PROJECT, TEXAS A&M AGRILIFE RESEARCH,  
CANYON, TEXAS (PROJECT NO. 06-3377),  
THE TEXAS A&M UNIVERSITY SYSTEM**

The project scope along with a project budget of \$30,000,000 for the Amarillo Research & Extension Center at Canyon Project is approved.

The amount of \$17,000,000 is appropriated from Account No. 01-084243 Permanent University Fund Debt Proceeds (AUF), and the amount of

\$10,000,000 is appropriated from Account No. 01-083540 Revenue Financing System Debt Proceeds (Indirect Cost Recoveries), for construction services and related project costs.

The Amarillo Research & Extension Center at Canyon Project, Texas A&M AgriLife Research, Canyon, Texas, is approved for construction.

The Board of Regents of The Texas A&M University System (Board) reasonably expects to incur debt in one or more obligations for this project, and all or a portion of the proceeds received from the sale of such obligations is reasonably expected to be used to reimburse the account(s) for amounts previously appropriated and/or expended from such account(s).

As required by Section 5(a) of the Master Resolution of the Revenue Financing System, the Board hereby determines that it will have sufficient funds to meet the financial obligations of The Texas A&M University System, including sufficient Pledged Revenues to satisfy the Annual Debt Service Requirements of the Revenue Financing System and to meet all financial obligations of the Board relating to the Revenue Financing System and that the Participants, on whose behalf the debt is issued, possess the financial capacity to satisfy their Direct Obligations.

**MINUTE ORDER 206-2023 (ITEM 3.4)**

**APPROVAL OF THE PROJECT SCOPE AND BUDGET,  
APPROPRIATION FOR PRE-CONSTRUCTION AND CONSTRUCTION SERVICES,  
AND APPROVAL FOR CONSTRUCTION FOR THE AGRILIFE VERNON CAMPUS  
STORM REPAIRS PROJECT, TEXAS A&M AGRILIFE RESEARCH,  
VERNON, TEXAS (PROJECT NO. 06-3407),  
THE TEXAS A&M UNIVERSITY SYSTEM**

The project scope along with a project budget of \$15,000,000 for the AgriLife Vernon Campus Storm Repairs Project is approved.

The amount of \$15,000,000 is appropriated from Account No. 06-114550 Vernon Repair Funds – SB30, for pre-construction and construction services and related project costs.

The amount of \$2,916,522.15 in previous appropriations is reverted to Account No. 01-083540 Revenue Financing System Debt Proceeds (Indirect Cost Recoveries).

The AgriLife Vernon Campus Storm Repairs Project, Texas A&M AgriLife Research, Vernon, Texas, is approved for construction.

**MINUTE ORDER 207-2023 (ITEM 3.5)**

**APPROVAL OF THE PROJECT SCOPE AND BUDGET,  
APPROPRIATION FOR CONSTRUCTION SERVICES, AND  
APPROVAL FOR CONSTRUCTION FOR THE RENOVATION OF  
AN EDUCATION BUILDING & HEALTH/SAFETY UPGRADES PROJECT,  
WEST TEXAS A&M UNIVERSITY, CANYON, TEXAS (PROJECT NO. 18-3364),  
THE TEXAS A&M UNIVERSITY SYSTEM**

The project scope along with a project budget of \$44,922,833 for the Renovation of an Education Building & Health/Safety Upgrades Project is approved.

The amount of \$40,430,833 is appropriated from Account No. 01-083540 Revenue Financing System Debt Proceeds, (CCAP), for construction services and related project costs.

The Renovation of an Education Building & Health/Safety Upgrades Project, West Texas A&M University, Canyon, Texas, is approved for construction.

The Board of Regents of The Texas A&M University System (Board) reasonably expects to incur debt in one or more obligations for this project, and all or a portion of the proceeds received from the sale of such obligations is reasonably expected to be used to reimburse the account(s) for amounts previously appropriated and/or expended from such account(s).

As required by Section 5(a) of the Master Resolution of the Revenue Financing System, the Board hereby determines that it will have sufficient funds to meet the financial obligations of The Texas A&M University System, including sufficient Pledged Revenues to satisfy the Annual Debt Service Requirements of the Revenue Financing System and to meet all financial obligations of the Board relating to the Revenue Financing System and that the Participants, on whose behalf the debt is issued, possess the financial capacity to satisfy their Direct Obligations.

**MINUTE ORDER 208-2023 (ITEM 3.6)**

**APPROVAL OF THE PROJECT SCOPE AND BUDGET,  
APPROPRIATION FOR CONSTRUCTION SERVICES, AND  
APPROVAL FOR CONSTRUCTION FOR THE NURSING EDUCATION  
& RESEARCH CENTER PROJECT,  
TEXAS A&M UNIVERSITY HEALTH SCIENCE CENTER,  
MCALLEN, TEXAS (PROJECT NO. 23-3374),  
THE TEXAS A&M UNIVERSITY SYSTEM**

The project scope along with a project budget of \$49,948,556 for the Nursing Education & Research Center Project is approved.

The amount of \$24,953,756 is appropriated from Account No. 01-083540 Revenue Financing System Debt Proceeds, (CCAP), the amount of \$15,000,000 is appropriated from Account No. 02-806302 McAllen Nursing, and the amount of \$5,000,000 is appropriated from Account No. 23-291027 AUF-Nursing Ed Research Ctr, for construction services and related project costs.

The Nursing Education & Research Center Project, Texas A&M University Health Science Center, McAllen, Texas, is approved for construction.

The Board of Regents of The Texas A&M University System (Board) reasonably expects to incur debt in one or more obligations for this project, and all or a portion of the proceeds received from the sale of such obligations is reasonably expected to be used to reimburse the account(s) for amounts previously appropriated and/or expended from such account(s).

As required by Section 5(a) of the Master Resolution of the Revenue Financing System, the Board hereby determines that it will have sufficient funds to meet the financial obligations of The Texas A&M University System, including sufficient Pledged Revenues to satisfy the Annual Debt Service Requirements of the Revenue Financing System and to meet all financial obligations of the Board relating to the Revenue Financing System and that the Participants, on whose behalf the debt is issued, possess the financial capacity to satisfy their Direct Obligations.

**MINUTE ORDER 209-2023 (ITEM 3.7)**

**APPROVAL OF THE PROJECT SCOPE AND REVISED BUDGET,  
APPROPRIATION FOR CONSTRUCTION SERVICES, AND APPROVAL FOR  
CONSTRUCTION FOR THE AGRICULTURAL MULTIPURPOSE EDUCATION  
& TRAINING CENTER PROJECT, TEXAS A&M UNIVERSITY-COMMERCE,  
COMMERCE, TEXAS (PROJECT NO. 21-3384),  
THE TEXAS A&M UNIVERSITY SYSTEM**

The project scope along with a project budget of \$47,322,833 for the Agricultural Multipurpose Education & Training Center Project is approved.

The amount of \$40,430,833 is appropriated from Account No. 01-083540 Revenue Financing System Debt Proceeds (CCAP), and the amount of \$2,400,000 is appropriated from Account No. 21-831724 Ag Multi Educ & Trn Ctr – Local, for construction services and related project costs.

The Agricultural Multipurpose Education & Training Center Project, Texas A&M University-Commerce, Commerce, Texas, is approved for construction.

The Board of Regents of The Texas A&M University System (Board) reasonably expects to incur debt in one or more obligations for this project, and all or a portion of the proceeds received from the sale of such obligations is reasonably expected to be used to reimburse the account(s) for amounts previously appropriated and/or expended from such account(s).

As required by Section 5(a) of the Master Resolution of the Revenue Financing System, the Board hereby determines that it will have sufficient funds to meet the financial obligations of The Texas A&M University System, including sufficient Pledged Revenues to satisfy the Annual Debt Service Requirements of the Revenue Financing System and to meet all financial obligations of the Board relating to the Revenue Financing System and that the Participants, on whose behalf the debt is issued, possess the financial capacity to satisfy their Direct Obligations.

**MINUTE ORDER 210-2023 (ITEM 3.8)**

**APPROVAL OF THE PROJECT SCOPE (REMAINING SCOPE) AND BUDGET,  
APPROPRIATION FOR CONSTRUCTION SERVICES, AND  
APPROVAL FOR CONSTRUCTION (REMAINING SCOPE)  
FOR THE NEW HEADQUARTERS AND STATE EMERGENCY OPERATIONS  
CENTER PROJECT, TEXAS DIVISION OF EMERGENCY MANAGEMENT,  
AUSTIN, TEXAS (PROJECT NO. 30-3317),  
THE TEXAS A&M UNIVERSITY SYSTEM**

The project scope (Remaining Scope) along with a project budget of \$360,647,047.48 for the New Headquarters and State Emergency Operations Center Project is approved.

The amount of \$115,997,243.48 is appropriated from Account No. 30-480200 TDEM HQ/SOC PR30-3317, the amount of \$38,300,000 is appropriated from Account No. 30-202104 IDC-TDEM HQ/SOC, and the amount of \$32,000,000 is appropriated from Account No. 30-450224 TDEM HQ/SOC, for construction services and related project costs (Remaining Scope).

The New Headquarters and State Emergency Operations Center Project, Texas Division of Emergency Management, Austin, Texas, is approved for construction (Remaining Scope).

**MINUTE ORDER 211-2023 (ITEM 3.9)**

**APPROVAL OF THE PROJECT SCOPE AND BUDGET,  
APPROPRIATION FOR CONSTRUCTION SERVICES, AND  
APPROVAL FOR CONSTRUCTION FOR THE INTERIOR FINISHES  
RENOVATIONS DUNN HALL PHASE II PROJECT, TEXAS A&M UNIVERSITY,  
COLLEGE STATION, TEXAS (SSC PROJECT NO. 2022-07999),  
TEXAS A&M UNIVERSITY**

The project scope along with a project budget of \$6,947,609 for the Interior Finishes Renovations Dunn Hall Phase II Project is approved.

The amount of \$6,252,849 is appropriated from Account No. 02-808818, Capital Renewal/DM Housing, for construction services and related project costs.

The Interior Finishes Renovations Dunn Hall Phase II Project, Texas A&M University, College Station, Texas, is approved for construction.

**MINUTE ORDER 212-2023 (ITEM 3.10)**

**APPROVAL TO AMEND THE FY 2024 – FY 2028  
TEXAS A&M UNIVERSITY SYSTEM CAPITAL PLAN  
TO CHANGE THE FISCAL YEAR DESIGNATION FOR PROJECT  
INITIATION, INCREASE THE PROJECT PLANNING AMOUNT AND  
APPROPRIATE FUNDING FOR PRE-CONSTRUCTION SERVICES FOR THE  
WEST CAMPUS PLAYER DEVELOPMENT CENTER &  
ELLIS FIELD RENOVATIONS PROJECT FOR  
TEXAS A&M UNIVERSITY (PROJECT NO. 02-3404),  
TEXAS A&M UNIVERSITY**

The request to amend the FY 2024 – FY 2028 Texas A&M University System Capital Plan to change the fiscal year designation for project initiation from FY 2025 to FY 2024 and increase the project planning amount to \$28,200,000 for the West Campus Player Development Center & Ellis Field Renovations Project for Texas A&M University is approved.

The amount of \$2,820,000 is appropriated from Account No. 01-083538, Revenue Financing System Debt Proceeds (Stadium Revenue), for pre-construction services and related project costs.

The Board of Regents of The Texas A&M University System (Board) reasonably expects to incur debt in one or more obligations for this project, and all or a portion of the proceeds received from the sale of such obligations is reasonably expected to be used to reimburse the account(s) for amounts previously appropriated and/or expended from such account(s).

As required by Section 5(a) of the Master Resolution of the Revenue Financing System, the Board hereby determines that it will have sufficient funds to meet the financial obligations of The Texas A&M University System, including sufficient Pledged Revenues to satisfy the Annual Debt Service Requirements of the Revenue Financing System and to meet all financial obligations of the Board relating to the Revenue Financing System and that the Participants, on whose behalf the debt is issued, possess the financial capacity to satisfy their Direct Obligations.

**MINUTE ORDER 213-2023 (ITEM 3.11)**

**APPROVAL TO AMEND THE FY 2024 – FY 2028  
TEXAS A&M UNIVERSITY SYSTEM CAPITAL PLAN  
TO CHANGE THE FISCAL YEAR DESIGNATION FOR  
PROJECT INITIATION AND APPROPRIATE FUNDING FOR  
PRE-CONSTRUCTION SERVICES FOR THE ALKEK BUILDING ROOF  
& EXHAUST FAN REPLACEMENT PROJECT FOR THE  
TEXAS A&M UNIVERSITY HEALTH SCIENCE CENTER  
(SSC PROJECT NO. 22-0209),  
TEXAS A&M UNIVERSITY**

The request to amend the FY 2024 – FY 2028 Texas A&M University System Capital Plan to change the fiscal year designation for project initiation for the Alkek Building Roof & Exhaust Fan Replacement Project for the Texas A&M University Health Science Center from FY 2025 to FY 2024 is approved.

The amount of \$500,000 is appropriated from Account No. 01-084243 Permanent University Fund Debt Proceeds (AUF), for pre-construction services and related project costs.

The Board of Regents of The Texas A&M University System (Board) reasonably expects to incur debt in one or more obligations for this project, and all or a portion of the proceeds received from the sale of such obligations is reasonably expected to be used to reimburse the account(s) for amounts previously appropriated and/or expended from such account(s).

**MINUTE ORDER 214-2023 (ITEM 3.12)**

**APPROVAL TO AMEND THE FY 2024-FY 2028  
TEXAS A&M UNIVERSITY SYSTEM CAPITAL PLAN TO CHANGE THE  
FISCAL YEAR DESIGNATION FOR PROJECT INITIATION AND  
APPROPRIATE FUNDING FOR PRE-CONSTRUCTION SERVICES  
FOR THE PUBLIC SAFETY FACILITY PROJECT FOR  
WEST TEXAS A&M UNIVERSITY  
(PROJECT NO. 18-3369),  
WEST TEXAS A&M UNIVERSITY**

The request to amend the FY 2024-FY 2028 Texas A&M University System Capital Plan to change the fiscal year designation for project initiation for the Public Safety Facility Project for West Texas A&M University from FY 2025 to FY 2024 is approved.

The amount of \$997,500 is appropriated from Account No. 18-871424, Public Safety Building, for pre-construction services and related project costs.

The Board of Regents of The Texas A&M University System (Board) reasonably expects to incur debt in one or more obligations for this project, and all or a portion of the proceeds received from the sale of such obligations is reasonably expected to be used to reimburse the account(s) for amounts previously appropriated and/or expended from such account(s).

As required by Section 5(a) of the Master Resolution of the Revenue Financing System, the Board hereby determines that it will have sufficient funds to meet the financial obligations of The Texas A&M University System, including sufficient Pledged Revenues to satisfy the Annual Debt Service Requirements of the Revenue Financing System and to meet all financial obligations of the Board relating to the Revenue Financing System and that the Participants, on whose behalf the debt is issued, possess the financial capacity to satisfy their Direct Obligations.

**MINUTE ORDER 215-2023 (ITEM 3.13)**

**APPROVAL TO AMEND THE FY 2024-FY 2028  
TEXAS A&M UNIVERSITY SYSTEM CAPITAL PLAN TO  
CHANGE THE FISCAL YEAR DESIGNATION FOR PROJECT INITIATION  
AND APPROVAL OF APPROPRIATION FOR PRE-CONSTRUCTION SERVICES  
FOR THE STUDENT DINING FACILITY PROJECT AT  
TEXAS A&M UNIVERSITY-COMMERCE  
(PROJECT NO. 21-FC-0011),  
TEXAS A&M UNIVERSITY-COMMERCE**

The request to amend the FY 2024-FY 2028 Texas A&M University System Capital Plan to change the fiscal year designation for project initiation for the Student Dining Facility Project at Texas A&M University-Commerce from FY 2025 to FY 2024 is approved.

The amount of \$740,000 is appropriated from Account No. 21-832008-20300, Student Dining Facility Construction, for pre-construction services and related project costs.

**MINUTE ORDER 216-2023 (ITEM 3.14)**

**APPROVAL TO AMEND THE FY 2024-FY 2028  
TEXAS A&M UNIVERSITY SYSTEM CAPITAL PLAN  
TO REVISE THE BUDGET AND THE FUNDING SOURCES AND  
APPROVAL OF APPROPRIATION FOR PRE-CONSTRUCTION SERVICES  
FOR THE MULTIPURPOSE FIELD, COMPETITION TRACK & SOFTBALL FIELD  
UPGRADES PROJECT FOR TEXAS A&M UNIVERSITY-SAN ANTONIO  
(PROJECT NO. 25-3421),  
TEXAS A&M UNIVERSITY-SAN ANTONIO**

The request to amend the FY 2024-FY 2028 Texas A&M University System Capital Plan to revise the budget to \$10,000,000 and revise the funding sources for the Multipurpose Field, Competition Track & Softball Field Upgrades Project for Texas A&M University-San Antonio is approved.

Contingent upon execution of the Bexar County grant agreement, the amount of \$1,000,000 is appropriated from Account No. 01-083540 Revenue Financing System Debt Proceeds (Grant), for pre-construction services and related project costs.

The Board of Regents of The Texas A&M University System (Board) reasonably expects to incur debt in one or more obligations for this project, and all or a portion of the proceeds received from the sale of such obligations is reasonably expected to be used to reimburse the account(s) for amounts previously appropriated and/or expended from such account(s).

As required by Section 5(a) of the Master Resolution of the Revenue Financing System, the Board hereby determines that it will have sufficient funds to meet the financial obligations of The Texas A&M University System, including sufficient Pledged Revenues to satisfy the Annual Debt Service Requirements of the Revenue Financing System and to meet all financial obligations of the Board relating to the Revenue Financing System and that the Participants, on whose behalf the debt is issued, possess the financial capacity to satisfy their Direct Obligations.

**MINUTE ORDER 217-2023 (ITEM 3.15)**

**APPROVAL TO AMEND THE FY 2024-FY 2028  
TEXAS A&M UNIVERSITY SYSTEM CAPITAL PLAN  
TO REVISE THE FUNDING SOURCE AMOUNTS, INCREASE THE  
PROJECT PLANNING AMOUNT AND APPROPRIATE FUNDING FOR  
PRE-CONSTRUCTION SERVICES FOR THE EDUCARE BUILDING PROJECT  
FOR TEXAS A&M UNIVERSITY-SAN ANTONIO  
(PROJECT NO. 25-3402),  
TEXAS A&M UNIVERSITY-SAN ANTONIO**

The request to amend the FY 2024-FY 2028 Texas A&M University System Capital Plan to revise the funding source amounts and increase the project planning amount to \$19,790,000 for the Educare Building Project for Texas A&M University-San Antonio is approved.

Contingent upon execution of the City of San Antonio grant agreement, the amount of \$1,979,000 is appropriated from Account No. 01-084243 Permanent University Fund Debt Proceeds (AUF), for preconstruction services and related project costs.

The Board of Regents of The Texas A&M University System (Board) reasonably expects to incur debt in one or more obligations for this project, and all or a portion of the proceeds received from the sale of such obligations is reasonably expected to be used to reimburse the account(s) for amounts previously appropriated and/or expended from such account(s).

As required by Section 5(a) of the Master Resolution of the Revenue Financing System, the Board hereby determines that it will have sufficient funds to meet the financial obligations of The Texas A&M University System, including sufficient Pledged Revenues to satisfy the Annual Debt Service Requirements of the Revenue Financing System and to meet all financial obligations of the Board relating to the Revenue Financing System and that the Participants, on whose behalf the debt is issued, possess the financial capacity to satisfy their Direct Obligations.

**MINUTE ORDER 218-2023 (ITEM 3.16)**

**APPROVAL OF THE PROJECT SCOPE AND BUDGET,  
APPROPRIATION FOR CONSTRUCTION SERVICES, AND APPROVAL  
FOR CONSTRUCTION FOR THE CHAPARRAL RENOVATIONS – PH I PROJECT,  
TEXAS A&M UNIVERSITY-CORPUS CHRISTI, CORPUS CHRISTI, TEXAS  
(PROJECT NO. 157191FY21),  
TEXAS A&M UNIVERSITY-CORPUS CHRISTI**

The project scope along with a project budget of \$9,300,000 for the Chaparral Renovations – PH I Project is approved.

The amount of \$4,500,000 is appropriated from Account No. 01-083538 Revenue Financing System Debt Proceeds (Indirect Cost Recoveries), the amount of \$1,870,000 is appropriated from Account No. 15-520038 Type B Funds, and the amount of \$2,000,000 is appropriated from Account No. 15-225999\_ IDC - Reserve, for construction services and related project costs.

The Chaparral Renovations – PH I Project, Texas A&M University-Corpus Christi, Corpus Christi, Texas, is approved for construction.

The Board of Regents of The Texas A&M University System (Board) reasonably expects to incur debt in one or more obligations for this project, and all or a portion of the proceeds received from the sale of such obligations is reasonably expected to be used to reimburse the account(s) for amounts previously appropriated and/or expended from such account(s).

As required by Section 5(a) of the Master Resolution of the Revenue Financing System, the Board hereby determines that it will have sufficient funds to meet the financial obligations of The Texas A&M University System, including sufficient Pledged Revenues to satisfy the Annual Debt Service Requirements of the Revenue Financing System and to meet all financial obligations of the Board relating to the Revenue Financing System and that the Participants, on whose behalf the debt is issued, possess the financial capacity to satisfy their Direct Obligations.

**MINUTE ORDER 219-2023 (ITEM 3.17)**

**APPROVAL TO AMEND THE FY 2024-FY 2028  
TEXAS A&M UNIVERSITY SYSTEM CAPITAL PLAN TO ADD THE  
MSC ANNEX RENOVATION PROJECT, APPROVAL OF PROJECT SCOPE AND  
BUDGET, APPROPRIATION FOR PRE-CONSTRUCTION AND CONSTRUCTION  
SERVICES, AND APPROVAL FOR CONSTRUCTION FOR  
THE TEXAS A&M UNIVERSITY SYSTEM WITH AN  
FY 2024 START DATE (PROJECT NO. 01-0257),  
THE TEXAS A&M UNIVERSITY SYSTEM**

The request to amend the FY 2024-FY 2028 Texas A&M University System Capital Plan to add the MSC Annex Renovation Project for The Texas A&M University System with an FY 2024 start date and a total planning amount of \$8,870,000 is approved.

The project scope along with a project budget of \$8,870,000 for the MSC Annex Renovation Project is approved.

The amount of \$8,870,000 is appropriated from Account No. 01-084243 Permanent University Fund Debt Proceeds (Available University Fund), for pre-construction services, construction services and related project costs.

The MSC Annex Renovation Project, The Texas A&M University System, College Station, Texas, is approved for construction.

The Board of Regents of The Texas A&M University System (Board) reasonably expects to incur debt in one or more obligations for this project, and all or a portion of the proceeds received from the sale of such obligations is reasonably expected to be used to reimburse the account(s) for amounts previously appropriated and/or expended from such account(s).

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REPORT FROM THE COMMITTEE ON ACADEMIC AND STUDENT AFFAIRS

Regent Plank, Chairman of the Committee on Academic and Student Affairs (CASA), said the committee had met the previous day at which time they received presentations from Dr. James Hallmark, Vice Chancellor for Academic Affairs, focused on System policy associated with tenure and the processes universities use in implementing those policies. He said, in addition, Dr. Hallmark highlighted the substantive changes in Policies 12.01 and 12.06, associated with

Academic Freedom and Tenure, and Post Tenure Review. Regent Plank said that Dr. Hallmark updated the committee on the current status of the Affordability Initiative associated with reducing students' cost of attendance, assistance for students facing emergencies, mental health and advising. He said that Item 4.1 was approved by the committee and recommended approval to the full board.

On motion of Regent Graham, seconded by Regent Hernandez, and by a unanimous vote, the following minute order was approved (220).

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**MINUTE ORDER 220-2023 (ITEM 4.1)**

**APPROVAL OF SUBSTANTIVE REVISIONS TO  
SYSTEM POLICY 12.01, ACADEMIC FREEDOM, RESPONSIBILITY AND  
TENURE AND SYSTEM POLICY 12.06, POST-TENURE REVIEW OF  
FACULTY AND TEACHING EFFECTIVENESS,  
THE TEXAS A&M UNIVERSITY SYSTEM**

The substantive revisions to System Policy 12.01, Academic Freedom, Responsibility and Tenure and System Policy 12.06, Post-Tenure Review of Faculty and Teaching Effectiveness, as shown in the attached exhibits, is approved, effective immediately.

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ADDITIONAL ITEMS CONSIDERED BY THE BOARD

Chairman Mahomes presented Items 5.1, 5.3 and 5.4 (considered in executive session). The Board took action as set forth below:

(Note: Item 5.2 was withdrawn.)

On motion of Regent Torn, seconded by Regent Brooks, and by a unanimous vote, the following minute orders were approved (221 through 223):

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**MINUTE ORDER 221-2023 (ITEM 5.1)**

**AUTHORIZATION TO NEGOTIATE AND EXECUTE A LEASE OF SPACE  
IN TWO RESEARCH PARK LOCATED AT 1700 RESEARCH PARKWAY,  
COLLEGE STATION, BRAZOS COUNTY, TEXAS,  
TEXAS A&M UNIVERSITY**

The Chancellor of The Texas A&M University System, or designee, following a review for legal form and sufficiency by the Office of General Counsel, is authorized to negotiate, execute and deliver a lease of approximately 13,133 square feet of space in Two Research Park, located at 1700 Research Parkway, College Station, Brazos County, Texas, and to take any and all additional action, and execute any and all ancillary documents deemed necessary, to consummate the transaction.

**MINUTE ORDER 222-2023 (ITEM 5.3)**

**AUTHORIZATION TO SELL PROPERTY LOCATED AT  
6500 AMARILLO BLVD. WEST, IN AMARILLO, POTTER COUNTY, TEXAS,  
TEXAS A&M AGRILIFE RESEARCH**

The Chancellor of The Texas A&M University System, or designee, following legal review by the Office of General Counsel, is authorized to negotiate, execute and deliver the documents, and to take all other action necessary, to sell approximately 8.63 acres located at 6500 Amarillo Blvd., West, in Amarillo, Potter County, Texas, and to take any and all additional action, and execute any and all ancillary documents deemed necessary, to consummate the transaction.

