



Consent Agenda Items
Meeting
of the
Board of Regents

May 7, 2024



**MEETING OF THE BOARD OF REGENTS
THE TEXAS A&M UNIVERSITY SYSTEM
May 7, 2024
San Antonio, Texas**

REGULAR AGENDA ITEMS

1. COMMITTEE ON FINANCE

- 1.1 Approval of Fiscal Year 2025 Service Department Accounts, A&M System
- 1.2 Approval of Fiscal Year 2025 Operating Budgets, A&M System

2. COMMITTEE ON AUDIT

(No agenda items)

3. COMMITTEE ON BUILDINGS AND PHYSICAL PLANT

- 3.1 Approval of System Capital Plan for FY 2025–2029, A&M System
- 3.2 Approval of the Project Scope and Budget, Appropriation for Construction Services, and Approval for Construction for the Business, Engineering and Technology Building Project, Texas A&M University-Texarkana, Texarkana, Texas (Project No. 22-3385), A&M System
- 3.3 (WITHDRAWN)

Informational Report

Report of System Construction Projects Authorized by the Board

4. COMMITTEE ON ACADEMIC AND STUDENT AFFAIRS

- 4.1 Approval of Changes to the Admissions Standards for System Member Universities for the 2025-26 Academic Year, A&M System

**Certified by the general counsel or other appropriate attorney as confidential or information that may be withheld from public disclosure in accordance with Section 551.1281 and Chapter 552 of the Texas Government Code.*

5. THE TEXAS A&M UNIVERSITY SYSTEM BOARD OF REGENTS (not assigned to Committee)Regular Items

- 5.1 Adoption of a Resolution Honoring the Legacy of the Late President George H. W. Bush and Recognizing President George H. W. Bush's Centennial Birthday, BOR A&M System
- 5.2 Adoption of a Resolution Honoring Mr. Louis "Lou" Paletta II '78 for His Outstanding Dedication and Service as Trustee of the Texas A&M Foundation, Texas A&M
- 5.3 Adoption of a Resolution Recognizing Ms. Elizabeth "Annie" Valicek for Her Service as the 2023-2024 Student Member of the Board of Regents of The Texas A&M University System and Bestowing the Title of Student Regent Emeritus, BOR A&M System
- 5.4 Appointment of Members to the Board of Directors of The University of Texas/Texas A&M Investment Management Company (UTIMCO), BOR A&M System
- 5.5 (WITHDRAWN)
- 5.6 (WITHDRAWN)
- 5.7 (WITHDRAWN)

Executive Session Items

- 5.8 *Authorization to Ground Lease Approximately 16 Acres of Land for Construction of a Senior Living Facility, A&M System
- 5.9 *Authorization to Negotiate and Execute a Lease Extension for Student Housing at 625 at Prairie View Apartments in Prairie View, Waller County, Texas, PVAMU
- 5.10 *Authorization to Purchase Property Located at 810 N. Cain Street in Stephenville, Erath County, Texas, Tarleton
- 5.11 *Authorization to Purchase Properties Located at 862 and 893 N. Cain Street in Stephenville, Erath County, Texas, Tarleton
- 5.12 *Authorization to Purchase the Building Located at 8800 Health Science Center Parkway, Bryan, Brazos County, Texas, Texas A&M
- 5.13 *Authorization to Execute the Contractual Buyout Option of the Patterson Student Center Building Located on the Campus of Texas A&M University-Texarkana at 7101 University Avenue in Texarkana, Bowie County, Texas, TAMUT

**Certified by the general counsel or other appropriate attorney as confidential or information that may be withheld from public disclosure in accordance with Section 551.1281 and Chapter 552 of the Texas Government Code.*

- 5.14 *Authorization to Ground Lease Approximately 120 Acres of Land for Construction of a Research Feedlot and Educational Center, WTAMU
- 5.15 *Authorization to Negotiate and Execute a Lease for Approximately 28 Total Acres of Land Located at 18505 Hwy 48, Brownsville, Cameron County, Texas and 17995 Hwy 48, Brownsville, Cameron County, Texas, TEEX
- 5.16 *Authorization to Negotiate and Execute a Lease of Space in the Bridge Labs Building in Pegasus Park, Located at 3000 Pegasus Park Drive, Dallas, Dallas County, Texas, TEES
- 5.17 *Authorization to Ground Lease Property Located at 6610 W. Amarillo Blvd., Amarillo, Potter County, Texas, TVMDL
- 5.18 *Authorization for the President to Negotiate and Execute a New Employment Contract for an Assistant Football Coach – Secondary, Texas A&M
- 5.19 Appointment of Vice Chancellor for Strategic Health Initiatives, A&M System

6. **CONSENT AGENDA ITEMS**

The Texas A&M University System/Board of Regents

- 6.1 Approval of Minutes
- 6.2 Approval of Fiscal Year 2025 Holiday Schedules
- 6.3 Granting of the Title of Emeritus, May 2024
- 6.4 Confirmation of Appointment and Commissioning of Peace Officers
- 6.5 Approval of Additional Signers for Authorized Signers for Revolving Fund Bank Accounts for The Texas A&M University System
- 6.6 Approval of Non-substantive Revisions to Various Academic-related System Policies
- 6.7 Approval of Non-substantive Revisions to System Policy *09.02, Use of System Names, and Indicia*
- 6.8 Approval of Revisions to System Policy *15.01, Research Agreements*
- 6.9 Approval of Revisions to System Policy *21.05, Gifts, Donations, Grants and Endowments* and System Policy *51.06, Naming of Buildings, Geographical Areas and Academic Entities*
- 6.10 Approval of Revisions to System Policy *25.07, Contract Administration*
- 6.11 Approval of Revisions to System Policy *31.07, Retirement*

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Prairie View A&M University

- 6.12 Approval of Academic Tenure, May 2024
- 6.13 Approval of a New Master of Science in Data Science and Engineering Degree Program and Authorization to Request Approval from the Texas Higher Education Coordinating Board

Tarleton State University

- 6.14 Approval of Academic Tenure, May 2024
- 6.15 Approval of a New Bachelor of Science Degree Program with a Major in Neuroscience and Authorization to Request Approval from the Texas Higher Education Coordinating Board
- 6.16 Approval of a New Master of Medical Science Degree Program with a Major in Physician Assistant Medicine and Authorization to Request Approval from the Texas Higher Education Coordinating Board
- 6.17 Approval of a New Specialist in School Psychology Degree Program with a Major in School Psychology and Authorization to Request Approval from the Texas Higher Education Coordinating Board
- 6.18 Approval of a New Doctor of Philosophy with a Major in Counseling Degree Program and Authorization to Request Approval from the Texas Higher Education Coordinating Board
- 6.19 Approval of a New Doctor of Physical Therapy with a Major in Physical Therapy Degree Program and Authorization to Request Approval from the Texas Higher Education Coordinating Board

Texas A&M International University

- 6.20 Approval of Academic Tenure, May 2024
- 6.21 Approval of Amended Mission Statement and Authorization to Provide Notification to the Texas Higher Education Coordinating Board
- 6.22 Approval of a New Master of Science Degree Program with a Major in Systems Engineering and Authorization to Request Approval from the Texas Higher Education Coordinating Board

Texas A&M University

- 6.23 Approval of Academic Tenure, May 2024
- 6.24 Approval of a New Undergraduate Degree Program with a Major in Public Service and Administration Leading to a Bachelor of Arts or a Bachelor of Science, and Authorization to Request Approval from the Texas Higher Education Coordinating Board
- 6.25 Approval of a New Bachelor of Fine Arts Degree Program with a Major in Music Performance and Authorization to Request Approval from the Texas Higher Education Coordinating Board
- 6.26 Approval of a New Bachelor of Science Degree Program with a Major in Early Childhood Development and Education and Authorization to Request Approval from the Texas Higher Education Coordinating Board
- 6.27 Approval of a New Bachelor of Science Degree Program with a Major in Human Development and Family Sciences and Authorization to Request Approval from the Texas Higher Education Coordinating Board
- 6.28 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
- 6.29 Approval of a New Doctor of Education with a Major in Bilingual, English as a Second Language, and Dual Language Education and Authorization to Request Approval from the Texas Higher Education Coordinating Board
- 6.30 Approval of a New Doctor of Philosophy Degree Program with a Major in Visual Computing and Interactive Media and Authorization to Request Approval from the Texas Higher Education Coordinating Board
- 6.31 *Naming of an Area in and Around Aggie Park
- 6.32 *Naming of the Javelin Runway of E.B. Cushing Stadium
- 6.33 *Naming of Office Spaces within the Don and Ellie Knauss Veteran Resource and Support Center
- 6.34 *Naming of Spaces in the Wayne Roberts '85 Building and the Wehner Building
- 6.35 *Naming of Spaces within the Instructional Laboratory and Innovative Learning Building (ILSQ)
- 6.36 *Naming of Rooms in the Peterson Building and the Human Clinical Research Facility

**Certified by the general counsel or other appropriate attorney as confidential or information that may be withheld from public disclosure in accordance with Section 551.1281 and Chapter 552 of the Texas Government Code.*

- 6.37 Authorization for the Texas A&M University Health Science Center to Make Intergovernmental Transfers on Behalf of Qualifying Entities
- 6.38 Authorization for the President to Negotiate and Execute a Certain Specified Contract Involving Consideration of \$500,000 or More

Texas A&M University-Central Texas

- 6.39 Approval of Academic Tenure, May 2024
- 6.40 Granting of Faculty Development Leave for FY 2025
- 6.41 Approval of a New Master of Public Administration Degree Program with a Major in Public Administration and Authorization to Request Approval from the Texas Higher Education Coordinating Board
- 6.42 Approval of a New Master of Science Degree Program with a Major in Nursing Administration and Authorization to Request Approval from the Texas Higher Education Coordinating Board
- 6.43 Approval of a New Master of Social Work Degree Program with a Major in Social Work and Authorization to Request Approval from the Texas Higher Education Coordinating Board

Texas A&M University-Commerce

- 6.44 Approval of Academic Tenure, May 2024
- 6.45 Granting of Faculty Development Leave for FY 2025
- 6.46 Approval of a New Bachelor of Applied Arts and Sciences in Human Resource Development and Authorization to Request Approval from the Texas Higher Education Coordinating Board
- 6.47 Approval of a New Bachelor of Applied Arts and Sciences in Public Administration – City Planning and Authorization to Request Approval from the Texas Higher Education Coordinating Board
- 6.48 Approval of a New Bachelor of Business Administration in Banking Degree Program and Authorization to Request Approval from the Texas Higher Education Coordinating Board
- 6.49 Approval of a New Bachelor of Science Degree Program in Anthrozoology and Authorization to Request Approval from the Texas Higher Education Coordinating Board
- 6.50 Approval of a New Master of Science in Nutrition Degree Program and Authorization to Request Approval from the Texas Higher Education Coordinating Board
- 6.51 *Naming of the Main Wall in the Lobby of the Welcome Center

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Texas A&M University-Corpus Christi

- 6.52 Approval of Academic Tenure, May 2024
- 6.53 Granting of Faculty Development Leave for FY 2025
- 6.54 *Naming of the Breakroom in the Special Collections & Archives Space in the Downtown Building

Texas A&M University-Kingsville

- 6.55 Approval of Academic Tenure, May 2024

Texas A&M University-San Antonio

- 6.56 Approval of Academic Tenure, May 2024

Texas A&M University-Texarkana

- 6.57 Approval of Academic Tenure, May 2024
- 6.58 Approval of a New Bachelor of Science Degree Program with a Major in Biomedical Engineering and Authorization to Request Approval from the Texas Higher Education Coordinating Board
- 6.59 Approval of a New Bachelor of Science Degree Program with a Major in Civil Engineering, and Authorization to Request Approval from the Texas Higher Education Coordinating Board
- 6.60 Approval of a New Master of Education Degree Program with a Major in Special Education, and Authorization to Request Approval from the Texas Higher Education Coordinating Board
- 6.61 Approval of a New Master of Education Degree Program with a Major in Teaching and Authorization to Request Approval from the Texas Higher Education Coordinating Board
- 6.62 *Naming of Various Facilities and Areas within the Athletic Complex
- 6.63 *Naming of an Area within the Athletic Complex

West Texas A&M University

- 6.64 Approval of Academic Tenure, May 2024
- 6.65 Granting of Faculty Development Leave for FY 2025
- 6.66 Approval of Amended Mission Statement and Authorization to Provide Notification to the Texas Higher Education Coordinating Board
- 6.67 *Naming of a Room in the Bain Athletic Center

Texas A&M AgriLife Extension Service

(No consent agenda items)

Texas A&M AgriLife Research

(No consent agenda items)

Texas A&M Engineering Experiment Station

(No consent agenda items)

Texas A&M Forest Service

- 6.68 Authorization to Execute FY 2024 Federal Non-research Grant Agreements and any Amendments, Modifications or Extensions

Texas A&M Engineering Extension Service

(No consent agenda items)

Texas A&M Veterinary Medical Diagnostic Laboratory

(No consent agenda items)

Texas A&M Transportation Institute

(No consent agenda items)

Texas Division of Emergency Management

- 6.69 Authorization to Execute FY 2023 through FY 2025 Federal Non-research Grants, Cooperative Agreements and Contracts, and any Amendments, Modifications or Extensions to, and Subawards under Non-research Grants, Cooperative Agreements and Contracts for FY 2023, FY 2024, and FY 2025 Programs

A&M System	The Texas A&M University System
A&M-Central Texas	Texas A&M University-Central Texas
A&M-Commerce	Texas A&M University-Commerce
A&M-Corpus Christi	Texas A&M University-Corpus Christi
A&M-San Antonio	Texas A&M University-San Antonio
A/E.....	Architect/Engineer
AgriLife Extension.....	Texas A&M AgriLife Extension Service
AgriLife Research	Texas A&M AgriLife Research
BOR	Board of Regents
FP&C.....	Facilities Planning and Construction
POR.....	Program of Requirements
PUF.....	Permanent University Fund
PVAMU.....	Prairie View A&M University
RELLIS	Respect, Excellence, Leadership, Loyalty, Integrity and Selfless Service
RFS.....	Revenue Financing System
TAMHSC	Texas A&M Health Science Center
TAMIU	Texas A&M International University
TAMUG.....	Texas A&M University at Galveston
TAMUT	Texas A&M University-Texarkana
Tarleton.....	Tarleton State University
TEES.....	Texas A&M Engineering Experiment Station
TEEX.....	Texas A&M Engineering Extension Service
Texas A&M at Qatar.....	Texas A&M University at Qatar
Texas A&M	Texas A&M University
Texas A&M-Kingsville.....	Texas A&M University-Kingsville
TDEM.....	Texas Division of Emergency Management
TFS.....	Texas A&M Forest Service
THECB.....	Texas Higher Education Coordinating Board
TTI.....	Texas A&M Transportation Institute
TVMDL.....	Texas A&M Veterinary Medical Diagnostic Laboratory
UTIMCO.....	The University of Texas/Texas A&M Investment Management Company
WTAMU.....	West Texas A&M University

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Agenda Item No. 6.1

**THE TEXAS A&M UNIVERSITY SYSTEM
Office of the Board of Regents
April 24, 2024**

Members, Board of Regents
The Texas A&M University System

Subject: Approval of Minutes

I recommend adoption of the following minute order :

“The following minutes are approved:

**February 8, 2024, Regular Meeting,
February 8, 2024, Special Workshop Meeting,
February 26, 2024, Special Telephonic Meeting, and
March 27, 2024, Special Telephonic Meeting.”**

Respectfully submitted,

Vickie Burt Spillers
Executive Director

Agenda Item No.

AGENDA ITEM BRIEFING

Submitted by: John Sharp, Chancellor
The Texas A&M University System

Subject: Approval of Fiscal Year 2025 Holiday Schedules

Proposed Board Action:

Approve the 2024-2025 holiday schedules for The Texas A&M University System.

Background Information:

In accordance with Chapter 662, Texas Government Code, state employees will be entitled to observe **15** holidays during the fiscal year ending August 31, 2025. Section [662.011](#) of the Government Code allows institutions of higher education to adjust their schedules within the total number of holidays authorized by law. Pursuant to System Policy [31.04, Holidays](#), the holiday schedule is submitted by the chancellor for approval by the Board of Regents.

Recommendations by the system members are incorporated into the attached agenda item and reviewed by the chancellor. Exceptions to the holiday schedule proposed by the system are listed individually.

A&M System Funding or Other Financial Implications:

None.

Strategic Plan Imperative(s) this Item Addresses:

This item advances all eight Strategic Imperatives by helping each member attract and retain the best workforce.

Agenda Item No.

THE TEXAS A&M UNIVERSITY SYSTEM

Office of the Chancellor

April 5, 2024

Members, Board of Regents
The Texas A&M University System

Subject: Approval of Fiscal Year 2025 Holiday Schedules

I recommend adoption of the following minute order:

“Holidays for the fiscal year ending August 31, 2025, for the System Offices of The Texas A&M University System, Prairie View A&M University, Texas A&M University, Texas A&M University at Galveston, Texas A&M University Health Science Center, Texas A&M Engineering Extension Service, Texas A&M Engineering Experiment Station, Texas A&M Transportation Institute, Texas A&M AgriLife Extension Service (A&M campus employees), Texas A&M AgriLife Research (A&M campus employees), Texas A&M Forest Service, Texas A&M University-Commerce, Texas A&M University-Corpus Christi, Texas A&M University-Texarkana, and West Texas A&M University are as follow:

Holiday	Number of Days	Dates
Labor Day	1	September 2, 2024
Thanksgiving	2	November 28-29, 2024
Winter Break	7	December 24, 2024-January 1, 2025
Martin Luther King, Jr. Day	1	January 20, 2025
Spring Break	1	March 14, 2025
Memorial Day	1	May 26, 2025
Emancipation Day	1	June 19, 2025
Independence Day	1	July 4, 2025

Exceptions are established as set forth below:

The proposed holiday schedule for Tarleton State University is as follows:

Holiday	Number of Days	Dates
Thanksgiving	2	November 28-29, 2024
Winter Break	7	December 24, 2024-January 1, 2025
Martin Luther King, Jr. Day	1	January 20, 2025
Spring Break	2	March 20-21, 2025
Memorial Day	1	May 26, 2025
Emancipation Day	1	June 19, 2025
Independence Day	1	July 4, 2025

The proposed holiday schedule for Texas A&M International University is as follows:

Holiday	Number of Days	Dates
Thanksgiving	2	November 28-29, 2024
Winter Break	8	December 23, 2024-January 1, 2025
Martin Luther King, Jr. Day	1	January 20, 2025
Spring Break	1	March 14, 2025
Memorial Day	1	May 26, 2025
Emancipation Day	1	June 19, 2025
Independence Day	1	July 4, 2025

The proposed holiday schedule for Texas A&M University-Central Texas is as follows:

Holiday	Number of Days	Dates
Labor Day	1	September 2, 2024
Veterans Day	1	November 11, 2024
Thanksgiving	2	November 28-29, 2024
Winter Break	7	December 24, 2024-January 1, 2025
Martin Luther King, Jr. Day	1	January 20, 2025
Memorial Day	1	May 26, 2025
Emancipation Day	1	June 19, 2025
Independence Day	1	July 4, 2025

The proposed holiday schedule for Texas A&M University-Kingsville is as follows:

Labor Day	1	September 2, 2024
Thanksgiving	2	November 28-29, 2024
Winter Break	7	December 24, 2024-January 1, 2025
Martin Luther King, Jr. Day	1	January 20, 2025
Spring Break	1	March 21, 2025
Memorial Day	1	May 26, 2025
Emancipation Day	1	June 19, 2025
Independence Day	1	July 4, 2025

The proposed holiday schedule for Texas A&M University-San Antonio is as follows:

Holiday	Number of Days	Dates
Labor Day	1	September 2, 2024
Thanksgiving	2	November 28-29, 2024
Winter Break	8	December 23, 2024-January 1, 2025
Martin Luther King, Jr. Day	1	January 20, 2025
Memorial Day	1	May 26, 2025
Emancipation Day	1	June 19, 2025
Independence Day	1	July 4, 2025

The proposed holiday schedule for the Texas Division of Emergency Management is as follows:

Holiday	Number of Days	Dates
Labor Day	1	September 2, 2024
Veterans Day	1	November 11, 2024
Thanksgiving	2	November 28-29, 2024
Winter Break	4	December 24-26, 2024 & January 1, 2025
Martin Luther King, Jr. Day	1	January 20, 2025
Presidents' Day	1	February 17, 2025
San Jacinto Day	1	April 21, 2025
Memorial Day	1	May 26, 2025
Emancipation Day	1	June 19, 2025
Independence Day	1	July 4, 2025
LBJ's Birthday	1	August 27, 2025

The proposed holiday schedule for Texas A&M University School of Law¹ and School of Dentistry²

Holiday	Number of Days	Dates
Labor Day	1	September 2, 2024
Thanksgiving	2	November 28-29, 2024
Winter Break	8	December 23, 2024-January 1, 2025
Martin Luther King, Jr. Day	1	January 20, 2025
Memorial Day	1	May 26, 2025
Emancipation Day	1	June 19, 2025
Independence Day	1	July 4, 2025

¹ Distance education students and graduate students in the School of Law at the San Antonio location have classes scheduled on March 14, 2025, which is scheduled as an A&M System holiday. Changing the academic calendar would result in pushing final exams back a day. Because most students in these programs are working professionals, this change in the academic calendar could have a negative impact on these students.

² The School of Dentistry is requesting an alternate schedule to accommodate responsibilities for clinical operations.

The proposed holiday schedule for Texas A&M University at Qatar¹ is as follows:

Holiday	Number of Days	Dates
		(Standard workweek is Sunday-Thursday)
Qatar National Day²	1	December 18, 2024
Semester Break	7	December 19-29, 2024
Qatar National Sports Day³	1	February 11, 2025
Eid Al-Fitr (projected)⁴	3	March 30 – April 1, 2025
Eid Al-Adha (projected)⁴	3	June 8-10, 2025

¹ Texas A&M at Qatar’s proposed schedule does NOT observe Thanksgiving Day, Martin Luther King, Jr. Day, Emancipation Day, Memorial Day, or Independence Day as required by System Policy 31.04, *Holidays*. However, the Board of Regents may choose to waive this requirement in light of the fact that Texas A&M at Qatar is required to observe eight days of state/cultural holidays (of 15 total days) and also attempts to adopt a schedule similar to that of other academic institutions in Education City.

Texas A&M is required in its agreement with the Qatar Foundation for Education, Science and Community Development to “abide by the applicable laws and regulations of the State of Qatar, and shall respect the cultural, religious and social customs of the State of Qatar.”

² Qatar National Day is a national commemoration of Qatar’s unification in 1878 and celebrated annually on December 18th.

³ The State of Qatar issued an Emiri decree that the 2nd Tuesday of February each year would be a required holiday. This holiday, Qatar National Sports Day, is to promote sports and physical activity.

⁴ The Eid holidays will automatically shift if the State of Qatar starts these holidays on a different day than proposed above. The number of days for the holidays will not change.

The proposed holiday schedules for Texas A&M Veterinary Medical Diagnostic Laboratory and certain units of Texas A&M AgriLife Research and Texas A&M AgriLife Extension Service are shown on the attached exhibit.

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April 5, 2024

The chancellor is hereby authorized to modify the holiday schedules when such a change is deemed to be in the public interest.”

Respectfully submitted,

John Sharp
Chancellor

Approval Recommended:

Approved for Legal Sufficiency:

Billy Hamilton
Deputy Chancellor and
Chief Financial Officer

Ray Bonilla
General Counsel

**ITEM
EXHIBIT**

Request for Alternate Holiday Schedule for Agencies/Units Reporting through the Vice Chancellor for Agriculture & Life Sciences - 2024 - 2025

	Adopt System Schedule	Labor Day	Thanksgiving	Winter Break	M.L. King, Jr. Day	Spring Break	Memorial Day	Emancipation Day	Independence Day	Other - Please Elaborate	Total = 15
	(Yellow Headings)	September 2, 2024 (1 day)	November 28-29, 2024 (2 days)	December 24, 2024-January 1, 2025 (7 days)	January 20, 2025 (1 day)	March 14, 2025 (1 day)	May 26, 2025 (1 day)	June 19, 2025 (1 day)	July 4, 2025 (1 day)		
Texas A&M AgriLife Extension Districts, Extension Units & Research Centers											
District 1 & Amarillo		1	2	8-Dec. 23-Dec. 31, 2024, Jan. 1, 2025	1		1	1	1		15
District 2 & Lubbock		1	2	7	1		1	1	1	1-Spring Break, 3/21/25	15
District 4 & Dallas		1	2	7	1		1	1	1	1-Floating day to be used prior to 8/31/25	15
District 7 & San Angelo/Sonora		1	2	7	1		1	1	1	1-Floating day to be used prior to 8/31/25	15
District 11 & Corpus Christi		1	2	8-Dec. 23-Dec. 31, 2024, Jan. 1, 2025	1		1	1	1		15
Dallas, Research		1	2	7	1		1	1	1	1-Floating day to be used prior to 8/31/25	15
El Paso		1	2	7	1		1	1	1	1-Floating day to be used prior to 8/31/25	15
McGregor		1	2	4-Dec.24-26, 2024, Jan. 1, 2025	1		1	1	1	4-Floating Holidays to be used prior to 8/31/25	15
Temple - Blackland		1	2	8-Dec. 23-Dec. 31, 2024, Jan. 1, 2025	1		1	1	1		15
Temple - Riesel ARS		1	1-Nov.28, 2024	2-Dec.25, 2024 & Jan. 1, 2025	1		1	1	1	1-Columbus Day (10/14/24), 1-Veteran's Day (11/11/24), 1-President's Day (2/17/25), 4-Floating Holidays to be used prior to 8/31/25	15
Wildlife Services-San Antonio		1	2	7	1		1	1	1	1-President's Day (2/17/25)	15
Expanded Food & Nutrition Education Program											
Fort Bend County		1	2		1		1	1	1	1-Fort Bend County Fair Day (09/27/2024), 1-Veteran's Day (11/11/2024), 1-Christmas Eve (12/24/2024), 1-Christmas Day (12/25/2024), 1-New Year's Day (1/1/2025), 1-Good Friday (04/18/2025), 2-Floating Holidays to be used prior to 8/31/25	15
Tarrant County		1	2		1		1	1	1	4-Winter Break (12/24-27/2024), 1-New Year's Day (1/1/2025), 1-President's Day (02/17/2025), 1-Cesar Chavez Day (03/31/2025), 1-Good Friday (04/18/2025)	15
Texas A&M Veterinary Medical Diagnostic Laboratory											
		1	2	3-Dec. 24-25 & Dec. 31, 2024, 1-Jan. 1, 2025	1		1	1	1	1-Columbus Day (10/14/24), 1-Veteran's Day (11/11/24), 1-President's Day (2/17/25), 1-Floating Holiday to be used prior to 8/31/25	15

Agenda Item No.

THE TEXAS A&M UNIVERSITY SYSTEM
Office of the Vice Chancellor for Academic Affairs
March 1, 2024

Members, Board of Regents
The Texas A&M University System

Subject: Granting of the Title of Emeritus, May 2024, The Texas A&M University System

In accordance with System Policy [31.08, Emeritus](#), the designation of “Emeritus,” to be added to the rank or position upon retirement of a person, may be granted by the board upon the recommendation of the chancellor.

The chief executive officers of The Texas A&M University System recognize individuals from their respective institutions and agencies, as shown on the attached Emeritus list, who have made outstanding contributions through their dedicated and loyal service.

I recommend adoption of the following minute order:

“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. 24-03, and grants all rights and privileges of this title.”

Respectfully submitted,

James R. Hallmark, Ph.D.
Vice Chancellor for Academic Affairs

Approval Recommended:

Approved for Legal Sufficiency:

John Sharp
Chancellor

Ray Bonilla
General Counsel

Billy Hamilton
Deputy Chancellor and
Chief Financial Officer

**THE TEXAS A&M UNIVERSITY SYSTEM
CONFIRMATION OF EMERITUS TITLES
EMERITUS TITLE LIST NO. 24-03**

ITEM
EXHIBIT

System Member Honoree	Years of Service	Current Rank	Title Conferred	Effective Date
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TEXAS A&M UNIVERSITY

¹ Dr. Michael J. Benedik	6	Vice Provost and Chief International Officer	Vice Provost and Chief International Officer Emeritus	Upon Approval by the Board
² Dr. Karen Butler-Purry	10	Associate Provost for Graduate and Professional Studies	Associate Provost for Graduate and Professional Studies Emerita	Upon Approval by the Board
Dr. Hamn-Ching Chen	33	Professor	Professor Emeritus of Civil and Environmental Engineering	Upon Approval by the Board and the Honoree's Retirement
Dr. Janice L. Epstein	30	Instructional Professor	Instructional Professor Emerita of Mathematics	Upon Approval by the Board and the Honoree's Retirement
Dr. Tamás Erdélyi	28	Professor	Professor Emeritus of Mathematics	Upon Approval by the Board and the Honoree's Retirement
Dr. Ricky W. Griffin	43	Distinguished Professor	Distinguished Professor Emeritus of Management	Upon Approval by the Board and the Honoree's Retirement
Dr. Susan P. Holley	7	Clinical Associate Professor	Clinical Associate Professor Emerita of Educational Administration and Human Resource Development	Upon Approval by the Board and the Honoree's Retirement
Dr. John E. Hurtado	23	Professor	Professor Emeritus of Aerospace Engineering	Upon Approval by the Board and the Honoree's Retirement

System Member Honoree	Years of Service	Current Rank	Title Conferred	Effective Date
Dr. William. B. Johnson	39	Distinguished Professor	Distinguished Professor Emeritus of Mathematics	Upon Approval by the Board and the Honoree's Retirement
³ Dr. Valen E. Johnson	4	Dean	Dean Emeritus of the College of Science	Upon Approval by the Board
⁴ Dr. Ann L. Kenimer	10	Associate Provost for Undergraduate Studies	Associate Provost for Undergraduate Studies Emerita	Upon Approval by the Board
Dr. Deborah L. Kerr	25	Professor of Practice	Professor of Practice Emerita of Public Service and Administration	Upon Approval by the Board and the Honoree's Retirement
⁵ Dr. Blanca Lupiani	3	Dean of Faculties and Associate Provost	Dean of Faculties and Associate Provost Emerita	Upon Approval by the Board
Dr. Christine L. Mark	9	Instructional Associate Professor	Instructional Associate Professor Emerita of Educational Administration and Human Resource Development	Upon Approval by the Board and the Honoree's Retirement
Dr. Michael L. Morrison	18	Professor	Professor Emeritus of Rangeland, Wildlife and Fisheries Management	Upon Approval by the Board and the Honoree's Retirement
Dr. Mark G. Packard	22	Professor	Professor Emeritus of Psychological and Brain Sciences	Upon Approval by the Board and the Honoree's Retirement

System Member Honoree	Years of Service	Current Rank	Title Conferred	Effective Date
Dr. Leland S. Pierson III	14	Professor	Professor Emeritus of Plant Pathology and Microbiology	Upon Approval by the Board and the Honoree's Retirement
⁶ Dr. Indra K. Reddy	19	Founding Dean	Founding Dean Emeritus of Irma Lerma Rangel College of Pharmacy	Upon Approval by the Board
Dr. David W. Sparks	25	Senior Professor	Professor Emeritus of Geology and Geophysics	Upon Approval by the Board and the Honoree's Retirement
⁷ Dr. Jerry R. Strawser	12	Dean	Dean Emeritus of the Mays Business School	Upon Approval by the Board
⁸ Dr. Jorge A. Vanegas	12	Dean	Dean Emeritus of the College of Architecture	Upon Approval by the Board

¹ Dr. Michael J. Benedik served the university as a senior administrator for nine (9) years, as the Dean of Faculties (July 2012 to June 2015) and then as Vice Provost and Chief International Officer (July 2015 to March 2021), after which he returned to the faculty. Dr. Benedik maintains a faculty position at Texas A&M University but has been on leave of absence without pay since March 2021. Dr. Benedik is expected to return to full-time duty on September 1, 2024.

² Dr. Karen Butler-Purry served as Associate Provost for Graduate and Professional Studies for over ten years from July 2010 through December 2020. Later, she served as the Associate Provost and Dean of Graduate School from January 2021 through August 2022. Dr. Karen Butler-Purry returned to the faculty in the fall of 2022.

³ Dr. Valen E. Johnson served as the Dean of the College of Science for a period of four (4) years from May 2019 through August 2022. Prior to that, he served as the Interim Dean of the College of Science from July 2018 through May 2019. Dr. Johnson returned to the Statistics faculty in September 2022.

⁴ Dr. Ann L. Kenimer served as Associate Provost for Undergraduate Studies for over ten years from March 2012 through August 2022. Dr. Kenimer returned to a faculty role in September 2022.

⁵ Dr. Blanca Lupiani served as Dean of Faculties and Associate Provost for over two and a half years from March 2019 through September 2021. Dr. Lupiani returned to the faculty in the Department of Veterinary Pathobiology on October 1, 2021.

- ⁶ Dr. Indra K. Reddy is the Founding Dean of the Irma Lerma Rangel College of Pharmacy. He served as the dean for over 19 years; since its founding in 2004. Dr. Reddy returned to the faculty in August 2023.
- ⁷ Dr. Jerry R. Strawser served as the Dean of the Mays Business School (2001-2007 and 2008-2014). Dr. Strawser returned to the faculty in the James Benjamin Department of Accounting in June 2021.
- ⁸ Dr. Jorge A. Vanegas served as the Interim Dean of the College of Architecture in 2008, and in 2009 he was named Dean, serving through 2021. Dr. Vanegas returned to the faculty in the Department of Architecture in October 2022.

System Member Honoree	Years of Service	Current Rank	Title Conferred	Effective Date
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TEXAS A&M UNIVERSITY-CENTRAL TEXAS

Dr. Margaret “Peg” Gray-Vickrey	13	Provost	Provost Emerita of Academic & Student Affairs	Upon Approval by the Board and the Honoree’s Retirement
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System Member Honoree	Years of Service	Current Rank	Title Conferred	Effective Date
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TEXAS A&M UNIVERSITY-CORPUS CHRISTI

Dr. Bilaye Benibo	27	Professor	Professor Emeritus of Sociology	Upon Approval by the Board and the Honoree’s Retirement
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Dr. Frank Angel Lucido	32	Professor	Professor Emeritus of Curriculum, Instruction, and Learning Sciences	Upon Approval by the Board and the Honoree’s Retirement
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Dr. Jana M. Sanders	28	Professor	Professor Emerita of Curriculum, Instruction, and Learning Sciences	Upon Approval by the Board and the Honoree’s Retirement
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System Member Honoree	Years of Service	Current Rank	Title Conferred	Effective Date
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TEXAS A&M AGRILIFE EXTENSION SERVICE

Ms. Claudann Jones	20	County Extension Agent	County Extension Agent Emeritus, Family Community Health	Upon Approval by the Board and the Honoree's Retirement
Mr. Richard Parrish	28	County Extension Agent	County Extension Agent Emeritus, Ag and Natural Resources	Upon Approval by the Board and the Honoree's Retirement
Mr. Robert Richter	35	County Extension Agent	County Extension Agent Emeritus, Horticulture	Upon Approval by the Board and the Honoree's Retirement

Agenda Item No.

AGENDA ITEM BRIEFING

Submitted by: Keith Jemison, Associate Vice Chancellor for Law Enforcement and Security and
Chief Law Enforcement Officer
The Texas A&M University System

Subject: Confirmation of Appointment and Commissioning of Peace Officers

Proposed Board Action:

In accordance with System Policy [34.06, Appointment, Commissioning and Authority of Peace Officers](#), the Board of Regents may confirm the appointment and commissioning of peace officers by the presidents of their respective members of The Texas A&M University System, as shown in the exhibit.

Background Information:

Presidents of member universities are authorized by system policy to appoint and commission campus police as peace officers, subject to confirmation by the Board of Regents.

A&M System Funding or Other Financial Implications:

None.

Strategic Plan Imperative(s) this Item Advances:

5. The A&M System will provide services that respond to the needs of the people of Texas by providing a safe place to learn, work and visit. Peace officers are an imperative part of providing these services to Texans.

Agenda Item No.

THE TEXAS A&M UNIVERSITY SYSTEM
Office of the Associate Vice Chancellor for Law Enforcement
and Chief Law Enforcement Officer
March 26, 2024

Members, Board of Regents
The Texas A&M University System

Subject: Confirmation of Appointment and Commissioning of Peace Officers

I recommend adoption of the following minute order:

“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.”

Respectfully submitted,

Keith Jemison
Associate Vice Chancellor for Law
Enforcement and Security and Chief Law
Enforcement Officer

Approval Recommended:

Approved for Legal Sufficiency:

John Sharp
Chancellor

Ray Bonilla
General Counsel

Billy Hamilton
Deputy Chancellor and
Chief Financial Officer

Richard M. Rhodes, President
Texas A&M University-Central Texas

Walter V. Wendler, President
West Texas A&M University

Kelly M. Miller, President
Texas A&M University-Corpus Christi

Mark J. Rudin, President
Texas A&M University-Commerce

Dr. Salvador Hector Ochoa, President
Texas A&M University-San Antonio

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

University Officer's Name	Title	Hire Date
TEXAS A&M UNIVERSITY-CENTRAL TEXAS		
Daniels III, David	Peace Officer	03/08/2024
TEXAS A&M UNIVERSITY-COMMERCE		
Carrillo, Juan F.	Peace Officer	01/02/2024
Williams, Tramaine T.	Peace Officer	01/02/2024
TEXAS A&M UNIVERSITY-CORPUS CHRISTI		
Villarreal, Ryan E.	Peace Officer	01/02/2024
TEXAS A&M UNIVERSITY-SAN ANTONIO		
Velasquez, Jason A.	Peace Officer	02/27/2024
Wise, Brady L.	Peace Officer	02/19/2024
WEST TEXAS A&M UNIVERSITY		
Sanchez Jr., Pedro	Peace Officer	01/08/2024
Wright, Swade M.	Peace Officer	03/01/2024

Agenda Item No.

AGENDA ITEM BRIEFING

Submitted by: Maria L. Robinson, Chief Investment Officer and Treasurer
The Texas A&M University System

Subject: Approval of Additional Signers for Authorized Signers for Revolving Fund Bank Accounts for The Texas A&M University System

Proposed Board Action:

Approve additional authorized signers for revolving fund bank accounts for members of The Texas A&M University System, as required by the General Appropriations Act, Article III, Section 6.3, 87th Legislature, Regular Session.

Background Information:

Effective immediately, this agenda item adds to the list of personnel authorized to approve expenditures from these revolving fund bank accounts. These accounts are used to facilitate the payment of nominal expenses, debt service and payrolls, as well as to pay bills within cash discount periods. Funds disbursed from the revolving fund bank accounts in the United States are reimbursed from respective appropriations by the State Comptroller, and deposits are covered by appropriate and sufficient surety bonds or securities. Accounts with Commercial Bank in Qatar follow the rules set forth in Chapter 51.003(f) of the Texas Education Code. Departmental personnel who may authorize payments from the revolving fund bank accounts are responsible and knowledgeable of approved cash processing procedures.

A&M System Funding or Other Financial Implications:

Not applicable.

Strategic Plan Imperative(s) this Item Advances:

Approval of this agenda item will advance The Texas A&M University System strategic imperative 6, which provides that “The A&M System, in adhering to the high standard of excellence and growth required in this strategic plan, will display prudent financial stewardship and sustainability.” More specifically, this request is in compliance with the requirements of the General Appropriations Act.

Agenda Item No.

THE TEXAS A&M UNIVERSITY SYSTEM
Office of the Chief Investment Officer and Treasurer
March 25, 2024

Members, Board of Regents
The Texas A&M University System

Subject: Approval of Additional Signers for Authorized Signers for Revolving Fund Bank
Accounts for The Texas A&M University System

I recommend adoption of the following minute order:

“Under the authority of the General Appropriations Act, and effective immediately, the employees of The Texas A&M University System members named below, and their successors in office, are hereby authorized to sign checks for the withdrawal of such funds according to law.

**Source of Funds: Institutional Funds (or Qatar Foundation)
Depository Bank: Wells Fargo Bank, N.A. (or Commercial Bank-Qatar as indicated)**

TEXAS A&M UNIVERSITY (TAMU)

**John Crawford, Vice President for Finance and CFO
John McCall, Associate Vice President for Finance and Controller Clint Merritt,
Executive Director, Financial Management Operations Vacant, Executive
Director, Departmental Accounting Services
Bryan Townsend, Director, Accounting Services
Verna Fritsche, Associate Controller
Linda Kettler, Director, Financial Management Operations
Cynthia Flemings, Director of Tax Compliance and Reporting**

TEXAS A&M UNIVERSITY HEALTH SCIENCE CENTER (HSC)

All TAMU Signers listed above

TEXAS A&M SYSTEM – SHARED SERVICES CENTER (SSC)

All TAMU Signers listed above

TEXAS A&M UNIVERSITY AT GALVESTON (TAMUG)

**All TAMU Signers listed above
Susan Hernandez Lee, Associate VP for Finance and Compliance Officer
Vanessa Garza, Assistant Director, Budgets**

TEXAS DIVISION OF EMERGENCY MANAGEMENT (TDEM)

All TAMU Signers listed above

Agenda Item No.
March 25, 2024

TEXAS A&M UNIVERSITY AT QATAR (TAMU at Qatar) – Commercial Bank
John Crawford, Vice President for Finance and CFO, TAMU
John McCall, Associate Vice President for Finance and Controller, TAMU Verna
Fritsche, Associate Controller, TAMU
Joseph P. Pettibon II, VP for Enrollment & Academic Services, TAMU
Bryan Townsend, Director, Accounting Services
Cynthia Flemings, Director of Tax Compliance and Reporting, TAMU
Cesar O. Malave, Dean and COO
Rosalie Nickles, Assistant Dean for Finance, Compliance and Administrative
Procedure Hassan S. Bazzi, Associate Dean for Advancement and Industry
Engagement
Ioannis G. Economou, Executive Associate Dean for Academic Affairs”

Respectfully submitted,

Maria L. Robinson
Chief Investment Officer and Treasurer

Approval Recommended:

Approved for Legal Sufficiency:

John Sharp
Chancellor

Ray Bonilla
General Counsel

Billy Hamilton
Deputy Chancellor and
Chief Financial Officer

AGENDA ITEM BRIEFING

Submitted by: James R. Hallmark, Ph.D., Vice Chancellor for Academic Affairs
The Texas A&M University System

Subject: Approval of Non-substantive Revisions to Various Academic-related System Policies

Proposed Board Action:

Approve non-substantive revisions to various academic-related system policies.

Background Information:

The purpose of this agenda item is to propose non-substantive revisions to several academic-related policies in response to these policies' routine, five-year certification reviews. All policies reflect stylistic-type revisions. The Office of General Counsel has reviewed all revisions for legal sufficiency.

Listed below are the non-substantive revisions unique to each of these policies.

System Policy 11.05, Recruitment and Admission of Transfer Students and Consideration of Prior and External Learning Experiences

- Addition of language to include traditional transfer students but also other forms of documented learning experiences external to the institution.

System Policy 11.06, Core Curriculum

- Only minor stylistic changes have been made to this policy and updated hyperlinks in related statutes section.

System Policy 11.10, Academic Program Requests

- Revised language for clarity.
- TAC Title 19, Part 1, Chapter 2 was added.
- Sections 2.3 and 2.4 – members will no longer submit to THECB. The System Office of Academic Affairs will submit to THECB and notify the members.
- Related Statutes section – hyperlinks were updated.
- Minor stylistic changes were made throughout.

System Policy 21.06, Clinical Healthcare Operations

- Only minor stylistic changes have been made to this policy.

A&M System Funding or Other Financial Implications:

None.

Agenda Item No.
Agenda Item Briefing

Strategic Plan Imperative(s) this Item Advances:

The board's adoption, maintenance and revision of system policies advances all eight Strategic Plan Imperatives by providing policy direction to the member institutions and agencies.

Agenda Item No.

THE TEXAS A&M UNIVERSITY SYSTEM
Office of the Vice Chancellor for Academic Affairs
March 22, 2024

Members, Board of Regents
The Texas A&M University System

Subject: Approval of Non-substantive Revisions to Various Academic-related System Policies

I recommend adoption of the following minute order:

“The revisions to System Policies 11.05, Recruitment and Admission of Transfer Students and Consideration of Prior and External Learning Experiences, 11.06, Core Curriculum, 11.10, Academic Program Requests, and 21.06, Clinical Healthcare Operations, as shown in the attached exhibits, are approved, effective immediately.”

Respectfully submitted,

James R. Hallmark, Ph.D.
Vice Chancellor for Academic Affairs

Approval Recommended:

John Sharp
Chancellor

Approved for Legal Sufficiency:

Ray Bonilla
General Counsel

Billy Hamilton
Deputy Chancellor and
Chief Financial Officer



11.05 Recruitment and Admission of Transfer Students and Consideration of Prior and External Learning Experiences

~~Revised May 7, 2024 (MO -2024)~~

~~Revised May 19, 2022 (MO 066 -2022)~~

Next Scheduled Review: ~~May 19, 2027~~ May 7, 2029

Click to view [Revision History](#).

Policy Summary

This policy provides that the Board of Regents (board) of The Texas A&M University System (system) endorses the recruitment and admission of transfer students from community colleges and other ~~general~~-academic institutions to the universities (academic institutions) within the system, and the consideration of all documented learning experiences acquired in settings external to the institution.

Policy

Academic institutions within the system will actively seek to recruit and enroll transfer students from ~~public~~-community colleges and ~~academic institutions~~four-year universities. These students must meet the requirements for admission to the academic institution appropriate for transfer students. The board is committed to member admission policies and practices that are impartial and provide equitable access. Each member must consider their potential student populations, the impacts of applicable requirements on their admission status, and the value of those requirements for admission decisions in crafting admissions standards.

Members of the system—agencies and academic institutions—offering credentials such as certificates and degrees will consider all documented learning experiences acquired by the student and establish and maintain standards for acceptance or denial of credit originating from these experiences.

Member Rule Requirements

A rule is not required to supplement this policy.

Contact Office

| ~~System Office of~~ Academic Affairs
(979) 458-6072



11.06 Core Curriculum

~~Revised May 7, 2024 (MO -2024)~~

~~Revised November 15, 2018 (MO-236-2018)~~

Next Scheduled Review: ~~November 15, 2023~~ May 7, 2029

Click to view [Revision History](#).

Policy Summary

Universities (academic institutions) of The Texas A&M University System are responsible for the establishment of core curriculum, subject to the approval of the president, provost and the Board of Regents (board). This policy provides for the acceptance of transfer credits from other public academic institutions of higher education ~~which~~ that fall under the common core curriculum.

Definitions

Click to view [Definitions](#).

Policy

1. Each institution of higher education that offers an undergraduate academic degree program ~~will~~ develops its core curriculum by using the Texas Higher Education Coordinating Board-approved purpose, core objectives, and foundational component areas of the Texas Core Curriculum.
2. The responsibility for the proposal of core curriculum at each academic institution rests with the faculty, subject to the approval of the respective chief academic officer, chief executive officer, the chancellor and the board. Ultimate authority for curriculum rests with the board.
3. Academic institutions must accept for transfer all courses identified in the Texas Common Course Numbering System and published in the Academic Course Guide Manual. Academic institutions are not required to apply these credits to specific degree programs.
4. Institutional admissions and grading policies are not restricted by this policy as long as transfer students and native students are treated in a like manner with respect to courses in the core curriculum.

Related Statutes, Policies, or Requirements

[19 Tex. Admin. Code Part 1, Ch. 4, Subch. B](#)

[Tex. Educ. Code § 61.821-61.832](#)

~~[Texas Higher Education Coordinating Board—Core Curriculum Requirements](#)~~
~~[Texas Core Curriculum \(TCC\) - Texas Higher Education Coordinating Board](#)~~

Member Rule Requirements

A rule is not required to supplement this policy.

Contact Office

~~[System Office of](#)~~ Academic Affairs
(979) 458-6072



11.10 Academic Program Requests

~~Revised May 7, 2024 (MO – 2024)~~

~~Revised November 15, 2018 (MO 237-2018)~~

Next Scheduled Review: ~~November 15, 2023~~ May 7, 2029

Click to view [Revision History](#).

Policy Summary

~~Requests for new degree programs Academic program requests~~ from academic institutions of The Texas A&M University System (system) should be guided by principles and standards set forth by the Texas Higher Education Coordinating Board (coordinating board). These requests require notification and approval from the system and the coordinating board.

Policy

1. GUIDING PRINCIPLES

~~Requests for new degree programs Academic program requests~~ must be guided by principles and standards set forth by the coordinating board in Texas Administrative Code Title 19, Part 1, Chapters ~~2, 4,~~ and 5.

- 1.1 **Mission.** University degree and certificate programs must be consistent with the mission statement and ~~program inventory table of programs~~ authorized by the system board and the coordinating board. ~~-~~This principle also pertains to how programs are designed and delivered.
- 1.2 **Quality.** University degree and certificate programs must be of high quality as determined by the standards set forth by the coordinating board and accrediting agencies ~~regarding in regards to~~ faculty, curriculum, facilities, and library resources.
- 1.3 **Resources.** ~~Members Academic programs and organization~~ must have adequate resources to offer quality ~~degree and certificate~~ programs and represent an efficient use of financial resources. New programs should not be initiated that reduce resources for existing programs. ~~- Degree and certificate p~~Program choice, design, implementation, and delivery must be cost-effective. ~~Administrative structure will~~ must be kept low to ensure that most of the funds appropriated for higher education go toward the costs of instruction.

2. PREPARATION, SYSTEM REVIEW AND APPROVAL

- 2.1 Academic institutions are required to follow coordinating board rules and system procedures in the preparation and submission of academic program requests. These procedures can be found on the System Office of Academic Affairs website.

- 2.2 The system ~~will~~ approves all new academic program requests and ~~will~~ submits the approved proposals to the coordinating board.
- 2.3 Requests for existing programs (~~excluding doctoral degrees~~) to be offered electronically to groups or off-campus face-to-face delivery must be approved by the system prior to coordinating board submission. ~~Once the system approves the request, the system will notify the member of its submission to the coordinating board. Upon system approval, the member will be notified of its submission to the coordinating board. proposal will be is returned to the academic institution in order for the member to submit it to the coordinating board.~~
- 2.4 Requests for existing programs (~~excluding doctoral degrees~~) to be offered electronically to individuals (hybrid or 100% online) require notification to the system. ~~Upon notification~~ Once the member notifies the system of the request, the system will submit the request to member will be notified of its submission to the coordinating board and will notify the member of its submission to the coordinating board. ~~prior to the member submitting the request to the coordinating board.~~

Related Statutes, Policies, or Requirements

~~19 Tex. Admin. Code Part 1, Ch. 4 and Ch. 5~~ 19 Tex. Admin. Code Part 1, Ch. 2, Ch. 4 and Ch. 5

System ~~Office of Academic Affairs Approval Process~~ Office of Academic Affairs Board Approval Process

~~Prior to September 3, 2015, this policy was published as Regulation 03.02.02, Approval Procedures for Degree Programs, Administrative Changes, etc.~~

Member Rule Requirements

A rule is not required to supplement this policy.

Contact Office

~~System Office of~~ Academic Affairs
(979) 458-6072



21.06 Clinical Healthcare Operations

Revised May 7, 2024 (MO – 2024)

Approved April 11, 2019 (MO-047-2019)

Next Scheduled Review: April 11, 2024 May 7, 2029

Policy Summary

Clinical healthcare operations are essential to the maintenance of high-quality academic programs and critical to the financing of the Texas A&M University Health Science Center (TAMHSC). This policy provides a regulatory and compliance framework that applies to the implementation of a TAMHSC faculty practice plan (TAMHSC Practice Plan). The purpose of the TAMHSC Practice Plan is to govern the management of the clinical practice of faculty members in the schools and colleges of the TAMHSC to promote excellence in teaching, research and human patient care, and to ensure compliance with applicable legal requirements.

Policy

1. PRACTICE PLAN AND ADDITIONAL STANDARDS

- 1.1 The clinical practice of faculty members in the schools and colleges of the TAMHSC must be performed through a TAMHSC Practice Plan authorized and administered in accordance with this policy, except as otherwise approved in accordance with the TAMHSC Practice Plan.
- 1.2 The senior vice president must submit the TAMHSC Practice Plan, including any amendments ~~to the Plan~~, to the System Office of General Counsel for review and approval as to form and legal sufficiency and to the president of Texas A&M University (president) and to the chancellor or designee(s) for approval.
- 1.3 The chancellor will develop a regulation describing additional governance, compliance and operational standards required for the TAMHSC Practice Plan.

2. AUTHORIZED PROFESSIONAL BUSINESS EXPENDITURES

The senior vice president will annually review and amend, if necessary, the list of authorized professional business expenditures for the TAMHSC Practice Plan.

3. PRACTICE PLAN BUDGET

The senior vice president must submit the annual budget for the TAMHSC Practice Plan to the president and The Texas A&M University System (system) chief financial officer for review. After review, the TAMHSC Practice Plan budget will be incorporated into Texas

A&M University's annual operating budget developed and approved in accordance with System Policy 27.03, *Annual Operating Budget Process*.

4. AUDITS

The TAMHSC Practice Plan will be subject to regular audits on a schedule to be determined by the chief auditor in accordance with System Policy 10.01, *Internal Auditing*.

5. REPORTS

The senior vice president will annually submit financial and management reports of the TAMHSC Practice Plan to the board through the president and chancellor or designee(s).

~~Related Statutes, Policies, or Requirements~~

~~This policy supersedes Board of Regents Minute Order 301-2007, approved December 7, 2007.~~

Member Rule Requirements

A rule is not required to supplement this policy.

Contact Office

~~Vice Chancellor, Health Services~~ Academic Affairs
(979) ~~436-9100~~ 458-6072

11.05 Recruitment and Admission of Transfer Students and Consideration of Prior and External Learning Experiences



Revised [May 7, 2024](#) (MO -2024)

Next Scheduled Review: May 7, 2029

Click to view [Revision History](#).

Policy Summary

This policy provides that the Board of Regents (board) of The Texas A&M University System (system) endorses the recruitment and admission of transfer students from community colleges and other academic institutions to the universities (academic institutions) within the system, and the consideration of all documented learning experiences acquired in settings external to the institution.

Policy

Academic institutions within the system will actively seek to recruit and enroll transfer students from community colleges and academic institutions. These students must meet the requirements for admission to the academic institution appropriate for transfer students. The board is committed to member admission policies and practices that are impartial and provide equitable access. Each member must consider their potential student populations, the impacts of applicable requirements on their admission status and the value of those requirements for admission decisions in crafting admissions standards.

Members of the system—agencies and academic institutions—offering credentials such as certificates and degrees will consider all documented learning experiences acquired by the student and establish and maintain standards for acceptance or denial of credit originating from these experiences.

Member Rule Requirements

A rule is not required to supplement this policy.

Contact Office

Academic Affairs
(979) 458-6072

11.05 Recruitment and Admission of Transfer Students and Consideration
of Prior and External Learning Experiences



11.06 Core Curriculum

Revised [May 7, 2024](#) (MO -2024)

Next Scheduled Review: May 7, 2029

Click to view [Revision History](#).

Policy Summary

Universities (academic institutions) of The Texas A&M University System are responsible for the establishment of core curriculum, subject to the approval of the president, provost and the Board of Regents (board). This policy provides for the acceptance of transfer credits from other public academic institutions of higher education that fall under the common core curriculum.

Definitions

Click to view [Definitions](#).

Policy

1. Each institution of higher education that offers an undergraduate academic degree program develops its core curriculum by using the Texas Higher Education Coordinating Board-approved purpose, core objectives, and foundational component areas of the Texas Core Curriculum.
 2. The responsibility for the proposal of core curriculum at each academic institution rests with the faculty, subject to the approval of the respective chief academic officer, chief executive officer, the chancellor and the board. Ultimate authority for curriculum rests with the board.
 3. Academic institutions must accept for transfer all courses identified in the Texas Common Course Numbering System and published in the Academic Course Guide Manual. Academic institutions are not required to apply these credits to specific degree programs.
 4. Institutional admissions and grading policies are not restricted by this policy as long as transfer students and native students are treated in a like manner with respect to courses in the core curriculum.
-

Related Statutes, Policies, or Requirements

[19 Tex. Admin. Code Part 1, Ch. 4, Subch. B](#)

[Tex. Educ. Code § 61.821-61.832](#)

[Texas Core Curriculum \(TCC\) - Texas Higher Education Coordinating Board](#)

Member Rule Requirements

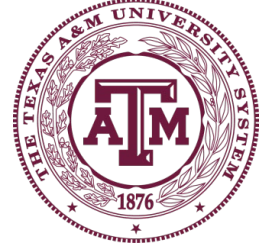
A rule is not required to supplement this policy.

Contact Office

Academic Affairs
(979) 458-6072

11.10 Academic Program Requests

Revised [May 7, 2024](#) (MO – 2024)
Next Scheduled Review: May 7, 2029
Click to view [Revision History](#).



Policy Summary

Requests for new degree programs from academic institutions of The Texas A&M University System (system) should be guided by principles and standards set forth by the Texas Higher Education Coordinating Board (coordinating board). These requests require notification and approval from the system and the coordinating board.

Policy

1. GUIDING PRINCIPLES

Requests for new degree programs must be guided by principles and standards set forth by the coordinating board in Texas Administrative Code Title 19, Part 1, Chapters 2, 4, and 5.

- 1.1 Mission. University degree and certificate programs must be consistent with the mission statement and program inventory authorized by the system board and the coordinating board. This principle also pertains to how programs are designed and delivered.
- 1.2 Quality. University degree and certificate programs must be of high quality as determined by the standards set forth by the coordinating board and accrediting agencies regarding faculty, curriculum, facilities, and library resources.
- 1.3 Resources. Members must have adequate resources to offer quality degree and certificate programs and represent an efficient use of financial resources. New programs should not be initiated that reduce resources for existing programs. Degree and certificate program choice, design, implementation, and delivery must be cost-effective. Administrative structure must be kept low to ensure that most of the funds appropriated for higher education go toward the costs of instruction.

2. PREPARATION, SYSTEM REVIEW AND APPROVAL

- 2.1 Academic institutions are required to follow coordinating board rules and system procedures in the preparation and submission of academic program requests. These procedures can be found on the System Office of Academic Affairs website.
- 2.2 The system approves all new academic program requests and submits the approved proposals to the coordinating board.

- 2.3 Requests for existing programs to be offered electronically to groups or off-campus face-to-face delivery must be approved by the system prior to coordinating board submission. Once the system approves the request, the system will notify the member of its submission to the coordinating board.
- 2.4 Requests for existing programs to be offered electronically to individuals (hybrid or 100% online) require notification to the system. Once the member notifies the system of the request, the system will submit the request to the coordinating board and will notify the member of its submission to the coordinating board.
-

Related Statutes, Policies, or Requirements

[19 Tex. Admin. Code Part 1, Ch. 2, Ch. 4 and Ch. 5](#)

System [Office of Academic Affairs Board Approval Process](#)

Member Rule Requirements

A rule is not required to supplement this policy.

Contact Office

Academic Affairs
(979) 458-6072



21.06 Clinical Healthcare Operations

Revised [May 7, 2024](#) (MO – 2024)
Next Scheduled Review: May 7, 2029

Policy Summary

Clinical healthcare operations are essential to the maintenance of high-quality academic programs and critical to the financing of the Texas A&M University Health Science Center (TAMHSC). This policy provides a regulatory and compliance framework that applies to the implementation of a TAMHSC faculty practice plan (TAMHSC Practice Plan). The purpose of the TAMHSC Practice Plan is to govern the management of the clinical practice of faculty members in the schools and colleges of the TAMHSC to promote excellence in teaching, research and human patient care, and to ensure compliance with applicable legal requirements.

Policy

1. PRACTICE PLAN AND ADDITIONAL STANDARDS

- 1.1 The clinical practice of faculty members in the schools and colleges of the TAMHSC must be performed through a TAMHSC Practice Plan authorized and administered in accordance with this policy, except as otherwise approved in accordance with the TAMHSC Practice Plan.
- 1.2 The senior vice president must submit the TAMHSC Practice Plan, including any amendments, to the System Office of General Counsel for review and approval as to form and legal sufficiency and to the president of Texas A&M University (president) and to the chancellor or designee(s) for approval.
- 1.3 The chancellor will develop a regulation describing additional governance, compliance and operational standards required for the TAMHSC Practice Plan.

2. AUTHORIZED PROFESSIONAL BUSINESS EXPENDITURES

The senior vice president will annually review and amend, if necessary, the list of authorized professional business expenditures for the TAMHSC Practice Plan.

3. PRACTICE PLAN BUDGET

The senior vice president must submit the annual budget for the TAMHSC Practice Plan to the president and The Texas A&M University System (system) chief financial officer for review. After review, the TAMHSC Practice Plan budget will be incorporated into Texas

A&M University's annual operating budget developed and approved in accordance with System Policy 27.03, *Annual Operating Budget Process*.

4. AUDITS

The TAMHSC Practice Plan will be subject to regular audits on a schedule to be determined by the chief auditor in accordance with System Policy 10.01, *Internal Auditing*.

5. REPORTS

The senior vice president will annually submit financial and management reports of the TAMHSC Practice Plan to the board through the president and chancellor or designee(s).

Member Rule Requirements

A rule is not required to supplement this policy.

Contact Office

Academic Affairs
(979) 458-6072

Agenda Item No.

AGENDA ITEM BRIEFING

Submitted by: Laylan Copelin, Vice Chancellor for Marketing and Communications
The Texas A&M University System

Subject: Approval of Non-substantive Revisions to System Policy *09.02, Use of System Names and Indicia*

Proposed Board Action:

Approve non-substantive revisions to System Policy *09.02, Use of System Names and Indicia*.

Background Information:

The purpose of this agenda item is to propose non-substantive revisions to this policy's routine, five-year certification review. The term "service marks" was replaced with "brand Marks" because it is a more commonly used term in marketing.

A&M System Funding or Other Financial Implications:

None.

Strategic Plan Imperative(s) this Item Advances:

The board's adoption, maintenance and revision of system policies advances all eight Strategic Plan Imperatives by providing policy direction to the member institutions and agencies.

Agenda Item No.

THE TEXAS A&M UNIVERSITY SYSTEM
Office of the Vice Chancellor for Marketing and Communications
March 25, 2024

Members, Board of Regents
The Texas A&M University System

Subject: Approval of Non-substantive Revisions to System Policy *09.02, Use of System Names and Indicia*

I recommend adoption of the following minute order:

“The revisions to System Policy *09.02, Use of System Names and Indicia*, as shown in the attached exhibit, are approved, effective immediately.”

Respectfully submitted,

Laylan Copelin
Vice Chancellor for Marketing and
Communications

Approval Recommended:

Approved for Legal Sufficiency:

John Sharp
Chancellor

Ray Bonilla
General Counsel

Billy Hamilton
Deputy Chancellor and
Chief Financial Officer

09.02 Use of System Names and Indicia

[Revised May 7, 2024 \(MO -2024\)](#)

[Revised April 11, 2019 \(MO 061-2019\)](#)

Next Scheduled Review: [April 11, 2024](#) [May 7, 2029](#)

Click to view [Revision History](#).



Policy Summary

This policy explains the authority of the Board of Regents (board) of The Texas A&M University System (system) to adopt and protect official seals and other identifying marks of the system and its members. The seals and identifying marks of the system and its members may not be used without the express approval of the respective member chief executive officer or designee.

Policy

1. AUTHORITY

The board is authorized under state law to adopt official seals for the system and its members. The board has authority to protect the use of the names, logos, trademarks, and other identifying marks of the system and its members.

2. APPROVAL

The names, logos, trademarks, seals, ~~service-brand~~ marks and other identifying marks of the board, the system, and its members must be protected and cannot be used without the express approval of the chief executive officer or designated representative. The chancellor will take reasonable steps to enforce this policy as necessary.

Related Statutes, Policies, or Requirements

[Tex. Educ. Code § 85.16](#)

Member Rule Requirements

A rule is not required to supplement this policy.

Contact Office

~~System Office of~~ Marketing and Communications
(979) 458-6023

09.02 Use of System Names and Indicia

Revised [May 7, 2024](#) (MO -2024)
Next Scheduled Review: May 7, 2029
Click to view [Revision History](#).



Policy Summary

This policy explains the authority of the Board of Regents (board) of The Texas A&M University System (system) to adopt and protect official seals and other identifying marks of the system and its members. The seals and identifying marks of the system and its members may not be used without the express approval of the respective member chief executive officer or designee.

Policy

1. AUTHORITY

The board is authorized under state law to adopt official seals for the system and its members. The board has authority to protect the use of the names, logos, trademarks, and other identifying marks of the system and its members.

2. APPROVAL

The names, logos, trademarks, seals, brand marks and other identifying marks of the board, the system, and its members must be protected and cannot be used without the express approval of the chief executive officer or designated representative. The chancellor will take reasonable steps to enforce this policy as necessary.

Related Statutes, Policies, or Requirements

[Tex. Educ. Code § 85.16](#)

Member Rule Requirements

A rule is not required to supplement this policy.

Contact Office

Marketing and Communications
(979) 458-6023

Agenda Item No.

AGENDA ITEM BRIEFING

Submitted by: Joe Elabd, Ph.D., Vice Chancellor for Research
The Texas A&M University System

Subject: Approval of Revisions to System Policy *15.01, Research Agreements*

Proposed Board Action:

Approve revisions to System Policy *15.01, Research Agreements*.

Background Information:

Below is a summary of the proposed revisions for the Board's consideration.

- The changes propose to clarify which agency is the decision maker when research is funded through AgriLife, Texas A&M Engineering Experiment Station or the School of Veterinary Medicine and Biomedical Sciences, but the principal investigator is also a faculty member of Texas A&M University.
- **Section 1.1.6** – Added to clarify routing of all research activities through the System Office of Research if a majority of the research will occur in and/or utilize System Offices facilities or resources.

A&M System Funding or Other Financial Implications:

None.

Strategic Plan Imperative(s) this Item Advances:

The board's adoption, maintenance and revision of system policies advances all eight Strategic Plan Imperatives by providing policy direction to the member institutions and agencies.

Agenda Item No.

THE TEXAS A&M UNIVERSITY SYSTEM
Office of the Vice Chancellor for Research
April 22, 2024

Members, Board of Regents
The Texas A&M University System

Subject: Approval of Revisions to System Policy *15.01, Research Agreements*

I recommend adoption of the following minute order:

“The revisions to System Policy *15.01, Research Agreements*, as shown in the attached exhibit, are approved, effective immediately.”

Respectfully submitted,

Joe Elabd, Ph.D.
Vice Chancellor for Research

Approval Recommended:

Approved for Legal Sufficiency:

John Sharp
Chancellor

Ray Bonilla
General Counsel

Billy Hamilton
Deputy Chancellor and
Chief Financial Officer

15.01 Research Agreements

~~Revised February 8, 2018 (MO 027-2018)~~

~~Revised May 7, 2024 (MO -2024)~~

Next Scheduled Review: ~~May 7, 2029~~, 2023

Click to view [Revision History](#).



Policy ~~Summary~~ ~~tatement~~

This policy provides the vice chancellor for research (VCR) and the chief executive officers (CEOs) of The Texas A&M University System (system) and its respective members with a structure for conducting research and defines the VCR's, CEOs' and respective members' research-related duties and administrative responsibilities.

Policy

1. RESEARCH POLICY

1.1 The VCR ~~must~~shall submit for chancellor approval the process for administering sponsored research projects funded by federal, state, commercial or non-profit funds in accordance with System Policy 15.04, *Sponsored Research Services*.

1.1.1 ~~Member employees will route r~~Research proposals, grants, and contracts must be routed through, approved, and administered by the member ~~to which they are administratively located (adloc)~~ that is the primary employer of the lead principal investigator (PI) unless the CEO of such member authorizes routing through a different member except as provided under Section 1.1.6.

1.1.2 When ~~a the lead principal investigator (PI)~~ has one or more joint appointments with other members, that lead PI's research proposals, grants, and contracts ~~the administrative location (adloc)~~ must shall be routed through, approved, and administered by the member that is the lead PI's ~~serve as the indicator of the primary administrator and employer of the PI for proposal, grant, and contract administration~~, unless Sections 1.1.3, 1.1.4, ~~and~~ 1.1.5, or 1.1.6 apply.

1.1.3 All research proposals, grants, and contracts originating with a lead PI who is a faculty member at Texas A&M University (Texas A&M) and whose adloc'd ~~to primary employer is~~ the College of Agriculture and Life Sciences must shall be routed through, approved, and administered by Texas A&M AgriLife Research (AgriLife Research). In cases where AgriLife Research is not eligible to administer the grant or contract, or at AgriLife Research's election, the grant or contract ~~is will be~~ submitted and administered by Texas A&M. Indirect cost return for these grants and contracts ~~will follows~~ the guidelines as mutually agreed to by Texas A&M, AgriLife Research and Texas A&M Engineering Experiment Station (TEES). AgriLife Research ~~will obtains~~ approval from Texas A&M for proposals, grants and contracts focused on non-research objectives and committing Texas A&M to deliverables (e.g., course ~~work~~ and degree development).

1.1.4 All research proposals, grants, and contracts originating with a lead PI who is a faculty member at Texas A&M and ~~adloc'd to whose primary employer is~~ the College of Engineering ~~must shall~~ be routed through, approved, and administered by TEES. In cases where TEES is not eligible to administer the grant or contract, or at TEES' election, the grant or contract ~~is will be~~ submitted and administered by Texas A&M. Indirect cost return for these grants and contracts ~~will follow~~s the guidelines as ~~mutually~~ agreed to by Texas A&M, TEES and AgriLife Research. TEES ~~will obtain~~s approval from Texas A&M for proposals, grants and contracts focused on non-research objectives and committing Texas A&M to deliverables (e.g., course-work and degree development).

~~1.1.5~~ ~~1.1.5~~ All research proposals, grants, and contracts originating with a lead PI who is a faculty member at Texas A&M and ~~adloc'd to whose primary employer is~~ the ~~College School~~ of Veterinary Medicine and Biomedical Sciences ~~must shall~~ be routed through, approved, and administered by either AgriLife Research or Texas A&M as determined by the Dean of Veterinary Medicine and Biomedical Sciences, at the ~~D~~ean's discretion as confirmed in writing. Indirect cost return for these grants and contracts ~~will follow~~s the guidelines as ~~mutually~~ agreed to by Texas A&M, AgriLife Research and TEES.

1.1.6 All research proposals, grants, and contracts, regardless of the primary employer of the lead PI, must be routed through, approved, and administered by the System Office of Research if:

a majority of research activities, as determined by the VCR, will occur in and/or utilize System Offices facilities or resources managed by departments or organizational units under the System Office of Research. This includes, but is not limited to, direct charges for time and effort being budgeted for employees whose primary employer is System Offices, and System Offices is providing a majority of the cost share (cash or in-kind contributions).

Indirect cost return for these grants and contracts follows the guidelines as agreed to by the VCR and System members.

1.2 The procedures required by Section 1.1 ~~will~~ exclude the administration of research projects or research-related activities not required to be administered by Sponsored Research Services under Section 54, System Policy 15.04 (collectively "Excepted Research Projects or Research-Related Activities"). Each member CEO ~~must shall~~ submit for chancellor approval guidelines for administering Excepted Research Projects or Research-Related Activities.

1.3 Each CEO ~~must shall~~ ~~ensure assure~~ that all research conducted is consistent with the mission of the member and the system.

1.4 Each CEO ~~must shall~~ ~~ensure assure~~ that all research conducted at the member complies with all applicable system, local, state and federal policies, regulations and guidelines. Furthermore, each CEO ~~must shall~~ ensure that member employees follow the research compliance requirements as set forth in ~~S~~system ~~P~~policy. The VCR, Texas A&M, AgriLife Research and TEES must shall coordinate their efforts as they relate to Texas A&M faculty performing under grants or contracts awarded to System Offices, AgriLife Research and TEES, to enhance and appropriately manage research compliance.

- 1.5 Annually, the chancellor ~~mustshall~~ receive a report from the VCR detailing ongoing sponsored research projects and a report from each CEO detailing ongoing Excepted Research Projects or Research-Related Activities.
- 1.6 The VCR ~~mustshall~~ establish procedures to ~~en~~assure that sponsored projects are administered in compliance with the sponsor's applicable policies and regulations. Noncompliance with the sponsor's applicable policies and regulations ~~mustshall~~ be reported to and be resolved by the appropriate CEO or designee, in consultation with the VCR.

2. INITIATION OF AGREEMENTS

It ~~is~~shall be the policy of the system to cooperate whenever possible, within the limits of its means and responsibilities, with individuals, government agencies, corporations or other outside parties in the solution of problems of mutual interest. The initiative for effecting such cooperative arrangements, including the establishment of grants-in-aid for the support of research work, may be assumed either by a member or by an outside party.

3. CONTROL OF RESEARCH PRODUCTS

Except as otherwise described in System Policy *17.01, Intellectual Property Management and Commercialization*, the results of investigations by, or under the direction of, the research or teaching staffs of the system during the course of their regularly assigned duties ~~shall~~become~~s~~ the property of the system and ~~is~~shall be so used and controlled as to produce the greatest benefit to the public and to the system.

4. ADVERTISING POLICY

If the results expected from a cooperative undertaking are such that the outside party desires to use the name of the system or a member in its advertising, provisions for such use ~~mustshall~~ be included in a written agreement. Advertising referring to these results ~~mustshall~~ be so worded as not to imply the endorsement by any member or the system of a specific product or producer; and ~~mustshall~~ reflect credit upon the system, its personnel and its activities.

5. RELATIONSHIPS WITH DEVELOPMENT FOUNDATIONS

Relationships with development foundations and similar support organizations are described in System Policy *60.01, Relationships with Affiliated Organizations*.

Related Statutes, Policies, or Requirements

[System Regulation 15.01.01, Sponsored Agreements – Research and Other](#)

[System Regulation 15.01.04, Time and Effort Reporting](#)

[System Policy 15.04, Sponsored Research Services](#)

[System Regulation 15.99.01, Use of Human Subjects in Research](#)

[System Regulation 15.99.03, Ethics in Research, Scholarship and Creative Work](#)

[System Policy 17.01, Intellectual Property Management and Commercialization](#)

[System Regulation 21.05.01, Gifts, Donations, Grants and Endowments](#)

[System Policy 60.01, Relationships with Affiliated Organizations](#)

Member Rule Requirements

A rule is not required to supplement this policy.

Contact Office

~~Office of Vice Chancellor for~~ Research
(979) 458-6000

15.01 Research Agreements

Revised [May 7, 2024](#) (MO -2024)
Next Scheduled Review: May 7, 2029
Click to view [Revision History](#).



Policy Summary

This policy provides the vice chancellor for research (VCR) and the chief executive officers (CEOs) of The Texas A&M University System (system) and its respective members with a structure for conducting research and defines the VCRs', CEOs' and respective members' research-related duties and administrative responsibilities.

Policy

1. RESEARCH POLICY

- 1.1 The VCR must submit for chancellor approval the process for administering sponsored research projects funded by federal, state, commercial or non-profit funds in accordance with System Policy *15.04, Sponsored Research Services*.
 - 1.1.1 Research proposals, grants, and contracts must be routed through, approved and administered by the member that is the primary employer of the lead principal investigator (PI) unless the CEO of such member authorizes routing through a different member except as provided under Section 1.1.6.
 - 1.1.2 When the lead PI has one or more joint appointments with other members, that lead PI's research proposals, grants, and contracts must be routed through, approved and administered by the member that is the lead PI's primary employer, unless Sections 1.1.3, 1.1.4, 1.1.5, or 1.1.6 apply.
 - 1.1.3 All research proposals, grants, and contracts originating with a lead PI who is a faculty member at Texas A&M University (Texas A&M) and whose primary employer is the College of Agriculture and Life Sciences must be routed through, approved and administered by Texas A&M AgriLife Research (AgriLife Research). In cases where AgriLife Research is not eligible to administer the grant or contract, or at AgriLife Research's election, the grant or contract is submitted and administered by Texas A&M. Indirect cost return for these grants and contracts follow the guidelines as agreed to by Texas A&M, AgriLife Research and Texas A&M Engineering Experiment Station (TEES). AgriLife Research obtains approval from Texas A&M for proposals, grants and contracts focused on non-research objectives and committing Texas A&M to deliverables (e.g., coursework and degree development).
 - 1.1.4 All research proposals, grants and contracts originating with a lead PI who is a faculty member at Texas A&M and whose primary employer is the College of Engineering must be routed through, approved and administered by TEES. In cases where TEES is not eligible to administer the grant or contract, or at TEES'

election, the grant or contract is submitted and administered by Texas A&M. Indirect cost return for these grants and contracts follow the guidelines as agreed to by Texas A&M, TEES and AgriLife Research. TEES obtains approval from Texas A&M for proposals, grants and contracts focused on non-research objectives and committing Texas A&M to deliverables (e.g., coursework and degree development).

1.1.5 All research proposals, grants, and contracts originating with a lead PI who is a faculty member at Texas A&M and whose primary employer is the School of Veterinary Medicine and Biomedical Sciences must be routed through, approved and administered by either AgriLife Research or Texas A&M as determined by the Dean of Veterinary Medicine and Biomedical Sciences, at the dean's discretion as confirmed in writing. Indirect cost return for these grants and contracts follow the guidelines as agreed to by Texas A&M, AgriLife Research and TEES.

1.1.6 All research proposals, grants, and contracts, regardless of the primary employer of the lead PI, must be routed through, approved and administered by the System Office of Research if:

a majority of research activities, as determined by the VCR, will occur in and/or utilize System Offices facilities or resources managed by departments or organizational units under the System Office of Research. This includes, but is not limited to, direct charges for time and effort being budgeted for employees whose primary employer is System Offices, and System Offices is providing a majority of the cost share (cash or in-kind contributions).

Indirect cost return for these grants and contracts follows the guidelines as agreed to by the VCR and System members.

1.2 The procedures required by Section 1.1 exclude the administration of research projects or research-related activities not required to be administered by Sponsored Research Services under Section 5, System Policy *15.04* (collectively "Excepted Research Projects or Research-Related Activities"). Each member CEO must submit for chancellor approval guidelines for administering Excepted Research Projects or Research-Related Activities.

1.3 Each CEO must ensure that all research conducted is consistent with the mission of the member and the system.

1.4 Each CEO must ensure that all research conducted at the member complies with all applicable system, local, state and federal policies, regulations and guidelines. Furthermore, each CEO must ensure that member employees follow the research compliance requirements as set forth in system policy. The VCR, Texas A&M, AgriLife Research and TEES must coordinate their efforts as they relate to Texas A&M faculty performing under grants or contracts awarded to System Offices, AgriLife Research and TEES, to enhance and appropriately manage research compliance.

1.5 Annually, the chancellor must receive a report from the VCR detailing ongoing sponsored research projects and a report from each CEO detailing ongoing Excepted Research Projects or Research-Related Activities.

1.6 The VCR must establish procedures to ensure that sponsored projects are administered in compliance with the sponsor's applicable policies and regulations. Noncompliance with the sponsor's applicable policies and regulations must be reported to and be resolved by the appropriate CEO or designee, in consultation with the VCR.

2. INITIATION OF AGREEMENTS

It is the policy of the system to cooperate whenever possible, within the limits of its means and responsibilities, with individuals, government agencies, corporations or other outside parties in the solution of problems of mutual interest. The initiative for effecting such cooperative arrangements, including the establishment of grants-in-aid for the support of research work, may be assumed either by a member or by an outside party.

3. CONTROL OF RESEARCH PRODUCTS

Except as otherwise described in System Policy *17.01, Intellectual Property Management and Commercialization*, the results of investigations by, or under the direction of, the research or teaching staff of the system during the course of their regularly assigned duties becomes the property of the system and is so used and controlled as to produce the greatest benefit to the public and to the system.

4. ADVERTISING POLICY

If the results expected from a cooperative undertaking are such that the outside party desires to use the name of the system or a member in its advertising, provisions for such use must be included in a written agreement. Advertising referring to these results must be so worded as not to imply the endorsement by any member or the system of a specific product or producer and must reflect credit upon the system, its personnel and its activities.

5. RELATIONSHIPS WITH DEVELOPMENT FOUNDATIONS

Relationships with development foundations and similar support organizations are described in System Policy *60.01, Relationships with Affiliated Organizations*.

Related Statutes, Policies, or Requirements

[System Regulation 15.01.01, Sponsored Agreements – Research and Other](#)

[System Regulation 15.01.04, Time and Effort Reporting](#)

[System Policy 15.04, Sponsored Research Services](#)

[System Regulation 15.99.01, Use of Human Subjects in Research](#)

[System Regulation 15.99.03, Ethics in Research, Scholarship and Creative Work](#)

[System Policy 17.01, Intellectual Property Management and Commercialization](#)

[System Regulation 21.05.01, Gifts, Donations, Grants and Endowments](#)

[System Policy 60.01, Relationships with Affiliated Organizations](#)

Member Rule Requirements

A rule is not required to supplement this policy.

Contact Office

Research
(979) 458-6000

Agenda Item No.

AGENDA ITEM BRIEFING

Submitted by: Phillip Ray, Vice Chancellor for Business Affairs
The Texas A&M University System

Subject: Approval of Revisions to System Policy *21.05, Gifts, Donations, Grants and Endowments* and System Policy *51.06, Naming of Buildings, Geographical Areas and Academic Entities*

Proposed Board Action:

Approve substantive revisions to System Policy *21.05, Gifts, Donations, Grants and Endowments* and System Policy *51.06, Naming of Buildings, Geographical Areas and Academic Entities*.

Background Information:

System Policy 21.05, Gifts, Donations, Grants and Endowments:

Added clarifying language “execution of a gift agreement” in addition to “acceptance of a gift” throughout the document.

Section 3 – Additional verbiage to clarify section 3 applies to gifts **to members**. Also clarified the exception for gifts to members **from** affiliated organizations.

Section 3.1 – Additional verbiage to include that the CEO may execute a gift agreement for a gift with a fair market value of \$1,000,000 or greater as long as the gift agreement indicates the member’s acceptance of the gift is contingent upon final acceptance of the chancellor or designee.

Section 3.2.1 and 3.2.2 – clarifying language added for cash gifts less than \$1,000,000 regarding restrictions, conditions, economic risk, liability issues and naming rights/recognition in the gift agreement. If an unrestricted, unconditional cash gift of less than \$1,000,000 contains a naming right/recognition, the CEO must obtain OGC review and approval prior to the execution of such gift agreement and acceptance of such gift unless an unaltered, fill-in-the-blank only gift agreement form approved by OGC is used for the gift. If a cash gift of less than \$1,000,000 has restrictions, conditions, economic risk and/or liability issues, the CEO must obtain OGC review and approval prior to execution and acceptance. If the gift contains a naming right/recognition only, the CEO must obtain OGC review/approval prior to execution and acceptance unless an unaltered, fill-in-the-blank only gift agreement form approved by OGC is used for the gift.

Section 3.3.1 and 3.3.3 – clarifying language added for non-cash gifts regarding restrictions, conditions, economic risk, liability issues and naming rights/recognition in the gift agreement. The CEO must obtain SOBA and OGC review and approval prior to execution of a gift agreement and acceptance of a non-cash gift that involves a partial sale/partial gift transaction. If the non-cash gift has restrictions, conditions, economic risk and/or liability issues, the CEO must obtain OGC review and approval prior to execution and acceptance. If the non-cash gift contains a naming right/recognition only, the CEO must obtain OGC review/approval prior to execution and

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Agenda Item Briefing

acceptance unless an unaltered, fill-in-the-blank only gift agreement form approved by OGC is used for the gift.

Section 4 – Added a new section 4 requiring OGC review and approval of gifts to an affiliated organization if the gift includes a naming right/recognition or requires the member’s approval of the gift per the terms of the member’s agreement with the affiliated organization, unless an unaltered, fill-in-the-blank only gift agreement form is approved by OGC and used for the gift.

Definitions – definition added for "naming right/recognition" – for purposes of the policy, a naming right/recognition refers to a naming of a building, definable portion of a building, geographical area, or academic entity pursuant to System Policy 51.06.

Renumbered remaining sections and other minor stylistic-type edits were made.

System Policy 51.06, Naming of Buildings, Geographical Areas and Academic Entities:

Added references to “business and other entities” and “definable portions of a building” throughout the document.

Section 1 – Clarifying language added to include recognition as part of a business sponsorship transaction. Included the addition of namings of a “building, geographical area or academic entity” and added Section 2 reference.

Section 2 – Deleted section 2 regarding fundraising activities and donor recognition as obsolete.

Section 4.2 – Additional language instructing members to complete and include the Member Naming Request Checklist executed by the member CEO with Agenda Items seeking naming requests.

Added Appendix – Naming Request Checklist hyperlink.

A&M System Funding or Other Financial Implications:

None.

Strategic Plan Imperative(s) this Item Advances:

The board’s adoption, maintenance and revision of system policies advances all eight Strategic Plan Imperatives by providing policy direction to the member institutions and agencies.

Agenda Item No.

THE TEXAS A&M UNIVERSITY SYSTEM
Office of the Vice Chancellor for Business Affairs
March 20, 2024

Members, Board of Regents
The Texas A&M University System

Subject: Approval of Revisions to System Policy *21.05, Gifts, Donations, Grants and Endowments* and System Policy *51.06, Naming of Buildings, Geographical Areas and Academic Entities*

I recommend adoption of the following minute order:

“The revisions to System Policy *21.05, Gifts, Donations, Grants and Endowments* and System Policy *51.06, Naming of Buildings, Geographical Areas and Academic Entities* as shown in the attached exhibits, are approved, effective immediately.”

Respectfully submitted,

Phillip Ray
Vice Chancellor for Business Affairs

Approval Recommended:

John Sharp
Chancellor

Approved for Legal Sufficiency:

Ray Bonilla
General Counsel

Billy Hamilton
Deputy Chancellor and
Chief Financial Officer



21.05 Gifts, Donations, Grants and Endowments

[Revised May 7, 2024 \(MO -2024\)](#)

[Revised May 19, 2022 \(MO 085-2022\)](#)

Next Scheduled Review: ~~May 19, 2027~~ [May 7, 2029](#)

Click to view [Revision History](#).

Policy Summary

This policy delegates authority to The Texas A&M University System (system) chancellor and/or each member chief executive officer (CEO) to accept gifts, donations, grants and endowments on behalf of the respective member subject to certain limitations.

Definitions

Click to view [Definitions](#).

Policy

1. GENERAL

Texas Education Code, Section 85.21, specifically authorizes the system Board of Regents (board), upon terms and conditions acceptable to it, to accept and administer gifts, donations, grants and endowments, from any source, for use by the system or any of its members.

2. DELEGATION OF AUTHORITY

By this policy, and subject to the restrictions outlined in this policy, the board delegates authority for the acceptance of gifts, donations, grants and endowments to the chancellor and CEOs. The CEO is responsible for organizational compliance with state and federal law and system policy at all times. The CEO must ensure the member maintains the highest level of integrity and ethical standards in the solicitation or acceptance of gifts. The CEO may appoint a designee(s) to assist with these duties.

3. ~~GIFT~~ ACCEPTANCE OF GIFTS TO MEMBERS

With the exception of gifts to members from affiliated organizations, as described in System Regulation *60.01.01, Association with Affiliated Organizations*, which are exempt from the review requirements of this policy, the CEO or designee must review all gifts to members in accordance with this policy and System Regulation *21.05.01, Gifts, Donations, Grants and Endowments*, prior to the execution of a gift agreement and acceptance of a gift. If a gift to a member requires chancellor or designee review and approval, the CEO must obtain such approval before the execution of such gift agreement and acceptance of ~~such~~ the gift occurs.

The following restrictions apply to gifts to members and outline requirements for chancellor or designee review and approval prior to execution of a gift agreement and acceptance of the gift by the CEO:

3.1 Gifts \$1,000,000 or Greater

The chancellor or designee has authority to accept any gift with a fair market value of \$1,000,000 or greater after the review and recommended approval by the System Office of Budgets and Accounting (SOBA) and the System Office of General Counsel (OGC). The chancellor must establish a process to notify the board office of each gift \$1,000,000 or greater. The CEO may execute a gift agreement for a gift with a fair market value of \$1,000,000 or greater as long as the gift agreement indicates the member's acceptance of the gift is contingent upon final acceptance of the chancellor or designee.

3.2 Cash Gifts Less than \$1,000,000

3.2.1 The CEO may execute a gift agreement and accept an unrestricted, unconditional cash gift of less than \$1,000,000. If the gift agreement contains a naming right/recognition, the CEO must obtain OGC review and approval prior to the execution of such gift agreement and acceptance of such gift unless an unaltered, fill-in-the-blank only gift agreement form approved by OGC is used for the gift.

3.2.2 The CEO may execute a gift agreement and accept a restricted or conditional cash gift of less than \$1,000,000, including one that contains a naming right/recognition, as long as the gift is reviewed by the member development and business offices, fits within the current pattern of accepted gifts for the member, and the gift does not contain a restriction ~~on~~ or condition that is discriminatory or which violates any federal or state law, or system policy. If the gift has restrictions, conditions, economic risk and/or liability issues ~~which warrant System Offices review, it is the responsibility of the CEO must~~ to obtain OGC such review and approval prior to the execution of such gift agreement and acceptance of such the gift. If the gift contains a naming right/recognition only, the CEO must obtain OGC review and approval prior to the execution of such gift agreement and acceptance of such gift unless an unaltered, fill-in-the-blank only gift agreement form approved by OGC is used for the gift.

3.3 Non-Cash Gifts

3.3.1 The CEO may execute a gift agreement and accept a non-cash gift (restricted or unrestricted) with a fair market value of less than \$250,000 unless the gift involves a partial sale/partial gift transaction. The CEO must obtain SOBA and OGC review and approval prior to execution of a gift agreement and acceptance of a non-cash gift that involves a partial sale/partial gift transaction. This non-cash gift could be personal property or real property (land).

3.3.2 The CEO may execute a gift agreement and accept a non-cash gift (restricted or unrestricted) with a fair market value of \$250,000 or greater only after review and approval from SOBA and OGC.

3.3.3 The CEO is responsible for the review of all non-cash gifts for restrictions, conditions, associated economic risks and associated liability for the member organization. If the gift has restrictions, conditions, economic risk and/or liability issues, the CEO must obtain OGC review and approval prior to the execution of such gift agreement and acceptance of such gift. If the non-cash gift contains a naming right/recognition only, the CEO must obtain OGC review and approval prior to the execution of such gift agreement and acceptance of such gift unless an unaltered, fill-in-the-blank only gift agreement form approved by OGC is used for the gift. which warrant System Offices review, it is the responsibility of the CEO to obtain such review prior to the acceptance of the gift.

3.4 Gifts of Real Property and Mineral Rights

3.4.1 The CEO may execute a gift agreement and accept any gift of real property or mineral rights only after review and approval from SOBA and OGC.

3.4.2 Gifts of real property and mineral rights must be reviewed in accordance with System Policy *41.01, Real Property*.

3.5 Gifts of Closely-Held Securities and Interests in Entities

The CEO may execute a gift agreement and accept a gift of closely-held securities or a gift of an interest in an entity only after review and approval from SOBA and OGC. Gifts of securities that are publicly traded on a securities exchange and for which there are public price quotations are excluded from this section's requirement.

3.6 Gifts of Intellectual Property

The CEO may execute a gift agreement and accept a gift of intellectual property only after review and approval from SOBA, OGC and the system's Texas A&M Technology Commercialization department.

4. GIFTS TO AN AFFILIATED ORGANIZATION

If a gift to an affiliated organization includes a naming right/recognition or requires the member's approval of the gift per the terms of the member's agreement with the affiliated organization, the member must seek OGC review and approval of the gift prior to the member giving its approval to the affiliated organization unless an unaltered, fill-in-the-blank only gift agreement form is approved by OGC and used for the gift.

45. VALUATION OF GIFTS

The members do not have the authority to and must not provide appraisals or valuations to donors for any type of gift at any time. If the fair market value of a gift is in question, System Offices' deputy chancellor and chief financial officer or designee will determines an appropriate process to establish a fair market value for the gift.

56. IMPLEMENTATION

The chancellor or designee is responsible for the implementation of this policy and must adopt a detailed system regulation in support of this policy.

Related Statutes, Policies, or Requirements

[Tex. Educ. Code § 85.21\(b\)](#)

[System Regulation 21.05.01, Gifts, Donations, Grants and Endowments](#)

[System Regulation 21.05.02, Federal Reporting of Foreign Gifts, Donations, Grants, Endowments and Contracts](#)

[System Policy 41.01, Real Property](#)

[System Policy 60.01, Relationships with Affiliated Organizations](#)

[System Regulation 60.01.01, Association with Affiliated Organizations](#)

[Acceptance of Cash Gifts Request Form](#)

[Acceptance of Non-Cash Gifts Request Form](#)

Member Rule Requirements

A rule is not required to supplement this policy.

Contact Office

~~System Office of~~ Budgets and Accounting
(979) 458-6100

System Policy 21.05, Gifts, Donations, Grants and Endowments

Definitions

Cash gift – a gift of cash, coins, currency, checks and other negotiable instruments that are easily convertible to cash.

Closely-held securities – instruments of ownership in a corporation that are not publicly traded on a securities exchange and for which there are no public price quotations.

Fair market value – intended to be a representation of the real, best appraised value of the property for which it might sell in an arm's length transaction at the time of the gift transaction.

Gift – financial support or property given voluntarily by a third party with nothing received in exchange. For purposes of this policy, the term “gift” shall include gifts, donations, grants and endowments unless the context indicates otherwise.

Intellectual property – a class of property that includes creations of the mind, including ideas, discoveries, inventions, processes, mask works, trade secrets, trademarks, service marks, copyrights, patents, symbols and any related applications, rights or registrations.

Mineral rights – a class of property that includes the rights to oil, gas or other minerals as defined by Texas law, whether joined or severed from the land.

Naming right/recognition – for purposes of this policy, a naming right/recognition refers to a naming of a building, definable portion of a building, geographical area, or academic entity pursuant to System Policy 51.06.

Non-cash gift – a gift of a non-monetary item of property such as art, collectibles, books, equipment, vehicles, inventory, livestock or other physical assets or materials.

Personal property – a class of property that includes movable, tangible or intangible property that is not real property.

Real property – a class of property that includes land and anything attached to it or permanently affixed to it. For purposes of this policy, the term does not include mineral rights.

Restricted gift – for purposes of this policy, a gift that includes any condition or limitation that restricts the use of the gift or involves an income or remainder interest in a trust. A donor's specification that a gift be used for the general support of scholarships, academic excellence, equipment, library resources or academic programs is not considered a restriction or condition for the purposes of this policy.

51.06 Naming of Buildings, Geographical Areas and Academic~~Other~~ Entities



~~Revised May 7, 2024 (MO -2024)~~

~~Revised November 18, 2021 (MO 209-2021)~~

Next Scheduled Review: ~~November 18, 2026~~ May 7, 2029

Click to view [Revision History](#).

Policy Summary

It is the policy of the Board of Regents (board) of The Texas A&M University System (system) to honor or memorialize individuals, businesses and other entities who have made significant contributions to the system by naming buildings, definable portions of buildings, geographical areas or academic entities for such individuals, businesses and other entities.

Policy

1. ADVANCE APPROVAL OF INDIVIDUALS, BUSINESSES AND OTHER ENTITIES RECOGNIZED

It is the policy of the board to honor or memorialize individuals, businesses and other entities who have made major financial contributions or had major financial contributions made on their behalf or who have performed outstanding services for the system or one of the members by naming buildings, definable portions of buildings, geographical areas or academic entities (e.g., colleges, centers, institutes and similar organizational units) for such individuals, businesses and other entities. In all cases, except as cited in the following section 2, the board must approve in advance the names of such individuals, businesses and other entities to be so recognized, including recognition as part of a business sponsorship transaction.

Members are encouraged to develop guidelines to help determine what donor gifts are considered to be major financial contributions warranting the recommended naming of a building, definable portion of a building, geographical area or academic entity ~~facility~~ pursuant to Section 43 of this policy ~~or the naming of a facility pursuant to Section 2 of this policy~~.

~~2. FUNDRAISING ACTIVITIES AND DONOR RECOGNITION~~

~~In the event, however, that one of the members wishes to undertake a plan of fundraising in which definable portions of a specific building or a well-defined geographical area under its jurisdiction would be given donors' names through member administrative action, the board will consider the approval of such a plan including the name in its entirety in advance. In such instances, the list of donors so recognized must be returned to the board upon the completion of the fundraising campaign for the purposes of maintaining a permanent historical record.~~

32. LIMITATIONS ON INDIVIDUALS, BUSINESSES AND OTHER ENTITIES RECOGNIZED

—No buildings, definable portion of a building, geographical area or academic ~~or other~~ entities of the system may be named for a current member of the board, a current employee of the system or a current state or federal official unless:

~~(a) The naming is done in conjunction with Section 2 of this policy; or~~

~~(b) The naming is a result of a major financial contribution made by or on behalf of the individual, business or other entity and receives the unanimous approval of all the board members present at a regular meeting of the board. Naming a building, definable portion of a building, geographical area or academic ~~other~~ entity for a current regent makes that regent ineligible to vote on that agenda item.~~

43. PROCEDURES FOR THE BOARD OF REGENTS

43.1 The board is responsible for the review, study and consideration of all matters submitted to the board regarding the naming of buildings, definable portions of buildings, ~~other~~ geographical areas and academic entities for persons who have made outstanding contributions to the member, state or nation, or who have attained eminent accomplishments in their field of endeavor and other related matters.

43.2 The board as a whole must seek persons to be recognized by having facilities and academic entities named in their honor. It must also consider nominations by individual regents, the chancellor and the member chief executive officers (CEO) and consider recommendations of the general public when they are transmitted through one of said officials. Faculty or staff recommendations must be made to the member CEO for consideration in submitting recommendations. Agenda items seeking naming requests must be accompanied by a completed Member Naming Request Checklist executed by the member CEO.

43.3 All recommendations other than those at board meetings must be forwarded to the executive director ~~of~~ the board accompanied by biographical material and reasons for the nomination. The executive director forwards copies of all recommendations to all members of the board and ~~to~~ the chancellor for study and review. The board may take action at any meeting on the recommendation.

43.4 The member CEO must notify the honoree of the action of the board immediately after such action is taken by the board.

Related Statutes, Policies, or Requirements

[Tex. Gov't Code Ch. 2165](#)

[Naming Request Checklist](#)

Member Rule Requirements

A rule is not required to supplement this policy.

Contact Office

| ~~System Office of~~ Budgets and Accounting
(979) 458-6100

21.05 Gifts, Donations, Grants and Endowments

Revised [May 7, 2024](#) (MO -2024)
Next Scheduled Review: May 7, 2029
Click to view [Revision History](#).



Policy Summary

This policy delegates authority to The Texas A&M University System (system) chancellor and/or each member chief executive officer (CEO) to accept gifts, donations, grants and endowments on behalf of the respective member subject to certain limitations.

Definitions

Click to view [Definitions](#).

Policy

1. GENERAL

Texas Education Code, Section 85.21, specifically authorizes the system Board of Regents (board), upon terms and conditions acceptable to it, to accept and administer gifts, donations, grants and endowments, from any source, for use by the system or any of its members.

2. DELEGATION OF AUTHORITY

By this policy, and subject to the restrictions outlined in this policy, the board delegates authority for the acceptance of gifts, donations, grants and endowments to the chancellor and CEOs. The CEO is responsible for organizational compliance with state and federal law and system policy at all times. The CEO must ensure the member maintains the highest level of integrity and ethical standards in the solicitation or acceptance of gifts. The CEO may appoint a designee(s) to assist with these duties.

3. ACCEPTANCE OF GIFTS TO MEMBERS

With the exception of gifts to members **from** affiliated organizations, as described in System Regulation *60.01.01, Association with Affiliated Organizations*, which are exempt from the review requirements of this policy, the CEO or designee must review all gifts to members in accordance with this policy and System Regulation *21.05.01, Gifts, Donations, Grants and Endowments*, prior to the execution of a gift agreement and acceptance of a gift. If a gift to a member requires chancellor or designee review and approval, the CEO must obtain such approval before the execution of such gift agreement and acceptance of such gift occurs.

The following restrictions apply to gifts to members and outline requirements for chancellor or designee review and approval prior to execution of a gift agreement and acceptance of the gift by the CEO:

3.1 Gifts \$1,000,000 or Greater

The chancellor or designee has authority to accept any gift with a fair market value of \$1,000,000 or greater after the review and recommended approval by the System Office of Budgets and Accounting (SOBA) and the System Office of General Counsel (OGC). The chancellor must establish a process to notify the board office of each gift \$1,000,000 or greater. The CEO may execute a gift agreement for a gift with a fair market value of \$1,000,000 or greater as long as the gift agreement indicates the member's acceptance of the gift is contingent upon final acceptance of the chancellor or designee.

3.2 Cash Gifts Less than \$1,000,000

3.2.1 The CEO may execute a gift agreement and accept an unrestricted, unconditional cash gift of less than \$1,000,000. If the gift agreement contains a naming right/recognition, the CEO must obtain OGC review and approval prior to the execution of such gift agreement and acceptance of such gift unless an unaltered, fill-in-the-blank only gift agreement form approved by OGC is used for the gift.

3.2.2 The CEO may execute a gift agreement and accept a restricted or conditional cash gift of less than \$1,000,000, including one that contains a naming right/recognition, as long as the gift is reviewed by the member development and business offices, fits within the current pattern of accepted gifts for the member, and the gift does not contain a restriction or condition that is discriminatory or which violates any federal or state law, or system policy. If the gift has restrictions, conditions, economic risk and/or liability issues, the CEO must obtain OGC review and approval prior to the execution of such gift agreement and acceptance of such gift. If the gift contains a naming right/recognition only, the CEO must obtain OGC review and approval prior to the execution of such gift agreement and acceptance of such gift unless an unaltered, fill-in-the-blank only gift agreement form approved by OGC is used for the gift.

3.3 Non-Cash Gifts

3.3.1 The CEO may execute a gift agreement and accept a non-cash gift (restricted or unrestricted) with a fair market value of less than \$250,000 unless the gift involves a partial sale/partial gift transaction. The CEO must obtain SOBA and OGC review and approval prior to execution of a gift agreement and acceptance of a non-cash gift that involves a partial sale/partial gift transaction.

3.3.2 The CEO may execute a gift agreement and accept a non-cash gift (restricted or unrestricted) with a fair market value of \$250,000 or greater only after review and approval from SOBA and OGC.

3.3.3 The CEO is responsible for the review of all non-cash gifts for restrictions, conditions, economic risks and associated liability for the member. If the gift has restrictions, conditions, economic risk and/or liability issues, the CEO must

obtain OGC review and approval prior to the execution of such gift agreement and acceptance of such gift. If the non-cash gift contains a naming right/recognition only, the CEO must obtain OGC review and approval prior to the execution of such gift agreement and acceptance of such gift unless an unaltered, fill-in-the-blank only gift agreement form approved by OGC is used for the gift.

3.4 Gifts of Real Property and Mineral Rights

3.4.1 The CEO may execute a gift agreement and accept any gift of real property or mineral rights only after review and approval from SOBA and OGC.

3.4.2 Gifts of real property and mineral rights must be reviewed in accordance with System Policy *41.01, Real Property*.

3.5 Gifts of Closely-Held Securities and Interests in Entities

The CEO may execute a gift agreement and accept a gift of closely-held securities or a gift of an interest in an entity only after review and approval from SOBA and OGC. Gifts of securities that are publicly traded on a securities exchange and for which there are public price quotations are excluded from this section's requirement.

3.6 Gifts of Intellectual Property

The CEO may execute a gift agreement and accept a gift of intellectual property only after review and approval from SOBA, OGC and the system's Texas A&M Technology Commercialization department.

4. GIFTS TO AN AFFILIATED ORGANIZATION

If a gift to an affiliated organization includes a naming right/recognition or requires the member's approval of the gift per the terms of the member's agreement with the affiliated organization, the member must seek OGC review and approval of the gift prior to the member giving its approval to the affiliated organization unless an unaltered, fill-in-the-blank only gift agreement form is approved by OGC and used for the gift.

5. VALUATION OF GIFTS

The members do not have the authority to and must not provide appraisals or valuations to donors for any type of gift at any time. If the fair market value of a gift is in question, System Offices' deputy chancellor and chief financial officer or designee will determine an appropriate process to establish a fair market value for the gift.

6. IMPLEMENTATION

The chancellor or designee is responsible for the implementation of this policy and must adopt a detailed system regulation in support of this policy.

Related Statutes, Policies, or Requirements

[Tex. Educ. Code § 85.21\(b\)](#)

[System Regulation 21.05.01, Gifts, Donations, Grants and Endowments](#)

[System Regulation 21.05.02, Federal Reporting of Foreign Gifts, Donations, Grants, Endowments and Contracts](#)

[System Policy 41.01, Real Property](#)

[System Policy 60.01, Relationships with Affiliated Organizations](#)

[System Regulation 60.01.01, Association with Affiliated Organizations](#)

[Acceptance of Cash Gifts Request Form](#)

[Acceptance of Non-Cash Gifts Request Form](#)

Member Rule Requirements

A rule is not required to supplement this policy.

Contact Office

Budgets and Accounting
(979) 458-6100

System Policy 21.05, Gifts, Donations, Grants and Endowments

Definitions

Cash gift – a gift of cash, coins, currency, checks and other negotiable instruments that are easily convertible to cash.

Closely-held securities – instruments of ownership in a corporation that are not publicly traded on a securities exchange and for which there are no public price quotations.

Fair market value – intended to be a representation of the real, best appraised value of the property for which it might sell in an arm's length transaction at the time of the gift transaction.

Gift – financial support or property given voluntarily by a third party with nothing received in exchange. For purposes of this policy, the term “gift” shall include gifts, donations, grants and endowments unless the context indicates otherwise.

Intellectual property – a class of property that includes creations of the mind, including ideas, discoveries, inventions, processes, mask works, trade secrets, trademarks, service marks, copyrights, patents, symbols and any related applications, rights or registrations.

Mineral rights – a class of property that includes the rights to oil, gas or other minerals as defined by Texas law, whether joined or severed from the land.

Naming right/recognition – for purposes of this policy, a naming right/recognition refers to a naming of a building, definable portion of a building, geographical area, or academic entity pursuant to System Policy 51.06.

Non-cash gift – a gift of a non-monetary item of property such as art, collectibles, books, equipment, vehicles, inventory, livestock or other physical assets or materials.

Personal property – a class of property that includes movable, tangible or intangible property that is not real property.

Real property – a class of property that includes land and anything attached to it or permanently affixed to it. For purposes of this policy, the term does not include mineral rights.

Restricted gift – for purposes of this policy, a gift that includes any condition or limitation that restricts the use of the gift or involves an income or remainder interest in a trust. A donor's specification that a gift be used for the general support of scholarships, academic excellence, equipment, library resources or academic programs is not considered a restriction or condition for the purposes of this policy.

51.06 Naming of Buildings, Geographical Areas and Academic Entities

Revised May 7, 2024 (MO -2024)
Next Scheduled Review: May 7, 2029
Click to view [Revision History](#).



Policy Summary

It is the policy of the Board of Regents (board) of The Texas A&M University System (system) to honor or memorialize individuals, businesses and other entities who have made significant contributions to the system by naming buildings, definable portions of buildings, geographical areas or academic entities for such individuals, businesses and other entities.

Policy

1. ADVANCE APPROVAL OF INDIVIDUALS, BUSINESSES AND OTHER ENTITIES RECOGNIZED

It is the policy of the board to honor or memorialize individuals, businesses and other entities who have made major financial contributions or had major financial contributions made on their behalf or who have performed outstanding services for the system or one of the members by naming buildings, definable portions of buildings, geographical areas or academic entities (e.g., colleges, centers, institutes and similar organizational units) for such individuals, businesses and other entities. In all cases, except as cited in the following section 2, the board must approve in advance the names of such individuals, businesses and other entities to be so recognized, including recognition as part of a business sponsorship transaction.

Members are encouraged to develop guidelines to help determine what donor gifts are considered to be major financial contributions warranting the recommended naming of a building, geographical area or academic entity pursuant to Section 3 of this policy.

2. LIMITATIONS ON INDIVIDUALS, BUSINESSES AND OTHER ENTITIES RECOGNIZED

No buildings, geographical areas or academic entities of the system may be named for a current member of the board, a current employee of the system or a current state or federal official unless the naming is a result of a major financial contribution made by or on behalf of the individual, business or other entity and receives the unanimous approval of all the board members present at a regular meeting of the board. Naming a building or academic entity for a current regent makes that regent ineligible to vote on that agenda item.

3. PROCEDURES FOR THE BOARD OF REGENTS

- 3.1 The board is responsible for the review, study and consideration of all matters submitted to the board regarding the naming of buildings, definable portions of buildings, geographical areas and academic entities for persons who have made outstanding contributions to the member, state or nation, or who have attained eminent accomplishments in their field of endeavor and other related matters.
- 3.2 The board as a whole must seek persons to be recognized by having facilities and academic entities named in their honor. It must also consider nominations by individual regents, the chancellor and the member chief executive officers (CEO) and consider recommendations of the general public when they are transmitted through one of said officials. Faculty or staff recommendations must be made to the member CEO for consideration in submitting recommendations. Agenda items seeking naming requests must be accompanied by a completed Member Naming Request Checklist executed by the member CEO.
- 3.3 All recommendations other than those at board meetings must be forwarded to the executive director of the board accompanied by biographical material and reasons for the nomination. The executive director forwards copies of all recommendations to all members of the board and the chancellor for study and review. The board may take action at any meeting on the recommendation.
- 3.4 The member CEO must notify the honoree of the action of the board immediately after such action is taken by the board.

Related Statutes, Policies, or Requirements

[Tex. Gov't Code Ch. 2165](#)

[Naming Request Checklist](#)

Member Rule Requirements

A rule is not required to supplement this policy.

Contact Office

Budgets and Accounting
(979) 458-6100

AGENDA ITEM BRIEFING

Submitted by: Phillip Ray, Vice Chancellor for Business Affairs
The Texas A&M University System

Subject: Approval of Revisions to System Policy 25.07, *Contract Administration*

Proposed Board Action:

Approve revisions to System Policy 25.07, *Contract Administration*.

Background Information:

The following revisions are proposed for this policy:

1. Definitions
 - a. Updated definition for “contract.”
 - b. Added new definition for “other procurement methods.”
 - c. Added new definition for “sponsored research contracts.”
2. Section 2
 - a. Simplified Section 2(c) involving non-athletic department employment contracts by removing language that reiterated requirements under the Texas Education Code, Section 51.948, which are redundant and not necessary. This provision now states that CEO employment contracts (regardless of dollar threshold) require board approval.
3. Section 3
 - a. Revised Section 3(a) to clarify that only sponsored research contracts are exempted from board approval.
4. Section 4
 - a. Increased the OGC dollar threshold for contract review from \$100,000 to \$200,000 to account for inflation and growth of the system.
 - b. The OGC contract review procedures and checklist referenced in Section 4 have been updated and simplified and will apply to most contracts.
5. Section 6
 - a. Revised the chancellor’s delegation to CEOs so that it is not limited to contracts less than \$750K. For contracts not otherwise reserved for board approval, the chancellor is delegating authority to the respective member CEOs without a dollar threshold.

A&M System Funding or Other Financial Implications:

None.

Agenda Item No.
Agenda Item Briefing

Strategic Plan Imperative(s) this Item Advances:

This policy is intended to promote Strategic Plan Imperative Number 6, which provides “The A&M System, in adhering to the high standard of excellence and growth required in this strategic plan, will display prudent financial stewardship and sustainability.”

Agenda Item No.

THE TEXAS A&M UNIVERSITY SYSTEM
Office of the Vice Chancellor for Business Affairs
April 19, 2024

Members, Board of Regents
The Texas A&M University System

Subject: Approval of Revisions to System Policy 25.07, *Contract Administration*

I recommend adoption of the following minute order:

“The revisions to System Policy 25.07, *Contract Administration*, as shown in the attached exhibit, are approved, effective immediately.”

Respectfully submitted,

Phillip Ray
Vice Chancellor for Business Affairs

Approval Recommended:

Approved for Legal Sufficiency:

John Sharp
Chancellor

Ray Bonilla
General Counsel

Billy Hamilton
Deputy Chancellor and
Chief Financial Officer



25.07 Contract Administration

~~Revised May 7, 2024 (MO -2024)~~

~~Revised February 6, 2020~~

Next Scheduled Review: ~~February 6, 2025~~ May 7, 2029

Click to view [Revision History](#).

Policy Summary

The effective administration of contracts is an essential operational function of The Texas A&M University System (system). All contracts entered into by a member of the system, unless specifically ~~exempted~~ ~~excluded~~ by this or another policy adopted by the Board of Regents (board), are subject to this policy, ~~including all original contracts, amendments, alterations, modifications, corrections, changes, renewals, and extensions.~~

Definitions

Click to view [Definitions](#).

Policy

1. CONTRACT ADMINISTRATION RULES

It is the responsibility of each member to develop and implement a contract administration rule. Such rule must address the following:

- (a) the process for contract origination, recommendation, approval, execution, administration, and contract close-out; and
- (b) contract reporting requirements.

2. CONTRACTS REQUIRING BOARD APPROVAL

~~Unless exempted~~ ~~Except as stated~~ in Section 3 below, the following contracts must be submitted to the board for approval or authorization:

- (a) Contracts that involve an annual stated or implied consideration of \$500,000 or more;
- (b) Contracts that have a primary term longer than five years regardless of dollar value;
- (c) ~~Member chief executive officer (CEO)~~ ~~Non-athletic department~~ employment contracts; ~~and containing one or more of the following provisions:~~
 - ~~(1) employment contracts with system or member administrators that are to be paid in whole or in part from appropriated funds;~~

- ~~(2) employment contracts having an annual salary consideration of \$500,000 or more;~~
- ~~(3) employment contracts having a primary term longer than three years;~~
- ~~(4) employment contracts that allow for settlement or other payments on the termination of the contract to exceed an amount equal to the discounted net present cash value of the contract on termination at a market interest rate agreed upon in the contract;~~
- ~~(5) employment contracts allowing for development leave that is inconsistent with System Regulation 12.99.01, Faculty Development Leave; or~~
- ~~(6) employment contracts awarding tenure in any way that varies from the general policy on the award of tenure;~~
- (d) Athletic department administrator or coach employment contracts ~~with that either:~~
 - (1) ~~have~~ an annual salary consideration of \$500,000 or more;
 - (2) ~~have~~ a term longer than five years; or
 - (3) ~~have~~ an annual salary of \$250,000 or more and that exceeds the median annual compensation for a comparable position within the member's respective athletics conference by 10%; and
- (e) Contracts, ~~grants and agreements~~ to perform educational and/or service activities consistent with a member's mission and involving a total stated or implied consideration of \$500,000 or more.

The board must approve any contract amendment, extension, or renewal that exceeds 10% of the value of the original contract approved by the board, unless the authority to exceed the approved amount is expressly delegated by the board or the board expressly adopts an exception. ~~is expressly adopted by the board for that specific contract.~~

The foregoing does not abrogate the authority of the chancellor or a member ~~chief executive officer (CEO)~~ to appoint officials as set out in System Policy 01.03, *Appointing Power and Terms and Conditions of Employment*.

3. CONTRACTS NOT REQUIRING BOARD APPROVAL

The following types of contracts are not required to receive board approval regardless of dollar value or term unless a specific dollar or term limitation is stated below:

- (a) Sponsored research contracts, ~~grants, and agreements~~;
- (b) contracts transferring rights in technology or products protectable by (1) patent or as a plant variety; (2) copyright; (3) treatment as a trade secret of unpatented technological know-how; or (4) trademark or service mark;
- (c) contracts which are procured through a state contract, state catalogue, or other procurement method, ~~ologies authorized by state statute and in accordance with the system requirements~~;

- (d) contracts for athletic events, athletic contests and use of athletic facilities in which the event, contest or use occurs over the course of two years or less;
- (e) contracts, ~~grants and agreements~~ to perform educational and/or service activities consistent with a member's mission and involving a total stated or implied consideration of less than \$500,000; and
- (f) interagency and intrasystem contracts to perform educational and/or service activities consistent with a member's mission.

4. REQUIRED GENERAL COUNSEL REVIEW

The ~~members of the system must review contracts in accordance with the contract review procedures and checklist established by the~~ System Office of General Counsel (OGC) ~~and approved by the chancellor. The OGC contract review procedures and checklist are required by state law and assist members of the system in reviewing and revising contracts before the contract is executed. establishes contract review guidelines to be followed for all contracts or agreements entered into by a member. Such guidelines must contain the following:~~

- ~~(a) a description of each step that a member must use to evaluate and process contracts; and~~
- ~~(b) a checklist that describes each process that must be completed before contract execution.~~

~~Unless exempted under the OGC contract review procedures and checklist, All~~ contracts ~~with or agreements that have~~ a stated or implied consideration of \$~~2400,000~~ or more must be submitted to ~~the System Office of General Counsel (OGC)~~ for review and approval as to form and legal sufficiency ~~when required by OGC guidelines that have been approved by the chancellor.~~

5. CONTRACTS GOVERNED BY OTHER POLICIES

All contracts for (a) the purchase or sale of real property; (b) the lease, license or use of system real property; (c) the lease, license or use of real property from third parties; (d) the granting or acceptance of easements or rights-of-way; and (e) any other, use, acquisition or disposition of real property or real property interests ~~will beare~~ governed by the policies under Policy Series 41, *Real Property*, and any regulations promulgated under these policies. The delegation of authority for all construction contracts ~~will beare~~ governed by System Policy 51.04, *Delegations of Authority on Construction Projects*, and the regulations promulgated under that policy.

6. ~~CONTRACT APPROVAL AND~~ DELEGATION OF AUTHORITY

With the exception of Section 3(b) which is covered in System Policy 17.01, *Intellectual Property Management and Commercialization*, ~~the chancellor delegates the authority to approve, execute and deliver~~ contracts ~~that are not otherwise reserved for approval by the board, grants, and agreements described in Section 3 may be approved by member to the respective member~~ CEOs, or their designees, ~~in accordance with Section 3. Contracts approved or authorized by official board action may be approved, executed and delivered by the primary delegate identified in the minute order, which may further delegate such authority, unless otherwise specified. The chancellor is authorized to approve all other~~

~~contracts not reserved for approval by the board, and may delegate authority to deputy chancellors, vice chancellors, CEOs, or others to execute all such other contracts less than \$750,000.~~

7. WRITTEN AUTHORIZATION REQUIRED

~~Unless otherwise specified in this policy or in an official board action, t~~The authority to ~~approve, execute and deliver~~ ~~enter into~~ contracts on behalf of the system or any of its members must be by express written authority pursuant to the policies of the board and approved contract administration rules of the system or the respective member.

8. EXTENSION OF PRE-EXISTING CONDITIONS FOR CONTRACTS WHICH PRE-DATE THIS POLICY

Contracts reviewed and authorized prior to the adoption of this policy will remain in full force and effect; however, any ~~amendment, modification or~~ extension, ~~or renewal~~ of such contracts must be reviewed and authorized in accordance with this policy.

Related Statutes, Policies, or Requirements

~~[Tex. Educ. Code §51.159](#)~~

[Tex. Educ. Code §51.9335](#)

~~[Tex. Educ. Code §51.9337](#)~~

~~[Tex. Gov't. Code Chapter 791](#)~~

~~[State of Texas Contract Management Guide](#)~~

~~[System Policy 01.03, Appointing Power and Terms and Conditions of Employment](#)~~

[System Policy, Series 41, Real Property](#)

~~[System Policy 51.04, General Requirements and Delegations of Authority on Construction Projects](#)~~

~~[System Regulation 25.07.01, Contract Administration, Delegations and Reporting](#)~~

~~[System Regulation 25.07.03, Acquisition of Goods and/or Services](#)~~

[System Member Delegations of Authority for Contract Administration](#)

~~[OGC Contract Review Procedures and Checklist](#)~~

Member Rule Requirements

A rule is required to supplement this policy. See Section 1.

Contact Office

| ~~System Office of~~ Budgets and Accounting
(979) 458-6100

System Policy 25.07, *Contract Administration*

Definitions

Contract – an agreement, grant, license, or other instrument, including any amendment, extension, or renewal, that creates a legally binding obligation on members of the system to do or not do a particular thing. The title or form of the document does not determine whether it is a contract. For example, a written document called an “agreement,” a “memorandum of understanding,” or “terms and conditions,” and even if it takes the form of a letter or a purchase order, may still constitute a legally binding contract.

Other procurement methods – the acquisition of goods and services in accordance with the appropriate procurement method authorized by state statute and in accordance with system requirements, including the system contract management handbook. This includes competitive bid process, best value, sole source, purchases exempt from competitive process, group purchasing contract, etc.

Sponsored research contracts – contracts for a systematic study directed toward fuller scientific knowledge or understanding of the subject studied. Sponsored research includes all research and development activities that are externally sponsored by governmental, for-profit and nonprofit entities. This term includes activities involving the training of individuals in research techniques (commonly called research training) where such activities utilize the same facilities as other research and development activities and where such activities are not included in the instruction function.

25.07 Contract Administration

Revised [May 7, 2024](#) (MO -2024)
Next Scheduled Review: May 7, 2029
Click to view [Revision History](#).



Policy Summary

The effective administration of contracts is an essential operational function of The Texas A&M University System (system). All contracts entered into by a member of the system, unless specifically exempted by this or another policy adopted by the Board of Regents (board), are subject to this policy.

Definitions

Click to view [Definitions](#).

Policy

1. CONTRACT ADMINISTRATION RULES

It is the responsibility of each member to develop and implement a contract administration rule. Such rule must address the following:

- (a) the process for contract origination, recommendation, approval, execution, administration, and contract close-out; and
- (b) contract reporting requirements.

2. CONTRACTS REQUIRING BOARD APPROVAL

Unless exempted in Section 3 below, the following contracts must be submitted to the board for approval or authorization:

- (a) Contracts that involve an annual stated or implied consideration of \$500,000 or more;
- (b) Contracts that have a primary term longer than five years regardless of dollar value;
- (c) Member chief executive officer (CEO) employment contracts; and
- (d) Athletic department administrator or coach employment contracts with:
 - (1) an annual salary consideration of \$500,000 or more;
 - (2) a term longer than five years; or

- (3) an annual salary of \$250,000 or more **and** that exceeds the median annual compensation for a comparable position within the member's respective athletics conference by 10%; and
- (e) Contracts to perform educational and/or service activities consistent with a member's mission and involving a total stated or implied consideration of \$500,000 or more.

The board must approve any contract amendment, extension or renewal that exceeds 10% of the value of the original contract approved by the board unless the authority to exceed the approved amount is expressly delegated by the board or the board expressly adopts an exception.

The foregoing does not abrogate the authority of the chancellor or a member CEO to appoint officials as set out in System Policy *01.03, Appointing Power and Terms and Conditions of Employment*.

3. CONTRACTS NOT REQUIRING BOARD APPROVAL

The following types of contracts are not required to receive board approval regardless of dollar value or term unless a specific dollar or term limitation is stated below:

- (a) Sponsored research contracts;
- (b) contracts transferring rights in technology or products protectable by (1) patent or as a plant variety; (2) copyright; (3) treatment as a trade secret of unpatented technological know-how; or (4) trademark or service mark;
- (c) contracts which are procured through a state contract, state catalogue or other procurement methods;
- (d) contracts for athletic events, athletic contests and use of athletic facilities in which the event, contest or use occurs over the course of two years or less;
- (e) contracts to perform educational and/or service activities consistent with a member's mission and involving a total stated or implied consideration of less than \$500,000; and
- (f) interagency and intrasystem contracts to perform educational and/or service activities consistent with a member's mission.

4. REQUIRED GENERAL COUNSEL REVIEW

The members of the system must review contracts in accordance with the contract review procedures and checklist established by the System Office of General Counsel (OGC) and approved by the chancellor. The OGC contract review procedures and checklist are required by state law and assist members of the system in reviewing and revising contracts before the contract is executed. Unless exempted under the OGC contract review procedures and checklist, all contracts with a stated or implied consideration of \$200,000 or more must be submitted to OGC for review and approval as to form and legal sufficiency.

5. CONTRACTS GOVERNED BY OTHER POLICIES

All contracts for (a) the purchase or sale of real property; (b) the lease, license or use of system real property; (c) the lease, license or use of real property from third parties; (d) the granting or acceptance of easements or rights-of-way; and (e) any other use, acquisition or disposition of real property or real property interests are governed by the policies under Policy Series 41, *Real Property*, and any regulations promulgated under these policies. The delegation of authority for all construction contracts are governed by System Policy 51.04, *Delegations of Authority on Construction Projects*, and the regulations promulgated under that policy.

6. DELEGATION OF AUTHORITY

With the exception of Section 3(b) which is covered in System Policy 17.01, *Intellectual Property Management and Commercialization*, the chancellor delegates the authority to approve, execute and deliver contracts that are not otherwise reserved for approval by the board to the respective member CEO, or their designee. Contracts approved or authorized by official board action may be approved, executed and delivered by the primary delegate identified in the minute order, which may further delegate such authority, unless otherwise specified.

7. WRITTEN AUTHORIZATION REQUIRED

Unless otherwise specified in this policy or in an official board action, the authority to approve, execute and deliver contracts on behalf of the system or any of its members must be by express written authority pursuant to the policies of the board and approved contract administration rules of the system or the respective member.

8. EXTENSION OF PRE-EXISTING CONDITIONS FOR CONTRACTS WHICH PRE-DATE THIS POLICY

Contracts reviewed and authorized prior to the adoption of this policy will remain in full force and effect; however, any amendment, extension or renewal of such contracts must be reviewed and authorized in accordance with this policy.

Related Statutes, Policies, or Requirements

[Tex. Educ. Code §51.9335](#)

[Tex. Educ. Code §51.9337](#)

[Tex. Gov't. Code Chapter 791](#)

[System Policy, Series 41, *Real Property*](#)

[System Policy 51.04, *General Requirements and Delegations of Authority on Construction Projects*](#)

[System Member Delegations of Authority for Contract Administration](#)

[OGC Contract Review Procedures and Checklist](#)

Member Rule Requirements

A rule is required to supplement this policy. See Section 1.

Contact Office

Budgets and Accounting
(979) 458-6100

System Policy 25.07, *Contract Administration*

Definitions

Contract – an agreement, grant, license, or other instrument, including any amendment, extension or renewal, that creates a legally binding obligation on members of the system. The title or form of the document does not determine whether it is a contract. For example, a written document called an “agreement,” a “memorandum of understanding,” or “terms and conditions,” and even if it takes the form of a letter or a purchase order, may still constitute a legally binding contract.

Other procurement methods – the acquisition of goods and services in accordance with the appropriate procurement method authorized by state statute and in accordance with system requirements, including the system contract management handbook. This includes competitive bid process, best value, sole source, purchases exempt from competitive process, group purchasing contract, etc.

Sponsored research contracts – contracts for a systematic study directed toward fuller scientific knowledge or understanding of the subject studied. Sponsored research includes all research and development activities that are externally sponsored by governmental, for-profit and nonprofit entities. This term includes activities involving the training of individuals in research techniques (commonly called research training) where such activities utilize the same facilities as other research and development activities and where such activities are not included in the instruction function.

Agenda Item No.

AGENDA ITEM BRIEFING

Submitted by: Phillip Ray, Vice Chancellor for Business Affairs
The Texas A&M University System

Subject: Approval of Revisions to System Policies *31.07, Retirement,*

Proposed Board Action:

Approve revisions to System Policies *31.07, Retirement.*

Background Information:

This agenda item proposes revisions to policy *31.07, Retirement* in response to its routine, five-year certification review. Revisions include the deletion of Section 2, Mandatory Retirement Age, in its entirety as State and Federal laws already provide guidance for mandatory retirement age, and a reference to these laws is included in Section 1. The contact office was updated to include Human Resources as a contact office. Other non-substantive revisions include minor stylistic-type edits.

A&M System Funding or Other Financial Implications:

None.

Strategic Plan Imperative(s) this Item Advances:

The board's adoption, maintenance and revision of system policies advances all eight Strategic Plan Imperatives by providing policy direction to the member institutions and agencies.

Agenda Item No.