**MINUTE ORDER 223-2023 (ITEM 5.4)**

**AUTHORIZATION FOR THE INTERIM PRESIDENT  
TO NEGOTIATE AND EXECUTE EMPLOYMENT CONTRACTS  
FOR ASSISTANT BASEBALL COACH - MR. NOLAN CAIN,  
AND ASSISTANT BASEBALL COACH - MR. MAX WEINER,  
TEXAS A&M UNIVERSITY**

Authority is hereby granted to the Interim President of Texas A&M University to negotiate and execute employment contracts, upon review for legal form and sufficiency by the Office of General Counsel, with the following persons:

Assistant Baseball Coach – Nolan Cain  
Assistant Baseball Coach – Max Weiner

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Chairman Mahomes presented Item 5.5.

On motion of Regent Albritton, seconded by Regent Hernandez, and by a unanimous vote, the following minute order was approved (224)

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**MINUTE ORDER 224-2023 (ITEM 5.5)**

**AUTHORIZING AND DIRECTING THE INTERIM PRESIDENT  
OF TEXAS A&M UNIVERSITY TO FORM A  
SPECIAL EXPLORATORY COMMITTEE REGARDING  
COMMEMORATING THE UNIVERSITY’S RENEWED RIVALRY  
WITH THE UNIVERSITY OF TEXAS AT AUSTIN,  
THE TEXAS A&M UNIVERSITY SYSTEM**

The Interim President of Texas A&M University is authorized and directed to form a Special Exploratory Committee to study and recommend ways to appropriately commemorate the university’s renewed rivalry with The University of Texas at Austin, with functions and membership as described in the agenda item. This Special Exploratory Committee shall expire January 1, 2025, unless the board authorizes the committee to act for a longer period.

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CONSENT AGENDA ITEMS

Chairman Mahomes presented Items 6.1 through 6.14 and 6.17 through 6.46.

(Note: Item 6.12 was not amended during the meeting, and therefore, no Board action was required.)

(Note: Items 6.15 and 6.16 were withdrawn prior to the meeting.)

On motion of Regent Torn, seconded by Regent Hernandez, and by a unanimous vote, the following minute orders were approved (225 through 268)

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**MINUTE ORDER 225-2023 (ITEM 6.1)**

**APPROVAL OF MINUTES, BOARD OF REGENTS,  
THE TEXAS A&M UNIVERSITY SYSTEM**

The following minutes are approved: July 6, 2023, Special Telephonic Meeting, July 30, 2023, Special Meeting, August 1, 2023, Special Meeting, August 16, 2023, Regular Meeting, August 17, 2023, Special Workshop Meeting, September 12, 2023, Special Telephonic Meeting, and October 6, 2023, Special Meeting.

**MINUTE ORDER 226-2023 (ITEM 6.2)**

**GRANTING OF THE TITLE OF EMERITUS, NOVEMBER 2023,  
THE TEXAS A&M UNIVERSITY SYSTEM**

In recognition of long and distinguished service to The Texas A&M University System, the Board of Regents hereby confirms the recommendation of the Chancellor and confers the title of “Emeritus” upon the individuals as shown in the attached exhibit, Emeritus Title List No. 24-01, and grants all rights and privileges of this title.

**MINUTE ORDER 227-2023 (ITEM 6.3)**

**CONFIRMATION OF APPOINTMENT  
AND COMMISSIONING OF PEACE OFFICERS,  
THE TEXAS A&M UNIVERSITY SYSTEM**

In accordance with System Policy 34.06, Appointment, Commissioning and Authority of Peace Officers, the Board of Regents of The Texas A&M University System confirms the appointment and commissioning of campus peace officers by the presidents of their respective system member universities, in accordance with the requirements of the law, and as shown in the exhibit, attached to the official minutes, subject to their taking the oath required of peace officers.

**MINUTE ORDER 228-2023 (ITEM 6.4)**

**APPROVAL OF FY 2025 OPERATING BUDGET GUIDELINES,  
THE TEXAS A&M UNIVERSITY SYSTEM**

The Texas A&M University System guidelines for the FY 2025 operating budget, as shown in the attached exhibit, are hereby approved.

**MINUTE ORDER 229-2023 (ITEM 6.5)**

**APPOINTMENT OF REGENT DAVID BAGGETT TO  
THE BOARD FOR LEASE OF UNIVERSITY LANDS,  
THE TEXAS A&M UNIVERSITY SYSTEM**

Effective immediately, Regent David Baggett is hereby appointed to serve as a member of the Board for Lease of University Lands for a two-year term expiring February 1, 2025, or until a successor is appointed and qualified.

**MINUTE ORDER 230-2023 (ITEM 6.6)**

**APPROVAL OF SUBSTANTIVE REVISIONS  
TO SYSTEM POLICY 24.01, RISK MANAGEMENT,  
THE TEXAS A&M UNIVERSITY SYSTEM**

The revisions to System Policy 24.01, Risk Management, as shown in the attached exhibit, are approved, effective immediately.

**MINUTE ORDER 231-2023 (ITEM 6.7)**

**APPROVAL OF NON-SUBSTANTIVE REVISIONS  
TO VARIOUS ACADEMIC-RELATED SYSTEM POLICIES,  
THE TEXAS A&M UNIVERSITY SYSTEM**

The revisions to System Policies 07.02, Texas Higher Education Fair Lending Practices, 11.01, Collaboration Among System Academic Institutions, and 11.03, Shortened Courses, as shown in the attached exhibit, are approved, effective immediately.

**MINUTE ORDER 232-2023 (ITEM 6.8)**

**APPROVAL OF NON-SUBSTANTIVE REVISIONS TO  
SYSTEM POLICY 01.01, SYSTEM POLICIES AND REGULATIONS,  
AND MEMBER RULES AND PROCEDURES,  
THE TEXAS A&M UNIVERSITY SYSTEM**

The revisions to System Policy 01.01, System Policies and Regulations, and Member Rules and Procedures, as shown in the attached exhibit, are approved, effective immediately.

**MINUTE ORDER 233-2023 (ITEM 6.9)**

**APPROVAL OF NON-SUBSTANTIVE REVISIONS  
TO POLICIES 13.04, STUDENT TRAVEL, 28.03, VENDING MACHINES  
AND 32.01, EMPLOYEE COMPLAINT AND APPEAL PROCEDURES,  
THE TEXAS A&M UNIVERSITY SYSTEM**

The non-substantive revisions to System Policies 13.04, Student Travel, 28.03, Vending Machines and 32.01, Employee Complaint and Appeal Procedures, as shown in the attached exhibits, are approved, effective immediately.

**MINUTE ORDER 234-2023 (ITEM 6.10)**

**APPROVAL OF NON-SUBSTANTIVE REVISIONS  
TO SYSTEM POLICY 23.02, DEBT MANAGEMENT,  
THE TEXAS A&M UNIVERSITY SYSTEM**

The revisions to System Policy 23.02, Debt Management, as shown in the attached exhibit, are approved, effective immediately.

**MINUTE ORDER 235-2023 (ITEM 6.11)**

**DESIGNATION OF THE REGENTS PROFESSOR AWARDS AND  
THE REGENTS FELLOW SERVICE AWARDS FOR EXEMPLARY PERFORMANCE  
AND PROFESSIONAL SERVICE DURING FISCAL YEAR 2022-23,  
THE TEXAS A&M UNIVERSITY SYSTEM**

The Board of Regents of The Texas A&M University System hereby grants the designation of ‘Regents Professor’ for exemplary performance during FY 2022-23 to the following 14 faculty members, effective immediately:

Dr. Ananda S. Amarasekara, Prairie View A&M University  
Dr. Gary Bigham, West Texas A&M University  
Dr. Ann O. Bowman, Texas A&M University  
Dr. Satish T.S. Bukkapatnam, Texas A&M University  
Dr. Noah D. Cohen, Texas A&M University  
Dr. Dilma Da Silva, Texas A&M University  
Dr. Kim E. Dooley, Texas A&M University  
Dr. Maribel González-García, Texas A&M University-Kingsville  
Dr. Derald A. Harp, Texas A&M University-Commerce  
Dr. Stephen Maren, Texas A&M University  
Dr. Jon T. Skare, Texas A&M University  
Dr. Michael R. Waters, Texas A&M University  
Dr. Joshua C. Watson, Texas A&M University-Corpus Christi  
Dr. Thomas H. Welsh, Jr., Texas A&M University

The Board of Regents of The Texas A&M University System hereby grants the designation of ‘Regents Fellow’ for exemplary professional service during FY 2022-23 to the following 13 agency service, extension and research professionals, effective immediately:

- Dr. Juan Reymundo Anciso, Texas A&M AgriLife Extension Service
- Dr. Kevin N. Balke, Texas A&M Transportation Institute
- Dr. Rukeia Draw-Hood, Prairie View A&M University Cooperative Extension Program
- Mr. Joseph N. Dunn, Texas A&M Engineering Experiment Station
- Dr. William L. Eisele, Texas A&M Transportation Institute
- Ms. Kathy Farrow, Texas A&M AgriLife Extension Service
- Dr. Martin Ficken, Texas A&M Veterinary Medical Diagnostic Laboratory
- Ms. Jackquennett Goetz, Texas Division of Emergency Management
- Dr. Jaehak Jeong, Texas A&M AgriLife Research
- Dr. Cindy Lawley, Texas A&M Engineering Experiment Station
- Ms. Vicki Newlin, Texas Division of Emergency Management
- Mr. Ronald K. Taylor, Jr., Texas A&M Engineering Extension Service
- Mr. Bruce V. Woods, Texas A&M Forest Service

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(Note: Minute Order No. 236-2023 was not used)

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**MINUTE ORDER 237-2023 (ITEM 6.13)**

**APPROVAL FOR DR. ZACHARY GRASLEY,  
A SYSTEM EMPLOYEE, TO SERVE AS AN EMPLOYEE,  
OFFICER AND MEMBER OF THE BOARD OF DIRECTORS OF CIRCLE  
CONCRETE TECH, INC., A BUSINESS ENTITY THAT PROPOSES TO LICENSE  
TECHNOLOGY FROM THE TEXAS A&M UNIVERSITY SYSTEM,  
THE TEXAS A&M UNIVERSITY SYSTEM**

The Board of Regents of The Texas A&M University System approves for Dr. Zachary Grasley, an employee of Texas A&M University, to serve, in his individual capacity, as an employee, officer and member of the board of directors of Circle Concrete Tech, Inc., a business entity that proposes to license technology from The Texas A&M University System relating to the research, development, licensing, or exploitation of intellectual property conceived, created, discovered, invented, or developed by Dr. Grasley.

**MINUTE ORDER 238-2023 (ITEM 6.14)**

**APPROVAL FOR DR. MARK BENDEN,  
A SYSTEM EMPLOYEE, TO SERVE AS AN EMPLOYEE, OFFICER  
AND MEMBER OF THE BOARD OF DIRECTORS OF HUMANATE DIGITAL, LLC,  
A BUSINESS ENTITY THAT PROPOSES TO LICENSE TECHNOLOGY  
FROM THE TEXAS A&M UNIVERSITY SYSTEM,  
THE TEXAS A&M UNIVERSITY SYSTEM**

The Board of Regents of The Texas A&M University System approves for Dr. Mark Benden, an employee of Texas A&M University, to serve, in his individual capacity, as an employee, officer and member of the board of directors of Humanate Digital, LLC, a business entity that proposes to license technology from The Texas A&M University System relating to the research, development, licensing, or exploitation of intellectual property conceived, created, discovered, invented, or developed by Dr. Benden.

**MINUTE ORDER 239-2023 (ITEM 6.17)**

**APPROVAL FOR MR. JOHN HANKS AND DR. AMIR ZAVAREH,  
SYSTEM EMPLOYEES, TO SERVE AS OFFICERS, MEMBERS OF  
THE BOARD OF DIRECTORS AND EMPLOYEES OF SAGESPECTRA, INC.,  
A BUSINESS ENTITY THAT PROPOSES TO LICENSE TECHNOLOGY FROM  
THE TEXAS A&M UNIVERSITY SYSTEM,  
THE TEXAS A&M UNIVERSITY SYSTEM**

The Board of Regents of The Texas A&M University System approves for Mr. John Hanks and Dr. Amir Zavareh, employees of Texas A&M University, to serve, in their individual capacities, as officers, members of the board of directors and employees of SageSpectra, Inc., a business entity that proposes to license technology from The Texas A&M University System relating to the research, development, licensing, or exploitation of intellectual property conceived, created, discovered, invented, or developed by Mr. Hanks and Dr. Zavareh.

**MINUTE ORDER 240-2023 (ITEM 6.18)**

**ESTABLISHMENT OF THE RESEARCH AND INNOVATION  
SECURITY AND COMPETITIVENESS INSTITUTE,  
THE TEXAS A&M UNIVERSITY SYSTEM**

The Research and Innovation Security and Competitiveness Institute is hereby established as an organizational unit of The Texas A&M University System.

**MINUTE ORDER 241-2023 (ITEM 6.19)**

**APPROVAL OF ACADEMIC TENURE, NOVEMBER 2023,  
TARLETON STATE UNIVERSITY**

The Board of Regents of The Texas A&M University System, in accordance with System Policy 12.01, Academic Freedom, Responsibility and Tenure, hereby authorizes the granting of tenure to the following faculty member at Tarleton State University as set forth in the exhibit, Tenure List No. 24-01.

**MINUTE ORDER 242-2023 (ITEM 6.20)**

**APPROVAL OF A BACHELOR OF ARTS,  
BACHELOR OF APPLIED ARTS AND SCIENCES AND  
BACHELOR OF SCIENCE WITH A MAJOR IN LEADERSHIP AND  
STRATEGIC STUDIES, AND AUTHORIZATION TO REQUEST APPROVAL FROM  
THE TEXAS HIGHER EDUCATION COORDINATING BOARD,  
TARLETON STATE UNIVERSITY**

The Board of Regents of The Texas A&M University System approves the establishment of a new degree program at Tarleton State University leading to a Bachelor of Arts, Bachelor of Applied Arts and Sciences and Bachelor of Science in Leadership and Strategic Studies.

The Board also authorizes submission of Tarleton State University's new degree program request to the Texas Higher Education Coordinating Board for approval and hereby certifies that all applicable criteria of the Coordinating Board have been met.

**MINUTE ORDER 243-2023 (ITEM 6.21)**

**APPROVAL OF A BACHELOR OF SCIENCE WITH A  
MAJOR IN ZOO ANIMAL CARE AND MANAGEMENT, AND  
AUTHORIZATION TO REQUEST APPROVAL FROM  
THE TEXAS HIGHER EDUCATION COORDINATING BOARD,  
TARLETON STATE UNIVERSITY**

The Board of Regents of The Texas A&M University System approves the establishment of a new degree program at Tarleton State University leading to a Bachelor of Science in Zoo Animal Care and Management.

The Board also authorizes submission of Tarleton State University's new degree program request to the Texas Higher Education Coordinating Board for approval and hereby certifies that all applicable criteria of the Coordinating Board have been met.

**MINUTE ORDER 244-2023 (ITEM 6.22)**

**APPROVAL OF A MASTER OF SCIENCE WITH A  
MAJOR IN MARKETING, AND  
AUTHORIZATION TO REQUEST APPROVAL FROM THE  
TEXAS HIGHER EDUCATION COORDINATING BOARD,  
TARLETON STATE UNIVERSITY**

The Board of Regents of The Texas A&M University System approves the establishment of a new degree program at Tarleton State University leading to a Master of Science in Marketing.

The Board also authorizes submission of Tarleton State University's new degree program request to the Texas Higher Education Coordinating Board for approval and hereby certifies that all applicable criteria of the Coordinating Board have been met.

**MINUTE ORDER 245-2023 (ITEM 6.23)**

**APPROVAL OF A NEW DOCTOR OF PHILOSOPHY DEGREE PROGRAM  
WITH A MAJOR IN EXPERIMENTAL PSYCHOLOGY WITH  
AN EMBEDDED MASTER OF SCIENCE IN  
EXPERIMENTAL PSYCHOLOGY, AND  
AUTHORIZATION TO REQUEST APPROVAL FROM  
THE TEXAS HIGHER EDUCATION COORDINATING BOARD,  
TARLETON STATE UNIVERSITY**

The Board of Regents of The Texas A&M University System approves the establishment of a new degree program at Tarleton State University leading to a Doctor of Philosophy Degree Program with a Major in Experimental Psychology with an embedded Master in Experimental Psychology.

The Board also authorizes submission of Tarleton State University's new degree program request to the Texas Higher Education Coordinating Board for approval and hereby certifies that all applicable criteria of the Coordinating Board have been met.

**MINUTE ORDER 246-2023 (ITEM 6.24)**

**APPROVAL OF ACADEMIC TENURE, NOVEMBER 2023,  
TEXAS A&M INTERNATIONAL UNIVERSITY**

The Board of Regents of The Texas A&M University System, in accordance with System Policy 12.01, Academic Freedom, Responsibility and Tenure, hereby authorizes the granting of tenure to the following faculty member at Texas A&M International University as set forth in the exhibit, Tenure List No. 24-01.

**MINUTE ORDER 247-2023 (ITEM 6.25)**

**APPROVAL OF ACADEMIC TENURE, NOVEMBER 2023,  
TEXAS A&M UNIVERSITY**

The Board of Regents of The Texas A&M University System, in accordance with System Policy 12.01, Academic Freedom, Responsibility and Tenure, hereby authorizes the granting of tenure to the following faculty members at Texas A&M University as set forth in the exhibit, Tenure List No. 24-01.

**MINUTE ORDER 248-2023 (ITEM 6.26)**

**APPROVAL OF A NEW MASTER OF FINE ARTS DEGREE PROGRAM  
WITH A MAJOR IN DANCE AND AUTHORIZATION TO  
REQUEST APPROVAL FROM THE  
TEXAS HIGHER EDUCATION COORDINATING BOARD,  
TEXAS A&M UNIVERSITY**

The Board of Regents of The Texas A&M University System approves the establishment of a new degree program at Texas A&M University leading to a Master of Fine Arts in Dance.

The Board also authorizes submission of Texas A&M University's new degree program request to the Texas Higher Education Coordinating Board for approval and hereby certifies that all applicable criteria of the Coordinating Board have been met.

**MINUTE ORDER 249-2023 (ITEM 6.27)**

**APPROVAL OF A NEW BACHELOR OF FINE ARTS DEGREE PROGRAM  
WITH A MAJOR IN THEATRE  
AND AUTHORIZATION TO REQUEST APPROVAL FROM THE  
TEXAS HIGHER EDUCATION COORDINATING BOARD,  
TEXAS A&M UNIVERSITY**

The Board of Regents of The Texas A&M University System approves the establishment of a new degree program at Texas A&M University leading to a Bachelor of Fine Arts in Theatre.

The Board also authorizes submission of Texas A&M University's new degree program request to the Texas Higher Education Coordinating Board for approval and hereby certifies that all applicable criteria of the Coordinating Board have been met.

**MINUTE ORDER 250-2023 (ITEM 6.28)**

**AUTHORIZATION FOR THE INTERIM PRESIDENT TO NEGOTIATE  
AND EXECUTE CERTAIN SPECIFIED CONTRACTS \$500,000 OR MORE,  
TEXAS A&M UNIVERSITY**

The Board of Regents of The Texas A&M University System authorizes the Interim President of Texas A&M University to negotiate and execute the contracts, and other related documents, listed in the exhibit, Contract List No. 24-01, subject to review for legal form and sufficiency by the Office of General Counsel.

**MINUTE ORDER 251-2023 (ITEM 6.29)**

**AUTHORIZATION TO ESTABLISH TWO QUASI-ENDOWMENTS  
IN THE SYSTEM ENDOWMENT FUND, THE  
“OWEN PROFESSORSHIP #2 QUASI-ENDOWMENT,” AND THE  
“COADC DEBBIE AND BILL SCOTT ’71 SCHOLARSHIP IN AGRICULTURAL  
AND NATURAL RESOURCES POLICY QUASI-ENDOWMENT,”  
TEXAS A&M UNIVERSITY**

The Board of Regents of The Texas A&M University System authorizes the President of Texas A&M University to establish two quasi-endowments in the System Endowment Fund entitled as follows:

- “Owen Professorship #2 Quasi-Endowment”
- “COADC Debbie and Bill Scott ’71 Scholarship in Agricultural and Natural Resources Policy Quasi-Endowment”

**MINUTE ORDER 252-2023 (ITEM 6.30)**

**ESTABLISHMENT OF THE  
TEXAS A&M UNIVERSITY INSTITUTE FOR HEALTHCARE ACCESS,  
TEXAS A&M UNIVERSITY**

The Texas A&M University Institute for Healthcare Access is hereby established as an organizational unit of the Texas A&M University Health Science Center at Texas A&M University.

**MINUTE ORDER 253-2023 (ITEM 6.31)**

**ESTABLISHMENT OF THE  
INSURANCE INSTITUTE FOR CONSTRUCTION SAFETY AND RESEARCH,  
TEXAS A&M UNIVERSITY**

The Insurance Institute for Construction Safety and Research is hereby established as an organizational unit of Texas A&M University.

**MINUTE ORDER 254-2023 (ITEM 6.32)**

**ESTABLISHMENT OF THE TEXAS A&M DRUG DISCOVERY CENTER,  
TEXAS A&M UNIVERSITY**

The Texas A&M University Drug Discovery Center is hereby established as an organizational unit of Texas A&M University within the College of Arts & Sciences.

**MINUTE ORDER 255-2023 (ITEM 6.33)**

**NAMING OF THE PERFORMANCE LAWN IN AGGIE PARK,  
THE “ORTEGA FAMILY LAWN – ELVIRA AND RAFAEL ORTEGA,”  
TEXAS A&M UNIVERSITY**

The Board of Regents of The Texas A&M University System hereby names the Performance Lawn in Aggie Park on the campus of Texas A&M University, the “Ortega Family Lawn – Elvira and Rafael Ortega.”

**MINUTE ORDER 256-2023 (ITEM 6.34)**

**NAMING OF THE BUSINESS EDUCATION COMPLEX,  
AS THE “MAYS BUSINESS EDUCATION COMPLEX,”  
TEXAS A&M UNIVERSITY**

The Board of Regents of The Texas A&M University System hereby names the Business Education Complex on campus of Texas A&M University, the “Mays Business Education Complex.”

**MINUTE ORDER 257-2023 (ITEM 6.35)**

**NAMING OF THE “ABE AND ANNIE SEIBEL FOUNDATION  
STRENGTH AND CONDITIONING ROOM,” WITHIN THE  
SOUTHSIDE RECREATION CENTER,  
TEXAS A&M UNIVERSITY**

The Board of Regents of The Texas A&M University System hereby names Room 104 within the Southside Recreation Center on campus at Texas A&M University the “Abe and Annie Seibel Foundation Strength and Conditioning Room.”

**MINUTE ORDER 258-2023 (ITEM 6.36)**

**NAMING OF A ROOM IN THE J. WAYNE STARK GALLERIES, AS  
“THE REAVES ART RESEARCH COLLECTION,”  
TEXAS A&M UNIVERSITY**

The Board of Regents of The Texas A&M University System hereby names the Research Library, Room 1122 in the J. Wayne Stark Galleries in the Memorial Student Center on the campus of Texas A&M University, “The Reaves Art Research Collection.”

**MINUTE ORDER 259-2023 (ITEM 6.37)**

**AUTHORIZATION FOR THE PRESIDENT  
TO EXECUTE AGREEMENTS FOR SPONSORED INSTRUCTION  
AND TRAINING AND OTHER SPONSORED ACTIVITIES THAT ARE NOT  
RESEARCH FOR FISCAL YEARS 2024, 2025 AND 2026,  
TEXAS A&M UNIVERSITY-CENTRAL TEXAS**

The President of Texas A&M University-Central Texas is authorized to execute, following a review for legal form and sufficiency by the Office of General Counsel, and following approval by the deputy chancellor and chief financial officer, agreements for sponsored instruction and training and other sponsored activities that are not research, including any amendments and related documents, for fiscal years 2024, 2025, and 2026.

Each agreement must be structured so that the revenue generated by the agreement will cover, at a minimum, all costs incurred by Texas A&M University-Central Texas in performing under the agreement, subject to any agreed cost share by Texas A&M University-Central Texas in accordance with System Regulation 15.01.05, Cost Sharing on Sponsored Agreements. Total consideration under any agreement will not exceed \$5,000,000 and the term for any agreement will not exceed five years. For each fiscal year covered by this delegation of authority, Texas A&M University-Central Texas shall submit a report to the Board of Regents that identifies any agreements executed pursuant to this minute order and describes key terms of such agreements.

**MINUTE ORDER 260-2023 (ITEM 6.38)**

**APPROVAL OF A NEW MASTER OF SCIENCE DEGREE PROGRAM  
WITH A MAJOR IN AGRICULTURAL LEADERSHIP, EDUCATION, AND  
COMMUNICATIONS AND AUTHORIZATION TO REQUEST APPROVAL FROM  
THE TEXAS HIGHER EDUCATION COORDINATING BOARD,  
TEXAS A&M UNIVERSITY-COMMERCE**

The Board of Regents of The Texas A&M University System approves the establishment of a new degree program at Texas A&M University-Commerce leading to a Master of Science in Agricultural Leadership, Education, and Communications.

The Board also authorizes submission of Texas A&M University-Commerce’s new degree program request to the Texas Higher Education Coordinating Board for approval and hereby certifies that all applicable criteria of the Coordinating Board have been met.

**MINUTE ORDER 261-2023 (ITEM 6.39)**

**APPROVAL OF A NEW MASTER OF SCIENCE DEGREE PROGRAM  
WITH A MAJOR IN ARTIFICIAL INTELLIGENCE AND  
AUTHORIZATION TO REQUEST APPROVAL FROM  
THE TEXAS HIGHER EDUCATION COORDINATING BOARD,  
TEXAS A&M UNIVERSITY-COMMERCE**

The Board of Regents of The Texas A&M University System approves the establishment of a new degree program at Texas A&M University-Commerce leading to a Master of Science in Artificial Intelligence.

The Board also authorizes submission of Texas A&M University-Commerce’s new degree program request to the Texas Higher Education Coordinating Board for approval and hereby certifies that all applicable criteria of the Coordinating Board have been met.

**MINUTE ORDER 262-2023 (ITEM 6.40)**

**NAMING OF THE VARIOUS AREAS IN THE SPECIAL COLLECTIONS  
& ARCHIVES SPACE IN THE DOWNTOWN BUILDING,  
AND A PRACTICE ROOM IN THE NEW ARTS BUILDING  
ON THE CAMPUS OF TEXAS A&M UNIVERSITY-CORPUS CHRISTI,  
TEXAS A&M UNIVERSITY-CORPUS CHRISTI**

The Board of Regents of The Texas A&M University System hereby names the following areas in the Special Collections & Archives space in the downtown building and a practice room in the New Arts building on the campus of Texas A&M University-Corpus Christi:

- Downtown building - Cold Storage Room the “Holly and Tim Stephens Cold Storage Room”
- Downtown building - Digitization Room the “Holly and Tim Stephens Digitization Room”
- Arts building - Practice Room the “Holly and Tim Stephens Practice Room”

**MINUTE ORDER 263-2023 (ITEM 6.41)**

**APPROVAL OF ACADEMIC TENURE, NOVEMBER 2023,  
TEXAS A&M UNIVERSITY-KINGSVILLE**

The Board of Regents of The Texas A&M University System, in accordance with System Policy 12.01, Academic Freedom, Responsibility and Tenure, hereby authorizes the

granting of tenure to the following faculty members at Texas A&M University-Kingsville as set forth in the exhibit, Tenure List No. 24-01.

**MINUTE ORDER 264-2023 (ITEM 6.42)**

**APPROVAL OF ACADEMIC TENURE, NOVEMBER 2023,  
TEXAS A&M UNIVERSITY-SAN ANTONIO**

The Board of Regents of The Texas A&M University System, in accordance with System Policy 12.01, Academic Freedom, Responsibility and Tenure, hereby authorizes the granting of tenure to the following faculty members at Texas A&M University-San Antonio as set forth in the exhibit, Tenure List No. 24-01.

**MINUTE ORDER 265-2023 (ITEM 6.43)**

**APPROVAL OF ACADEMIC TENURE, NOVEMBER 2023,  
TEXAS A&M UNIVERSITY-TEXARKANA**

The Board of Regents of The Texas A&M University System, in accordance with System Policy 12.01, Academic Freedom, Responsibility and Tenure, hereby authorizes the granting of tenure to the following faculty member at Texas A&M University-Texarkana as set forth in the exhibit, Tenure List No. 24-01.

**MINUTE ORDER 266-2023 (ITEM 6.44)**

**CONFIRMATION OF APPOINTMENT AND  
COMMISSIONING OF A PEACE OFFICER,  
TEXAS A&M FOREST SERVICE**

In accordance with System Policy 34.06, Appointment, Commissioning and Authority of Peace Officers, the Board of Regents confirms the Director of Texas A&M Forest Service's appointment and commissioning of Mr. Thomas Connor Murnane as a peace officer for the System, subject to taking the oath required of peace officers.

**MINUTE ORDER 267-2023 (ITEM 6.45)**

**AUTHORIZATION TO EXECUTE  
FEDERAL NON-RESEARCH GRANT AGREEMENTS, AND  
ANY AMENDMENTS, MODIFICATIONS OR EXTENSIONS,  
TEXAS A&M FOREST SERVICE**

The Director of the Texas A&M Forest Service, or designee, is authorized to execute, following review for legal sufficiency by the Office of General Counsel, grant agreements, amendments, modifications or extensions with the United States Department of Agriculture – Forest Service for the Fiscal Year 2024 Consolidated Programs Grant and the Fiscal Year 2024 Bipartisan Infrastructure Law Grants.

**MINUTE ORDER 268-2023 (ITEM 6.46)**

**AUTHORIZATION FOR TIME SENSITIVE AWARDS  
SIGNATURE AUTHORITY FOR FY2024 AND FY2025,  
TEXAS A&M FOREST SERVICE**

The Director of the Texas A&M Forest Service, or designee, is authorized to execute, following review for legal sufficiency by the Office of General Counsel, and following approval by the Deputy Chancellor and Chief Financial Officer, Time Sensitive Awards from Federal agencies to deliver public service programs to the citizens of Texas for the Fiscal Year 2024 and Fiscal Year 2025.

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ANNOUNCEMENTS

Chairman Mahomes thanked everyone for attending the meeting and announced that the next regular Board meeting was scheduled for February 7-9, 2024.

RECESS TO EXECUTIVE SESSION

Chairman Mahomes recessed the meeting at 9:06 a.m., Thursday, November 9, 2023, and announced that the Board would reconvene in executive session to continue the executive session agenda.

(Note: The Board met in executive session from 9:30 a.m. to 2:51 p.m. on Thursday, November 9, 2023, and from 8:30 a.m. to 1:04 p.m. on Friday, November 10, 2023.)

RECONVENE IN OPEN SESSION AND ADJOURN

Vice Chairman Albritton reconvened the meeting in open session at 1:05 p.m. and immediately adjourned the meeting.

Vickie Burt Spillers
Executive Director, Board of Regents

(Minutes transcribed by Dee Rodriguez, Office of the Board of Regents.)

12.01 Academic Freedom, Responsibility and Tenure

Revised November 9, 2023 (MO -2023)
 Next Scheduled Review: November 9, 2028
 Click to view [Revision History](#).



Policy Summary

The relationship between faculty and the academic institution of The Texas A&M University System (system) for which they work is a balance between the responsibilities and obligations of the faculty with the requirements and demands of the system academic institution. This policy provides the basis upon which faculty may be hired, tenured, and dismissed. The responsibilities of the faculty are described as are the criteria by which they will be evaluated.

Policy

The following policies on academic freedom, responsibility and tenure apply separately, but equally, to each of the universities (academic institutions) of the system.

1. ACADEMIC FREEDOM

- 1.1 Institutions of higher education exist for the common good. The common good depends upon an uninhibited search for truth and its open expression. Hence, it is essential that each faculty member be free to pursue scholarly inquiry and to voice and publish individual conclusions concerning the significance of evidence that the faculty member considers relevant. Each faculty member must be free from the corrosive fear that others, inside or outside the academic community, because their vision may differ, may threaten the faculty member's professional career or the material benefits accruing from it.
- 1.2 Each faculty member is entitled to full freedom in the classroom in discussing the subject that the faculty member teaches but should not introduce controversial matter that has no relation to the classroom subject. Each faculty member is also a citizen of the nation, state and community; and when speaking, writing or acting as such, must be free from institutional censorship or discipline, subject to academic responsibility. In such instances, the faculty member should clearly state that the faculty member is not speaking for the system academic institution.

2. ACADEMIC RESPONSIBILITY OF FACULTY MEMBERS

The concept of academic freedom for faculty must be accompanied by an equally demanding concept of academic responsibility. Faculty members have a responsibility to the system academic institution, their profession, their students, and society at large. The rights and privileges of faculty members extended by society and protected by governing boards and administrators through written policies and procedures on academic freedom and tenure, and

as further protected by the courts, require reciprocally the assumption of certain responsibilities by faculty members. Some of those are:

- 2.1 The fundamental responsibilities of faculty members as teachers and scholars include maintenance of competence in their field of specialization and the exhibition of professional competence in the classroom, studio or laboratory and in the public arena through activities such as discussions, lectures, consulting, performances, exhibitions, publications and participation in professional organizations and meetings.
- 2.2 Faculty members must recognize that the public will judge their profession and system academic institutions by their statements. Hence, faculty members should at all times strive to be accurate in their statements, exercise appropriate restraint, show respect for the opinions of others, and make every effort to indicate that they are not speaking or acting for the system academic institution when they are speaking or acting as private persons.
- 2.3 The constitutionally protected rights of faculty members, as citizens, to freedom of expression on matters of public concern must be balanced with the interest of the state, as an employer, in promoting the efficiency of the educational services it performs through its employees. A faculty member's comments are protected even though they may be highly critical in tone or content, or erroneous, but such statements are not protected free speech if they either substantially impede the faculty member's performance of daily duties or materially and substantially interfere with the regular operation of the system academic institution, department or college. False statements made with knowledge of their falsity or in reckless disregard of the truth are not entitled to constitutional protection, and public statements may be so without foundation as to call into question the fitness of the faculty member to perform his or her professional duties.
- 2.4 Faculty members should be professional in their conduct in the classroom and in relationships with students. They should maintain respect for the student and for the student's posture as a learner and should be appropriately available to students for consultation on coursework.
- 2.5 Faculty members have the responsibility to provide timely and adequate notice of their intention to interrupt or terminate institutional services.

3. WRITTEN TERMS OF EMPLOYMENT

- 3.1 All new faculty members must be provided with an appointment letter stating the initial terms and conditions of employment. Any subsequent modifications or special understandings in regard to the appointment, which may be made on an annual basis, should be stated in writing and a copy given to the faculty member. All faculty members, unless the terms and conditions of their appointment letter state otherwise, are expected to engage in teaching, scholarship, and service. Essential job functions for a position may vary depending upon the nature of the department in which the faculty member holds expertise, external funding requirements attached to the position, licensing or accreditation requirements, and other circumstances. It is therefore important that essential job functions for each faculty position be listed in the initial appointment letter. For example, all of the following that are applicable should be listed: teaching responsibilities, responsibilities for advising students, independent and/or collaborative

research responsibilities, engaging in patient care, committee assignments, conditions imposed by external accrediting agencies, conditions for holding a named professorship or endowed chair, or a position that combines academic and administrative duties, and any other specific essential functions for the position in question. All appointment letters must indicate whether the appointment being offered is with tenure, tenure track, or non-tenure track.

- 3.2 The appointment letter for a faculty member with administrative duties must state the portion of the faculty member's salary that is associated with the administrative duties. The portion of the faculty member's salary not associated with the administrative duties must not exceed the salaries of other faculty with similar qualifications and performing similar duties. The appointment letter for faculty members with administrative duties must also state that the administrative duties may be removed without cause.
- 3.3 The system academic institution must notify faculty members annually, in writing, of their salary. Any other changes or additions to the appointment should also be included.
- 3.4 Faculty members are expected to fulfill the terms and conditions of employment for the following year unless they resign prior to 30 calendar days after receiving notice of the terms.
- 3.5 An annual performance review will be conducted for all faculty members regardless of their title in accordance with written procedures. The purpose of the annual performance review is to facilitate dialogue between the administration and faculty and provide a process to evaluate each faculty member's accomplishments in the context of departmental, college, university, and system goals. An unsatisfactory rating in any one area (e.g., teaching effectiveness, research, creative activities and other scholarly endeavors, or service) requires the implementation of a written short-term development plan for the faculty member, including performance improvement benchmarks.
- 3.6 Generally, all faculty members are entitled under Texas law to see their personnel files and to obtain a copy of the information in these files at their own expense.

4. TENURE POLICY

Tenure means the entitlement of faculty members to continue in their academic positions unless dismissed for good cause. Tenured faculty who remain in good standing will continue to enjoy those privileges customarily associated with tenure, including an expectation of continuing employment, appropriate compensation, a suitable office and workspace, serving as a principal investigator and conducting research, teaching classes, participating in faculty governance, and representing oneself as a tenured faculty member at his or her system academic institution. However, tenure will not be construed as creating a property interest¹ in any attributes of the faculty position beyond the faculty member's regular annual salary. A specific system of faculty tenure should undergird the integrity of each system academic institution. System academic institution tenure systems should have these elements:

¹ A property interest refers to the constitutionally protected interest that may not be taken by the state without affording due process as required by federal and state law.

- 4.1 Beginning with appointment to a tenure-track position, the probationary period for a faculty member must not exceed seven (7) years. This period may, at the system academic institution's option, include appropriate full-time service at other institutions of higher education, even if the inclusion of such service extends the total probationary period in the academic profession beyond the normal maximum of seven (7) years. However, any credit for prior service included within the seven-year probationary period must be agreed upon in writing at the time of employment. System academic institutions must develop a rule authorizing extension of the probationary period beyond seven (7) years to permit a possible "time-out" due to special conditions or in order to pursue special opportunities. Such extensions must be based on extraordinary circumstances and require written concurrence by the faculty member, department head, dean and the chief academic officer, or the chief academic officer's designee. A person who is a member of the U.S. National Academy of Sciences and/or the U.S. National Academy of Engineering and/or the U.S. National Academy of Medicine at the time of employment by a system academic institution shall be eligible for tenure upon arrival at such institution and must be presented to the system Board of Regents (board) for its consideration, and a grant of tenure to such faculty member shall not be subject to a probationary period. Tenure is granted only by the affirmative action of the system board upon recommendation of the chief executive officer (CEO). At the conclusion of the probationary period, unless appropriately informed otherwise, the faculty member will not have tenure. Prior to the beginning of the last year of the probationary period, the system academic institution must notify the faculty member in writing of a decision regarding the granting or denial of tenure. The failure by the system academic institution to so notify will not be construed as a grant of de facto tenure. If the decision is not to award tenure, the faculty member is entitled to serve for two additional long semesters following the term or semester in which the notice is received.
- 4.2 Notice of non-reappointment, or of intention not to reappoint a non-tenured tenure track faculty member, should be given in writing in accordance with the following standards:
- (a) not later than March 1 of the first academic year of probationary service, if the appointment expires at the end of that year; or, if a one-year appointment terminates during an academic year, at least three months in advance of its termination;
 - (b) not later than December 15 of the second year of probationary service, if the appointment expires at the end of that year; or, if an initial two-year appointment terminates during an academic year, at least six months in advance of its termination; and
 - (c) at least twelve months before the expiration of a probationary appointment after two or more years with the system academic institution.
- 4.3 Good cause for dismissal of a faculty member relates directly and substantially to the performance of professional duties and may include, but not be limited to, the following:
- (a) professional incompetence;
 - (b) continuing or repeated failure to perform duties or meet responsibilities to the system academic institution or to students or associates;

- (c) failure to successfully complete a post-tenure review professional development program;
- (d) moral turpitude adversely affecting the performance of duties or the meeting of responsibilities to the system academic institution, or to students or associates;
- (e) violation of system policies, system regulations, system academic institution rules, or laws substantially related to performance of faculty duties;
- (f) conviction of a crime related to the fitness of a faculty member to engage in teaching, research, service/outreach, and/or administration;
- (g) unprofessional conduct adversely affecting to a material and substantial degree the performance of duties or the meeting of responsibilities to the system academic institution, or to students or associates;
- (h) falsification of academic credentials;
- (i) bona fide financial exigency or the phasing out of institutional programs requiring reduction of faculty (see Section 9);
- (j) the reduction or discontinuance of institutional programs based on educational considerations and requiring the termination of faculty members (see Section 9); or
- (k) a finding of sexual harassment or other serious misconduct, in accordance with system policy.

4.4 A faculty member who is found responsible for sexual harassment or other serious misconduct may be summarily dismissed or suspended without pay pending dismissal in accordance with the procedures outlined in Section 8.2. A faculty member may be dismissed for other reasons, as outlined in Section 4.3, after the faculty member has received notice of the cause for dismissal and an opportunity for a hearing in accordance with the procedures set forth in Section 8.3. Non-tenure track faculty may present a grievance in accordance with Section 6.5.

5. ADMINISTRATIVE LEAVE

Faculty members may be placed on administrative leave with pay by the faculty member's dean, with the concurrence of the dean of faculties (or provost if there is no dean of faculties), pending an investigation into matters pertaining to the faculty member's job performance, including but not limited to, fiscal matters, improper conduct in teaching, research, or service, or an allegation of misconduct pursuant to System Regulation *08.01.01, Civil Rights Compliance*. Notification must be given in writing and include the reasons for placing the faculty member on administrative leave with pay and the terms of the leave. A faculty member placed on administrative leave with pay may appeal the decision to the provost by submitting an appeal in writing. The provost conducts the appeal and may appoint a person or persons to assist the provost in the appeal. The investigation process is not stayed by an appeal. The appeal should be completed within five (5) business days of receipt of the appeal. This provision is distinct from suspension during the pendency of termination proceedings. Placing a faculty member on administrative leave with pay is justified to aid in an investigation or if the welfare of the faculty member or that of students, colleagues or other institutional employees is threatened by continuance, or if the continued presence of the faculty member would be disruptive of the regular operations of the system academic

institution. Any such leave should be with appropriate provisions for useful duties, including appropriate access to classrooms, laboratories, libraries, and other facilities. A tenured faculty member who has been placed on administrative leave with pay will be entitled to his or her regular annual salary.

6. NON-TENURE TRACK FACULTY

6.1 This section does not apply to Professional Track Faculty with multi-year appointments. (*See, System Policy 12.07, Fixed Term Academic Professional Track Faculty*).

6.2 Appointments of non-tenure track faculty should be in writing and include specific beginning and ending dates for the appointment and clearly state that there is no implied guarantee or promise of future employment.

6.3 A system academic institution is not required to give a non-tenure track faculty member a reason for a decision not to reappoint for another appointment term or to provide a hearing. However, a system academic institution's rule for implementing this policy may provide that all or certain non-tenure track faculty members are entitled to appeal the institution's decision not to renew the faculty member's appointment or to dismiss the faculty member for cause.

6.4 Unless the academic institution's rule provides for an appeal, a non-tenure track faculty member whose appointment is not renewed may present a grievance in person to their dean or designee regarding the non-reappointment within 10 business days of receipt of the notice of non-reappointment. The dean or designee considers the grievance and renders a final decision in writing regarding the grievance within 10 business days of the presentation of the grievance.

6.5 Unless the academic institution's rule provides for an appeal, a non-tenure track faculty member who is dismissed for cause before the end of the term may present a grievance in person to the provost or designee regarding the dismissal within 10 business days of receipt of the notice of dismissal. The provost or designee considers the grievance and renders a final decision in writing regarding the grievance within 10 business days of the presentation of the grievance.

6.6 However, if a grievance or appeal related to the nonrenewal or dismissal of a non-tenure track faculty member includes an allegation(s) that the decision was based on discrimination, the provost, dean or designee promptly reports the allegation(s) to the designated office in accordance with System Regulation *08.01.01*.

6.7 Any allegation(s) of discrimination will be exclusively adjudicated in accordance with the procedures outlined in System Regulation *08.01.01*. The grievance or appeal processes in this section are not stayed pending conclusion of the investigation, decision and appeal processes outlined in System Regulation *08.01.01*.

7. NON-RENEWAL OF NON-TENURED TENURE TRACK FACULTY AT END OF AN APPOINTMENT TERM

Procedures in cases of non-renewal of non-tenured tenure track faculty members at the end of any appointment term (other than a one-year only appointment that has not been renewed) must have the following parts:

- 7.1 A system academic institution is not required to give a non-tenured tenure track faculty member a reason for a decision not to reappoint for another appointment term or to provide a hearing.
- 7.2 A non-tenured tenure track faculty member may present, in person, a grievance over non-renewal of the faculty member's employment at the system academic institution, including that the decision was made in retaliation for the faculty member's exercise of protected First Amendment rights. The board delegates the authority through the chancellor to the CEO to designate an individual within the system academic institution's administration to hear the faculty member's grievance. The system academic institution must adopt a method of promptly presenting, reviewing and acting on grievances in accordance with this section.
- 7.3 In the alternative to a grievance in accordance with Section 7.2, a non-tenured tenure track faculty member may appeal a decision not to reappoint on the basis that the decision was made in violation of the academic freedom of the individual and/or for inadequate consideration of the faculty member's record of professional achievement. Such an appeal must be filed within 20 business days of the date on which the faculty member was given written notice of non-reappointment.
- 7.4 However, if a grievance or appeal related to the nonrenewal of a non-tenured tenure track faculty member includes an allegation(s) that the decision was based on discrimination, the CEO or designee promptly reports the allegation(s) to the designated office in accordance with System Regulation *08.01.01*.
- 7.5 Any allegation(s) of discrimination will be exclusively adjudicated in accordance with the procedures outlined in System Regulation *08.01.01*. The grievance or appeal processes in this section are not stayed pending conclusion of the investigation, decision and appeal processes outlined in System Regulation *08.01.01*.
- 7.6 System academic institution appeal procedures must provide for preliminary consideration within 15 business days of the faculty member's notice of appeal of the allegations by a faculty committee to determine whether the faculty member has established a prima facie case that the decision was made in violation of the faculty member's academic freedom, or without adequate consideration of the faculty member's record of professional achievement. If the preliminary review committee determines that the faculty member has not alleged a prima facie case, the allegations will be dismissed and the decision not to reappoint stands. If the committee determines that the allegations do establish a prima facie case, the matter is referred for an evidentiary hearing under established system academic institution procedures. A prima facie case for purposes of this section means that the faculty member's evidence, alone and un-rebutted, would establish that a violation as defined in Section 7.3 may have occurred.
- 7.7 In any evidentiary hearing, the burden of proving that the decision was made in violation of academic freedom or without adequate consideration of the faculty member's record of professional achievement, rests with the faculty member. The burden of proof must be

met by a preponderance of the evidence; i.e., that which is more convincing, more credible, and of greater weight than contrary evidence. Both the faculty member and the administration have the right of representation at this hearing. The system academic institution provides staff support to schedule and hold a hearing. If the appeal is filed before March 1, the hearing must be completed within 40 business days from the date the committee chair is notified of the appeal; the chair of the hearing committee may extend the time for completing the hearing by an additional 10 business days for good cause shown. If more than one appeal is filed in a given year, some appeals may be delayed until the first full academic term following the notice of appeal. The committee must complete its report within 10 business days of the completion of the hearing. The importance of conducting the hearing in a prompt manner guides the system academic institution and the hearing committee. Hearing committee members' departments assist as needed to accommodate the scheduling of the hearing.

8. DISMISSAL FOR CAUSE

8.1 Procedures. System academic institutions must establish proper procedures for dismissal of faculty for cause to address issues related to performance or misconduct. These dismissal procedures apply only to a faculty member who has tenure, a non-tenured tenure track faculty member or a fixed-term professional track faculty member under System Policy *12.07* whose term appointment has not expired at the time of the dismissal. Such procedures must have the following parts:

8.1.1 A bona fide effort by appropriate administrative officers and/or other persons or committees should be made to achieve a satisfactory resolution of performance and/or misconduct issues through preliminary inquiry, discussion or confidential mediation. During these proceedings, a faculty member has the right to an advisor, who may attend any meetings with the faculty member, but may communicate only with the faculty member. The advisor is not permitted to serve as an advocate for the faculty member in these preliminary proceedings.

8.1.2 Should these efforts fail to achieve a satisfactory resolution; the administration initiates a dismissal for cause or summary dismissal.

8.1.3 Unless a faculty member is summarily dismissed in accordance with the procedures outlined in Section 8.2, a faculty member may be reassigned or suspended with pay during the pendency of dismissal proceedings; however, suspension with pay is justified only if the welfare of the faculty member or that of students, colleagues or other institutional employees is threatened by continuance, or if the continued presence of the faculty member would be materially and substantially disruptive of the regular operations of the system academic institution. A suspension with pay should be with appropriate provisions for useful duties including appropriate access to classrooms, laboratories, libraries and other facilities.

8.2 Summary Dismissal or Suspended without Pay Pending Dismissal

8.2.1 A tenured faculty member may be subject to summary dismissal or suspension without pay pending dismissal if the stated cause for dismissal is a finding of

serious misconduct that has been substantiated by an investigation conducted in accordance with system policy. Serious misconduct includes, but is not limited to, sexual harassment, scientific misconduct, fraud, and violence or threat of violence in the workplace.

- 8.2.2 A non-tenured faculty member whose term appointment has not expired may be subject to summary dismissal or suspension without pay pending dismissal for good cause.
- 8.2.3 Prior to summary dismissal or suspension without pay pending dismissal, a faculty member will be provided with written notice of the charges, an explanation of the evidence, and an opportunity to respond to an administrator. A faculty member who is summarily dismissed or suspended without pay pending dismissal also has an opportunity for a post-termination evidentiary hearing appealing the dismissal in accordance with the procedures outlined in Section 8.3.
- 8.2.4 The faculty member and the administration each have the independent right to representation in this process.
- 8.2.5 The board delegates the authority through the chancellor to the CEO to designate an individual within the system academic institution's administration to hear a faculty member's response to the charges prior to summary dismissal or suspension without pay pending dismissal and determine, after considering the faculty member's response, whether or not to proceed with a summary dismissal or suspension without pay pending dismissal.

8.3 Hearing

- 8.3.1 A faculty member who is summarily dismissed or suspended without pay pending dismissal after the process described in Section 8.2 or a faculty member who receives a notice of dismissal for other reasons outlined in Section 4.3 may submit a notice of appeal to the system academic institution's CEO or designee within 10 business days of receipt of the notice of dismissal. The CEO or designee must notify the appropriate hearing committee within five (5) business days of the date the appeal has been filed. The system academic institution provides staff support to schedule a hearing.
- 8.3.2 However, if an appeal includes an allegation(s) that the decision was based on discrimination, the CEO or designee promptly reports the allegation(s) to the designated office in accordance with System Regulation *08.01.01*.
- 8.3.3 Any allegation(s) of discrimination will be exclusively adjudicated in accordance with the procedures outlined in System Regulation *08.01.01*. The appeal hearing process in this section is not stayed pending conclusion of the investigation, decision and appeal processes outlined in System Regulation *08.01.01*.
- 8.3.4 The hearing committee must promptly schedule a hearing to be completed within 40 business days of being notified by the CEO or designee. The chair

of the hearing committee may extend the time for completing the hearing 10 business days for good cause shown or longer for extenuating circumstances caused by the administration. The system academic institution and the hearing committee must conduct the hearing in a prompt manner. Hearing committee members' departments assist as needed to accommodate the scheduling of the hearing. The burden of proof is on the system academic institution to establish by a preponderance of the evidence the existence of good cause for dismissal and/or suspension without pay pending dismissal. The proceedings will be stenographically transcribed and copies made available to either party upon request.