THE TEXAS A&M UNIVERSITY SYSTEM
Office of the Vice Chancellor for Business Affairs
April 12, 2024

Members, Board of Regents
The Texas A&M University System

Subject: Approval of Revisions to System Policies *31.07, Retirement*

I recommend adoption of the following minute order:

“The revisions to System Policies *31.07, Retirement* as shown in the attached exhibit, are approved, effective immediately.”

Respectfully submitted,

Phillip Ray
Vice Chancellor for Business Affairs

Approval Recommended:

John Sharp
Chancellor

Approved for Legal Sufficiency:

Ray Bonilla
General Counsel

Billy Hamilton
Deputy Chancellor and
Chief Financial Officer

31.07 Retirement



~~Revised May 7, 2024 (MO – 2024)~~
~~Revised April 11, 2019 (MO 064-2019)~~
Next Scheduled Review: ~~April 11, 2024~~May 7, 2029
Click to view [Revision History](#).

Policy Summary

The Texas A&M University System (system) abides by the applicable laws in providing for voluntary and mandatory retirement under several situations.

This policy addresses the situations under which retirement may or must be offered and taken through the system; specifically including mandatory retirement, disability retirement or retirement under the Teacher Retirement System (TRS) or the Optional Retirement Program (ORP), through a combination of age and years of service.

Policy

- 1.- Employment with any member is predicated at all times upon each individual's mental and physical abilities to ~~perform satisfactorily~~ perform the functions of the position held service in normal and expected assignments. Retirement from employment with the system will occur ~~when an employee:~~
 - (a) when an employee elects retirement under the provisions of the TRS or ORP;
 - ~~(b) reaches the mandatory retirement age as described below; or~~
 - ~~(be) when an employee meets the conditions for disability retirement; or. The chancellor or designee is authorized to establish regulations for the implementation of this policy.~~
 - (c) or in accordance with mandatory retirement provisions set forth in sState and fFederal law.

- 2.— Mandatory Retirement Age

~~System employees may not be forced to retire except under the following conditions:~~

- ~~2.1 An employee who is in a bona fide executive or high policymaking position for the two-year period immediately before retirement and who is entitled to an immediate nonforfeitable annual retirement benefit which equals at least \$44,000 may be retired at the end of the fiscal year in which that employee's 65th birthday occurs or anytime thereafter at the option of the system Board of Regents (board). Such a retirement benefit must be from an employer-provided pension, profit-sharing, savings, or deferred compensation plan, or any combination of such plans. (Based on the Federal Age Discrimination in Employment Act.)~~

~~2.2 The chancellor or designee is authorized to establish mandatory retirement age standards for certain employment classifications where age is a bona fide occupational qualification. When, based on objective facts, it is determined that age is a reasonable and necessary limiting factor in the safe and efficient performance of the duties of an employment classification, the chancellor is authorized to impose an age requirement by issuing appropriate regulations that meet legal tests and requirements.~~

~~2.3 Requests for an employee to work beyond a mandatory retirement age must be forwarded through normal administrative channels to the chancellor or designee for approval. Such employment will be recommended and approved only where the system's best interest will be served and all state and federal regulations and system board requirements have been met.~~

~~2.4 Upon the approval of the member chief executive officer, a person may be employed after retirement. Such employment will be recommended and approved only in those instances where the system board's requirements have been met and where the system's best interest will be served.~~

~~3- Disability Retirement~~

Disability retirement is available to a system employee under the following conditions:

- (a) the employee does not satisfy the age and service requirements for system retirement with benefits;
- (b) the employee applies for a disability retirement and submits the results of a medical examination; and
- (c) the TRS medical board or, in the case of an ORP member, the System Benefits Administration Office certifies, based upon reliable medical opinion and consistent with the requirements for retirement under TRS, that the employee is mentally or physically disabled and unable to perform the employee's duties and that the disability is probably permanent.

Related Statutes, Policies, or Requirements

[Tex. Gov't Code Title 8, Subtitle C \(chs. 821-825, 830\), *Teacher Retirement System of Texas*](#)

[The Age Discrimination in Employment Act of 1967](#)

[TRS Benefits Handbook](#)

Member Rule Requirements

A rule is not required to supplement this policy.

Contact Office

| ~~System~~ Benefits Administration
(979) 458-6330

| Human Resources
(979) 458-6169

31.07 Retirement

Revised [May 7, 2024](#) (MO – 2024)
Next Scheduled Review: May 7, 2029
Click to view [Revision History](#).



Policy Summary

The Texas A&M University System (system) abides by the applicable laws in providing for voluntary and mandatory retirement under several situations.

This policy addresses the situations under which retirement may or must be offered and taken through the system; specifically including mandatory retirement, disability retirement or retirement under the Teacher Retirement System (TRS) or the Optional Retirement Program (ORP), through a combination of age and years of service.

Policy

1. Employment with any member is predicated at all times upon each individual's mental and physical abilities to satisfactorily perform the functions of the position held. Retirement from employment with the system will occur:
 - (a) when an employee elects retirement under the provisions of the TRS or ORP;
 - (b) when an employee meets the conditions for disability retirement; or
 - (c) in accordance with mandatory retirement provisions set forth in state and federal law.

2. Disability Retirement

Disability retirement is available to a system employee under the following conditions:

- (a) the employee does not satisfy the age and service requirements for system retirement with benefits;
- (b) the employee applies for a disability retirement and submits the results of a medical examination; and
- (c) the TRS medical board or, in the case of an ORP member, the System Benefits Administration Office certifies, based upon reliable medical opinion and consistent with the requirements for retirement under TRS, that the employee is mentally or physically disabled and unable to perform the employee's duties and that the disability is probably permanent.

Related Statutes, Policies, or Requirements

[Tex. Gov't Code Title 8, Subtitle C \(chs. 821-825, 830\), *Teacher Retirement System of Texas*](#)

[The Age Discrimination in Employment Act of 1967](#)

[TRS Benefits Handbook](#)

Member Rule Requirements

A rule is not required to supplement this policy.

Contact Office

Benefits Administration
(979) 458-6330

Human Resources
(979) 458-6169

Agenda Item No.

PRAIRIE VIEW A&M UNIVERSITY

Office of the President

February 26, 2024

Members, Board of Regents
The Texas A&M University System

Subject: Approval of Academic Tenure, May 2024,
Prairie View A&M University

I recommend adoption of the following minute order:

“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 Prairie View A&M University as set forth in the exhibit, Tenure List No. 24-03.”

Respectfully submitted,

Tomikia P. LeGrande
President

Approval Recommended:

Approved for Legal Sufficiency:

John Sharp
Chancellor

Ray Bonilla
General Counsel

Billy Hamilton
Deputy Chancellor and
Chief Financial Officer

James R. Hallmark, Ph.D.
Vice Chancellor for Academic Affairs

**PRAIRIE VIEW A&M UNIVERSITY
BACKGROUND OF FACULTY
RECOMMENDED FOR ACADEMIC TENURE
TENURE LIST NO. 24-03**

ITEM
EXHIBIT

COLLEGE OF AGRICULTURE, FOOD, AND NATURAL RESOURCES

<u>Name</u>	<u>Present Rank Department</u>	<u>Yrs. Towards Tenure*</u>		<u>Effective Date Tenure</u>
		<u>Univ.</u>	<u>Other Inst.</u>	
Dr. Janet Antwi	Assistant Professor Agriculture, Nutrition and Human Ecology	5	1	Upon Approval by the Board
Ph.D. (2014)	Florida International University			
Fa 2016 – Sp 2019 Sp 2019 – Present	State University of New York at Oneonta Prairie View A&M University			Assistant Professor Assistant Professor

Dr. Janet Antwi’s research achievements comprise serving as a Principal Investigator (PI) or Co-PI on several federal grants (over \$5 million) from prestigious agencies such as the United States Department of Agriculture (USDA) and the National Institute of Health (NIH). These research efforts have led to significant findings in the areas of racial/ethnic disparities in obesity, diabetes, food and nutrition security, COVID-19, and the impact of nutrition interventions in addressing these issues by applying behavior theories. She has published 11 peer-reviewed articles and 14 peer-reviewed abstracts in high-impact journals mostly as the primary author, and made presentations at various conferences, seminars, and workshops. These collaborative works have resulted in the adoption of the Nutrition Care Process model in research in underprivileged resource-constrained communities, and the use of ethnically tailored nutrition and health campaign materials on a global platform. Dr. Antwi’s diverse training background, unique credentials, and experience as a Registered and Licensed Dietitian professional and Pharmacist extend her expertise in the nutrition and dietetics area. Her ability to teach via a variety of avenues has enabled her to deliver courses to undergraduate, postbaccalaureate, and graduate students in actively engaged classrooms and online, hybrid, and face-to-face formats using instructional innovations. In her teaching, she incorporates several individual and group, audio-visual, and applied experiential learning assessments to cater to the diverse backgrounds and different learning styles of students. This has earned her outstanding student evaluations and peer observation ratings over the years. Dr. Antwi has demonstrated strong leadership in service, which includes serving as faculty senator, program director, member of system, university, college, and departmental committees, accreditation committees, and advisory council. Her service to the profession includes Chair of the Nominating Committee of the Research Dietetics Practice Group and Executive Committee of the Academy of Nutrition and Dietetics. She has been a member of the Academy of Nutrition and Dietetics and the American Society for Nutrition for over 10 years and currently serves as a reviewer for their journals and international conferences. She was selected as a Carnegie African Diaspora Fellowship Program Fellow by the Institute of International Education Inc., Rutgers Center for Minority Serving Institutions Fellow, and Visiting Member of the Institute for Advancing Health Through Agriculture, Texas A&M University AgriLife Research.

To the best of our knowledge, Dr. Antwi’s file does not include any information we believe to be inconsistent with System Policy *12.01*, Section 4.3.

<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. Jennifer Julia Quinlan	Professor and Executive Director Integrated Food Security Research Center	0	17	Upon Approval by the Board
Ph.D. (1995)	North Carolina State University			
Fa 2006 – Su 2012 Fa 2012 – Su 2019 Fa 2019 – Fa 2023 Sp 2024 – Present	Drexel University Drexel University Drexel University Prairie View A&M University	Assistant Professor Associate Professor (Tenured 2012) Professor Professor		

Dr. Jennifer Quinlan’s research accomplishments include serving as PI or co-PI on several multi-million-dollar grants, including from agencies such as USDA and NIH representing collaborative work with colleagues from several other fields. These collaborations have led to the identification of unique findings regarding health disparities and enteric diseases, published in 32 peer-reviewed articles, two book chapters, and disseminated through numerous invited and peer-reviewed presentations. The findings have also led to the development of novel consumer education campaigns that have gained national and international attention and use. Her teaching experience ranges from large lecture-based courses to small interactive courses at both the graduate and undergraduate levels. In her teaching, she recognizes the different learning styles of students and works to incorporate visual, audio, and experiential learning opportunities which have contributed to excellent student evaluations of teaching over the years. Dr. Quinlan’s service to the profession includes two terms on USDA’s National Advisory Committee for Microbiological Criteria for Foods. She has been a member of the International Association for Food Protection for over 25 years and currently serves on two Editorial Boards. She was selected as a Drexel University Provost Fellow and also a Fulbright Scholar, having taught and conducted research at Corvinus University in Budapest, Hungary. Dr. Quinlan was a tenured professor at the Drexel University Department of Nutrition Sciences, College of Nursing and Health Professions prior to her move to Prairie View A&M University in Spring 2024.

To the best of our knowledge, Dr. Quinlan’s file does not include any information we believe to be inconsistent with System Policy 12.01, Section 4.3.

<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. Jenelle N. Robinson	Associate Professor Agriculture, Nutrition and Human Ecology	0	11	Upon Approval by the Board
Ph.D. (2012)	Mississippi State University			
Fa 2012 – Sp 2015 Sp 2015 – Fa 2023 Sp 2024 – Present	West Virginia State University Florida Agricultural and Mechanical University Prairie View A&M University	Assistant Professor Associate Professor (Tenured 2019) Associate Professor		

Dr. Janelle Robinson’s research accomplishments include a steady track record of publications; national and international conference presentations; securing over half a million in grant funding, and continued scholarly contributions to the academic field. During her teaching career, assessments have consistently highlighted excellence in teaching, evidenced by excellent ratings on both student and faculty evaluations, as well as positive student outcomes. Her teaching and research interests include developing and evaluating culturally relevant nutrition education pedagogy and programming, with an emphasis on addressing health disparities among African Americans. Her professional service encompasses active participation on numerous college and university committees, leadership roles in departmental and community initiatives, reviewer of refereed journal articles, service on competitive grant panels, and engagement within the wider community leading to measurable impact. Collectively, these accomplishments manifest in a professional profile that affirms Dr. Robinson’s commitment to the profession. She is a Certified Health Education Specialist (CHES) through the National Commission for Health Education and Credentialing. Dr. Robinson was a tenured Associate Professor at Florida Agricultural and Mechanical University prior to her move to Prairie View A&M University in Spring 2024.

To the best of our knowledge, Dr. Robinson’s file does not include any information we believe to be inconsistent with System Policy 12.01, Section 4.3.

SCHOOL OF ARCHITECTURE

<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. Rania Labib	Assistant Professor Architecture	6	0	Upon Approval by the Board
Ph.D. (2019)	Texas A&M University			
Fa 2018 – Present	Prairie View A&M University	Assistant Professor		

Dr. Rania Labib’s research portfolio encompasses teaching pedagogy and the fusion of artificial intelligence (AI) with building science, resulting in 16 peer-reviewed articles and significant research funding, including a \$100,000 National Science Foundation (NSF) grant and a Department of Energy (DOE) grant exceeding \$500,000. These achievements led to the establishment of the cutting-edge Artificial Intelligence for High-Performance Buildings Lab (AI+HPB). Dr. Labib seamlessly integrates groundbreaking research with dynamic teaching, fostering a culture of exploration and learning. She consistently enhances the curriculum by integrating AI-based building performance simulations and hands-on experiences within the lab, positioning PVAMU as a pioneering institution in architectural academia. Her dedication empowers students to excel in an increasingly AI-integrated architectural landscape, setting new standards for the department and inspiring innovation in architectural pedagogy. Dr. Labib also actively serves on various committees at her school and the university, further contributing to her exemplary service record. Additionally, she plays a crucial role as a reviewer for multiple NSF panels and actively participates in scientific committees at conferences. Dr. Labib's leadership as the president of the Houston Chapter of the International Building Performance Simulation Association (IBPSA) earned the chapter the 2021 IBPSA-USA Outstanding Chapter Award.

To the best of our knowledge, Dr. Labib's file does not include any information we believe to be inconsistent with System Policy 12.01, Section 4.3.

MARVIN D. AND JUNE SAMUEL BRAILSFORD COLLEGE OF ARTS AND 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. Harschica Fernando	Assistant Professor Chemistry	6	0	Upon Approval by the Board
Ph.D. (1998)	University of Illinois at Chicago			
Fa 2018 – Present	Prairie View A&M University	Assistant Professor		

Dr. Harshica Fernando's research accomplishments include serving as PI/co-PI and Co-I on six grants awarded by USDA, DHS, DOD, and DOEd agencies, and publishing 12 peer-reviewed articles over the past five years. In addition, the work carried out in her lab has led to five MS dissertations and numerous presentations. Out of the six grants she received, the USDA grant provided funding to set up a food toxicology analysis lab in the chemistry department at PVAMU. The DHS and DOEd grants led to training underrepresented students in research and establishing collaborative research with other universities and national labs. Her teaching experience ranges from conducting large lecture-based courses to small interactive lab courses catering to first-year undergraduate students to graduating MS students. In her teaching, she recognizes the different levels of student knowledge and learning styles and works to incorporate multiple learning methods so that students succeed in their courses. These include lecture-based experiments, homework assignments and visual and audio learning opportunities. Over the years, she has maintained high student evaluation scores and obtained recognition as a good teacher. Dr. Fernando's services to the profession include serving the department, college, university, and the nation. In the department, she advises, mentors, conducts degree audits, and participates in various committees for the department's success. As the department's graduate coordinator, she significantly increased student enrollment. Representing the department in the university-level Graduate Council, she has actively worked in two committees and volunteered as a judge in many poster sessions. At the national level, she is actively involved in the American Chemical Society SEED program by mentoring many high school students. She has also worked as a reviewer for several peer-reviewed journals, is a member of several societies, is on the editorial boards of several journals, and has served as a panel reviewer in NSF reviewing panels.

To the best of our knowledge, Dr. Fernando's file does not include any information we believe to be inconsistent with System Policy 12.01, Section 4.3.

<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. Gururaj M. Neelgund	Assistant Professor Chemistry	6	0	Upon Approval by the Board
Ph.D. (2003)	Karnatak University, India			

Fa 2018 – Present	Prairie View A&M University	Assistant Professor
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Dr. Gururaj Neelgund’s research accomplishments include serving as a PI and co-PI on several multi-million-dollar grants, from agencies such as the National Academies of Sciences (NAS), U.S. Environmental Protection Agent (EPA), and Department of Energy (DOE), representing collaborative work with colleagues from several other fields. These collaborations have led to the identification of unique findings regarding the advancement of cancer therapy and environmental benefits. These findings have also led to the development of novel therapeutic approaches for cancer treatment and water purification. Dr. Neelgund has published 55 peer-reviewed articles in high-quality journals that have high impact factors and international recognition. Three of his articles were published as cover page articles in the prestigious American Chemical Society (ACS) and Royal Society of Chemistry (RSC) journals. His research articles have received 1,940 citations, and his h-index and i10-index are 27 and 42, respectively. He is a recipient of the PVAMU Brailsford College of Arts and Sciences Dean’s Outstanding Research Award. Dr. Neelgund’s teaching experience ranges from large lecture-based courses to small interactive courses at both graduate and undergraduate levels. He recognizes the different learning styles of students and works to incorporate visual, audio, and experiential learning opportunities, which have contributed to excellent student evaluations over the years. Dr. Neelgund’s service to the profession comprises serving as the associate editor of the *American Journal of Engineering and Technology Research* and editorial board member of *Current Research in Materials Chemistry*, *Ecomaterials*, *Advances in Materials*, and *Journal of Chemistry and Interdisciplinary Research*. He is a review panel member of RSC Advances and a member of the Royal Society of Chemistry (MRSC), Sigma Xi, and the American Chemical Society (ACS). Dr. Neelgund is a member of the college curriculum and marketing and communication committees, and the chemistry department’s graduate program, assessment, grade appeal, and faculty search committees.

To the best of our knowledge, Dr. Neelgund’s file does not include any information we believe to be inconsistent with System Policy 12.01, Section 4.3.

<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. Yuki Shigemoto	Assistant Professor Psychology	6	0	Upon Approval by the Board
Ph.D. (2018)	Texas Tech University			
Fa 2018 – Present	Prairie View A&M University	Assistant Professor		

Dr. Yuki Shigemoto’s research accomplishments include publishing 16 refereed journal articles since working at Prairie View A&M University in 2018. There are currently four manuscripts in revise and resubmit (two involve graduate student authorships) and one manuscript under review. He also has presented six papers at professional conferences by attending the annual meeting of the American Psychological Association and American Public Health Association. His research interests have led to the collaboration with researchers from other R1 universities (Texas A&M University, University of Wisconsin-Madison, and Princeton University). Dr. Shigemoto has taught both undergraduate and graduate courses at PVAMU. He has also developed and taught a new undergraduate course on Community Psychology (PSYC3362) focusing on the issue of health disparities from an ecological perspective in Spring 2023. Reflecting his dedication and willingness to improve his ability to teach, the scores of the student opinion surveys have constantly been above 4.0 (out of 5.0). Dr. Shigemoto has served on more than 20 committees, including eight leadership positions, where he served as the chair for two faculty search committees, grade appeal committee, and admissions coordinator for the clinical

psychology doctoral program. He also served as a dissertation chair and dissertation co-chair for graduate students. In total, he has served on ten thesis/dissertation committees. Since Spring 2023, he also began to serve as a committee member for the Institutional Review Board (IRB). In addition, he is actively contributing to the professional society by serving as a journal reviewer, including in top journals in the field, such as the *American Journal of Preventive Medicine*, *Journal of Affective Disorders*, *European Journal of Psychotraumatology*, and *Scientific Reports*.

To the best of our knowledge, Dr. Shigemoto's file does not include any information we believe to be inconsistent with System Policy 12.01, Section 4.3.

COLLEGE OF BUSINESS

<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. Mohammed T. Hussein	Assistant Professor Accounting, Finance and Management Information Systems	6	0	Upon Approval by the Board
Ph.D. (2000)	Texas A&M University			
Fa 2000 – Fa 2003 Fa 2018 – Present	Prairie View A&M University Prairie View A&M University	Assistant Professor Assistant Professor		

Dr. Mohammed Hussein's accomplishments include publishing eight papers in peer-reviewed journals, four abstracts (peer-reviewed) in conference proceedings, and two non-peer-reviewed research papers in the Social Science Research Network (SSRN). Additionally, he received two summer mini-grants from the College of Business and has submitted one joint external grant proposal for \$750,000 (pending). For teaching, in his 10-year tenure in the College of Business at PVAMU, he has taught three undergraduate and two graduate level courses (in the Executive MBA and Doctor of Business Administration programs). Furthermore, he has consistently achieved favorable evaluations from his students as well as grade distributions consistent with the departmental norm due to incorporating best teaching practices. As a further testament to his quality of teaching, he received the *Dean's Excellence Awards in Teaching* in 2015 and 2016. For service, Dr. Hussein has served on committees at the departmental, college, and university levels as well as contributed to professional activities outside PVAMU. He has served as the Chair of the Instructional Committee since fall 2021. He has also served as a member of the Faculty Senate since fall 2016. He also served in administrative roles, including the Associate Department Head of Accounting, Finance, and Management Information Systems (MIS), the interim director of graduate programs in business, and the coordinator of the tutoring center in the College of Business. Finally, Dr. Hussein is very active in connecting students with industry and helping them secure internships and full-time positions with Corporate America.

To the best of our knowledge, Dr. Hussein's file does not include any information we believe to be inconsistent with System Policy 12.01, Section 4.3.

<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. Yuebing Liu	Assistant Professor Accounting, Finance and Management Information Systems	5	2	Upon Approval by the Board
Ph.D. (2014)	Georgia Institute of Technology			
Fa 2016 – Fa 2019 Fa 2019 – Present	University of Tampa Prairie View A&M University	Assistant Professor Assistant Professor		

Dr. Yuebing Liu’s research accomplishments include authoring eight peer-reviewed journal articles, including six papers in the Australian Business Deans Council (ABDC) ranked academic journals (the highest ranked journals in business) and two papers in two of the best accounting and finance practitioners’ journals. Among the six ABDC-listed journal publications, one holds an A* ranking, another one is ranked as A, and the remaining four are classified as B. She earned the 2021 and 2023 Summer Mini Research Grants, as well as the 2023 College of Business Dean's Excellence Award in Research. Dr. Liu has had the privilege of teaching four courses within the College of Business at both the undergraduate and graduate levels. Notably, she introduced two courses in Data Analytics for Accounting and taught them for the first time at PVAMU. She has delivered classes through in-person, online, and hybrid formats, with teaching evaluations averaging 4.6 out of 5.0 over the years, reflecting the effectiveness of her methods. Dr. Liu has served on various College of Business committees and additionally has taken on the role of Chair of the Intellectual and Professional Contributions Committee since Spring 2022. Furthermore, she has served the profession by reviewing conference and journal articles. Dr. Liu has also served on the editorial board of an esteemed accounting journal.

To the best of our knowledge, Dr. Liu’s file does not include any information we believe to be inconsistent with System Policy 12.01, Section 4.3.

<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. Lawrence J. Trautman	Associate Professor Accounting, Finance and Management Information Systems	5	2	Upon Approval by the Board
J.D. (2009)	Oklahoma City University School of Law			
Fa 2016 – Su 2018 Fa 2019 – Present	Western Carolina University Prairie View A&M University	Assistant Professor Associate Professor		

Dr. Lawrence Trautman’s research accomplishments include authoring over 30 law review articles since his arrival at PVAMU in 2019. By one measure of scholarly impact (as of January 1, 2024), his scholarship is ranked: 16th by the Social Sciences Research Network (SSRN)’s Top 3,000 Law Authors category, equal to the scholarly output of the 79th-ranked U.S. law school; ranked 45th worldwide among SSRN’s Top 12,000 Business

Authors (based on total new downloads within the past 12 months), equivalent to the scholarly output of the 91st-ranked U.S. business school at the same date. Dr. Trautman has served as the Special Assistant to the Dean for Research and Faculty Development in the PVAMU College of Business since 2023. As a result, the college was the only U.S. business school during 2023 to be awarded the Wharton/SSRN Innovation Award for Impact-Focused Research. His additional research prowess is demonstrated by the receipt of the Dean’s Excellence in Research Award (2020). Dr. Trautman also received the Dean’s Excellence in Teaching Award (2021-22). A recent Teaching Instructor report for Dr. Trautman reveals that he received from students an “all questions” overall average of 4.70, compared with a department average of 4.35, college average of 4.37, and university average of 4.30. He is known within his professional association, the Academy of Legal Studies in Business (ALSB), for innovative pedagogy and his mentoring of early-stage minority faculty. Dr. Trautman has served on several department- and college-level committees and taskforces, including the Faculty Senate. He is the founding faculty advisor of the Business Law Association (2019-present).

To the best of our knowledge, Dr. Trautman’s file does not include any information we believe to be inconsistent with System Policy 12.01, Section 4.3.

<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</u> <u>Inst.</u>	
Dr. Robert Zinko	Assistant Professor Management and Marketing	2	4	Upon Approval by the Board
Ph.D. Marketing (2018) J.D. (2018) Ph.D. Management (2007)	University of Notre Dame, Australia University of Newcastle, Australia Florida State University			
Fa 2018 – Sp 2022 Sp 2022 – Present	Texas A&M University-Central Texas Prairie View A&M University	Assistant Professor Assistant Professor		

Dr. Robert Zinko’s research accomplishments include more than 3,100 citations and published 38 peer-reviewed articles, three book chapters, and numerous conference proceedings. Although canceled due to COVID, he was invited to be a keynote speaker at the 8th International Conference on Multidisciplinary Research, New York. He was part of an \$89,800 grant that explored enhancing university retention and success for first-in-family, low socioeconomic status (SES) students through a flipped classroom learning model. Averaging student evaluations of 4.8, Dr. Zinko is always among the top performers in the college. Likewise, from 2018 to 2021 (i.e., the time he was at TAMU-CT, and was able to get the data), the withdrawal rate from his classes was just 2.08%, as opposed to the 5.01% that was the university average. As he holds Ph.D.s in both management and marketing, along with a Juris Doctorate, he is qualified to teach in three different areas (i.e., marketing, management, and business law). Every semester at PVAMU, he has taught a new prep or a prep he has not taught in many years for the department. Dr. Zinko not only took a group of students to Australia on a study tour, but also published an ABDC B-level paper with his MBA students. He was named the TAMU-CT College of Business “Scholar Educator of the Year” in 2018. Dr. Zinko has a long record of service in the area of domestic violence (including being inducted to the East Carolina University “Service Society” for performing more than 100 hours of service for a community agency). Likewise, he was the Chair of the Management department at the University of Newcastle, Australia (overseeing 14 full-time and 20 part-time

academics). Currently, he serves on a variety of committees at PVAMU (including the Faculty Senate). Finally, Dr. Zinko serves on the editorial board of the *Journal of Employment Counseling* (an ABDC A journal).

To the best of our knowledge, Dr. Zinko’s file does not include any information we believe to be inconsistent with System Policy 12.01, Section 4.3.

WHITLOWE R. GREENE 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. Selena D. Tate	Assistant Professor Educational Leadership and Counseling	7	0	Upon Approval by the Board
Ph.D. (2015)	University of Akron			
Su 2017 – Present	Prairie View A&M University	Assistant Professor		

Dr. Selena Tate is a qualitative researcher and explores issues that impede African Americans and other underrepresented populations. Her research investigates family violence, specifically youth-to-parent violence, intimate partner violence, and mental health well-being. She has authored two book chapters and a monograph and co-authored a journal article. She has received internal funding (\$39,400) and external funding (\$474,814, Co-PI) to further research and mentor graduate students. Dr. Tate’s teaching philosophy reflects her character and excitement about teaching. She believes teaching is collaborative, requiring participation from both instructor and student. To accommodate the learning needs of students, she utilizes various teaching methods and rigorous assignments to ensure student success. She aims to create an inviting, safe atmosphere that encourages respectful dialogue, critical thinking, problem-solving, and scholarly application. Her student evaluations demonstrate her dedication to excellent teaching, earning her a college-level Excellence in Teaching award. Dr. Tate’s service to the university and community is exemplary. She has served on numerous committees, is on the Graduate Council and Student Conduct Board, and is the Human Sciences graduate program coordinator. In addition, her active engagement in the community allows her to volunteer with an organization that serves domestic violence survivors and their families and food donations and meal preparations for the homeless population with Cypress Helping Hands.

To the best of our knowledge, Dr. Tate’s file does not include any information we believe to be inconsistent with System Policy 12.01, Section 4.3.

ROY G. PERRY COLLEGE OF ENGINEERING

<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. Xishuang Dong	Assistant Professor Electrical and Computer Engineering	6	0	Upon Approval by the Board

Ph.D. (2013)	Harbin Institute of Technology, China	
Fa 2018 – Present	Prairie View A&M University	Assistant Professor

Dr. Xishuang Dong possesses over 15 years of extensive research experience in Artificial Intelligence (AI). His research achievements include acting as PI or co-PI on grants exceeding \$3 million, obtained from agencies such as NSF, DOD, USDA, NASA, and influential industry entities like Intuit. These collaborations span various domains within AI, including natural language processing (NLP), Computer Vision (CV), and biomedical data analytics. The application of his work has contributed to advancements in agriculture, criminal justice and clinical decision-making. These research efforts have resulted in the publication of 31 peer-reviewed articles in esteemed journals and conferences such as the Institute of Electrical and Electronics Engineers (IEEE) Transactions and the BioMed Central (BMC) Bioinformatics, along with one book chapter. His published works have garnered over 1,200 citations according to Google Scholar, gaining recognition on both national and international scales. Additionally, Dr. Dong has delivered numerous invited and peer-reviewed presentations at ten international conferences and workshops. In his role as a research supervisor, Dr. Dong has mentored five Ph.D. students and three M.S. students, overseeing the graduation of two Ph.D. students and two M.S. students. He possesses teaching experience across undergraduate and graduate levels, with a focus on data science and AI education, including the development of three new undergraduate courses. Dr. Dong has secured six external funding supports as PI or co-PI, totaling over \$2 million in grant support from NSF and industry leaders such as NVIDIA and Intel. These funds have significantly enhanced the educational capabilities of PVAMU. His service extends to various levels within the profession, including departmental and university-wide committees such as thesis and dissertation defense and evaluation for the Electrical Engineering Ph.D. program. He also serves as a Faculty Senator of the College of Engineering. Furthermore, Dr. Dong has served as an Associate Editor of the *SN Computer Science Journal*.

To the best of our knowledge, Dr. Dong’s file does not include any information we believe to be inconsistent with System Policy 12.01, Section 4.3.

<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. Justin Foreman	Assistant Professor Electrical Engineering	7	0	Upon Approval by the Board
Ph.D. (2004)	North Carolina A&T State University			
Sp 2017 – Present	Prairie View A&M University	Assistant Professor		

Dr. Justin Foreman’s research accomplishments include serving as a Co-PI on three NSF grants, Co-PI on a Princeton grant, Co-PI on a PVAMU-Texas A&M grant, PI on an internal grant, and PI on a TEES award. He received a DOD Summer Faculty Research Fellowship in 2022. His research areas include blockchain for security, asset management and broadband, the use of AI/Machine Learning in novel cybersecurity intruder intention detection, and improving student learning in engineering/disruptive technologies. Dr. Foreman has authored/co-authored more than 12 publications, including four peer-reviewed journal articles. He seeks to align himself with research to facilitate student growth. He delivered an IBM Skills Academy Blockchain workshop to undergraduate/graduate students with the majority passing a test leading to certification. He is

mentoring the Louis Stokes Alliance for Minority Participation (LSAMP) students on a Blockchain-related project and was advisor to an M.S. student in Blockchain. All three successfully obtained blockchain-council.org’s Blockchain Expert certification. He uses active learning strategies related to his research in his classes and has received consistently high marks on student surveys. Dr. Foreman received the Outstanding Faculty Teaching Award in the College of Engineering in 2022. He is a sought-after advisor in his department and he actively advises students. His effectiveness in teaching and advising has played an important role in the retention and graduation of students. He has served on multiple committees including student research committees, a curriculum committee in Computer Engineering in which he contributed to upgrading the Computer Engineering program, and a department chair search committee. He has been the Digital Systems Ph.D. Preliminary Exam Chair for several years. Dr. Foreman also has advised multiple undergraduate student projects and is the faculty advisor of the PVAMU Robotics Club.

To the best of our knowledge, Dr. Foreman’s file does not include any information we believe to be inconsistent with System Policy 12.01, Section 4.3.

<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. Jaejong Park	Assistant Professor Mechanical Engineering	6	0	Upon Approval by the Board
Ph.D. (2018)	Ohio State University			
Fa 2018 – Present	Prairie View A&M University	Assistant Professor		

Dr. Jaejong Park’s professional background underscores his commitment to interdisciplinary research, effective teaching methodologies and active service within his profession. As Principal Investigator, Co-PI, and Co-I, he has secured several grants exceeding \$2 million from government funding agencies such as NSF and DOE, fostering collaborative research endeavors across disciplines and universities. Leading the Biomimetic Design and Optimization Lab, Dr. Park has mentored five master's theses and produced five journal papers and seven conference proceedings, illuminating his dedication to scholarly activity. His current focus on additive manufacturing methods bridges computational design and manufacturing, exemplifying his innovative approach to addressing contemporary engineering product development challenges. In teaching, his initiatives include pioneering virtual reality modules for manufacturing methods through an NSF grant and implementing active learning techniques in machine design courses to elevate student engagement and retention. Dr. Park's service contributions are evident in his organization of the American Society for Engineering Education (ASEE) conference sessions, leadership roles in departmental committees, and mentorship of student organizations such as Pi Tau Sigma and VROOM. His multifaceted contributions reflect a holistic approach to academia and exemplify his potential for continued excellence at PVAMU.

To the best of our knowledge, Dr. Park’s file does not include any information we believe to be inconsistent with System Policy 12.01, Section 4.3.

Name	Present Rank Department	Yrs. Towards Tenure*		Effective Date Tenure
		Univ.	Other Inst.	
Dr. Nabila Shamim	Assistant Professor Chemical Engineering	6	0	Upon Approval by the Board
Ph.D. (2007)	National University of Singapore			
Fa 2018 – Present	Prairie View A&M University	Assistant Professor		

Dr. Nabila Shamim has achieved significant research successes by serving as the PI or Co-PI on multiple grants. She received over \$800,000 in funding as a PI and secured upwards of \$1 million in grants as a Co-PI from prestigious agencies such as the Department of Defense (DOD), National Science Foundation (NSF), and Department of Education (DOEd). Her research focuses on nonequilibrium phase transitions in glass-forming materials and polymer rheology. Dr. Shamim's collaborative efforts with colleagues from various disciplines have contributed to discovering distinctive insights into the relationship between the structure and properties of materials using calorimetry, fabrication, and characterization of nanomaterials. Her research findings have been published in 18 peer-reviewed articles and shared through various invited and peer-reviewed presentations. The findings have also created STEM education campaigns utilizing multiple activities and methods, such as Energy Day Houston and STEM Day at UH. She has extensive experience with teaching large lecture courses and small interactive classes at graduate and undergraduate levels. She acknowledges the diverse learning styles of her students and endeavors to integrate visual, project-based, and hands-on learning experiences into her instruction. As a result, she has consistently received outstanding student ratings for her teaching throughout the years. Dr. Shamim contributed to her profession by serving as Associate Chair of the Department of Chemical Engineering for one term. During that time, she collaborated with Houston Community College (HCC) Engineering to develop a pipeline for the 2+2 curriculum. She has been a member of the American Institution of Chemical Engineers (AIChE) for over 15 years and previously served on the executive board of the local South Texas Section (STS)-AIChE section. She received the 2022 Distinguished Early Researcher Award from PVAMU and the 2024 Outstanding Teaching Award from the Roy G. Perry College of Engineering.

To the best of our knowledge, Dr. Shamim's file does not include any information we believe to be inconsistent with System Policy 12.01, Section 4.3.

Name	Present Rank Department	Yrs. Towards Tenure*		Effective Date Tenure
		Univ.	Other Inst.	
Dr. Yonghui Wang	Assistant Professor Computer Science	6	0	Upon Approval by the Board
Ph.D. (2003)	Mississippi State University			
Fa 2004 – Su 2010 Fa 2010 – Su 2018 Fa 2018 – Present	Prairie View A&M University Prairie View A&M University Prairie View A&M University	Assistant Professor Associate Professor (Tenured 2010) Assistant Professor		

Dr. Yonghui Wang has been involved in many sponsored projects working both as a PI and Co-PI, including from agencies such as NSF, DOE, Shell, and Princeton, generating a total of over \$3 million since 2018. In addition, he has published many journal articles reporting findings in areas varying from machine learning, neural network, image processing, computer vision and big data in agriculture, and engineering education. He has been actively engaged in publishing and presenting peer-reviewed conference papers (amounting to 13 publications) since 2018. Dr. Wang has taught a variety of Computer Science courses (Data Structure, Discrete Structures, Computer Organization, Analysis of Algorithm, Embedded Systems, and Advanced Computer Architecture) ranging from the undergraduate to the graduate level. He has obtained external educational grants as PI or co-PI from federal agencies such as NSF and DOEd. He has revamped existing courses and developed new courses, such as Embedded Systems and Computer Vision. With the support of his grants, he has introduced new teaching methods and supervised several Master’s thesis/projects and doctoral dissertations. In his service to the profession, Dr. Wang has served both in the capacity of a member and/or a chairperson of several college and departmental committees. He has been involved in undergraduate students’ advising and graduates’ auditing. He is the faculty advisor of the Association for Computing Machinery (ACM) student chapter. Dr. Wang actively provides services, such as paper reviewing and editing, to professional organizations, including IEEE, ACM, American Society for Engineering Education (ASEE), etc.

To the best of our knowledge, Dr. Wang’s file does not include any information we believe to be inconsistent with System Policy 12.01, Section 4.3.

COLLEGE OF JUVENILE JUSTICE

<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. Robin D. Jackson	Assistant Professor Justice Studies	9	0	Upon Approval by the Board
Ph.D. (2014)	Sam Houston State University			
Su 2015 – Present	Prairie View &M University	Assistant Professor		

Dr. Robin Jackson’s research accomplishments include serving as PI or co-PI on internal and external grants (from agencies such as the THECB) totaling more than \$70,000. These grants have led to multiple collaborative and interdisciplinary research projects and presentations. She has been the first or second author of several peer-reviewed juvenile and criminal justice publications, book chapters, and academic presentations given at national criminal justice conferences. Furthermore, Dr. Jackson’s teaching experience includes lecture-based, online, and interactive student-centered courses at the graduate and undergraduate levels. She incorporates a variety of experiential learning opportunities as well as innovative visual, audio, and technological strategies to ensure students from a variety of backgrounds and learning styles are actively engaged in the course. These teaching strategies and techniques have contributed to excellent student evaluations and have earned her multiple Faculty of the Year Awards for Excellence in Teaching at the college level. Dr. Jackson’s service to the juvenile and criminal justice profession includes having previously served as an Executive Counselor and currently serving as the Vice Chair of the Juvenile Justice and Delinquency Section of the Academy of Criminal Justice Sciences. Also, she currently serves on the Editorial Board of an academic journal and has been an invited reviewer for several peer-reviewed journals. Dr. Jackson currently serves on multiple university, college, and department-level committees, and as the faculty advisor to the PVAMU Criminal Justice Club.

To the best of our knowledge, Dr. Jackson’s file does not include any information we believe to be inconsistent with System Policy 12.01, Section 4.3.

<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. Kareem L. Jordan	Professor Justice Studies	0	19	Upon Approval by the Board and Faculty Arrival
Ph.D. (2005)	Indiana University of Pennsylvania			
Fa 2005 – Su 2011 Fa 2011 – Su 2013 Fa 2013 – Su 2014 Fa 2014 – Su 2017 Fa 2017 – Sp 2024 Su 2024	University of North Florida University of Central Florida University of Central Florida University of Massachusetts - Lowell American University Prairie View A&M University	Assistant Professor (Tenured 2011) Assistant Professor Associate Professor (Tenured 2013) Associate Professor (Tenured 2014) Associate Professor (Tenured 2017) Professor		

Dr. Kareem Jordan’s research accomplishments include authoring 25 peer-reviewed journal articles (15 solo-authored or first-authored), two scholarly books with academic presses, one book chapter, and over 40 scholarly presentations at academic conferences. According to Google Scholar, his research has been cited over 750 times, demonstrating the value of his work in the criminological field. He regularly collaborates not only with scholars from around the country but also with multiple local, state and federal agencies, including the Florida Department of Juvenile Justice, Federal Probation & Parole, the Pennsylvania Commission on Sentencing, and others. The findings from his work have led to changes in juvenile justice programs in several states, including Florida and Massachusetts. His teaching experience includes large courses at the undergraduate level and smaller size courses at the master’s and doctoral levels. He has also taught honors courses, independent studies, and special topics classes. In his courses, Dr. Jordan emphasizes critical thinking skills, applying academic material to real-world scenarios, and assessing students using objective and essay-based evaluations. During his almost 20 years of teaching across multiple institutions, his student evaluation scores and peer evaluations have been stellar. Dr. Jordan’s service to the profession has been exemplary. He served as editor of a scholarly journal (*Race and Justice: An International Journal*) for four years, and he has been appointed to the editorial board for six other journals in the criminology/criminal justice field. He also regularly serves as an external reviewer for institutions that are looking to promote and tenure faculty members, including the University of Louisville, New Mexico State University, Tarleton State University, and others. He has also served multiple times as a panelist for the NSF, reviewing proposals submitted for grant solicitations. Dr. Jordan has also served in administrative positions at multiple institutions, including Master’s Program Director, Doctoral Program Director, and Director of Diversity and Inclusion. Before his move to Prairie View A&M University, Dr. Jordan was a tenured faculty member in the Department of Justice, Law and Criminology at American University in Washington, DC.

To the best of our knowledge, Dr. Jordan’s file does not include any information we believe to be inconsistent with System Policy 12.01, Section 4.3.

<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. David A. Rembert	Assistant Professor Justice Studies	7	0	Upon Approval by the Board
Ph.D. (2013)	Sam Houston State University			
Sp 2014 – Fa 2016 Sp 2017 – Present	Jackson State University Prairie View A&M University	Assistant Professor Assistant Professor		

Dr. David Rembert’s research accomplishments include collaborative work in institutional corrections, the efficacy of risk assessments, mental illness, and police violence. His collaborative research efforts have shed light on the legal ramifications of excessive force by correctional officers, the dynamics of assaults within juvenile detention centers, the fairness and impartiality of risk assessments across different racial or ethnic backgrounds, and the impact of psychopathy on adolescent gang membership. These contributions, documented in ten scholarly articles, a practical guide, seven encyclopedia entries, and other outlets, underscore his dedication to advancing knowledge in these areas. Integrating his research into his pedagogical approach, Dr. Rembert’s teaching philosophy, which draws from progressive education principles, prioritizes student-centered learning, critical thinking, experiential learning, and a departure from conventional authoritative teaching methods. He aims to develop students who excel in problem-solving, analytical reasoning, and collaborative work. Dr. Rembert employs a range of teaching strategies to accommodate the diverse learning styles, cultural backgrounds, and linguistic needs of his student body. These include lectures, discussions, visual aids, hands-on activities, peer tutoring, and multiple assessment methods to enhance students’ critical thinking and communication skills while expanding their educational opportunities. Beyond his scholarly and educational contributions, Dr. Rembert has significantly impacted the academic and justice communities. Notably, he has served as Co-Editor of the *Journal of Criminal Justice and Law Review* since 2019 and has been an active manuscript reviewer for various scholarly journals. His leadership extends to roles within the Texas Association of Criminal Justice Educators, PVAMU Faculty Senate, American Association of University Professors, and the Texas A&M University System Assembly of Faculty Senates. Furthermore, Dr. Rembert is committed to addressing racial and ethnic disparities and violence in Harris County, Texas, through community service and fostering interdisciplinary collaborations aimed at tackling issues related to crime and incarceration. His work advances academic discourse and contributes to meaningful societal change.

To the best of our knowledge, Dr. Rembert’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.

Agenda Item No.

AGENDA ITEM BRIEFING

Submitted by: Tomikia P. LeGrande, President
Prairie View A&M University

Subject: Approval of a New Master of Science in Data Science and Engineering Degree Program and Authorization to Request Approval from the Texas Higher Education Coordinating Board

Proposed Board Action:

Approve the establishment of a new degree program at Prairie View A&M University leading to the Master of Science in Data Science and Engineering, authorize the submission of this degree program to the Texas Higher Education Coordinating Board (THECB) and certify that all applicable THECB criteria have been met.

Background Information:

Artificial Intelligence (AI) and machine learning-enabled data analytics will transform our lives in the future. It is well recognized that all students in Science and Engineering should have competence in data science and engineering, and there is an urgent need to increase the number of scientists and engineers in data science and data engineering-related fields, especially from vulnerable and underserved populations. Prairie View A&M University (PVAMU) is well positioned to address this need by offering a new Master of Science (M.S.) in Data Science and Engineering degree program leveraging our existing research and education capacity in AI and data science. The proposed program will enable PVAMU, as one of the Historically Black Colleges and Universities (HBCUs), to increase the talent pool and train future workforce in data science and data engineering-related fields for the nation.

A&M System Funding or Other Financial Implications:

This program will not seek any new faculty or additional resources during its first five years.

Strategic Plan Imperative(s) this Item Advances:

The proposed program aligns with The Texas A&M University System (system) strategic plan. Specifically, the multidisciplinary nature of the proposed program will attract students from a variety of academic backgrounds and create a pathway for them to succeed in pursuing their ambitions and interests (Imperative 1). Recognizing the future data-centric economy, the proposed program will contribute to Imperative 3 by providing students competence in data science and engineering to compete in a global economy. Furthermore, the graduates from the proposed program will provide a pool of students to pursue doctoral degrees, which will promote research in the emerging areas of AI and data science and help us build a robust and targeted research portfolio (Imperative 4). In addition, the proposed program will help meet the state's critical need for graduate degrees granted in data science and engineering and contribute to the strength of the state's economy (Imperative 5). Finally, it will better position us to address national and global challenges using the emerging powerful tools of AI and data science (Imperative 7), as well as support the growth in our graduate programs (Imperative 8).

Agenda Item No.

PRAIRIE VIEW A&M UNIVERSITY

Office of the President

February 16, 2024

Members, Board of Regents
The Texas A&M University System

Subject: Approval of a New Master of Science in Data Science and Engineering Degree Program and Authorization to Request Approval from the Texas Higher Education Coordinating Board

I recommend adoption of the following minute order:

“The Board of Regents of The Texas A&M University System approves the establishment of a new degree program at Prairie View A&M University leading to a Master of Science in Data Science and Engineering.

The Board also authorizes submission of Prairie View 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.”

Respectfully submitted,

Tomikia P. LeGrande
President

Approval Recommended:

Approved for Legal Sufficiency:

John Sharp
Chancellor

Ray Bonilla
General Counsel

Billy Hamilton
Deputy Chancellor and
Chief Financial Officer

James R. Hallmark, Ph.D.
Vice Chancellor for Academic Affairs

Prairie View A&M University

Master of Science
Data Science and Engineering
(CIP 30.7001.00)

Program Review Outline

BACKGROUND & PROGRAM DESCRIPTION

Administrative Unit: Roy G. Perry College of Engineering

The convergence of increased computing power, big data analytics, and breakthroughs in artificial intelligence (AI) is transforming our lives. Multiple surveys and frequent feedback from alumni and industry partners show the high demand in the U.S. job market for data scientists and data engineers. It is well recognized that all science and engineering students should have some core competence in data science to be successful in the future data-centric economy, and skills in analyzing and interpreting data will provide access to new career opportunities. For example, the employment-information website Glassdoor ranked “data scientist” as the second-best job for 2021 based on openings, compensation, and job satisfaction. Even for those who do not pursue data science as a career, many working adults - nurses, salespeople, journalists - need data skills.

The proposed 30 semester credit hour (SCH) Master of Science (M.S.) in Data Science and Engineering (DSE) at Prairie View A&M University (PVAMU) will allow the university to train students to gain much-needed competence in this promising area and provide up-to-date knowledge to satisfy the workforce needs of the nation. The program will complement and enhance the existing five-year B.S. to M.S. programs in General Engineering, Electrical Engineering, Computer Science, and Computer Information Systems, as well as the Ph.D. in Electrical Engineering. The proposed program is a strong response to the vision that all science and engineering students should have some core competence in data science to be successful, and to meet the high demand in the U.S. job market for data scientists and data engineers.

There is an urgent need to increase the number of scientists and engineers in data science and data engineering-related fields, especially from vulnerable and underserved populations. The proposed M.S. in DSE will enable PVAMU, as one of the Historically Black Colleges and Universities (HBCUs), to address this issue, increase the talent pool and train the future workforce in data science and data engineering-related fields. Adding to our portfolio of graduate programs will better serve students with state-of-the-art knowledge and enable our faculty to expand their research and support the recently earned R2 status of the institution. By training students in this exciting new field where African Americans are significantly underrepresented, we will fulfill our institutional mission to serve limited resourced and underserved communities and train a highly qualified workforce for the nation’s future.

The proposed program will leverage the Texas Higher Education Coordinating Board’s (THECB) approved Graduate Certificate in Deep Learning for Artificial Intelligence Certificate at PVAMU and the required resources in the Electrical and Computer Engineering and the Computer Science departments in the College of Engineering. The program will also be augmented by the

establishment of a big data research center known as the Center of Excellence in Research and Education for big military Data InTelligence (CREDIT) Center and the associated Deep Learning Lab and Cloud Computing Lab.

The proposed degree program is designed to be a flexible degree that can meet the advanced educational goals of a wide range of students at PVAMU. The main objectives of the proposed graduate program are to:

- Create a pool of students with demonstrated knowledge of the theoretical foundation and experimental methods used for data science and data engineering;
- Build skilled workforces in data science and data engineering;
- Generate successful students with strong communication, leadership, presentation, technical and scientific writing, and critical thinking skills; and
- Advance research in-depth to address critical issues of data science and data engineering using robust technologies and tools in artificial intelligence and machine learning.

The proposed program is a course-based program that requires a total of 10 courses (30 SCH). The program is designed to have 15 SCH required courses, 6 SCH prescribed technical elective courses, and 9 SCH free elective courses.

The proposed implementation date is fall 2025.

PVAMU certifies that the proposed new degree program meets the criteria under the 19 Texas Administrative Code, Section 2.117 regarding need, quality, financial and faculty resources, standards, and costs.

I. NEED

A. Employment Opportunities

The fast growth in data science-related fields has been projected in data from the U.S. Bureau of Statistics for data scientists; the projected percent change in employment of data scientists from 2021 to 2031 is 36% (much faster than average). The average growth rate for all occupations is 5%. The projected numeric change in employment of data scientists from 2021 to 2031 is 40,500 new jobs. The median pay of data scientists in 2021 is \$100,910. Texas is third in the U.S. with the highest employment level of data scientists, just behind California and New York.

B. Projected Enrollment

Table 1 shows the estimated cumulative headcount and full-time student equivalent (FTSE) enrollment for the first five years of the proposed program. The presented enrollment projections are based on demonstrable student demand. The growth rate is estimated based on the growth rate in data science programs within 50 miles of PVAMU. Based on state market data for Texas, from 2017 to 2021, all but two benchmarked institutions reported an increase in master's degree conferrals in data science-related fields, resulting in an overall annualized increase of 4.4%. This growth suggests rising student demand for such programs within the 300-mile radius of PVAMU. Specifically, the two programs at Rice

University and the University of Houston that are nearest (within 50 miles) to PVAMU, grew 35.5% and 13%, respectively. This indicates that there exists a strong demand for data science-related fields in the geographical area that PVAMU serves. Furthermore, these projections account for student attrition, graduation rates, and part-time students. Attrition calculations are based on the average rates of related supporting graduate programs at the institution.

Table 1. MS Data Science and Engineering Enrollment Projections Over Five Years

	Year 1	Year 2	Year 3	Year 4	Year 5
Total New Students	12	14	16	18	21
Attrition	0	1	2	2	2
Graduated	0	10	12	14	16
Cumulative Headcount	12	25	29	33	38
FTSE					
Graduates		10	12	14	16

C. Existing State Programs

There are nine similar programs in Texas. However, there is an urgent need to increase the number of scientists and engineers in data science and data engineering-related fields especially from vulnerable and underserved populations. The proposed program will enable PVAMU as an HBCU to address this issue, increase the talent pool and train the future workforce in the data science and data engineering-related field. The proposed program will be the only one offered by an HBCU in the state.

II. QUALITY & RESOURCES

A. Faculty

The proposed program will be supported by existing faculty in the College of Engineering with three core faculty and two support faculty. Each core faculty member has educational and professional experiences that contribute to the knowledge of the subject matter and the required competency in the proposed degree program. All faculty members have terminal degrees from institutions that are accredited by agencies recognized by the THECB, or from equivalent institutions that are located outside the U.S. As this program is multidisciplinary in nature, faculty across various departments will contribute by teaching elective courses and offering design projects. The director and a faculty advisor will be appointed from the full-time faculty.

B. Program Administration

Administrative costs for the program are embedded in the existing faculty costs and current departmental structure; therefore, no additional funding is requested.

C. Other Personnel

Execution of the program does not require hiring of additional personnel.

D. Supplies, Materials

No additional supplies and materials are required to support the MS in DSE program.

E. Library

Adequate library resources are in place, and as a result, no additional funding is requested.

F. Equipment, Facilities

New equipment or facilities are not required to implement the program.

G. Accreditation

No special accreditation is required.

III. NEW 5-YEAR COSTS & FUNDING SOURCES

NEW FIVE-YEAR COSTS		SOURCES OF FUNDING	
Faculty	\$0.00	Formula Income	\$1,166,477
Program Administration		Statutory Tuition	\$123,300
Graduate Assistants		Reallocation	
Supplies & Materials	\$	Designated Tuition	\$483,903
Library & IT Resources		Other Funding:	
Equipment, Facilities		Student Fees	\$238,129
Student Support (Scholarships)	\$	Board Authorized Tuition	\$80,280
Other			
Estimated 5-Year Costs	\$0	Estimated 5-Year Revenues	\$2,092,089

Agenda Item No.

TARLETON STATE UNIVERSITY

Office of the President

February 19, 2024

Members, Board of Regents
The Texas A&M University System

Subject: Approval of Academic Tenure, May, 2024,
Tarleton State University

I recommend adoption of the following minute order:

“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 Tarleton State University as set forth in the exhibit, Tenure List No. 24-03.”

Respectfully submitted,

Dr. James Hurley
President

Approval Recommended:

Approved for Legal Sufficiency:

John Sharp
Chancellor

Ray Bonilla
General Counsel

Billy Hamilton
Deputy Chancellor and
Chief Financial Officer

James R. Hallmark, Ph.D.
Vice Chancellor for Academic Affairs

**TARLETON STATE UNIVERSITY
BACKGROUND OF FACULTY
RECOMMENDED FOR ACADEMIC TENURE
TENURE LIST NO. 24-03**

ITEM
EXHIBIT

COLLEGE OF AGRICULTURE AND NATURAL RESOURCES

<u>Name</u>	<u>Present Rank Department</u>	<u>Yrs. Towards Tenure*</u>		<u>Effective Date Tenure</u>
		<u>Univ.</u>	<u>Other Inst.</u>	
Dr. Hemanta Kafley	Assistant Professor Wildlife and Natural Resources	6	0	Upon Approval by the Board
Ph.D. (2016)	University of Missouri			
Spr 2015- Fa 2016 Fa 2016- Spr 2018 Spr 2018 –Present	University of Missouri Tarleton State University Tarleton State University	Research Assistant, Teaching Assistant Visiting Assistant Professor Assistant Professor		

Dr. Kafley is in the Department of Wildlife and Natural Resources, primarily teaching in the area of ecology. This includes undergraduate courses in Ecology for Natural Resource Managers and Spatial Ecology, and a graduate course in Natural Resource Ecology. He receives positive evaluations from students and consistently strives to adjust course material to improve in teaching effectiveness. He has served on 10 graduate student committees and has served as chair for five of them. In addition, he has mentored nine undergraduate researchers.

Dr. Kafley’s research interests are both local and international and focused primarily on carnivore ecology and habitat. He has submitted over \$2 million in grant proposals and has been funded as the principal investigator on approximately \$400,000. He has published five peer-reviewed journal articles and multiple poster/oral presentations. Dr. Kafley is active in service to both the university and profession. He is currently the departmental representative on the Faculty Senate.

Dr. Kafley has behaved in a professional manner across his career and has not engaged in behavior that may lead to dismissal for cause as specified in System Policy *12.01*, Section 4.3

<u>Name</u>	<u>Present Rank Department</u>	<u>Yrs. Towards Tenure*</u>		<u>Effective Date Tenure</u>
		<u>Univ.</u>	<u>Other Inst.</u>	
Dr. Darrel Murray	Assistant Professor Wildlife and Natural Resources	6	0	Upon Approval by the Board
Ph.D. (2013)	Baylor University			

Fa 2014-Fa 2017 Fa 2017-Spr 2018 Spr 2018-Present	Tarleton State University Tarleton State University Tarleton State University	Adjunct Professor Visiting Assistant Professor Assistant Professor
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Dr. Murray teaches in the field of plant ecology in the Department of Wildlife and Natural Resources, including courses in wildland plant identification and fire ecology. He is dedicated to teaching, as evidenced by his outstanding student evaluations. In addition to teaching courses, he has led several study abroad trips for the department. He has also served on 15 Masters committees. Dr. Murray’s research interests are primarily in the field of plant ecology. He has been awarded over \$1.4 million in external grants as the principal investigator, or co-principal investigator. Since joining the faculty at Tarleton, he has published five articles in peer-reviewed scientific journals and two in conference proceedings. He currently has two manuscripts in review. He has been an author of several poster presentations. Dr. Murray is active in service to the department, college, and university. He also maintains professional memberships and is a strong team player.

Dr. Murray has behaved in a professional manner across his career and has not engaged in behavior that may lead to dismissal for cause as specified in System Policy *12.01*, Section 4.3

COLLEGE OF BUSINESS

<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. Rui Chen	Assistant Professor Marketing and Computer Information Systems	6	0	Upon Approval by the Board
Ph.D. (2018)	University of Georgia			
Fa 2015-Su 2016 Spr 2017-Fa 2018 Fa 2018-Present	University of Georgia University of Georgia Tarleton State University	Teaching Assistant Doctoral Student Instructor Assistant Professor		

Dr. Rui Chen is in the Department of Marketing and Computer Information Systems. At the undergraduate level, she teaches courses in marketing, consumer behavior, and marketing research. At the graduate level, she teaches marketing strategy and advanced consumer behavior. She has received exemplary student evaluations across various teaching modes. Student feedback and peer and department head evaluations consistently support those students who benefit from her industry experience and engaging teaching style.

Dr. Chen’s research is largely consumer-centric with a particular interest in understanding how consumer motivations and organizations’ marketing strategies influence consumer judgment and decision-making. During the period of review, she has authored five peer-reviewed journal articles and a dozen conference proceedings, many of which appear in top-tier academic conferences. She has received multiple internal grants to further her research and development as a faculty member. Her service is exemplary, including membership on the institutional review board, dean and department head search committees, and as a faculty advisor for a student organization. She has served as a reviewer for peer-reviewed journals and top-tier

conference papers. Dr. Chen received the College of Business Outstanding Junior Faculty Award in 2021-2022.

Dr. Rui Chen has behaved in a professional manner across her career and has not engaged in behavior 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. Derek Lehman	Assistant Professor/Division Director Sociology	6	0	Upon Approval by the Board
Ph.D. (2018)	Southern Illinois University			
Fa 2018-Present	Tarleton State University	Assistant Professor		

Dr. Derek Lehman teaches undergraduate courses in the Division of Sociology in the College of Education, including introductory courses, sociology of the family, sociological theory, and methods. He is an engaged teacher as evidenced by his student evaluations, which have averaged 4.79/5.00 over the past three years. For students in the senior capstone, he offers individualized internships that align directly with students' interests and future career goals. In the area of research, Dr. Lehman's area of expertise is religion and political identification. He has published four articles, one co-authored book chapter, and one published book review during his probationary period. In 2020-2021, Dr. Lehman was awarded the Outstanding Junior Faculty Award in the College of Liberal and Fine Arts. His service is exemplary: he has served on committees at all levels, including high-impact committees such as the General Education and Academic Assessment Committee (GEAAC) and on Faculty Senate. Professionally, he serves as an academic peer reviewer for several field-related journals as well as on the scholarship committee for the Midwestern Sociological Society.

Dr. Lehman has behaved in a professional manner across his career and has not engaged in behavior that may lead to dismissal for cause as specified in System Policy *12.01*, Section 4.3.

COLLEGE OF ENGINEERING

<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. Sotirios Diamantas	Assistant Professor Computer Science and Electrical Engineering	6	0	Upon Approval by the Board
Ph.D. (2010)	University of Southampton			

Fa 2010-Spr 2012 Fa 2012-Fa 2013 Fa 2014-Spr 2015 Spr 2017-Fa 2018 Fa 2018-Present	Pusan National University University of Nevada, Omaha Femto-St Institute, France University of Nevada, Reno Tarleton State University	Postdoctoral Research Fellow Postdoctoral Research Fellow Research Fellow Postdoctoral Research Fellow Assistant Professor
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Dr. Diamantas teaches undergraduate and graduate courses in the Department of Computer Science and Electrical Engineering. He created and teaches courses on artificial intelligence, advanced algorithms, deep neural networks, and robot vision. He receives exemplary student evaluations with a total weighted average of 4.37 out of 5.00, substantially higher than program and college averages. He chaired three thesis committees and is engaged in undergraduate and graduate research. Dr. Diamantas's research is in the areas of machine learning, computer vision and robotic navigation. During his probationary period, he published six papers in peer-reviewed international conferences, three of which were co-authored with students he mentored. His teaching and scholarly activities were recognized at the college level through the Outstanding Junior Faculty Award (2021-2022) and the Faculty Excellence in Scholarship Award (2022-2023). Dr. Diamantas' service is exemplary; he is active in numerous department and college-level committees, including search committees and he has been active in developing curriculum for the department. For professional service, he served as session chair for four sessions in two different conferences and he is a reviewer for three professional journals.

Dr. Diamantas has behaved in a professional manner across his career and has not engaged in behavior that may lead to dismissal for cause as specified in System Policy *12.01*, Section 4.3.

<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. Fei Wang	Assistant Professor Computer Science and Electrical Engineering	5	1	Upon Approval by the Board
Ph.D. (2015)	University of Kansas			
Spr 2010-Fa 2015 Spr 2014-Fa 2015 Spr 2016-Fa 2018 Spr 2017-Su 2017 Spr 2019-Present	Southeast University University of Kansas RTE Technologies, Inc. University of Kansas Tarleton State University	Lecturer & Associate Professor Graduate Research Assistant Senior Geotechnical Engineer Adjunct Professor Assistant Professor		

Dr. Wang is a member of the Department of Mechanical, Environmental & Civil Engineering where he teaches undergraduate courses in civil engineering, including soil mechanics, foundation engineering, transportation engineering, and highway planning and design. Students appreciate his use of real-world examples and he consistently receives exemplary teaching evaluations. Dr. Wang guides at least one capstone team each year in their capstone design projects. Dr. Wang's research is focused on modeling and analyzing sustainable buried infrastructure. Since joining Tarleton, he has authored 12 peer-reviewed journal articles and presented 4 peer-reviewed conference papers. Dr. Wang has been awarded three collaborative external grants (two TxDOT, one NSF) amounting to \$728,621. Additionally, he secured internal grants including funds to hire a post-doc and for the purchase of equipment. He actively contributes to the academic community by serving as an associate editor for a journal, participating as a Transportation Research Board committee member, and serving as a

reviewer for 13 journals. Dr. Wang exemplifies outstanding service, serving on multiple department and college committees and advisor to the American Society of Civil Engineers student chapter.

Dr. Wang has behaved in a professional manner across her career and has not engaged in behavior that may lead to dismissal for cause as specified in System Policy 12.01, Section 4.3

COLLEGE OF HEALTH 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. Dawn James	Associate Professor School of Health and Clinical Professions-Health and Rehabilitation Sciences	1	5	Upon Approval by the Board
Ph.D. (2019)	University of Oklahoma			
Fa 2014-Fa 2018 Fa 2018-Spr 2020 Fa 2020-Su 2023 Su 2022-Su 2023 Su 2023– Present	West Coast University West Coast University Arkansas College of Health Education Arkansas College of Health Education Tarleton State University	Assistant Professor Associate Professor Associate Professor Assistant Dean of Academics Program Director		

Dr. James is the Program Director in the Doctor of Physical Therapy program and teaches courses in physical therapy education, focusing on pediatrics and clinical education. Her student and peer evaluations are positive, noting her commitment to student development. Learners note that her rigor is paired with support, encouragement, and motivation. Dr. James has engaged in numerous professional development programs and workshops and has been active in curriculum design, assessment and evaluation, and development. Dr. James’ scholarly agenda integrates original research, pedagogical enhancement, and leadership in physical therapy education, ultimately aiming to advance knowledge and practice in the field. In the time under review, Dr. James published four peer-reviewed articles and two book chapters. She also has 20 presentations or workshops delivered at a variety of discipline-specific conferences and has received over \$40,000 in grant funding to help support her scholarly efforts. Dr. James’s service is notable. She has been heavily involved at the departmental, school, and university level with service in areas such curriculum and assessment. At the professional level, Dr. James has held leadership roles in the American Physical Therapy Association, as well as at the state level.

Dr. James has behaved in a professional manner across her career and has not engaged in behavior that may lead to dismissal for cause as specified in System Policy 12.01, Section 4.3

Name	Present Rank Department	Yrs. Towards Tenure*		Effective Date Tenure
		Univ.	Other Inst.	
Dr. Christopher Wilder	Assistant Professor Counseling	6	0	Upon Approval by the Board
Ph.D. (2010)	University of North Texas			
Fa 1988-Fa 1989 Fa 1989-Su 1997 Fa 2011 Fa 2011 Fa 2012-Sp 2013 Fa 2010-Sp 2015 Fa 2015 Fa 2015-Su 2017 Fa 2018-Present	Lewisville ISD Denton ISD University of North Texas Tarleton State University Dallas Baptist University University of North Texas The Kings University The Kings University Tarleton State University	Teacher/Counselor Professional School Counselor Adjunct Professor Adjunct Professor Adjunct Professor Adjunct Professor Adjunct Professor Assistant Professor Assistant Professor		

Dr. Wilder is in the Department of Counseling, where he teaches graduate courses in clinical mental health counseling and school counseling. He is a committed teacher, having completed the Association of College and University Educators (ACUE) Effective Teaching Practices course. He receives exemplary student evaluations. Students feel encouraged, supported, and engaged in the learning process, evidenced by student statements in his teaching evaluations. Dr. Wilder's research agenda involves Child-Centered Play Therapy for children from generational poverty and high-trauma backgrounds. With his school counseling background, he works with school counselors across the nation to study how school counselors are trained.

To date, Dr. Wilder has three peer-reviewed journal articles, five international and national presentations, and nine state and regional presentations. He is a model university citizen, serving as the Co-Director of the Student Counseling Center on the McLennan Community College campus, which involves Tarleton students. He is engaged in significant department and college service, including chairing the College of Health Sciences and Human Services curriculum committee and on the Ph.D. in Health Sciences planning committee. He has served on professional association committees and two editorial boards for peer-reviewed journals

Dr. Wilder has behaved in a professional manner across his career and has not engaged in behavior that may lead to dismissal for cause as specified in System Policy 12.01, Section 4.3.

Name	Present Rank Department	Yrs. Towards Tenure*		Effective Date Tenure
		Univ.	Other Inst.	
Dr. Andrew Wolfe	Assistant Professor School of Kinesiology- Health and Human Performance	6	0	Upon Approval by the Board
Ph.D. (2016)	Texas A&M University-Commerce			

Fa 2014-Fa 2018 Fa 2018-Present	Tarleton State University Tarleton State University	Instructor Assistant Professor
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Dr. Andrew (Andy) Wolfe is in the Department of Health and Human Performance, where he teaches undergraduate and graduate courses in the area of kinesiology and human performance. Dr. Wolfe is an accomplished teacher as evidenced by his quantitative 4.47/5.00 student evaluation scores over the past three years. Overall, the student’s qualitative comments are positive with students commenting on his use of hands-on teaching techniques and applied learning approach. He served as a member of one graduate student thesis committee and has mentored over two dozen undergraduate and graduate students on quality research projects. Dr. Wolfe’s research considers the analysis of strength and conditioning as it relates to athletic performance at the elite youth development level as well as in collegiate athletics. Since 2018, he has published one book chapter, six peer-reviewed research articles and 25 conference proceedings in reputable Kinesiology journals. Dr. Wolfe has presented his research at 48 professional conferences and has secured 10 internal research grants (\$124,382 total) and four internal faculty development grants. His service is exemplary as evidenced by his service on 17 university committees, seven College committees, 14 school/department committees, and seven professional committees since he was hired in 2018.

Dr. Wolfe has behaved in a professional manner across his career and has not engaged in behavior 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.

Agenda Item No.

AGENDA ITEM BRIEFING

Submitted by: Dr. James Hurley, President
Tarleton State University

Subject: Approval of a New Bachelor of Science Degree Program with a Major in Neuroscience and Authorization to Request Approval from the Texas Higher Education Coordinating Board

Proposed Board Action:

Approve the establishment of a new degree program at Tarleton State University (Tarleton) leading to a Bachelor of Science (B.S.) with a major in Neuroscience, authorize the submission of this degree program to the Texas Higher Education Coordinating Board (THECB) for approval and certify that all applicable THECB criteria have been met.

Background Information:

The proposed B.S. in Neuroscience program is a 120-semester credit hour program that provides an integrated course of study designed to develop students' strong comprehension of neuroscience. It includes substantial coursework necessary for the understanding of neuroscientific approaches, ethical awareness, research, and subfields of the neuroscience field. Research assistantships will also be possible for students to better build their research skills in this field.

A&M System Funding or Other Financial Implications:

Estimated new costs over the first five years are \$3,859,960, with an estimated five-year revenue of \$5,505,186. Three current faculty members and four newly hired faculty will provide core and support roles in the proposed degree. The four new faculty lines will be a department head, one assistant professor and two associate professors all hired by year one of the program. Two associate professor faculty lines will dedicate 100% of their time to this program at \$112,200 per year each, and one assistant professor faculty line will dedicate 100% of their time to the program at \$93,720 per year. The department head faculty line will be \$77,220 per year for the first five years of the program. The three current faculty lines will be reallocated to the new program. There will be three research assistantships for this program at \$14,400 each per year for the first five years, with a total cost over five years of \$216,000. Supplies and materials are requested in the amount of \$5,005 per year for the first five years of the program for a total cost of \$25,025 by the end of year five.

Strategic Plan Imperative(s) this Item Advances:

The proposed B.S. aligns with The Texas A&M University System strategic plan imperative 3 by preparing students for long-term careers in a fast-growing field.

Agenda Item No.

TARLETON STATE UNIVERSITY

Office of the President

February 21, 2024

Members, Board of Regents
The Texas A&M University System

Subject: Approval of a New Bachelor of Science Degree Program with a Major in Neuroscience and Authorization to Request Approval from the Texas Higher Education Coordinating Board

I recommend adoption of the following minute order:

“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 Neuroscience.

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.”

Respectfully submitted,

Dr. James Hurley
President

Approval Recommended:

Approved for Legal Sufficiency:

John Sharp
Chancellor

Ray Bonilla
General Counsel

Billy Hamilton
Deputy Chancellor and
Chief Financial Officer

James R. Hallmark, Ph.D.
Vice Chancellor for Academic Affairs

Tarleton State University

Bachelor of Science
with a major in Neuroscience
(CIP 26.1501.00)

Program Review Outline

BACKGROUND & PROGRAM DESCRIPTION

Administrative Unit: College of Science and Mathematics, Department of Neuroscience

The proposed Bachelor of Science (B.S.) in Neuroscience program is a 120-semester credit hour program that provides an integrated course of study that will develop students' strong comprehension of neuroscience. It includes substantial coursework necessary for the understanding of neuroscientific approaches, ethical awareness, research, and subfields of the neuroscience field. Research assistantships will also be possible for students to better build their research skills in this field.

Educational objectives:

1. Demonstrate a comprehensive understanding of neuroscientific principles, including neuroanatomy, neurophysiology, sensory processing, motor performance, and behavioral neuroscience.
2. Exhibit knowledge of historical development and major findings in the field of neuroscience.
3. Utilize neuroscientific approaches to investigate and analyze complex neural phenomena.
4. Critically evaluate existing neuroscience findings, employing statistical techniques widely used in the field.
5. Integrate knowledge from multiple neuroscience subfields, including neuropharmacology, neuroethology, neuromechanics, and cellular and molecular neuroscience.
6. Demonstrate ethical awareness and decision-making in neuroscience research, emphasizing responsible conduct in all aspects of the field.

The proposed implementation date is fall 2024.

Tarleton State University (Tarleton) certifies that the proposed new degree program meets the criteria under 19 Texas Administrative Code, Section 2.117 regarding need, quality, financial and faculty resources, standards, and costs. New costs during the first five years are estimated at \$3 million.

I. NEED

A. Employment Opportunities

According to the U.S. Bureau of Labor Statistics, employment growth in the neuroscience field is 8.8%. The medical sciences project a robust 10% growth, emphasizing the increasing demand for neuroscience professionals. About 7,500 openings for medical scientists are projected each year, on average, over the next decade.

B. Projected Enrollment

It is anticipated that this program will begin with a cohort of 45 students in year one of the program. With the attrition rate and number of graduates considered, the program will have a projected cumulative headcount of 45 students in year one, 80 students in year two, 85 students in year three, 80 students in year four, and 75 students in year five.

C. Existing State Programs

There are currently nine similar Neuroscience programs in Texas. They are at the following universities: Rice University, Trinity University, Texas A&M University, University of Texas at Austin, Baylor University, Texas Christian University, University of Texas at El Paso, University of Texas at San Antonio, and University of Texas at Dallas. Only one university Texas Christian University is within 100 miles of Tarleton. There are no public universities within 100 miles of Tarleton that offer a similar program.

II. QUALITY & RESOURCES

A. Faculty

Three current faculty members and four newly hired faculty will provide core and support roles in the proposed degree. The four new faculty lines will be a department head, one assistant professor, and two associate professors all hired by year one of the program. Two associate professor faculty lines will be dedicated 100% of the time to this program at \$112,200 per year each, and one assistant professor faculty line will be dedicated 100% of the time to the program at \$93,720 per year. The department head faculty line will be \$77,220 per year for the first five years of the program. The three current faculty lines will be reallocated to the new program.

B. Program Administration

There will be three research assistantships for this program at \$14,400 each per year for the first five years. The total cost for all three over five years is \$216,000.

C. Other Personnel

There will be no personnel hired for this program.

D. Supplies, Materials

Supplies and materials are requested in the amount of \$5,005 per year for the first five years of the program. This will be \$25,025 total cost by the end of year five.

E. Library

Existing library resources will be sufficient. No additional library resources are anticipated.

F. Equipment, Facilities

Existing equipment and facilities will be sufficient. No additional equipment or facilities will be needed.

G. Accreditation

There will be no accreditation for this program.

III. NEW 5-YEAR COSTS & FUNDING SOURCES

NEW FIVE-YEAR COSTS		SOURCES OF FUNDING	
Faculty	\$3,618,935	Formula Income	\$313,861
Program Administration	\$0	Statutory Tuition	\$670,500
Research Assistants	\$216,000	Reallocation	\$1,642,235
Supplies & Materials	\$25,025	Designated Tuition	\$2,208,090
Library & IT Resources	\$0	Other Funding:	
Equipment, Facilities	\$0	Board Authorized Tuition	\$670,500
Accreditation	\$0	Student Fees	\$0
Estimated 5-Year Costs	\$3,859,960	Estimated 5-Year Revenues	\$5,505,186

AGENDA ITEM BRIEFING

Submitted by: Dr. James Hurley, President
Tarleton State University

Subject: Approval of a New Master of Medical Science Degree Program with a Major in Physician Assistant Medicine and Authorization to Request Approval from the Texas Higher Education Coordinating Board

Proposed Board Action:

Approve the establishment of a new degree program at Tarleton State University (Tarleton) leading to a Master of Medical Science (M.M.Sc.) with a major in Physician Assistant Medicine, authorize the submission of this degree program to the Texas Higher Education Coordinating Board (THECB) for approval and certify that all applicable THECB criteria have been met.

Background Information:

The creation of an M.M.Sc. in Physician Assistant Medicine program will contribute to Tarleton's mission in several important ways. First, the program seeks to train a new generation of "leaders of leaders" Physician Assistants who upon their graduation will serve as clinicians, leaders, advocates, innovators, and educators. The proposed M.M.Sc. in Physician Assistant Medicine program will further enhance the current graduate offerings of the university, positioning itself as the only program offered by a public university in the surrounding counties whose focus is Rural Medicine. The proposed M.M.Sc. in Physician Assistant Medicine program will be offered as one cohort experiencing clinical clerkships in primarily rural locations with some urban experiences, increasing the opportunity to engage in diverse populations and interdisciplinary teams.

A&M System Funding or Other Financial Implications:

Estimated new costs over the first five years are \$32,977,181, with an estimated five-year revenue of \$37,642,992. One current faculty member and a newly hired faculty will provide core and support roles in the proposed degree, including one current full professor, one medical director, 21 clinical associate professors, and six adjunct professors. The medical director faculty line will be hired before the beginning of the program. Twelve clinical associate faculty lines will be hired in year one of the program, six faculty lines will be hired in year two, and three faculty lines will be hired in year three of the program. Five adjunct professors will be hired in year one of the program. The remaining adjunct professor will be hired in year two of the program. The total cost for faculty for the first five years of the program is \$17,405,415.

A director of student success and a program specialist I will be hired in year one of the program. The total new cost for administration over the first five years is \$1,446,492. Supplies and materials are requested in the amount of \$5,695,996 total for the first five years of the program. Library materials and instructional technology are requested in the amount of \$3,265,786 total for the first five years of the program. Equipment and facilities expenses will be requested at \$1,500,000 in

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Agenda Item Briefing

years one, three, and five of the program and \$250,000 in years two and four. This will total 5,000,000 over the first five years.

This degree program will seek accreditation from the Accreditation Review Commission on Education for the Physician Assistant (ARC-PA). The cost of accreditation will be \$21,000 in the first year, \$47,630 in year two, \$48,279 in year three, \$22,947 in year four, and \$23,636 in year five. Tarleton received specific funding from the Texas Legislature to establish the proposed program. In each fiscal year 2024 and 2025, Tarleton received an appropriation of \$1 million to establish new degree programs in health-related disciplines focused on rural health.

Strategic Plan Imperative(s) this Item Advances:

The proposed M.M.Sc. in Physician Assistant Medicine aligns with The Texas A&M University System strategic plan imperative 3 by preparing students for long-term careers in a fast-growing field.

Agenda Item No.

TARLETON STATE UNIVERSITY

Office of the President

February 21, 2024

Members, Board of Regents
The Texas A&M University System

Subject: Approval of a New Master of Medical Science Degree Program with a Major in Physician Assistant Medicine and Authorization to Request Approval from the Texas Higher Education Coordinating Board

I recommend adoption of the following minute order:

“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 Medical Science in Physician Assistant Medicine.

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.”

Respectfully submitted,

Dr. James Hurley
President

Approval Recommended:

Approved for Legal Sufficiency:

John Sharp
Chancellor

Ray Bonilla
General Counsel

Billy Hamilton
Deputy Chancellor and
Chief Financial Officer

James R. Hallmark, Ph.D.
Vice Chancellor for Academic Affairs

Tarleton State University

Master of Medical Science
with a major in Physician Assistant Medicine
(CIP 51.0912.00)

Program Review Outline

BACKGROUND & PROGRAM DESCRIPTION

Administrative Unit: College of Health Sciences, School of Health and Clinical Professions

The proposed Master of Medical Science (M.M.Sc.) in Physician Assistant Medicine degree program will offer two concentrations: 1. Rural Medicine which will focus on concepts of rural practice and administration, and 2. Behavioral and Mental Health which will focus on concepts and policies in the field of mental health. The proposed M.M.Sc. will be a 27-month continuous, ongoing residential program with a 120-semester credit hour curriculum offered on the Stephenville campus. The proposed curriculum will include courses in physiology, pharmacology, clinical medicine, policy, and administration.

Educational objectives:

- LO1 - Apply core knowledge about established and evolving biomedical and clinical sciences and the application of this knowledge to patient care.
- LO2 - Accurately obtain and document complete and focused medical history.
- LO3 - Appropriately perform a comprehensive and focused physical exam.
- LO4 - Appropriately select, perform and interpret laboratory and diagnostic procedures in general practice.
- LO5 - Accurately determine a differential and final diagnosis through investigative and analytic thinking.
- LO6 - Formulate appropriate pharmacologic and non-pharmacologic treatment plans for conditions in general practice.
- LO7 - Demonstrate appropriate counseling, patient and family education related to preventable diseases, communicable diseases, immunization schedules, and healthy lifestyles through effective communication skills.
- LO8 - Demonstrate a commitment to ethical behaviors.
- LO9 - Critically appraise the medical literature to use current practice guidelines and apply the principles of evidence-based medicine when caring for the patient.
- LO10 - Demonstrate respect, compassion, empathy and sensitivity to the patient's gender, age, culture, disabilities, ethnicity, and sexual identity through professional communication and deportment.
- LO11 - Demonstrate an awareness of and responsiveness to the larger system of health care to provide patient care that balances quality and cost.
- LO12 - Use the full scope of knowledge, skills and abilities of an interprofessional team to provide care that is safe, timely, efficient, effective, and equitable.
- LO13 - Perform skills, procedures and documentation with entry-level competence that ensures patient safety, preventing of adverse incidents, and medical errors.
- LO14 - Conduct self-assessments, identifying and correcting gaps in knowledge, tasks or attitudes.

- LO15 - Participate in the design and implementation of longitudinal projects that will promote the health of underserved populations through Project SEED (Serving Everyone Embracing Diversity).

The proposed implementation date is spring 2026.

Tarleton State University (Tarleton) certifies that the proposed new degree program meets the criteria under 19 Texas Administrative Code, Section 2.117 regarding need, quality, financial and faculty resources, standards, and costs. New costs during the first five years are estimated at \$32 million.

I. NEED

A. Employment Opportunities

According to the U.S. Department of Labor/Employment and Training Administration (O-Net) the number of jobs for Physician Assistants in Texas is expected to increase at a higher rate than the national average published by the U.S. Bureau of Labor Statistics (BLS) from 2020 through 2030. Projections suggest that the rate of job growth for Physician Assistants in Texas will be 41.35% during this ten-year period compared to 28% nationally. The U.S. Department of Labor estimates the following long-term projections for job openings in Texas: a baseline of 9,040 job openings in 2020 and a projected 12,780 job openings in the next ten years; which correlates with a 41.4% job growth.

The Texas Health and Human Services Health Professions Resources Center reported that although the Physician Assistant workforce in Texas has improved, the state still has fewer Physician Assistants per capita than the national average. The same report revealed that Physician Assistants provide a significant amount of care in underserved rural areas that lack a sufficient number of physicians. With a relatively low number of Physician Assistants and a high level of demand for the services they provide, employers are offering impressive compensation packages. According to the BLS Occupational Employment and Wages, May 2022 Report, the mean annual salary for a Physician Assistant in Texas is \$132,980, which is approximately 10% higher than the national average of \$125,270.

B. Projected Enrollment

It is anticipated that this program will begin with a cohort of 100 students with the plan to admit 100 additional students each year of the program for the first five years. With the attrition rate and number of graduates taken into account, the program will have a projected cumulative headcount of 100 students in year one, and 195 students in years two, three, four, and five respectively.

C. Existing State Programs

There are 13 private and public universities and health-related institutions in Texas that offer a master's degree in Physician Assistant Studies or Medicine. Four are within 100 miles of Tarleton's campuses: Hardin Simmons University, University of Mary Hardin Baylor, University of North Texas Health Science Center, and West Coast University-Texas. The remaining institutions that offer the program are Baylor College of Medicine, Austin College, Rocky Vista University, South University, Texas Tech University Health Sciences Center, University of Texas Health Science Center at San Antonio, University of

Texas Health Science Center at Galveston, University of Texas at Rio Grande Valley, and University of Texas Southwestern Medical Center.

II. QUALITY & RESOURCES

A. Faculty

One current faculty member and newly hired faculty will provide core and support roles in the proposed degree, including one current full professor, one medical director, 21 clinical associate professors, and six adjunct professors. The medical director faculty line will be hired before the beginning of the program. Twelve clinical associate faculty lines will be hired in year one of the program, six faculty lines will be hired in year two, and three faculty lines will be hired in year three of the program. Five adjunct professors will be hired in year one of the program. The remaining adjunct professor will be hired in year two of the program. The total cost for faculty for the first five years of the program is \$17,405,415.

B. Program Administration

A director of student success and a program specialist I will be hired in year one of the program. The total new cost for administration over the first five years is \$1,446,492.

C. Other Personnel

There will be no personnel hired for this program.

D. Supplies, Materials

Supplies and materials are requested in the amount of \$5,695,996 total for the first five years of the program.

E. Library

Library materials and instructional technology are requested in the amount of \$3,265,786 total for the first five years of the program.

F. Equipment, Facilities

Equipment and facilities expenses will be requested at \$1,500,000 in years one, three, and five of the program, and \$250,000 will be requested in years two and four. This will total \$5 million over the first five years of the program.

G. Accreditation

This degree program will seek accreditation from the Accreditation Review Commission on Education for the Physician Assistant (ARC-PA). The cost of accreditation will be \$21,000 in the first year, \$47,630 in year two, \$48,279 in year three, \$22,947 in year four, and \$23,636 in year five.

III. NEW 5-YEAR COSTS & FUNDING SOURCES

NEW FIVE-YEAR COSTS		SOURCES OF FUNDING	
Faculty	\$17,405,415	Non-Formula Tuition	\$24,799,992
Program Administration	\$1,446,492	Statutory Tuition	\$0
Graduate Assistants	\$0	Reallocation	\$0
Supplies & Materials	\$5,695,996	Designated Tuition	\$0
Library & IT Resources	\$3,265,786	Other Funding:	
Equipment, Facilities	\$5,000,000	Anticipated Grant Funding	\$2,000,000
Accreditation	\$163,492	Required Student Fees	\$6,848,000
		Rural Health & Pipeline Acceleration Special Item	\$3,995,000
Estimated 5-Year Costs	\$32,977,181	Estimated 5-Year Revenues	\$37,642,992

Agenda Item No.

AGENDA ITEM BRIEFING

Submitted by: Dr. James Hurley, President
Tarleton State University

Subject: Approval of a New Specialist in School Psychology Degree Program with a Major in School Psychology and Authorization to Request Approval from the Texas Higher Education Coordinating Board

Proposed Board Action:

Approve the establishment of a new degree program at Tarleton State University (Tarleton) leading to a Specialist in School Psychology (S.S.P.) with a major in School Psychology, authorize the submission of this degree program to the Texas Higher Education Coordinating Board (THECB) for approval and certify that all applicable THECB criteria have been met.

Background Information:

The proposed S.S.P. is a 63-semester credit hour graduate program that provides an integrated course of study to develop students' strong affiliations with school psychology. It includes substantial coursework and supervised field experiences necessary for the preparation of competent school psychologists whose services will positively affect children and youth, families, schools, and other consumers. The program is designed to meet both the requirements for state licensure and national certification.

A&M System Funding or Other Financial Implications:

The estimated new costs over the first five years of the program are \$2,014,747, and the estimated five-year revenue is \$2,848,074. Eight current faculty members and four newly hired faculty will provide core and support roles in the proposed degree. The four new faculty lines will be assistant professors all hired by year one of the program. Two assistant professor faculty lines will dedicate 50% of time to this program at \$41,140 per year each, and two faculty lines will dedicate 25% of time to the program at \$20,570 per year each. There will be Teaching Assistantship costs of \$14,001 per year in years three, four, and five. Supplies and materials are requested in the amount of \$30,000 for year one and \$5,000 each year for the remaining four years. This will total \$50,000 for the first five years. This degree program will seek accreditation from the National Association of School Psychologists at a cost of \$1,800.

Tarleton received funding from the Texas Legislature, through the Child Wellbeing Exceptional Item of \$400,000 per year for the first two years of the program, and projects it will receive an additional \$360,000 in years three and four, and \$324,000 in year five, which will total \$1,844,000.

Strategic Plan Imperative(s) this Item Advances:

The proposed S.S.P. aligns with The Texas A&M University System strategic plan imperative 3 by preparing students for long-term careers in a fast-growing field.

Agenda Item No.

TARLETON STATE UNIVERSITY

Office of the President

February 21, 2024

Members, Board of Regents
The Texas A&M University System

Subject: Approval of a New Specialist in School Psychology Degree Program with a Major in School Psychology and Authorization to Request Approval from the Texas Higher Education Coordinating Board

I recommend adoption of the following minute order:

“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 Specialist in School Psychology with a major in School 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.”

Respectfully submitted,

Dr. James Hurley
President

Approval Recommended:

Approved for Legal Sufficiency:

John Sharp
Chancellor

Ray Bonilla
General Counsel

Billy Hamilton
Deputy Chancellor and
Chief Financial Officer

James R. Hallmark, Ph.D.
Vice Chancellor for Academic Affairs

Tarleton State University

Specialist in School Psychology
with a major in School Psychology
(CIP 42.2805.00)

Program Review Outline

BACKGROUND & PROGRAM DESCRIPTION

Administrative Unit: College of Education, School of Behavioral Sciences, Department of Psychological Sciences

The proposed Specialist in School Psychology (S.S.P.) is a 63-semester credit hour graduate program that provides an integrated course of study to develop students' strong affiliation with school psychology. It includes substantial coursework and supervised field experiences necessary for the preparation of competent school psychologists whose services will positively affect children and youth, families, schools, and other consumers. The program is designed to meet both the requirement for state licensure, as a Licensed Specialist in School Psychology, and national certification, as a Nationally Certified School Psychologist. Students will graduate having achieved the following educational objectives.

Educational objectives:

1. Ability to independently select, administer, score, interpret, and share the results of psychoeducational evaluations, functional behavioral assessments, and mental/behavioral interventions.
2. Ability to effectively consult with school staff, students, and families in problem-solving to enhance student learning.
3. Effective systems-level program development and evaluation.
4. Develop familiarity with primary theories of specific learning disabilities and academic functioning and associated assessment instruments.
5. Interpret test results and utilize them in the development of evidence-based intervention recommendations.

The proposed implementation date is fall 2024.

Tarleton State University (Tarleton) certifies that the proposed new degree program meets the criteria under 19 Texas Administrative Code, Section 2.117 regarding need, quality, financial and faculty resources, standards, and costs. New costs during the first five years are estimated at \$1 million.

I. NEED

A. Employment Opportunities

According to the National Association of School Psychologists, demand for school psychologists is "exceptionally strong and on the rise." In fact, 99% of school psychology program graduates find jobs within the first year of graduation (Gadke, Valley-Gray, & Rossen, 2019). The Bureau of Labor Statistics in 2021 projected expanding job opportunities through 2029. Additionally, according to the Health Resources and Services

Administration based on the number of practitioners per capita, Texas meets only 45% of mental health needs, and 248 counties, including Erath and the surrounding counties near Tarleton, are designated as Health Professional Shortage Areas.

B. Projected Enrollment

It is anticipated that this program will begin with a cohort of five students with the plan to admit seven additional students in year two, nine students in year three, 12 students in year four, and 15 students in year five. With the attrition rate and number of graduates considered, the program will have a projected cumulative headcount of five students in year one, 12 students in year two, 16 students in year three, 21 students in year four, and 27 students in year five.

C. Existing State Programs

There are 21 public and private universities in Texas that offer a graduate-level program in S.S.P. Only one is within 100 miles of Tarleton's Stephenville campus, where the program will be offered: Abilene Christian University. The remaining Texas universities with a similar existing program are Baylor University, Houston Christian University, Our Lady of the Lake University of San Antonio, Sam Houston State University, Southwestern Adventist University, Stephen F. Austin University, Texas A&M University-Central Texas, Texas A&M University-Commerce, Texas State University, Texas Wesleyan University, Texas Woman's University, The University of Texas Rio Grande Valley, Trinity University, University of Houston-Clear Lake, University of Houston-Victoria, and West Texas A&M University.

II. QUALITY & RESOURCES

A. Faculty

Eight current faculty members and four newly hired faculty will provide core and support roles in the proposed degree. The four new faculty lines will be assistant professors all hired by year one of the program. Two assistant professor faculty lines will dedicate 50% of time to this program at \$41,140 per year each, and two faculty lines will dedicate 25% of time to the program at \$20,570 per year each. There will be Teaching Assistantship costs for \$14,001 per year in years three, four, and five of the program.

B. Program Administration

Current administration will be sufficient for this program.

C. Other Personnel

There will be no personnel hired for this program.

D. Supplies, Materials

Supplies and materials are requested in the amount of \$30,000 for year one and \$5,000 each year for the remaining four years. This will total \$50,000 for the first five years.

E. Library

Existing library resources will be sufficient. No additional library resources are anticipated.

F. Equipment, Facilities

Existing equipment and facilities will be sufficient. No additional equipment or facilities will be needed.

G. Accreditation

This degree program will seek accreditation from the National Association of School Psychologists at a cost of \$1,800.

III. NEW 5-YEAR COSTS & FUNDING SOURCES

NEW FIVE-YEAR COSTS		SOURCES OF FUNDING	
Faculty	\$1,765,240	Formula Income	\$552,045
Program Administration	\$0	Statutory Tuition	\$91,500
Graduate Assistants	\$42,003	Reallocation	\$0
Supplies & Materials	\$50,000	Designated Tuition	\$269,029
Library & IT Resources	\$0	Other Funding:	
Equipment, Facilities	\$0	Board Authorized Tuition	\$91,500
Accreditation	\$1,800	Student Fees	\$0
Student Scholarships/Funding	\$155,704	Child Wellbeing Exceptional Item 181750	\$1,844,000
Estimated 5-Year Costs	\$2,014,747	Estimated 5-Year Revenues	\$2,848,074

Agenda Item No.

AGENDA ITEM BRIEFING

Submitted by: Dr. James Hurley, President
Tarleton State University

Subject: Approval of a New Doctor of Philosophy with a Major in Counseling Degree Program and Authorization to Request Approval from the Texas Higher Education Coordinating Board

Proposed Board Action:

Approve the establishment of a new degree program at Tarleton State University (Tarleton) leading to a Doctor of Philosophy (Ph.D.) with a major in Counseling, authorize the submission of this degree program to the Texas Higher Education Coordinating Board (THECB) and certify that all applicable THECB criteria have been met.

Background Information:

Tarleton's proposed Ph.D. in Counseling is a 72-semester credit hour program that will focus on training mental health counselors to serve as advanced practitioners, professional counseling leaders, educators, and researchers. Graduates will be trained in developing and validating evidence-based practices that contribute to the mental health of both rural and urban communities. Additionally, graduates will be trained to effectively handle mental health needs by integrating creative approaches to counseling with rural and urban multicultural populations who may have a history of trauma. The Ph.D. program curriculum will address professional roles in five doctoral core areas: counseling, supervision, teaching, research and scholarship, and leadership and advocacy.

A&M System Funding or Other Financial Implications:

Estimated new costs over the first five years are \$2,430,764, with an estimated five-year revenue of \$2,600,163. Eleven current tenured faculty members will teach in the new Ph.D. program. The department plans to implement Teaching Assistantships (TA) and Research Assistantships (RA) for the Ph.D. program. The costs for TAs will be \$30,000 per year for a total of \$150,000 for the first five years. The costs for adding the RAs will be \$30,000 per year for a total of \$150,000 over the first five years. Supplies and materials are requested in the amount of \$5,000 per year during each of the first five years of the program for a five-year total of \$25,000. This degree program will seek professional accreditation. Accreditation costs will be \$2,500 during year one, \$6,000 during year two, and \$4,030 during year five.

Strategic Plan Imperative(s) this Item Advances:

The proposed Ph.D. aligns with The Texas A&M University System strategic plan imperative 3 by preparing students for long-term careers in a fast-growing field.

Agenda Item No.

TARLETON STATE UNIVERSITY

Office of the President

February 21, 2024

Members, Board of Regents
The Texas A&M University System

Subject: Approval of a New Doctor of Philosophy Degree Program with a major in Counseling and Authorization to Request Approval from the Texas Higher Education Coordinating Board

I recommend adoption of the following minute order:

“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 with a major in Counseling.

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.”

Respectfully submitted,

Dr. James Hurley
President

Approval Recommended:

Approved for Legal Sufficiency:

John Sharp
Chancellor

Ray Bonilla
General Counsel

Billy Hamilton
Deputy Chancellor and
Chief Financial Officer

James R. Hallmark, Ph.D.
Vice Chancellor for Academic Affairs

Tarleton State University

Doctor of Philosophy
with a major in Counseling
(CIP 13.1101.00)

Program Review Outline

BACKGROUND & PROGRAM DESCRIPTION

Administrative Unit: College of Education and the Department of Counseling

Tarleton State University (Tarleton) proposes to offer the Doctor of Philosophy (Ph.D.) in Counseling. The proposed program will require students to complete a 72-semester credit hour program that will focus on training mental health counselors to serve as advanced practitioners, professional counseling leaders, educators, and researchers. Graduates will be trained in developing and validating evidence-based practices that contribute to the mental health of both rural and urban communities. Additionally, graduates will be trained to effectively handle mental health needs by integrating creative approaches to counseling with rural and urban multicultural populations who may have a history of trauma.

Educational objectives:

1. Students will possess the ability to adeptly incorporate essential concepts of counseling service delivery into a modern counselor educator role.
2. Students will also be proficient in integrating core principles of clinical supervision, curriculum development and classroom instruction into their contemporary counselor-educator identity.
3. Students will skillfully merge fundamental principles of scholarly inquiry, professional writing, leadership, and advocacy into their evolving counselor-educator persona.

The Ph.D. program curriculum will address professional roles in five doctoral core areas: counseling, supervision, teaching, research and scholarship, and leadership and advocacy.

The proposed implementation date is fall 2025.

Tarleton certifies that the proposed new degree program meets the criteria under the 19 Texas Administrative Code, Section 2.146 regarding need, quality, financial and faculty resources, standards, and costs. New costs during the first five years will exceed \$2 million.

I. NEED

A. Employment Opportunities

A review of employment postings for mental health positions indicates a wide range of openings. A search of the Indeed job site (<https://www.indeed.com/>) showed there were 1,188 job openings for mental health counselors in Texas, with 110 that require a doctoral degree, and 974 openings for mental health supervisors, with 85 that require a doctoral

degree. When the search broadens to the entire U.S., there are 22,742 jobs open for mental health counselors, 2,014 require a doctoral degree, and 21,101 listed openings for mental health supervisors, 1,445 require a doctoral degree. These results indicate that there is a robust market for Ph.D.-prepared mental health professionals to serve as both advanced clinicians and clinical supervisors and highlights the need for more Ph.D.-level counseling professors so that master's-level mental health training programs can increase enrollment to keep up with demand.

Mental health counseling is predicted to grow at almost three times the rate of other forms of employment. Employment in total is projected to rise by 11%; while the field of mental health counseling is projected to increase by 29%. The U.S. Bureau of Labor Statistics reports that the number of mental health counseling jobs in 2019 was 319,400 and predicts that the number of counselors in 2029 will grow by 25%; that is an additional 79,000 jobs.

B. Projected Enrollment

The Ph.D. program has a projected student enrollment of eight students in the first year of the program. Considering attrition, enrollment headcount, and the number of graduates, Tarleton projects a cumulative headcount of eight students in year one, 16 in year two, 26 in year three, 30 in year four, and 28 in year five.

C. Existing State Programs

There are nine Texas universities that offer programs in Counseling: Sam Houston State University, Texas A&M University-Commerce, Texas A&M University-Corpus Christi, University of Texas-San Antonio, University of Texas-Rio Grande Valley, University of North Texas, Texas Tech University, St. Mary's University, and Texas Christian University.

Universities with a similar program within 100 miles of Tarleton are A&M-Commerce, University of North Texas, and Texas Christian University.

II. QUALITY & RESOURCES

A. Faculty

Eleven current faculty members will teach in the new Ph.D. program. All 11 current faculty members are tenured.

B. Program Administration

The department plans to establish Teaching Assistantships and Research Assistantships for the Ph.D. program. The costs for Teaching Assistantships will be \$30,000 per year of the program, which would be \$150,000 total. Research Assistantships will also be \$30,000 per year of the program, which would be \$150,000 total.

C. Other Personnel

There will be no other personnel hired for this program.

D. Supplies, Materials

Supplies and materials are requested in the amount of \$5,000 per year during the first five years of the program. The total in five years will be \$25,000.

E. Library

Existing library resources will be sufficient. No additional library resources are anticipated.

F. Equipment, Facilities

Existing equipment and facilities will be sufficient. No additional equipment or facilities will be needed.

G. Accreditation

The institution will seek accreditation for the degree program from the Council for Accreditation of Counseling and Related Educational Programs. Accreditation costs will be \$2,500 during year one, \$6,000 during year two, and \$4,030 during year five.

III. NEW 5-YEAR COSTS & FUNDING SOURCES

NEW FIVE-YEAR COSTS		SOURCES OF FUNDING	
Faculty	\$2,093,234	Formula Income	\$715,158
Program Administration	\$0	Statutory Tuition	\$153,000
Graduate Assistants	\$300,000	Reallocation	\$1,089,154
Supplies & Materials	\$25,000	Designated Tuition	\$449,851
Library & IT Resources	\$0	Other Funding:	
Equipment, Facilities	\$0	Board Authorized Tuition	\$153,000
Accreditation, Membership Dues, and Insurance	\$12,530	Anticipated Grant Funding	\$40,000
Estimated 5-Year Costs	\$2,430,764	Estimated 5-year Revenues	\$2,600,163

Agenda Item No.

AGENDA ITEM BRIEFING

Submitted by: Dr. James Hurley, President
Tarleton State University

Subject: Approval of a New Doctor of Physical Therapy with a Major in Physical Therapy Degree Program and Authorization to Request Approval from the Texas Higher Education Coordinating Board

Proposed Board Action:

Approve the establishment of a new degree program at Tarleton State University (Tarleton) leading to a Doctor of Physical Therapy (D.P.T.) with a major in Physical Therapy, authorize the submission of this degree program to the Texas Higher Education Coordinating Board (THECB) and certify that all applicable THECB criteria have been met.

Background Information:

The proposed D.P.T. in Physical Therapy is a three-year, 114-semester credit hour program that will prepare entry-level practitioners to provide physical therapy services to patients or clients who have mechanical, physiological and developmental impairments, functional limitations, and disabilities or other health and movement-related conditions to determine a diagnosis, prognosis, and intervention plan designed to improve quality of life through movement.

A&M System Funding or Other Financial Implications:

Estimated new costs over the first five years of the program are \$19,354,527, with an estimated five-year revenue of \$19,568,925. One current faculty member will teach in the new D.P.T. program. The department also plans to hire six new associate professors. All six faculty lines will be hired in year one of the program. The department will also hire 10 new assistant professors in year one of the program. The total cost for faculty is \$1,995,449 in year one, \$2,833,056 in year two, \$2,898,032 in year three, \$2,964,957 in year four, and \$3,033,889 in year five.

The department plans to hire new staff for this program, all in year one. The department will hire a clinical education program specialist, D.P.T. program specialist, D.P.T. program administrative associate, and a D.P.T. admissions specialist. The cost for new administration is \$276,750 in year one, \$283,085 in year two, \$289,609 in year three, \$296,329 in year four, and 303,251 in year five.

Supplies and materials are requested in the amount of \$341,000 during year one, \$449,330 during year two, \$675,201 in year three, \$676,367 in year four, and \$677,578 in year five of the program, for a total of \$2,819,476. There will be costs for library materials and instructional technology. The cost will be \$227,200 in year one, \$242,004 in year two, \$272,589 in year three, \$276,359 in year four, and \$280,242 in year five.

The program will seek accreditation through the Commission on Accreditation in Physical Therapy Education at a cost of \$14,750 during year one, \$4,750 in year two, \$33,250 during year three, and \$4,750 during years four and five of the program. This program will receive funding from the Rural Health and Pipeline Acceleration Exceptional Item of \$435,000 per year, totaling \$2,175,000 for the first five years of the program.

Agenda Item No.

TARLETON STATE UNIVERSITY

Office of the President

February 21, 2024

Members, Board of Regents
The Texas A&M University System

Subject: Approval of a New Doctor of Physical Therapy Degree Program with a Major in Physical Therapy and Authorization to Request Approval from the Texas Higher Education Coordinating Board

I recommend adoption of the following minute order:

“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 Physical Therapy degree with a major in Physical Therapy.

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.”

Respectfully submitted,

Dr. James Hurley
President

Approval Recommended:

Approved for Legal Sufficiency:

John Sharp
Chancellor

Ray Bonilla
General Counsel

Billy Hamilton
Deputy Chancellor and
Chief Financial Officer

James R. Hallmark, Ph.D.
Vice Chancellor for Academic Affairs

Tarleton State University

Doctor of Physical Therapy
with a major in Physical Therapy
(CIP 51.2308.00)

Program Review Outline

BACKGROUND & PROGRAM DESCRIPTION

Administrative Unit: College of Health Sciences and the Department of Health and Rehabilitation Sciences

Tarleton State University (Tarleton) proposes to offer the Doctor of Physical Therapy (D.P.T.) in Physical Therapy as a three-year, 114-semester credit hour program that will provide physical therapy education to prepare entry-level practitioners. Graduates will provide physical therapy services to patients or clients who have mechanical, physiological and developmental impairments, functional limitations, and disabilities or other health and movement-related conditions to determine a diagnosis, prognosis, and intervention plan designed to improve quality of life through movement. Students will achieve the following educational objectives.

Educational objectives:

1. Students will demonstrate competency in the knowledge, skills, and behaviors necessary for primary care and direct access physical therapist practice with a particular focus on serving rural and underserved populations.
2. Students will demonstrate critical thinking, problem-solving, and clinical decision-making skills necessary for effective patient care in rural and underserved areas.
3. Students will demonstrate cultural competence and sensitivity in the delivery of physical therapy services to diverse patient populations with a focus on promoting health equity.
4. Students will demonstrate an understanding of social determinants of health and their impact on health disparities and health equity through engagement in community-based service and learning experiences.

The proposed implementation date is summer 2026.

Tarleton certifies that the proposed new degree program meets the criteria under the 19 Texas Administrative Code, Section 2.146 regarding need, quality, financial and faculty resources, standards, and costs.

I. NEED

A. Employment Opportunities

According to the U.S. Bureau of Labor Statistics (BLS), the median pay for physical therapists in 2021 was \$95,620 per year or \$45.97 per hour. The job outlook for the profession from 2021 to 2031 indicates a significant 17% growth rate, much faster than the average for all occupations. This growth is projected to result in 40,400 new jobs over the decade, with an estimated 15,400 openings annually, largely driven by retirements and career changes. With a high demand for physical therapists, the profession presents promising opportunities for aspiring professionals. The COVID-19 pandemic significantly

increased opportunities and needs for physical therapists. The projected employment growth provides opportunities for correcting existing geographical imbalances, meeting increased demand due to changing population characteristics including post-COVID conditions, and addressing emerging areas of practice.

Data from 2021 varies slightly among sources, with the BLS reporting 225,350 physical therapists and the Federation of State Boards of Physical Therapy reporting 238,256. Based on the U.S. Census Bureau's 2021 estimate of 332,031,554 people in the U.S., there are approximately 72 physical therapists for every 100,000 people nationwide. In Texas, there are approximately 14,400 physical therapists currently licensed in Texas equating to 59 physical therapists per 100,000 people. Graduates of the proposed program would enter a strong job market and with ample practice opportunities.

B. Projected Enrollment

The proposed D.P.T. program is projected to enroll 75 students in the first year. With the anticipated enrollment, attrition, and graduates, Tarleton projects a cumulative headcount of 75 students in year one, 147 in year two, 219 in year three, 219 in year four, and 219 in year five.

C. Existing State Programs

There are 14 Texas public and private universities that offer similar Physical Therapy programs: Angelo State University, Baylor University, Hardin-Simmons University, Texas State University, Texas Tech University Health Sciences Center, Texas Women's University, University of Texas-El Paso, University of Texas Health Science Center San Antonio, University of Texas Medical Branch Galveston, University of Mary-Hardin Baylor, University of North Texas Health Science Center, University of St. Augustine (Austin and Dallas locations), University of Texas Southwestern Medical Center, and University of Incarnate Word.

The universities with programs within 100 miles of Tarleton are the University of North Texas Health Science Center at Fort Worth, Baylor University Hybrid, Hardin-Simmons University, and the University of Mary-Hardin Baylor.

II. QUALITY & RESOURCES

A. Faculty

One current faculty member will teach in the new D.P.T. program. The department also plans to hire six new associate professors. All six faculty lines will be hired in year one of the program. The department will also hire 10 new assistant professors in year one of the program. The total cost for faculty is \$1,995,449 in year one, \$2,833,056 in year two, \$2,898,032 in year three, \$2,964,957 in year four, and \$3,033,889 in year five.

B. Program Administration

The department plans to hire new staff for this program, all in year one. The department will hire a clinical education program specialist, D.P.T. program specialist, D.P.T. program administrative associate, and a D.P.T. admissions specialist. The cost for new administration is \$276,750 in year one, \$283,085 in year two, \$289,609 in year three, \$296,329 in year four, and 303,251 in year five.

C. Other Personnel

There will be no other personnel hired for this program.

D. Supplies, Materials

Supplies and materials are requested in the amount of \$341,000 during year one, \$449,330 during year two, \$675,201 in year three, \$676,367 in year four, and \$677,578 in year five of the program. This will be \$2,819,476 in total.

E. Library

There will be costs for library materials and instructional technology. The cost will be \$227,200 in year one, \$242,004 in year two, \$272,589 in year three, \$276,359 in year four, and \$280,242 in year five.

F. Equipment, Facilities

Existing equipment and facilities will be sufficient. No additional equipment or facilities will be needed.

G. Accreditation

The institution will seek accreditation for the degree program from the Commission on Accreditation in Physical Therapy Education. Accreditation costs will be \$14,750 during year one, \$4,750 in year two, \$33,250 during year three, and \$4,750 during years four and five of the program.

III. NEW 5-YEAR COSTS & FUNDING SOURCES

NEW FIVE-YEAR COSTS		SOURCES OF FUNDING	
Faculty	\$13,725,383	Non-Formula Tuition	\$13,749,750
Program Administration	\$1,449,024	Required Fees	\$3,644,175
Graduate Assistants	\$0	Reallocation	\$0
Supplies & Materials	\$2,819,476	Designated Tuition	\$0
Library & IT Resources	\$1,298,394	Other Funding:	
Equipment, Facilities	\$0	Board Authorized Tuition	\$0
Accreditation, Membership Dues, and Insurance	\$62,250	Rural Health and Pipeline Acceleration Special Items	\$2,175,000
Estimated 5-Year Costs	\$19,354,527	Estimated 5-year Revenues	\$19,568,925

Agenda Item No.

TEXAS A&M INTERNATIONAL UNIVERSITY

Office of the President

February 26, 2024

Members, Board of Regents
The Texas A&M University System

Subject: Approval of Academic Tenure, May 2024,
Texas A&M International University

I recommend adoption of the following minute order:

“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 International University as set forth in the exhibit, Tenure List No. 24-03.”

Respectfully submitted,

Pablo Arenaz
President

Approval Recommended:

Approved for Legal Sufficiency:

John Sharp
Chancellor

Ray Bonilla
General Counsel

Billy Hamilton
Deputy Chancellor and
Chief Financial Officer

James R. Hallmark, Ph.D.
Vice Chancellor for Academic Affairs

**TEXAS A&M INTERNATIONAL UNIVERSITY
BACKGROUND OF FACULTY
RECOMMENDED FOR ACADEMIC TENURE
TENURE LIST NO. 24-03**

ITEM
EXHIBIT

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. Saeed Salehi	Professor Engineering	0	>11	Upon Approval by the Board and Faculty Arrival
Ph.D. (2012)	Missouri University of Science and Technology			
Sp 2012 – Fa 2015 Sp 2016 – Su 2020 Su 2020 - Sp 2024 Sp 2024	University of Louisiana University of Oklahoma University of Oklahoma Texas A&M International University	Assistant Professor Assistant Professor Associate Professor (Tenured 2020)Professor		

Dr. Salehi has published 89 refereed journal articles and over 190 conference papers in Geothermal Technologies, Renewable Energy, Drilling, and Subsurface Energy Storage. He also secured external grants totaling over 11 million dollars as Principal Investigator (PI) and Co-PI. His work has had a considerable impact, with nearly 5000 citations. From fall 2012 to fall 2023, Dr. Salehi taught several Petroleum Engineering courses: Petrophysics and Well Logs, offered three years (2012-2015); Drilling and Well Engineering, offered more than ten years (2012-present); Applied Geomechanics, offered three years (2012-2015); Advanced Stimulation, (2016) Geothermal Technologies, offered three years (2020-2023) and Subsurface Energy Storage, (2022) at the University of Oklahoma. He has demonstrated a high level of teaching to obtain tenure and promotion at the University of Oklahoma. His service, both to the university and profession, is noteworthy. He served on numerous committees at the University of Oklahoma and the University of Louisiana at Lafayette. Most notable are his experiences with student advising and ABET accreditation.

To the best of our knowledge, Dr. Salehi 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.

GRADUATE SCHOOL

<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. Karen S. Martirosyan	Professor Mathematics & Physics	0	>19	Upon Approval by the Board and Faculty Arrival
Ph.D. (1992)	National Polytechnic University of Armenia			
Fa 2004 – Su 2010 Fa 2010 – Su 2015 Fa 2015 - Present Su 2024	University of Houston University of Brownsville University of Texas Rio Grande Valley Texas A&M International University	Assistant Professor Associate Professor Professor (Tenured 2015) Professor		

Dr. Karen S. Martirosyan received a B.S. and M.S. (5-year degree) in Semiconductor Devices and Medical Cybernetics in 1984 from the National Polytechnic University of Armenia (NPUA) in Yerevan, Armenia, and a Ph.D. degree in Technical Sciences (Physics) in 1992, also from NPUA. During 1992–1993, Dr. Martirosyan was a lecturer at NPUA, and from 1994 to 2001, he was Principal Investigator (PI) and Department Head at the Scientific and Industrial Center Self-Propagating High-Temperature Synthesis (SHS), in Yerevan, Armenia. From 2001 to 2004, Dr. Martirosyan held a postdoctoral position in Chemical and Biomolecular Engineering at the University of Houston in Houston, Texas. From 2004 to 2010, Dr. Martirosyan was a Research Assistant Professor at the University of Houston; from 2010 to 2015, he was Associate Professor at the University of Texas at Brownsville; and from 2015 to the present, Dr. Martirosyan has been a tenured Professor at the University of Texas–Rio Grande Valley. Dr. Martirosyan has over 330 publications, with 155 refereed journal articles and over 170 conference proceedings and presentations. He has been the author or co-author of 13 book chapters as well as having 20 patents to his credit. As Principal Investigator (PI) and Co-PI, he has attained external grants totaling over \$28 million. In addition, Dr. Martirosyan has a total of 3,228 citations, with 1,358 citations since 2019.

To the best of our knowledge, Dr. Martirosyan 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.

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

Agenda Item No.

AGENDA ITEM BRIEFING

Submitted by: Pablo Arenaz, President
Texas A&M International University

Subject: Approval of Amended Mission Statement and Authorization to Provide Notification to the Texas Higher Education Coordinating Board

Proposed Board Action:

Approve the amended mission statement for Texas A&M International University (TAMIU) and authorize notification of the amendment to the Texas Higher Education Coordinating Board.

Background Information:

As provided by 19 Texas Administrative Code, §5.24 Submission of Mission Statements and Planning Notification and System Policy *03.02, Academic Mission Statements and Program Inventory*, the Board of Regents approves changes to an institution's mission statement. TAMIU completed a review of its mission as it relates to the goals, objectives and strategies for the university outlined in the 2023-2030 strategic plan. Through the planning process of the 2023-2030 strategic plan, it was determined that the mission statement should be amended to better reflect the goals, objectives and strategies for the university.

The existing and amended mission statements are attached.

A&M System Funding or Other Financial Implications:

There are no funding implications for this request.

Strategic Plan Imperative(s) this Item Advances:

This agenda item supports the following Strategic Plan Imperatives 1, 2, 3, 4, and 5. TAMIU's new mission statement ensures that: (1) All qualified students will find a place in the A&M System and will have an array of pathways to pursue their ambitions and interests; (2) The A&M System will remain affordable and accessible; (3) Our students will leave the A&M System as responsible and engaged citizens prepared for successful careers in an increasingly global economy; (4) The A&M System will increase its prominence by building a robust and targeted research portfolio; and (5) The A&M System will provide services that respond to the needs of the people of Texas and contribute to the strength of the state's economy. These five imperatives are embodied in TAMIU's new mission statement, which serves as the foundation for the university's strategic goals, objectives and strategies to serve local, regional and global stakeholders.

Agenda Item No.

TEXAS A&M INTERNATIONAL UNIVERSITY

Office of the President

March 11, 2024

Members, Board of Regents
The Texas A&M University System

Subject: Approval of Amended Mission Statement and Authorization to Provide Notification to the Texas Higher Education Coordinating Board

I recommend adoption of the following minute order:

“The Board of Regents approves the amended Mission Statement for Texas A&M International University as shown in the attached exhibit.

The Board also authorizes notification of Texas A&M International University’s amended Mission Statement to the Texas Higher Education Coordinating Board.”

Respectfully submitted,

Pablo Arenaz
President

Approval Recommended:

Approved for Legal Sufficiency:

John Sharp
Chancellor

Ray Bonilla
General Counsel

Billy Hamilton
Deputy Chancellor and
Chief Financial Officer

James R. Hallmark, Ph.D.
Vice Chancellor for Academic Affairs

AMENDED MISSION STATEMENT

INSTITUTION: Texas A&M International University

MISSION STATEMENT

Texas A&M International University nurtures its students' academic and social development through instruction, research, and service to be responsible and productive members of our global society.

EXISTING MISSION STATEMENT

INSTITUTION: Texas A&M International University

Texas A&M International University (TAMIU), a Member of The Texas A&M University System, prepares students for leadership roles in an increasingly complex, culturally diverse state, national, and global society. TAMIU provides a learning environment built on a solid academic foundation in the arts and sciences. The University offers a range of baccalaureate and master's programs and the Doctor of Philosophy degree in International Business Administration. In addition, the University pursues a progressive agenda for global study and understanding across all disciplines.

Through instruction, faculty and student research, and public service, TAMIU improves the quality of lives for citizens of the border region, the State of Texas, and national and international communities.

REVISED MISSION STATEMENT (WITH ANNOTATIONS)

INSTITUTION: Texas A&M International University

MISSION STATEMENT

Texas A&M International University nurtures its students' academic and social development through instruction, research, and service to be responsible and productive members of our global society.

~~Texas A&M International University (TAMIU), a Member of The Texas A&M University System, prepares students for leadership roles in an increasingly complex, culturally diverse state, national, and global society. TAMIU provides a learning environment built on a solid academic foundation in the arts and sciences. The University offers a range of baccalaureate and master's programs and the Doctor of Philosophy degree in International Business Administration. In addition, the University pursues a progressive agenda for global study and understanding across all disciplines.~~

~~Through instruction, faculty and student research, and public service, TAMIU improves the quality of lives for citizens of the border region, the State of Texas, and national and international communities.~~

Agenda Item No.

AGENDA ITEM BRIEFING

Submitted by: Pablo Arenaz, President
Texas A&M International University

Subject: Approval of a New Master of Science Degree Program with a Major in Systems Engineering and Authorization to Request Approval from the Texas Higher Education Coordinating Board

Proposed Board Action:

Approve the establishment of a new degree program at Texas A&M International University (TAMIU) leading to a Master of Science in Systems Engineering (M.S. SENG), authorize the submission of this degree program to the Texas Higher Education Coordinating Board (THECB) for approval and certify that all applicable THECB criteria have been met.

Background Information:

Systems engineering is an area that focuses on creating transdisciplinary solutions to complex problems. In an age that is characterized by artificial intelligence and huge amounts of data posing a massive challenge to critical systems and infrastructures, the need for a workforce that is capable of rising to the challenge is unprecedented. The M.S. SENG degree will provide students from various STEM backgrounds with an advanced education in these areas guided by a systems thinking approach that transcends industries.

A&M System Funding or Other Financial Implications:

The estimated cost of the program over the first five years is \$1,107,127.74 and the estimated five-year funding is \$2,650,766.73. The cost includes two new faculty hires, five graduate assistantships, an administrative associate, supplies and materials, and equipment (hardware and software). The funding includes formula funding from projected enrollment, tuition and fees, and a \$1,561,211.67 federal grant from the U.S. Department of Education - Next Level Engineering (NLE). The five-year revenue is projected to be \$1,089,555.06 which only takes into account formula funding and tuition and fees. If the NLE grant funding is included, then the five-year funding will be \$2,650,766.73.

Strategic Plan Imperative(s) this Item Advances:

The proposed M.S. SENG aligns with The Texas A&M University System strategic plan Imperative 3 by preparing students for long-term careers in a global economy. The proposed M.S. SENG also aligns with Imperative 5 by providing graduates who can contribute to the strength of the state's economy as it relates to South Texas's significant international trade operations via a skillset rooted in automation/robotics and data analytics.

Agenda Item No.

TEXAS A&M INTERNATIONAL UNIVERSITY

Office of the President

February 21, 2024

Members, Board of Regents
The Texas A&M University System

Subject: Approval of a New Master of Science Degree Program with a Major in Systems Engineering and Authorization to Request Approval from the Texas Higher Education Coordinating Board

I recommend adoption of the following minute order:

“The Board of Regents approves the establishment of a new degree program at Texas A&M International University leading to a Master of Science in Systems Engineering.

The Board also authorizes submission of Texas A&M International 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.”

Respectfully submitted,

Pablo Arenaz
President

Approval Recommended:

Approved for Legal Sufficiency:

John Sharp
Chancellor

Ray Bonilla
General Counsel

Billy Hamilton
Deputy Chancellor and
Chief Financial Officer

James R. Hallmark, Ph.D.
Vice Chancellor for Academic Affairs

Texas A&M International University

Master of Science
with a major in Systems Engineering
(CIP 14.2701.00 06)

Program Review Outline

BACKGROUND & PROGRAM DESCRIPTION

Administrative Unit: College of Arts and Sciences, School of Engineering

The proposed Master of Science in Systems Engineering (M.S. SENG) program will total 30 semester credit hours (SCH) for each of its two tracks: [1] a thesis track, and [2] a non-thesis track. Each track will allow students to pursue one of two concentrations: [1] data analytics or [2] automation. A student must be on one and only one track, as well as in one and only one area of concentration. The thesis track will have 12 SCH of common core coursework, 12 SCH of concentration coursework, and 6 SCH of thesis work. The non-thesis track will have 12 SCH of common core coursework, 12 SCH of concentration coursework, 3 SCH of electives, and a 3 SCH capstone project. Students may complete this program in two to two and a half years. In addition to pre-existing graduate scholarships and other forms of financial assistance, the program will provide merit-based scholarships to support the affordability of the program for students. The M.S. SENG program offers online foundational courses for applicants with relevant STEM disciplines.

Educational Objectives:

The program's educational objectives for the Analytics concentration are preparing students to:

- Pursue advanced careers in analytics within various industries and government agencies.
- Apply systems-based approaches to solve real-world analytics problems by converting massive amounts of data into actionable knowledge to foster growth, management of risk, and enhanced decision-making.
- Demonstrate a holistic skill set that combines analytical and computational methods with engineering management skills (i.e., communication, leadership, etc.) to satisfy today's versatile data analytics job market needs.

The program's educational objectives for the Automation concentration are preparing students to:

- Pursue advanced careers in automation within various industries and government agencies.
- Apply systems-based approaches to solve real-world automation-based industry 4.0 problems related to productivity, human-machine interaction, and additive technology.
- Demonstrate a holistic skill set that combines robotics, and autonomous and intelligent systems with engineering management skills (i.e., communication, leadership, etc.) to satisfy today's versatile automation job market needs.

The proposed implementation date is fall 2025.

Texas A&M International University (TAMIU) certifies that the proposed new degree program meets the criteria under the 19 Texas Administrative Code, Section 2.117 in regards to need, quality, financial and faculty resources, standards and costs.

I. NEED

A. Employment Opportunities

The M.S. SENG program will prepare graduates with the knowledge and skills tailored for data-centric and automation-driven industries crucial to the nation, state, and region. The undeniable demand for graduates in these fields is underscored by the *2023 Future Jobs Report* from the World Economic Forum (WEF), revealing a staggering 30-35% surge (1.4 million positions) in 'in-demand roles' such as Data Analysts and Scientists, Big Data Specialists, Business Intelligence Analysts, and Data Engineers - occupations intricately linked to the realm of data analytics¹. Moreover, the WEF forecasts a substantial 25% increase globally in automation-based occupations like Robotics Engineers and Process Automation Specialists. Similarly, the U.S. Bureau of Labor Statistics (BLS) anticipates an annual projection of 270,900 jobs between 2021-2031. Notably, the fastest-growing occupations include data scientists, statisticians and software developers. Based on the average annual graduates with systems or industrial engineering degrees in the U.S. from 2010-2020, only approximately 5,628 new graduates may appear in 2026. Therefore, there will be more jobs available than there will be qualified graduates to fulfill the job openings estimate that the BLS illustrates. The M.S. SENG is the gateway for graduates to thrive in high-demand sectors.

Employed TAMIU alumni were surveyed in fall 2020 and spring 2023 to determine concentrations of study in demand and gauge interest in the M.S. SENG degree. Results of the alumni (n = 80) surveyed in 2020 indicated that the most sought-after areas of expertise were data analytics (n = 53), automation (n = 50), and management and operations (n = 55). The survey allowed respondents to choose more than one option. Alumni (n = 39) surveyed in 2023 were asked to select their preferred concentrations for the M.S. SENG based on the companies they represent and potential employers. Results indicated a persistent demand for concentrations in data analytics (n = 22), and automation (n = 14). In both surveys, alumni were asked to indicate how strongly they felt that TAMIU should offer an MS SENG program. Results showed that 78% (n = 74) strongly agreed in 2020 and 82% (n = 32) strongly agreed in 2023 that TAMIU should offer the proposed M.S. SENG degree. Consideration of these results, along with job market demand, faculty expertise, facilities, and equipment for TAMIU's B.S. in Systems Engineering program, led to the proposal of data analytics and automation as the concentrations of the proposed program.

B. Projected Enrollment

The number of students enrolled in the program is expected to peak at 17 students for the first year. The projections entail a conservative assumption that the annual growth rate for new cohorts over the first five years of the program would be at 0% per annum. Cohort attrition rate is projected to be approximately 15% per year. A maximum projected cumulative headcount of 41 students will be reached by the fourth year of the program.

¹ World Economic Forum, Future Jobs Report, May 2023 (https://www3.weforum.org/docs/WEF_Future_of_Jobs_2023.pdf)

C. Existing State Programs

There are 13 institutions offering graduate programs in systems and/or industrial engineering across Texas that are similar to the M.S. SENG, yet the closest program to Laredo and nearby communities is Texas A&M University-Kingsville's Master of Science in Industrial Engineering (~121 miles away). The M.S. SENG avoids duplicating other similar programs across Texas by providing a guided curriculum of automation and data analytics, one that scaffolds knowledge in these areas from foundational to complex - whereas other programs tend to offer courses in these areas in the form of electives graduates *may* take as part of their systems or industrial engineering program. The M.S. SENG intentionally synergizes the content of these areas with systems engineering concepts and skills, particularly in a manner unrestricted to a particular job market, so graduates are prepared for a variety of job sectors in Texas and the U.S. that benefit from a combination of systems engineering and automation or data analytics.