- 8.3.5 The faculty member and the administration each have the independent right to representation.
- 8.3.6 The hearing committee must complete its report within 10 business days of the completion of the hearing. The hearing committee formulates explicit findings with respect to each of the grounds for dismissal and/or suspension without pay pending dismissal presented and recommends whether or not, in its judgment, there is good cause for dismissal and/or suspension without pay pending dismissal. The committee's findings and recommendations must be conveyed in writing to the CEO and to the faculty member.
- 8.3.7 If the faculty member's appointment is proposed to be terminated by the CEO, the full report of the hearing committee, the record of the hearing, the CEO's recommendation, and other relevant documentation available to both the faculty member and the system academic institution will be delivered to the chancellor, or designee, who carries out a review of the documentation. In the event that the chancellor identifies the need for information not contained in the documentation, the chancellor may choose to give the system academic institution and the faculty member an opportunity to present their arguments and take questions from the chancellor. The chancellor has a maximum of 20 business days in which to conduct the review. Upon completion of the review, the chancellor makes a final determination as to the dismissal and/or suspension without pay pending dismissal.
- 8.3.8 In the event that the review identifies information that is probative of the dismissal, and that was not made available to the faculty review committee and/or the CEO, the chancellor may return the matter to the system academic institution CEO. Upon return to the CEO, the hearing committee has 10 business days in which to conduct a follow-up hearing to evaluate the new information and render its findings and recommendations. The CEO then reviews the hearing committee's findings and recommendations and takes action as appropriate following the guidelines in Section 8.3.5.
- 8.3.9 A faculty member's termination from employment will be effective as determined by the chancellor, upon a finding by the chancellor, pursuant to these procedures, that there is good cause for the faculty member's dismissal. This decision is final.

9. TENURE, FINANCIAL EXIGENCY, AND TERMINATION OR REDUCTION OF PROGRAMS

9.1 Cases of bona fide financial exigency or the reduction or discontinuance of an institutional program based on educational considerations may permit exceptions to tenure regulations.

9.2 Definitions

9.2.1 Bona fide financial exigency means a pressing need to reorder the nature and magnitude of financial obligations in such a way as to restore or preserve the financial stability of any system academic institution. A bona fide financial exigency may exist without the entire system academic institution being affected.

9.2.2 Financial stability means the ability of a system academic institution to provide from current income the funds necessary to meet current expenses, including current debt payments and sound reserves, without invading or depleting capital.

9.2.3 Evidence of financial exigency may include but is not limited to, substantially declining enrollments, substantial revenue cutbacks, and substantial ongoing operating budget deficits.

9.2.4 Educational considerations that could result in the reduction or discontinuance of a program may include, but are not limited to:

- (a) a substantial decrease in program enrollment;
- (b) the need to shift substantial resources to other programs; or
- (c) a substantial modification or redirection of a unit's mission.

9.3 Administration

9.3.1 When the system academic institution CEO believes that a state of bona fide financial exigency exists, the CEO informs the chancellor. If the chancellor concurs with this assessment, the chancellor informs the board. If the board finds that such conditions exist, a state of bona fide financial exigency will exist within that system academic institution.

9.3.2 When faculty dismissals are contemplated on grounds of financial exigency or program termination or reduction, there should be early, careful, and meaningful sharing of information and views with appropriate faculty representatives on the reasons indicating the need to terminate programs. Recommendations from such faculty representatives will be sought on alternatives available to the system academic institution to ensure continuation of a strong academic program and to minimize the losses sustained by affected students and faculty members.

9.3.3 Faculty members who are being considered for termination on the basis of a bona fide financial exigency or a program termination or reduction should be given opportunities for appointment in related areas at their system academic institution provided:

- (a) they are qualified professionally to teach in those areas;
 - (b) positions are available; and
 - (c) the affected dean and department head or director concur.
- 9.3.4 Any tenured faculty member or faculty member whose term appointment has not expired, who is selected for termination on the basis of a bona fide financial exigency or a program termination or reduction necessitating a reduction in staff, must be given the following information:
- (a) a written statement of the basis for the initial decision to lay off;
 - (b) a description of the manner in which the initial decision was made; and
 - (c) information and data upon which the decision makers relied.
- 9.3.5 The faculty member selected for termination must be given an opportunity to respond in a hearing before an appropriate faculty committee. In this hearing, the burden of proof rests with the system academic institution to demonstrate by some credible evidence that a bona fide financial exigency exists or that educational considerations led to the reduction or discontinuance of a program. The faculty committee formulates findings whether or not, in its judgment, a bona fide financial exigency exists or that educational considerations led to the reduction or discontinuance of a program. The faculty committee's findings and recommendations, if any, must be conveyed in writing to the CEO and to the faculty member.
- 9.3.6 Any faculty member reassigned to another position or terminated has the right to reappointment to his or her previous position if it is re-established within two (2) calendar years.

Related Statutes, Policies, or Requirements

[Tex. Educ. Code § 51.942](#)

[System Regulation 12.01.01, Institutional Rules for Implementing Tenure](#)

[System Policy 12.06, Post-Tenure Review of Faculty and Teaching Effectiveness](#)

[System Policy 12.07, Fixed Term Academic Professional Track Faculty](#)

Member Rule Requirements

A rule is required to supplement this policy. See Section 4.1.

Contact Office

Academic Affairs
(979) 458-6072

12.06 Post-Tenure Review of Faculty and Teaching Effectiveness



Revised November 9, 2023 (MO -2023)
Next Scheduled Review: November 9, 2028
Click to view [Revision History](#).

Policy Summary

State law requires that each university (academic institution) of The Texas A&M University System (system) must periodically evaluate the performance of tenured faculty in accordance with this policy.

Policy

1. POST-TENURE REVIEW

Subsequent to the award of tenure, all tenured faculty are subject to annual performance reviews and periodic post-tenure reviews.

- The annual performance review of a faculty member provides a mechanism to gauge the productivity of the individual and should be designed to encourage a high level of sustained performance.
- Periodic post-tenure reviews are made on the basis of typical criteria and factors such as those listed below and must occur no more often than once every year, but not less often than once every six years after the date of the award of tenure. Not all departments use the same weighting of each factor and these may be different depending on the faculty member's specific role and responsibilities within a college.

An unsatisfactory rating in the annual performance review in any one area (Teaching Effectiveness; Research, Creative Activities and other Scholarly Endeavors; or Service) requires the implementation of a written short-term development plan for the faculty member, including performance benchmarks for returning to satisfactory performance. Faculty members who receive a second unsatisfactory rating in the annual performance review in any category within six years of the first unsatisfactory rating will be subject to additional assessment and may be recommended for early post-tenure review, to be initiated no later than the next academic year.

The post-tenure review process must include tenured faculty at the rank or higher than the candidate reviewed, with appropriate credentials for assessing the faculty member's performance, department head and/or dean and provost.

Teaching Effectiveness at the Undergraduate, Graduate and Professional Student Levels (See System Regulation 12.01.01, Institutional Rules for Implementing Tenure, for consistency)

- Course content, complexity, level of expertise.
- Performance of students in subsequent courses.
- Content, quality and faculty use of the syllabus.
- Student evaluations of the instructor.
- Teaching innovations.
- Peer evaluations.
- Direction of dissertations and theses.
- Awards, honors and other recognitions.
- Development of online courses.

Research, Creative Activities, and Other Scholarly Endeavors

- Published works – books, journal articles, reviews, research and technical reports, electronic and digital materials.
- Shows, exhibits, displays, and performances of artistic works and talents.
- Professional evaluations of scholarly activities appropriate to the discipline.
- Research grants, contracts and other evidence of competitive support for the research.
- Invited papers and other presentations.
- Editorial contributions.
- Awards, honors and other recognitions.

Student Advising, Counseling and Other Student Services

- Responsibilities for undergraduate, graduate and professional student advising.
- Reputation regarding advising and contributions to student development.
- Participation in student organizations and other activities.
- Accessibility to students.

Committee and Administrative Service to University

- Nature and importance of committee involvement.
- Ideas and original contributions to the university community.
- Offices held and other evidence of leadership.

Service to Profession, Community, State, or Nation

- Involvement in professional societies including leadership positions.
- Governmental committee or commission appointments.
- Academic and professional consulting activities.
- Quality of patient care, where applicable.

- Contributions to community programs and activities.
- Speeches and other presentations utilizing expertise.
- Awards, honors and other recognitions.

Quality of Patient Care, where applicable

Patents or Commercialization of Research, where applicable

Appropriate documentation is required to provide independent verification of the credentials being presented to support the criteria being evaluated.

2. TEACHING EFFECTIVENESS

Teaching effectiveness is essential for every faculty member and teaching is an integral part of the mission of every system academic institution. A broad range of approaches to ensure teaching effectiveness should be developed and would include some of the following techniques currently in place or under consideration by system academic institutions.

- (a) Institutional requirements for faculty including:
 - (1) course syllabi including a list of topics to be covered during the semester, specific course objectives, types of activities for the course, student evaluation procedures, and required reading assignments;
 - (2) faculty attendance in class; and
 - (3) adherence to system, institutional and departmental policies.
- (b) Peer observation of classroom performance.
- (c) Departmental, college and institutional workshops on effective teaching.
- (d) Videotaping of classroom performance for review and analysis by faculty.
- (e) Portfolio assessment by departmental review committee.
- (f) On-campus technology centers and other innovative programs designed to educate and support faculty in their efforts to integrate new technology into their teaching.
- (g) Departmental in-service training.
- (h) Senior faculty to serve as mentors for junior, new faculty.
- (i) Quality of instructional outcomes assessment by current and former students, employers of graduates and faculty in graduate and professional schools attended by graduates.

3. MEMBER RULE

System academic institutions must adopt a rule to implement the requirements of this policy.

Related Statutes, Policies, or Requirements

[Tex. Educ. Code § 51.942](#)

[System Policy 12.01.01, Institutional Rules for Implementing Tenure](#)

Member Rule Requirements

A rule is required to supplement this policy. See Section 3.

Contact Office

Academic Affairs
(979) 458-6072

**THE TEXAS A&M UNIVERSITY SYSTEM
CONFIRMATION OF EMERITUS TITLES
EMERITUS TITLE LIST NO. 24-01**

System Member Honoree	Years of Service	Current Rank	Title Conferred	Effective Date
TEXAS A&M UNIVERSITY				
Cynthia Billington	33	Director of Alumni and Corporate Engagement	Director Emerita	Upon Approval by the Board and the Honoree's Retirement
Dr. Lisa Campbell	27	Professor	Professor Emerita of Oceanography	Upon Approval by the Board and the Honoree's Retirement
Dr. John B. Carey	34	Professor	Professor Emeritus of Poultry Science	Upon Approval by the Board and the Honoree's Retirement
Dr. Samuel Cohn	34	Professor	Professor Emeritus of Sociology	Upon Approval by the Board and the Honoree's Retirement
Dr. Nancy W. Dickey	28	Professor	Professor Emerita of Primary Care and Rural Medicine	Upon Approval by the Board and the Honoree's Retirement
Dr. Edward R. Dougherty	27	Professor	Professor Emeritus of Electrical and Computer Engineering	Upon Approval by the Board and the Honoree's Retirement
*Dr. Eli Jones	6	Dean	Dean Emeritus of the Mays Business School	Upon Approval by the Board
Dr. Geoffrey Kapler	28	Professor	Professor Emeritus of Cell Biology and Genetics	Upon Approval by the Board and the Honoree's Retirement
Dr. Andruid Kerne	21	Professor	Professor Emeritus of Computer Science and Engineering	Upon Approval by the Board and the Honoree's Retirement

System Member Honoree	Years of Service	Current Rank	Title Conferred	Effective Date
Janet Killion	26	Director, Research Reporting	Director, Research Reporting Emerita	Upon Approval by the Board and the Honoree's Retirement
Dr. Anthony H. Knap	10	Professor	Professor Emeritus of Oceanography	Upon Approval by the Board and the Honoree's Retirement
**Dr. Pamela R. Matthews	6	Dean	Dean Emerita of the College of Liberal Arts	Upon Approval by the Board
Dr. Barbara H. Miller	39	Associate Professor	Associate Professor Emerita of Comprehensive Dentistry	Upon Approval by the Board and the Honoree's Retirement
Dr. James O. Sanders	47	Senior Professor	Professor Emeritus of Animal Science	Upon Approval by the Board and the Honoree's Retirement
Dr. Jeremy S. Wasser	31	Associate Professor	Associate Professor Emeritus of Veterinary Physiology and Pharmacology	Upon Approval by the Board and the Honoree's Retirement

*Dr. Jones served as dean of the Mays Business School for six years from July 2015 through May of 2021. Dr. Jones is a current full-time faculty member.

**Dr. Matthews served as dean of the College of Liberal Arts for six years from May 2015 through May of 2021. Dr. Matthews retired from the University on August 31, 2021.

EXHIBIT

The Texas A&M University System
Appointed and Commissioned Peace Officers

<u>University Officer's Name</u>	<u>Title</u>	<u>Hire Date</u>
TEXAS A&M INTERNATIONAL UNIVERSITY		
Perusquia Jr., Ricardo	Peace Officer	09/18/2023
TEXAS A&M UNIVERSITY AT GALVESTON		
*Lopez, Michael A.	Peace Officer	06/16/2023
TEXAS A&M UNIVERSITY-CORPUS CHRISTI		
Garcia, Joshua A.	Peace Officer	08/22/2023

*Included in a previous submission at the same member with a break in service (180 days or less).



24.01 Risk Management

Revised November 9, 2023 (MO -2023)
Next Scheduled Review: November 9, 2028
Click to view [Revision History](#).

Policy Summary

The Texas A&M University System (system) is exposed to a multitude of risks related to the operations, activities and endeavors of its members. These risks can come in the form of potential loss of property, financial liability and reputational risks. System Risk Management supports the system's strategic mission and goals by identifying, analyzing, controlling and, when appropriate, financing these risks. This is accomplished through insurance procurement, administration of the system's self-insurance programs, developing and maintaining a standard for the protection of minors on campus, as well as implementing and overseeing Enterprise Risk Management systemwide.

Policy

1. GENERAL

- 1.1 This policy outlines the responsibilities and business processes of System Risk Management.
- 1.2 System Risk Management serves as a partner and risk advisor to the system and its members to empower them to understand the implications in making decisions to self-retain, mitigate, transfer, or eliminate the impact of risk.
- 1.3 System Risk Management prepares and submits an annual report on the system's risk management programs to the Board of Regents (board), chancellor and member chief executive officers.

2. RISK MANAGEMENT

- 2.1 System Risk Management encourages a review of all member contracts to determine the risks associated with the performance of the contract by outside parties. Insurance recommendations are provided to insert suggested language into the contract to better protect the interests of the system and its members.
- 2.2 System Risk Management reviews contractual insurance contracts entered by the system and/or its members and works with the Office of General Counsel to determine the appropriateness of such contracts.

- 2.3 A systemwide standard and protocol is established and maintained by System Risk Management for all Camps and Programs for minors sponsored and operated by the system and its members, as well as third-party programs using member facilities.
- 2.4 Each member can submit a Risk Assessment Matrix to System Risk Management for the evaluation and assessment of risks involved with a specific activity or endeavor. The assessment uncovers possible vulnerabilities, the estimated cost of recovery in the event of damage, and any mitigating risk strategies. Based on the risk tolerance level determined, risk transfer options can be evaluated.

System Risk Management reviews and provides risk assessments for all international travel to locations that are considered extreme risk.

- 2.5 System Risk Management provides ethical claims administration of the system's self-insured Workers' Compensation, Auto Liability, and Medical Malpractice plans. It also liaises with third-party administrators, brokers and carriers of commercially procured insurance policy claims departments to advocate for the best financial outcome for the system and its members.

System Risk Management may also handle the procurement and administration of systemwide Risk Management Information System software solutions.

3. RISK TRANSFER

System Risk Management works to establish uniform risk transfer strategies in addressing the risks faced by the system. These risk transfer programs provide effective ways to transfer risks to minimize the financial and reputational impact on members. These programs include, but are not limited to, System Self-Insured Auto Plan, System Self-Insured Workers Compensation Plan and other policies procured through commercial insurance companies.

4. ENTERPRISE RISK MANAGEMENT

- 4.1 Enterprise Risk Management (ERM) is the system's comprehensive program to identify and proactively manage/mitigate real and potential threats, as well as opportunities, that may affect the system and/or its members' strategic missions, goals or objectives.
- 4.2 ERM cultivates a culture of risk management across the system where risk tolerance is considered at every level of decision-making, from strategic development and implementation of the system's missions and objectives, to individual member departments' everyday operations.
- 4.3 ERM illuminates risks that are interrelated across the system and facilitates effective mitigation strategies of these interrelated risks. Risk Management, at the system and/or member level, is positioned to identify and proactively realize opportunities for growth, improved efficiencies, risk reduction or avoidance, and in some cases, increased risk tolerance.
- 4.4 To ensure the success of this program, members and the System Offices conduct the ERM evaluation on an annual basis, per System Regulation *16.01.01, Ethics and Compliance Programs*, providing the report to System Risk Management for review. System Risk

Management evaluates the reports from members and provides an executive summary to the chancellor.

Related Statutes, Policies, or Requirements

[Tex. Educ. Code § 51.966](#)

[Tex. Lab. Code, Ch. 502](#)

[Texas Tort Claims Act, Tex. Civ. Prac. & Rem. Code, Ch. 101](#)

[System Regulation 24.01.02, Risk Transfer](#)

[System Regulation 24.01.06, Programs for Minors](#)

Member Rule Requirements

A rule is not required to supplement this policy.

Contact Office

Risk Management
(979) 458-6330

07.02 Texas Higher Education Fair Lending Practices

Revised [November 9, 2023 \(MO -2023\)](#)
Next Scheduled Review: November 9, 2028
Click to view [Revision History](#).



Policy Summary

The president of each university (academic institution) in The Texas A&M University System will adopt guidelines implementing this policy. This policy sets out operational and conflict of interest standards to be observed and to aid in establishing a heightened awareness of the potential for conflicts of interest in the conduct of student financial aid programs.

Definitions

Click to view [Definitions](#).

Policy

1. PROHIBITIONS

1.1 Prohibition against solicitation or acceptance of gifts by the institution and the institution's employees.

1.1.1 The institution will not directly, or indirectly, solicit or accept any gift from or on behalf of a student loan lender.

1.1.2 An employee of the institution will not, on the employee's own behalf or on behalf of another person, directly or indirectly, solicit or accept any gift from or on behalf of a student loan lender. An employee promptly reports to the institution president any instance of a student loan lender attempting to offer or provide a gift to the employee.

1.2 Prohibition against revenue sharing with lender.

The institution will not engage in revenue sharing with a student loan lender.

1.3 Prohibition against acceptance of remuneration by institution employee for service on lender board.

1.3.1 An employee of the institution will not accept any remuneration or reimbursement of expenses from a student loan lender for serving as a member of, or otherwise participating in, an advisory board, or board of directors or any other board or management council of a student loan lender.

1.3.2 An employee of the institution must obtain written authority from the institution president to serve as a member or otherwise participate in an advisory board, board of directors or any other board or management council of a student loan lender before becoming such a member or participant.

1.4 Prohibition against misleading identification of lender employees and representatives.

The institution must not identify an employee, representative, or agent of a student loan lender to borrowers or prospective borrowers as an employee, representative or agent of the institution, nor will the institution, subject to its good faith efforts, authorize an employee, representative or agent of a student loan lender to represent, explicitly or implicitly, that the individual is an employee, representative or agent of the institution.

1.5 Prohibition against high-risk student loan agreements.

The institution must not enter into a high-risk student loan agreement with a student loan lender under which the institution provides concessions or promises to the student loan lender that may prejudice borrowers or prospective borrowers.

1.6 Prohibition against directing potential borrowers to certain electronic loan agreements.

The institution will not direct in any manner a potential borrower who attends or has indicated an intent to attend the institution to an electronic master promissory note or other loan agreement that does not allow the borrower to enter the lender code or name for any student loan lender offering the relevant loan. This provision does not prohibit the institution from directing a potential borrower who has represented that the borrower requests to engage a particular lender to that lender's electronic loan agreements.

1.7 Disclosure of financing options required.

The institution makes available to a borrower, a borrower's parents or a prospective borrower clear and conspicuous disclosure of information relating to available financing options under Title IV, Higher Education Act of 1965 (Pub. L. No. 89-329), including information on any terms and conditions of available loans under that title that are more favorable to the borrower than terms available through "preferred lenders." The institution's conspicuous posting of this information on a website available to borrowers, borrowers' parents and prospective borrowers will satisfy its duties under this section.

1.8 Requirements relating to lender lists.

1.8.1 Lenders cannot pay to be included on the lender list of a higher education institution.

1.8.2 If the institution provides or makes available to students or prospective students of the institution a lender list, it must ensure that the list:

- (a) is the product of a collaborative, objective process which recognizes the students' best interest as the overriding consideration;
- (b) discloses clearly and conspicuously to borrowers and prospective borrowers the process and defined set of objective criteria by which the institution has selected student loan lenders for inclusion in the list, including the methods and criteria used to choose the lenders and the relative importance of the criteria;
- (c) states, clearly and conspicuously to borrowers and prospective borrowers, that a borrower has the right and ability to select the student loan lender of the borrower's choice, is not required to use any of the lenders on the list, and will not be penalized for selecting a lender that is not on the list; and
- (d) is reviewed and updated at least annually.

- 1.8.3 The institution's decision to include a student loan lender on a lender list and the institution's decision regarding where on the lender list the student loan lender's name appears must be determined solely by consideration of the best interests of the borrowers or prospective borrowers who may use the list, without regard to the pecuniary interests of the institution. Should the institution maintain a preferred lender list, unless the order of the lenders in the list is a rank order as determined by the process described in Section 1.8.2, the institution periodically sorts the list so entities on the list are shifted in their position. If the order of the lenders on the list is not a rank order, then the institution clearly and conspicuously discloses that although each lender has been chosen based on the objective criteria described in the Texas Higher Education Fair Lending Practices, no lender within the list is preferred over another.
- 1.8.4 The institution may include a student loan lender on the institution's lender list only if the lender provides assurance to the institution and to borrowers of the lender that the advertised benefits on loan repayment continues to benefit the borrowers regardless of whether the lender's loans are sold.
- 1.8.5 Before including a student loan lender on a lender list, the institution makes a reasonable inquiry regarding whether the lender has an agreement to sell its loans to another unaffiliated lender. If, after making a reasonable inquiry, the institution has knowledge of such an agreement, the institution may include the lender on the institution's preferred lender list only if the existence and general nature of the agreement are disclosed clearly and conspicuously on the preferred lender list.
- 1.8.6 Before compiling a lender list, the institution makes a reasonable inquiry as to the availability of zero-interest loan providers and non-profit loan providers.
- 1.8.7 A student loan lender may not be placed on any institution lender list or be provided favored placement on any institution lender list for a particular type of loan in exchange for benefits provided to the institution or to students of the institution in connection with a different type of loan.

1.8.8 The institution will not place a student loan lender on a lender list for a period of at least one year if the student loan lender has violated the Texas Higher Education Fair Lending Practices.

1.8.9 The institution must ensure that the requirements of 34 CFR Part 601, Subpart B are met with creating and distributing any lender list.

1.9 Prohibition against stock ownership.

A person employed in the financial aid office of the institution will not own stock or hold another ownership interest in a student loan lender, other than through ownership of shares in a publicly traded mutual fund or similar investment vehicle in which the person does not exercise any discretion regarding the investment of the assets of the fund or other investment vehicle.

2. REQUIREMENT

On a yearly basis, every employee of the financial aid office of the institution receives training concerning Texas Higher Education Fair Lending Practices and Texas ethics laws relating to state employment.

Related Statutes, Policies, or Requirements

[Tex. Educ. Code § 61.003](#)

[34 CFR Part 601, Subpart B](#)

Member Rule Requirements

A rule is not required to supplement this policy.

Contact Office

Academic Affairs
(979) 458-6072

System Policy 07.02, Texas Higher Education Fair Lending Practices

Definitions

Clear and conspicuous –

- (a) for print communications, the message is in a type size and location sufficiently noticeable for an ordinary consumer to read and comprehend it, in print that contrasts with the background against which it appears;
- (b) in communications disseminated orally, the message is delivered in a volume and cadence sufficient for an ordinary consumer to comprehend it; or
- (c) in communications made through an electronic medium (such as television, video, radio, and interactive media such as the Internet, online services, and software), the message is presented simultaneously in both the audio and visual portions of the communication. In any communication presented solely through visual or audio means, the message may be made through the same means by which the communication is presented. Any audio message is delivered in a volume and cadence sufficient for an ordinary consumer to hear and comprehend it. Any visual message is of a size and shade, with a degree of contrast to the background against which it appears, and appears on the screen for a duration and in a location sufficiently noticeable for an ordinary consumer to read and comprehend it. The message is in understandable language and syntax. Nothing contrary to, inconsistent with, or in mitigation of the message is used in any communication.

Employee of an institution of higher education – includes any employee, agent, student financial aid contractor, director, officer, or regent of the institution.

Gift – any discount, favor, gratuity, inducement, loan, stock, or thing of value exceeding \$20 in value.

The term includes:

- (a) any money, service, loan, entertainment, honoraria, hospitality, lodging costs, meal, registration fee, travel expense, discount, forbearance, or promise;
- (b) a gift provided in kind, by purchase of a ticket, through payment in advance, or through reimbursement after expenses have been incurred;
- (c) any computer hardware for which the recipient pays a below-market price; or
- (d) any printing costs or services.

The term does not include:

- (a) a student loan lender's own brochure or promotional literature;
- (b) training, or informational material furnished to an employee of an institution of higher education as an integral part of a training session, if that training session contributes to the professional development of the employee; or
- (c) money from a student loan lender that is given to the institution of higher education, outside the office of student financial aid, for a philanthropic purpose and not for the

purpose of securing a benefit relating to student lending for the student loan lender, including, but not limited to, money for:

- (1) scholarships, grants, work study funds, or similar types of awards that are passed directly on to students;
- (2) any building, room, facility, or equipment for a department other than the department in which the office of student financial services is located;
- (3) naming a facility or program in accordance with applicable naming regulations and policies adopted by the institution; or
- (4) programs or operations other than those related to the office of student financial services. Money donated as described in this section may not have any direct connection or benefit to any institution employee involved in decisions relating to the offering of student loan products and may not be considered by the institution in the assessment of a lender in the student loan process.

Higher education expenses – includes:

- (a) tuition and fees charged by an institution of higher education; and
- (b) costs incurred in connection with attending an institution of higher education for room, board, books, supplies, transportation, and miscellaneous personal expenses.

High risk student loan – a student loan made pursuant to a high risk student loan agreement.

High risk student loan agreement – any agreement between a student loan lender and an institution of higher education under which the lender provides student loans to students of the institution who have a poor credit history or no credit history and who would not otherwise be eligible for a student loan.