II. QUALITY & RESOURCES

A. Faculty

Two new core faculty members will be hired to support the M.S. SENG, each with a salary of \$94,000 and \$26,433 in benefits per year (totaling \$120,433). There will be approximately a 2% salary and benefit increase per year. They will be 100% financially supported by the federally funded *Next Level Engineering* (NLE) grant award until fall 2028. Additionally, a third pre-existing vacant faculty line will be filled prior to the program launch. All three will be hired with a start date of fall 2024, which is a year *prior* to the tentative launch date of the program (fall 2025). In financial terms, the NLE grant will sustain the majority (2/3) of the overall cost of faculty salaries, benefits, and merit increases until fall 2028, and the rest of the cost will be sustained by the university beginning fall 2028 onwards. The total cost of faculty for the first five years of the program will be approximately \$1,249,940 (including the first three-year cost which is 100% supported by the NLE). These new hires, along with four existing School of Engineering (SOEN) faculty members will result in a total of seven core faculty members for the M.S. SENG. Four additional existing faculty members will have support roles in the program.

B. Program Administration

The M.S. SENG will designate a faculty member as the graduate program director. Additional administrative support will be provided by existing SOEN personnel.

C. Other Personnel

An administrative associate staff position will be needed at a cost of \$202,957.57 for the first five years. Moreover, through the NLE grant, M.S. SENG will offer five competitive merit-based \$18,000 graduate assistantships (with benefits) per year, as well as ten \$1,000 scholarship opportunities for the first three years of the program. Upon conclusion of grant funding, graduate assistantships will be institutionalized, and students will then apply for merit-based scholarships through TAMU's Graduate School.

D. Supplies, Materials

Supplies and materials will cost around \$8,000 for the first five years of the program.

E. Library

Existing library resources will be sufficient to sustain the proposed M.S. SENG program. Through the NLE grant, e-books will be purchased as needed to supplement existing resources for the program. No additional library resource costs are anticipated.

F. Equipment, Facilities

The program requires new equipment and software packages to support research and instruction. Total cost is expected to be \$731,845, of which \$540,889 is funded by the NLE grant, and the remaining \$200,956 will be sustained by the university.

G. Accreditation

SOEN will not pursue ABET accreditation for the proposed program. It is uncommon for master-level engineering programs to seek ABET accreditation. All degree programs, however, are reviewed every ten years through the THECB Graduate Program Review process. As a SACSCOC-accredited institution, TAMIU will conduct assessment activities for the M.S. SENG program.

III. NEW 5-YEAR COSTS & FUNDING SOURCES

NEW FIVE-YEAR COSTS		SOURCES OF FUNDING	
Faculty	\$513,840.17	Formula Income	\$166,222.99
Program Administration	-	Reallocation	-
Graduate Assistants	\$181,374.00	Tuition & Fees	\$923,332.07
Supplies & Materials	\$8,000.00	Other Funding:	
Library & IT Resources	-	Federal Funding	\$1,561,211.67
Equipment, Facilities	\$200,956.00		
Other – Clerical/Staff	\$202,957.57		
Estimated 5-Year Costs	\$1,107,127.74	Estimated 5-Year Funding	\$2,650,766.73

Agenda Item No.

TEXAS A&M UNIVERSITY

Office of the President

February 27, 2024

Members, Board of Regents
The Texas A&M University System

Subject: Approval of Academic Tenure, May 2024,
Texas A&M University

I recommend adoption of the following minute order:

“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. 24-03.”

Respectfully submitted,

Mark A. Welsh III
President

Approval Recommended:

Approved for Legal Sufficiency:

John Sharp
Chancellor

Ray Bonilla
General Counsel

Billy Hamilton
Deputy Chancellor and
Chief Financial Officer

James R. Hallmark, Ph.D.
Vice Chancellor for Academic Affairs

**TEXAS A&M UNIVERSITY
BACKGROUND OF FACULTY
RECOMMENDED FOR ACADEMIC TENURE
TENURE LIST NO. 24-03**

ITEM
EXHIBIT

BUSH SCHOOL OF GOVERNMENT & PUBLIC SERVICE

<u>Name</u>	<u>Present Rank Department</u>	<u>Yrs. Towards Tenure*</u>		<u>Effective Date Tenure</u>
		<u>Univ.</u>	<u>Other Inst.</u>	
Dr. Thomas W. Haase	Associate Professor Public Service & Administration	0	9	Upon Approval by the Board and Faculty Arrival
Ph.D. (2009)	University of Pittsburgh			
Fa 2015 – Sp 2021 Fa 2021 – Present Su 2024	Sam Houston State University Sam Houston State University Texas A&M University	Assistant Professor Associate Professor (Tenured 2021) Associate Professor		

Dr. Thomas Haase received his Ph.D. in Public and International Affairs from University of Pittsburgh in 2009. Situated at the intersection of emergency management and public administration, Dr. Haase’s research contributes to understanding how communities and emergency management institutions address the challenges of disaster. He is published in journals such as *Administration & Society*, *Journal of Public Works Management and Public Policy*, *Natural Hazards*, *Natural Hazard Review*, *Local Governance*, and *The International Journal of Public Administration*. His current research focuses on how institutional structures such as the Incident Command System (ICS) workforce training impact emergency management practice at state and local levels. As an educator, he has taught online and face-to-face courses on international disaster management, disaster law and politics, and community and social resilience. Dr. Haase previously served as the Director of the Master of Public Administration in the Department of Political Science at Sam Houston State University. He also supports the community as a volunteer and trainer for Walker County’s Community Emergency Response Team (C.E.R.T). Prior to his transition to Texas, Dr. Haase lived in Beirut, Lebanon, where he served as Chair of the American University of Beirut’s Department of Political Studies and Public Administration.

Dr. Haase’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 Department</u>	<u>Yrs. Towards Tenure*</u>		<u>Effective Date Tenure</u>
		<u>Univ.</u>	<u>Other Inst.</u>	
Dr. Jun Wang	Assistant Professor Agricultural Leadership, Education, & Communications	6	0	09/01/2024

Ph.D. (2013)	Colorado State University	
Su 2018 – Present	Texas A&M University	Assistant Professor

Dr. Jun Wang received her Ph.D. in Applied Developmental Science from Colorado State University. Dr. Wang’s research focuses on the healthy development of youth from diverse migrant, immigrant, cultural, and racial/ethnic backgrounds in their specific sociocultural context. She pays specific attention to the manifestation and influence of culturally specific socialization processes during childhood and adolescence. At the global level, she conducts comparative studies on the socioemotional development of youth in mainland China, Taiwan, Indonesia, United States, Hungary, and Australia and informs theoretical, methodological and practical discussions about the opportunities and limitations of applying the United States-based Model of Positive Youth Development to the research and practice with diverse youth. Within cultures, she conducts in-depth research on the unique strengths and challenges of different subgroups of youth of Chinese and Mexican origins and highlights the importance of unpacking heterogeneities among youth sharing the same cultural heritage. She also conducts applied research on youth-serving programs to inform effective practices of youth professionals to balance between universally inclusive and culturally responsive practices when working with diverse youth.

To the best of our knowledge, Dr. Wang has performed professionally and has not engaged in behaviors that may lead to dismissal for cause as specified in System Policy *12.01*, Section 4.3.

Dr. Robert G. Hardin	Assistant Professor Biological & Agricultural Engineering	6	0	09/01/2024
Ph.D. (2009)	Texas A&M University			
Sp 2018 – Present	Texas A&M University	Assistant Professor		

Dr. Robert Hardin earned a Ph.D. in Biological and Agricultural Engineering from Texas A&M University in 2009. His research focuses on developing intelligent machine systems for agriculture, addressing challenges of the agricultural data revolution. Advances in sensing, information and communication technologies have exponentially increased the volume of agricultural data. However, as agriculture lags behind other industries in digitalization, Dr. Hardin has worked to address the causes of this gap. He has significant expertise in engineering more efficient systems for material handling and drying of agricultural products, specifically in cotton ginning. His current research is focused on numerical simulation of these processes with agricultural materials. Another current research interest is in applying a similar approach to develop improved precision agriculture analytics. Combining diverse data sets with physical models and machine learning techniques can lead to more efficient agricultural production with reduced environmental impacts. A logical outgrowth of Dr. Hardin’s expertise in agricultural production and processing is in developing tools to use data across the agricultural supply chain to increase efficiency and improve product quality. In his teaching efforts, he emphasizes the problem-solving and data science skills needed by current and future agriculture industry professionals. In addition to his research and teaching activities, he works to facilitate the use of data in agriculture through standardization efforts.

To the best of our knowledge, Dr. Hardin has performed professionally and has not engaged in behaviors that may lead to dismissal for cause as specified in System Policy *12.01*, Section 4.3.

Dr. Anjel Helms	Assistant Professor Entomology	6	0	09/01/2024
Ph.D. (2015)	The Pennsylvania State University			
Sp 2018 – Present	Texas A&M University	Assistant Professor		

Dr. Anjel Helms received a Ph.D. in Ecology from The Pennsylvania State University in 2015. She joined the Entomology Department at Texas A&M University as an assistant professor in 2018. Her research program has made significant contributions to sustainable agriculture and the fields of entomology, plant ecology and chemical ecology by characterizing novel, chemically mediated interactions among plants, invertebrates and microorganisms and developing new applications of these findings to improve pest management. Over her career, Dr. Helms has secured more than \$3.3 million in research funding from various agencies, including National Science Foundation, United States Department of Agriculture and industry partners. She has published 33 peer-reviewed journal articles and has been invited to give 29 presentations at U.S. universities and national and international scientific meetings. Dr. Helms developed and now teaches a graduate chemical ecology course and an undergraduate insect ecology course. She has chaired three doctoral student committees, chaired two master’s student committees, co-chaired three doctoral student committees and served as a member on 12 additional graduate student committees. She also serves as a nationally elected member of the governing council for the Plant-Insect Ecosystems Section of the Entomological Society of America.

To the best of our knowledge, Dr. Helms has performed professionally and has not engaged in behaviors that may lead to dismissal for cause as specified in System Policy 12.01, Section 4.3.

Dr. Po-Ju Chen	Professor Hospitality, Hotel Management & Tourism	1	>15	Upon Approval by the Board
Ph.D. (2013)	The Pennsylvania State University			
Su 2002 – Su 2010	University of Central Florida	Assistant Professor		
Su 2010 – Sp 2018	University of Central Florida	Associate Professor (Tenured 2010)		
Sp 2018 – Su 2018	University of Central Florida	Professor		
Su 2018 – Su 2020	Northern Arizona University	Professor (Tenured 2018)		
Su 2020 – Su 2023	North Carolina Central University	Professor (Tenured 2020)		
Su 2023 – Present	Texas A&M University	Professor		

Dr. Po-Ju Chen received her Ph.D. in Leisure Studies from The Pennsylvania State University in 2003. She is an expert on services management in hospitality and tourism and pricing strategies. She is the Executive Editor of the *Journal of Hospitality and Tourism Education* published by Taylor & Francis. She has 66 peer-reviewed journal publications and over 100 conference papers and industry reports. Dr. Chen and her co-principal investigator have been awarded over \$2 million in research funding from various organizations/sources. Dr. Chen is a Research Committee member of the International Council of Hotels, Restaurants, and Institutional Education (ICHRIE) and was the President of Florida/Caribbean Council of Hotel and Restaurant Institutional Education (CHRIE) Chapter. She is a Fulbright Scholar (2015: Austria/2012: Denmark) and a board member of the International Society of Teaching Travel and Tourism. Dr. Chen teaches courses in services management, strategic management, human resources management, financial management as well as research methods. Dr. Chen’s excellence in teaching and research earned her the Johnson & Wales Innovation in Teaching Award. Dr. Chen served as chair and graduated 30 graduate students prior joining Texas A&M University. Her excellence

in service is documented by her continued engagement with academia and colleges and industry committees including the Marriott Hotels faculty, Hyatt Hotels faculty as well as Walt Disney World.

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

Dr. Babak Taheri	Professor Hospitality, Hotel Management & Tourism	1	10	Upon Approval by the Board
Ph.D. (2012)	University of Strathclyde, UK			
Su 2013 – Su 2015	Heriot Watt University, UK	Assistant Professor		
Su 2015 – Su 2018	Heriot Watt University, UK	Associate Professor (Tenured 2015)		
Su 2018 – Su 2021	Heriot Watt University, UK	Professor		
Su 2021 – Su 2023	Nottingham Trent University, UK	Professor (Tenured 2021)		
Fa 2023 – Present	Texas A&M University	Professor		

Dr. Babak Taheri received his Ph.D. in Marketing from University of Strathclyde, United Kingdom (UK), in 2012. He has held a number academic and research leadership positions in the past. He is also an Honorary Professor of Marketing in the Business School at the University of Aberdeen. He has an established reputation in the marketing field with specific expertise in marketing management, consumer behavior, hospitality, tourism, and leisure. The innovative nature of his research traces to multi-disciplinary work and to methodologically robust measurement and assessment of key concepts. He has published consistently in internationally rated top-tier journals with high impact factors (over 150 academic publications) and held funds from bodies in the European Union (EU) and UK such as Horizon 2020 and Innovate UK Research Grant – Knowledge Transfer Partnership (KTP) (over \$3 million). Dr. Taheri currently serves as Associate Editor for: *The Service Industries Journal* and *International Journal of Contemporary Hospitality Management*. He also is on the editorial review board of several social science journals, including the *Journal of Business Research* and *Journal of Travel Research*. Furthermore, he received extensive coverage in media outlets such as *The Conversation*, *The Irish Times*, *Travel Daily News*, and *Esports News*. He uses interactive, experiential and engaging learning methods in his teaching. He has successfully supervised over 300 student projects at BSc, MSc, MBA, and Ph.D. levels.

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

Dr. Thomas M. Chappell	Assistant Professor Plant Pathology & Microbiology	7	0	09/01/2024
Ph.D. (2010)	Duke University			
Fa 2017 – Present	Texas A&M University	Assistant Professor		

Dr. Thomas Chappell received his Ph.D. in Biology from Duke University in 2010 and completed postdoctoral training in entomology at North Carolina State University. He joined the Department of Plant Pathology and Microbiology at Texas A&M University as an assistant professor in 2017. He teaches graduate and undergraduate courses in epidemiology and analysis and developed a new data analysis course for

bioenvironmental sciences. Dr. Chappell’s research blends plant pathology and entomology, focusing on epidemiology of plant diseases and phenology of vectors. He has collaboratively secured over \$2.1M in extramural research funding for Texas A&M projects, \$1.3M of which is to projects for which he is project director, and \$717k to his program. He is a senior editor of *Phytopathology*, has written 25 peer-reviewed journal articles, implemented results of three projects as software, and has been invited to present on epidemiology/phenology modeling by national research initiatives, university departments, forensics associations, and international research experiences for students. Dr. Chappell has graduated two Ph.D. students, chaired four doctoral committees and served on eight doctoral and four master’s committees. He coordinated his department’s summer research internship program from 2019-2022 and is now Co-Principal Investigator on a federal project derived from and expanding that program.

To the best of our knowledge, Dr. Chappell has performed professionally and has not engaged in behaviors that may lead to dismissal for cause as specified in System Policy 12.01, Section 4.3.

Dr. Humberto L. Perotto	Associate Professor Rangeland, Wildlife & Fisheries Management	1	14	Upon Approval by the Board
Ph.D. (2005)	Texas A&M University			
Fa 2009 – Fa 2014 Su 2015 – Su 2020 Fa 2020 – Su 2023 Fa 2023 – Present	Cranfield University, U.K. Texas A&M University-Kingsville Texas A&M University-Kingsville Texas A&M University	Lecturer (Permanent Contract) Assistant Professor Associate Professor (Tenured 2020) Associate Professor		

Dr. Humberto Perotto received his Ph.D. in Rangeland Ecology and Management from Texas A&M University in 2005. He is a nationally recognized expert in geographic information systems, remote sensing and landscape ecology. He is the author/co-author of 55 peer-reviewed articles, 13 peer-reviewed conference proceedings, one book, and three book chapters. He has authored and co-authored 251 abstracts for posters (128 abstracts) and oral presentations (123 abstracts) in state, national and international conferences. Dr. Perotto has contributed to the generation of \$11 million in research funding. He served as a panel review member for United States Department of Agriculture, British Ecological Society and Fonds de la Recherche Scientifique (Belgium). He is associate editor for the journals *Ecological Processes* and *Rangeland Ecology and Management*. Dr. Perotto has co-edited a special issue titled “Applications of Remote Sensing for Livestock and Grazing Land Management” in the journal *Remote Sensing* with U.S. and Australian collaborators. He has developed one of the largest drone programs for natural resources in the U.S. Great Plains region. He has chaired or co-chaired 37 graduate students and been a member of 29 graduate committees. At the undergraduate level, he has mentored 35 students and this summer he mentored 11 students. His teaching and mentoring efforts have been recognized with various honors and awards.

Dr. Perotto’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>	<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. Kira Delmore	Assistant Professor Biology	6	0	09/01/2024
Ph.D. (2015)	University of British Columbia, Canada			
Fa 2018 – Present	Texas A&M University	Assistant Professor		

Dr. Kira Delmore received her Ph.D. in Zoology from the University of British Columbia in 2015. She joined the Department of Biology at Texas A&M University (Texas A&M) in 2018 as an assistant professor. Once there, she developed undergraduate and graduate courses on Evolution. She chaired two graduate student committees, mentored four postdoctoral associates, and provided research experiences for 23 undergraduates. Mentees from all levels have led publications, received conference awards and research grants, and moved on to successful careers in science, technology, engineering, and mathematics. Dr. Delmore has an internationally recognized research program in evolutionary biology, with an emphasis on speciation, behavior, genetics, and conservation. She has published 39 manuscripts and given 15 invited presentations. She has obtained over \$2.4 million in external funding since arriving at Texas A&M (an additional \$1.9 million is pending National Institutes of Health Council review). This funding includes two National Science Foundation grants that integrate activities of major societal relevance; collaborations with international governmental and non-governmental organizations to (1) develop science, technology, engineering, and mathematics (STEM) education materials inspired by her research and (2) use her research findings to assess the protection status of migratory songbirds and develop management plans for this group.

To the best of our knowledge, Dr. Delmore has performed professionally and has not engaged in behaviors that may lead to dismissal for cause as specified in System Policy *12.01*, Section 4.3.

Dr. Jennifer N. Dulin	Assistant Professor Biology	7	0	09/01/2024
Ph.D. (2012)	University of Texas Health Science Center at Houston			
Fa 2017 – Present	Texas A&M University	Assistant Professor		

Dr. Jennifer Dulin has been working in the spinal cord injury research field for 15 years. After graduating with her B.S. in Biochemistry from Texas A&M University, she earned her Ph.D. in Neuroscience from the University of Texas Health Science Center – Houston in 2012. She then completed a postdoctoral fellowship at the University of California – San Diego. She returned to Aggieland as a tenure-track assistant professor in the Texas A&M Department of Biology in 2017. The focus of the Dulin lab’s research is to answer fundamental biological questions about how transplanted neural progenitor cells can interact with the injured spinal cord and promote recovery of neurological function. The long-term goal of the Dulin lab is to generate knowledge that will be applied to develop therapeutically effective human cell transplantation therapies. Dr. Dulin teaches undergraduate- and graduate-level neurobiology courses and has served in impactful leadership roles including the Council of Principal Investigators. She has mentored five Ph.D. students and 37 undergraduates in her lab, several of whom have won College-level, University-level, and national awards. Dr. Dulin is recognized as a

leader in her field as evidenced by her strong track record of funding, invited oral presentations, and research awards.

To the best of our knowledge, Dr. Dulin has performed professionally and has not engaged in behaviors that may lead to dismissal for cause as specified in System Policy *12.01*, Section 4.3.

Dr. Quentin Michaudel	Assistant Professor Chemistry	6	0	09/01/2024
Ph.D. (2015)	The Scripps Research Institute			
Su 2018 – Present	Texas A&M University	Assistant Professor		

Dr. Quentin Michaudel grew up in La Rochelle, France. He received his B.Sc. (2008) and M.Sc. (2010) from the École Normale Supérieure de Lyon. He earned his Ph.D. (2015) with Professor Phil S. Baran at The Scripps Research Institute, where he explored Carbon–Hydrogen functionalization methods and their applications to the synthesis of complex molecules. Dr. Michaudel then accepted a postdoctoral position at Cornell University, where he developed photocontrolled polymerizations with Professor Brett P. Fors. In 2018, Dr. Michaudel started his independent career as an assistant professor at Texas A&M University. His research group focuses on the development of synthetic methods and new organic materials with targeted applications ranging from healthcare to plastic recycling and clean energy production. Dr. Michaudel is the recipient of a National Institutes of Health Maximizing Investigators’ Research Award (2020) and a National Science Foundation Career Award (2022). He was selected for the 2022 American Chemical Society, Polymeric Materials: Science and Engineering Young Investigator Award and the 2022 ACS Organic Division Academic Young Investigator’s Symposium. His teaching focuses on organic chemistry from introductory courses to graduate level. His efforts have been recognized by the Texas A&M University Montague-Center for Teaching Excellence Award and the College of Arts & Sciences Early Career Teaching Award.

To the best of our knowledge, Dr. Michaudel has performed professionally and has not engaged in behaviors that may lead to dismissal for cause as specified in System Policy *12.01*, Section 4.3.

Dr. Xin Yan	Assistant Professor Chemistry	6	0	09/01/2024
Ph.D. (2015)	Purdue University			
Su 2018 – Present	Texas A&M University	Assistant Professor		

Dr. Xin Yan received her Ph.D. in Chemistry from Purdue University in 2015. She then pursued her postdoctoral research at Stanford University for two and a half years. Dr. Yan joined the faculty at Texas A&M University as an assistant professor in 2018. Her research group develops microdroplet reactions and integrates them with mass spectrometry to address the deficiencies in lipid structural analysis and to accelerate the discovery of transition metal catalysis. Her research is highlighted by the development of (i) voltage-controlled interfacial microreactors that allow acceleration of electrochemical reactions for the first time; (ii) microdroplet mass spectrometric strategies that address long-standing problems in lipid isomer analysis and accurate quantification; and (iii) novel mass spectrometry screening platform that uses picomole-scale anodic corrosion of transition metal electrodes (e.g., Pd) to enable the rapid discovery of transition metal catalysis. Dr. Yan has received a National Science Foundation CAREER award, National Institutes of Health Maximizing Investigators’ Research Award, International Union of Pure and Applied Chemistry - Emerging Innovator

Award in Analytical Chemistry, American Society for Mass Spectrometry Research Award, and Montague Center for Teaching Excellence Scholar.

To the best of our knowledge, Dr. Yan has performed professionally and has not engaged in behaviors that may lead to dismissal for cause as specified in System Policy 12.01, Section 4.3.

Dr. Christina L. Belanger	Assistant Professor Geology & Geophysics	7	5	09/01/2024
Ph.D. (2011)	University of Chicago			
Fa 2012 – Su 2017	South Dakota School of Mines & Technology	Assistant Professor		
Fa 2017 – Present	Texas A&M University	Assistant Professor		

Dr. Christina Belanger received her Ph.D. in Paleoecology from the University of Chicago in 2011. Dr. Belanger joined the Department of Geology & Geophysics at Texas A&M University as an assistant professor in 2017 after serving as an assistant professor at the South Dakota School of Mines and Technology from 2012 to 2017. She teaches graduate and undergraduate courses in paleontology and data analysis. She developed and co-developed three new undergraduate Core Curriculum courses and significantly updated the paleontology course required for the Geology B.S. Dr. Belanger received the Association of Former Students College-Level Distinguished Achievement Award for Teaching in 2021. Dr. Belanger's research focuses on ecological responses to environmental change as measured in geologic records. She has received over \$2.0 million in external research funding from the National Science Foundation (NSF) and the Institute of Museum and Library Services - Museums for America. She has written 24 peer-reviewed journal articles including three in Proceedings of the National Academy of Sciences and one in Nature. Dr. Belanger chaired or co-chaired 13 master's committees, two doctoral committees, and served on 22 others. She has mentored over 32 undergraduate researchers and one post-doctoral scholar. Dr. Belanger received the NSF CAREER award in 2022 and the College of Arts & Sciences Research Impact Award in 2023.

To the best of our knowledge, Dr. Belanger has performed professionally and has not engaged in behaviors that may lead to dismissal for cause as specified in System Policy 12.01, Section 4.3.

Dr. Lawrence T. MacNamara	Assistant Professor History	7	0	09/01/2024
Ph.D. (2015)	Columbia University			
Fa 2017 – Present	Texas A&M University	Assistant Professor		

Dr. Lawrence MacNamara earned a Ph.D. in History from Columbia University in 2015. His research area is the social, intellectual, and environmental history of the United States. He studies the fundamental ideas of ordinary people, focusing in particular on ideas about nature. His first book, Birth Control and American Modernity: A History of Popular Ideas (Cambridge U.P., 2018), shows how family limitation became popular and legitimate among Americans, including people who remained unaware or suspicious of the formal birth control movement. His second book, Open Sky: Popular Cosmology in the United States, looks at Americans' changing ideas about the material and spiritual contents of the sky. Both books aim to understand basic philosophical disagreements about the fundamental or natural order of things, insofar as they were important to non-intellectuals, and in this way to improve our understanding of the root of enduring social fissures. Dr.

MacNamara’s teaching draws on this interest in the “philosophies of non-philosophers” to help students think about the significance of everyday moral assumptions in a republic. Dr. MacNamara has been active in service to the college (College of Arts & Sciences, Environmental Initiative) and department (executive committee, undergraduate committee, and others).

To the best of our knowledge, Dr. MacNamara has performed professionally and has not engaged in behaviors that may lead to dismissal for cause as specified in System Policy *12.01*, Section 4.3.

Dr. Sarah J. McNamara	Assistant Professor History	8	0	09/01/2024
Ph.D. (2016)	University of North Carolina at Chapel Hill			
Fa 2016 – Present	Texas A&M University	Assistant Professor		

Dr. Sarah McNamara earned a Ph.D. in History from North Carolina at Chapel Hill. She is an assistant professor of History and Core Faculty in Latinx & Mexican American Studies at Texas A&M University (Texas A&M). Her research examines histories of Latina/o, women and gender, immigration, and labor in the modern United States. Dr. McNamara is the author of the book *Ybor City: Crucible of the Latina South* (University of North Carolina Press, 2023). She has published scholarship in the *Journal of American Ethnic History*, *Labor: Studies in Working Class History*, *South Writ Large*, and the volume *50 Events that Shaped Latino History*. Dr. McNamara is an expert in oral history methodology and is active in public history. In March 2023, she unveiled a historical mural and marker in Tampa, Florida as part of her public history project “Nuestra Historia.” Her research has received recognition and support from national organizations such as the Institute for Citizens and Scholars, the American Association of University Women, and others. Dr. McNamara is an award-winning educator whose dedication to teaching has been recognized by Texas A&M through the Montague Center for Teaching Excellence Award, the Early Career Teaching Award from the College of Arts & Sciences, and the Distinguished Teaching Award from The Association of Former Students.

To the best of our knowledge, Dr. McNamara has performed professionally and has not engaged in behaviors that may lead to dismissal for cause as specified in System Policy *12.01*, Section 4.3.

Dr. Irina Bobkova	Assistant Professor Mathematics	5	0	09/01/2024
Ph.D. (2014)	Northwestern University			
Su 2019 – Present	Texas A&M University	Assistant Professor		

Dr. Irina Bobkova received her Ph.D. in Mathematics from Northwestern University in 2014. Her research focus is on mathematics, where her specific area of expertise is algebraic topology. She has 11 peer-reviewed journal publications in high-ranking journals and has given over 40 presentations at conferences and research seminars. Dr. Bobkova has been awarded over half a million dollars in research funding from the National Science Foundation (NSF) and other sources. She has served on several expert panels at the NSF and has refereed papers for prestigious mathematics journals. Among other grants, she was awarded a prestigious NSF CAREER award in 2023. She has taught a wide range of courses, from calculus to a graduate course in topology and consistently receives excellent rankings from her students. In 2023 she was awarded the Department of Mathematics Outstanding Teaching Award. Dr. Bobkova is active in outreach activities of the Department of Mathematics, in particular, she has been an instructor in the Math Circle since 2020. She has co-organized

several conferences. Among others, she has co-initiated and is co-organizing an annual series of regional topology conferences rotating between the universities in Texas and neighboring states.

To the best of our knowledge, Dr. Bobkova has performed professionally and has not engaged in behaviors that may lead to dismissal for cause as specified in System Policy 12.01, Section 4.3.

Dr. Alexandru Hening	Assistant Professor Mathematics	3	4	09/01/2024
Ph.D. (2013)	University of California, Berkeley			
Fa 2017 – Su 2021	Tufts University	Assistant Professor		
Su 2021 – Present	Texas A&M University	Assistant Professor		

Dr. Alexandru Hening was born in Romania. After finishing high school in Bucharest, his family moved to the United States. He went to Germany (Jacobs University Bremen) for his undergraduate B.S. in Mathematics and then came to the U.S. for his Ph.D. in Mathematics, under the supervision of Steve Evans, at the University of California Berkeley. After finishing his Ph.D. in 2013, he went to the University of Oxford for a three-year postdoc and then to Imperial College London as a Chapman fellow. In 2017 he moved back to the U.S. and worked as an assistant professor at Tufts University until 2021 when he joined Texas A&M University. Dr. Hening is a mathematician working at the intersection of stochastic processes and mathematical biology. His work is mostly on stochastic population dynamics and stochastic harvesting. He made significant contributions to stochastic coexistence theory by providing rigorous results for the extinction and persistence of interacting species that are influenced by random environmental fluctuations. Together with collaborators, he was able to give a proof of a variant of Palis’ conjecture from dynamical systems. For stochastic harvesting, Dr. Hening has tackled both single and multi-species harvesting problems and is now working on comparing the theoretical results with fishery data.

To the best of our knowledge, Dr. Hening has performed professionally and has not engaged in behaviors that may lead to dismissal for cause as specified in System Policy 12.01, Section 4.3.

Dr. Jeffrey Kuan	Assistant Professor Mathematics	6	0	09/01/2024
Ph.D. (2015)	Harvard University			
Su 2018 – Present	Texas A&M University	Assistant Professor		

Dr. Jeffrey Kuan joined the Mathematics Department in 2018 as an assistant professor. Previously, he was a National Science Foundation Postdoc at Columbia University and received a Ph.D. in Mathematics from Harvard University. His research interests are in integrable probability, representation theory, mathematical physics, and combinatorics. More specifically, he uses inspirations from representation theory and combinatorics to discover previously inaccessible results in probability theory and mathematical physics. He has completed 31 papers, many of which are published in top-tier journals. His teaching is directly integrated with his research through his advising of two graduate students and 22 undergraduate students, who combined have authored 15 papers under his supervision. He frequently alludes to Taylor Swift lyrics in course instruction and is passionate about making mathematics accessible to all students, employees and researchers.

To the best of our knowledge, Dr. Kuan has performed professionally and has not engaged in behaviors that may lead to dismissal for cause as specified in System Policy *12.01*, Section 4.3.

Dr. Jonas Lührmann	Assistant Professor Mathematics	5	0	09/01/2024
Ph.D. (2016)	Eidgenössische Technische Hochschule Zürich, Switzerland			
Su 2019 – Present	Texas A&M University	Assistant Professor		

Dr. Jonas Lührmann joined the Department of Mathematics as an assistant professor in 2019. Previously, he was a J.J. Sylvester Assistant Professor in the Department of Mathematics at Johns Hopkins University. He received his Ph.D. in Mathematics from ETH (Eidgenössische Technische Hochschule) Zürich in 2016, advised by Professor Michael Struwe and co-advised by Professor Joachim Krieger. His research interests are partial differential equations and mathematical physics, in particular the study of the long-time dynamics of solutions to nonlinear dispersive and hyperbolic equations. Dr. Lührmann has published 11 journal articles and is a 2023 recipient of a National Science Foundation CAREER Award.

To the best of our knowledge, Dr. Lührmann has performed professionally and has not engaged in behaviors that may lead to dismissal for cause as specified in System Policy *12.01*, Section 4.3.

Dr. Angela N. Knapp	Professor Oceanography	0	11	Upon Approval by the Board and Faculty Arrival
Ph.D. (2006)	Princeton University			
Fa 2013 – Su 2019	Florida State University	Assistant Professor		
Fa 2019 – Present	Florida State University	Associate Professor (Tenured 2019)		
Su 2024	Texas A&M University	Professor		

Dr. Angela Knapp received her Ph.D. in Geosciences from Princeton University in 2006. She is an expert on marine nitrogen cycling, and specifically how geochemistry can quantify the processes that add, remove and cycle this biologically important element in the environment. She is the author of 46 peer-reviewed publications and has been awarded \$3 million directly in research funding. She currently leads a 7-Principal Investigator (PI) National Science Foundation (NSF)-funded project in the Gulf of Mexico and serves on the U.S. GEOTRACES Steering Committee and well as the Leadership team for an NSF-funded Research Coordination Network studying Aquatic Nitrogen Fixation. She has taught a range of undergraduate and graduate courses that all receive excellent teaching evaluations. She has served on over 25 graduate student committees, graduated one Ph.D. student and two master's students and supervised five undergraduate honors theses. She is an Associate Editor for Marine Chemistry, has chaired multiple sessions at international meetings and was selected for the Florida State University (FSU) Faculty Leadership Development Program by the Dean of the College of Arts and Sciences.

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

Dr. Amir R. A. Jaima	Assistant Professor Philosophy & Humanities	8	0	09/01/2024
Ph.D. (2014)	State University of New York at Stony Brook			
Su 2016 – Present	Texas A&M University	Assistant Professor		

Dr. Amir Jaima received his Ph.D. in Philosophy from State University of New York - Stony Brook in 2014. He is a scholar of Africana philosophy, specializing in Black aesthetics. Since joining the faculty at Texas A&M University in 2016, he has published 12 peer-reviewed journal articles and authored 23 conference presentations and invited talks. Dr. Jaima teaches graduate and undergraduate courses on Aesthetics and Africana Philosophy, and his students consistently rate his courses highly. He has served on eight completed Ph.D. thesis committees and is an ongoing member of five additional committees. Dr. Jaima is an active and involved member of several department-level service committees, including the steering committee which advises the head of the department, and the time-consuming Graduate Program Advisory Committee which manages the philosophy graduate program and decides awards and admissions.

To the best of our knowledge, Dr. Jaima has performed professionally and has not engaged in behaviors that may lead to dismissal for cause as specified in System Policy *12.01*, Section 4.3.

Dr. Kevin M. Hufferberger	Professor Physics & Astronomy	0	15	Upon Approval by the Board and Faculty Arrival
Ph.D. (2006)	Princeton University			
Fa 2009 – Su 2013	University of Miami	Assistant Professor		
Fa 2013 – Su 2017	Florida State University	Assistant Professor		
Fa 2017 – Su 2022	Florida State University	Associate Professor (tenured)		
Fa 2022 – Present	Florida State University	Professor		
Su 2024	Texas A&M University	Professor		

Dr. Kevin Hufferberger received his Ph.D. in Physics from Princeton University in 2006. He is an expert on astrophysics and cosmology, mainly studying the Cosmic Microwave Background (CMB) (the radiation afterglow of the Big Bang). He is the author of more than 200 peer-reviewed journal publications. Dr. Hufferberger has been awarded more than \$3 million in research funding from federal and other agencies. He is currently the elected co-spokesperson of the CMB-S4 science collaboration. CMB-S4 seeks to build the next-generation ground-based cosmic microwave background experiment. Dr. Hufferberger is also a member of the Simons Observatory and Atacama Cosmology Telescope collaborations. Dr. Hufferberger teaches a wide variety of undergraduate and graduate courses in physics and astronomy and earns very good teaching reviews. He has graduated three Ph.D. and two master's students, sat on 18 graduate student committees, and supervised five undergraduate honors theses. He has organized and chaired sessions at international meetings. Dr. Hufferberger has held faculty positions at Florida State University (earning the University-wide Developing Scholar Award) and at the University of Miami.

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

Dr. Rachel J. Smith	Assistant Professor Psychological & Brain Sciences	9	0	09/01/2024
Ph.D. (2008)	University of Pennsylvania			
Sp 2015 – Present	Texas A&M University	Assistant Professor		

Dr. Rachel Smith earned her Ph.D. in Neuroscience from the University of Pennsylvania in 2008 and joined the Department of Psychological & Brain Sciences at Texas A&M University as an assistant professor in 2015. Dr. Smith teaches graduate and undergraduate courses in neuroscience, including a popular course on Drugs & Behavior. Dr. Smith's research is focused on the behavioral neuroscience of drug addiction, with the goal of determining how drug use changes the brain and leads to maladaptive behavior, such as compulsive drug seeking. She has received over \$2.1 million in external research funding from the National Institutes of Health. She has published 28 peer-reviewed articles and has over 3900 citations. Dr. Smith has chaired four doctoral committees, one master's committee, and served on 22 others.

To the best of our knowledge, Dr. Smith has performed professionally and has not engaged in behaviors that may lead to dismissal for cause as specified in System Policy *12.01*, Section 4.3.

Dr. Zina Trost	Associate Professor Psychological & Brain Sciences	1	11	Upon Approval by the Board
Ph.D. (2010)	Ohio University			
Su 2012 – Su 2015	University of North Texas	Assistant Professor		
Su 2015 – Su 2019	University of Alabama	Assistant Professor		
Fa 2019 – Sp 2023	Virginia Commonwealth University	Associate Professor (Tenured 2019)		
Su 2023 – Present	Texas A&M University	Associate Professor		

Dr. Zina Trost earned her Ph.D. in Clinical Psychology at Ohio University in 2010. She leads an innovative research program focusing on adapting virtual reality and gaming technologies to address pain and rehabilitation. Her work also addresses the role of injustice appraisal in pain and health outcomes, and its intersection with health disparities. She has nearly 100 peer-reviewed publications and has given nearly 50 workshops and presentations as well as over 130 poster presentations and published abstracts. Notably, she is first author or senior author on about half of her papers. Her work has received continued national and international research support, including funding from the American Pain Society, International Association for the Study of Pain, National Institutes of Health, Craig H. Neilsen Foundation, National Institute on Disability and Rehabilitation, and the Department of Defense. In addition, she has a record of chairing dissertations and undergraduate theses, and service on editorial boards, grant and journal reviewing, and to her national and international professional societies. Across her previous positions, she has mentored more than 70 students in research projects which has led to numerous publications which include graduate and undergraduate students.

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

Dr. Anka A. Vujanovic	Professor Psychological & Brain Sciences	1	11	Upon Approval by the Board
Ph.D. (2009)	University of Vermont			
Fa 2012 – Su 2016	University of Texas Health Science Center at Houston	Assistant Professor		
Fa 2016 – Su 2022	University of Houston	Associate Professor (Tenured 2016)		
Fa 2022 – Sp 2023	University of Houston	Professor		
Su 2023 – Present	Texas A&M University	Professor		

Dr. Anka Vujanovic is professor and director of Clinical Training in the Department of Psychological and Brain Sciences at Texas A&M University, and she is a professor in the Department of Psychiatry and Behavioral Sciences in the Texas A&M School of Medicine. A licensed clinical psychologist, Dr. Vujanovic is the director of the Trauma and Stress Studies Center and the First Responder Consortium. She maintains a faculty appointment as research professor in the Department of Psychology at the University of Houston. Dr. Vujanovic received a Ph.D. in Clinical Psychology from the University of Vermont and completed the pre-doctoral clinical psychology internship program at the Brown University Clinical Psychology Training Consortium. Her work encompasses populations exposed to diverse types of trauma, including sexual trauma survivors, military veterans, first responders, and human trafficking survivors. Dr. Vujanovic has received research funding from the National Institutes of Health and private foundations. Dr. Vujanovic is an associate editor for three journals including *European Journal of Psychotraumatology*, *Cognitive Behaviour Therapy*, and *Mindfulness*, and she serves on the editorial boards of seven additional journals. Dr. Vujanovic has authored over 230 publications, including journal articles, books, and book chapters.

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

COLLEGE OF ENGINEERING

<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. Ana Diaz Artiles	Assistant Professor Aerospace Engineering	6	0	09/01/2024
Ph.D. (2015)	Massachusetts Institute of Technology			
Sp 2018 – Present	Texas A&M University	Assistant Professor		

Dr. Ana Diaz Artiles received her Ph.D. in Aerospace Engineering from Massachusetts Institute of Technology (MIT) in 2015. She joined the Mechanical and Aerospace Engineering Department at Cornell University as a research associate and lecturer in 2015. She joined the Department of Aerospace Engineering at Texas A&M University (Texas A&M) as an assistant professor in 2018. Dr. Diaz Artiles teaches graduate and undergraduate courses in aerospace systems, bioastronautics and statistics. She developed two new courses on bioastronautics (stack) and statistics (graduate) and made significant contributions to the development of the new department group Systems, Design and Human Integration. Her research investigates human health and performance in aerospace environments. Dr. Diaz Artiles has received over \$3.3M in research funding from the National

Aeronautics and Space Administration (NASA), Lockheed Martin Corporation, Texas A&M, and others. She has published 25 peer-reviewed journal papers, 33 conference papers, and 15 published abstracts. Dr. Diaz Artilles was the keynote speaker at the 2020 NASA Innovative Advanced Concepts Symposium. She was appointed in 2021 to the European Space Agency’s topical team “Space Analogs and Human Performance.” Dr. Diaz Artilles has chaired one doctoral committee, two master’s committees, and served on seven others. Dr. Diaz Artilles received the 2022 Thora Halstead Early Career Award from the American Society for Gravitational and Space Research.

To the best of our knowledge, Dr. Artilles has performed professionally and has not engaged in behaviors that may lead to dismissal for cause as specified in System Policy 12.01, Section 4.3.

Dr. Limei Tian	Assistant Professor Biomedical Engineering	6	0	09/01/2024
Ph.D. (2014)	Washington University in St. Louis			
Su 2018 – Present	Texas A&M University	Assistant Professor		

Dr. Limei Tian received her Ph.D. in Mechanical Engineering from Washington University in St. Louis in 2014. Dr. Tian joined the Department of Biomedical Engineering at Texas A&M University as an assistant professor in 2018. She teaches graduate and undergraduate courses in biomechanics and biomedical nanotechnology. Her research focuses on biosensors and wearable devices for point-of-care diagnostics and health monitoring. She has received \$2.9 million in external research funding from the National Institutes of Health (NIH), the National Science Foundation and industry. Dr. Tian is an associate editor of Frontiers in Bioengineering and Biotechnology and an editorial board member of Multidisciplinary Digital Publishing Institute (MDPI) Bioengineering journal. She has co-authored 64 peer-reviewed journal articles, one book chapter, two U.S. patents, and five Patent Cooperation Treaty (PCT) patent applications. She was a keynote speaker at the 2022 Biomedical Engineering Society Annual Meeting. Dr. Tian is the chair of four doctoral committees and one master's committee and has mentored 26 undergraduate researchers. Dr. Tian received an R21 Trailblazer Award from the NIH National Institute of Biomedical Imaging and Bioengineering (NIBIB) in 2020, an R35 Maximizing Investigators' Research Award (MIRA) from the NIH National Institute of General Medical Sciences (NIGMS) in 2022, and Texas A&M Engineering Experiment Station (TEES) Young Faculty Fellow Award in 2023.

To the best of our knowledge, Dr. Tian has performed professionally and has not engaged in behaviors that may lead to dismissal for cause as specified in System Policy 12.01, Section 4.3.

Dr. Alexandra J. Walsh	Assistant Professor Biomedical Engineering	5	0	09/01/2024
Ph.D. (2015)	Vanderbilt University			
Su 2019 – Present	Texas A&M University	Assistant Professor		

Dr. Alexandra (Alex) J. Walsh received her Ph.D. in Biomedical Engineering from Vanderbilt University in 2015. Dr. Walsh joined the Department of Biomedical Engineering at Texas A&M University as an assistant professor in 2019. Dr. Walsh teaches graduate and undergraduate courses in biomedical instrumentation and biophotonics. She developed a new curriculum and two laboratory activities for Biophotonics II. Dr. Walsh’s research focuses on label-free optical technologies. She has received over \$3.25 million in external research

funding from agencies including the Air Force Office of Scientific Research, National Institutes of Health, and Chan Zuckerberg Initiative. Dr. Walsh is an academic editor for the journal PlosOne. She has written 44 peer-reviewed journal articles, two book chapters, and 16 conference proceedings papers. She has two issued patents and an additional five patent disclosures. Dr. Walsh has given 34 invited talks, including a keynote talk at High-Speed Biomedical Imaging and Spectroscopy, Photonics West. Dr. Walsh has graduated two Ph.D. students, is chairing an additional six doctoral committees, one master’s committee, and serves on 14 others. Dr. Walsh is a Senior Member of SPIE (Society of Photo-Optical Instrumentation Engineers) (2022), a Scialog Advancing Bioimaging Fellow, and won a Young Investigator Award from the Air Force Office of Scientific Research in 2019.

To the best of our knowledge, Dr. Walsh has performed professionally and has not engaged in behaviors that may lead to dismissal for cause as specified in System Policy 12.01, Section 4.3.

Dr. Aristos Aristidou	Professor Chemical Engineering	0	>15	Upon Approval by the Board and Faculty Arrival
Ph.D. (1995)	William Marsh Rice University			
1997 – 2001	Finnish Technical Research Center	Bioprocess Research & Development Lead		
2001 – 2007	NatureWorks, LLC.	Bioprocess Development Lead		
2007 – 2012	Gevo Inc.	Vice President, Bioprocess Development		
2012 – 2018	Cargill, Inc.	Global Functional Lead, Fermentation		
2018 – 2020	Cargill, Inc.	Director, Biotechnology Research & Development		
2020 – 2023	Cargill, Inc.	Strategic Growth Platform Lead		
2023 – Present	Biomason	Chief Scientific Officer		
Fa 2024	Texas A&M University	Professor		

Dr. Aristidou is an accomplished entrepreneurial leader with over two decades of global experience in bioprocess and biocatalyst development. He played a pivotal role as a founding member in two prominent bio-based product companies, NatureWorks, LLC. and Gevo Inc. Recognized for his contributions, he was elected to the National Academy of Engineering in 2018 and achieved the status of Cargill Corporate Fellow in 2022. In his extensive career, Dr. Aristidou has held key technical leadership positions, including chief scientific officer at Biomason, platform lead for Biotechnology and Biointermediates at Cargill, director of Biotechnology at Cargill, and vice president of Bioprocess Development at Gevo Inc. His expertise extends globally, having worked in Finland for four years, where he served as Bioprocess R&D (Research and Development) leader at the National Technical Research Center VTT (Valtion Teknillinen Tutkimuskeskus) and adjunct professor at the Helsinki University of Technology. Dr. Aristidou holds a B.S. and Ph.D. in Chemical Engineering from Rice University. He pursued postdoctoral studies at the Massachusetts Institute of Technology under Professor Gregory Stephanopoulos. A prolific contributor to the field, he has co-authored over 30 peer-reviewed articles, holds more than 45 patents in industrial biotechnology, and has co-authored a textbook on Metabolic Engineering, along with contributing chapters to various edited books.

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

Dr. Abdullah Al Muzahid	Assistant Professor Computer Science & Engineering	6	6	09/01/2024
Ph.D. (2012)	University of Illinois at Urbana-Champaign			
Fa 2012 – Su 2018 Fa 2018 – Present	University of Texas at San Antonio Texas A&M University	Assistant Professor Assistant Professor		

Dr. Abdullah Muzahid received his Ph.D. in Computer Science from the University of Illinois at Urbana Champaign in 2012 under Dr. Josep Torrellas. Dr. Muzahid joined the Department of Computer Science and Engineering as an assistant professor in 2018 and teaches graduate and undergraduate courses on computer architecture. Dr. Muzahid believes in engaging students via hands-on experience, contests, and group work by experimenting with various teaching techniques. Since joining the department, he has developed two new graduate special topics courses, one on machine learning-based systems and another on advanced computer architecture. Dr. Muzahid’s research is in the domain of computer architecture and systems. It has led to the development of novel hardware and software support for machine learning efficiency and program reliability. His work improves the efficiency of machine learning models by speeding up their training and makes programs more reliable by exposing, detecting and avoiding performance, correctness and security issues. He has been awarded over \$1.37M in grants during his career from the National Science Foundation (NSF), Intel, and Rackspace. Dr. Muzahid was the recipient of an NSF CAREER Award in 2017. He has served in leadership roles at many top conferences and publishes in top-tier venues in his respective research areas. Dr. Muzahid has graduated four Ph.D. students and currently advises five Ph.D. students.

To the best of our knowledge, Dr. Muzahid has performed professionally and has not engaged in behaviors that may lead to dismissal for cause as specified in System Policy *12.01*, Section 4.3.

Dr. Dileep Kalathil	Assistant Professor Electrical & Computer Engineering	7	0	09/01/2024
Ph.D. (2014)	University of Southern California			
Fa 2017 – Present	Texas A&M University	Assistant Professor		

Dr. Dileep Kalathil received his Ph.D. in Electrical Engineering from the University of Southern California in 2014. His main research area is reinforcement learning (RL) theory and algorithms, and their applications in real-world systems such as mobile robotics, communication networks, and power systems. RL is the class of machine learning that addresses the problem of learning to control dynamical systems. The overarching theme of his research is to overcome these challenges by developing a principled approach for the Run Length Limited-based design of control algorithms that are robust, safe and adaptive, with provable guarantees and scalable performance. Dr. Kalathil has published 13 journal-style papers in top Machine Learning/Artificial Intelligence conference proceedings, 21 papers in journals, and 32 papers in other conference proceedings. The impact of his work is partially evidenced by over 1,400 citations as seen on Google Scholar. Dr. Kalathil has secured continuous external research funding that supports graduate students and faculty salary, with total funding of over \$2 million out of which his own share is over \$1.3 million. Dr. Kalathil received the National Science Foundation (NSF) CAREER Award in 2021 and the NSF Research Initiation Initiative Award in 2019. He regularly serves as an associate editor of top control systems conferences and as an area chair for top machine learning conferences. He is a senior member of the Institute of Electrical and Electronics Engineers.

To the best of our knowledge, Dr. Kalathil has performed professionally and has not engaged in behaviors that may lead to dismissal for cause as specified in System Policy *12.01*, Section 4.3.

Dr. Amir Asadi	Assistant Professor Engineering Technology & Industrial Distribution	7	0	09/01/2024
Ph.D. (2013)	University of Manitoba, Canada			
Fa 2017 – Present	Texas A&M University	Assistant Professor		

Dr. Amir Asadi received his Ph.D. in Mechanical Engineering from the University of Manitoba, Canada in 2013 and joined the Department of Engineering Technology and Industrial Distribution at Texas A&M University as an assistant professor in 2017 following his post-doctoral tenure at Georgia Institute of Technology. His research is on Advanced Materials and Manufacturing with a focus on scalable manufacturing of multifunctional structural composites and nanostructured materials with tailorable microstructure and properties, employing in-operando characterization and density functional theory and molecular dynamics simulations. He has received \$1.7 million in external research funding from the National Science Foundation (NSF), and industry. He has written two book chapters and 34 peer-reviewed journal articles, in leading journals, e.g., *Advanced Materials*; *Small*, *Advanced Functional Materials*; *American Chemical Society - Applied Materials and Interfaces*; *Composites Part A: Applied Science and Manufacturing*; and *Composites Part B: Engineering*. He has also submitted a patent application for his invention on scalable manufacturing of precise nanostructured surfaces using spray deposition, based on which he cofounded his startup, *Advanced Micro Sprays, LLC*. He is the invited speaker at the 2023 *TechConnect World Innovation and Brazilian Conference on Composite Materials*. Dr. Asadi received the NSF CAREER award for *Advanced Manufacturing* in 2021.

To the best of our knowledge, Dr. Asadi has performed professionally and has not engaged in behaviors that may lead to dismissal for cause as specified in System Policy *12.01*, Section 4.3.

Dr. Yanling Chang	Assistant Professor Engineering Technology & Industrial Distribution	7	0	09/01/2024
Ph.D. (2015)	Georgia Institute of Technology			
Sp 2017 – Present	Texas A&M University	Assistant Professor		

Dr. Yanling Chang holds a Ph.D. in Operations Research from the Georgia Institute of Technology (2015) and she joined Texas A&M University in 2017 as an assistant professor. The focus areas for her teaching are purchasing and supply chain management. Her research area is dynamic decision-making under uncertainty, with applications on supply chain management and military and security. She is a recipient of the National Science Foundation (NSF) CAREER award in 2023. Her work has appeared in flagship journals including *Operations Research*, *Institute of Electrical and Electronics Engineers - Transactions on Automatic Control*, *Psychological Review*, and *Institute of Industrial and Systems Engineers (IISE) - Transactions*. She also won the “Best Paper Award” in the 2022 *IISE Transactions*, supply chain focus, and another top-cited paper award on blockchain in supply chain management. Dr. Chang has served on several review panels for NSF and French National Research Agency, and she is a regular reviewer for major journals. In 2021, she was elected as a fellow of *Scialog* (sponsored by the Research Corporation for Science Advancement, the United States Department of

Agriculture) with a travel fellowship to develop dynamic decision-making tools for mitigating zoonotic threats. Her work is supported by several NSF awards, and she also closely works with distribution industry on supply chain network design and data analytics via funded industry research projects.

To the best of our knowledge, Dr. Chang has performed professionally and has not engaged in behaviors that may lead to dismissal for cause as specified in System Policy *12.01*, Section 4.3.

Dr. Ceyhun Eksin	Assistant Professor Industrial & Systems Engineering	6	0	09/01/2024
Ph.D. (2015)	University of Pennsylvania			
Su 2018 – Present	Texas A&M University	Assistant Professor		

Dr. Ceyhun Eksin is an assistant professor at the Wm Michael Barnes '64 Department of Industrial and Systems Engineering at Texas A&M University. He received his Ph.D. in Electrical and Systems Engineering from the University of Pennsylvania in 2015 and was later a postdoctoral fellow at the Georgia Institute of Technology, affiliated with both the School of Electrical & Computer Engineering and the School of Biological Sciences. He also holds an M.S. degree in Industrial Engineering from Boğaziçi University, Istanbul, Turkey in 2008. His B.S. degree is in Control Engineering from Istanbul Technical University, Istanbul, Turkey, which he received in 2005. His research interests are in the areas of distributed optimization, network science, game theory, and control theory with specific applications on control of multi-agent robot teams, epidemiological modeling, smart pricing, and market coupling for the energy grid, and modeling and control of polishing and manufacturing processes. Dr. Eksin is a recipient of the National Science Foundation CAREER award in 2023. He is also the Corrie and Jim Furber '64 Faculty Fellow and a fellow of the Texas A&M Institute of Data Science in 2023.

To the best of our knowledge, Dr. Eksin has performed professionally and has not engaged in behaviors that may lead to dismissal for cause as specified in System Policy *12.01*, Section 4.3.

Dr. Maryam Zahabi	Assistant Professor Industrial & Systems Engineering	6	1	09/01/2024
Ph.D. (2017)	North Carolina State University			
Fa 2017 – Su 2018	Wichita State University	Assistant Professor		
Su 2018 – Present	Texas A&M University	Assistant Professor		

Dr. Maryam Zahabi received her bachelor's and master's degrees from Sharif University of Technology (Iran) in 2011 and 2013, respectively. She received her Ph.D. in Industrial Engineering from North Carolina State University in 2017. Dr. Zahabi's research and teaching interests are in human systems engineering with a focus on human performance modeling and applications in surface transportation and assistive technology. Her research activities and collaborations have led to 40 publications in peer-reviewed journals and attracted more than \$8.7 million in external research funding, with more than \$2 million attributed to her. Dr. Zahabi is a recipient of the 2021 National Science Foundation CAREER Award. She is also the recipient of several research accolades, including the 2022 Applied Ergonomics Conference Young Investigator Award, Mike and Sugar

Barnes Faculty Fellowship, and the 2021 Human Factors and Ergonomics Society (HFES) Stephanie Binder Young Professional Award.

To the best of our knowledge, Dr. Zahabi has performed professionally and has not engaged in behaviors that may lead to dismissal for cause as specified in System Policy 12.01, Section 4.3.

Dr. Kelvin Yu Xuan Xie	Assistant Professor Materials Science & Engineering	6	0	09/01/2024
Ph.D. (2013)	The University of Sydney, Australia			
Sp 2018 – Present	Texas A&M University	Assistant Professor		

Dr. Kelvin Xie received his Ph.D. in Mechanical Engineering from The University of Sydney, Australia, in 2013. Dr. Xie joined the Department of Materials Science and Engineering at Texas A&M University (Texas A&M) as an assistant professor in 2018. Dr. Xie teaches graduate and undergraduate courses in electron microscopy, fundamentals of materials science, and materials science lab. He developed two graduate materials science courses. Dr. Xie’s research focuses on understanding the deformation and damage mechanisms of materials using advanced electron microscopy techniques. He has received over \$4 million in funding (over \$1.2 million to his research group) in external research from various federal and other funding agencies. Dr. Xie is a member of the Associate Editorial Board for Materials Research Letters, a Reviewer Editor for Frontier in Metals and Alloys and a Special Issue Guest Editor for Microstructure. Dr. Xie delivered 12 invited talks at conferences, national labs, and universities since joining Texas A&M. He has written 88 peer-reviewed journal articles (47 since joining Texas A&M). Dr. Xie has chaired one doctoral committee, seven master’s committees, and served on 10 others. Dr. Xie received the CAREER award from the National Science Foundation in 2022.

Dr. Xie has performed professionally and has not engaged in behaviors that may lead to dismissal for cause as specified in System Policy 12.01, Section 4.3.

Dr. Dion S. Antao	Assistant Professor Mechanical Engineering	7	0	09/01/2024
Ph.D. (2013)	Drexel University			
Su 2017 – Present	Texas A&M University	Assistant Professor		

Dr. Dion Antao received his Ph.D. in Mechanical Engineering from Drexel University in 2013. Dr. Antao joined the Department of Mechanical Engineering at Texas A&M University as an assistant professor in 2017 after completing four years of postdoctoral research at the Massachusetts Institute of Technology. Dr. Antao teaches graduate and undergraduate courses in thermal fluid sciences, and his research focuses on molecular macroscale thermal fluid transport and interfacial interactions during liquid vapor phase change (condensation, evaporation and boiling), surface chemistry, plasma physics/chemistry and engineering, and high-fidelity diagnostics for phase-change thermal transport characterization. He has received over \$1.4 million in external research funding from the Department of Energy, the National Science Foundation (NSF) and the American Chemical Society (ACS). Dr. Antao has written 37 peer-reviewed journal articles, two book chapters, holds one granted/issued patent, and has presented several invited talks at conferences and peer academic institutions. Dr. Antao has chaired five doctoral committees and three master’s committees, and he has served/serves on 33 other graduate thesis/dissertation committees. Dr. Antao received the ACS Petroleum Research Fund Young

Faculty Award in 2020, the NSF CAREER award in 2021, and the Micro Flow and Interfacial Phenomena Conference Outstanding Early Career Award in 2022.

To the best of our knowledge, Dr. Antao has performed professionally and has not engaged in behaviors that may lead to dismissal for cause as specified in System Policy *12.01*, Section 4.3.

Dr. Dorrin Jarrahbashi	Assistant Professor Mechanical Engineering	7	0	09/01/2024
Ph.D. (2014)	University of California, Irvine			
Fa 2017 – Present	Texas A&M University	Assistant Professor		

Dr. Dorrin Jarrahbashi received her Ph.D. in Mechanical and Aerospace Engineering from University of California-Irvine in 2014. Dr. Jarrahbashi joined the Department of Mechanical Engineering at Texas A&M University as an assistant professor in 2017. Dr. Jarrahbashi regularly teaches graduate and undergraduate courses in Fluid Mechanics. She developed undergraduate courses such as Viscous and Compressible Flows, Thermo-Fluid Laboratory, and Introduction to Thermodynamics. Dr. Jarrahbashi’s research focuses on, but is not limited to, computational fluid dynamics, high-speed multiphase behavior, combustion, and nanoparticle spray deposition. She has received over \$1.8 million in external research funding from the Department of Defense - Office of Naval Research, and the National Science Foundation (NSF). She has written 25 peer-reviewed journal publications, 13 conference papers, and 50 conference presentations. Dr. Jarrahbashi has chaired three doctoral committees, received the 2023 NSF CAREER Award, and was the winner of the 2016 American Physical Society (APS) Gallery of Fluid Motion.

To the best of our knowledge, Dr. Jarrahbashi has performed professionally and has not engaged in behaviors that may lead to dismissal for cause as specified in System Policy *12.01*, Section 4.3.

Dr. Karim Ahmed	Assistant Professor Nuclear Engineering	7	0	09/01/2024
Ph.D. (2015)	Purdue University			
Fa 2017 – Present	Texas A&M University	Assistant Professor		

Dr. Karim Ahmed serves as an assistant professor in the Department of Nuclear Engineering with an affiliation appointment in the Department of Materials Science and Engineering at Texas A&M University. Dr. Ahmed’s research focuses on utilizing Computational Materials Science to understand the behavior of materials under extreme conditions with special emphasis on nuclear materials. He specializes in developing multi-physics, multi-scale models of the effect of irradiation on the co-evolution of microstructure and properties in different forms of nuclear materials. He obtained his Ph.D. in Nuclear Engineering from Purdue University in 2015. He also acquired an M.S. in Materials Science from Florida State University in 2011. He worked as a postdoctoral research associate in the fuel modeling and simulation department at Idaho National Laboratory (INL) from 2015 until 2017. At INL, Dr. Ahmed contributed to the development of the Department of Energy (DOE) sponsored codes MOOSE (multiphysics object oriented simulation environment), MARMOT (mesoscale fuel performance code), and BISON (nuclear fuel performance code). He was awarded the Group Excellence Award, as a member of MARMOT group, by INL in 2016. He was awarded the Nuclear Regulatory Commission (NRC) Faculty Development Grant in 2018 and Los Alamos National Laboratory (LANL) Development Fellowship in 2020. His research at Texas A&M is funded by DOE, NRC, and LANL.

To the best of our knowledge, Dr. Ahmed has performed professionally and has not engaged in behaviors that may lead to dismissal for cause as specified in System Policy 12.01, Section 4.3.

Dr. Siddharth Misra	Associate Professor Petroleum Engineering	5	4	09/01/2024
Ph.D. (2015)	The University of Texas at Austin			
Fa 2015 – Su 2019 Fa 2019 – Present	The University of Oklahoma Texas A&M University	Assistant Professor Associate Professor		

Dr. Siddharth Misra received a Ph.D. in Petroleum Engineering from The University of Texas at Austin in 2015. Upon graduation, Dr. Misra joined the Petroleum Engineering Department at The University of Oklahoma as an assistant professor. In 2019, he joined the Harold Vance Department of Petroleum Engineering at Texas A&M University as an associate professor with a joint appointment in the Department of Geophysics. Dr. Misra teaches formation evaluation, machine learning for subsurface engineering, and petroleum data analytics. He developed an undergraduate elective and graduate course that significantly improved the data analytics offerings in the department. Dr. Misra’s research focuses on machine learning for subsurface characterization and engineering. Since joining Texas A&M University, he has received \$1.9 million in research funding. In total, he has raised \$4.7 million in funding. Dr. Misra is an associate editor of a top-tier Institute of Electrical and Electronics Engineers journal. He has written 48 peer-reviewed journal articles, two books with 24 chapters, and 26 peer-reviewed conference papers. He has delivered 26 conference presentations and 28 invited lectures. As chair, Dr. Misra has graduated one doctoral and 14 master’s students. Dr. Misra received the Department of Energy Early Career Award in 2018. Since 2019, he received seven international and one regional awards.

To the best of our knowledge, Dr. Misra has performed professionally and has not engaged in behaviors that may lead to dismissal for cause as specified in System Policy 12.01, Section 4.3.

Dr. Roman J. Shor	Associate Professor Petroleum Engineering	0	7	Upon Approval by the Board
Ph.D. (2016)	The University of Texas at Austin			
Su 2016 – Su 2021 Su 2021 – Fa 2023 Sp 2024 – Present	University of Calgary University of Calgary Texas A&M University	Assistant Professor Associate Professor (Tenured 2021) Associate Professor		

Dr. Roman Shor received his Ph.D. in Petroleum Engineering from The University of Texas at Austin in 2016. He is an expert in geothermal energy systems and advanced drilling systems. His research spans topics in drillstring dynamics for deep drilling, control system design and geothermal energy systems for heat recovery and power generation. He has 21 peer-reviewed journal publications and 42 conference publications (11 of which are peer-reviewed). Prior to joining Texas A&M University in January of 2024, Dr. Shor was an associate professor and Energi Simulation Industrial Research Chair at the University of Calgary where he was also the director of the Energi Simulation Centre for Geothermal Systems Research. While at the University of Calgary, Dr. Shor was the recipient of \$8.7 million CAD (\$6.5 million USD) (\$2.7 million CAD (\$2 million USD) as principal investigator) in collaborative research funding. Dr. Shor has graduated six master’s and five Ph.D. students, supervised nine capstone projects for a professional master’s program in sustainable energy, and

supervised over 18 summer undergraduate students. While in Calgary, Dr. Shor was also the undergraduate program director (associate head – Undergraduate Studies) for the Chemical Engineering and Oil & Gas Engineering programs, where he designed and implemented new course sequences in programming and data science and sustainability.

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

IRMA LERMA RANGEL SCHOOL OF PHARMACY

<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. Hamed I. Aly Ismail	Assistant Professor Pharmaceutical Sciences	9	0	09/01/2024
Ph.D. (2007)	Okayama University, Japan			
Su 2015 – Present	Texas A&M University	Assistant Professor		

Dr. Hamed Aly Ismail received his Ph.D. in Pharmaceutical Sciences from Okayama University, Japan, in 2007. His publications have been cited over 1,750 times with an h-index of 26. His research includes the design, synthesis, and elucidation of the mechanisms of flavins and other heterocyclic derivatives as antitumor agents against different tumor cell lines. He holds a U.S. provisional patent application titled Chromene Compounds And Their Use As HIV Integrase Inhibitors (Application No. 61/899,725). He previously served a two-year term on the Texas A&M Faculty Senate. He has served as Faculty Co-Advisor for the National Community Pharmacists Association (NCPA) student chapter at the School of Pharmacy since 2017. NCPA is dedicated to research, education and public outreach on behalf of the independent community pharmacy. He teaches medicinal chemistry, organic chemistry and biochemistry along with drug design, actions, discovery, development, and metabolism. He received The Association of Former Students Distinguished Achievement College-Level Achievement Award in 2019 and has been a member of the Teaching Team of the Year as a course instructor for Integrated Pharmacotherapy (IPT) IV: Infectious Diseases every year he has been a faculty member. He was named Teacher of the Year in 2017 and 2021 and received the School of Pharmacy Early Career Faculty Research Award in 2023.

To the best of our knowledge, Dr. Ismail has performed professionally and has not engaged in behaviors that may lead to dismissal for cause as specified in System Policy *12.01*, Section 4.3.

Dr. Samikkannu Thangavel	Associate Professor Pharmaceutical Sciences	6	8	09/01/2024
Ph.D. (1998)	University of Madras, India			
Su 2009 – Sp 2017 Fa 2018 – Present	Florida International University Texas A&M University	Assistant Professor Associate Professor		

Dr. Samikkannu Thangavel received his Ph.D. in Biochemistry from the University of Madras, India in 1998. Prior to joining the Irma Lerma Rangel School of Pharmacy as a tenure-track associate professor, Dr. Thangavel

was an assistant professor at Florida International University. His research focus is on the neuropathogenesis of HIV and drug abuse and developing novel diagnostic tests and treatments for neuro AIDS and neurologic damage related to drugs of abuse. He has secured extramural funding from the National Institutes of Health and intramural funding from Texas A&M University (Texas A&M). He has formed productive research collaborations with researchers from Harvard University and the University of Florida to explore photo modulation and neuroplasticity. He previously served as associate director of the Institute of Neuroimmune Pharmacology at Seton Hall University in South Orange, New Jersey. Since joining Texas A&M, he has served as a member of the dissertation committees for three Ph.D. students of the inaugural pharmaceutical sciences graduate program. He lectures on the topics of neurology, pain management, microbiology, immunology, oncology, and research techniques in the Ph.D. and PharmD programs at the School of Pharmacy. He is the Course Coordinator for the PharmD course, PHAR 726: Microbiology & Immunology. He also mentors and advises PharmD and Ph.D. students at the School of Pharmacy, and he provides review and feedback on grant submissions for faculty colleagues.

To the best of our knowledge, Dr. Thangavel has performed professionally and has not engaged in behaviors that may lead to dismissal for cause as specified in System Policy *12.01*, Section 4.3.

MAYS BUSINESS SCHOOL

<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. Antonis Kartapanis	Assistant Professor Accounting	5	0	09/01/2024
Ph.D. (2019)	The University of Texas at Austin			
Su 2019 – Present	Texas A&M University	Assistant Professor		

Dr. Antonis Kartapanis’ primary research interests lie at the intersection of law and accounting (e.g., litigation risk, fraud, and earnings management) and methodological advances in accounting. He has published in prestigious journals across different fields such as in the Journal of Accounting and Economics, The Accounting Review, Contemporary Accounting Research, Journal of Financial and Quantitative Analysis, and Journal of Law and Economics. He has served as an ad hoc referee at The Accounting Review, Contemporary Accounting Research, and AUDITING: A Journal of Practice and Theory and has received the 2023 Edward P. Swanson Accounting Research Excellence Award. He joined Texas A&M University in 2019 as an assistant professor after obtaining a Ph.D. in Accounting from The University of Texas at Austin. He has previously worked as a senior associate for Deloitte in Cyprus specializing in the banking and shipping sector. Dr. Kartapanis teaches Financial Statements Analysis with Data Analytics and has won the 2022 Baggett-Snoots Teaching Excellence Award.

To the best of our knowledge, Dr. Kartapanis has performed professionally and has not engaged in behaviors that may lead to dismissal for cause as specified in System Policy *12.01*, Section 4.3.

Dr. Sarah B. Stuber	Assistant Professor Accounting	5	0	09/01/2024
Ph.D. (2019)	Michigan State University			
Su 2019 – Present	Texas A&M University	Assistant Professor		

Dr. Sarah Stuber is an assistant professor in the James Benjamin Department of Accounting in the Mays Business School. Her research interests are related to the quality of accounting estimates, the effects of regulatory interventions and auditors on bank and bank stakeholder behavior, and the market for audit services. Her research focuses primarily on accounting, regulatory, and auditing questions in the banks and insurance industries. She has published in leading journals including the Journal of Accounting Research, Journal of Accounting and Economics, The Accounting Review, and Management Science. She was named a Montague-Center for Teaching Excellence Scholar in 2022 and is a recipient of the Dr. Edward P. Swanson Accounting Research Excellence Award. She earned a Ph.D. in Accounting from Michigan State University and bachelor's degrees in both Finance and Accounting, as well as a master's degree in Accounting from Clemson University. Prior to her career in academia, she worked for public accounting firms in Charlotte, North Carolina and Minot, North Dakota.

To the best of our knowledge, Dr. Stuber has performed professionally and has not engaged in behaviors that may lead to dismissal for cause as specified in System Policy *12.01*, Section 4.3.

Dr. Bin Zhang	Assistant Professor Information & Operations Management	3	7	09/01/2024
Ph.D. (2012)	Carnegie Mellon University			
Fa 2014 – Su 2021	University of Arizona	Assistant Professor		
Su 2021 – Present	Texas A&M University	Assistant Professor		

Dr. Bin Zhang received his Ph.D. in Information Systems Management from Carnegie Mellon University in 2012. He joined the Department of Information & Operations Management at Texas A&M University (Texas A&M) in 2021. Prior to joining Texas A&M, he served as an assistant professor at the University of Arizona. Dr. Zhang's primary research interests are social media analytics and machine learning. He is specifically interested in designing algorithms to analyze large social networks and developing deep learning methods to investigate social media content such as text, image, and video. His work has been published in premier Information Systems (IS) journals such as Management Information Systems (MIS) Quarterly, Information Systems Research, Journal of Management Information Systems, etc. His projects have been funded by federal agencies such as National Science Foundation (NSF) and National Institutes of Health (NIH). Dr. Zhang has extensive teaching experience in Database, Data Mining, Data Analytics, and Programming Languages. All of these courses receive very high evaluations from the students. Dr. Zhang has served on multiple review panels for NSF and was the vice chair of The Institute for Operations Research and the Management Sciences (INFORMS) College of Artificial Intelligence (AI). He is also a visiting research fellow affiliated with iLab at Carnegie Mellon University.

To the best of our knowledge, Dr. Zhang has performed professionally and has not engaged in behaviors that may lead to dismissal for cause as specified in System Policy *12.01*, Section 4.3.

Dr. Matthew L. Call	Assistant Professor Management	8	0	09/01/2024
Ph.D. (2016)	University of South Carolina			
Fa 2016 – Present	Texas A&M University	Assistant Professor		

Dr. Matthew Call received his Ph.D. in Business Administration Management from the University of South Carolina in 2016. He joined the Department of Management at Texas A&M University as an assistant professor in 2016. His research broadly seeks to build knowledge on how organizations can make better use of employees for competitive advantage through a multidisciplinary integration of organizational psychology and economic perspectives. More specifically, he seeks to understand the antecedents and consequences of hiring "star" employees—how they impact their firms and colleagues. His work has been published in the *Academy of Management Journal*, *Academy of Management Review*, *Journal of Applied Psychology*, *Personnel Psychology*, and the *Journal of Management*. He reviews for many top journals and currently serves on the Editorial Review Board at the *Academy of Management Review* and *Human Resources Management Review*.

To the best of our knowledge, Dr. Call has performed professionally and has not engaged in behaviors that may lead to dismissal for cause as specified in System Policy *12.01*, Section 4.3.

SCHOOL OF ARCHITECTURE

<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>	
Mr. Marcelo López-Dinardi	Assistant Professor Architecture	6	0	09/01/2024
M.S. (2013)	Columbia University			
Fa 2018 – Present	Texas A&M University	Assistant Professor		

Mr. Marcelo López-Dinardi holds a Bachelor of Architecture (cum laude) from the Polytechnic University of Puerto Rico (2004) and an M.S. in Critical, Curatorial, and Conceptual Practices for architecture from the Graduate School of Architecture, Planning and Preservation of Columbia University (2013). He joined Texas A&M University in 2018 as an assistant professor in the Department of Architecture, where he teaches courses situating and interrogating architecture in its environment, culture, economy, territory, and media. He is interested in the scales of design, the role of the public and commons, and the practice of architecture as research and expanded media. His work has been exhibited at the international Venice Architecture Biennale (2016), and he has participated in high-profile international venues such as the Triennale di Milano (2019) or the Jumex Museum (2022), served as Critic and Jury in numerous events across the U.S., and has written for *The Avery Review*, *The Architect's Newspaper*, *Domus*, *Art Forum*, *Architectural Research Quarterly*, *Materia*, and *Bitácora Arquitectura*. The American Institute of Architects and the Puerto Rico Architects Association awarded his earlier design work. In 2022 he was nominated and nationally elected to serve as At-Large Director for the Board of Directors of the Association of Collegiate Schools of Architecture (2022-2025).

To the best of our knowledge, Mr. López-Dinardi has performed professionally and has not engaged in behaviors that may lead to dismissal for cause as specified in System Policy *12.01*, Section 4.3.

Mr. James Michael Tate	Assistant Professor Architecture	6	0	09/01/2024
M.Arch (2007)	Yale University			
Fa 2018 – Present	Texas A&M University	Assistant Professor		

Mr. James Michael Tate received his Master of Architecture degree from Yale University in 2007. He joined the Department of Architecture at Texas A&M University as an assistant professor in 2018. Mr. Tate teaches undergraduate and graduate courses in architectural and urban design. He revised and coordinated the second-year undergraduate studios; facilitated the implementation of undergraduate Creative Works Thesis in Architecture; initiated the American Institute of Architecture Students Visiting Workshop; redeveloped the CampARCH summer high school studio; and regularly aligns courses with high-impact service-learning opportunities. He is a co-editor of the National Conference on the Beginning Design Student 36 – After Form Conference Proceedings. Mr. Tate’s own design projects focus on architectural representation, housing, and mass timber; and have been disseminated through curated and juried exhibits, articles, and presentations. The quality of Mr. Tate’s activities has been recognized by the Texas A&M Montague Scholar Award (2021), the School of Architecture Regan Interdisciplinary Faculty Prize (2022), and the Texas Forestry Association Communicator of the Year Award (2022). He is on the Softwood Lumber Board’s Wood Institute Advisory Panel. Mr. Tate maintains a professional building design practice; one house is currently under construction, and two workforce housing project proposals integrating regionally sourced mass timber products are in the construction document phase of design.

To the best of our knowledge, Mr. Tate has performed professionally and has not engaged in behaviors that may lead to dismissal for cause as specified in System Policy *12.01*, Section 4.3.

Dr. Chukwuma Nnaji	Assistant Professor Construction Science	2	4	09/01/2024
Ph.D. (2018)	Oregon State University			
Fa 2018 – Su 2022	The University of Alabama	Assistant Professor		
Fa 2022 – Present	Texas A&M University	Assistant Professor		

Dr. Chukwuma Nnaji received his Master of Business Administration (MBA) and Ph.D. in Civil Engineering from Oregon State University in 2017 and 2018, respectively. Prior to joining the Department of Construction Science at Texas A&M University as an assistant professor in 2022, Dr. Nnaji was an assistant professor in the Construction Engineering program at The University of Alabama for four years. Dr. Nnaji teaches graduate and undergraduate courses in safety engineering and management, sustainable construction, and construction methods. He has developed two new courses and made significant modifications to two existing courses. Dr. Nnaji’s research focuses on formulating strategies and developing decision-support tools that enhance construction safety and health, sustainable construction, human-robot interactions, construction automation, and workforce development in different construction environments. He has received over \$3.2 million in external research funding from multiple agencies, including the National Science Foundation and Department of Defense. Dr. Nnaji has published 35 peer-reviewed journal articles, two book chapters, and 32 conference papers. He has graduated two doctorate students and has advised one master’s thesis student.

To the best of our knowledge, Dr. Nnaji has performed professionally and has not engaged in behaviors that may lead to dismissal for cause as specified in System Policy *12.01*, Section 4.3.

Dr. Tara B. Goddard	Assistant Professor Landscape Architecture & Urban Planning	7	0	09/01/2024
Ph.D. (2017)	Portland State University			
Fa 2017 – Present	Texas A&M University	Assistant Professor		

Dr. Tara Goddard earned a Ph.D. in Urban Studies from Portland University in 2017. She is an expert on transportation planning and traffic safety. She is the author of 11 peer-reviewed journal articles in respected disciplinary and interdisciplinary journals, two of which have received prestigious national best paper awards. Dr. Goddard has been awarded over \$260,000 in grant funding as principal investigator and served on several other large federally funded grants through the National Science Foundation and the U.S. Department of Transportation. She serves as the vice-chair of the Standing Committee on Women and Gender in Transportation for the National Academies of Sciences, Engineering, and Medicine Transportation Research Board (TRB), and served for ten years on the TRB Standing Committee for Bicycle Transportation. Dr. Goddard teaches courses on transportation planning, sustainable communities, and urban planning theory and is consistently rated above department averages by students. She is a sought-after advisor by both doctoral and master’s students. Her commitment to students and the department is exemplified by her leadership role on a department curriculum committee and as chair of a faculty job search, and engagement with a college-level student success committee. Dr. Goddard is the leader of a collaborative research initiative on disaster evacuation through Texas A&M University’s Hazard Reduction and Recover Center.

To the best of our knowledge, Dr. Goddard has performed professionally and has not engaged in behaviors that may lead to dismissal for cause as specified in System Policy *12.01*, Section 4.3.

Dr. Thomas W. Sanchez	Professor Landscape Architecture & Urban Planning	0	>15	Upon Approval by the Board
Ph.D. (1996)	Georgia Institute of Technology			
Su 1995 – Fa 1997	Iowa State University	Assistant Professor		
Fa 1997 – Fa 2001	Portland State University	Assistant Professor		
Fa 2001 – Su 2002	Portland State University	Associate Professor (Tenured 2001)		
Su 2002 – Su 2007	Virginia Tech	Associate Professor (Tenured 2002)		
Su 2007 – Su 2010	University of Utah	Professor (Tenured 2007)		
Su 2010 – Fa 2023	Virginia Tech	Professor (Tenured 2010)		
Sp 2024 – Present	Texas A&M University	Professor		

Dr. Thomas Sanchez received his Ph.D. in City Planning from Georgia Institute of Technology in 1996. Dr. Sanchez’s research interests span over a few planning-related topics. These include transportation equity, land use and housing, technology, and scholarly impact. He is interested in how the planning process best meets the needs of cities and regions. His interest in technological impacts on cities draws together many of these dimensions through evidence-based approaches. Dr. Sanchez has four co-authored and one edited book, over 100 chapters, peer-reviewed articles and reports and over \$2,500,000 in sponsored research as either principal

or co-principal investigator. He has taught classes that have had over 1,000 students from around the world. Dr. Sanchez also serves as chair of the Education Committee for the American Planning Association and serves in many other professional-related services.

Dr. Sanchez’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>	<u>Present Rank</u> <u>Department</u>	<u>Yrs. Towards Tenure*</u>		<u>Effective Date</u> <u>Tenure</u>
		<u>Univ.</u>	<u>Other</u> <u>Inst.</u>	
Dr. Meera Alagaraja	Associate Professor Educational Administration & Human Resource Development	1	13	Upon Approval by the Board
Ph.D. (2010)	Texas A&M University			
Su 2010 – Sp 2016	University of Louisville	Assistant Professor		
Su 2016 – Sp 2023	University of Louisville	Associate Professor (Tenured 2016)		
Su 2023 – Su 2023	University of Louisville	Professor		
Su 2023 – Present	Texas A&M University	Associate Professor		

Dr. Meera Alagaraja received her Ph.D. in Human Resource Development from Texas A&M University in 2010. Dr. Alagaraja’s research agenda addresses adult learning and performance improvement in organizations and community-based settings through Human Resource Development (HRD). This agenda focuses on helping adults and communities combining three broad areas of wellbeing, strategic HRD, and workforce development. She has 121 publications including 37 peer-reviewed articles, 11 book chapters, 63 conference proceedings, nine editorial-reviewed publications, and one technical report. She has collaborated in the development and submission of 13 grants and contracts, five of which received funding support. Her involvement with funded projects (\$2,244,933) respectively resulted in 18% of research amounts (\$420,197) being directly attributable to her efforts. Dr. Alagaraja’s scholarship resulted in partnerships with 44 different co-authors indicating a willingness to collaborate with peers and students and demonstrating an active record of scholarship and productivity. Dr. Alagaraja teaches in different online formats and partners with the industry to enhance student experiences. As a testimony to her service leadership, Dr. Alagaraja has directed doctoral and master’s programs and served as the acting associate dean of Innovation and Strategic Partnerships focusing on advancing research outputs through innovation and dissemination of grant activities. She is on journal editorial boards and recently served as associate editor for Human Resource Development Review.

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

Dr. Dae Seok Chai	Associate Professor Educational Administration & Human Resource Development	1	7	Upon Approval by the Board
Ph.D. (2016)	Texas A&M University			
Su 2016 – Su 2018	Western Michigan University	Assistant Professor		
Su 2018 – Su 2022	Colorado State University	Assistant Professor		
Su 2022 – Su 2023	Colorado State University	Associate Professor (Tenured 2022)		
Su 2023 – Present	Texas A&M University	Associate Professor		

Dr. Dae Seok Chai received his Ph.D. in Human Resource Development from Texas A&M University in 2016. Dr. Chai's scholarship, teaching, and service revolve around the areas of culture and Human Resource Development (HRD). Given his expertise in cross-cultural and international research areas and methodologies, he has collaborated with interdisciplinary research teams, which has led to 21 refereed articles in high-quality journals, five book chapters, and 38 conference proceedings. Dr. Chai has also made an effort to garner external and internal funds (\$115,916 funded total). His scholarship has also been recognized internationally with the Academy of Human Resource Development Early Career Award and multiple Cutting-Edge Awards. Based on his teaching philosophy rooted in several adult learning theories, Dr. Chai has developed and taught online, face-to-face, and hybrid courses for both graduate and undergraduate students on various HRD topics. He has incorporated global aspects into his courses, and taught and advised students using a student-centered perspective. Dr. Chai takes service work seriously because it allows him to have unique opportunities to learn, lead and collaborate with scholars and practitioners. He has engaged in various leadership and voluntary roles for professional, institutional and community services. Dr. Chai's scholarship, teaching and service were recognized with the Outstanding Assistant Professor Award by the University Council of Workforce Human Resource Education.

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

Dr. Elsa M. Gonzalez	Associate Professor Educational Administration & Human Resource Development	1	9	Upon Approval by the Board
Ph.D. (2004)	Texas A&M University			
Fa 2014 – Su 2017	Texas A&M University- Corpus Christi	Assistant Professor		
Fa 2017 – Su 2021	University of Houston	Assistant Professor		
Fa 2021 – Su 2023	University of Houston	Associate Professor (Tenured 2021)		
Su 2023 – Present	Texas A&M University	Associate Professor		

Dr. Elsa Gonzalez received her Ph.D. in Higher Education Administration and Human Resource Development from Texas A&M University in 2004, and is currently an associate professor in the School of Education & Human Development. Dr. Gonzalez currently serves as program director at the National Sciences Foundation (NSF). Dr. Gonzalez is the regional editor of the International Journal of Qualitative Studies in Education, and

a board member of the Journal of Hispanic Higher Education. She is the author of over 100 publications, her research interests include underrepresented students; access, resilience, retention, and graduation in STEM (science, technology, engineering and mathematics); Hispanic Serving Institutions; and higher education leadership and methodological issues in cross-language qualitative methodology. In 2020, she was awarded an NSF CAREER grant award for her project: Broadening Participation in STEM: A Qualitative Analysis of Resilience Experiences and Strategies of Latina STEM Majors in HSIs. She is the author of the book "An Asset-Based Approach to Advancing Latina Students in STEM: Increasing Resilience, Participation, and Success", the book was awarded the 2022 Book of the Year by the American Association of Hispanics in Higher Education. Recently, she was named by *Diverse Issues in Higher Education* as one of the 25 Most Outstanding Women in Academia 2023, and she was recognized with the 2023 NSF Director's Award for Superior Accomplishment.

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

Dr. Eunkyeng Baek	Assistant Professor Educational Psychology	7	0	09/01/2024
Ph.D. (2015)	University of South Florida			
Fa 2017 – Present	Texas A&M University	Assistant Professor		

Dr. Eunkyeng Baek received her Ph.D. in Measurement, Statistics and Evaluation from the University of South Florida in 2015. Dr. Baek started her appointment as a tenure-track assistant professor in the Department of Educational Psychology at Texas A&M University in 2017. Dr. Baek teaches both face-to-face and online graduate courses in statistical analysis in educational research and survey instrument development. She developed two graduate statistics courses and made significant curriculum changes for two face-to-face statistical courses in the program. Dr. Baek's research focuses on methodological issues raised by multilevel modeling. Dr. Baek has been awarded five internal grants and has written 17 peer-reviewed journal articles, one peer-reviewed proceeding article, two book chapters, and more than 40 presentations at national conferences. Dr. Baek has chaired/co-chaired four doctoral committees, served on 15 doctoral committees, and five master's committees. She served as a co-director for the Educational Research and Evaluation Laboratory (EREL) in the department. Dr. Baek is committed to serving as a consulting editor for the *Behavior Research Methods* journal and serving as an ad hoc reviewer for several top-tier journals.

To the best of our knowledge, Dr. Baek has performed professionally and has not engaged in behaviors that may lead to dismissal for cause as specified in System Policy 12.01, Section 4.3.

Dr. Florina Erbeli	Assistant Professor Educational Psychology	6	0	09/01/2024
Ph.D. (2015)	University of Ljubljana, Slovenia, Europe			
Su 2018 – Present	Texas A&M University	Assistant Professor		

Dr. Florina Erbeli received her Ph.D. in Special Education from the University of Ljubljana, Slovenia, Europe, in 2015. Dr. Erbeli joined the Department of Educational Psychology in 2018 as an assistant professor of

Special Education. Dr. Erbeli teaches graduate courses in reading development and literacy for students with diverse instructional needs. Dr. Erbeli developed a new doctoral-level course on neuropsychological and genetic perspectives of reading. Dr. Erbeli's research focuses on typical and atypical reading development, predictive factors of reading achievement, dyslexia, and other forms of reading disabilities. Specifically, the central goal of her work is to identify educationally relevant cognitive, developmental, genetic, and environmental (risk) factors involved in learning and reading. She has received \$4.8 million in external funding (\$2.4 million awarded to Texas A&M) from the U.S. Department of Education. She has written 32 peer-reviewed journal articles, two peer-reviewed books, and three book chapters. Dr. Erbeli has presented 50 sessions across national and international academic conferences. Dr. Erbeli has chaired five doctoral and 49 master's committees. Dr. Erbeli received department, college, and international-level early career research awards for innovative research and outstanding promise to the field. She has been named a rising star by the Association for Psychological Science.

To the best of our knowledge, Dr. Erbeli has performed professionally and has not engaged in behaviors that may lead to dismissal for cause as specified in System Policy *12.01*, Section 4.3.

Dr. Christopher G. Thompson	Assistant Professor Educational Psychology	7	0	09/01/2024
Ph.D. (2016)	Florida State University			
Fa 2017 – Present	Texas A&M University	Assistant Professor		

Dr. Christopher Thompson received his Ph.D. in Measurement and Statistics from Florida State University in 2016. He joined the Department of Educational Psychology at Texas A&M University as a tenure-track assistant professor in 2017. He specializes in meta-analysis and Bayesian data analysis. Within meta-analysis he has worked with Bayesian meta-analysis, partial effect sizes, and multivariate meta-analysis. He also has worked with fuzzy numbers. Dr. Thompson teaches graduate courses in research methods and statistics, including meta-analysis of behavioral research. He served as chair for two doctoral students and served as a committee member for 10 additional doctoral students. Dr. Thompson has published 26 journal articles and he has served as an ad-hoc reviewer for several top journals, including Psychological Methods. In service, Dr. Thompson served as the department's director of the Educational Research and Evaluation Library.

To the best of our knowledge, Dr. Thompson has performed professionally and has not engaged in behaviors that may lead to dismissal for cause as specified in System Policy *12.01*, Section 4.3.

Dr. Laci Watkins	Associate Professor Educational Psychology	1	6	Upon Approval by the Board
Ph.D. (2017)	The University of Texas at Austin			
Fa 2017 – Sp 2023 Su 2023 – Present	University of Alabama Texas A&M University	Assistant Professor Associate Professor		

Dr. Laci Watkins received her Ph.D. in Special Education from The University of Texas at Austin in 2017. She has nearly twenty years of professional experience supporting children with autism and developmental disabilities in schools and communities. She is a Board-Certified Behavior Analyst, holds general and special

education teaching certifications, and is a former public school teacher with experience across grade levels. Her research on naturalistic behavioral frameworks supports the inclusion of autistic students in schools, peer relationships and social interaction, examining the social validity of school-based interventions, improving teacher implementation of evidence-based practices, and statistical analysis of single-case experimental design research to better determine for whom and under what conditions certain practices are most effective. Dr. Watkins is also interested in multidisciplinary collaborations in autism research and training. She teaches courses on behavioral interventions, ethics in special education and single-case experimental design and provides training, supervision and mentorship to undergraduate and graduate students. With her lab group, Dr. Watkins is actively engaged in community-based research partnerships seeking to improve social, behavioral and academic outcomes for children with disabilities, and she has received multiple federal grants to support this work. Dr. Watkins’s research is published in high impact Social Sciences Citation Index journals, is well cited across disciplines and has received numerous external recognitions and accolades.

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

Dr. Hyun-Woo Lee	Assistant Professor Kinesiology & Sports Management	6	4	09/01/2024
Ph.D. (2014)	Florida State University			
Fa 2014 – Su 2018 Su 2018 – Present	Georgia Southern University Texas A&M University	Assistant Professor Assistant Professor		

Dr. Hyun-Woo Lee received his Ph.D. in Sport Management from Florida State University in 2014. Dr. Lee joined the Department of Kinesiology & Sport Management at Texas A&M University (Texas A&M) as an assistant professor in 2018. Dr. Lee teaches graduate and undergraduate courses in sport marketing, sport finance, research methods, and sport analytics. He developed an undergraduate sport analytics course and made significant curriculum changes to several courses in the department. Dr. Lee’s research focuses on the positive effects of sport experiences. Dr. Lee serves on editorial boards of three academic journals. He has written 50 peer-reviewed journal articles and two book chapters. Since joining Texas A&M, he has given five invited presentations and 50 academic conference presentations. Dr. Lee's publications continue to have an impact, as his citation count has more than tenfold increased since 2018 compared to prior years. Dr. Lee has chaired two doctoral committees, four master’s committees, and served on six others.

To the best of our knowledge, Dr. Lee has performed professionally and has not engaged in behaviors that may lead to dismissal for cause as specified in System Policy *12.01*, Section 4.3.

Dr. Calvin Nite	Associate Professor Kinesiology & Sports Management	4	9	09/01/2024
Ph.D. (2011)	Texas A&M University			
Fa 2011 – Su 2012 Fa 2012 – Fa 2016 Sp 2017 – Su 2019 Fa 2019 – Su 2020	Georgia Southern University Texas Tech University University of North Texas University of North Texas	Assistant Professor Assistant Professor Assistant Professor Associate Professor (Tenured 2019)		

Su 2020 – Present	Texas A&M University	Associate Professor
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Dr. Calvin Nite earned his Ph.D. in Kinesiology from Texas A&M University in 2011. Prior to joining Texas A&M University as an assistant professor, he held assistant professor appointments at Texas Tech University and University of North Texas (UNT). He was promoted to associate professor with tenure at UNT in 2019. He is an institutional theorist interested in understanding the foundations of why people and organizations operate/function in certain ways. Dr. Nite teaches undergraduate and graduate courses in sport leadership, personnel management in sport, and sport governance. He has published nine book chapters and 37 journal publications. He also serves on the editorial board of the Journal of Sport Management and is section editor for the International Journal of Sport Management. Dr. Nite has also served as a Research Fellow for the North American Society of Sport Management.

To the best of our knowledge, Dr. Nite has performed professionally and has not engaged in behaviors that may lead to dismissal for cause as specified in System Policy 12.01, Section 4.3.

Dr. J. Marc Goodrich	Assistant Professor Teaching, Learning, & Culture	3	5	09/01/2024
Ph.D. (2015)	Florida State University			
Fa 2016 – Sp 2021	University of Nebraska- Lincoln	Assistant Professor		
Su 2021 – Present	Texas A&M University	Assistant Professor		

Dr. J. Marc Goodrich received his Ph.D. in Psychology from Florida State University in December 2015. Dr. Goodrich joined the Department of Teaching, Learning, & Culture at Texas A&M University as an assistant professor in 2021, after working as an assistant professor in the Department of Special Education and Communication Disorders at the University of Nebraska-Lincoln from 2016 to 2021. Dr. Goodrich researches the development of early language and literacy skills among multilingual children. He is interested in how children leverage knowledge from their first language when acquiring English in preschool and early elementary school. Across research, training and service grants, Dr. Goodrich’s work has helped generate over \$10 million in external funding, including from the National Institutes of Health and the U.S. Department of Education. Dr. Goodrich is on the editorial board of two top-tier, peer-reviewed journals, and has published 33 refereed journal articles to date. He has served as the primary mentor for 13 undergraduate students, two master’s students, and two Ph.D. students. He has served on two other master’s thesis committees and six other doctoral committees. Dr. Goodrich received the Rebecca L. Sandak Young Investigator Award from the Society for the Scientific Study of Reading in 2020.

To the best of our knowledge, Dr. Goodrich has performed professionally and has not engaged in behaviors that may lead to dismissal for cause as specified in System Policy 12.01, Section 4.3.

Dr. Hyunyi Jung	Associate Professor Teaching, Learning, & Culture	0	9	Upon Approval by the Board and Faculty Arrival
Ph.D. (2015)	Purdue University			
Fa 2015 – Sp 2017	Calvin University	Assistant Professor		

Fa 2017 – Sp 2020	Marquette University	Assistant Professor
Fa 2020 – Sp 2023	University of Florida	Assistant Professor
Fa 2023 – Present	University of Florida	Associate Professor (Tenured 2023)
Su 2024	Texas A&M University	Associate Professor

Dr. Hyunyi Jung received her Ph.D. in Mathematics Education from Purdue University in 2015. She has dedicated her efforts to creating inclusive learning environments for students and teachers, with a focus on the design, implementation, and analysis of mathematical modeling curricula and humanizing pedagogical approaches. Her scholarly contributions include 52 peer-reviewed publications, comprising 23 journal articles, six book chapters, and 23 conference proceedings. She has also delivered 88 presentations. Dr. Jung has been awarded over \$3.5 million as a Principal Investigator (PI) or Co-PI from various sources, including the National Science Foundation and the Bill & Melinda Gates Foundation. She has taught undergraduate and graduate-level mathematics education courses; her students consistently rated her above average. She has been honored with the Diane E. Haines Teaching Excellence Award from the College of Education at the University of Florida (UF) and the Early Career Award from the Association of Mathematics Teacher Educators, the largest professional organization devoted to the improvement of mathematics teacher education. She served as the coordinator of the elementary mathematics education program and currently serves as the coordinator of the mathematics education program at UF. Dr. Jung has directed free interactive mathematics programs for students and initiated a monthly and summer mathematics professional learning community series for mathematics teachers.

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

Dr. Andrew Kwok	Assistant Professor Teaching, Learning, & Culture	6	2	09/01/2024
Ph.D. (2016)	University of Michigan			
Fa 2016 – Su 2018	California State University	Assistant Professor		
Fa 2018 – Present	Texas A&M University	Assistant Professor		

Dr. Andrew Kwok received his Ph.D. in Educational Studies from the University of Michigan in 2016. Dr. Kwok joined the Department of Teaching, Learning, & Culture as an assistant professor in 2018. Dr. Kwok teaches undergraduate and graduate courses in teacher preparation, focused on honing classroom management skills. Dr. Kwok’s research focuses on the preparation and support of beginning teachers to successfully enter underserved schools. He has received over \$13 million in external research funding from the Institute of Education Sciences. Dr. Kwok is an associate editor of the top teacher education research journal. He has written 26 peer-reviewed journal articles, two book chapters, and over 50 accepted conference presentations. Dr. Kwok has chaired or co-chaired eight doctoral committees, 12 master’s committees, and served on three others.

To the best of our knowledge, Dr. Kwok has performed professionally and has not engaged in behaviors that may lead to dismissal for cause as specified in System Policy *12.01*, Section 4.3.

SCHOOL OF LAW

<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>	
Ms. Hannah Bloch-Wehba	Associate Professor Law	4	2	09/01/2024
J.D. (2013)	New York University			
Su 2018 – Su 2020 Fa 2020 – Present	Drexel University Texas A&M University	Assistant Professor Associate Professor		

Ms. Hannah Bloch-Wehba is a scholar of law and technology. Her research focuses on free expression, privacy and government accountability. Her interests include transparency and accountability for law enforcement, public access to information, and the use of new technologies in government decision-making. Professor Bloch-Wehba's articles have twice been selected through anonymous peer review for the Harvard/Yale/Stanford Junior Faculty Forum and have appeared or are forthcoming in the Northwestern University Law Review, California Law Review, BYU (Brigham Young University) Law Review, Berkeley Technology Law Journal, Fordham Law Review, and many other journals. She is also an Affiliated Fellow at Yale Law School's Information Society Project, an Affiliated Scholar at NYU (New York University) School of Law's Policing Project, and a Fellow at the Center for Democracy & Technology. Professor Bloch-Wehba is a graduate of NYU School of Law, where she was an Institute for International Law & Justice/Law and Security Scholar, and The University of Texas at Austin.

To the best of our knowledge, Dr. Bloch-Wehba has performed professionally and has not engaged in behaviors that may lead to dismissal for cause as specified in System Policy *12.01*, Section 4.3.

Mr. Guillermo J. Garcia Sanchez	Associate Professor Law	7	0	09/01/2024
S.J.D. (2017)	Harvard University			
Fa 2017 – Present	Texas A&M University	Associate Professor		

Mr. Guillermo J. Garcia Sanchez is an accomplished associate professor at Texas A&M University School of Law, specializing in international energy governance, dispute resolution, and U.S.-Mexico relations. His influential scholarly work has appeared in respected international publications including the Harvard Journal of International Law, Cornell International Law Journal, Boston College Law Review, and Tulane Law Review. Mr. Garcia Sanchez's research has not only earned him recognition in academia but also in the media, where he is frequently sought after as an expert commentator. His expertise has led to invitations to present his research and perspectives at prestigious institutions around the world, further solidifying his standing as a thought leader in his field. Before entering academia, Mr. Garcia Sanchez honed his expertise as an associate in Curtis, Mallet-Prevost, Colt & Mosle, LLP's international arbitration team and as a legal advisor in Mexico's Ministry of Foreign Affairs. He holds a Doctoral Degree and LL.M. from Harvard Law School, an LL.M. in International Law from the Fletcher School of Law and Diplomacy, and B.A. degrees in Law and International Relations from Instituto Tecnológico Autónomo de México (ITAM) University. His commitment to fostering inclusive learning environments, combined with his unique perspective on global energy governance, underscores his dedication as an exceptional educator and scholar.

To the best of our knowledge, Mr. Garcia Sanchez has performed professionally and has not engaged in behaviors that may lead to dismissal for cause as specified in System Policy 12.01, Section 4.3.

Dr. Brian N. Larson	Associate Professor Law	7	2	09/01/2024
J.D. (2000) Ph.D. (2015)	University of Minnesota University of Minnesota			
Su 2015 – Su 2017 Su 2017 – Present	Georgia Institute of Technology Texas A&M University		Assistant Professor Associate Professor	

Dr. Brian N. Larson received from the University of Minnesota his J.D. in 2000 and his Ph.D. in Rhetoric and Scientific and Technical Communication in 2015. Dr. Larson is an expert on legal reasoning, rhetoric, and communication and on the law and ethics of electronic data practices. In addition to publishing numerous articles and book chapters on these topics in edited collections and peer-reviewed law journals, he has co-edited two scholarly collections that renew and reinforce the millennia-old connections between legal and rhetorical theory. Dr. Larson is one of only two American scholars on an EU working group on the norms of public argumentation and in the U.S. has led numerous national scholarly collaborations in law and rhetoric. He presently leads a national group under contract to produce the first open-access textbook with a national scope for legal communication. Dr. Larson is a Texas A&M University Arts and Humanities fellow, which recognizes his work in rhetoric and law. He teaches legal philosophy, rhetoric and communication and has been described as a gifted teacher by peers and students alike. He also regularly mentors the scholarly efforts of students and junior peers.

To the best of our knowledge, Dr. Larson has performed professionally and has not engaged in behaviors that may lead to dismissal for cause as specified in System Policy 12.01, Section 4.3.

Mr. Christopher K. Odinet	Professor Law	0	6	Upon Approval by the Board and Faculty Arrival
J.D. (2010)	Louisiana State University			
Su 2018 – Su 2020 Su 2020 – Present Su 2024	University of Oklahoma University of Iowa Texas A&M University		Associate Professor Professor (Tenured 2020) Professor	

Mr. Christopher K. Odinet received his Juris Doctor from Louisiana State University in 2010. Mr. Odinet is the Josephine R. Witte Distinguished Professor of Law at the University of Iowa. His research focuses on commercial law, consumer finance and property law, with an emphasis on digital/crypto assets, financial regulation, bankruptcy, and mortgage lending. His work has appeared in leading law reviews and he is a co-author on several casebooks dealing with property, real estate and commercial transactions. Additionally, his book titled *Foreclosed: Mortgage Servicing and the Hidden Architecture of Homeownership in America* was published by Cambridge University Press in 2019. Professor Odinet's courses include Property Law, Secured Transactions, Real Estate Law & Finance, Bankruptcy, Payments Systems, and Consumer Finance Law.

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

SCHOOL OF MEDICINE

<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. Sanjukta Chakraborty	Assistant Professor Medical Physiology	7	0	09/01/2024
Ph.D. (2007)	Indian Institute of Science, India			
Fa 2017 – Present	Texas A&M University	Assistant Professor		

Dr. Sanjukta Chakraborty received her Ph.D. in Human Molecular Genetics from the Indian Institute of Science, Bangalore, in 2007. Her research program encompasses key facets of cancer biology and translational drug discovery targeted toward lymph node metastatic tumors. Tumor migration to the lymph nodes is a key indicator of disease aggressiveness but is challenged by a complete lack of focused therapies. The long-term goal of her lab is to develop clinical intervention strategies that mitigate these critical unmet gaps. Dr. Chakraborty is funded by the Cancer Prevention and Research Institute of Texas (CPRIT), the National Institutes of Health and the American Heart Association. She has published over 50 research papers in high impact journals and received several scientific awards including the Microcirculatory Society Awards for Excellence in Lymphatic Research, Outstanding Investigator, and the Fred Sanfillipo Distinguished Lectureship by the American Society of Investigative Pathology. She was nominated to the Texas Academy of Medicine, Engineering, Science & Technology, as a Class of 2020 Protégé and serves in national leadership roles as a Council of Faculty and Academic Societies (CFAS) representative to the American Association of Medical Colleges and was elected to the Executive Council of the Microcirculatory Society. Her overall research impact and leadership potential have recently been recognized by the “ASCEND: Research Leadership Award” by Texas A&M University.

To the best of our knowledge, Dr. Chakraborty has performed professionally and has not engaged in behaviors that may lead to dismissal for cause as specified in System Policy *12.01*, Section 4.3.

Dr. Kristin L. Patrick	Assistant Professor Microbial Pathogenesis & Immunology	6	0	09/01/2024
Ph.D. (2008)	Yale University			
Su 2018 – Present	Texas A&M University	Assistant Professor		

Dr. Kristin Patrick received her Ph.D. in Microbiology from Yale University in 2008 and completed postdoctoral training at the University of California, San Francisco in 2014. She joined the Department of Microbial Pathogenesis and Immunology at Texas A&M University in 2015 as a research assistant professor. In 2018, Dr. Patrick joined the tenure-track faculty in the same department. Her basic science research aims to discover new roles for RNA binding proteins in shaping the macrophage innate immune response. Through collaborative projects, her lab has also contributed to our understanding of the host-pathogen interface, specifically how mitochondrial damage impacts intracellular bacterial infection outcomes. Since joining Texas

A&M University, Dr. Patrick has authored 19 peer-reviewed manuscripts. Her lab has been funded by multiple grants from the National Institutes of Health (NIH). She was invited to present work at numerous universities and international conferences and currently serves as a standing member of the Bacterial Host Interactions study section at the NIH. Dr. Patrick is committed to graduate education, as evidenced by development of new graduate courses and the prestigious awards garnered by her trainees, including the NIH F31 National Research Service Award and the American Society for Microbiology Future Leaders Mentoring Fellowship.

To the best of our knowledge, Dr. Patrick has performed professionally and has not engaged in behaviors that may lead to dismissal for cause as specified in System Policy 12.01, Section 4.3.

Dr. Cédric G. Geoffroy	Assistant Professor Neuroscience & Experimental Therapeutics	7	0	09/01/2024
Ph.D. (2008)	University of Cambridge, United Kingdom			
Fa 2017 – Present	Texas A&M University	Assistant Professor		

Dr. Cedric Geoffroy earned his Master’s in Biotechnology in 2004 from the University of Marseille and his Ph.D. in Clinical Neurosciences in 2008 from the University of Cambridge, United Kingdom. He joined Texas A&M University (Texas A&M) as an assistant professor in October 2017. Dr. Geoffroy teaches first-year medical students basic histology lectures and laboratories and teaches neuroscience to graduate students and undergraduates. Dr. Geoffroy is very active in mentoring graduates and undergraduates in research, as well as postdocs and research assistants. He is deeply committed to training the next generation of scientists and physicians. Dr. Geoffroy’s research at Texas A&M focuses on spinal cord injury (SCI), specifically the development of translationally relevant novel therapeutics that promote recovery after SCI, as well as understanding the physiopathology of chronic SCI. In addition, he is interested in understanding how age affects the treatment and progression of SCI. Dr. Geoffroy has received over \$1.93 million in external funding from the National Institutes of Health (NIH) and National Science Foundation (NSF) and \$2.05 million from foundations. He has published 29 papers, including papers in high-profile journals such as Science Advance, Cell Reports, Nature Neuroscience and Neuron. Dr. Geoffroy has chaired seven doctoral and master’s committees, serves on 13 other doctoral committees and master’s committees.

To the best of our knowledge, Dr. Geoffroy has performed professionally and has not engaged in behaviors that may lead to dismissal for cause as specified in System Policy 12.01, Section 4.3.

SCHOOL OF PUBLIC HEALTH

<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. Rebecca S.B. Fischer	Assistant Professor Epidemiology & Biostatistics	6	0	09/01/2024
Ph.D. (2014)	The University of Texas Health Science Center at Houston			
Fa 2018 – Present	Texas A&M University	Assistant Professor		

Dr. Rebecca Fischer received a Ph.D. in Public Health from The University of Texas Health Science Center at Houston. She is an expert in epidemiology and emerging diseases. She has 30 peer-reviewed full manuscript publications and over 75 conference presentations. Her efforts to communicate science to broad audiences is evidenced by over 500 media appearances worldwide. Dr. Fischer has been awarded over \$4 million in research funding by the National Institutes of Health and research awards from various professional and academic sources. Dr. Fischer teaches courses in epidemiology and in infectious & tropical diseases at Texas A&M University and provides guest lectures in other schools and organizations. She has mentored 28 master's, 12 doctoral, and five postdoctoral trainees, chaired nine doctoral committees and served on six external thesis committees, and her students rate her above average. During the height of the COVID-19 pandemic, Dr. Fischer served as advisor to The Texas A&M University System and the state of Texas, providing technical expertise for response, mitigation and protection efforts, for which she was named 'One of the Best Things in Texas'. She serves on the Advisory Board to the Texas Public Health Institute, and her excellent service is documented by continued engagement on committees at the college and university levels and active participation in professional organizations and committees.

To the best of our knowledge, Dr. Fischer has performed professionally and has not engaged in behaviors that may lead to dismissal for cause as specified in System Policy 12.01, Section 4.3.

Dr. Megan Stiefel Patterson	Assistant Professor Health Behavior	6	0	09/01/2024
Ph.D. (2016)	Texas A&M University			
Su 2018 – Present	Texas A&M University	Assistant Professor		

As a social and behavioral scientist, Dr. Megan Patterson is interested and experienced in the study of how social connections, positions and networks impact the health and wellbeing of individuals and communities. Most of Dr. Patterson's research applies social network analysis (SNA) as a methodology and theoretical framework to determine the importance of social networks and social network properties to health and behavioral outcomes. Notably, Dr. Patterson has applied SNA to study social connections relative to addiction recovery, physical activity and exercise, mental health, and interpersonal violence. Prior to becoming a faculty member, Dr. Patterson served as the director of Wellness at Baylor University from 2013-2018. Dr. Patterson received her Ph.D. in Health Education from Texas A&M University in 2016, her MPH from Baylor University in 2012, and her BA in Psychology from Baylor University in 2009.

To the best of our knowledge, Dr. Patterson has performed professionally and has not engaged in behaviors that may lead to dismissal for cause as specified in System Policy 12.01, Section 4.3.

SCHOOL OF VETERINARY MEDICINE & BIOMEDICAL SCIENCES

<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. Daisuke Ito	Associate Professor Small Animal Clinical Sciences	0	14	Upon Approval by the Board and Faculty Arrival

DVM (2003) Ph.D. (2008)	Nihon University, Japan University of Tokyo, Japan	
Sp 2010 – Sp 2012 Sp 2012 – Sp 2019 Sp 2019 – Sp 2021 Sp 2021 – Present Su 2024	Nihon University, Japan Nihon University, Japan Nihon University, Japan Nihon University, Japan Texas A&M University	Assistant Professor Lecturer Associate Professor (Tenured 2019) Professor Associate Professor

Dr. Daisuke Ito received a Doctor of Veterinary Medicine (DVM) degree from Nihon University in Japan in 2003. He then received a Ph.D. in Veterinary Neuroscience from the University of Tokyo in 2008, which included an appointment as a Visiting Fellow at the University of Cambridge. Dr. Ito applied and was approved for de-facto membership in Veterinary Neurology within the Asian College of Veterinary Internal Medicine (AiCVIM) in 2017. Dr. Ito began employment at Nihon University School of Veterinary Medicine in the College of Bioresource Sciences as a research assistant (2008-2010) before being promoted to assistant professor (2010-2012), lecturer (2012-2019), associate professor (2019-2020), and professor (2021-present). He was also an honorary scientist at the University of Bristol School of Clinical Science in the United Kingdom (UK) while on faculty development leave from Nihon University (2017-2018). Dr. Ito is a world-recognized expert in spinal cord injury, epilepsy, neuroimaging, and intracranial surgery in small animals.

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

Dr. Sonya Wesselowski	Assistant Professor Small Animal Clinical Sciences	6	0	09/01/2024
DVM (2008)	Kansas State University			
Sp 2018 – Present	Texas A&M University	Assistant Professor		

Dr. Sonya Wesselowski received a Doctor of Veterinary Medicine (DVM) degree from Kansas State University in 2008. She is a veterinary cardiologist, clinician scientist, teacher, and mentor. Her research centers largely on degenerative mitral valve disease in dogs, as it is the most common acquired heart disease and the leading cause of congestive heart failure in this species. Specific research examples include development of prediction models of acquired canine heart disease and breed-specific mitral valve disease research in Cavalier King Charles spaniels. She studies Borzoi dogs, with an active emphasis on discovering causes for sudden cardiac death in the breed and investigation of their translational potential. She also evaluates and treats veterinary patients referred from the entirety of Texas and surrounding states for congenital and acquired cardiac disease, working as both a medical and interventional cardiologist. Along with her colleagues, she continues to push the envelope with regard to offering new interventional procedures and accommodating an ever-growing interventional caseload at Texas A&M University. She teaches, trains and mentors veterinary students and post-graduate veterinarian trainees including interns and cardiology residents. She serves on the house officer wellness committee, focused on improved wellness support and burnout prevention for veterinary interns and residents in the Texas A&M Small Animal Teaching Hospital.

To the best of our knowledge, Dr. Wesselowski has performed professionally and has not engaged in behaviors that may lead to dismissal for cause as specified in System Policy *12.01*, Section 4.3.

TEXAS A&M UNIVERSITY AT GALVESTON

<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. Cassia Bomer Galvao	Assistant Professor Maritime Business Administration	7	0	09/01/2024
Ph.D. (2017)	Pontificia Universidade Católica de São Paulo, Brazil			
Fa 2017 – Present	Texas A&M University	Assistant Professor		

Dr. Galvao received her Ph.D. in Political Science from Pontificia Universidade Católica de São Paulo in 2017. She is an economist and social scientist by training. Her research encompasses Maritime Policy and Management. She was a Fulbright Scholar and worked in the private sector for 10+ years for multinational maritime logistics companies. Her research utilizes qualitative data, applying techniques of content analysis and multi-method analysis, including interdisciplinary studies supported by an extensive network of collaborators. Her published research covers topics in port governance, port development and shipping markets, including specialized issues in wind energy, refrigerated cargo and cruise markets. Presently she is working on several projects related to the blue economy focused on port-city relationship; green and sustainable shipping; ports sustainability and environmental, social, and corporate governance (ESG); stakeholder management; including cutting-edge themes in automation, digitalization and decarbonization of the maritime industry. She is a guest editor for the Transport Policy Case Studies journal and peer reviewer in top-ranked journals in the Maritime Policy and Management domain. She has over 15 years in teaching undergraduate and graduate courses in the maritime business domain. She served as senior personnel at the Texas A&M University at Galveston National Science Foundation (NSF) Research Experience for Undergraduates (REU) Program (OceanUS). She serves at the National Academies of Sciences, Engineering, and Medicine (NASEM)/Transportation Research Board (TRB) Committees for Ports and Channels and Marine Environment and served at the International Association of Maritime Economists Secretariat (IAME) (2019-2021).

To the best of our knowledge, Dr. Galvao has performed professionally 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.

Agenda Item No.

AGENDA ITEM BRIEFING

Submitted by: Mark A. Welsh III, President
Texas A&M University

Subject: Approval of a New Undergraduate Degree Program with a Major in Public Service and Administration Leading to a Bachelor of Arts or a Bachelor of Science, and Authorization to Request Approval from the Texas Higher Education Coordinating Board

Proposed Board Action:

Approve the establishment of a new degree program at Texas A&M University (Texas A&M) with degree designations leading to a Bachelor of Arts (B.A.) or a Bachelor of Sciences (B.S.) in Public Service and Administration, authorize the submission of this degree program to the Texas Higher Education Coordinating Board (THECB) for approval and certify that all applicable THECB criteria have been met.

Background Information:

The proposed program resulting in either a B.A. or a B.S. PSAA will prepare students for careers in the public and nonprofit sectors. In addition to the university's 42 semester credit hour (SCH) core curriculum requirement, students will complete 15 SCH of courses required of all undergraduates pursuing a baccalaureate degree offered by the Bush School of Government & Public Service and 39 to 42 SCH of required major courses in administrative decision-making, leading and managing public service organizations, public and nonprofit budgeting, policy analysis, research design for public service, and other key public service topics. Students who pursue the proposed B.A. PSAA degree will be required to complete the corresponding language course requirements, whereas students who pursue the proposed B.S. PSAA degree will be required to complete the corresponding language requirements plus nine additional SCHs in analytic methods or science courses. The 120 SCH undergraduate degree program will parallel the Master of Public Service and Administration (MPSA) degree, with required courses and clusters of electives in three key areas: public policy analysis, public and nonprofit management, and national defense and homeland security/emergency management.

A&M System Funding or Other Financial Implications:

To offer the proposed B.A./B.S. PSAA program, six new faculty members will be needed in addition to a reallocation of existing faculty. The anticipated new costs over the first five years of the program are \$4,544,619. Total anticipated new revenue generated over the first five years is \$6,743,545.

Strategic Plan Imperative(s) this Item Advances:

Approval of this agenda item will advance The Texas A&M University System (A&M System) strategic imperatives 1 and 3. Specifically, all qualified students will have an array of pathways to pursue their ambitions and interests. Students will leave the A&M System as responsible and engaged citizens prepared for successful careers in a global economy.

Agenda Item No.

TEXAS A&M UNIVERSITY

Office of the President

February 21, 2024

Members, Board of Regents
The Texas A&M University System

Subject: Approval of a New Undergraduate Degree Program with a Major in Public Service and Administration Leading to a Bachelor of Arts or a Bachelor of Science, and Authorization to Request Approval from the Texas Higher Education Coordinating Board

I recommend adoption of the following minute order:

“The Board of Regents of The Texas A&M University System approves the establishment of a new degree program at Texas A&M University with degree designations leading to a Bachelor of Arts in Public Service and Administration or a Bachelor of Science in Public Service and Administration.

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.”

Respectfully submitted,

Mark A. Welsh III
President

Approval Recommended:

Approved for Legal Sufficiency:

John Sharp
Chancellor

Ray Bonilla
General Counsel

Billy Hamilton
Deputy Chancellor and
Chief Financial Officer

James R. Hallmark, Ph.D.
Vice Chancellor for Academic Affairs

Texas A&M University

Bachelor of Arts with a major in Public Service and Administration
Bachelor of Science with a major in Public Service and Administration
(CIP 44.0401.00)

Program Review Outline

BACKGROUND & PROGRAM DESCRIPTION

Administrative Unit: Department of Public Service and Administration within the Bush School of Government & Public Service

The proposed 120-semester credit hour (SCH) Bachelor of Science (B.S.) or Bachelor of Arts (B.A.) in Public Service and Administration (PSAA) will prepare students for careers in the public and nonprofit sectors, while also equipping students for careers with the federal, state, or local governments. Graduates with a B.A. PSAA will be qualified for positions such as grant writers, parks supervisors, and public affairs specialists. Graduates with a B.S. PSAA will be qualified for positions such as budget analysts, research assistants, program analysts, and policy coordinators.

The proposed B.A. and B.S. PSAA program will prepare students to:

- demonstrate the ability to participate in and contribute to the public policy process;
- identify public service constituencies and describe the diverse contexts in which public service occurs;
- describe the basic functions of public service and the interrelationships between the public, private and nonprofit sectors; and
- communicate effectively through documents and/or briefings.

Students pursuing the B.A. PSAA will also be prepared to demonstrate and understand economic logic, management skills and social science methodology skills needed for good decision-making in the policy, management and homeland security fields.

Students pursuing the B.S. PSAA will also be prepared to demonstrate the ability to conduct policy-relevant research and organize the information/data into documents and/or briefings that effectively communicate research findings and recommendations.

The proposed B.A. and B.S. PSAA program includes 42 SCH of university-required core curriculum courses, 21 to 24 SCH of required major classes (depending on degree designation), 9 SCH of PSAA-directed electives, 9 SCH of area electives (i.e. electives in the areas of public policy, public and nonprofit management and/or homeland security), 15 SCH of additional Bush School of Government & Public Service required courses, and 10 to 15 SCH of general electives. Students pursuing the B.A. PSAA will be required to take 14 SCH of modern languages, while students pursuing the B.S. PSAA will be required to take 6 SCH of analytical methods or science electives.

The proposed implementation date is fall 2024.

Texas A&M University (Texas A&M) certifies that the proposed new degree program meets the criteria under 19 Texas Administrative Code, Section 2.117 regarding need, quality, financial and faculty resources, standards, and costs.

I. NEED

A. Employment Opportunities

Graduates from the proposed PSAA program, graduating with either the B.A. or the B.S., will be well suited and competitive for a wide range of positions in the federal government, positions that have experienced recent and rapid growth in Texas. Between September 2018 and September 2022, the number of federal government employees with at least a bachelor’s degree grew at a 3% annual rate in Texas.¹ On average over that period, the federal government expanded its college-educated workforce in Texas by more than 1,600 new jobs each year.

Furthermore, the public sector workforce is aging. In 2021, the federal government employed more than one million workers with at least a bachelor’s degree and more than 50,000 (5%) were at or above retirement age. Some scholars believe that the state and local sector have been aging even faster. Even if employment growth stalls, hiring to replace retiring public sector workers will remain strong.

Finally, the nonprofit sector has also been growing rapidly and that growth is also projected to persist. The Texas Workforce Commission projects that employment in this occupation will grow at an even faster rate (21.4%) in Texas with more than 600 job openings each year in this single nonprofit occupation alone.

B. Projected Enrollment

The table below shows the estimated cumulative headcount (based on new students entering the university) for the first five years of the program.

	Year 1	Year 2	Year 3	Year 4	Year 5
Total New Students	24	36	48	60	72
Attrition		2	4	5	6
Cumulative Headcount	24	58	102	157	201
Graduates				22	32

In addition to the new students indicated in the Table above, 10 to 12 students are expected to transition into the proposed B.A. and B.S. PSAA from other majors during each of the first two years of the program.

¹ US Office of Personnel Management at <https://www.fedscope.opm.gov>.

C. Existing State Programs

Currently, nine Texas universities offer a bachelor's degree with the same CIP code (44.0401.00), Public Administration, as the proposed B.A. and B.S. PSAA program: Saint Edward's University, Tarleton State University, Texas Southern University, Texas State University, The University of Texas at Dallas, The University of Texas at San Antonio, University of Houston-Clear Lake, University of the Incarnate Word, and West Texas A&M University. Only three of the existing baccalaureate programs are offered at institutions that also offer a graduate degree in public administration (Tarleton State University, Texas State University and The University of Texas at Dallas). The proposed program will be offered within a school nationally ranked for the quality of its graduate program in public service and administration (ranked in the top 10% for all public affairs programs globally; U.S. News & World Report), thus providing students enrolled in the proposed program unique access to advanced courses and nationally recognized faculty expertise.

The proposed PSAA program should also attract students interested in homeland security, emergency management, and nonprofit management. Beyond the highly ranked graduate program in public service, the Bush School also currently offers the eighth-ranked program in the country (and number one-ranked program in Texas; U.S. News & World Report) in homeland security and emergency management and ranked in the top 30 for programs in non-profit management. Although other institutions across the state offer degree programs in these areas, given the visibility and reputation of the Bush School in these related areas, student demand for the proposed program is expected to be particularly high.

II. QUALITY & RESOURCES

A. Faculty

During the first five years, six additional faculty members will be required to support the proposed program. Three tenured/tenure-track positions and three support positions will join one tenured/tenure-track and five support faculty already in the Department of Public Service and Administration.

B. Program Administration

Dr. Robert Greer, associate professor, will serve as the program coordinator/administrator for the proposed B.A. and B.S. PSAA. A portion of the program administrator's time and salary will be reallocated to the new program.

C. Other Personnel

The university authorized the hiring of one new IT specialist for the Bush School (at an estimated annual salary of \$65,000) and one new clerical assistant (at an estimated annual salary of \$35,700) for the Department of Public Service and Administration. The percent effort of their time/salary allocated to the new degree program, the cost of hiring two full-

time academic advisors (at an estimated annual salary of \$40,500), and three graduate research assistants (to support the new tenure-track faculty) are included in the table below.

D. Supplies, Materials

The cost associated with supplies and materials (\$50,500) includes the software and technology, office supplies and classroom materials required for the new faculty and staff being hired to support the proposed B.A. and B.S. PSAA.

E. Library

The proposed program will be adequately supported by the Texas A&M University Libraries. This program will not require additional library resources as current library holdings include all the required materials needed to support the program.

F. Equipment, Facilities

The proposed degree program will not require new facilities. Faculty will be housed in office space that has been reserved on the second floor of the Allen Building, adjacent to the current offices for PSAA faculty and staff. Classes will be taught on the College Station campus in classrooms that can accommodate projected student enrollment. No new equipment will be required for the proposed degree program.

G. Accreditation

There is no national accreditation for the proposed baccalaureate program.

III. NEW 5-YEAR COSTS & FUNDING SOURCES

NEW FIVE-YEAR COSTS		SOURCES OF FUNDING	
Faculty	\$3,047,719	Formula Income	\$137,648
Program Administration	\$0	Statutory Tuition	\$831,600
Graduate Assistants	\$325,000	Designated Tuition	\$3,928,145
Supplies & Materials	\$50,500	Student Fees	\$1,846,152
Library & IT Resources	\$0		
Equipment, Facilities	\$0		
Staff	\$995,150		
Other (Ops and Maintenance)	\$126,250		
Estimated New 5-Year Costs	\$4,544,619	Estimated 5-Year Revenues	\$6,743,545

Agenda Item No.

AGENDA ITEM BRIEFING

Submitted by: Mark A. Welsh III, President
Texas A&M University

Subject: Approval of a New Bachelor of Fine Arts Degree Program with a Major in Music Performance and Authorization to Request Approval from the Texas Higher Education Coordinating Board

Proposed Board Action:

Approve the establishment of a new degree program at Texas A&M University (Texas A&M) leading to a Bachelor of Fine Arts (B.F.A.) in Music Performance (MUSP), authorize the submission of this degree program to the Texas Higher Education Coordinating Board (THECB) for approval and certify that all applicable THECB criteria have been met.

Background Information:

The proposed B.F.A. MUSP will be a 120-semester credit hour (SCH) degree designed to focus on advanced proficiency in instrumental and vocal performance. The proposed degree will be comprised of 42 SCH of core curriculum courses, 18 SCH of general electives and 60 SCHs of music courses. Students will be required to take courses in music theory, music history, music technology, music entrepreneurship, music research and writing, and other related music topics. All students will be required to take individual instruction (lessons) for voice or instruments and participate in performing ensembles. A capstone project designed to culminate the academic/performance experience will be required in the final semester of study.

A&M System Funding or Other Financial Implications:

To offer the proposed B.F.A. MUSP program, 16 new faculty members will be needed in addition to a reallocation of existing faculty. The anticipated new costs over the first five years of the program are \$5,676,489. Total anticipated new revenue generated over the first five years is \$7,043,267.

Strategic Plan Imperative(s) this Item Advances:

Approval of this agenda item will advance The Texas A&M University System (A&M System) strategic imperatives 1 and 3. Specifically, all qualified students will have an array of pathways to pursue their ambitions and interests. Students will leave the A&M System as responsible and engaged citizens prepared for successful careers in a global economy.