Lender list – a list of one or more recommended or suggested student loan lenders that an institution of higher education makes available for use, in print or any other medium or form, by borrowers, prospective borrowers who attend or have indicated an intent to attend the institution, or members of the public.

Revenue sharing – any arrangement under which a student loan lender pays an institution of higher education or an affiliated entity or organization of the institution a percentage of the principal of student loans directed toward the lender from a borrower for higher education expenses related to attending the institution.

Student loan –

- (a) any loan that is made, insured, or guaranteed under Title IV, Higher Education Act of 1965 (Pub.L. No. 89-329), as amended;
- (b) a high-risk student loan; or
- (c) any private loan issued by a student loan lender that requires all or part of the loan proceeds to be used to assist a person in paying higher education expenses.

Student loan lender –

- (a) any person who is in the business of, independently or through an affiliate:
 - (1) making, brokering, arranging, or accepting applications for student loans; or

- (2) a combination of activities described by (a)(1) above;
- (b) any entity or association of entities that guarantees student loans, except for the Texas Guaranteed Student Loan Corporation or any similarly structured entity; or
- (c) any industry, trade, or professional association or other entity that receives money from any entity or association of entities described in (a) or (b) above.

11.01 Collaboration Among System Academic Institutions

Revised November 9, 2023 (MO -2023)
Next Scheduled Review: November 9, 2028
Click to view [Revision History](#).



Policy Summary

This policy requires that universities (academic institutions) of The Texas A&M University System create collaborative agreements between academic institutions, colleges, departments, or degree programs that can provide a higher level of service to students and the community while efficiently using institutional resources.

Policy

1. Presidents of the academic institutions are charged to develop collaborative programs that achieve the highest effective utilization of the resources of the academic institutions and respond most fully to the needs of students.
2. Individual departments or colleges at any two or more of the academic institutions are permitted to make collaborative arrangements for handling the programs of study for students enrolled at their institutions. Each collaborative arrangement is to be in written form and must be approved by the president or designee at each academic institution.
3. Collaborative arrangements should be based on the principles that course content and quality are mutually acceptable, that facilities are adequate and that details of the arrangements are agreed upon in advance of their application. The following operating guidelines apply to all collaborative arrangements:
 - 3.1 Program arrangements must be consistent with authorities for degree programs and course inventories established by the Texas Higher Education Coordinating Board.
 - 3.2 The student may maintain registration at either academic institution. If credit for any course or work taken at a secondary academic institution is to be through student registration in an appropriate course at the primary academic institution (such as graduate special problems), the dean or other appropriate official of the secondary academic institution certifies the course grade to the dean or other appropriate official of the primary academic institution by letter or by form adopted for this purpose.
 - 3.3 Students doing work at a secondary academic institution comply with all appropriate rules of the secondary academic institution as applicable.

- 3.4 Students pay all applicable fees at the academic institution at which they register as outlined in the collaborative agreement.
- 3.5 Students on a fellowship or in receipt of financial assistance at the primary academic institution may continue receiving such assistance, if otherwise appropriate, while doing research in a laboratory or taking courses at a secondary academic institution.
- 3.6 Where appropriate, collaborating departments agree on matters which facilitate the collaboration, such as:
- (a) use of faculty between academic institutions for teaching courses or for serving on examining committees;
 - (b) joint filing of degree plans;
 - (c) waiver of transfer credit restrictions;
 - (d) creating financial aid consortiums to allow students to remain eligible for financial aid based upon total semester credit hour enrollment between the academic institutions; and
 - (e) other items germane to the particular program situation.
-

Member Rule Requirements

A rule is not required to supplement this policy.

Contact Office

Academic Affairs
(979) 458-6072



11.03 Shortened Courses

Revised November 9, 2023 (MO -2023)
Next Scheduled Review: November 9, 2028
Click to view [Revision History](#).

Policy Summary

This policy provides the universities (academic institutions) of The Texas A&M University System with the necessary guidelines by which to measure the number of contact hours required for each semester credit hour offered by the academic institution for traditional and non-traditional courses and reemphasizes the expectations of academic quality and rigor for courses offered by the academic institutions in a shortened format.

Definitions

Click to view [Definitions](#).

Policy

1. Academic institutions must be guided by the following Texas Higher Education Coordinating Board rule concerning the minimum length of courses:
 - 1.1 The minimum length for traditionally delivered three semester credit hour courses will be as follows:
 - 1.1.1 All shortened face-to-face courses must consist of the same number of class contact hours as similar three-hour courses offered in a regular session or summer session: that is, normally 45 to 48 contact hours. Courses must also have the same objectives, requirements and quality of instruction as regular length courses.
 - 1.1.2 Students should not carry more courses at a time in a shortened format than will give them total credit of one semester credit hour per week of instruction.
 - 1.1.3 Academic institutions may offer courses in a non-traditional format, such as through the Internet or in a shortened intensive format such as competency-based education or prior learning assessment strategies, which does not meet contact hour requirements if the course/strategy has been reviewed by a faculty review committee and determined to have equivalent learning outcomes to a traditionally delivered course.

- 1.1.4 All requirements for three semester credit hour courses must apply proportionately to courses for one, two, four or other semester credit hour values.
2. Academic institution presidents develop guidelines necessary to implement and assure compliance with this policy. Any exceptions to Section 1.1.2 must be included in the guidelines.

Member Rule Requirement

A rule is not required to supplement this policy.

Contact Office

Academic Affairs
(979) 458-6072

System Policy *11.03, Shortened Courses*

Definitions

Credit hour – for purposes of the application of this policy and in accordance with federal regulations, a credit hour is an amount of work represented in intended learning outcomes and verified by evidence of student achievement that is an institutionally established equivalency that reasonably approximates:

1. Not less than one hour of classroom or direct faculty instruction and a minimum of two hours out of class student work each week for approximately 15 weeks for one semester or trimester hour of credit, or 10-12 weeks for one-quarter hour of credit, or the equivalent amount of work over a different amount of time; or
2. At least an equivalent amount of work as required and outlined above for other academic activities as established by the institution including laboratory work, internships, practicums, studio work, and other academic work leading to the award of credit hours. (SACSCOC, 2018).

Shortened format course – a term to describe a course for which academic credit is given and for which the elapsed time from the first class meeting until the last class meeting or examination period is less than a normal semester or summer session term.

Traditionally delivered course – a term to describe a face-to-face course in which students and instructor meet at a regular time over a fifteen-week semester for a total of between 45 and 48 contact hours.

01.01 System Policies and Regulations, and Member Rules and Procedures

Revised November 9, 2023 (MO -2023)
Next Scheduled Review: November 9, 2028
Click to view [Revision History](#).



Policy Summary

Official actions taken by the Board of Regents (board) of The Texas A&M University System (system), each member (including the System Offices) and the member's respective administrators, employees, agents, and students are governed by applicable federal and state laws, board bylaws, system policies, system regulations, and member rules and procedures.

Definitions

Click to view [Definitions](#).

Policy

The official actions of the board, each member and the member's respective administrators, employees, agents, and students are governed by the following:

1. FEDERAL AND STATE LAW

All policies of the system are subject to all relevant laws, rules and regulations of the federal government and the government of the state of Texas. It is the policy of the board to comply with federal and state laws, rules and regulations at all times. Any policy, regulation, rule, or procedure found to be in conflict with a federal or state law, rule or regulation is null and void to the extent of the conflict.

2. BOARD BYLAWS

Board bylaws govern the organization and conduct of board activities. The board requires its members to comply with all board bylaws at all times.

3. SYSTEM POLICIES

System policies guide the system by incorporating the board's philosophies, expectations and priorities. System policies create administrative structures, set priorities, delegate authority,

assign responsibility, ensure accountability, and define reporting requirements. System policies should be concise and understandable and contain minimal detail.

- 3.1 The board formulates, updates, adopts, and publishes policies to establish direction for the system. The chancellor is responsible for the implementation of the policies adopted by the board.
- 3.2 The chancellor is responsible for the periodic review and recommendations to the board on the adoption of new policies and/or the revision of current policies. Each policy must be reviewed at least every five years. All policies are subject to review at any time on special call by any member of the board or on the recommendation of the chancellor. The chancellor or designee is responsible for maintaining an updated copy of system policies.

4. SYSTEM REGULATIONS

System regulations include specific directives and reporting requirements needed to implement system policies and interpretations where issues are not covered or are unclear in system policies. System regulations may also be used to communicate uniform guidelines established by the chancellor on matters of overall system concern that are not specifically addressed in system policies and to provide for uniform compliance with fiscal, academic, research, human resources, and other management standards and requirements imposed from federal or state law or external administrative agency rule.

- 4.1 The chancellor establishes system regulations. System regulations are null and void to the extent they conflict with system policies.
- 4.2 Each regulation must be reviewed at least every five years. All regulations are subject to review at any time on special call by the chancellor.

5. MEMBER RULES

Member rules supplement system policies and regulations and are established at the member level. Rules should be concise and understandable and contain minimal operational details.

- 5.1 The member chief executive officers (CEOs) must establish member rules **under the following conditions:**
 - (a) when required by a policy or regulation;
 - (b) when directed by the board chair or chancellor; or
 - (c) for matters unique to the member at the discretion of each member CEO.
- 5.2 Member-required rules must be submitted to System Offices within six months of the related policy's or regulation's publication, or board chair's or chancellor's request.
- 5.3 Rules must not duplicate policies or regulations, but rather provide additional guidance specific to the member.

- 5.4 Drafts of new member rules, as well as revisions to existing member rules, must be submitted to System Offices for review, which includes Office of General Counsel review for legal sufficiency and consistency with system policies and regulations, and final approval by the chancellor. Member rules are null and void to the extent they conflict with system policies or system regulations.

6. MEMBER PROCEDURES

Member procedures implement system policies, regulations and member rules at the member level.

- 6.1 Each member CEO establishes procedures at his/her discretion for matters unique to the members.
- 6.2 Procedures must not duplicate policies, regulations or rules, but rather provide operational details specific to the member.
- 6.3 Member procedures are null and void to the extent they conflict with system policies, system regulations or member rules.

7. COMPLIANCE WITH SYSTEM POLICIES, REGULATIONS AND MEMBER RULES AND PROCEDURES

Each member and the member's respective administrators, employees, agents, and students must comply with all system policies, system regulations and applicable member rules and procedures at all times. Noncompliance with system policies, system regulations and applicable member rules and procedures may be considered grounds for disciplinary action up to and including termination of employees or expulsion of students.

8. SYSTEM POLICY AND REGULATION LIBRARY

- 8.1 The System Policy and Regulation Library, composed of all system policies and system regulations, is published, updated regularly and maintained on the system policy website. Member rules may be accessed from member websites through links on the system policy website. Each policy, regulation and rule must bear the date of its most recent revision. Members are responsible for any desired reproduction and internal distribution of copies.
- 8.2 It is the responsibility of the chancellor and each CEO to ensure that:
 - (a) system policies, system regulations, and member rules and procedures, and all updates to such items are readily available to all employees; and
 - (b) all employees are trained in the application of the policies, regulations, rules and procedures that are pertinent to their responsibilities.

Related Statutes, Policies, or Requirements

Member Rule Requirements

A rule is not required to supplement this policy.

Contact Office

Policy Office
(979) 458-6038



13.04 Student Travel

Revised [November 9, 2023](#) (MO -2023)
Next Scheduled Review: November 9, 2028
Click to view [Revision History](#).

Policy Summary

The Texas Education Code requires the adoption of a policy for student travel meeting certain criteria. Each university (academic institution) of The Texas A&M University System (system) must adopt a rule governing certain student travel which must be submitted to the Board of Regents (board) for approval to meet this requirement. This policy provides the framework for the development of student travel rules tailored to the requirements of each campus.

Policy

1. GENERAL

Each academic institution must adopt a rule governing student travel. The rule must specifically address enrolled students who travel more than 25 miles from campus to an activity or event that is organized and sponsored by the academic institution and that is:

- (a) funded by the academic institution, and travel is undertaken using a vehicle owned or leased by the academic institution; or
- (b) travel required by an organization registered at the academic institution.

2. STUDENT TRAVEL RULES

The system recognizes that each academic institution has unique requirements regarding travel. However, each rule must address the following areas:

- (1) different modes of travel likely to be used by students; and
- (2) safety issues related to student travel, including:
 - (a) use of seat belts and other safety devices;
 - (b) passenger capacity of the vehicle used;
 - (c) qualifications and training of the operator of the vehicle; and
 - (d) fatigue of the operator at the time of travel.

3. RULE REVIEW PROCESS

Prior to final adoption of the rule, each academic institution must seek advice and comments from faculty and students of the academic institution. The final rules and any future amendments or changes are reviewed for legal sufficiency by the System Office of General Counsel. The policy and the final new rules are approved by the system board and provided to The Texas Higher Education Coordinating Board. After the rule has been adopted and approved, it must be published in the academic institution's catalog and posted on the academic institution's website.

Related Statutes, Policies, or Requirements

[Tex. Educ. Code § 51.950](#)

Member Rule Requirements

A rule is required to supplement this policy. See Sections 1, 2 and 3.

Contact Office

Risk Management
(979) 458-6330

28.03 Vending Machines

Revised November 9, 2023 (MO -2023)
Next Scheduled Review: November 9, 2028
Click to view [Revision History](#).



Policy Summary

The Board of Regents (board) of The Texas A&M University System (system) is responsible for approving all member vending machine contracts. This policy provides specific authorizations and delegations of authority to the member chief executive officers (CEOs) with respect to the approval of these vending machine contracts.

Policy

1. Vending machines may be located on properties under the control of the board and its member universities and agencies in buildings and such outdoor areas as are appropriate and do not interfere with the regular business activities of the respective member.
 2. Member CEOs are authorized to contract for vending machines on properties owned or leased by the member. The contracts are in accordance with procedures established by the board and contract administration delegation adopted pursuant to System Policy 25.07, *Contract Administration*.
 3. Members comply with all applicable reporting requirements as established by state law.
 4. CEOs must submit annually to the board a report summarizing the vendor contracts in place, the amounts received from such contracts, and the disposition of such funds.
 5. Commissions received from vending machines are allocated to the respective member to be used for institutional development and support. A portion of such revenue may be assessed for support of the board office and for System Offices support, at the discretion of the chancellor.
-

Related Statutes, Policies, or Requirements

[Tex. Gov't Code § 2203.005 – Vending Machines Authorized](#)

[System Policy 25.07, Contract Administration](#)

Member Rule Requirements

A rule is not required to supplement this policy.

Contact Office

Budgets and Accounting
(979) 458-6100

32.01 Employee Complaint and Appeal Procedures

Revised [November 9, 2023](#) (MO -2023)
Next Scheduled Review: November 9, 2028
Click to view [Revision History](#).



Policy Summary

Employee complaints against any member of The Texas A&M University System (system) are resolved pursuant to regulations established by the chancellor.

Policy

1. The chancellor establishes comprehensive regulations for the resolution of all faculty, staff, student and other complaints against the system or any of its members, including appeals of employment actions.
 2. The chancellor may establish procedures to determine if a complaint is frivolous and, if found to be frivolous, the complaint is dismissed.
 3. Employees of the system must have all protection offered by federal and state laws, and procedures for reporting violations of law must be established in system regulations.
 4. An individual entitled to a military or former foster child's employment preference under Texas Government Code, Chapters 657 and 672, may appeal a member's decision relating to hiring the individual or retaining the individual if the member reduces its workforce. Such appeals must follow the complaint procedures found in System Regulation 32.01.01, *Complaint and Appeal Process for Faculty Members* for faculty positions, and System Regulation 32.01.02, *Complaint and Appeal Process for Nonfaculty Employees* for nonfaculty positions. The system Board of Regents delegates its power to hear and decide such appeals to the respective system employee(s) designated in these system regulations.
-

Related Statutes, Policies, or Requirements

[Tex. Gov't Code Ch. 657](#)

[Tex. Gov't Code Ch. 672](#)

[Regulation 32.01.01, Complaint and Appeal Process for Faculty Members](#)

[Regulation 32.01.02, Complaint and Appeal Process for Nonfaculty Employees](#)

Member Rule Requirements

A rule is not required to supplement this policy.

Contact Office

Human Resources
(979) 458-6169



23.02 Debt Management

Revised November 9, 2023 (MO -2023)
Next Scheduled Review: November 9, 2028
Click to view [Revision History](#).

Policy Summary

This policy sets out the responsibilities of the Board of Regents (board), as assigned by law, to act as a fiduciary in the management of indebtedness of The Texas A&M University System (system).

This policy also delineates the roles and responsibilities of the board, chancellor, and staff regarding the management of system indebtedness.

Policy

1. GENERAL

- 1.1 As provided in the Texas Education Code, each member of the board has the legal responsibilities of a fiduciary in the management of system indebtedness. All debt programs are made in accordance with applicable state and federal regulations. The board approves the issuance of all system bond indebtedness.
- 1.2 The chancellor or authorized representative is authorized to issue short-term indebtedness up to the authorized amounts approved in the resolutions for Revenue Financing System (RFS) and Permanent University Fund (PUF) programs. The short-term debt programs are utilized to purchase equipment and to provide interim financing for capital projects during construction. All conversions to long-term indebtedness are approved by the board.
- 1.3 The treasurer or authorized representative of the system is delegated the authority to designate a financing team consisting of bond counsel, financial advisor and underwriters and is responsible for assuring that all bond covenants are in compliance and that all necessary approvals, certifications and authorizations are fully documented and made available to the board and to all bondholders. Pricing of bond issues may be handled by the Office of Treasury Services.
- 1.4 The Office of Treasury Services is responsible for assuring that all debt service payments are made in a timely manner to the appropriate paying agents.
- 1.5 Debt service funding is the responsibility of each member participating in the RFS and the HEF programs. PUF debt service is paid from the Available University Fund (AUF).
- 1.6 The chancellor or authorized representative is authorized and directed to execute Reimbursement Certificates, as required by U.S. Treasury Regulations, Section 1.150-2, in connection with projects the board intends to debt finance.

2. RFS DEBT MANAGEMENT

2.1 General

All members are eligible to participate in the RFS.

2.2 Guidelines

- 2.2.1 Buildings and other major capital projects are financed for a period up to the lesser of the project's estimated useful life or 40 years.
- 2.2.2 Equipment can be financed for a period up to 120% of its useful life.
- 2.2.3 To the extent required by law, Texas Higher Education Coordinating Board approval must be obtained and debt may not be issued for a project prior to receiving such approval.
- 2.2.4 Individual revenue streams considered for proposed debt service must meet a 1.15 debt coverage ratio test, unless the debt is being issued as "tuition revenue" or "capital construction assistance program" debt, in which case it must meet a 1.00 debt coverage ratio test. Debt coverage is defined as Total Revenues divided by Total Debt Service.
- 2.2.5 Debt financing resources are approved by the board in accordance with System Policy *51.04, Delegation of Authority on Construction Projects*. Revenue stream certification by the members, the non-default certificate from the Office of Treasury Services and all requirements of the Master Resolution are included in agenda items submitted to the board.
- 2.2.6 For minor construction projects, as defined by System Policy *51.04*, to be financed through the RFS, the chancellor or authorized representative is authorized and directed to make the finding, on behalf of the board, required by Section 5(a) of the Master Resolution Authorizing the Revenue Financing System. A copy of the finding for each minor construction project must be filed with the Office of Treasury Services.
- 2.2.7 If required, application to and approval from the Texas Bond Review Board for new long-term issues will be made after the board has approved the long-term debt issuance. Long-term debt issuances are also subject to approval of the Attorney General.

2.3 Reporting

2.3.1 Certification by Members

Each member with debt outstanding prepares a fiscal year-end certification. The certification, signed and approved by the chief financial officer (CFO) and chief executive officer (CEO), is submitted to the Office of Treasury Services no later than December 15th of each year and is used by the Office of Treasury

Services as input for reporting the status of the RFS to the system CFO, the chancellor and the board. The certification includes the following:

- 2.3.1.1 A comparison of revenue projections with those actually collected in the previous year and an updated assessment of anticipated future revenues. If actual revenues were not sufficient, then an explanation as to why they were insufficient and the impact on the member's current and future ability to pay for its share of debt service is required;
- 2.3.1.2 verification that the member has sufficient legally available funds for the next fiscal year's principal and interest payments; and
- 2.3.1.3 verification that the member is in compliance with all bond covenants and board policies relative to the issuance of debt.

2.3.2 Report on the Status of the RFS

The Office of Treasury Services prepares an annual report on the status of RFS obligations for the chancellor and the board. The report includes the following:

- 2.3.2.1 the balance of RFS obligations outstanding at the beginning of the fiscal year and on the date of the report;
- 2.3.2.2 a listing of projected needs (by member and funding source) for the next year;
- 2.3.2.3 the amount of RFS obligations necessary to fund the system's needs for the next year; and
- 2.3.2.4 a certification that members are current on debt service funding for RFS obligations outstanding. If a member is not in compliance, the steps being taken to bring the member into compliance are included and will be reported monthly until compliance is achieved.

3. PUF DEBT MANAGEMENT

3.1 General

The Texas A&M University System Offices, Texas A&M University, Prairie View A&M University, Tarleton State University, Texas A&M University at Galveston, Texas A&M University-San Antonio, Texas A&M University-Central Texas, Texas A&M Forest Service, Texas A&M AgriLife Research, Texas A&M AgriLife Extension Service, Texas A&M Engineering Experiment Station, Texas A&M Engineering Extension Service, and Texas A&M Transportation Institute are eligible to participate in PUF financing.

3.2 Guidelines

- 3.2.1 PUF debt proceeds may be used for acquiring land, constructing and equipping permanent improvements, major repair and rehabilitation of permanent improvements, acquiring capital equipment, library books and library materials, and refunding previously issued PUF indebtedness.

- 3.2.2 Buildings and other major capital projects are financed for a period up to the lesser of the project's estimated useful life or 30 years.
- 3.2.3 Equipment can be financed for a period up to 120% of its useful life.
- 3.2.4 The chancellor is responsible for a system-wide PUF equipment and minor construction projects funding appropriation in amounts approved by the board as part of the annual budget.
- 3.2.5 PUF bond proceeds cannot be used for maintenance, minor repairs, operating expenses, student housing, intercollegiate athletics, or auxiliary enterprises.
- 3.2.6 PUF bond proceeds may be used for major repair and rehabilitation of leased buildings or other permanent improvements, provided there is clear and adequate consideration to the system in the overall transaction, such as the existence of a lease of sufficient length to provide expected benefits which would justify the expenditure.
- 3.2.7 The indebtedness is payable solely out of the AUF and, except for refunding bonds, the debt is competitively bid. PUF bonds and notes are submitted for approval by the Attorney General as required.
- 3.2.8 The outstanding PUF debt of the system is limited by the Constitution to 10 percent of the cost value of the PUF, exclusive of real estate.

4. HEF DEBT MANAGEMENT

4.1 General

Texas A&M University-Corpus Christi, Texas A&M University-Kingsville, Texas A&M International University, West Texas A&M University, Texas A&M University-Commerce and Texas A&M University-Texarkana are eligible to participate in the HEF financing program.

4.2 Guidelines

- 4.2.1 HEF debt proceeds may be used for acquiring land, constructing and equipping permanent improvements, major repair and rehabilitation of permanent improvements, acquiring capital equipment, library books and library materials, and refunding previously issued HEF indebtedness.
- 4.2.2 Indebtedness is payable with HEF appropriations. Maturities will not exceed ten years and the indebtedness is competitively bid. HEF indebtedness is subject to approval by the Attorney General.
- 4.2.3 No more than fifty percent of the annual HEF appropriation of a member can be used for paying debt service on HEF indebtedness issued on behalf of the member.

- 4.2.4 HEF debt proceeds cannot be used for maintenance, minor repairs, operating expenses, student housing, intercollegiate athletics, or auxiliary enterprises.
- 4.2.5 HEF debt proceeds may be used for major repair and rehabilitation of leased buildings or other permanent improvements, provided there is clear and adequate consideration to the system in the overall transaction, such as the existence of a lease of sufficient length to provide expected benefits which would justify the expenditure.

5. INTEREST RATE MANAGEMENT

- 5.1 As provided in the Texas Education Code, Chapter 55 and Texas Government Code, Chapter 1371, the board has the authority to enter into interest rate management agreements including swap, basis, forward, option, cap, collar, floor, lock, and hedge transactions, similar transactions, or any combination of those types of transactions in conjunction with management of the system's RFS debt program.
- 5.2 Interest rate management transactions may be used for the purpose of reducing the cost of existing or planned debt, hedging the interest rate of existing or planned debt, or optimizing capital structure. Interest rate management transactions may not be entered into for speculative purposes.
- 5.3 In connection with the execution of an interest rate management transaction, the system must obtain independent advice with respect to such transaction from a financial advisor or swap advisor with experience in comparable interest rate management transactions.
- 5.4 The authorized representative determines that each interest rate management transaction entered into by the system conforms to this policy after reviewing a report prepared in accordance with Texas Government Code, Chapter 1371.
- 5.5 To the extent the system enters into an interest rate management transaction pursuant to which it may be required to pay a variable rate of interest, the authorized representative must consider at the time such transaction is executed what, if any, liquidity is necessary to ensure the payment of such obligations.
- 5.6 Counterparty Qualifications
 - 5.6.1 In order to qualify as an eligible counterparty, at the time of entry into an interest rate management transaction, a potential counterparty must (i) meet the requirements of Section 5.6.1.1 or Section 5.6.1.2 and (ii) satisfy the system's exposure limit described in Section 5.8.
 - 5.6.1.1 The counterparty must be rated at least AA- or Aa3 by two of the three nationally recognized credit rating agencies.
 - 5.6.1.2 The counterparty must be rated at least A or A2 by two of the three nationally recognized credit rating agencies and is required to obtain credit enhancement from a third-party provider meeting the requirements of Section 5.6.1.1 with respect to its obligations under the interest rate management transaction.

5.6.2 Each counterparty to an interest rate management transaction must provide the authorized representative with a written disclosure of any payments made by the counterparty to another person to procure such interest rate management transaction.

5.7 Methods for Awarding Interest Rate Management Transactions

5.7.1 In general, interest rate management transactions will be selected via competitive bids.

5.7.2 An authorized representative may determine to enter into an interest rate management transaction on a negotiated basis with counterparties meeting the requirements in Section 5.6.1 of this policy.

5.7.3 For interest rate management transactions that are not awarded through the competitive bidding process, each counterparty must provide the authorized representative with a written certification as required by Texas Government Code, Chapter 1371.

5.8 Managing Interest Rate Management Transaction Risks

Certain risks are created when the system enters into interest rate management transactions. These risks, including counterparty, amortization, basis, credit, termination, and tax risk, are considered when entering into an interest rate management transaction.

5.8.1 The system’s exposure to counterparty is calculated as the sum of mark-to-market values of all interest rate management transactions between the counterparty and the system, net of collateral posted by the counterparty.

5.8.2 The system must not enter into an interest rate management transaction with an otherwise qualified counterparty unless the system’s exposure, calculated as described in Section 5.8.1, is less than the threshold shown for the counterparty’s rating category in the following chart.

Unenhanced Credit Rating		Exposure Limit
AAA	Aaa	\$30 million
AA+	Aa1	\$25 million
AA	Aa2	\$20 million
AA-	Aa3	\$15 million
A+	A1	\$10 million
A	A2	\$5 million

The counterparty’s credit rating category is determined by the counterparty’s lowest prevailing credit rating by one of the three nationally recognized credit rating agencies.

5.8.3 If a counterparty’s credit rating is downgraded and results in the mark-to-market value exceeding the exposure limit, the counterparty must provide collateral, obtain other credit enhancement acceptable to the authorized representative, or

terminate a portion of the interest rate management transaction to ensure compliance with this policy.

5.9 Reporting Interest Rate Management Transactions

At least annually, an authorized representative must present to the board a written report, signed by an authorized representative, on all outstanding interest rate management agreement transactions which addresses the requirements of Texas Government Code, Chapter 1371.

Related Statutes, Policies or Requirements

[Tex. Const. art. VII, § 17](#)

[Tex. Const. art. VII, § 18](#)

[Tex. Gov't Code Ch. 1371](#)

[Tex. Educ. Code Ch. 55](#)

Member Rule Requirements

A rule is not required to supplement this policy.

Contact Office

Treasury Services
(979) 458-6330

34.06.02.C1 Carrying Concealed Handguns on Campus

Revised: November 9, 2023

Next Scheduled Review: November 9, 2028

[Revision History](#)



Rule Summary

Texas A&M University-Corpus Christi (TAMU-CC) recognizes and enforces state law regulating firearms on campus. Senate Bill No. 11 was passed by the Texas Legislature, signed into law on June 16, 2015, and made effective August 1, 2016. This bill added a new section to Chapter 411 of the Texas Government Code.

Definitions

Campus – means all land and buildings owned or leased by TAMU-CC.

On-campus residential facilities – means on-campus housing owned and/or operated by the university, or its designees.

Interscholastic event – means a function or program existing or done between schools not including a collegiate sporting event.

Premises – means a building or portion of a building. The term does not include any public or private driveway, street, sidewalk or walkway, parking lot, parking garage, or other parking area.

Rule

1. The university president has established this rule after consulting with TAMU-CC students, staff, and faculty about the nature of the student population, specific safety considerations, and the uniqueness of the campus environment. These rules were reviewed by the system board of regents as required by law.
2. The open carrying of a handgun on campus is prohibited. Licensed peace officers are authorized by law to carry firearms at all times.

3. A handgun license holder under Chapter 411, Texas Government Code, may carry a concealed handgun on or about the license holder's person while the license holder is on the TAMU-CC campus or in a TAMU-CC vehicle, unless prohibited by state or federal law, or this rule.
4. TAMU-CC enforces state law regulating firearms on campus. This enforcement occurs in two ways. First, the University Police Department or other applicable law enforcement agencies will investigate and take appropriate action, including referral for criminal prosecution when violations occur. Second, TAMU-CC will consider any violation of state law regulating firearms to be a violation of the university rules and procedures. Accordingly, such a violation is subject to disciplinary action under rules applicable to students, staff, and faculty.
5. On-Campus Residential Facilities

Any resident of on-campus residential facilities who is a license holder and wants to store a handgun in their room must securely store it in a safe that is purchased or rented from Islander Housing or their approved vendor.

6. Rules Applicable to Carrying a Concealed Handgun on Campus

- 6.1. State Law Prohibitions.

A license holder is responsible for complying with the applicable state law prohibitions. See Appendix.

- 6.2. Federal Law Prohibitions.

A license holder is responsible for complying with the applicable federal law prohibitions.

- 6.3. Other Prohibited Campus Premises. A license holder is also prohibited from carrying a concealed handgun on the following campus premises.

- (a) Blanche Davis Moore Early Childhood Development Center Complex (ECDC, Math and Science Education Center, school playground)
- (b) University Health Center
- (c) Premises where formal administrative hearings/investigations are being conducted.
- (d) Campus facilities where mental health care professionals or individuals under their supervision receive and/or treat patients.
- (e) The following laboratories:

- i. Pathogenic Materials (BSL-2 and higher laboratories)
 - ii. Strong Magnetic Hazard
 - iii. High Pressure, Cryogenic and Flammable Gases
- (f) The following athletic premises while an interscholastic or collegiate sporting event is taking place, or while used for recreational sports programming:
- i. Thomas J. Henry Tennis Center
 - ii. Dr. Jack Dugan Family Soccer & Track Stadium Complex
 - iii. Chapman Baseball and Softball Complex
 - iv. Dugan Wellness Center: Gym, Locker Rooms, and Exercise Rooms
 - v. Island Hall Gym, Exercise Rooms, Exercise Labs, Locker Rooms, Corridor, and Track
 - vi. Field House
 - vii. Momentum Campus Recreational Sports Building
 - viii. American Bank Center and other facilities when leased for collegiate sporting events
- (g) The following offices, meeting rooms, and facilities:
- i. Office of Student Conduct & Advocacy
 - ii. Specific premises in which formal hearings are being conducted pursuant to university rules or procedures for faculty and staff disciplinary matters, student conduct proceedings, and academic grievances.
 - iii. Any campus premises where Pre-K through Grade 12 Camps are occurring.
 - iv. Any campus premises where UIL or similarly sponsored interscholastic events are occurring.
- (h) Any premises where the university, as directed or approved by the president as necessary for campus safety, gives effective notice on a temporary basis pursuant to Section 30.06, Penal Code. For this rule, the term “owner of the property” in Section 30.06(b), Penal Code, means the president of the university. No university employee is “someone with apparent authority to act for the owner” for purposes of Section 30.06(b), Penal Code. All notices under Section 30.06, Penal Code, will be institutional notice, conform to Section 46.03 of the Penal Code, and apply equally to all handgun license holders.
- (i) TAMU-CC leases premises to certain businesses such as banks, bookstores, etc. The management company of the leased facilities determines the restrictions on possession of weapons in those facilities and displays those restrictions pursuant to Section 30.06, Penal Code. If there are restrictions,

the management company of the leased facilities will notify the university Vice President for Student Engagement and Success and the Vice President for Finance and Administration of those restrictions by August 1 of each year.

7. At all premises where concealed carry is prohibited, TAMU-CC must give effective notice under Section 30.06, Penal Code. The University Police Department is to be contacted for questions about signage or to acquire signs.
8. The President's Cabinet will review the list of prohibited campus premises at least annually and approve changes as necessary.

Related Statutes, Policies, or Requirements

[Texas Government Code, Chapter 411](#)
[Texas Penal Code, Section 30](#)
[Texas Penal Code, Section 46](#)
[System Regulation 34.06.02, *Weapons*](#)

Appendix

[Texas Statutory Prohibitions](#)

Contact Office

Contact for interpretation and clarification: University Police Department
(361) 825-4242

34.06.02.H1 Carrying Concealed Handguns on Campus

Approved: April 2016 (Effective August 1, 2016)
 Revised: February 6, 2020
 Revised: November 18, 2021
 Revised: November 9, 2023
 Next Scheduled Review: November 9, 2028



Rule Summary

A handgun license holder may carry a concealed handgun on or about the license holder's person while the license holder is on the campus of Texas A&M University-Texarkana (A&M-Texarkana), unless prohibited by this rule, state or federal law.

This rule is established to identify areas on campus where license holders may not carry a concealed handgun and outline provisions regarding the storage of handguns in dormitories or other residential facilities. This rule complies with requirements outlined in [System Regulation 34.06.02, Weapons](#) and Texas Government Code §411.2031.

Procedures and Responsibilities

5. GENERAL ADMINISTRATION

- 1.1. The university president established this rule after consulting with A&M-Texarkana students, staff and faculty about the nature of the student population, specific safety considerations and the uniqueness of the campus environment. These rules were reviewed by the system board of regents as required by law.
- 1.2. A handgun license holder under Chapter 411, Texas Government Code, may carry a concealed handgun on or about the license holder's person while the license holder is on the campus of A&M-Texarkana or in an A&M-Texarkana vehicle unless prohibited by state or federal law, or this rule. **The open carrying of a handgun on campus is prohibited.** Licensed peace officers are authorized by law to carry firearms at all times.
- 1.3. A&M-Texarkana enforces state law regulating firearms on campus. This enforcement occurs in two ways. First, university police or other applicable law enforcement agencies will investigate and take appropriate action, including referral for criminal prosecution when violations occur. Second, A&M-Texarkana will consider any violation of state law regulating firearms to be a violation of A&M-Texarkana rules. Accordingly, such a violation is subject to disciplinary action under rules applicable to students, faculty and staff.
- 1.4. The Vice President of Finance and Administration shall manage the provision of effective notice under [Texas Penal Code §30.06](#).

2. STORAGE OF HANDGUNS IN RESIDENTIAL FACILITIES

This section applies to dormitories or other residential facilities located on campus that are: (1) owned and operated by A&M-Texarkana; or (2) leased and operated by A&M-Texarkana.

When in the residence hall, any resident of campus housing who is a handgun license holder must store their handgun when not carried on or about their person in a safe that is provided and installed by A&M-Texarkana.

3. STATE LAW PROHIBITIONS

A license holder is responsible for complying with the applicable state law prohibitions. See Appendix.

4. FEDERAL LAW PROHIBITIONS

A license holder is responsible for complying with the applicable federal law prohibitions.

5. PROHIBITED CAMPUS PREMISES

A license holder is also prohibited from carrying a concealed handgun on the following campus premises:

- 5.1. Student Counseling Center;
- 5.2. Psychology and Counseling Laboratories;
- 5.3. Patterson Student Center;
- 5.4. Premises where Programs for Minors, as defined and administered by [System Regulation 24.01.06](#) and [University Rule 24.01.06.H1](#), are held, including summer camps, workshops, conferences, and other activities serving participants under the age of 18;
- 5.5. Premises on which interscholastic events are hosted by A&M-Texarkana and where minors are the primary participants/audience;
- 5.6. Premises during which intercollegiate athletic events are hosted by A&M-Texarkana for 2 hours prior through no longer than 2 hours after the conclusion of the event, as indicated by 30.06 Notice. These locations include, but are not limited to:
 - 5.6.1. George Dobson Baseball Field
 - 5.6.2. Judy Kelley Morgan Soccer Field
 - 5.6.3. Bramlett Softball Field
 - 5.6.4. Tennis Courts at Texarkana College
- 5.7. Specific premises in which formal hearings are being conducted pursuant to university rules or procedures for faculty and staff disciplinary matters, student conduct proceedings, and academic grievances;

- 5.8. Testing Center, in accordance with the requirements of the third-party testing agency;
- 5.9. Laboratories that have in their bounds flammable organic solvents, flammable liquids, or unstable (reactive chemicals);
- 5.10. Any premises where the university, as directed or approved by the president as necessary for campus safety, gives effective notice on a temporary basis pursuant to Section 30.06, Penal Code. For this rule, the term “owner of the property” in Section 30.06(b), Penal Code, means the president of the university. No university employee is “someone with apparent authority to act for the owner” for purposes of Section 30.06(b), Penal Code unless the President has documented delegated authority during a time when he/she is unavailable. All notices under Section 30.06, Penal Code, will be institutional notice, conform to Section 46.03, Penal Code, and apply equally to all handgun license holders;
- 5.11. Any portion of the campus leased by the university to a third party, if the third party determines to prohibit the concealed carry of handguns on the premises and provides effective notice pursuant to Section 30.06, Penal Code; and
- 5.12. Assigned offices, as approved by the president, for which the employee has demonstrated that the carrying of a concealed handgun by a license holder in the office presents a significant risk of substantial harm due to a negligent discharge.

6. PROHIBITED PREMISES

- 6.1. At all premises where concealed carry is prohibited, A&M-*Texarkana* must give effective notice under Section 30.06, Penal Code.

Definitions

Assigned office - an office assigned to an individual faculty or staff member that is not generally open to the public.

Campus - means all land and buildings owned or leased by the A&M-*Texarkana*.

Campus housing - means dormitories or other residential facilities located on campus that are: (1) owned and operated by A&M-*Texarkana*; or (2) leased and operated by A&M-*Texarkana*.

Interscholastic event - means a function or program existing or done between schools not including a collegiate sporting event.

Premises - means a building or portion of a building. The term does not include any public or private driveway, street, sidewalk or walkway, parking lot, parking garage, or other parking area.

Significant risk - means a high probability of harm, not just a slightly increased, speculative, or remote risk.

Substantial harm - means serious injury or death to a person or persons, or destruction of valuable property.

Related Statutes, Policies, or Requirements

[System Regulation 34.06.02, *Weapons*](#)

Appendix

[Texas Statutory Prohibitions](#)

Contact Office

University Police Department
(903) 223-3114



TEXAS A&M INTERNATIONAL UNIVERSITY

Rule

34.06.02.L1 Carrying Concealed Handguns on Campus

First Approved: April 27, 2016 (effective August 1, 2016)
Revised: April 27, 2016
June 5, 2019
February 6, 2020
November 18, 2021
November 9, 2023
Next Scheduled Review: November 9, 2028

Rule Statement and Reason for Rule

The Texas A&M International University (TAMIU) President/CEO established this Rule after consulting with TAMIU students, staff, and faculty about the nature of the student population, specific safety considerations, and the uniqueness of the campus environment. This Rule has been reviewed by the System Board of Regents as required by law.

Senate Bill 11, signed into law in the 84th Legislative Session, authorizes handgun license holders to carry a concealed handgun on university campuses and includes a provision allowing institutions to establish limited rules regarding the storage of handguns in campus housing and prohibiting areas/premises on which license holders may carry.

Procedures and Responsibilities

1. GENERAL

A handgun license holder under Chapter 411, Texas Government Code, may carry a concealed handgun on or about the license holder's person while the license holder is on the TAMIU campus or in a TAMIU vehicle, unless prohibited by state or federal law, or this Rule. *The open carrying of a handgun on campus is prohibited.* Licensed peace officers are authorized by law to carry firearms at all times.

2. ENFORCEMENT

TAMIU enforces state law regulating firearms on campus. This enforcement occurs in two ways. First, TAMIU police or other applicable law enforcement agencies will investigate and take appropriate action, including referral for criminal prosecution, when violations occur. Second, TAMIU will consider any violation of state law regulating firearms to be a violation of TAMIU rules. Accordingly, such a violation is subject to disciplinary action under rules applicable to students, faculty, and staff.

3. STORAGE OF HANDGUNS IN RESIDENTIAL FACILITIES

TAMIU does not own and operate or lease and operate the residential facilities located on campus. Therefore, the management company of the residential facilities determines the restrictions on possession and storage of weapons in those facilities and lists those restrictions in its lease documents.

4. RULES APPLICABLE TO CARRYING A CONCEALED HANDGUN ON CAMPUS

4.1 State Law Prohibitions – A license holder is responsible for complying with the applicable state law prohibitions. See “Texas Statutory Prohibitions” under Appendix below.

4.2 Federal Law Prohibitions – A license holder is responsible for complying with the applicable federal law prohibitions.

4.3 Other Prohibited Campus Premises – A license holder is also prohibited from carrying a concealed handgun in the following campus premises:

4.3.1 As applicable, the room numbers shown below are where the particular prohibited premise is located at the time this Rule was last revised (refer to last revision date above). Since it is possible for the premises to be relocated, please visit <https://www.tamtu.edu/adminis/campuscarry> for the most current room numbers.

- a) Office of Student Health Services (STC 125);
- b) Office of Student Counseling and Disability Services (STC 126, 128) and TAMIU Community Counseling Center (CWT 213);
- c) Kinesiology, Wellness and Recreation Center (REC): Access-controlled portions of the building. The following non-access-controlled portions of the building, all located on the first floor, are not included in the prohibited area: entrance, foyer, public restrooms (not locker rooms) on the first floor, and classroom/laboratory spaces 128, 129, 131;
- d) Science/Research laboratories with compressed gas cylinders: Electron Microscopy Lab (CNS 212), Nuclear Magnetic Resonance (NMR) Spectroscopy Labs (LBV 119 and 394), Dual Energy X-Ray Absorptiometry (DEXA) Lab (REC 130), Research Labs (LBV 121E, 197, 297, 388, 390 and CNS 209, 215, 215A), Chemistry Labs (LBV 272, 286, 288 and AIC 202, 206, 207), Machine Shop AIC 113, and Petroleum Engineering Labs (AIC 104, 105, 106, 107, 108, 208, 209);
- e) The Texas Academy of International and STEM Studies (PLG 205 AND 215); and
- f) On the premises where a collegiate sporting event is taking place, so long as effective notice is given under Section 30.06, Penal Code.

4.3.2 Any premises where, as directed or approved by the President/CEO as necessary for campus safety, TAMIU gives effective notice on a temporary basis pursuant to Section 30.06, Penal Code. For this Rule, the term 'owner of the property' in Section 30.06(b), Penal Code means the President of TAMIU in the role as CEO, or in the President's absence, a vice president or other executive designated by the President. No other TAMIU employee is 'someone with apparent authority to act for the owner' for purposes of Section 30.03(b), Penal Code. All notices under Section 30.06, Penal Code will be institutional notice, will conform to Section 46.03, Penal Code, and will apply equally to all handgun license holders.

4.3.3 Any campus premises leased by TAMIU to a third party, if the third party determines to prohibit the concealed carry of handguns on the premises and provides effective notice pursuant to Section 30.06, Penal Code.

4.4 At all premises where concealed carry is prohibited, TAMIU must give effective notice under Section 30.06, Penal Code.

5. REPORTING AND REQUESTS FOR TEMPORARY EXCLUSION ZONES

To aid in the maintenance and biennial reporting of this Rule, TAMIU designates the Senior Director of Campus Safety and Planning and the Chief of Police. Additionally, they serve as the authorities to review requests for temporary exclusion zones and make recommendations regarding approval to the President/CEO, the authority to designate temporary exclusion zones rests solely with the President/CEO and may not be delegated. The primary purpose and charge for the Senior Director and Chief is to function as the subject matter experts on Senate Bill 11 and to ensure compliance with the law, advise the President/CEO, and evaluate requests for additional prohibited areas.

Related Statutes, Policies, Regulations, or SAP's

[System Regulation 34.06.02, Weapons](#)

Definitions

Campus - All land and buildings owned or leased by TAMIU.

Premises - A building or portion of a building. The term does not include any public or private driveway, street, sidewalk or walkway, parking lot, parking garage, or other parking area.

Appendix

[Texas Statutory Prohibitions](#)

Contact Office

Office of Campus Safety and Planning, 956-326-3310

UNIVERSITY RULE

34.06.02.M1 **Carrying Concealed Handguns on Campus**

Approved April 27, 2016 (Effective August 1, 2016)

Revised: February 6, 2020

Revised: November 18, 2021

Reviewed December 5, 2022

Revised: November 9, 2023

Next scheduled review: November 9, 2028

Rule Statement

A license holder may carry a concealed handgun on the campus of Texas A&M University or in a university vehicle, unless prohibited by state or federal law, or this rule.

Reason for Rule

This rule is required by state law.

Definitions

Assigned office - means an office assigned solely for the use of the employee and not generally open to the public.

Campus - means all land and buildings owned or leased by Texas A&M.

Campus housing - means dormitories or other residential facilities located on campus that are: (1) owned by Texas A&M; or (2) leased and operated by Texas A&M.

Premises - means a building or portion of a building. The term does not include any public or private driveway, street, sidewalk or walkway, parking lot, parking garage, or other parking area.

Significant Risk – means a high probability of harm, not just a slightly increased, speculative, or remote risk.

Substantial harm – means serious injury or death to a person or persons, or destruction of valuable property.

Official Rule/Responsibilities/Process

1. The university president established this rule after consulting with Texas A&M students, staff and faculty about the nature of the student population, specific safety considerations, and the uniqueness of the campus environment. This rule was reviewed by the system board of regents as required by law.
2. A license holder under Chapter 411, Texas Government Code, may carry a concealed handgun on or about the license holder's person while the license holder is on the campus of Texas A&M or in a university vehicle, unless prohibited by state or federal law, or this rule. Employees who are license holders are permitted to store a handgun in their office space so long as the gun is secured in a locked drawer or compartment. All license holders must secure their handgun when it is not on or about their person.
3. The open carrying of handguns is prohibited everywhere on campus. Licensed peace officers are authorized by law to carry firearms at all times.
4. Storage of Handguns in Residential Facilities
 - A. This section applies to dormitories or other residential facilities located on campus that are: (1) owned by Texas A&M; or (2) leased and operated by Texas A&M.
 - B. Any resident of campus housing who is a license holder and wants to store a handgun in his/her room must securely store it in a safe that is purchased or rented from the Department of Residence Life or their approved vendor.
5. Third-parties that lease a premise from the university have the authority to determine the concealed carry rights on the portion of the premise subject to the lease. If concealed carry is prohibited, lessee must provide effective notice under Section 30.06, Penal Code.
6. Rules Applicable to Carrying a Concealed Handgun on Campus
 - A. State Law Prohibitions

A license holder is responsible for complying with the applicable state law prohibitions. See Appendix.

Texas law prohibits the possession of handguns in the following campus locations or under the following circumstances.

 - 1) A license holder may not carry a handgun if he/she is intoxicated.
 - 2) A license holder may not intentionally or knowingly display his/her handgun in plain view of another person, even if holstered, on campus, including on any public or private driveway, street, sidewalk or walkway, parking lot, parking garage, or other parking area.

- 3) A license holder may not intentionally, knowingly, or recklessly carry a handgun on or about the license holder's person on the following premises:
 - a) professional or high school sporting event or collegiate interscholastic event is taking place,
 - b) where a collegiate sporting event is taking place if effective notice under 30.06 is provided,
 - c) polling location,
 - d) government court or offices utilized by the court,
 - e) in the room or rooms where a meeting of a governmental entity is held and if the meeting is an open meeting subject to chapter 551, Government Code, and the entity provided notice as required by that chapter, or
 - f) secured area of an airport.

B. Federal Law Prohibitions

A license holder is responsible for complying with the applicable federal law prohibitions. This includes, but is not limited to, the following facilities:

- 1) George Bush Presidential Library;
- 2) Nuclear research reactors; and
- 3) Multi-Program Research and Education Facility.

C. Other Prohibited Campus Premises

A license holder is also prohibited from carrying a concealed handgun on the following premises. Effective notice under Section 30.06, Penal Code shall be provided for each of these premises. Guidelines for posting approved signage must be followed as established through a TAMU Standard Administrative Procedure (SAP).

- 1) The premises in this section are determined by the president to be categorically prohibited from licensed carry of a handgun.
 - a) child-care facilities owned or operated by Texas A&M University;
 - b) counseling centers where licensed health care professionals or individuals under their supervision receiving patients;
 - c) health care facilities – licensed health care professionals or individuals under their supervision are receiving patients;
 - d) premises where formal administrative hearings/investigations are being conducted;
 - e) clinical facilities associated with the School of Law; and
 - f) marine vessels, such as those owned or operated by Texas A&M University at Galveston.
- 2) Premises that fall within one of the categories in this section, if specifically approved by the president, may be prohibited from licensed carry of a handgun. A process for making requests as well as the process for review and approval of such requests under this section is established in a SAP.
 - a) assigned offices for which the employee has demonstrated that the carrying of a concealed handgun by a license holder in the office presents a significant risk of substantial harm due to a negligent discharge;
 - b) high hazard research areas and laboratories where the presence of high hazard materials or operations creates a significant risk of catastrophic harm due to a negligent discharge, for example, BioSafety Level 3 laboratories, animal

- care/use facilities, and areas having high magnetic fields, such as MRI research facilities; and
- c) research areas and laboratories in which research subjects are high risk (e.g., binge drinkers, subjects with diagnosed psychological disorders, subjects diagnosed with Post-Traumatic Stress Disorder), or where the integrity of psychological research could be compromised.
- 3) Any premises where the university, as directed or approved by the president as necessary for campus safety, gives effective notice on a temporary basis pursuant to Section 30.06, Penal Code. For this rule, the phrase “owner of the property” in Section 30.06(b) means the president of the university. No university employee is “someone with apparent authority to act for the owner” for purposes of 30.06(b). All notices under 30.06 will be institutional notice, conform to Penal Code Section 46.03 and apply equally to all license holders.
- 4) A violation of these specific prohibitions may be considered an offense under sections 46.02, 46.03, or 30.06 of the Texas Penal Code.

Related Statutes, Policies, or Requirements

[System Regulation 34.06.02, Weapons](#)

Appendix

[Texas Statutory Prohibitions](#)

Contact Office

[University Police Department](#)



AGENCY RULE

34.06.02.F1 Carrying Concealed Handguns on Texas A&M Forest Service Property

Supplements Senate Bill 11

Approved April 27, 2016 (Effective August 1, 2016)

Revised November 18, 2021

Revised November 9, 2023

Next Scheduled Review November 9, 2028

RULE STATEMENT

Texas A&M Forest Service must adhere to all the requirements of System Regulation *34.06.02 Weapons*.

REASON FOR RULE

This rule is required by System Regulation *34.06.02, Weapons*.

PROCEDURES AND RESPONSIBILITIES

1. GENERAL

The Director established this rule after consulting with Texas A&M Forest Service employees about specific safety considerations and the uniqueness of the agency environment. This rule was reviewed by the system board of regents as required by law.

2. PROCEDURES AND RESPONSIBILITIES

2.1 A handgun license holder under Chapter 411, Texas Government Code, may carry a concealed handgun on or about the license holder's person while the license holder is on agency property, or in an agency vehicle, unless prohibited by state or federal law, or this rule. The open carrying of handguns on agency property is prohibited. Licensed peace officers are authorized to carry firearms at all times. Employees who are license holders are permitted to store a handgun in their office space so long as the handgun is secured in a locked drawer or compartment. A license holder is personally responsible for researching, knowing and complying with all applicable federal and state laws and regulations related to concealed handguns and to weapons in general.