Agenda Item No.

TEXAS A&M UNIVERSITY

Office of the President

February 21, 2024

Members, Board of Regents
The Texas A&M University System

Subject: Approval of a New Bachelor of Fine Arts Degree Program with a Major in Music Performance and Authorization to Request Approval from the Texas Higher Education Coordinating Board

I recommend adoption of the following minute order:

“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 Music Performance.

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.”

Respectfully submitted,

Mark A. Welsh III
Interim President

Approval Recommended:

Approved for Legal Sufficiency:

John Sharp
Chancellor

Ray Bonilla
General Counsel

Billy Hamilton
Deputy Chancellor and
Chief Financial Officer

James R. Hallmark, Ph.D.
Vice Chancellor for Academic Affairs

Texas A&M University

Bachelor of Fine Arts with a major in Music Performance
(CIP 50.0903.00)

Program Review Outline

BACKGROUND & PROGRAM DESCRIPTION

Administrative Unit: School of Performance, Visualization & Fine Arts

The proposed Bachelor of Fine Arts (B.F.A.) in Music Performance (MUSP) will be a 120-semester credit hour (SCH) degree program designed to focus on advanced proficiency in instrumental and vocal performance. The proposed degree will include 42 SCH of university-required core curriculum courses, 18 SCH of general electives and 60 SCH of music courses. Students will be required to take courses in music theory, music history, music technology, music entrepreneurship, music research and writing, and other related music topics. Students also will be required to take individual instruction (lessons) for voice or instruments and participate in performing ensembles. A capstone project designed to culminate the academic/performance experience will be required in the final semester of study.

The proposed B.F.A. MUSP program will prepare students to:

- perform a body of work that is diverse in style and varied performance traditions;
- apply critical listening skills to evaluate musical performance;
- communicate musical concepts effectively;
- apply contextual decision-making to ethical issues related to musical performances;
- analyze the influence of diverse cultural and historical contexts on musical performance;
- practice innovative approaches to music performance; and
- work collaboratively in musical settings with individuals possessing a variety of skills, abilities and expertise.

The proposed implementation date is fall 2024.

Texas A&M University (Texas A&M) certifies that the proposed new degree program meets the criteria under 19 Texas Administrative Code, Section 2.117 regarding need, quality, financial and faculty resources, standards, and costs.

I. NEED

A. Employment Opportunities

Graduates of Texas A&M's proposed B.F.A. MUSP will be well-equipped to meet the projected increased demand for performers and creative artists in the U.S., and specifically in Texas. Texas ranks fourth among all states in value added to the Gross Domestic Product (GDP) by the Arts & Culture industry, and third among all states in employment in Arts & Culture jobs. In 2020, over 350,000 jobs within this vast industry contributed \$49.2 billion

to the Texas economy, representing 2.8% of the state's GDP and a total compensation of \$26.2 billion. Independent artists and performers ranked third among the Top Five Core Arts & Culture Industries in Texas, demonstrating the significant impact of artists, including musicians, within the state. According to Texas Workforce Commission, by 2030, employment for musicians and singers is expected to increase by 22.16%, entertainment-related performers by 35.48%, music directors and composers by 18.27%, and postsecondary art, drama, and music teachers by 14.35%. With 12,512 expected jobs for musicians and singers in Texas by 2030, there will be significant job opportunities for the graduates of Texas A&M's proposed B.F.A. MUSP over the course of the next five to ten years.

B. Projected Enrollment

The table below shows the estimated cumulative headcount for the first five years of the program.

	Year 1	Year 2	Year 3	Year 4	Year 5
Total New Students	15	50	55	55	55
Attrition	0	1	2	2	2
Cumulative Headcount	15	64	117	170	209
Graduates	0	0	0	14	48

In addition to the new students to the university presented in the table above, the proposed program anticipates approximately 10 students already enrolled at Texas A&M will transition to the proposed B.F.A. MUSP from another major once the program is approved.

C. Existing State Programs

Most of the existing general music performance degrees (CIP code 50.0903.00, Music Performance, General) offered across Texas are either Bachelor of Music (B.M.) or Bachelor of Arts (B.A.) degrees. The B.A. in Music Performance typically provides students with a wide range of musical experiences as part of a liberal arts education, with a B.M. in Music Performance developing more advanced proficiency in a chosen instrument or voice. In contrast, the B.F.A. is considered a professional degree that combines the development of advanced musical proficiency with multidisciplinary training in various genres, styles, and forms of performance. The proposed program will be the first B.F.A. in Music Performance (50.0903.00) in Texas.

Four Texas public universities offer a B.F.A. degree in Musical Theatre (Texas State University, Midwestern State University, Sam Houston State University, and West Texas A&M University). However, these programs, with a combined 31 graduates in 2021, are narrower, focusing specifically on musical theatre and its performers rather than the broader focus of the proposed B.F.A. MUSP. Housed in the newly created School of Performance, Visualization & Fine Arts (PVFA), the proposed B.F.A. MUSP will be uniquely positioned to give students the skills necessary to become professional musicians, directors, and composers, while also offering opportunities to collaborate with dancers,

actors, visual artists, game developers, and computer animators and thus will provide graduates with a much wider array of career pathways to explore.

II. QUALITY & RESOURCES

A. Faculty

During the first five years, the program will require 16 additional faculty members to support the proposed program. Six tenured/tenure-track positions and 10 support positions will join eight tenured/tenure-track and nine support faculty already in the School of PVFA, representing 29.25 faculty FTE allocated to supporting the proposed B.F.A. MUSP. The resulting projected student-to-faculty ratio by the fifth year of the program (7.5:1) aligns with industry standards for performance-based professional degrees such as the proposed B.F.A. MUSP.

B. Program Administration

Dr. David Wilborn, associate professor, will serve as the program coordinator/administrator for the proposed B.F.A. MUSP.

C. Other Personnel

The university has authorized the hiring of a piano technician (part-time at an estimated salary of \$29,000), an accompanist (part-time at an estimated salary of \$36,000), and an instrument manager (at an estimated salary of \$45,000) to support the proposed B.F.A. MUSP.

D. Supplies, Materials

There are no anticipated supplies or materials costs needed to support the proposed new program.

E. Library

The proposed program will be adequately supported by the Texas A&M University Libraries. This program will not require additional library resources as current library holdings include all the required materials needed to support the program.

F. Equipment, Facilities

Estimated equipment costs over the first five years total \$1,732,739, including instruments and related equipment for recording studios, post-production suites and music technology labs. The Visualization, Fine and Performing Arts Building was added to the FY 2024-25 capital plan as a proposed project, but necessary funds have not yet been secured. Renovations are ongoing to existing spaces to support programs currently offered but will

support the proposed program as well. Thus, the proposed B.F.A. MUSP can be offered using current facilities given projected enrollments.

G. Accreditation

The accrediting organization for music is the National Association of Schools of Music (NASM). Program leadership will not seek accreditation through NASM for the proposed B.F.A. MUSP at this time. Graduating from an accredited program is not required for graduates to pursue careers in music performance.

III. NEW 5-YEAR COSTS & FUNDING SOURCES

NEW FIVE-YEAR COSTS		SOURCES OF FUNDING	
Faculty	\$3,228,750	Formula Income	\$235,238
Program Administration	\$	Statutory Tuition	\$853,650
Graduate Assistants	\$0	Designated Tuition	\$4,059,276
Supplies & Materials	\$0	Student Fees	\$1,895,103
Library & IT Resources	\$0		
Equipment, Facilities	\$1,732,739		
Staff	\$715,000		
Other	\$0		
Estimated New 5-Year Costs	\$5,676,489	Estimated 5-Year Revenues	\$7,043,267

Agenda Item No.

AGENDA ITEM BRIEFING

Submitted by: Mark A. Welsh III, President
Texas A&M University

Subject: Approval of a New Bachelor of Science Degree Program with a Major in Early Childhood Development and Education and Authorization to Request Approval from the Texas Higher Education Coordinating Board

Proposed Board Action:

Approve the establishment of a new degree program at Texas A&M University (Texas A&M) leading to a Bachelor of Science (B.S.) in Early Childhood Development and Education (ECDE), authorize the submission of this degree program to the Texas Higher Education Coordinating Board (THECB) for approval and certify that all applicable THECB criteria have been met.

Background Information:

The proposed program will prepare students interested in pursuing careers as teachers or caregivers of young children from birth to age eight, as well as students interested in leading in service agencies or educational settings that serve young children, including special education/early intervention. The proposed degree program will include two tracks: the teaching track (extended coursework focused on classroom teaching and administration in early education settings serving children from birth to eight years old) and the leadership track (extended coursework in working with families, program evaluation and early childhood service agencies). The proposed program will culminate in either a capstone preschool teaching experience (teaching track) or an internship in an early childhood service agency (leadership track), both under the close supervision of a mentor for approximately 300 clock hours. Graduates of the proposed degree will be eligible to teach young children from birth through preschool, for example as a Head Start teacher, or serve as childcare administrators or leaders in early childhood programs such as Women, Infants, and Children, Texas Health and Human Services, and Boys and Girls Clubs.

A&M System Funding or Other Financial Implications:

To offer the proposed B.S. ECDE program, no new costs will be incurred. Existing faculty members will support the program and no additional hires are needed. Total projected new revenue generated over the first five years is \$6,749,858.

Strategic Plan Imperative(s) this Item Advances:

Approval of this agenda item will advance The Texas A&M University System (A&M System) strategic imperatives 1 and 3. Specifically, all qualified students will have an array of pathways to pursue their ambitions and interests. Students will leave the A&M System as responsible and engaged citizens prepared for successful careers in a global economy.

Agenda Item No.

TEXAS A&M UNIVERSITY

Office of the President

February 21, 2024

Members, Board of Regents
The Texas A&M University System

Subject: Approval of a New Bachelor of Science Degree Program with a Major in Early Childhood Development and Education and Authorization to Request Approval from the Texas Higher Education Coordinating Board

I recommend adoption of the following minute order:

“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 Science in Early Childhood Development and Education.

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.”

Respectfully submitted,

Mark A. Welsh III
President

Approval Recommended:

Approved for Legal Sufficiency:

John Sharp
Chancellor

Ray Bonilla
General Counsel

Billy Hamilton
Deputy Chancellor and
Chief Financial Officer

James R. Hallmark, Ph.D.
Vice Chancellor for Academic Affairs

Texas A&M University

Bachelor of Science with a major in Early Childhood Development and Education
(CIP 19.0706.00)

Program Review Outline

BACKGROUND & PROGRAM DESCRIPTION

Administrative Unit: Department of Teaching, Learning & Culture within the School of Education & Human Development

The proposed 120 semester credit hour (SCH) Bachelor of Science in Early Childhood Development and Education (B.S. ECDE) will prepare students interested in pursuing careers as teachers or caregivers of young children from birth to age eight as well as students interested in leading in service agencies or educational settings that serve young children, including special education/early intervention.

The proposed B.S. ECDE program will prepare students to:

- communicate with young children in ways that promote their language, literacy and socioemotional development;
- articulate the value of and create a learning environment that promotes anti-bias education for supporting all children in inclusive settings;
- demonstrate professionalism when working with administrators, staff, families, and children within learning spaces for young children and their families;
- create environments and implement teaching practices that support all six areas of development for infants, toddlers and children and individualize the approaches to align with children's interests, skills and backgrounds (teaching track); and
- describe features of high-quality early childhood service agencies and effective approaches for evaluation of early childhood programs (leadership track).

The proposed degree program will include two tracks: the teaching track, including coursework focused on classroom teaching in early education settings and administration, and the leadership track, including coursework in working with families, program evaluation and early childhood service agencies. The proposed program will culminate in a capstone experience for students, either a capstone teaching experience (teaching track) or an internship in an early childhood service agency (leadership track).

The proposed B.S. ECDE program includes 42 semester credit hours (SCH) of university-required core curriculum courses, 21 or 24 SCHs of required major courses (depending on track), 21 or 18 SCH of general electives (depending on track), 15 SCH of supporting coursework, and 15 SCH for the Educational Supports for Individuals with Disabilities minor. Students pursuing the leadership track will be required to take 6 SCH of an internship, while students pursuing the teaching track will be required to take 6 SCHs of a capstone experience (consisting of approximately 300 clock hours under the close supervision of a mentor).

The proposed implementation date is fall 2024.

Texas A&M certifies that the proposed new degree program meets the criteria under 19 Texas Administrative Code, Section 2.117 in regard to need, quality, financial and faculty resources, standards, and costs.

I. NEED

A. Employment Opportunities

With over \$3.5 billion federal and state dollars invested in early childhood programs and services annually, there is a great need for professionals with knowledge and skills for serving in the early childhood profession. From 2016 to 2020, bachelor’s degrees awarded across Texas in early childhood education rose by an annualized rate of 3.3% (comparable to the average growth in the state of all degrees of 3.2%). Demand for related occupations in Texas is projected to grow by 9.5%. Among early childhood job-related postings in 2023, 47.3% required a bachelor’s degree. Due to the recent and extensive national expansion in early childhood education, including recognizing childcare providers as critical workers during the COVID-19 pandemic, graduates of the proposed B.S. ECDE will have numerous opportunities for employment in their field. According to the new Household Pulse Survey from the Census Bureau, in winter 2021-2022, over one in four families with children under the age of five reported that they could not send their children to childcare due to closures resulting primarily from staff shortages (US News & World report). Texas is home to 10% of the nation’s children under the age of five, with 400,000 new Texans born each year. Graduates of the proposed program will be prepared to serve as childcare administrators or leaders in early childhood programs such as Women, Infants, and Children, Texas Health and Human Services, and Boys and Girls Clubs

The growing need for professionals trained in early childhood education in public education was highlighted when Texas lawmakers expanded state-funded prekindergarten (pre-k) programs. House Bill 3, passed by the 86th Texas Legislature and signed into law by Governor Abbott on June 11, 2019, increased funding to support full-day pre-k programs offered to eligible four-year-olds. To meet High-Quality Prekindergarten (HQPK) teacher requirements, all pre-k teachers in Texas public schools must be certified and hold at least one additional qualification relating to early childhood education, including a degree in early childhood education. Graduates of the proposed program who hold a teacher certification will be eligible to serve as HQPK teachers.

B. Projected Enrollment

The table below shows the estimated cumulative headcount (based on new students entering the university) for the first five years of the program.

	Year 1	Year 2	Year 3	Year 4	Year 5
Total New Students	30	40	60	60	60
Attrition		3	4	4	4
Cumulative Headcount	30	67	123	179	208
Graduates				27	36

In addition to the new students, 10 to 12 additional students are expected to transition into the proposed program from other majors in each of the first two years of the program.

C. Existing State Programs

Six Texas universities currently offer a bachelor's degree with the same CIP code designation as the proposed ECDE program (19.0706, Child Development): Sul Ross State University Rio Grande College, Texas A&M University-San Antonio, Texas Tech University, Texas Women's University, University of Houston Downtown (being phased out), and University of North Texas at Dallas.

The proposed program is unique from existing programs across the state in two important ways. First, students will participate in field opportunities in two new laboratory preschools in the College Station community thus providing gold-standard experiences. These experiences will be supervised by teachers and directors in the respective centers. Second, the proposed program integrates a special education minor that other programs currently available do not, preparing graduates to be able to identify and support children with special needs. The proposed B.S. ECDE also will help address a critical need for early childhood professionals in the Brazos Valley. As noted in a recent market analysis report (completed by Hanover Research), the "few programs that offer tracks for working early childhood professionals are experiencing stronger student enrollment growth rates...especially those that need to meet new state mandates for high quality teacher qualifications and childcare provider certifications."

II. QUALITY & RESOURCES

A. Faculty

During the first five years, no additional faculty members will be required to support the proposed program.

B. Program Administration

Dr. Hope Gerde, professor, will serve as the program coordinator/administrator for the proposed B.S. ECDE.

C. Other Personnel

The program will use existing undergraduate advising staff in the School of Education & Human Development to support the students, including placement in the required extensive capstone experiences. The Becky Gates' and Charlotte Sharp Children's Centers will provide practicum/field placements for students enrolled in the proposed B.S. ECDE. The site directors at each location have agreed to facilitate the clinical placements to ensure the appropriate number of undergraduate students are assigned to each location and students are rotated among classrooms to align with the need to work with infants, toddlers, and preschoolers at varying times within the required field experiences (approximately 300 clock hours).

D. Supplies, Materials

There are no new costs associated with supplies and materials for the first five years of the proposed new program.

E. Library

The proposed program will be adequately supported by the Texas A&M University Libraries. This program will not require additional library resources as current library holdings include all the required materials needed to support the program.

F. Equipment, Facilities

There are no anticipated new capital equipment, facilities, improvements, additions, or renovations needed to support the proposed new program.

G. Accreditation

There is no national accrediting body for the proposed program.

III. NEW 5-YEAR COSTS & FUNDING SOURCES

NEW FIVE-YEAR COSTS		SOURCES OF FUNDING	
Faculty	\$0	Formula Income	\$254,058
Program Administration	\$0	Statutory Tuition	\$814,500
Graduate Assistants	\$0	Designated Tuition	\$3,873,110
Supplies & Materials	\$0	Student Fees	\$1,808,190
Library & IT Resources	\$0		
Equipment, Facilities	\$0		
Staff	\$0		
Other (Ops and Maintenance)	\$0		
Estimated New 5-Year Costs	\$0	Estimated 5-Year Revenues	\$6,749,858

Agenda Item No.

AGENDA ITEM BRIEFING

Submitted by: Mark A. Welsh III, President
Texas A&M University

Subject: Approval of a New Bachelor of Science Degree Program with a Major in Human Development and Family Sciences and Authorization to Request Approval from the Texas Higher Education Coordinating Board

Proposed Board Action:

Approve the establishment of a new degree program at Texas A&M University (Texas A&M) leading to a Bachelor of Science (B.S.) in Human Development and Family Sciences (HDFS), authorize the submission of this degree program to the Texas Higher Education Coordinating Board (THECB) for approval and certify that all applicable THECB criteria have been met.

Background Information:

Students enrolled in the proposed B.S. HDFS degree will study how people develop physically, cognitively, emotionally, and socially across their life spans. The proposed degree is designed to prepare individuals for careers focused on the needs of youth ages 5-17 (grades K-12), adults and the family unit. Graduates of the proposed degree program will be equipped to serve and optimize positive developmental outcomes and family well-being across civic, social, or educational sectors, including family and community services, social or religious organizations, hospitals or non-profit organizations, private practice, or school systems.

A&M System Funding or Other Financial Implications:

To offer the proposed B.S. HDFS program, three new faculty members will be needed in addition to a reallocation of existing faculty. The anticipated new costs over the first five years of the program are \$908,863. Total anticipated new revenue generated over the first five years is \$5,705,549.

Strategic Plan Imperative(s) this Item Advances:

Approval of this agenda item will advance The Texas A&M University System (A&M System) strategic imperatives 1 and 3. Specifically, all qualified students will have an array of pathways to pursue their ambitions and interests. Students will leave the A&M System as responsible and engaged citizens prepared for successful careers in a global economy.

Agenda Item No.

TEXAS A&M UNIVERSITY

Office of the President

February 21, 2024

Members, Board of Regents
The Texas A&M University System

Subject: Approval of a New Bachelor of Science Degree Program with a Major in Human Development and Family Sciences and Authorization to Request Approval from the Texas Higher Education Coordinating Board

I recommend adoption of the following minute order:

“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 Science in Human Development and Family Sciences.

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.”

Respectfully submitted,

Mark A. Welsh III
President

Approval Recommended:

Approved for Legal Sufficiency:

John Sharp
Chancellor

Ray Bonilla
General Counsel

Billy Hamilton
Deputy Chancellor and
Chief Financial Officer

James R. Hallmark, Ph.D.
Vice Chancellor for Academic Affairs

Texas A&M University

Bachelor of Science with a major in Human Development and Family Sciences
(CIP 19.0701.00)

Program Review Outline

BACKGROUND & PROGRAM DESCRIPTION

Administrative Unit: Department of Educational Psychology within the School of Education & Human Development

The proposed 120-semester credit hour (SCH) Bachelor of Science in Human Development and Family Sciences (B.S. HDFS) will prepare graduates to meet the workforce needs of Texas and the nation. Potential career pathways for program graduates include fields and occupations addressing individual and family problems or promoting health, wellness, and prevention across a broad spectrum of constituencies and communities.

The proposed B.S. HDFS program will prepare students to:

- describe human development from a lifespan perspective, including cognitive, social, emotional, and physical development in childhood, adolescence, and adulthood;
- analyze various social contextual influences on human development, including the roles of families, parenting, peer relationships, community, neighborhood, and school contexts;
- demonstrate flexible, evidence-based strategies for working with children, adolescents and families in various social service and community-based contexts; and
- apply knowledge through field experiences working with children, adolescents and/or families at community agencies.

The proposed B.S. HDFS program includes 42 semester credit hours (SCH) of university-required core curriculum, 48 SCH of required major classes, 9 SCH of prescribed electives, 6 SCH in an internship or external learning, and 15 SCH for a Youth Development Minor.

Courses in this proposed program provide students with a comprehensive understanding of the unique strengths and developmental features at each stage of life and align with each of the content areas as identified by the National Council of Family Relations (NCFR), which is necessary to become a Certified Family Life Educator (CFLE). Accreditation from the NCFR will be sought once the proposed program is approved and implemented. Upon completion of the proposed B.S. HDFS (once accredited), interested graduates will be permitted to apply for provisional CFLE status (full CFLE status is awarded based on post-graduation work experience). Preparation for this nationally recognized certification will make graduates of the proposed program particularly competitive in the workforce.

The proposed implementation date is fall 2024.

Texas A&M University (Texas A&M) certifies that the proposed new degree program meets the criteria under 19 Texas Administrative Code, Section 2.117 regarding need, quality, financial and faculty resources, standards, and costs.

I. NEED

A. Employment Opportunities

The proposed B.S. HDFS degree is designed to prepare graduates to meet the workforce needs of Texas and the nation. Potential career pathways for graduates include fields and occupations addressing individual and family problems or promoting health, wellness, and prevention.

There is robust labor market data showing a strong occupational outlook for HDFS-related fields. Data obtained from the Occupational Information Network (O*NET) identifies several salient post-graduation pathways as being “Bright Outlook” designated, meaning these occupations are expected to grow rapidly (employment increase of 8% or more) over the next decade (2021-2031). Only 294 occupations carry this designation with no fewer than 15 (5.1%) being directly related to HDFS, including careers in industries such as: Child, Family, and School Social Workers (1.54% growth); Social and Community Service Managers (4.11% growth); and Marriage and Family Therapists (13.67% growth). Growth of occupations in these industries (in parentheses) represents projected annual job openings of 69,586. Growth trends in Texas are slightly higher than the national average at 1.6% with projected growth across all associated fields and a job opening-to-graduation ratio of nearly 6:1.

Graduates of the proposed B.S. HDFS degree will be well-educated and well-positioned to work, serve and lead across the many domains and industries in burgeoning fields for a booming demographic. This includes providing direct services to individuals and families facing a variety of problems and/or ensuring positive cognitive, social-emotional, and physical health and development for individuals of all ages.

B. Projected Enrollment

The table below shows the estimated cumulative headcount (based on new students entering the university) for the first five years of the program.

	Year 1	Year 2	Year 3	Year 4	Year 5
Total New Students	30	34	36	39	43
Attrition		4	4	4	4
Cumulative Headcount	30	60	92	127	140
Graduates				26	30

In addition to the new students to the university summarized above, the proposed program anticipates 20 to 25 students transitioning into the program once approved, primarily from the B.S. in University Studies, Child Professional Services concentration which will be phased out upon approval of the proposed degree.

C. Existing State Programs

Currently, there are 11 Texas universities that offer a bachelor’s degree with the same CIP Code designation as the proposed HDFS program (19.0701, Human Development and Family Studies): Abilene Christian University, Baylor University, Houston Christian

University, Lamar University, Texas State University, Texas Tech University, Texas Woman's University, University of Texas at Permian Basin, University of Houston, University of North Texas, and Howard Payne University. In addition, The University of Texas at Austin offers a Bachelor of Science in Human Development and Family Sciences (though with a different CIP Code designation, 30.1701). However, only four of these prepare its students specifically to apply for provisional CFLE status. This is a significant distinguishing feature of the proposed B.S. HDFS as noted previously.

Although not assigned the same CIP Code, the B.S. in University Studies, Child Professional Services concentration offered by Texas A&M was created in 2013 to meet a growing demand. This concentration, designed for students interested in pursuing a career working with youth and their families outside of a traditional educational/classroom environment, has had an average enrollment of approximately 103 students in recent years. The proposed B.S. HDFS will provide students with a more in-depth educational experience, preparing them for such career opportunities. The concentration will be phased out upon the approval of the proposed degree program.

There are also 11 community or junior colleges that currently offer an associate degree with the same CIP Code designation as the proposed HDFS program: Alamo Community College – San Antonio College, Central Texas College, Coastal Bend College, McLennan Community College, Navarro College, North Central Texas College, South Texas College, Texarkana College, Trinity Valley Community College, Tyler Junior College, and Western Texas College. These programs will serve as ideal feeder programs for the proposed B.S. HDFS.

II. QUALITY & RESOURCES

A. Faculty

During the first five years, three additional faculty members will be required to support the proposed program. One tenured/tenure-track position and two Academic Professional Track (non-tenure) positions will join eight current faculty, primarily from the Department of Educational Psychology, for whom a portion of their time will be reallocated to support the proposed B.S. HDFS.

B. Program Administration

Dr. Robert Woodward, clinical professor, will serve as the program coordinator/administrator for the proposed B.S. HDFS. A percentage of the program administrator's time and salary will be reallocated to the program according to his responsibilities.

C. Other Personnel

No new personnel will be required to support the proposed program.

D. Supplies, Materials

No new costs are associated with supplies and materials for the proposed program.

E. Library

The proposed program will be adequately supported by the Texas A&M University Libraries. This program will not require additional library resources as current library holdings include all the required materials needed to support the program.

F. Equipment, Facilities

There are no anticipated new capital equipment, facilities, improvements, additions, or renovations needed to support the proposed program.

G. Accreditation

Upon approval of the proposed B.S. HDFS, accreditation will be pursued from the NCFR as noted previously.

III. NEW 5-YEAR COSTS & FUNDING SOURCES

NEW FIVE-YEAR COSTS		SOURCES OF FUNDING	
Faculty	\$908,863	Formula Income	\$230,574
Program Administration	\$0	Statutory Tuition	\$686,500
Graduate Assistants	\$0	Designated Tuition	\$3,264,445
Supplies & Materials	\$0	Student Fees	\$1,524,030
Library & IT Resources	\$0		
Equipment, Facilities	\$0		
Staff	\$0		
Other	\$0		
Estimated New 5-Year Costs	\$908,863	Estimated 5-Year Revenues	\$5,705,549

Agenda Item No.

AGENDA ITEM BRIEFING

Submitted by: Mark A. Welsh III, President
Texas A&M University

Subject: 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

Proposed Board Action:

Approve the establishment of a new degree program at Texas A&M University (Texas A&M) leading to a Master of Science (M.S.) in Artificial Intelligence (ARIN), authorize the submission of this degree program to the Texas Higher Education Coordinating Board (THECB) for approval and certify that all applicable THECB criteria have been met.

Background Information:

The proposed M.S. ARIN program addresses the escalating demand for experts in the transformative field of Artificial Intelligence (AI). AI's growing importance is reshaping industries by automating tasks, enhancing decision-making and revolutionizing data analysis. This program will equip graduates with a comprehensive understanding of AI principles, machine learning and ethical considerations. Graduates will emerge skilled in developing AI solutions and poised to lead AI initiatives across industries.

The proposed M.S. ARIN program bridges academia and the job market by providing specialized AI training. AI's intricacies require focused education to harness its potential effectively. This proposed program prepares students to apply and innovate AI solutions for real-world challenges. By producing a cohort of AI experts, the program will contribute to AI advancement, propelling graduates and the region to the forefront of this technological revolution.

A&M System Funding or Other Financial Implications:

To offer the proposed M.S. ARIN program, four new faculty members will be needed in addition to a reallocation of existing faculty. Anticipated new costs over the first five years of the program are \$2,576,686. Total projected new revenue generated over the first five years is \$11,291,855.

Strategic Plan Imperative(s) this Item Advances:

Approval of this agenda item will advance The Texas A&M University System (A&M System) strategic imperatives 1 and 3. Specifically, all qualified students will have an array of pathways to pursue their ambitions and interests. Students will leave the A&M System as responsible and engaged citizens prepared for successful careers in a global economy.

Agenda Item No.

TEXAS A&M UNIVERSITY

Office of the President

February 21, 2023

Members, Board of Regents
The Texas A&M University System

Subject: 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

I recommend adoption of the following minute order:

“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 Science in Artificial Intelligence.

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.”

Respectfully submitted,

Mark A. Welsh III
President

Approval Recommended:

Approved for Legal Sufficiency:

John Sharp
Chancellor

Ray Bonilla
General Counsel

Billy Hamilton
Deputy Chancellor and
Chief Financial Officer

James R. Hallmark, Ph.D.
Vice Chancellor for Academic Affairs

Texas A&M University

Master of Science with a major in Artificial Intelligence
(CIP 11.0102.00)

Program Review Outline

BACKGROUND & PROGRAM DESCRIPTION

Administrative Unit: Department of Computer Science and Engineering within the College of Engineering

The proposed Master of Science (M.S.) in Artificial Intelligence (ARIN) program addresses the escalating demand for experts in this transformative field of Artificial Intelligence (AI). AI's growing importance is reshaping industries by automating tasks, enhancing decision-making and revolutionizing data analysis. The proposed program will equip graduates with a comprehensive understanding of AI principles, machine learning and ethical considerations. Graduates will emerge skilled in developing AI solutions and poised to lead AI initiatives across industries.

Upon completing the proposed M.S. ARIN program, graduates will possess skills applicable across a broad range of job sectors and industries. AI expertise is increasingly vital across almost all fields, including government security, business intelligence, transportation and warehousing, finance, insurance, healthcare, and industrial production.

The proposed M.S. ARIN program will prepare students to:

- describe, analyze and compare the most common statistical analysis and machine learning techniques;
- synthesize, use and assess appropriate models of artificial intelligence to solve real-world problems;
- execute analyses with state-of-the-art artificial intelligence software and machine learning software tools;
- correctly interpret artificial intelligence findings; and
- correctly and effectively communicate artificial intelligence findings.

The proposed M.S. ARIN program has a thesis and non-thesis option. Both options include 6 semester credit hours (SCH) of required courses and 9 SCH of electives. The thesis option includes 9 SCH of prescribed electives and 6 SCH of research. The non-thesis option includes 15 SCH of prescribed electives.

The proposed implementation date is fall 2024.

Texas A&M University (Texas A&M) certifies that the proposed new degree program meets the criteria under 19 Texas Administrative Code, Section 2.117 regarding need, quality, financial and faculty resources, standards, and costs.

I. NEED

A. Employment Opportunities

Graduates of the proposed M.S. ARIN program will possess skills applicable across a broad range of job sectors and industries. AI expertise is increasingly vital across almost all fields, including government security, business intelligence, transportation and warehousing, finance, insurance, healthcare, and industrial production.

The need for professionals who are specifically skilled in AI is evidenced by the large number of open positions in companies across Texas. In August 2023, indeed.com listed 1,004 open positions at the M.S. level associated with AI across the large metropolitan areas in Texas. At the same time, LinkedIn listed 5,128 open AI-related on-site positions in Texas (not including remote work) of which 600 open positions offered starting salaries of \$100,000 or more. A recent Lightcast occupational outlook assessment listed a total of 1,550 job postings for Machine Learning Software Engineers and Artificial Intelligence Engineers over the last year (Sep 2022 – Aug 2023), which compares well to the 5,641 total postings for Software Engineers in general.

B. Projected Enrollment

The table below shows the estimated cumulative headcount (based on new students entering the university) for the first five years of the program.

	Year 1	Year 2	Year 3	Year 4	Year 5
Total New Students	53	103	103	103	103
Attrition		2	2	2	2
Cumulative Headcount	53	154	204	204	204
Graduates		51	101	101	101

The department envisions this program to be complementary to existing programs. The department therefore does not foresee students transitioning to this program from other programs.

C. Existing State Programs

Currently, four Texas universities offer a Master of Science degree with the same CIP Code designation as the proposed M.S. ARIN program (11.0102.00, Artificial Intelligence and Robotics): The University of Texas at Austin, The University of Texas at San Antonio, University of Houston-Downtown, and University of North Texas. As relatively new programs, only the University of North Texas had graduated students as of 2022 (28 graduates).

The number of applications to related M.S. programs offered at Texas A&M supports a high demand for an M.S. ARIN program. In recent years, the interest in the existing M.S. programs in Computer Science and Computer Engineering has grown significantly. In fall 2022, the department received over 4,000 applications. Roughly 50% of these applicants

expressed an interest in AI-related topics, but the department lacked a specialized degree at that time. It is reasonable to anticipate that the department will receive over 1,000 applicants per year for the proposed M.S. ARIN program from students who have historically applied to the traditional M.S. Computer Science and Computer Engineering programs.

II. QUALITY & RESOURCES

A. Faculty

During the first five years, four additional faculty members will be required to support the proposed program. Two assistant professors and two associate professors will join 18 faculty already in the Department of Computer Science and Engineering.

B. Program Administration

Dr. Yoonsuck Choe, professor, will serve as the program coordinator/administrator for the proposed M.S. ARIN. A percentage of the program administrator's time and salary will be reallocated to the program according to his responsibilities.

C. Other Personnel

The department plans to hire one staff person who will be supporting the proposed program with admissions, advising students in the program and assessment of the program outcomes. Additionally, the department plans to hire three teaching assistants in each of the first five years. Teaching assistants are hired at half-time, and the costs for the teaching assistants include a stipend, tuition and any required fees. Each of these new positions is reflected in new costs in the table below.

D. Supplies, Materials

No new supplies or materials will be required for the proposed program.

E. Library

The proposed program will be adequately supported by the Texas A&M University Libraries. This program will not require additional library resources as current library holdings include all the required materials needed to support the program.

F. Equipment, Facilities

There is no anticipated new capital equipment, facilities, improvements, additions, or renovations needed to support the proposed program.

G. Accreditation

Currently, there is no accreditation process for programs in this specific discipline.

III. NEW 5-YEAR COSTS & FUNDING SOURCES

NEW FIVE-YEAR COSTS		SOURCES OF FUNDING	
Faculty	\$1,748,176	Formula Income	\$2,740,557
Program Administration	\$0	Statutory Tuition	\$600,150
Graduate Assistants	\$516,510	Designated Tuition	\$2,597,809
Supplies & Materials	\$0	Student Fees	\$4,753,188
Library & IT Resources	\$0	Board Authorized Tuition	\$600,150
Equipment, Facilities	\$0		
Staff	\$312,000		
Other (specify)	\$0		
Estimated New 5-Year Costs	\$2,576,686	Estimated 5-Year Revenues	\$11,291,854

Agenda Item No.

AGENDA ITEM BRIEFING

Submitted by: Mark A. Welsh III, President
Texas A&M University

Subject: Approval of a New Doctor of Education with a Major in Bilingual, English as a Second Language, and Dual Language Education and Authorization to Request Approval from the Texas Higher Education Coordinating Board

Proposed Board Action:

Approve the establishment of a new degree program at Texas A&M University (Texas A&M) leading to a Doctor of Education (Ed.D.) in Bilingual, English as a Second Language, and Dual Language Education (BESD), authorize the submission of this degree program to the Texas Higher Education Coordinating Board (THECB) for approval and certify that all applicable THECB criteria have been met.

Background Information:

The proposed Ed.D. BESD program is a 60-semester credit hour (SCH) 100% online multidisciplinary post-masters program designed to develop scholar-practitioners (a) to improve the quality of education of emergent bilingual students for the 21st-century workforce in Prekindergarten through 12 schools and agencies and (b) to lead, develop and evaluate research-based programs, curriculum, and instruction for educators of emergent bilingual students. The proposed program is designed specifically for professional educators with large numbers of emerging bilingual students and for those preparing for leadership positions across a variety of public and private institutions.

This proposed program will allow graduate students to matriculate as a cohort, which has been determined to be best practice to foster graduate student completion of advanced degrees in education.

A&M System Funding or Other Financial Implications:

To offer the proposed Ed.D. BESD program, two new faculty members will be needed in addition to a reallocation of existing faculty. The anticipated new costs over the first five years of the program are \$1,231,509. Anticipated new revenue generated over the first five years is \$3,017,178.

Strategic Plan Imperative(s) this Item Advances:

Approval of this agenda item will advance The Texas A&M University System (A&M System) strategic imperatives 1 and 3. Specifically, all qualified students will have an array of pathways to pursue their ambitions and interests. Students will leave the A&M System as responsible and engaged citizens prepared for successful careers in a global economy.

Agenda Item No.

TEXAS A&M UNIVERSITY

Office of the President

February 21, 2024

Members, Board of Regents
The Texas A&M University System

Subject: Approval of a New Doctor of Education with a Major in Bilingual, English as a Second Language, and Dual Language Education and Authorization to Request Approval from the Texas Higher Education Coordinating Board

I recommend adoption of the following minute order:

“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 Doctor of Education in Bilingual, English as a Second Language, and Dual Language Education.

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.”

Respectfully submitted,

Mark A. Welsh III
President

Approval Recommended:

Approved for Legal Sufficiency:

John Sharp
Chancellor

Ray Bonilla
General Counsel

Billy Hamilton
Deputy Chancellor and
Chief Financial Officer

James R. Hallmark, Ph.D.
Vice Chancellor for Academic Affairs

Texas A&M University

Doctor of Education with a major in Bilingual, English as a Second Language, and Dual Language Education (CIP 13.0201.00)

Program Review Outline

BACKGROUND & PROGRAM DESCRIPTION

Administrative Unit: Department of Educational Psychology within the School of Education & Human Development

The proposed 60-semester credit hour (SCH) 100% online Doctor of Education in Bilingual, English as a Second Language, and Dual Language Education (Ed.D. BESD) will prepare scholar-practitioners (a) to improve the quality of education of emergent bilingual students for the 21st Century workforce in Prekindergarten through 12 schools and agencies and (b) to lead, develop and evaluate research-based programs, curriculum and instruction for educators of emergent bilingual students.

The proposed Ed.D. BESD program will prepare students to:

- effectively articulate theories, concepts and principles related to the discipline of bilingual education, English as a Second Language (ESL) and dual language education;
- synthesize material across courses and experiences;
- develop advanced pedagogical skills necessary to effectively explain the subject matter in the discipline;
- synthesize in-depth information from relevant sources;
- organize and synthesize evidence into meaningful patterns;
- state conclusions that are logical extrapolations from the inquiry;
- use technologies to communicate, collaborate, conduct research, and solve problems;
- develop clear research plans and conduct valid, theoretically consistent and institutionally appropriate research; and
- recognize ethical issues and understand cross-relationships among the issues.

The Office of English Language Acquisition, U.S. Department of Education (ED), has acknowledged the importance of developing leadership in bilingual/ESL education, as well as dual language education. Graduate students who complete the proposed Ed.D. BESD degree program will be well-positioned to have a meaningful and immediate impact on the field through their service in schools as well as through teaching and leading programs as tenure-track professors, academic professional track instructors, or lecturers in universities.

The proposed implementation date is fall 2025.

Texas A&M University (Texas A&M) certifies that the proposed new degree program meets the criteria under 19 Texas Administrative Code, Section 2.146 regarding need, quality, financial and faculty resources, standards, and costs.

I. NEED

A. Employment Opportunities

According to the latest U.S. Census Bureau American Community Survey data, there are 3.6 million residents ages five or older who speak English ‘less than very well’ in Texas, representing 13.7% of the state’s overall population. This is significant for school personnel who educate the children and youth. According to the National Education Agency, by 2025, 25% of children in classrooms nationally will be an emergent bilingual/English learner. Eighty-nine percent of the identified emergent bilingual students in Texas have a primary language of Spanish. The next five prominent language backgrounds in Texas are: Vietnamese (1.5%), Arabic (1.2%), Urdu (0.5%), Mandarin (0.5%), and Telugu (Telegu) (0.4%).

Every year, the Texas Education Association (TEA) identifies teacher shortage areas submitted to the ED for consideration in partial student loan forgiveness, deferment, or cancellation (as of 1990–91). Bilingual/ESL has been identified every year since 1990–91. According to Kate Menken, the former Chair of the Bilingual Education Research Special Interest Group of the American Educational Research Association, there is not only a shortage of bilingual teachers but also a shortage of prepared school leaders for serving bilingual education programs and faculty to prepare future educators to support this growing population. Leadership from school districts across Central Texas specifically has identified a need for doctoral training in this area, including the Bryan, College Station, Fort Worth, Greenville, Lake Dallas, and Madisonville school districts. Graduates of the proposed program will be well-positioned to have an impact on the field through their service in schools as well as through teaching and leading programs as faculty members at universities across the state and the nation.

B. Projected Enrollment

To facilitate student progression through the program and enhance the appeal of the program for working professionals, students will enroll part-time and proceed through the program as a cohort. The estimated cumulative headcount provided below for the first five years of the program is based on students completing the program in four years and is consistent with other 100% online Ed.D. programs offered by Texas A&M University.

	Year 1	Year 2	Year 3	Year 4	Year 5
Total New Students	20	22	23	24	25
Attrition		1	1	1	1
Cumulative Headcount	20	41	63	86	91
Graduates				19	21

The program does not anticipate students enrolled in similar doctoral programs to transition into this program given its unique focus and target population.

C. Existing State Programs

Currently, Texas A&M University-Kingsville is the only institution in Texas that offers an Ed.D. in Bilingual Education with the same CIP Code (13.0201). Three additional doctoral programs with different CIP Code designations are offered in the state: a Ph.D. in Educational Psychology with a specialization in Bilingual/ESL Education (42.2806) at Texas A&M; a Ph.D. in Educational Psychology with a specialization in Bilingual/ESL Education (42.2806) offered by The University of Texas at Austin; and an Ed.D. in Curriculum and Instruction with a specialization in Bilingual Studies (13.0301) offered by The University of Texas Rio Grande Valley.

The proposed Ed.D. BESD is unique in three important ways. First and foremost, the proposed program will be offered 100% online, thus maximizing access to this program for working professionals across the state and nation. Second, given the proposed program is a 60-semester credit hour (SCH) program, it will be the shortest offered in the state. The Bilingual Education Ed.D. offered by Texas A&M University-Kingsville requires students to complete a minimum of 63 SCH and the Ed.D. in Curriculum Instruction with a specialization in Bilingual Studies offered by The University of Texas Rio Grande Valley requires students to complete 66 SCH. The length of the proposed program will help working professionals complete an advanced degree in a timely manner. Third and finally, the proposed program will be one of only three professional doctorate degrees offered in the state focused on bilingual education. The professional doctorate (Ed.D.) is designed specifically for practitioners and those preparing for positions of leadership. At Texas A&M, for example, the on-campus Ph.D. in Educational Psychology (with a specialization in Bilingual/ESL Education) is designed to develop scholars/researchers in the field of second language education, thus generating new knowledge through scientific research while gaining teaching experience. Both the Ed.D. and the related Ph.D. programs contribute significantly but in distinct ways to the needs of the state and nation with respect to identified growing shortages in Bilingual/ESL education.

Currently, 15 institutions in Texas offer master's degree programming in bilingual education (with the same CIP Code). Each would serve as potential feeder programs given the limited programs currently available at the doctoral level across the state.

II. QUALITY & RESOURCES

A. Faculty

During the first five years, two additional faculty members will be required to support the proposed program. The two new faculty members will join eight faculty already in the Department of Educational Psychology.

B. Program Administration

Dr. Rafael Lara-Alecio, Professor, will serve as the program coordinator/administrator for the proposed Ed.D. BESD with a percentage of his time and salary to be reallocated to support the proposed program.

C. Other Personnel

The school has authorized the hiring of a full-time Program Coordinator to support the proposed program (at an estimated annual salary of \$55,000).

D. Supplies, Materials

There are no anticipated new costs for supplies or materials for the proposed program.

E. Library

The proposed program will be adequately supported by the Texas A&M University Libraries as current library holdings include all the required materials.

F. Equipment, Facilities

There are no anticipated new capital equipment, facilities, improvements, additions, or renovations needed to support the proposed program.

G. Accreditation

There is no national accrediting body at the doctoral level.

III. NEW 5-YEAR COSTS & FUNDING SOURCES

NEW FIVE-YEAR COSTS		SOURCES OF FUNDING	
Faculty	\$874,009	Formula Income	\$948,163
Program Administration	\$0	Statutory Tuition	\$225,750
Graduate Assistants	\$0	Designated Tuition	\$977,181
Supplies & Materials	\$0	Student Fees	\$640,334
Library & IT Resources	\$0	Board Authorized Tuition	\$225,750
Equipment, Facilities	\$0		
Staff	\$357,500		
Other (Ops and Maintenance)	\$0		
Estimated New 5-Year Costs	\$1,231,509	Estimated 5-Year Revenues	\$3,017,178

AGENDA ITEM BRIEFING

Submitted by: Mark A. Welsh III, President
Texas A&M University

Subject: Approval of a New Doctor of Philosophy Degree Program with a Major in Visual Computing and Interactive Media and Authorization to Request Approval from the Texas Higher Education Coordinating Board

Proposed Board Action:

Approve the establishment of a new degree program at Texas A&M University (Texas A&M) leading to a Doctor of Philosophy (Ph.D.) in Visual Computing and Interactive Media (VCIM), authorize the submission of this degree program to the Texas Higher Education Coordinating Board (THECB) for approval and certify that all applicable THECB criteria have been met.

Background Information:

Over the past three decades, Texas A&M has built a strong national and international reputation for its graduate and undergraduate programs in visualization based on a unique approach merging science, technology, engineering, art, and mathematics to train highly skilled practitioners for the computational media industries. This strong record of success in cross-disciplinary training, coupled with a growing need for advanced graduate training in this burgeoning field, is the foundation for the proposed Ph.D. VCIM. This program will incorporate both a teaching and research orientation designed to develop innovators and scholars who will drive advances in the field.

The proposed Ph.D. in VCIM is designed to advance theory and practice of the interface between visual computing and interactive media while leveraging new developments in artificial intelligence. Students will develop advanced understanding and skills needed to develop innovative digital production methodologies in all forms of image generation, with special emphases on 3D modeling and animation, visual effects, data visualization, extended reality, serious gaming, user interface design, user experience design, immersive experiences, robotics, and fabrication.

A&M System Funding or Other Financial Implications:

To offer the proposed Ph.D. VCIM program, three new faculty members will be needed in addition to a reallocation of existing faculty. The anticipated new costs over the first five years of the program are \$1,354,137. Anticipated new revenue generated over the first five years is \$1,980,671.

Strategic Plan Imperative(s) this Item Advances:

Approval of this agenda item will advance The Texas A&M University System (A&M System) strategic imperatives 1 and 3. Specifically, all qualified students will have an array of pathways to pursue their ambitions and interests. Students will leave the A&M System as responsible and engaged citizens prepared for successful careers in a global economy.

Agenda Item No.

TEXAS A&M UNIVERSITY

Office of the President

February 21, 2024

Members, Board of Regents
The Texas A&M University System

Subject: Approval of a New Doctor of Philosophy Degree Program with a Major in Visual Computing and Interactive Media and Authorization to Request Approval from the Texas Higher Education Coordinating Board

I recommend adoption of the following minute order:

“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 Doctor of Philosophy in Visual Computing and Interactive Media.

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.”

Respectfully submitted,

Mark A. Welsh III
President

Approval Recommended:

Approved for Legal Sufficiency:

John Sharp
Chancellor

Ray Bonilla
General Counsel

Billy Hamilton
Deputy Chancellor and
Chief Financial Officer

James R. Hallmark, Ph.D.
Vice Chancellor for Academic Affairs

Texas A&M University

Doctor of Philosophy with a major in Visual Computing and Interactive Media
(CIP 11.0803.00)

Program Review Outline

BACKGROUND & PROGRAM DESCRIPTION

Administrative Unit: School of Performance, Visualization & Fine Arts

The proposed 90 semester credit hour (SCH), or 60 SCH post-masters, Doctor of Philosophy in Visual Computing and Interactive Media (Ph.D. VCIM) will reside in the newly created School of Performance, Visualization & Fine Arts (PVFA). This multi-disciplinary school will be an ideal environment for preparing students to be academic and industry leaders in the rapidly developing visual and interactive culture. Graduates of the proposed program will be able to easily adapt to and lead future developments in the field because of this strong mix of theoretical and applied backgrounds. Because of the emphasis on the theory of visual computing through an integrated curriculum, the educational objectives and overall experience for students enrolled in the proposed program will be significantly different from those pursuing either a more traditional multi-media arts and digital arts graduate degree or a computer science graduate degree. The primary goal of the proposed Ph.D. VCIM program is to prepare students as both innovators and scholars who will be at the forefront of advances in the field.

The proposed Ph.D. VCIM program will prepare students to:

- apply knowledge of visual computing and interactive strategies to solve technical and artistic problems and make decisions;
- apply a variety of visual computing and interaction strategies to develop new tools and techniques;
- effectively verbally communicate their own research ideas and the work of others in their field;
- demonstrate a grasp of the breadth of the literature related to their field of study;
- effectively disseminate the results of research in highly visible conference and journal venues; and
- choose ethical courses of action in research and practice.

The proposed Ph.D. VCIM program includes 6 SCH of required core courses, 18 SCH of prescribed electives, 12 SCH of general electives if entering with a bachelor's degree or 0 SCH of general electives if post-masters, and 54 SCH of dissertation/research if entering with a bachelor's degree or 36 SCH of dissertation/research if entering post-masters.

The proposed implementation date is fall 2025.

Texas A&M University (Texas A&M) certifies that the proposed new degree program meets the criteria under 19 Texas Administrative Code, Section 2.146 regarding need, quality, financial and faculty resources, standards, and costs.

I. NEED

A. Employment Opportunities

The proposed Ph.D. VCIM program will prepare its graduates with strong visual training, allowing them to contribute to innovation in the many fields dependent upon high-end technical solutions to problems with a visual component. Within Texas, information, arts and entertainment industries account for \$80 billion annually, almost 5% of Texas' Gross Domestic Product, while the professional, scientific and technical services sector in Texas has grown more than 15% since April 2011¹. The practical use of artificial intelligence (AI) and computer graphics in these areas requires not only technical knowledge but also a sophisticated level of visual literacy. Data visualization, animation, and human-computer interaction, all assisted by AI, are transforming the ways that a wide range of professionals, including engineers and healthcare providers, understand and perform their work.

Job postings for science and technology-focused Ph.D. graduates in Texas increased 230% from 2017 to 2020, representing an annual growth of over 50%. This trend suggests the job demand will double in less than two years and the average demand per month in Texas will be well over 1000 by the end of this decade. A review of job growth across specific occupations also highlights that while a 27% growth is expected overall in computer occupations, the need for workers in the special effects and animation areas is expected to grow by 34% nationwide. These analyses likely underrepresent the level of employer demand for professionals with the depth of knowledge and advanced skills that combine art and technology, which graduates of the proposed program will develop.

B. Projected Enrollment

The table below shows the estimated cumulative headcount (based on new students entering the university) for the first five years of the program.

	Year 1	Year 2	Year 3	Year 4	Year 5
Total New Students	4	8	8	8	8
Attrition		1	2	1	2
Cumulative Headcount	4	11	17	24	27
Graduates				3	6

In addition to the new students noted above, the program anticipates an additional two to four students will transition into the proposed Ph.D. VCIM primarily from the Ph.D. in Computer Science program (offered in the College of Engineering). These students have already engaged faculty within the School of PVFA who were in the College of Engineering but who have transitioned to the new School of PVFA, given their expertise in visual computing and interactive media to supervise their dissertation research.

C. Existing State Programs

At present, there are no doctoral-level programs in Texas or the U.S. with the CIP code designation 11.0803.00. Texas A&M offers both a Bachelor of Science and a Master of

¹ Texas Cultural Trust, 2021-State-of-the-Arts-Report Impact of Arts & Culture Industries on Texas. Retrieved from: <https://txculturaltrust.org/>

Science in Visualization with this same CIP code designation, both of which have garnered a strong national and international reputation over the last three decades. These existing programs are focused on foundational and advanced classroom and practical education for careers in computer graphics. The proposed Ph.D. VCIM is designed to foster the advanced pursuit of theory and practice in the field, with a strong emphasis on original research and development. Given the quality and recognition afforded the visualization program at Texas A&M, the university is poised to be at the forefront of establishing a doctoral-level program to meet the rapidly evolving and expanding field.

Two other programs in the state with the same CIP code designation are a Bachelor of Science with a major in Digital Media offered by the University of Houston, and a baccalaureate program in Multimedia and Information Technology degree (with degree designations for a Bachelor of Arts, a Bachelor of Business Administration, or a Bachelor of Science) offered at Mary Hardin-Baylor University.

II. QUALITY & RESOURCES

A. Faculty

During the first five years, the program will require three additional faculty members to support the proposed program who will join nine faculty already in the School of PVFA.

B. Program Administration

Dr. Ergun Akleman, professor, will serve as the program coordinator/administrator for the proposed Ph.D. VCIM. A portion of the program administrator's time and salary will be reallocated to the program.

C. Other Personnel

No other new personnel will be required to support the proposed program.

D. Supplies, Materials

There are no anticipated new costs for supplies and materials for the proposed program.

E. Library

The proposed program will be adequately supported by the Texas A&M University Libraries. This program will not require additional library resources as current library holdings include all the required materials needed to support the program.

F. Equipment, Facilities

There are no anticipated new capital equipment, facilities, improvements, additions, or renovations needed to support the proposed program. The Virtual Production Institute (VPI) was established by The Texas A&M University System Board of Regents during its February 2024 meeting (MO 036-2024). The 88th Texas Legislature provided \$25,000,000 in seed funding for the VPI which will support state-of-the-art instrumentation for a learning laboratory designed as a performance capture and sound stage with supporting

technology studio classrooms. The VPI will provide students in the proposed Ph.D. VCIM a unique technology-focused environment designed specifically to support teaching, learning and research centered on the interface between technology and the visual, performing and media arts.

G. Accreditation

There is no national accrediting body at the doctorate level.

III. NEW 5-YEAR COSTS & FUNDING SOURCES

NEW FIVE-YEAR COSTS		SOURCES OF FUNDING	
Faculty	\$1,354,137	Formula Income	\$888,744
Program Administration	\$0	Statutory Tuition	\$96,900
Graduate Assistants	\$0	Designated Tuition	\$419,441
Supplies & Materials	\$0	Student Fees	\$478,686
Library & IT Resources	\$0	Board Authorized Tuition	\$96,900
Equipment, Facilities	\$0		
Staff	\$0		
Other	\$0		
Estimated New 5-Year Costs	\$1,354,137	Estimated 5-Year Revenues	\$1,980,671

AGENDA ITEM BRIEFING

Submitted by: Mark A. Welsh III, President
Texas A&M University

Subject: Authorization for the Texas A&M University Health Science Center to Make Intergovernmental Transfers on Behalf of Qualifying Entities

Proposed Board Action:

Authorize the Texas A&M University Health Science Center (TAMHSC), a health-related institution under the administration of Texas A&M University, to make one or more Intergovernmental Transfers (IGTs), not to exceed \$5.0 million in the aggregate, during fiscal year 2025 in support of qualifying entities participating in the Texas Healthcare Transformation Quality Improvement Program Section 1115 Waiver (1115 Waiver) administered by the Texas Health and Human Services Commission (HHSC), subject to final review for legal sufficiency by the Office of General Counsel and outside counsel.

Background Information:

In 2011, the federal government approved the 1115 Waiver providing opportunities to improve healthcare in Texas and allowing for additional Medicaid funding opportunities.

In April 2021, the federal government rescinded the 10-year extension of the 1115 Waiver that had been approved in January 2021. Texas sued and after extensive negotiations, the federal government reinstated approval of the program on March 25, 2021. The federal government's concerns were focused on an aspect of the program that does not affect TAMHSC.

Securing the 1115 Waiver allows the state to continue to transition to directed payment programs (DPPs) for Medicaid-managed care services to improve quality and access as well as continuing the uncompensated care program (UC). Eligible hospital and physician providers can receive supplemental and incentive payments under funding pools for UC and DPPs. The DPPs under the waiver are:

- TIPPS: Texas Incentives for Physicians and Professional Services
- CHIRP: Comprehensive Hospital Increased Reimbursement Program
- RAPPs: Rural Access to Primary and Preventive Services Program
- BHS DPP: Directed Payment Program for Behavioral Health Services
- PHP-CCP: Public Health Provider Charity Care Program

TAMHSC anticipates participating in the TIPPS program and possibly others. As a governmental entity, TAMHSC is able to make IGTs to HHSC, on behalf of a qualified provider (including TAMHSC and its clinics), to fund the non-federal share (from available public funds) to draw down the federal matching share. The combined amount is then distributed by HHSC to the qualified provider.

Agenda Item No.
Agenda Item Briefing

TAMHSC and its students and residents benefit from participation in the 1115 Waiver, which expands access to, and availability of healthcare services, increases quality of existing care, improves the cost-effectiveness of care provided, and improves the health of patients across Texas.

The 1115 Waiver activities will require ongoing advice from outside counsel and final review for legal sufficiency by the Office of General Counsel.

A&M System Funding or Other Financial Implications:

The proposed IGTs to be made by the TAMHSC would be paid from public funds available within the TAMHSC.

Strategic Plan Imperative(s) this Item Advances:

Approval of this agenda item will advance The Texas A&M University System strategic imperative 3 by producing responsible and engaged citizens prepared for successful careers, and strategic imperative 5 by providing services that respond to the needs of the people of Texas and contribute to the strength of the state's economy. Specifically, TAMHSC and its students and residents benefit from participation in the 1115 Waiver which expands access to, and availability of healthcare services, increases quality of existing care, improves the cost-effectiveness of care provided, and improves the health of patients across Texas.

Agenda Item No.

TEXAS A&M UNIVERSITY
Office of the President
March 19, 2024

Members, Board of Regents
The Texas A&M University System

Subject: Authorization for the Texas A&M University Health Science Center to Make Intergovernmental Transfers on Behalf of Qualifying Entities

I recommend adoption of the following minute order:

“The Board of Regents of The Texas A&M University System authorizes the vice president and chief operating officer of the Texas A&M University Health Science Center, under the administration of Texas A&M University, to make one or more Intergovernmental Transfers to the Texas Health and Human Services Commission in support of qualifying entities participating in the 1115 Waiver Program, subject to final review for legal sufficiency by the Office of General Counsel and outside counsel with respect to each transaction. The total amount of such IGTs shall not exceed \$5.0 million in the aggregate during fiscal year 2025.”

Respectfully submitted,

Mark A. Welsh III
President

Submission Recommended:

Indra K. Reddy, Ph.D.
Interim Vice President and Chief Operating Officer
Texas A&M University Health Science Center

Approval Recommended:

John Sharp
Chancellor

Approved for Legal Sufficiency:

Ray Bonilla
General Counsel

Billy Hamilton
Deputy Chancellor and
Chief Financial Officer

Agenda Item No.

AGENDA ITEM BRIEFING

Submitted by: Mark A. Welsh III, President
Texas A&M University

Subject: Authorization for the President to Negotiate and Execute a Certain Specified Contract Involving Consideration of \$500,000 or More

Proposed Board Action:

Authorize the president of Texas A&M University (Texas A&M) to negotiate and execute the contract, including any other related documents, necessary to administer or implement the contract listed in the attached exhibit, Contract List No. 24-03. The execution of the documents is subject to review for legal form and sufficiency by the Office of General Counsel.

Background Information:

In accordance with System Policy [25.07, Contract Administration](#), absent a specific exception, “contracts, grants and agreements to perform educational and/or service activities consistent with a member’s mission and involving a total stated or implied consideration of \$500,000 or more” require approval of the Board of Regents.

A&M System Funding or Other Financial Implications:

Funding/financial implications are provided in the exhibit, Contract List No. 24-03.

Strategic Plan Imperative(s) this Item Advances:

Strategic Plan Imperatives are provided in the exhibit, Contract List No. 24-03.

Agenda Item No.

TEXAS A&M UNIVERSITY

Office of the President

March 19, 2024

Members, Board of Regents
The Texas A&M University System

Subject: Authorization for the President to Negotiate and Execute a Certain Specified Contract
Involving Consideration of \$500,000 or More

I recommend adoption of the following minute order:

“The Board of Regents of The Texas A&M University System authorizes the president of Texas A&M University to negotiate and execute the contract, and other related documents necessary to administer or implement the contract, listed in the exhibit, Contract List No. 24-03, subject to review for legal form and sufficiency by the Office of General Counsel.”

Respectfully submitted,

Mark A. Welsh III
President

Approval Recommended:

Approved for Legal Sufficiency:

John Sharp
Chancellor

Ray Bonilla
General Counsel

Billy Hamilton
Deputy Chancellor and
Chief Financial Officer

**TEXAS A&M UNIVERSITY
REQUEST FOR APPROVAL TO NEGOTIATE
AND EXECUTE CONTRACTS \$500,000 OR MORE
CONTRACT LIST NO. 24-03**

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 / School of Medicine	DeTar Healthcare System	\$22,000,000 (revenue) if both optional renewals are exercised	3 years, plus two optional 1-year renewals	Renewal	Texas A&M University Health Science Center (TAMHSC) School of Medicine will continue to provide faculty and consultative services to DeTar Healthcare System in order to maintain an accredited family medicine residency program in Victoria, Texas. TAMHSC established this residency program following Board of Regents authorization in 2013 (MO 071-2013). As part of this renewal agreement, the School of Medicine, in collaboration with DeTar Healthcare System, will train 24 family medicine physicians to provide care to the growing population of Texas. TAMHSC will incur costs for faculty and staff employment, faculty recruitment, and related support and DeTar Healthcare System will pay TAMHSC for these costs.	Approval of this agenda item will advance A&M System strategic imperatives 3, 5, and 6. More specifically, it will: a) enable faculty to educate family medicine physicians and prepare them for rural practice while providing compassionate, high-quality patient care to Texans; b) cultivate family medicine physicians, retain exceptional faculty and foster lifelong success of our graduates in support of imperative 3; and c) provide services that respond to the needs of the people of Texas and contribute to the strength of the state's economy in support of imperative 5 by extending our engagement in rural and urban communities by graduating residents who impact our communities and the world. Finally, in support of imperative 6, TAMHSC will receive reimbursement of costs incurred in support of this program.

Agenda Item No.

TEXAS A&M UNIVERSITY-CENTRAL TEXAS

Office of the President

February 12, 2024

Members, Board of Regents
The Texas A&M University System

Subject: Approval of Academic Tenure, May 2024,
Texas A&M University-Central Texas

I recommend adoption of the following minute order:

“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-Central Texas as set forth in the exhibit, Tenure List No. 24-03.”