2.2 The agency enforces the state law regulating firearms on agency property. This enforcement occurs in two ways. First, police or other applicable law enforcement agencies will investigate and take appropriate action, including referral for criminal prosecution when violations occur. Second, the agency will consider any violation of state law regulating firearms to be a violation of agency rules. Accordingly, such a violation is subject to disciplinary action under rules applicable to employees.

3. RULES APPLICABLE TO CARRYING CONCEALED HANDGUNS ON AGENCY PROPERTY

- 3.1. State Law Prohibitions. A licensed holder is responsible for complying with the applicable state law prohibitions. See Appendix.
- 3.2. Federal Law Prohibitions. A licensed holder is responsible for complying with the applicable federal law prohibitions.
- 3.3. Any premises where the agency, as directed or approved by the director as necessary for property safety, gives effective notice on a temporary basis pursuant to Section 30.06, Penal Code. For this rule, the phrase “owner of the property” in Section 30.06(b) means the director of the agency. No agency employee is “someone with apparent authority to act for the owner” for purposes of 30.06(b). All notices under 30.06 will be institutional notice, conform to Penal Code Section 46.03, and apply equally to all license holders.

RELATED STATUTES, POLICIES AND REQUIREMENTS

[System Regulation 34.06.02, Weapons](#)

APPENDIX

[Texas Statutory Prohibitions](#)

DEFINITIONS

Property - All land and buildings owned or leased by the agency.

Premises - A building or portion of a building. The term does not include any public or private driveway, street, sidewalk or walkway, parking lot, parking garage, or other parking area.

CONTACT OFFICE

Director, Texas A&M Forest Service
(979) 458-6600

34.06.02.S1 Carrying Concealed Handguns on the Premises of System Offices

Revised November 9, 2023

Next Scheduled Review: November 9, 2028

Click to view [Revision History](#).



Rule Summary

A license holder may carry a concealed handgun on the premises of the System Offices of The Texas A&M University System (System Offices) or in a system vehicle unless prohibited by state or federal law.

Definitions

Click to view [Definitions](#).

Rule

1. The Texas A&M University System (system) chancellor established this rule after consultation within the System Offices about specific safety considerations and the uniqueness of the System Offices environment. This rule was reviewed by the system Board of Regents as required by law.
2. A handgun license holder under Chapter 411, Texas Government Code, may carry a concealed handgun on or about the license holder's person while the license holder is on the premises of the System Offices, or in a system vehicle, unless prohibited by state or federal law. The open carrying of a handgun on System Offices' land and premises is prohibited. Licensed peace officers are authorized by law to carry firearms at all times.
3. Employees who are license holders are permitted to store a handgun in their office space so long as the handgun is secured in a locked drawer or compartment.
4. Concealed carry is prohibited in any premises where the System Offices, as directed or approved by the chancellor as necessary for institutional safety, gives effective notice on a temporary basis pursuant to Section 30.06, Penal Code. For this rule, the term "owner of the property" in Section 30.06(b), Penal Code, means the chancellor. No System Offices employee is "someone with apparent authority to act for the owner" for purposes of Section 30.06(b), Penal Code. All notices under Section 30.06, Penal Code, will be institutional notice, conform to Section 46.03, Penal Code, and apply equally to all handgun license holders.

5. RELLIS Campus.

- (a) All system agencies and universities with operational responsibility of a premises on RELLIS Campus must ensure they have a concealed handgun carry rule for the facilities under their management. If there are specific areas identified in member facilities on RELLIS Campus prohibiting concealed handguns, those areas must be identified and listed in System Offices Rule 34.06.02.S1. Additionally, system members will provide a copy of their rule to RELLIS Administration with a list of location(s) of the prohibited concealed carry areas.
- (b) All System Offices departments/programs on RELLIS Campus will utilize System Offices Rule 34.06.02.S1. System departments/programs will route through RELLIS Administration a list of locations of prohibited firearm areas for inclusion in System Offices Rule 34.06.02.S1.
 - i. Concealed carry is prohibited only in the Academic Alliance Buildings in the following locations. Access points to all prohibited locations must be marked with a lawful 30.06 notice sign.
 - i. The biology labs (BSL1 and BSL2) located on the third floor of Building 1 (Building 6000).

Related Statutes, Policies, or Requirements

[System Regulation 34.06.02, Weapons](#)

Appendix

[Texas Statutory Prohibitions](#)

Contact Office

General Counsel
(979) 458-6120

EXHIBIT

**TARLETON STATE UNIVERSITY
BACKGROUND OF FACULTY
RECOMMENDED FOR ACADEMIC TENURE
TENURE LIST NO. 24-01**

COLLEGE OF SCIENCE AND MATHEMATICS

<u>Name</u>	<u>Present Rank</u> <u>Department</u>	<u>Yrs. Towards</u> <u>Tenure*</u>		<u>Effective Date</u> <u>Tenure</u>
		<u>Univ.</u>	<u>Other Inst.</u>	
Dr. Kevin Johnson	Professor Biology	0	6	Upon Approval By the Board and Faculty Arrival
Ph.D. (1998)	University of Oregon			
Fa 2017 – Su 2023	Florida Tech	Professor		

Dr. Kevin Johnson is an expert in the area of oceanography and environmental science. His research specifically addresses the topic of water quality and biological monitoring. He was previously a program chair at Florida Tech University, holding the rank of professor of Oceanography and Environmental Science. Across his career, Dr. Johnson has authored or co-authored over thirty publications, including peer-reviewed articles in journals such as the Journal of Marine Science and Engineering, Journal of Shellfish Research, and Ecology, among many others. Additionally, he has presented at over 45 conferences since 2010, including at state, regional and national professional conferences. He has been awarded over \$3.3 million in external contracts and grants from, among others, the Florida Department of Environmental Protection, Florida Department of Education and the St. Johns River Water Management District, and he has received \$854,000 in Ship-Time Grants and donations in-kind. Dr. Johnson has been recognized for the quality of his teaching, being granted the Walter Munn, Jr. Award for Teaching Excellence from the College of Engineering at Florida Tech in 2009. He has also been recognized for his service, receiving the Andrew W. Revay, Jr. Award for Service Excellence at Florida Tech in 2013. He has served on committees as institutionally important as the Academic Program Assessment Committee, the College of Engineering Leadership Council, Faculty Senate, the Undergraduate Curriculum Committee, and the Florida Tech Title IX Committee. He has also participated in disciplinary committees such as the Florida Institute of Oceanography (FIO), the STEM Advisory Committee for FIO Ships and Marine Labs and the International Maritime Organization. He has been a good university citizen, he values quality teaching and he makes positive contributions to his discipline.

Dr. Kevin Johnson's file does not include any information we believe to be inconsistent with System Policy 12.01, Section 4.3."

- * Each university determines, through a review process, the number of years each faculty member will be awarded tenure based on his/her dossier.

**TEXAS A&M INTERNATIONAL UNIVERSITY
BACKGROUND OF FACULTY
RECOMMENDED FOR ACADEMIC TENURE
TENURE LIST NO. 24-01**

EXHIBIT

COLLEGE OF ARTS & SCIENCES

<u>Name</u>	<u>Present Rank</u>	<u>Yrs. Towards Tenure*</u>		<u>Effective Date</u>
	<u>Department</u>	<u>Univ.</u>	<u>Other Inst.</u>	<u>Tenure</u>
Dr. Seungmug Lee	Associate Professor Social Sciences	0	14	Upon Approval by the Board and Faculty Arrival
Ph.D. (2008)	Rutgers, The State University of New Jersey			
Fa 2009 – Sp 2015	Western Illinois University		Associate Professor	
Fa 2015 – Sp 2017	Western Illinois University		Associate Professor (Tenured)	
Fa 2017 – Su 2023	The University of Texas at Arlington		Associate Professor	
Fa 2023 - Present	Texas A&M International University		Associate Professor	

Dr. Lee is an accomplished scholar in criminal justice in the areas of security, security operations management, target-hardening effects of security measures and crime prevention, mass shootings in diverse settings (e.g., workplaces, K-12 schools, college campuses, commercial, domestic, houses of worship, and felony-related), burglar alarm systems, women burglars, police ethics, cybercrime/cybersecurity, international crime and police, and church-based private prison and recidivism. He has given numerous scholarly presentations at academic conferences and been an invited speaker at U.N. Congress and professional conferences (e.g., International Association of Chiefs of Police, American Society of Industrial Security (ASIS) International, and Institute for Law Enforcement Administration). Dr. Lee has 28 journal publications, most as first-author, one book publication with Elsevier, several monographs for ASIS International Foundation and Alarm Industry Research & Educational Foundation, several handbook and encyclopedia entries, and funded grants. The latest publications include the co-authored 4th edition of *Security Operations Management (2023)* with Dr. Robert D. McCrie at John Jay College, six refereed articles and three entries to handbooks. In addition, three manuscripts are now in Revised and Resubmitted or under review status, and several more manuscripts and book proposals are either in progress or near completion for submission.

Dr. Lee's file does not include any information we believe to be inconsistent with System Policy 12.01, Section 4.3

* Each university determines, through a review process, the number of years each faculty member will be awarded tenure based on his/her dossier.

**TEXAS A&M UNIVERSITY
BACKGROUND OF FACULTY
RECOMMENDED FOR ACADEMIC TENURE
TENURE LIST NO. 24-01**

BUSH SCHOOL OF GOVERNMENT & PUBLIC SERVICE

<u>Name</u>	<u>Present Rank</u>	<u>Yrs. Towards Tenure*</u>		<u>Effective Date</u>
	<u>Department</u>	<u>Univ.</u>	<u>Other Inst.</u>	<u>Tenure</u>
Dr. Scott Clifford	Associate Professor Political Science	0	9	Upon Approval by the Board
Ph.D. (2013)	Florida State University			
Fa 2014 – Su 2018 Fa 2018 – Su 2023 Su 2023 – Present	University of Houston University of Houston Texas A&M University	Assistant Professor Associate Professor (Tenured 2018) Associate Professor		

Dr. Scott Clifford is an expert on public opinion, political psychology and survey and experimental methods. His research focuses on topics such as what causes someone to view politics in moral terms, how moral values affect public opinion and how politicians appeal to or manipulate the public's moral views. He has published more than 37 peer-reviewed journal articles, including publications in the *American Political Science Review*, *American Journal of Political Science* and the *Journal of Politics*. He currently serves as the co-editor-in-chief of the *Journal of Experimental Political Science* and as an editorial board member at the *American Political Science Review*. Dr. Clifford teaches courses on political psychology, morality and politics, and research methods.

Dr. Clifford's file does not include any information we believe to be inconsistent with System Policy 12.01, Section 4.3.

COLLEGE OF AGRICULTURE & LIFE SCIENCES

<u>Name</u>	<u>Present Rank</u>	<u>Yrs. Towards Tenure*</u>		<u>Effective Date</u>
	<u>Department</u>	<u>Univ.</u>	<u>Other Inst.</u>	<u>Tenure</u>
Dr. Clay P. Mathis	Professor Animal Science	0	>15	Upon Approval by the Board and Faculty Arrival
Ph.D. (1998)	Kansas State University			
Fa 1998 – Sp 2004 Fa 2004 – Su 2007 Fa 2007 – Su 2010 Su 2010 – Fa 2023 Fa 2023	New Mexico State University New Mexico State University New Mexico State University Texas A&M University, Kingsville Texas A&M University	Assistant Professor Associate Professor (Tenured 2004) Professor Professor (Tenured 2010) Professor		

EXHIBIT

**TEXAS A&M UNIVERSITY
REQUEST FOR APPROVAL TO NEGOTIATE
AND EXECUTE CONTRACTS OVER \$500,000
CONTRACT LIST NO. 24-01**

University Unit	Contracting Party	Total Consideration	Contract Term	New or Renewal	Purpose of Contract/Summary of Statement of Work	Strategic Imperative
Texas A&M University Health Science Center	Baylor Scott & White Health	\$535,700	2 years	New	The School of Medicine has engaged Baylor Scott & White Health to provide child and adolescent psychiatric-related services in connection with the Texas Child Mental Health Care Consortium award. The consortium was created by the 86th Texas Legislature to address gaps in mental healthcare needs for children and adolescents in Texas, and to enhance collaboration across academic departments of psychiatry in Texas.	Approval of this agenda item will advance The Texas A&M University System (A&M System) strategic imperatives 1, 3, and 5. More specifically, it will: enable the School of Medicine to provide required training to medical students in support of imperative 1; provide access to obtain clinical training for graduate medical education residents and medical students in a critically needed specialty in support of imperative 3; and increase the number of Texas trained physicians to help address the state's physician shortage in support of imperative 5.

University Unit	Contracting Party	Total Consideration	Contract Term	New or Renewal	Purpose of Contract/Summary of Statement of Work	Strategic Imperative
College of Engineering	Aramco Services Corporation, a subsidiary of Saudi Aramco	\$2,320,300	2 years	New	<p>The College of Engineering will offer its Master of Science in Safety Engineering program with a pipeline safety and integrity focus online to a cohort of 25 participants from a specific division of Saudi Aramco beginning in the Spring of 2024. The program may be provided to subsequent cohorts in the coming years.</p> <p>Aramco will be covering the cost of tuition and fees for the cohort and a program management fee.</p>	Approval of this agenda item will advance the A&M System strategic imperatives 1, 3 and 4. More specifically, this agenda item will allow: all qualified students to find a place in the A&M System and have an array of pathways to pursue their ambitions and interests in support of imperative 1; Texas A&M students to leave the A&M System as responsible and engaged citizens prepared for successful careers in an increasingly global economy in support of imperative 3; and the A&M System will increase its prominence by building a robust and targeted research portfolio in support of imperative 4.

COLLEGE OF AGRICULTURE & LIFE SCIENCES (Continued)

Dr. Clay P. Mathis (continued)

Dr. Clay Mathis received B.S. and M.S. degrees from Texas A&M University. In 1998, he earned a Ph.D. at Kansas State University in Ruminant Nutrition. He was an Extension Livestock Specialist at New Mexico State University from 1998 to 2010 and maintained an Extension and research program focused on improving calf health. He was a tenured professor and Endowed Director of the King Ranch® Institute for Ranch Management (KRIRM) at Texas A&M University-Kingsville from 2010 to 2023. As Director, he led faculty and staff, and managed all teaching, research and outreach efforts of the institute. He engaged in collaborative research, led an extensive international outreach program, taught graduate courses, and graduated 39 M.S. students (Chair of 18) who manage 100,000 cows on 7.5 million acres. He secured over \$38 million in support of scholarships, two endowed chair positions, research, and outreach. He led the completion of over 120 agriculture technical service projects providing experiential learning for students and science-based management solutions to real-world challenges on over 50 partnering ranches across North America. He expanded the KRIRM mission to include research, hired the Institute’s first research scientist and established a KRIRM doctoral training program focused on livestock production systems.

Dr. Mathis’ file does not include any information we believe to be inconsistent with System Policy 12.01, Section 4.3.

Dr. Simon Somogyi	Professor Agricultural Economics	0	>15	Upon Approval by the Board
Ph.D. (2012)	University of Adelaide, Adelaide, South Australia			
Fa 2009 – Su 2011	School of Management & Marketing, University of Southern Queensland, Australia	Lecturer (Tenure Track)		
Su 2011 – Fa 2014	School of Agriculture & Food Sciences, University of Queensland, Australia	Lecturer (Tenure Track)		
Fa 2014 – Su 2018	Dalhousie University, Canada	Associate Professor (Tenured 2016)		
Su 2018 – Su 2020	University of Guelph, Canada	Associate Professor (Tenured 2018)		
Su 2020 – Su 2023	University of Guelph, Canada	Professor		
Su 2023 – Present	Texas A&M University	Professor		

Dr. Simon Somogyi earned his Ph.D. from University of Adelaide in 2012. Prior to joining Texas A&M, he served as professor & Arrell Chair in the Business of Food at University of Guelph, Canada. Dr. Somogyi also holds the title of Honorary Senior Fellow in Agribusiness at the University of Queensland, Australia. For more than a decade he has led and contributed to research and development agri-food value chain and distribution projects in Australasia, East and South Asia, Africa and North America, with more than \$2 million in research grant income from national and regional funding bodies. He has supervised 15 master’s students, seven Ph.D. students and four post-doctoral research fellows. He has also published, or has in press, 40 international peer reviewed journal papers and over 30 conference papers and professional presentations in the area of agri-food business management and food consumer behaviour. Dr. Somogyi has taught a variety of agri-food sales and distribution management courses and has also been involved in teaching scholarship. He has published opinion editorials in *The Globe & Mail* and *The Hill Times* TV publications and featured in media outlets such as the BBC, Bloomberg, CBC and The Financial Post.

Dr. Somogyi’s file does not include any information we believe to be inconsistent with System Policy 12.01, Section 4.3.

COLLEGE OF ARTS & SCIENCES

<u>Name</u>	Present Rank	Yrs. Towards Tenure*		Effective Date
	<u>Department</u>	<u>Univ.</u>	<u>Other Inst.</u>	<u>Tenure</u>
Dr. Jessi J. Halligan	Associate Professor Anthropology	0	10	Upon Approval by the Board and Faculty Arrival
Ph.D. (2012)	Texas A&M University			
Su 2013 – Fa 2015	University of Wisconsin, La Crosse	Assistant Professor		
Sp 2016 – Sp 2023	Florida State University	Assistant Professor		
Fa 2023 – Present	Florida State University	Associate Professor (Tenured 2023)		
Sp 2024	Texas A&M University	Associate Professor		

Dr. Jessi Halligan earned a Ph.D. in Anthropology from Texas A&M University in 2012. She is an expert in the archaeology of the initial peopling of the Americas during the last Ice Age with a research program investigating drowned, formerly-terrestrial sites in Florida. She is co-author of one textbook published by Oxford University Press and has 23 peer-reviewed publications, 21 technical reports, 11 keynote/plenary addresses, 38 conference papers, and 34 public lectures. Dr. Halligan has been awarded more than \$670,000 in research funding, including a \$244,640 National Science Foundation Senior Archaeology Award. In 2022, she received the Rising Scholar award from the Southeastern Archaeological Conference. She has more than three decades of field and lab experience in North American archaeology and teaches courses on the peopling of the Americas, archaeological method and theory, geoarchaeology, stone tool analysis, underwater archaeology, and the anthropology of hunters and gatherers. Her students consistently rate her above average and she received a university graduate teaching award in 2023. She has served as chair of 19 master’s and five Honors in the Major committees. All graduated students are employed in archaeology or are in funded graduate programs. Her excellence in service is documented by her engagement with department and university committees and her service to the Society for American Archaeology.

Dr. Halligan’s file does not include any information we believe to be inconsistent with System Policy *12.01*, Section 4.3.

Dr. Nadia Y. Kim	Professor Sociology	0	>15	Upon Approval by the Board
Ph.D. (2003)	University of Michigan-Ann Arbor			
Fa 2004 – Sp 2007	Brandeis University	Assistant Professor		
Su 2007 – Su 2011	Loyola Marymount University	Assistant Professor		
Fa 2011 – Su 2017	Loyola Marymount University	Associate Professor (Tenured 2011)		
Fa 2017 – Su 2023	Loyola Marymount University	Professor		
Su 2023 – Present	Texas A&M University	Professor		

COLLEGE OF ARTS & SCIENCES (Continued)

Dr. Nadia Y. Kim (continued)

Dr. Nadia Kim earned a Ph.D. in Sociology from University of Michigan Ann-Arbor in 2003. Her research focuses on U.S. race and citizenship hierarchies concerning Korean/Asian Americans and South Koreans, race and nativist racism in Los Angeles, environmental (in)justice, immigrant women, and comparative racialization of Latinxs, Asian Americans, Black Americans, and race theory. Dr. Kim’s approach centers (neo)imperialism, transnationality and the intersectionality of race, gender, class, and citizenship and intersects with her social justice work, organizing on such issues as affirmative action, immigration, feminism, and environmental justice. She is the author of two multi-award-winning books *Refusing Death: Immigrant Women and the Fight for Environmental Justice in LA* (Stanford University Press) and *Imperial Citizens: Koreans and Race from Seoul to LA*, as well as a co-edited book, *Disciplinary Futures: Sociology in Conversation with American, Ethnic, and Indigenous Studies*. Dr. Kim has published articles in top academic journals such as *Social Forces*, *Social Problems*, *International Migration Review*, and *The Du Bois Review*, and has won awards for her articles on race attitudes and assimilation/whiteness. Her work has been featured (inter)nationally on Red Table Talk, National Public Radio, Radio Korea, *The Washington Post*, *The Chronicle of Higher Education*, (MS)NBC News, *The Boston Globe*, and *The Korea Times*. Dr. Kim is a person of national and international repute, and her scholarship will enhance the reputation and visibility of Texas A&M University.

Dr. Kim’s file does not include any information we believe to be inconsistent with System Policy 12.01, Section 4.3.

COLLEGE OF ENGINEERING

Name	Present Rank Department	Yrs. Towards Tenure*		Effective Date Tenure
		Univ.	Other Inst.	
Dr. D. Nathan Meehan	Professor Petroleum Engineering	0	>15	Upon Approval by the Board
Ph.D. (1989)	Stanford University			
1989 – 1996 1994 – 1997	Stanford University Stanford University			Sr. Scientist and Petrotech Fellow Consulting Professor of Petroleum Engineering
2000 – 2001 2002 – 2008	Occidental Oil & Gas, Houston, TX CMG Petroleum Consulting, Ltd.			Vice President, Engineering Petroleum Engineering Consultant and Principal
2008 – 2017	Baker Hughes Incorporated Gaffney-Cline & Associates			Senior Vice President Managing Director
2017 – 2020	Baker Hughes Incorporated Gaffney-Cline & Associates			Vice President President
2020 – 2023 Sp 2023 – Present	CMG Petroleum Consulting, Ltd. Texas A&M University			Consultant and Principal Professor

Dr. Meehan is a petroleum engineering and energy industry consultant and member of the National Academy of Engineering. He is a technology leader with broad business experience in field development and optimization, energy transition issues, reservoir simulation, drilling and completions, horizontal wells, hydraulic fracturing, enhanced oil recovery and waterflooding. His current research interests include energy transition and the role of fossil fuels, carbon capture and storage, quantitative measurements and reporting of

COLLEGE OF ENGINEERING (Continued)**Dr. D. Nathan Meehan (continued)**

greenhouse gas (GHG) emissions, decreasing carbon intensity of oil and gas production along with using machine learning in GHG emissions reductions. His experience includes worldwide leadership of reservoir, well construction, high-consequence engineering systems, and facilities engineering teams and developing applied research programs. He has served on Boards of Directors of public and closely held oil producers, software and oilfield services companies, and professional organizations. His expertise includes collaborations with government regulators, managing technology development and interdisciplinary projects in reservoir characterization and technology development, horizontal well applications, thermal and compositional reservoir simulation, waterflooding, applications of digital industrial approaches to improve economic and technical capabilities in field development and management, big data analytics, use of nanomaterials for lowering costs and increasing capabilities, energy transition issues, and hydraulic fracturing.

Dr. Meehan’s file does not include any information we believe to be inconsistent with System Policy *12.01*, Section 4.3.

Dr. Ashok Mishra	Professor Civil & Environmental Engineering	0	10	Upon Approval by the Board and Faculty Arrival
Ph.D. (2007)	Indian Institute of Technology - Kharagpur			
Fa 2013 – Su 2018 Fa 2018 – Su 2022 Fa 2022 – Present Sp 2024	Clemson University Clemson University Clemson University Texas A&M University	Assistant Professor Associate Professor (Tenured 2018) Professor Professor		

Dr. Ashok Mishra’s long-term teaching and research goals are to solve societal problems related to water and climate extremes and improve water security and environmental sustainability. His areas of research interest include, but are not limited to, drought, flood and precipitation extremes, hydroclimatic modeling and forecasting, climate change impact on water resources, hydrometric network design, stochastic hydrology and the water-food-energy-climate nexus. Dr. Mishra is exceptionally knowledgeable on the topic of water resources and hydrology. He typically teaches the following four courses: Applied Hydraulics and Hydrology, Hydrologic Analysis and Design, Stochastic Hydrology, and Water Resources Planning and Management. Dr. Mishra received the Board of Trustees Award for Excellence in 2019. His work has been widely published.

Dr. Mishra’s file does not include any information we believe to be inconsistent with System Policy *12.01*, Section 4.3.

Dr. Elaheh Rahbar	Associate Professor Biomedical Engineering	0	8	Upon Approval by the Board and Faculty Arrival
Ph.D. (2011)	Texas A&M University			
Fa 2015 – Su 2022 Fa 2022 – Present Sp 2024	Wake Forest University Wake Forest University Associate Professor	Assistant Professor Associate Professor (Tenured 2022) Texas A&M University		

COLLEGE OF ENGINEERING (Continued)

Dr. Elaheh Rahbar (continued)

Dr. Elaheh Rahbar received her Ph.D. in Biomedical Engineering (BME) from Texas A&M University in 2011. She completed her postdoctoral training at the University of Texas Health Science Center at Houston and joined the faculty in the Department of Biomedical Engineering at Wake Forest University as an assistant professor in 2015. Dr. Rahbar teaches graduate and undergraduate courses in quantitative organ system physiology, injury biomechanics and biofluid mechanics. As the Curriculum and Qualifying Exam Chair in BME, she has made significant contributions to the coursework and evaluation of student learning within the department. Dr. Rahbar’s research focuses on understanding the acute physiologic responses to traumatic injuries and engineering personalized solutions for trauma care. She has received over \$12.5 million in external research funding from the National Institutes of Health, National Science Foundation (NSF) and Department of Defense. She also leads the NSF Research Experiences for Undergraduates summer program. She is an associate editor of a top-tier journal and currently serves as the Cardiovascular Engineering Track Chair for the Annual Biomedical Engineering Society meeting. Dr. Rahbar has published 44 peer-reviewed journal articles, three book chapters and has been invited to speak at several national/international meetings. Dr. Rahbar has chaired three doctoral committees, two master’s committees and served on five others. She is currently advising six doctoral students.

Dr. Rahbar’s file does not include any information we believe to be inconsistent with System Policy *12.01*, Section 4.3.

Dr. Sandip Roy	Professor Electrical & Computer Engineering	0	>15	Upon Approval by the Board
Ph.D. (2003)	Massachusetts Institute of Technology			
Su 2003 – Su 2009	Washington State University	Assistant Professor		
Su 2009 – Fa 2015	Washington State University	Associate Professor (Tenured 2009)		
Fa 2015 – Su 2023	Washington State University	Professor		
Su 2023 – Present	Texas A&M University	Professor		

Dr. Sandip Roy is a tenured associate professor in the Electrical Engineering program at Washington State University (WSU), located in Pullman WA, and serves as an affiliate faculty member in the School of Global Animal Health. He is responsible for teaching undergraduate and graduate courses in Systems & Control Engineering and also directs the Network Controls Group at WSU. His group's research is centered on developing techniques for network control and applying these techniques to improve control of large-scale infrastructures (e.g., air transportation, electric power and disease management systems). This research has been supported by a mixture of federal grants and industry contacts and is leading to deployed software technologies in infrastructure control centers. Research outcomes are described in numerous journal articles, conference-proceedings papers, book chapters, and technical reports. He is also involved in a number of professional service activities, which include editorial work for journals and conferences, organization of a multi-contributor book on cyber-physical systems and membership in professional societies.

Dr. Roy’s file does not include any information we believe to be inconsistent with System Policy *12.01*, Section 4.3.

COLLEGE OF ENGINEERING (Continued)

Dr. Chenglin Wu	Associate Professor Civil & Environmental Engineering	0	6	Upon Approval by the Board
Ph.D. (2012) Ph.D. (2016)	Missouri University of Science and Technology University of Texas at Austin			
Sp 2017 – Su 2023	Missouri University of Science and Technology	Assistant Professor		
Su 2023 – Present	Texas A&M University	Associate Professor		

Dr. Chenglin Wu's research interests focus on nanomaterials, mechanics and advanced manufacturing with a particular emphasis on materials and structures at different dimensions (from macro to nano scales) and having multi-physics-related problems. His research is motivated by practical applications in civil, mechanical, geo-mechanical, microelectronics, micro-electromechanical systems, emerging nano- and biotechnologies and robotics. He was awarded the National Science Foundation (NSF) CAREER Award in 2021 among other awards over the years. Dr. Wu is credited with over two million dollars in research awards including 14 projects on which he has served as principal investigator. His research sponsors include such prestigious sources as the Office of Naval Research, the National Institute of Health, the Army Office of Scientific Research, and the NSF. Dr. Wu has published 47 journal publications in a wide variety of prestigious journals. He has delivered 35 technical presentations. His service includes being a member of the Accreditation Board for Engineering and Technology committee for the department, a faculty representative for a university committee on increasing the enrollment of international students, reviewer for several top peer-reviewed journals, member of the organizational committee for national and international conferences, and participating on two NSF panels, among others.

Dr. Wu's file does not include any information we believe to be inconsistent with System Policy *12.01*, Section 4.3.

Dr. Minghui Zheng	Associate Professor Mechanical Engineering	0	6	Upon Approval by the Board and Faculty Arrival
Ph.D. (2017)	University of California, Berkeley, CA			
Fa 2017 – Su 2023	University at Buffalo	Assistant Professor		
Fa 2023 – Present	University at Buffalo	Associate Professor (Tenured 2023)		
Sp 2024	Texas A&M University	Associate Professor		

Dr. Minghui Zheng's primary area is control and robotics. One of her research directions is task sequence and robotic motion planning in a human-robot collaborative environment. She is particularly interested in such developments to improve the efficiency and effectiveness of the disassembly, recycling and remanufacturing of end-of-use products such as e-wastes. Another research direction is learning-based control to enable learning among heterogeneous drones toward their mass customization and application. Her research interests also include collaborative estimation using connected vehicles and iterative learning control for high-precision systems. Dr. Zheng's research has been supported by part of an approximate \$6.5M total funding of which she is the principal investigator (PI) or university PI. So far, her share of the research funding is more than \$2M.

COLLEGE OF ENGINEERING (Continued)

Dr. Minghui Zeng (continued)

She has been working on six National Science Foundation grants as the PI. Dr. Zheng has authored/co-authored 34 journal articles. She has published papers in major journals in her field, such as *IEEE Transactions on Systems, Man, and Cybernetics: Systems* and *IEEE/ASME Transactions on Mechatronics*. These publications documented discoveries and insights into learning, planning and control algorithms for collaborative robots, drones, high-precision data, energy storage systems, etc.

Dr. Zheng's file does not include any information we believe to be inconsistent with System Policy 12.01, Section 4.3.

MAYS BUSINESS SCHOOL

<u>Name</u>	<u>Present Rank</u>	<u>Yrs. Towards Tenure*</u>		<u>Effective Date</u>
	<u>Department</u>	<u>Univ.</u>	<u>Other Inst.</u>	<u>Tenure</u>
Dr. Xuying Zhao	Associate Professor Information & Operations Management	0	>15	Upon Approval by the Board
Ph.D. (2007)	University of Texas at Dallas			
Su 2007 – Su 2015 Fa 2015 – Su 2023 Su 2023 – Present	University of Notre Dame University of Notre Dame Texas A&M University	Assistant Professor Associate Professor (Tenured 2015) Associate Professor		

Dr. Xuying Zhao conducts research on supply chain management and interface between operations management and marketing, especially for platform economy, video game and retail industries. In recent papers, she has investigated theoretical models of video game design and pricing, social media content length and variety control, advance selling strategy, and inventory management with machine learning. Dr. Zhao has published many papers in journals such as *Manufacturing & Service Operations Management*, *Production and Operations Management (POM)*, *Decision Science*, and *Institute of Electrical and Electronics Engineers*. In 2009 she won eBusiness Best Paper Award from The Institute for Operations Research and the Management Sciences (INFORMS). Dr. Zhao is an editorial review board member and a senior editor for *POM*. She has been a track chair or cluster chair of the interface between Operations Management and Marketing for numerous INFORMS and Production and Operations Management Society annual conferences. After gaining a B.A. in Computer Science from ZheJiang University in China, she worked for Microsoft. She subsequently earned an M.S. and Ph.D. in Management Science from the University of Texas at Dallas. Before joining Texas A&M University, she worked at the University of Notre Dame. She has designed and taught four well-received MBA courses: Process Analytics, Supply Chain Analytics, Digital Supply Chain Innovations, and International Operations.

Dr. Zhao's file does not include any information we believe to be inconsistent with System Policy 12.01, Section 4.3.

SCHOOL OF EDUCATION & HUMAN DEVELOPMENT

<u>Name</u>	Present Rank	Yrs. Towards Tenure*		Effective Date
	<u>Department</u>	<u>Univ.</u>	<u>Other Inst.</u>	<u>Tenure</u>
Dr. Ramona T. Pittman	Associate Professor Teaching, Learning, & Culture	0	>15	Upon Approval by the Board
Ph.D. (2007)	Texas A&M University			
Su 2007 – Sp 2011	Florida State University	Assistant Professor		
Sp 2011 – Fa 2014	Texas A&M University-San Antonio	Assistant Professor		
Fa 2014 – Fa 2019	Texas A&M University-San Antonio	Associate Professor (Tenured 2014)		
Fa 2019 – Su 2022	Texas A&M University-San Antonio	Professor		
Fa 2022 – Present	Texas A&M University	Associate Professor		

Dr. Ramona Pittman earned her B.S. in Elementary Education at the University of Southern Mississippi, her M.E. in Elementary Education at William Carey University and her Ph.D. in Reading and Language Arts Education at Texas A&M University. Prior to joining Texas A&M University in College Station, she served as a professor in the Department of Curriculum and Instruction at Texas A&M University-San Antonio. She is an experienced associate professor with a demonstrated history of working in the higher education industry, skilled in public speaking, research, adult education, distance learning, and grant writing. She is a strong education professional with a Doctor of Philosophy (Ph.D.) focused on Curriculum and Instruction with an emphasis in Literacy from Texas A&M University.

Dr. Pittman’s file does not include any information we believe to be inconsistent with System Policy 12.01, Section 4.3.

TEXAS A&M UNIVERSITY AT GALVESTON

<u>Name</u>	Present Rank	Yrs. Towards Tenure*		Effective Date
	<u>Department</u>	<u>Univ.</u>	<u>Other Inst.</u>	<u>Tenure</u>
Dr. Jean-Paul Rodrigue	Professor Maritime Business Administration	0	>15	Upon Approval by the Board and Faculty Arrival
Ph.D. (1994)	Université de Montréal, Montréal Québec			
Fa 1999 – Su 2006	Hofstra University	Assistant Professor		
Fa 2006 – Su 2011	Hofstra University	Associate Professor (Tenured 2006)		
Fa 2011 – Present	Hofstra University	Professor		
Fa 2024	Texas A&M University	Professor		

TEXAS A&M UNIVERSITY AT GALVESTON (Continued)

Dr. Jean-Paul Rodrigue (continued)

Dr. Jean-Paul Rodrigue earned his B.S., M.S. and Ph.D. degrees in Geography at the University of Montreal, Quebec, Canada. Prior to joining Texas A&M University, he served as a professor at Hofstra University in Hempstead, New York. He is a leading maritime economist specializing in maritime shipping and ports, and how they shape global supply chains. He currently has 19,236 citations with an h-index of 49 and an i10-index of 123, ranking among the world's most impactful scholars. He published two high-impact textbooks; *The Geography of Transport Systems* (2020; 5th ed.) and *Port Economics, Management and Policy* (2022). In 2013, Dr. Rodrigue was appointed by the Secretary of Transportation to the U.S. Merchant Marine Academy Advisory Board, a position he held until 2018. Between 2011 and 2016, he sat on the Council on the Future of Manufacturing at the World Economic Forum. In 2019, he was the recipient of the Edward L. Ullman Award for outstanding contribution to transport geography by the American Association of Geographers. In 2022, he was appointed as a Distinguished Fellow, Hagler Institute for Advanced Study at Texas A&M University and was selected to hold the Jerry and Kay Cox – Heep Distinguished Faculty chair; the highest honors bestowed upon a Hagler Fellow by the Texas A&M System. Dr. Rodrigue is also an internationally known speaker delivering keynote speeches on transportation matters.

Dr. Rodrigue's file does not include any information we believe to be inconsistent with System Policy 12.01, Section 4.3.

- * Each university determines, through a review process, the number of years each faculty member will be awarded tenure based on his/her dossier.

**TEXAS A&M UNIVERSITY-KINGSVILLE
BACKGROUND OF FACULTY
RECOMMENDED FOR ACADEMIC TENURE
TENURE LIST NO. 24-01**

COLLEGE OF ARTS & SCIENCES

<u>Name</u>	<u>Present Rank</u> <u>Department</u>	<u>Yrs. Towards Tenure*</u>		<u>Effective Date</u> <u>Tenure</u>
		<u>Univ.</u>	<u>Other Inst.</u>	
Dr. James Palmer	Professor English	0	>21	Upon Approval by the Board and Faculty Arrival
Ph.D. (2002)	Purdue University			
Fa 2002 – Su 2008	Prairie View A&M University	Assistant Professor		
Fa 2008 – Su 2022	Prairie View A&M University	Associate Professor (Tenured 2008)		
Fa 2022 – Sp 2023	Prairie View A&M University	Professor		
Su 2023 - Present	Texas A&M University-Kingsville	Professor		

Dr. James Palmer's research expertise is in Medieval and Renaissance Literature and pedagogy. He has extensive teaching experience in the field at both the graduate and undergraduate level. He has published in peer-reviewed journals, edited collections and has been instrumental in securing significant grant funding both as a Principal Investigator and Co-Principal Investigator. Dr. Palmer's professional record demonstrates extensive evidence of both academic and professional service over his career, and he has won several teaching awards at the department college and university levels. He served as the Provost and Senior Vice President for Academic Affairs at Prairie View A&M University, where he was awarded tenure in 2008.

To the best of our knowledge, Dr. Palmer has behaved in a professional manner across his career and has not engaged in behaviors that may lead to dismissal for cause as specified in System Policy *12.01*, Section 4.3.

COLLEGE OF EDUCATION

<u>Name</u>	<u>Present Rank</u> <u>Department</u>	<u>Yrs. Towards Tenure*</u>		<u>Effective Date</u> <u>Tenure</u>
		<u>Univ.</u>	<u>Other Inst.</u>	
Dr. Lori Kupeczynski	Professor Educational Leadership and Counseling	9	4	Upon Approval by the Board and Faculty Arrival
Ph.D. (2006)	Texas A&M University- Kingsville			
Sp 2010 – Sp 2013	Texas A&M University-Kingsville	Assistant Professor		
Fa 2013 – Sp 2019	Texas A&M University-Kingsville	Associate Professor (Tenured 2013)		
Fa 2019 – Sp 2023	University of St. Augustine	Professor		
Fa 2023 – present	Texas A&M University-Kingsville	Professor		

EXHIBIT

**TEXAS A&M UNIVERSITY-SAN ANTONIO
BACKGROUND OF FACULTY
RECOMMENDED FOR ACADEMIC TENURE
TENURE LIST NO. 24-01**

COLLEGE OF EDUCATION AND HUMAN DEVELOPMENT

<u>Name</u>	<u>Present Rank</u> <u>Department</u>	<u>Yrs. Towards Tenure*</u>		<u>Effective Date</u> <u>Tenure</u>
		<u>Univ.</u>	<u>Other Inst.</u>	
Dr. Ting Liu	Dean of Graduate Studies	0	14	Upon Approval by the Board and Faculty Arrival
Ph.D. (2006)	The University of Texas at Austin			
Fa 2009 – Sp 2015	Texas State University	Assistant Professor		
Fa 2015 – Sp 2020	Texas State University	Associate Professor (Tenured 2015)		
Fa 2020 – Sp 2023	Texas State University	Professor and Associate Dean for Research and Sponsored Programs		
Fa 2023 – Present	Texas A&M University-San Antonio	Dean of Graduate Studies		

Dr. Liu is an expert in the areas of health, human performance and kinesiology. She has a substantive career spanning 16 years at Texas State University, where she earned tenure, rose to the rank of professor and served as Associate Dean for Research and Sponsored Programs. Dr. Liu demonstrates a high level of scholarly accomplishment. Most notable are her 46 peer-reviewed publications and her 43 presentations. She is the author or co-author of \$472,128 in external awards and \$61,800 in internal awards. She has received numerous rewards recognizing her research excellence. Dr Liu is an accomplished teacher who has taught many courses at the graduate and undergraduate level, recorded supervision of graduate thesis work and developed new courses: ESS 7309, ESS 5328, ESS 5312, ESS 5327, and ESS 5110. She received numerous teaching awards during her time at Texas State University. She has a career of substantive service to her institution and her discipline, including service on the Board of Directors for the American Kinesiology Association, service as a reviewer for high-impact peer-reviewed journals and a sustained commitment to community service associated with a 4-week summer camp for children with autism and their families.

Dr. Liu's file does not include any information we believe to be inconsistent with System Policy 12.01, Section 4.3.

COLLEGE OF EDUCATION AND HUMAN DEVELOPMENT

<u>Name</u>	<u>Present Rank</u> <u>Department</u>	<u>Yrs. Towards Tenure*</u>		<u>Effective Date</u> <u>Tenure</u>
		<u>Univ.</u>	<u>Other Inst.</u>	
Dr. Salvador Hector Ochoa	President Texas A&M University-San Antonio	0	>15	Upon Approval by the Board and Faculty Arrival
Ph.D. (1989)	Texas A&M University			

COLLEGE OF EDUCATION AND HUMAN DEVELOPMENT (Continued)

Dr. Salvador Hector Ochoa (continued)

Fa 1990 – Sp 1992	University of Texas-Pan American	Assistant Professor
Fa 1992 – Sp 1997	Texas A&M University	Assistant Professor
Fa 1997 – Sp 2005	Texas A&M University	Associate Professor (Tenured 1997)
Fa 2005 – Sp 2007	University of Texas-Pan American	Department Chair and Professor
Su 2007 – Su 2014	University of Texas-Pan American	Dean, College of Education and Professor (Tenured)
Fa 2014 – Su 2019	University of New Mexico	Dean, College of Education and Professor (Tenured)
Fa 2019 – Su 2023	San Diego State University	Provost and Senior Vice President for Academic Affairs
Fa 2023 – Present	Texas A&M University-San Antonio	President

Dr. Ochoa is an expert in special education and bilingual education with an extensive academic career spanning multiple institutions (Texas A&M University, the University of Texas-Pan American, University of New Mexico, San Diego State University) and at multiple levels (professor, department chair, dean, provost) before his appointment at Texas A&M University-San Antonio as university president. He is the author of 20 peer-reviewed publications, two books, eight additional book chapters and 79 national professional presentations. He has been awarded 3.7 million in funded grants from sources such as the Department of Education and private foundations such as the Texas Instruments Foundation. Dr. Ochoa has taught courses at the graduate (TAMU: CPSY 630, SPSY 629, SPSY 657, SPED 620, SPED 689; UTPA: EDPS 6300, EDPS 6372, 6382) and undergraduate level (UTPA: EDCI 4302, ED 4372, ED 3312) and supervision of doctoral dissertations. Dr. Ochoa also received several Teaching awards, including the Association of Former Students of Texas A&M University, Faculty Distinguished Achievement Award In Teaching – University Level, and Texas A&M Center for Teaching Excellence-Teaching Excellence Award. While a faculty member at Texas A&M University, Dr. Ochoa had extensive service in program coordinator roles, including coordinating the Bilingual Special Education Master’s program, the Educational Diagnostician Program and the School Psychology Doctoral Program. In service to his profession, he has also held leadership roles in professional organizations such as the American Psychological Association Division 16—School Psychology and the Council of Exceptional Children. He has served as an Associate Editor for the *American Educational Research Journal: Teaching, Learning and Human Development* and on the editorial board for several journals within his field.

Dr. Ochoa’s file does not include any information we believe to be inconsistent with System Policy 12.01, Section 4.3.

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COLLEGE OF EDUCATION (Continued)

Dr. Lori Kupczynski (continued)

Lori Kupczynski, Ed.D. has served 25 years in higher education in the areas of English, Communication, Adult Education, Higher Education and Educational Leadership. She has authored or co-authored over 100 publications in peer-reviewed journals, contributed to five books and has presented at nearly 80 national/international conferences. She was the recipient of the 2012 United States Distance Learning Association's Outstanding Leadership by an Individual in the Field of Distance Learning award as well as the Distinguished Researcher from Texas A&M University-Kingsville the same year. She received the 2017 Outstanding Senior Faculty Award in the College of Education and Human Performance at Texas A&M University-Kingsville. She led her team to win the Effective Practice Award from the Online Learning Consortium at Accelerate 2019. Lastly, she was the recipient of the Board of Directors' 2020 Excellence in Scholarship Award.

Dr. Kupczynski teaches in three programs: Educational Leadership Doctoral Program, Higher Education Administration and Leadership, and the Adult Education Master's program. She serves as the program coordinator of the Adult Education program and the Higher Education program. Her student evaluations are exemplary (4.7 on a 5-point scale). She has chaired over 50 doctoral dissertations and has served on an additional 40 dissertation committees.

To the best of our knowledge, Dr. Kupczynski has behaved in a professional manner across her career and has not engaged in behaviors that may lead to dismissal for cause as specified in System Policy *12.01*, Section 4.3.

- * Each university determines, through a review process, the number of years each faculty member will be awarded tenure based on his/her dossier.

EXHIBIT

**TEXAS A&M UNIVERSITY-SAN ANTONIO
BACKGROUND OF FACULTY
RECOMMENDED FOR ACADEMIC TENURE
TENURE LIST NO. 24-01**

COLLEGE OF EDUCATION AND HUMAN DEVELOPMENT

<u>Name</u>	<u>Present Rank</u> <u>Department</u>	<u>Yrs. Towards Tenure*</u>		<u>Effective Date</u> <u>Tenure</u>
		<u>Univ.</u>	<u>Other Inst.</u>	
Dr. Ting Liu	Dean of Graduate Studies	0	14	Upon Approval by the Board and Faculty Arrival
Ph.D. (2006)	The University of Texas at Austin			
Fa 2009 – Sp 2015	Texas State University	Assistant Professor		
Fa 2015 – Sp 2020	Texas State University	Associate Professor (Tenured 2015)		
Fa 2020 – Sp 2023	Texas State University	Professor and Associate Dean for Research and Sponsored Programs		
Fa 2023 – Present	Texas A&M University-San Antonio	Dean of Graduate Studies		

Dr. Liu is an expert in the areas of health, human performance and kinesiology. She has a substantive career spanning 16 years at Texas State University, where she earned tenure, rose to the rank of professor and served as Associate Dean for Research and Sponsored Programs. Dr. Liu demonstrates a high level of scholarly accomplishment. Most notable are her 46 peer-reviewed publications and her 43 presentations. She is the author or co-author of \$472,128 in external awards and \$61,800 in internal awards. She has received numerous rewards recognizing her research excellence. Dr Liu is an accomplished teacher who has taught many courses at the graduate and undergraduate level, recorded supervision of graduate thesis work and developed new courses: ESS 7309, ESS 5328, ESS 5312, ESS 5327, and ESS 5110. She received numerous teaching awards during her time at Texas State University. She has a career of substantive service to her institution and her discipline, including service on the Board of Directors for the American Kinesiology Association, service as a reviewer for high-impact peer-reviewed journals and a sustained commitment to community service associated with a 4-week summer camp for children with autism and their families.

Dr. Liu's file does not include any information we believe to be inconsistent with System Policy 12.01, Section 4.3.

COLLEGE OF EDUCATION AND HUMAN DEVELOPMENT

<u>Name</u>	<u>Present Rank</u> <u>Department</u>	<u>Yrs. Towards Tenure*</u>		<u>Effective Date</u> <u>Tenure</u>
		<u>Univ.</u>	<u>Other Inst.</u>	
Dr. Salvador Hector Ochoa	President Texas A&M University-San Antonio	0	>15	Upon Approval by the Board and Faculty Arrival
Ph.D. (1989)	Texas A&M University			

**TEXAS A&M UNIVERSITY-TEXARKANA
BACKGROUND OF FACULTY
RECOMMENDED FOR ACADEMIC TENURE
TENURE LIST NO. 24-01**

COLLEGE OF ARTS, SCIENCES, AND EDUCATION

<u>Name</u>	<u>Present Rank</u> <u>Department</u>	<u>Yrs. Towards Tenure*</u>		<u>Effective Date</u> <u>Tenure</u>
		<u>Univ.</u>	<u>Other Inst.</u>	
Dr. James B. Worthen	Professor Psychology	0	>15	Upon Approval by the Board and Faculty Arrival
Ph.D. (1995)	Texas Tech University			
Fa 2002 – Sp 2008	Southeastern Louisiana University		Associate Professor (Tenured 2002)	
Fa 2008 – Sp 2023	Southeastern Louisiana University		Professor (Tenured 2008)	

Dr. James Worthen has spent more than 15 years serving as interim department head of psychology, special assistant to the dean, and assistant dean of the College of Arts, Humanities, and Social Sciences at Southeastern Louisiana University. Dr. Worthen was professor with tenure from 2008-2023 at Southeastern Louisiana University and received the Lola Sue Purcell Endowed Professorship and Psi Chi Outstanding Advisor Award. Dr. Worthen has published in the area of memory in top-tiered, peer-reviewed journals and has published two books. Dr. Worthen has also presented numerous papers at scholarly meetings.

Dr. James Worthen’s file does not include any information we believe to be inconsistent with System Policy 12.01, Section 4.3.

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COLLEGE OF EDUCATION AND HUMAN DEVELOPMENT (Continued)

Dr. Salvador Hector Ochoa (continued)

Fa 1990 – Sp 1992	University of Texas-Pan American	Assistant Professor
Fa 1992 – Sp 1997	Texas A&M University	Assistant Professor
Fa 1997 – Sp 2005	Texas A&M University	Associate Professor (Tenured 1997)
Fa 2005 – Sp 2007	University of Texas-Pan American	Department Chair and Professor
Su 2007 – Su 2014	University of Texas-Pan American	Dean, College of Education and Professor (Tenured)
Fa 2014 – Su 2019	University of New Mexico	Dean, College of Education and Professor (Tenured)
Fa 2019 – Su 2023	San Diego State University	Provost and Senior Vice President for Academic Affairs
Fa 2023 – Present	Texas A&M University-San Antonio	President

Dr. Ochoa is an expert in special education and bilingual education with an extensive academic career spanning multiple institutions (Texas A&M University, the University of Texas-Pan American, University of New Mexico, San Diego State University) and at multiple levels (professor, department chair, dean, provost) before his appointment at Texas A&M University-San Antonio as university president. He is the author of 20 peer-reviewed publications, two books, eight additional book chapters and 79 national professional presentations. He has been awarded 3.7 million in funded grants from sources such as the Department of Education and private foundations such as the Texas Instruments Foundation. Dr. Ochoa has taught courses at the graduate (TAMU: CPSY 630, SPSY 629, SPSY 657, SPED 620, SPED 689; UTPA: EDPS 6300, EDPS 6372, 6382) and undergraduate level (UTPA: EDCI 4302, ED 4372, ED 3312) and supervision of doctoral dissertations. Dr. Ochoa also received several Teaching awards, including the Association of Former Students of Texas A&M University, Faculty Distinguished Achievement Award In Teaching – University Level, and Texas A&M Center for Teaching Excellence-Teaching Excellence Award. While a faculty member at Texas A&M University, Dr. Ochoa had extensive service in program coordinator roles, including coordinating the Bilingual Special Education Master’s program, the Educational Diagnostician Program and the School Psychology Doctoral Program. In service to his profession, he has also held leadership roles in professional organizations such as the American Psychological Association Division 16—School Psychology and the Council of Exceptional Children. He has served as an Associate Editor for the *American Educational Research Journal: Teaching, Learning and Human Development* and on the editorial board for several journals within his field.

Dr. Ochoa’s file does not include any information we believe to be inconsistent with System Policy 12.01, Section 4.3.

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EXHIBIT

The Texas A&M University System
Appointed and Commissioned Peace Officers
September 27, 2023

University Officer's Name	Title	Hire Date
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TEXAS A&M FOREST SERVICE

Thomas Connor Murnane	Peace Officer	07/13/2023
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