Respectfully submitted,

Richard M. Rhodes,
President

Approval Recommended:

Approved for Legal Sufficiency:

John Sharp
Chancellor

Ray Bonilla
General Counsel

Billy Hamilton
Deputy Chancellor and
Chief Financial Officer

James R. Hallmark, Ph.D.
Vice Chancellor for Academic Affairs

**TEXAS A&M UNIVERSITY-CENTRAL TEXAS
BACKGROUND OF FACULTY
RECOMMENDED FOR ACADEMIC TENURE
TENURE LIST NO. 24-03**

ITEM
EXHIBIT

COLLEGE OF BUSINESS ADMINISTRATION

<u>Name</u>	<u>Present Rank Department</u>	<u>Yrs. Towards Tenure*</u>		<u>Effective Date Tenure</u>
		<u>Univ.</u>	<u>Other Inst.</u>	
Dr. Khaldoon Dhou	Assistant Professor Computer Information Systems	4	2	Upon Approval by the Board
Ph.D. (2013)	University of North Carolina at Charlotte			
Fa 2014 – Sp 2016 Fa 2017 – Sp 2018 Fa 2018 – Sp 2020 Fa 2020 – Present	East Coast Polytechnic University University of Missouri Drury University Texas A&M University-Central Texas	Assistant Professor Visiting Assistant Professor Visiting Assistant Professor Assistant Professor		
<p>Dr. Khaldoon Dhou’s research interests are interdisciplinary and span biological computing, virtual humans, agent-based modeling, image processing, and chain-coding techniques for bi-level image compression. He has published eight articles in peer-reviewed journals and has presented 12 papers at prestigious conferences in his discipline. He is a board member and session organizer for the 25th International Conference on Human-Computer Interaction in Copenhagen, Denmark, this year. He received the College of Business Administration Excellence in Research Award. Dr. Dhou has taught 15 different courses at A&M-Central Texas. His student evaluations and supervisor reviews are excellent. He has completed the Association of College and University Educators (ACUE) professional development, and to stay current in his discipline, he has completed over twenty certificate programs. He incorporates high-impact educational practices in his courses. Dr. Dhou exhibits a strong history of service to his profession and the university. He is the Master of Science Information Systems (MSIS) program coordinator, co-chaired the MSIS program review, and serves on multiple college and university committees. He was named the Bill Yowell Junior Faculty Fellow for excellence in teaching, scholarship and service in 2022. Dr. Dhou’s file does not include any information we believe to be inconsistent with System Policy 12.01, Section 4.3.</p>				

<u>Name</u>	<u>Present Rank Department</u>	<u>Yrs. Towards Tenure*</u>		<u>Effective Date Tenure</u>
		<u>Univ.</u>	<u>Other Inst.</u>	
Dr. Rahul Dwivedi	Assistant Professor Computer Information Systems	6	0	Upon Approval by the Board
Ph.D. (2018)	University of Texas at Arlington		Assistant Professor	

Dr. Rahul Dwivedi's research interests are data analytics and machine learning on social media analytics, cybersecurity analytics, and social network analytics, as well as cybersecurity insider breaches and bibliometric analysis. Dr. Dwivedi has published three articles in peer-reviewed publications. In addition, he has one article under review, and three others are in the draft stages. Dr. Dwivedi has written and presented five papers at peer-reviewed Information System conferences, one of which received the best paper award. Dr. Dwivedi has taught five different graduate and nine different undergraduate classes using multiple teaching modalities. His teaching and student evaluations are all positive. He completed the Effective College Instruction certificate by the Association of College and University Educators (ACUE) and two certifications in Artificial Intelligence, Data Science, and Machine Learning. Dr. Dwivedi has been active in service to the profession and the university, including serving on accreditation teams, the Faculty Senate, and the Faculty Affairs Committee. He is a reviewer for multiple journals. Dr. Dwivedi's file does not include any information we believe to be inconsistent with System Policy 12.01, Section 4.3.

<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. Anthony Fulmore	Assistant Professor Accounting	9	0	Upon Approval by the Board
D.B.A. (2015) Ph.D. (2020)	Northcentral University University of Scranton			
Fa 2015 – Sp 2020 Fa 2020 – Present	Texas A&M University-Central Texas Texas A&M University-Central Texas	Senior Lecturer Assistant Professor		

Dr. Anthony Fulmore's research interests are ethics in accounting, auditing, financial accounting, international private equity, and professional accounting certifications. He has six articles published in peer-reviewed journals and has an active list of scholarships in progress. He also has had nine presentations at national conferences. Dr. Fulmore teaches 15 unique courses and multiple independent studies. His teaching and student evaluations are always excellent. He has received multiple awards for excellence in teaching. Dr. Fulmore's service is exemplary. He is serving as department chair for accounting and finance. He is a member of the Institutional Review Board (IRB) and serves as a reviewer for academic journals and academic organizations. His work in the community with his students in the Volunteer Income Tax Assistance program (VITA) has garnered positive media attention for the university and helped students gain valuable professional experience. Dr. Fulmore's file does not include any information we believe to be inconsistent with System Policy 12.01, Section 4.3.

<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. Layla Orudzheva	Assistant Professor Management	6	0	Upon Approval by the Board
Ph.D. (2018)	University of North Texas			

Fa 2018 – Present	Texas A&M University-Central Texas	Assistant Professor
<p>Dr. Layla Orudzheva’s research interests are in corporate strategy, social responsibility, and governance, as well as sustainability, stakeholder management, and global business. During her time at A&M-Central Texas, she has had three articles published in peer-reviewed journals. In addition, she has an average of two conference proceedings each year and has one published book chapter. Dr. Orudzheva puts significant amounts of thought and preparation into her courses and has very solid student evaluations of instruction. Her syllabi are well-designed and demonstrate an appropriate level of rigor. She has been active in service, including serving as chair of the Graduate Curriculum and Assessment Committee and a member of the Faculty Senate. She serves as a reviewer of manuscripts in her discipline. Dr. Orudzheva’s file does not include any information we believe to be inconsistent with System Policy <i>12.01</i>, Section 4.3.</p>		

COLLEGE OF EDUCATION AND HUMAN DEVELOPMENT				
Name	Present Rank Department	Yrs. Towards Tenure*		Effective Date Tenure
		Univ.	Other Inst.	
Dr. Samantha Airhart-Larraga	Assistant Professor Clinical Mental Health Counseling	6	0	Upon Approval by the Board
Ph.D. (2018)	University of Texas at San Antonio			
Fa 2018 – Present	Texas A&M University-Central Texas	Assistant Professor		
<p>Dr. Samantha Airhart-Larraga’s research interests are in supporting emergent bilingual students, the impact of service-learning on student counselors, and critical knowledge and training recommendations for client referrals. She is a dedicated and productive scholar with four articles published in peer-reviewed journals, one book chapter in press, one continuing education presentation, nine refereed conference presentations, and seven invited presentations. Dr. Airhart-Larraga brings a strong clinical and scholarship background into her classes. She receives outstanding teaching and student evaluations of instruction. She completed the Association of College and University Educators (ACUE) effective teaching practice course. Dr. Airhart-Larraga is actively involved in service at the university and in her profession. She has served on the Faculty Senate, the Institutional Review Board (IRB), and the Faculty Scholarship and Research Committee. She is the Graduate Coordinator for the Clinical Mental Health Counseling program. Dr. Airhart-Larraga’s file does not include any information we believe to be inconsistent with System Policy <i>12.01</i>, Section 4.3.</p>				

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

Agenda Item No.

AGENDA ITEM BRIEFING

Submitted by: Richard M. Rhodes, President
Texas A&M University-Central Texas

Subject: Granting of Faculty Development Leave for FY 2025,
Texas A&M University-Central Texas

Proposed Board Action:

Authorize faculty development leave for FY 2025 at Texas A&M University-Central Texas (A&M-Central Texas).

Background Information:

System Policy [31.03, *Leaves of Absence*](#), and System Regulation [12.99.01, *Faculty Development Leave*](#), require that a recommendation for faculty development leave be submitted by the university president to the chancellor for recommendation to the Board of Regents for approval. At A&M-Central Texas, the application is submitted with the support of the academic department, college dean, university faculty development leave committee, provost and vice president for academic and student affairs, and president.

As shown in the exhibit, A&M-Central Texas requests approval for faculty development leave for six faculty members for FY 2025.

A&M-Central Texas is in compliance with the statutory requirement that no more than six percent of eligible faculty be on development leave at any time.

A&M System Funding or Other Financial Implications:

No additional funding is required. Departmental faculty members are assuming the recommended faculty members' teaching loads by adjusting course offerings for the next academic year.

Strategic Plan Imperative(s) this Item Advances:

The Texas A&M University System Strategic Imperative Plan Four: The A&M System will increase its prominence by building a robust and targeted research portfolio. Providing faculty development leave opportunities further supports A&M-Central Texas Strategic Imperative One (Academic Excellence) by providing a research infrastructure that supports the growth of applied research, creative activities, and scholarship. Awarding faculty development leave will assist the university in building its research portfolio and provide six professors the opportunity to build on their existing research and enhance classroom instruction.

Agenda Item No.

TEXAS A&M UNIVERSITY-CENTRAL TEXAS

Office of the President

February 20, 2024

Members, Board of Regents
The Texas A&M University System

Subject: Granting of Faculty Development Leave for FY 2025,
Texas A&M University-Central Texas

I recommend adoption of the following minute order:

“The Board of Regents of The Texas A&M University System, in accordance with System Policy 31.03, System Regulation 12.99.01 and Sections 51.101-108 of the Texas Education Code, authorizes faculty development leave to the faculty members as shown in the attached exhibit, Faculty Development Leave List FY 2025, Texas A&M University-Central Texas.”

Respectfully submitted,

Richard M. Rhodes
President

Approval Recommended:

Approved for Legal Sufficiency:

John Sharp
Chancellor

Ray Bonilla
General Counsel

Billy Hamilton
Deputy Chancellor and
Chief Financial Officer

James R. Hallmark, Ph.D.
Vice Chancellor for Academic Affairs

**FACULTY DEVELOPMENT LEAVE LIST
FY 2025
TEXAS A&M UNIVERSITY-CENTRAL TEXAS**

Name/ Title/ Department	Years of A&M- Central Texas Tenured, Tenure- Track Service	Semester of Leave	Location, Brief Description of Leave, and Benefit to University
COLLEGE OF ARTS AND SCIENCES			
Taylor Harvey Associate Professor Sciences and Mathematics	7	Fall 2024	Dr. Harvey’s leave will take place in Central Texas and College Station. During his leave, Dr. Harvey will focus on machine learning (ML) and artificial intelligence (AI). Specifically, he will research and develop several articles centered on employing ML to dissect cathodoluminescence data derived from semiconductors. He will also finalize a \$3.9M Community Project Fund grant titled “ <i>Operational Test Command (OTC) Enhanced Support.</i> ” The proposed leave will have multiple benefits for students, the college, and the university. Integrating ML/AI knowledge will amplify his scholarship and reinforce his teaching capabilities within the Mechanical Engineering Technology (MET) program. Integrating these new contemporary technologies into the MET program will ensure the curriculum prepares students for real-world challenges, ensuring students are ready for the evolving demands of the engineering industry. It will also increase the reputation of the department, college, and university.

<p>Timothy Hemmis Associate Professor Humanities</p>	<p>6</p>	<p>Spring 2025</p>	<p>Dr. Hemmis’s leave will take place in Central Texas and doing archival research at the University of Louisiana-Lafayette and the Historical Society of Pennsylvania. He will also share his research with the Southwest American Cultural Association and the Society for History of the Early American Republic. During his leave, Dr. Hemmis will complete the archival research and begin writing multiple chapters for his monograph “<i>A Man Caught In Between Mapping, Espionage, and the Curious Life of the Geographer of the United States, Thomas Hutchins, 1730-1790</i>.” Benefits of the leave include enhancing his graduate and undergraduate courses and increasing the reputation and prestige of the history program at Texas A&M University-Central Texas.</p>
<p>Christine Jones Associate Professor Social Sciences</p>	<p>8</p>	<p>Fall 2024</p>	<p>Dr. Jones’s leave will take place in Central Texas and at the outdoor laboratories at Texas State University and the University of Tennessee-Knoxville. Dr. Jones’s research focuses on forensic anthropology, specifically demonstrating the physical effects of caustic substances, such as hydrochloric acid, on skeletal and dental tissue. The results of this forensic research can be applied to the scientific understanding of taphonomic processes where human remains have been exposed to acid in an attempt to destroy evidence or the identity of individuals. During her leave, Dr. Jones will conduct research and develop a manuscript for the American Association of Biological Anthropology and prepare a presentation for the American Academy of Forensic Sciences conference. The benefits of this leave include developing a collaborative partnership with another university to conduct forensic anthropology research to provide a research infrastructure supporting the growth of applied research and scholarship. The research will also be used to enhance her undergraduate anthropology courses in Forensic Anthropology, Field methods of Forensic Anthropology, and Human Osteology.</p>

<p>Laura Weiser-Erlandson Associate Professor Sciences and Mathematics</p>	<p>9</p>	<p>Spring 2025</p>	<p>Dr. Weiser Erlandson’s leave will take place in Central Texas. Dr. Weiser Erlandson’s research focuses on the biological control of insect pests and the ecology/conservation of predator/prey/host relationships. An important element of this is researching the plants and animals in a particular ecosystem/habitat and their requirements for survival. For her leave, Dr. Weiser Erlandson will obtain the Bell County Master Gardener Certification and the Central Texas Master Naturalist Certification. This additional training will allow her to enhance the content of existing biology courses and develop additional courses in ecology, conservation, and organismal biology. Dr. Weiser Erlandson will also write a new laboratory manual for Invertebrate Zoology, which is currently out of print. Finally, she will use this leave to maintain and improve the Monarch Butterfly Refuge she developed on the Texas A&M University-Central Texas campus. Benefits of the leave include enhancing the undergraduate courses in biology and increasing the number of opportunities for faculty-student research. This leave will also increase the opportunity for campus-community partnerships and expand research opportunities for all biology faculty.</p>
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COLLEGE OF BUSINESS ADMINISTRATION

<p>Rebecca McPherson Associate Professor Management and Marketing</p>	<p>8</p>	<p>Fall 2024</p>	<p>Dr. McPherson’s leave will take place in Central Texas. During her leave, Dr. McPherson will write a cross-disciplinary textbook merging the human resource management (HRM) domain with marketing concepts used in employer brand management to support student learning in HRM 5314 Strategic Staffing. Specifically, the textbook will focus on smaller and non-profit organizations. This project will directly impact the HRM 5314 course, which is a service-learning course. It will also provide a new research stream in employer brand management for small employers. Benefits of leave include a direct impact on graduate students taking HRM 5314. In addition, her book will also bring national attention and prestige to the Human Resource Management program at Texas A&M University-Central Texas.</p>
<p>Abhijit Nag Associate Professor Computer Information Systems</p>	<p>7</p>	<p>Fall 2024</p>	<p>Dr. Nag’s leave will take place in Central Texas. During his leave, Dr. Nag will conduct a comprehensive literature review on adult learning cybersecurity education, multi-factor authentication, continuous authentication, and risk-based authentication. He will use this literature</p>

			<p>review to develop a research grant proposal that includes designing educational content for cybersecurity education for military and law enforcement personnel. Dr. Nag also plans on modifying the course content of his undergraduate and graduate courses to include recent advances in cybersecurity threats. Benefits of the leave include enhancing graduate and undergraduate courses and increasing the reputation and prestige of the Computer Information Systems program at Texas A&M University-Central Texas.</p>
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Agenda Item No.

AGENDA ITEM BRIEFING

Submitted by: Richard M. Rhodes, President
Texas A&M University-Central Texas

Subject: Approval of a New Master of Public Administration Degree Program with a Major in Public Administration and Authorization to Request Approval from the Texas Higher Education Coordinating Board

Proposed Board Action:

Approve the establishment of a new degree program at Texas A&M University-Central Texas (A&M-Central Texas) leading to a Master of Public Administration (M.P.A.), authorize the submission of this degree program to the Texas Higher Education Coordinating Board (THECB) for approval and certify that all applicable THECB criteria have been met.

Background Information:

The proposed M.P.A. program is a versatile graduate degree that emphasizes leadership, public service and management within the public sector. The mission of the program is to prepare students for public service careers in government, non-profit organizations, or government relations and to make contributions to the study and practice of public administration. The program will provide training in the areas of management, organization theory, political decision-making, budgeting, and public service.

Due to the increasing complexity of policy, and the dynamic relationship of the public and private sectors, there is a regional and national need for trained professionals in Public Administration. As demands for public services increase, the responsibility has been focused on state and local government sectors as well as private organizations. Those with an M.P.A. will combine their skills in analysis, complex problem solving and public relations to gain a rewarding career in public service. There are many avenues open to the M.P.A. due to their broad training and emphasis on marketable skill sets in dealing with the public and managing human resources. Some M.P.A.'s find employment in local government as urban and regional planners, and city managers, others find positions with nonprofit agencies, or as research associates and policy analysts. The wide variety of career fields demonstrates the diverse training those possessing an M.P.A. receive.

A&M System Funding or Other Financial Implications:

Estimated new costs over the first five years are \$357,900 with estimated five-year revenue of \$414,507. While these costs are to the program, all are faculty salary-related. The reallocation of existing faculty salaries (\$285,900) will not result in new costs; the only true new costs are for the addition of a .5 FTE adjunct faculty in years four and five, for a projected five-year cost of \$72,000.

Strategic Plan Imperative(s) this Item Advances:

The proposed M.P.A. aligns with The Texas A&M University System strategic plan imperative 3 by preparing students for long-term careers in a fast-growing field.

Agenda Item No.

TEXAS A&M UNIVERSITY-CENTRAL TEXAS

Office of the President

March 14, 2024

Members, Board of Regents
The Texas A&M University System

Subject: Approval of a New Master of Public Administration Degree Program with a Major in Public Administration and Authorization to Request Approval from the Texas Higher Education Coordinating Board

I recommend adoption of the following minute order:

“The Board of Regents of The Texas A&M University System approves the establishment of a new degree program at Texas A&M University-Central Texas leading to a Master of Public Administration.

The Board also authorizes submission of Texas A&M University-Central Texas’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.”

Respectfully submitted,

Richard M. Rhodes
President

Approval Recommended:

Approved for Legal Sufficiency:

John Sharp
Chancellor

Ray Bonilla
General Counsel

Billy Hamilton
Deputy Chancellor and
Chief Financial Officer

James R. Hallmark, Ph.D.
Vice Chancellor for Academic Affairs

Texas A&M University-Central Texas

Master of Public Administration
(CIP 44.0401)

Program Review Outline

BACKGROUND & PROGRAM DESCRIPTION

Administrative Unit: College of Arts & Sciences, Department of Social Sciences

The Master of Public Administration (M.P.A.) is a versatile graduate degree that emphasizes leadership, public service and management within the public sector. The mission of the program is to prepare students for public service careers in government, non-profit organizations or government relations and to make contributions to the study and practice of public administration. The program will provide training in the areas of management, organization theory, political decision-making, budgeting, and public service.

Due to the increasing complexity of policy, and the dynamic relationship of the public and private sectors, there is a regional and national need for trained professionals in Public Administration. As demands for public services increase, the responsibility has been focused on state and local government sectors as well as private organizations. Those with an M.P.A. will combine their skills in analysis, complex problem solving and public relations to gain a rewarding career in public service. There are many avenues open to the M.P.A. due to their broad training and emphasis on marketable skill sets in dealing with the public and managing human resources. Some M.P.A.'s find employment in local government as urban and regional planners, and city managers, others find positions with nonprofit agencies, or as research associates and policy analysts. The wide variety of career fields demonstrates the diverse training those possessing an M.P.A. receive. Students will achieve the following educational objectives.

Educational objectives:

The program learning objectives for M.P.A. prepare students to:

- Evaluate policy development, public service and organizational theory by critically analyzing political issues;
- Develop policies to address modern public administration demands using the public policy process effectively and ethically; and
- Master the skills necessary for making original research contributions to the discipline.

The proposed implementation date is fall 2024.

Texas A&M University (Texas A&M) certifies that the proposed new degree program meets the criteria under 19 Texas Administrative Code, Section 2.117 regarding need, quality, financial and faculty resources, standards, and costs. New costs during the first five years will not exceed \$2 million.

I. NEED

A. Employment Opportunities

The proposed M.P.A. degree provides more options and career avenues to graduates interested in a career in public service, government and other administrative positions. According to the U.S. Bureau of Labor Statistics (BLS), the annual median earnings of those with a master's degree (Avg. \$77,844) are \$12,948 higher than those with a bachelor's degree (Avg. \$64,896). At the federal level, M.P.A. graduates with relevant work experience usually enter positions on the GS-9 or GS-11 pay scale. According to data presented by the Network of Schools of Policy, Affairs, and Administration, 26% of graduates in the field, work in non-profit agencies and 45% work in government positions. Surveyed three years after attaining their degree, approximately half of alumni make between \$45,000 and \$75,000, while 30% exceed \$75,000 (<https://www.naspaa.org/resources/career-resources>). According to Georgetown University's Center on Education and the Workforce, between 2008 and 2018, jobs in "government and public administration" grew by 18% (<http://cew.georgetown.edu/wp-content/uploads/Texas-CLusters.pdf>).

Bell County residents employed by state and local government collectively earned \$1.2 million in 2019. While federal civilian employment collectively earned \$1.07 million. According to the Texas Workforce Commission, employment within 'Corporate HQ, Administrative and Government' in Central Texas will grow by 57% between 2020 and 2030. Double-digit increases in employment are estimated for government and public administration jobs in Central Texas such as community service managers, compliance officers, court clerks, and government program staff (<https://texaslaboranalysis.com/Demand>). Social and Community Service Managers in zip code 76549 have a median annual salary of \$74,000 and employment is expected to grow by more than 15% with 18,300 openings between 2020 and 2030 according to the BLS 2021 wage data and 2020-2030 employment projections. "Projected growth" represents the estimated change in total employment over the projection period (2020-2030). "Projected job openings" represent openings due to growth and replacement.

B. Projected Enrollment

It is anticipated that the M.P.A. will begin operations with a cohort of up to eight students and increase to a total of 40 new students in the degree program in the first five years. Assumptions include a 5% attrition rate and project a maximum enrollment of 24 students per semester.

C. Existing State Programs

There are 23 public universities graduating students with a master's degree in Public Administration, however there are none in Bell County or the adjacent counties surrounding A&M-Central Texas. The nearest institutions offering an M.P.A. are the University of Texas at Austin, Baylor University and Tarleton State University. The M.P.A. offered by A&M-Central Texas will set itself apart by offering a flexible course rotation and partnership with existing programs, along with a low 9:1 faculty-student ratio.

II. QUALITY & RESOURCES

A. Faculty

Faculty costs will come from the reallocation of existing faculty. The undergraduate political science program has established a course rotation that allows existing faculty to

offer M.P.A. courses within their established course loads. No new faculty are anticipated within five years and no adjunct faculty are anticipated for program courses or replacement courses for the first three years. Supporting faculty will also be reallocated as the program utilizes existing courses that will accommodate new students and not require additional sections early on.

B. Program Administration

Administrative support will be provided by existing personnel, no additional support staff are needed.

C. Other Personnel

Two new graduate research assistants are funded annually through the Graduate School.

D. Supplies, Materials

No supplies or materials are required.

E. Library

Existing library resources will be sufficient. No additional library resources are anticipated in the first five years.

F. Equipment, Facilities

Existing equipment and facilities will be sufficient. No additional equipment or facilities will be needed.

G. Accreditation

This degree program will not seek accreditation. All degree programs, however, are reviewed annually and undergo an institutional review every ten years.

III. NEW 5-YEAR COSTS & FUNDING SOURCES

NEW FIVE-YEAR COSTS		SOURCES OF FUNDING	
Faculty (reallocated)	\$285,900	Formula Income	\$183,638
Adjuncts -years 4&5	\$72,000	Statutory Tuition	\$0
Program Administration	\$0	Reallocation	\$18,078
Graduate Assistants	\$0	Designated Tuition	\$0
Supplies & Materials	\$0	Other Funding:	
Library & IT Resources	\$0	Board Authorized Tuition	\$212,791
Equipment, Facilities	\$0	Student Fees	\$0
Estimated 5-Year Costs	\$357,900	Estimated 5-Year Revenues	\$414,507

Agenda Item No.

AGENDA ITEM BRIEFING

Submitted by: Richard M. Rhodes, President
Texas A&M University-Central Texas

Subject: Approval of a New Master of Science Degree Program with a Major in Nursing Administration and Authorization to Request Approval from the Texas Higher Education Coordinating Board

Proposed Board Action:

Approve the establishment of a new degree program at Texas A&M University-Central Texas (A&M-Central Texas) leading to a Master of Science in Nursing (M.S.N.) with a major in Nursing Administration, authorize the submission of this degree program to the Texas Higher Education Coordinating Board (THECB) for approval and certify that all applicable THECB criteria have been met.

Background Information:

The proposed M.S.N. in Nursing Administration degree program at A&M-Central Texas will offer graduate nursing education to the registered nurse who desires to become a change agent, administrator, educator, and innovator in the complex healthcare system. Students will receive evidence-based educational preparation to gain the leadership and management skills to lead healthcare professionals and organizations to provide safe and effective care to populations. Students in this program will engage in core coursework based in research, evidence-based practice and nursing science. The content will be applied in courses related to population health, nursing informatics, management theory, financial, healthcare environment, healthcare policy, and the role of the nurse administrator. The program will finish with a nurse administrator seminar course that will assist the student in synthesizing the role of the nurse administrator through practicum experiences and a capstone project.

A&M System Funding or Other Financial Implications:

Estimated new costs over the first five years are \$566,917, and the estimated five-year revenue is \$801,236. New costs include adding a new faculty member at 50% time, an adjunct faculty who will teach two courses per academic year, and an administrative support position to serve as a graduate advisor, and a department head to coordinate the program at 50% time.

Strategic Plan Imperative(s) this Item Advances:

The proposed M.S.N. in Nursing Administration aligns with The Texas A&M University System strategic plan imperative 3 by preparing students for long-term careers in a fast-growing field.

Agenda Item No.

TEXAS A&M UNIVERSITY-CENTRAL TEXAS

Office of the President

March 14, 2024

Members, Board of Regents
The Texas A&M University System

Subject: Approval of a New Master of Science in Nursing Degree Program with a Major in Nursing Administration and Authorization to Request Approval from the Texas Higher Education Coordinating Board

I recommend adoption of the following minute order:

“The Board of Regents of The Texas A&M University System approves the establishment of a new degree program at Texas A&M University-Central Texas leading to a Master of Science in Nursing with a major in Nursing Administration.

The Board also authorizes submission of Texas A&M University-Central Texas’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.”

Respectfully submitted,

Richard M. Rhodes
President

Approval Recommended:

Approved for Legal Sufficiency:

John Sharp
Chancellor

Ray Bonilla
General Counsel

Billy Hamilton
Deputy Chancellor and
Chief Financial Officer

James R. Hallmark, Ph.D.
Vice Chancellor for Academic Affairs

Texas A&M University-Central Texas

Master of Science
with a major in Nursing Administration
(CIP 51.3802)

Program Review Outline

BACKGROUND & PROGRAM DESCRIPTION

Administrative Unit: College of Arts and Sciences; Department of Nursing

The Texas AM University-Central Texas (A&M-Central Texas), Department of Nursing, housed in the College of Arts and Sciences, is proposing to establish a Master of Science in Nursing (M.S.N.) with a major in Nursing Administration. The proposed program will offer graduate nursing education to registered nurses who desire to become change agents, administrators, educators, and innovators in the complex healthcare system. Students will receive evidence-based educational preparation to gain the leadership and management skills to lead healthcare professionals and organizations to provide safe and effective care to populations.

A&M-Central Texas is well-positioned to offer the program, as the department is well established, and the institution is located near academic medical centers, a large military medical center, a large Veteran's Affairs Medical Center, and several large not-for-profit medical centers that consistently need well-prepared nurse administrators. In addition, the students in the existing Registered Nurse to Bachelor of Science in Nursing (RN to BSN) degree program frequently ask about graduate opportunities within the department. Additionally, current faculty are doctoral-prepared and are frequently in communication with local and regional educational and healthcare partners who continue to express a need for graduate-prepared nurses.

Students in the program will engage in core coursework based in research, evidence-based practice, and nursing science. The course content will be applied to population health, nursing informatics, management theory, financial, healthcare environment, healthcare policy, and the role of the nurse administrator. The program will finish with a nurse administrator seminar course, that will assist students to synthesize the role of the nurse administrator through practicum experiences and capstone projects.

The M.S.N. in Nursing Administration program goals are to provide:

1. Graduates who are prepared to be leaders and change agents in their fields.
2. Graduates who practice sound nursing care based on theory and practice guidelines.
3. Graduates who are prepared for doctoral study and nursing certification in their desired specialty.
4. Graduates who are prepared to be leaders in their community and professional organizations.
5. Graduates who are prepared to advocate for their profession, patients and communities.

The proposed implementation date is fall 2024.

A&M-Central Texas certifies that the proposed new degree program meets the criteria under 19 Texas Administrative Code, Section 2.117 regarding need, quality, financial and faculty resources, standards, and costs. New costs during the first five years will not exceed \$2 million.

I. NEED

A. Employment Opportunities

Data from Texas Career Check shows that in the field of Medical and Health Services Managers the percentage of those holding a master’s degree or higher is just 12%, and in the related field of Chief Executives, the percentage of those holding a master’s degree or higher is 26%. The mean salary for the two occupations in Texas is \$100,320 per year and \$208,000 per year respectively. Employment opportunities in these areas are expected to increase by 22% and 3% respectively in the coming years.

The institution’s community of interest group has been apprised of the planning of this program and is fully supportive. Both Advent Health-Metroplex Adventist Hospital and Darnall Army Medical Center's chief nursing officers provided letters of support for the establishment of the proposed program.

B. Projected Enrollment

The M.S.N. in Nursing Administration program is anticipated to begin operation with five students entering in the first year. In the second academic year, 10 students are expected to enter. In the third academic year, 20 students are expected to enter. In the fourth year, 30 students are expected to enter. By the fifth year, a conservative estimate for a maximum enrollment of 30 students is expected per year. Expectations are for an attrition rate of 10% (1 student) per year.

The feeder schools to A&M-Central Texas’ existing RN to BSN program include Temple College, Central Texas College, McLennan Community College, Lone Star College, Austin Community College, Alamo College, and Blinn Community College.

Students entering the RN to BSN program consistently ask about the possibility of an M.S.N. program. In addition, alumni regularly inquire about the availability of nursing graduate programs.

C. Existing State Programs

Degree Title & Designation	University	CIP Code
NURSING ADMINISTRATION	Lamar University	51.3802.00
NURSING ADMINISTRATION	Prairie View A&M University	51.3802.00
NURSING ADMINISTRATION	Tarleton State University	51.3802.00
NURSING ADMINISTRATION	Texas A&M International University	51.3802.00
LEADERSHIP IN NURSING SYSTEMS	Texas A&M University-Corpus Christi	51.3802.00

NURSING ADMINISTRATION	Texas A&M University- Texarkana	51.3802.00
LEADERSHIP AND ADMINISTRATION IN NURSING	Texas State University	51.3802.00
ADMINISTRATION	Texas Woman's University	51.3802.00
NURSING ADMINISTRATION	The University of Texas at Arlington	51.3802.00
NURSING ADMINISTRATION AND MANAGEMENT	The University of Texas at El Paso	51.3802.00
NURSING ADMINISTRATION	The University of Texas at Tyler	51.3802.00
NURSING ADMINISTRATION	The University of Texas Rio Grande Valley	51.3802.00
NURSING ADMINISTRATION	University of Houston	51.3802.00

Within The Texas A&M University System, Texas A&M University-Texarkana and Texas A&M University-Corpus Christi offer master's degrees in nursing administration and leadership.

II. QUALITY & RESOURCES

A. Faculty

Existing faculty from the Department of Nursing will provide core and support roles in the proposed degree, including one associate professor and one assistant professor. The estimated faculty full-time equivalent (FTE) per semester for the program's first two years is less than one FTE. This will be covered by the current faculty and planned new faculty hires. The percentage of time each professor is assigned to the program is only valid if the professor is teaching a course in any one semester (fall, spring, or summer). Until another full-time tenure track faculty is required, there is a large pool of doctoral-prepared nursing faculty who have expressed an interest in teaching in the new program.

Faculty salaries and benefits are estimated to cost between \$90,000-98,000 per year. This includes full-time and adjunct faculty members.

B. Program Administration

Graduate advisors are available through the graduate school and will have no anticipated cost to this degree.

The program will obtain accreditation fees from the Commission of Collegiate Nursing Education (CCNE). These costs include \$8,917 in year one and additional costs of \$3000 per academic year in years 2-4, with \$9000 for site visit in year 5.

C. Other Personnel

An estimate of \$8,000 per year has been budgeted for research assistants (GARs). These costs are funded through the graduate school.

D. Supplies, Materials

An estimated \$5,000 per year is budgeted for supplies and materials that will be needed to administer this program.

E. Library

An estimated \$5,000 per year will be needed to build a collection of books, journals, and aides needed to support a graduate nursing program.

F. Equipment, Facilities

An estimated \$5,000 per year has been budgeted to account for any equipment or facilities that might be needed to administer this program, beginning in year 2.

G. Accreditation

The Department of Nursing is accredited by the CCNE. Once approval to admit students is received, a letter of intent to request an accreditation review will be submitted. The accreditation visit will be scheduled one academic year after the first students are enrolled.

III. NEW 5-YEAR COSTS & FUNDING SOURCES

NEW FIVE-YEAR COSTS		SOURCES OF FUNDING	
Faculty	\$470,000	Formula Income	\$12,000
Program Administration	\$0	Statutory Tuition	\$0
Graduate Assistants*	\$0	Reallocation	\$0
Supplies & Materials	\$25,000	Designated Tuition	\$0
Library & IT Resources	\$25,000	Other Funding:	
Equipment, Facilities	\$20,000	Board Authorized Tuition	\$776,486
Accreditation	\$26,917	Student Fees	\$12,750
Estimated 5-Year Costs	\$566,917	Estimated 5-Year Revenues	\$801,236

*Funded by the Graduate School

Agenda Item No.

AGENDA ITEM BRIEFING

Submitted by: Richard M. Rhodes, President
Texas A&M University-Central Texas

Subject: Approval of a New Master of Social Work Degree Program with a Major in Social Work and Authorization to Request Approval from the Texas Higher Education Coordinating Board

Proposed Board Action:

Approve the establishment of a new degree program at Texas A&M University-Central Texas (A&M-Central Texas) leading to a Master of Social Work (M.S.W.), authorize the submission of this degree program to the Texas Higher Education Coordinating Board (THECB) for approval and certify that all applicable THECB criteria have been met.

Background Information:

The mission of the M.S.W. at A&M-Central Texas, a Hispanic-Serving Institution in central Texas, is to prepare high-quality graduates for leadership as advanced generalist social workers through education delivered in a rigorous and student-centered learning environment that promotes social work professional behavior, values and ethics, human and community well-being, respect for human diversity, challenges oppressive practices within a global perspective, and is guided by a person-in-environment framework, knowledge based on scientific inquiry, and social work competencies for urban and rural communities. The M.S.W. program also prepares graduates to become licensed social workers and to pursue further education.

The program is intended to prepare professional social workers for advanced-level social work and leadership across a wide range of human service, health care, behavioral health, and protective service positions.

This program will be offered on-campus in Killeen and will serve students from the Central Texas region. It is proposed as a two-year, 60-semester credit hour (SCH) degree, for students entering without an undergraduate degree in social work, and a one-year degree (30 SCH) for qualified students who enter with a bachelor's degree in social work.

A&M System Funding or Other Financial Implications:

Estimated new costs over the first five years are \$1,501,160 with an estimated five-year revenue of \$1,934,595. New costs include hiring four new faculty and reallocation of administrative support personnel.

Strategic Plan Imperative(s) this Item Advances:

The proposed M.S.W. aligns with The Texas A&M University System strategic plan imperative 3 by preparing students for long-term careers in a fast-growing field.

Agenda Item No.

TEXAS A&M UNIVERSITY-CENTRAL TEXAS

Office of the President

March 14, 2024

Members, Board of Regents
The Texas A&M University System

Subject: Approval of a New Master of Social Work Degree Program with a Major in Social Work and Authorization to Request Approval from the Texas Higher Education Coordinating Board

I recommend adoption of the following minute order:

“The Board of Regents of The Texas A&M University System approves the establishment of a new degree program at Texas A&M University-Central Texas leading to a Master of Social Work.

The Board also authorizes submission of Texas A&M University-Central Texas’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.”

Respectfully submitted,

Richard M. Rhodes
President

Approval Recommended:

Approved for Legal Sufficiency:

John Sharp
Chancellor

Ray Bonilla
General Counsel

Billy Hamilton
Deputy Chancellor and
Chief Financial Officer

James R. Hallmark, Ph.D.
Vice Chancellor for Academic Affairs

Texas A&M University-Central Texas

Master of Social Work
(CIP 44.0701.00)

Program Review Outline

BACKGROUND & PROGRAM DESCRIPTION

Administrative Unit: College of Arts & Sciences, Department of Social Work (DSW)

The mission of the Master of Social Work (M.S.W.) program at Texas A&M University-Central Texas (A&M-Central Texas), a Hispanic-Serving Institution in Central Texas, is to prepare high-quality graduates for leadership as advanced generalist social workers through education delivered in a rigorous and student-centered learning environment that promotes social work professional behavior, values and ethics, human and community well-being, respect for human diversity, challenges oppressive practices within a global perspective, and is guided by a person-in-environment framework, knowledge based on scientific inquiry, and social work competencies for urban and rural communities. The M.S.W. program will also prepare graduates to become licensed social workers and to pursue further education.

The program is intended to prepare professional social workers for advanced-level social work and leadership across a wide range of human service, health care, behavioral health, and protective service positions.

This program will be offered on-campus in Killeen and will serve students from the Central Texas region. It is proposed as a two-year 60-semester credit hour (SCH) degree for students entering without an undergraduate degree in social work, and a one-year degree (30 SCH) for qualified students who have a bachelor's in social work (B.S.W.) degree. This is a professional program to prepare graduates for a variety of social work, human service, behavioral health, protective service, and health care positions.

Educational objectives:

Competency 1: Demonstrate Ethical and Professional Behavior

Competency 2: Advance Human Rights and Social, Racial, Economic, and Environmental Justice

Competency 3: Engage in Anti-Racism, Diversity, Equity, and Inclusion (ADEI) in Practice

Competency 4: Engage in Practice-Informed Research and Research-Informed Practice

Competency 5: Engage in Policy Practice

Competency 6: Engage with Individuals, Families, Groups, Organizations, and Communities

Competency 7: Assess Individuals, Families, Groups, Organizations, and Communities

Competency 8: Intervene with Individuals, Families, Groups, Organizations, and Communities

Competency 9: Evaluate Practice with Individuals, Families, Groups, Organizations, and Communities

Competency 10: Engage in Social Work Leadership

The proposed implementation date is fall 2024.

A&M-Central Texas certifies that the proposed new degree program meets the criteria under 19 Texas Administrative Code, Section 2.117 regarding need, quality, financial and faculty resources, standards, and costs. New costs during the first five years will not exceed \$2 million.

I. NEED

A. Employment Opportunities

A&M-Central Texas is dedicated to providing rigorous and innovative degree programs that engage the diverse community of Central Texas and provide a quality foundation on which students will build their careers. The university is a Hispanic-Serving Institution that provides upper-division graduate and undergraduate education. The M.S.W. will equip graduates with the knowledge, values and skills to become professional social workers, providing clients with behavioral health, mental health, substance abuse, geriatric, family and children's, veterans, and protective services.

Central Texas is a rapidly growing area with an increasing market for social workers. The demand for professionally educated social workers is strong at both the state and national levels, as well, due to the need to navigate healthcare insurance, develop services for veterans, the increased need for mental health and protective services, and address the needs of the disabled and elderly.

According to the Bureau of Labor Statistics, the national median salary for the social work profession is \$50,390, with M.S.W. holders tending toward higher salaries and variance between the different subfields of social work. M.S.W. salaries tend, on average, to be higher than those of bachelor's-prepared social workers. For example, the median annual salary for healthcare social work is \$60,840. The Social Work profession is expected to grow by 9% nationally between 2021 and 2031, which is faster than average for all occupations. It is estimated that 74,700 social workers will be hired annually, many of these positions to replace those leaving the field through retirement. Thus, increasing workforce demand supports the establishment of an additional program.

Careers in social work can be generally divided into four overarching categories: postsecondary teaching; child, family, and school social work; mental health and substance abuse social work; and healthcare social work. These categories do not limit the jobs available to an M.S.W. graduate but serve as a guide as to what kinds of occupations are available for the professional social worker.

Social work in Texas is a fast-growing occupation. Texas ranks third among the states in the largest number of child, family, and school social workers employed (20,770) and fourth for the highest number of healthcare social workers (11,630). The state is fourth in the number of all other types of social workers (3,000) and is not ranked in the top five in the number of mental health social workers. The Texas Workforce Commission estimates growth for healthcare social workers at 18.3% and child, family, and school social workers at 31.5% from 2018 through 2021.

The M.S.W. will support the military and civilian communities of Central Texas. The largest occupations in Bell County are healthcare and social assistance. According to the U.S. Census Bureau, Bell County is home to 46,226 veterans, 19,075 of whom have a service-connected disability rating. Individuals without health insurance under the age of 65 comprise 10.6% of the overall population of the county. As life expectancy increases, so does the need for services for the elderly. 11.8% of the population of Bell County is over

the age of 65 as of 2022. Social Workers can provide guidance on healthcare coverage, advocate for mental health issues, provide advanced case management, and end of life care services for those who have a need in Central Texas and nationally.

B. Projected Enrollment

It is anticipated that enrollment in the first year will begin with a cohort of 12 students and a cumulative headcount of 32 by the fifth year of the program.

Table 1. Enrollment Projections

	Year 1	Year 2	Year 3	Year 4	Year 5
Total New Students	12	11	12	14	14
Attrition	0	1	2	2	3
Cumulative Headcount	12	22	26	30	32
FTSE	12	22	26	30	32
Graduates	0	0	6	8	9

C. Existing State Programs

According to the Council on Social Work Education, Texas currently has 21 M.S.W. programs. The most recent year of data shows that there were 1,435 graduates and that M.S.W. enrollment has been steadily increasing since 2005. The M.S.W. programs that are geographically closest to A&M-Central Texas are the University of Texas at Austin (54 mi.), Texas State University (81 mi.), and Tarleton State University (105 mi. & 73 miles in Waco). All are at least a one-hour drive from Killeen.

II. QUALITY & RESOURCES

A. Faculty

The Department of Social Work currently has four faculty assigned to the bachelor’s in social work program. In developing the M.S.W. program sufficient staffing would be needed to maintain the integrity of the B.S.W. program and to meet Council on Social Work Education (CSWE) accreditation requirements for that program. The CSWE Educational Policy and Accreditation Standards require a minimum of four full-time equivalent faculty as the minimum core faculty for an M.S.W. program.

B. Program Administration

The faculty must include one designated M.S.W. program director to provide educational and administrative direction for the program and a field director to provide educational and administrative direction for field instruction. The program director and at least half of the core faculty are expected to have doctoral degrees.

C. Other Personnel

The Graduate School funds two graduate assistants per year at no cost to the program.

D. Supplies, Materials

An estimated \$3,200 in supplies and materials will be required in the first five years.

E. Library

Existing library resources are sufficient. An additional cost of \$6,500 is included in the budget to support the program.

F. Equipment, Facilities

Existing equipment and facilities will be sufficient. No additional equipment or facilities are needed.

G. Accreditation

This program will seek accreditation from the Council on Social Work Education at the earliest opportunity.

III. NEW 5-YEAR COSTS & FUNDING SOURCES

NEW FIVE-YEAR COSTS		SOURCES OF FUNDING	
Faculty	\$1,302,726	Formula Income	\$191,405
Program Administration	\$112,734	Statutory Tuition	\$170,519
Graduate Assistants	\$0	Reallocation	\$158,718
Supplies & Materials	\$3,200	Designated Tuition	\$1,305,373
Library & IT Resources	\$6,500	Other Funding:	
Faculty Development	\$35,500	Board Authorized Tuition	\$68,205
Accreditation	\$40,500	Student Fees	\$40,375
Estimated 5-Year Costs	\$1,501,160	Estimated 5-Year Revenues	\$1,934,595

Agenda Item No.

TEXAS A&M UNIVERSITY-COMMERCE

Office of the President

February 28, 2024

Members, Board of Regents
The Texas A&M University System

Subject: Approval of Academic Tenure, May, 2024,
Texas A&M University-Commerce

I recommend adoption of the following minute order:

“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-Commerce as set forth in the exhibit, Tenure List No. 24-03.”

Respectfully submitted,

Mark J. Rudin
President

Approval Recommended:

Approved for Legal Sufficiency:

John Sharp
Chancellor

Ray Bonilla
General Counsel

Billy Hamilton
Deputy Chancellor and
Chief Financial Officer

James R. Hallmark, Ph.D.
Vice Chancellor for Academic Affairs

**TEXAS A&M UNIVERSITY-COMMERCE
BACKGROUND OF FACULTY
RECOMMENDED FOR ACADEMIC TENURE
TENURE LIST NO. 24-03**

COLLEGE OF AGRICULTURAL SCIENCES AND NATURAL RESOURCES

<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. Douglas R. Eborn	Assistant Professor Agricultural Sciences and Natural Resources	10	0	09/01/2024
Ph.D. (2008)	Kansas State University			
Fa 2014 – Su 2024 Fa 2024	Texas A&M University-Commerce Texas A&M University-Commerce	Assistant Professor Associate Professor		

Dr. Douglas Eborn has a strong commitment to teaching. Students consistently give Dr. Eborn high ratings on his course evaluations and he is creative and innovative in developing teaching techniques. He is respected by his students and colleagues, and he is a strong contributor to the Animal Science program at A&M-Commerce. Dr. Eborn has an active research program in bovine reproduction, especially in dietary effects on fertility and timing of synchronization protocols. Dr. Eborn’s service is exemplary, providing leadership at the A&M-Commerce farm, and helping improve conception rates and profitability of our beef cattle herd.

To the best of our knowledge, Dr. Eborn 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 BUSINESS

<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. Ran Ling	Assistant Professor Accounting and Finance	6	0	09/01/2024
Ph.D. (2018)	Florida International University			
Fa 2018 – Su 2024 Fa 2024	Texas A&M University-Commerce Texas A&M University-Commerce	Assistant Professor Associate Professor		

Dr. Ran Ling’s research interests are in auditing, tax, and corporate governance. As an Accounting professor, she has published papers in these areas and currently has papers under review in related outlets. In addition to her scholarly activities, Dr. Ling is also a Certified Public Accountant with a recent renewal of her Texas license in 2021. She is an active member of the major organizations in her field, such as the American Accounting Association and she regularly attends conferences both as an academician and as an accounting professional. She is also regularly involved in professional development activities related to research and teaching.

To the best of our knowledge, Dr. Ling 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.

COLLEGE OF EDUCATION AND HUMAN SERVICES

<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</u> <u>Inst.</u>	
Dr. Carol L. Revelle	Assistant Professor Curriculum and Instruction	5	0	09/01/2024
Ph.D. (2009)	University of North Texas			
Fa 2019 – Su 2024 Fa 2024	Texas A&M University-Commerce Texas A&M University-Commerce	Assistant Professor Associate Professor		

Dr. Carol Revelle has excelled in research, publishing sixteen articles during her time as a faculty member at A&M-Commerce. Her research focuses on the ways that literacy instruction can increase equity in education settings. She is a strong classroom instructor with evaluations exceeding departmental and college averages. Dr. Revelle provides services ranging from departmental committees to national-level professional outlets. She chairs the local Texas Association of Future Educators chapter (student enrollment and support), reviews grants for the Texas Association of Literacy Educators, and is an editor/reviewer for three different journals/publishers.

To our knowledge, Dr. Revelle 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.

<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</u> <u>Inst.</u>	
Dr. Anjum Najmi	Assistant Professor Higher Education and Learning Technology	7	0	09/01/2024
Ph.D. (2013)	University of North Texas			

Fa 2017 – Su 2024	Texas A&M University-Commerce	Assistant Professor
Fa 2024	Texas A&M University-Commerce	Associate Professor

Dr. Anjum Najmi is an excellent classroom instructor as evidenced by her strong course evaluations each semester. Her Faculty Senate peers recognized her teaching work, awarding her a Professional Excellence in Technology Teaching citation. She has served as chair or committee member on five completed dissertations. Her excellence in service is documented by her participation in multiple departmental and university committees. She is active in research, having published multiple articles and a book chapter on the interface between technology and the classroom. She brings a rare combination of expertise, being qualified in both Library Science and School Library certification.

To the best of our knowledge, Dr. Najmi 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.

COLLEGE OF HUMANITIES, SOCIAL SCIENCES AND ARTS

<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. Melynda Seaton	Assistant Professor Art	5	1	09/01/2024
Ph.D. (2015)	University of Oklahoma			
Su 2015 – Sp 2016 Fa 2019 – Su 2024 Fa 2024	University of Nebraska-Lincoln Texas A&M University-Commerce Texas A&M University-Commerce	Professor of Practice Assistant Professor Associate Professor		

Dr. Melynda Seaton is an outstanding teacher who is noted for her deep and thorough course content across the Art History curriculum, from introductory courses for non-majors to those intended for MFA candidates. While innovative across the spectrum, she is noted for the incorporation of contemporary media clips and popular culture references in her teaching--quite novel for the normally reserved Art History courses. Her research entries in significant journals and publications in the field have branched into a ground-breaking series of podcasts, *Art This Week*, which allows viewers to explore the riches of museums and galleries in Texas and throughout the country, including the Whitney Museum in New York City.

To the best of our knowledge, Dr. Seaton 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.

<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. Mylynka Kilgore Cardona	Assistant Professor History	7	0	09/01/2024
Ph.D. (2015)	University of Texas at Arlington			
Fa 2017 – Su 2024 Fa 2024	Texas A&M University-Commerce Texas A&M University-Commerce	Assistant Professor Associate Professor		

Dr. Mylynka Cardona is an award-winning teacher who continues to inspire students both in her home department and in the Gender Studies program. She is the recent recipient of three different teaching awards and continues to add innovative pedagogical techniques and approaches to her classes. Her research covers a wide range of fields and topics, from Public History projects to the History of Exploration, and her colleagues note that her projects have reached a wide audience, increasing both her and the university's impact on the profession.

To the best of our knowledge, Dr. Cardona 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.

<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. Ashanka Kumari	Assistant Professor Literature and Languages	5	0	09/01/2024
Ph.D. (2019)	University of Louisville			
Fa 2019 – Su 2024 Fa 2024	Texas A&M University-Commerce Texas A&M University-Commerce	Assistant Professor Associate Professor		

Dr. Kumari is an innovative teacher, praised by colleagues and those in her discipline for bringing “an impressive and empathetic perspective” to her field (Composition and Rhetoric) which forms the base of the composition courses required of all students on campus. She has coordinated the efforts of all instructors and graduate assistants in this area as well, leading to consistency and increased success in the lower-level English courses. She is the recipient of several awards for her teaching and has expanded her expertise into numerous scholarly publications on composition and its pedagogy, including one book and 11 journal articles. She far exceeds department expectations for tenure and is a rising star in the discipline.

To the best of our knowledge, Dr. Kumari 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.

<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</u> <u>Inst.</u>	
Dr. Judy Bozone	Assistant Professor Music	5	0	09/01/2024
Ph.D. (2011)	University of Michigan, Ann Arbor			
Fa 2019 – Su 2024 Fa 2024	Texas A&M University-Commerce Texas A&M University-Commerce	Assistant Professor Associate Professor		

Dr. Bozone is a noted composer and music theoretician who is emerging on the national scene. Comfortable composing in genres as diverse as orchestra and percussion ensemble, her works are critically acclaimed and well-received by audiences across the country and internationally. In the classroom, she revamped the Music Theory curriculum leading to higher pass rates and success on exit exams and TExES Teacher examination and has incorporated innovative mentoring and engagement strategies that allow her to monitor student success both officially and in more relaxed environments.

To the best of our knowledge, Dr. Bozone 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.

COLLEGE OF SCIENCE AND ENGINEERING

<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</u> <u>Inst.</u>	
Dr. Kaoning Hu	Assistant Professor Computer Science and Information Systems	7	2	09/01/2024
Ph.D. (2015)	State University of New York at Binghamton			
Fa 2015 – Su 2016 Fa 2016 – Su 2017 Fa 2017 – Su 2024 Fa 2024	University of Central Missouri Webster University Texas A&M University-Commerce Texas A&M University-Commerce	Assistant Professor Assistant Professor Assistant Professor Associate Professor		

Dr. Kaoning Hu is an innovative computer scientist whose main research area is in Computer Vision and Image Processing. He published seven peer-reviewed papers (with two first-authored papers) including a journal article published in Institute of Electronic and Electrical Engineers Transactions on Artificial Intelligence and Association for Computing Machinery Special Group. As co-principal investigator, he and his team received multi-year education funding of \$300,000 from the National Science Foundation Improving Undergraduate STEM Education program to introduce and study Multilingual Computational Thinking: Teaching Introductory Programming Classes through Low-Level and High-Level Programming Languages. The concept is implemented by introducing computing and programming concepts with

interesting video games, which fosters a creative learning environment and greatly increases student learning interests. Dr. Hu is passionate about teaching both undergraduate and graduate students and continuously assesses student performance and makes course improvements to produce improved student outcomes. His commitment to service has been very impactful as evidenced by serving as the Graduate Assistant Coordinator for the department, engaging in various other departmental service activities related to recruitment. He has also been a reviewer for multiple academic conferences in the area of Computer Vision.

To the best of our knowledge, Dr. Hu 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.

<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. Ayman Elzohairy	Assistant Professor Engineering and Technology	5	0	09/01/2024
Ph.D. (2018)	University of Missouri, Columbia			
Fa 2019 – Su 2024 Fa 2024	Texas A&M University-Commerce Texas A&M University-Commerce	Assistant Professor Associate Professor		

Dr. Ayman Elzohairy is a world-class construction engineering researcher and a subject matter expert in material testing, steel concrete composite structures, experimental testing and numerical analysis of structural elements, as well as performance and strengthening of steel concrete composite bridges. He holds professional licensure (PE) in the civil engineering field and is the first faculty member within the Department of Engineering & Technology to have achieved this accomplishment. Dr. Elzohairy has published 34 peer-reviewed articles and written eight grant proposals, successfully obtaining over \$100,000 in external funding. This is incredible research productivity considering the fact that the department or college does not have a Ph.D. program. Dr. Elzohairy consistently receives positive teaching evaluations for undergraduate courses that emphasize critical thinking and involve high-impact and engaging activities. His performance in this area led him to be recognized and chosen to receive the university’s Paul W. Barrus Distinguished Faculty Award for Teaching in 2023. His excellence in service is documented by his membership on multiple department and university committees, service as faculty advisor for construction engineering students and Student Construction Association; and by strong service to the discipline, e.g., as Guest Editor for Buildings Journal and Materials Journal and Ad-Hoc reviewer for structural engineering focused journals.

To the best of our knowledge, Dr. Elzohairy has not engaged in behavior that may lead to dismissal for cause as specified in System Policy *12.01*, Section 4.3.

<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</u> <u>Inst.</u>	
Dr. Redha M. Radaydeh	Assistant Professor Engineering & Technology	6	0	09/01/2024
Ph.D. (2006)	University of Mississippi			
Sp 2007 – Su 2009 Fa 2012 – Fa 2014 Sp 2015 – Fa 2016 Fa 2018 – Sp 2024 Fa 2024	Jordan University Alfaisal University Alfaisal University Texas A&M University-Commerce Texas A&M University-Commerce	Assistant Professor Assistant Professor Associate Professor Assistant Professor Associate Professor		

Dr. Redha Radaydeh is an electrical engineering faculty member who possesses exceptional teaching ability and research expertise in the areas of wireless communications theory and digital signal processing for communications. He holds professional membership as a senior member of the Institute of Electrical and Electronics Engineering (IEEE) and a member of the IEEE Communications Society. Over his tenure journey, Dr. Radaydeh has published nine peer-reviewed journal articles and eight peer-reviewed conference proceedings. He is active in grant development, obtaining a \$40,000 SEED grant from TEES and is using it to create collaborative undergraduate research between the Industrial and Electrical Engineering programs. Dr. Radaydeh consistently receives positive teaching evaluations for undergraduate courses that emphasize critical thinking and involve high-impact and engaging activities. His performance in this area has led him to be recognized and nominated for the 2023 Faculty Senate Recognition Award for Professional Excellence in Classroom Teaching. His contributions in service are documented by his membership on multiple department and college committees and strong service to the discipline, e.g., as Special Issue Editor for two professional journals.

To the best of our knowledge, Dr. Radaydeh has not engaged in behavior that may lead to dismissal for cause as specified in System Policy 12.01 section 4.3.

<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</u> <u>Inst.</u>	
Dr. Nizar Tayem	Assistant Professor Engineering & Technology	6	0	09/01/2024
Ph.D. (2005)	Wichita State University			
Sp 2010 – Su 2018 Su 2018 – Sp 2024 Fa 2024	Prince Mohammed bin Fahd University Texas A&M University-Commerce Texas A&M University-Commerce	Assistant Professor Assistant Professor Associate Professor		

Dr. Nizar Tayem is an electrical engineering (EE) faculty member who is well accomplished in the discipline and expert in assessing program outcomes and continuous improvement. His research expertise is in the area of Direction-of-Arrival (DOA) estimation scheme for wireless communications. He holds professional membership as a senior member of the Institute of Doctors Engineering and Scientists (IDES) and a member of the IEEE. Over his tenure journey, Dr. Tayem has published 25 refereed IEEE journal and conference papers and has had 13 technical presentations. He is active in grant development, obtaining \$35,000 in travel and equipment support from the Air Force Research Laboratory in three consecutive years. In the area of teaching, Dr. Tayem has been active in developing the initial curriculum and course development for the EE program and has guided students in senior capstone design projects. Dr. Tayem has been instrumental and a major contributor to the electrical engineering program at A&M-Commerce which received initial ABET accreditation with no weaknesses cited. His contributions in service are documented by his membership on multiple department and college committees and strong service to the discipline, e.g., as Editor-in-Chief of the International Journal on Electrical and Power Engineering.

To the best of our knowledge, Dr. Tayem has not engaged in behavior 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.

Agenda Item No.

AGENDA ITEM BRIEFING

Submitted by: Mark J. Rudin, President
Texas A&M University-Commerce

Subject: Granting of Faculty Development Leave for FY 2025,
Texas A&M University-Commerce

Proposed Board Action:

Authorize faculty development leave for FY 2025 at Texas A&M University-Commerce (A&M-Commerce).

Background Information:

System Policy [31.03, *Leaves of Absence*](#), and System Regulation [12.99.01, *Faculty Development Leave*](#), require that a recommendation for faculty development leave be submitted by the university president to the chancellor for recommendation to the Board of Regents for approval. At A&M-Commerce, the application is submitted with support of the academic department, college dean, university development leave committee (elected by the general faculty), provost, and president.

As shown in the exhibit, A&M-Commerce requests approval for faculty development leave for eight faculty members for FY 2025.

A&M-Commerce is in compliance with the statutory requirement that no more than six percent of eligible faculty be on development leave at any time.

A&M System Funding or Other Financial Implications:

No additional funding is required. Departmental faculty members are assuming the recommended faculty members' teaching loads by adjusting course offerings for the next academic year.

Strategic Plan Imperative(s) this Item Advances:

This item advances Strategic Plan Imperative 4: "The A&M System will increase its prominence by building a robust and targeted research portfolio." Providing faculty development leave opportunities further supports two of A&M-Commerce's strategic priorities and goals of elevating research and student preparedness.

Agenda Item No.

TEXAS A&M UNIVERSITY-COMMERCE

Office of the President

February 28, 2024

Members, Board of Regents
The Texas A&M University System

Subject: Granting of Faculty Development Leave for FY 2025,
Texas A&M University-Commerce

I recommend adoption of the following minute order:

“The Board of Regents of The Texas A&M University System, in accordance with System Policy 31.03, System Regulation 12.99.01 and Sections 51.101-108 of the Texas Education Code, authorizes faculty development leave to the faculty member(s) as shown in the attached exhibit, Faculty Development Leave List FY 2025, Texas A&M University-Commerce.”

Respectfully submitted,

Mark J. Rudin
President

Approval Recommended:

Approved for Legal Sufficiency:

John Sharp
Chancellor

Ray Bonilla
General Counsel

Billy Hamilton
Deputy Chancellor and
Chief Financial Officer

James R. Hallmark, Ph.D.
Vice Chancellor for Academic Affairs

FACULTY DEVELOPMENT LEAVE LIST
FY 2025
TEXAS A&M UNIVERSITY-COMMERCE

Name/ Title/ Department	Years of A&M- Commerce Tenured, Tenure- Track Service	Semester of Leave	Location, Brief Description of Leave and Benefit to University
COLLEGE OF EDUCATION AND HUMAN SERVICES			
Amy Corp Associate Professor Curriculum and Instruction	9	Fall 2024	Dr. Corp will explore issues of Texas public education serving the needs of our newest students: asylum seekers, refugees, and immigrants. Most of this will occur online. Dr. Corp may need to travel to interview district faculty who are successful in educating refugees in Houston and/or Chicago, but hopes to do so through video conferencing. There may be districts in North Dallas, heavy in refugee populations, that she will investigate for interviews or to gather information from district reporting. The goal is to determine where refugee students are located and in what type of schools, to seek successful research-based strategies for implementation, to learn these strategies, and to teach them. She will leverage her existing skill set for researching instructional practices for marginalized populations to examine these questions and find supportive teaching practices for this population. This will be completed by internet searches and requests for information about populations in Texas, an exhaustive literature review on current practices, interviews with faculty working with this population, and possible observations of instruction. The teaching practice will likely be trauma-informed instructional practices. She is finding that a trauma-informed perspective and instructional practices are being used in Canada, Chicago, and Houston. She will seek training in this pedagogy. She would practice in person, if possible, to gain first-hand experience. Plans include writing a descriptive article about her findings and a practitioner piece for Texas teachers. This

			<p>study will strengthen the teacher preparation program's ability to equip student teachers with the knowledge and skills to effectively support this growing student population as part of effectively teaching all students. Her plans are to prepare a seminar for student teachers on the topic for implementation in their residency. She will also share her training with field supervisors and instructors in teacher preparation courses. Dr. Corp's research will contribute directly to preparing teachers across the state of Texas, which will benefit her department, college and the university as a whole.</p>
<p>DeMarquis Hayes Professor Psychology and Special Education</p>	11	Fall 2024	<p>Dr. Hayes' leave will take place in Commerce and in the DFW metroplex. He will examine a cross sectional sample of adolescent students of color in high school and college to explore the effects of racial microaggressions and gendered racial microaggressions on their mental health and resiliency. Previous research has found that people of color report experiencing subtle and explicit forms of racism which can lead to negative academic and mental health outcomes. The current study will allow for an examination of how microaggressions differentially impact mental health across all stages of adolescence (early, middle, and late) and by gender. The outcome of this research will benefit the university community as well as the academic programs in psychology and related areas in which Dr. Hayes teaches. He will be able to support students in applied areas of psychology such as School and Clinical Psychology as he teaches and advises students who directly work with a diverse group of adolescents in their daily practice. This research will also lead to collaborative grant proposals and publications with colleagues at A&M-Commerce and other universities.</p>

<p>Stephen Reysen Professor Psychology and Special Education</p>	<p>14</p>	<p>Spring 2025</p>	<p>Dr. Reysen’s leave will take place in Lexington, Kentucky. His research will examine anime fans’ longitudinal data to test how fans change over time. Anime (Japanese animation and comics) has grown in popularity across the world. Building on his over 10 years of research on the fandom, Dr. Reysen recently completed data collection of a three-year longitudinal study of anime fans. He will collaborate with a colleague who is well-versed in multilevel longitudinal modeling. This research benefits the university as it is disseminated to fans worldwide which may drive interest in both psychology and our university.</p>
COLLEGE OF HUMANITIES, SOCIAL SCIENCES, AND ARTS			
<p>Andrew Donnelly Assistant Professor History</p>	<p>3</p>	<p>Fall 2024- Spring 2025</p>	<p>In the fall 2024 term, Dr. Donnelly's leave will take place in Washington, D.C., where he will hold a funded Fellowship in Byzantine Studies at Dumbarton Oaks, a research library affiliated with Harvard University. In the spring 2025 term, he will work from his home in Plano, Texas. He hopes to be supported in the latter by a grant from the Loeb Classical Library Foundation. He will present a portion of his research at a conference on ancient ceramics in Leiden, the Netherlands.</p> <p>Dr. Donnelly will complete the research and writing of his first monograph, “Cooking, Cooking Pots, and Cultural Transformation.” He will also write an article on two Byzantine-era shipwrecks, the 6th century CE Marzamemi 2 and the 7th century CE Yassıada, focusing on the information ceramics and foodways provide on maritime labor in the ancient world.</p> <p>He will participate in a thriving scholarly community that will allow him to showcase the great work on ancient history done at A&M-Commerce as well as the support for it there. He will write grant proposals with colleagues to conduct future archaeological work in Italy; which in turn will make a pathway for him to take A&M-Commerce students on archaeological excavations. The outcome of his faculty development leave will benefit A&M-Commerce by raising the national and international visibility of the university.</p>

<p>Shannon Carter Professor Literature and Languages</p>	<p>22</p>	<p>Spring 2025</p>	<p>Dr. Carter’s leave will take place in the archives at the Velma K. Waters Library on the campus of Texas A&M University-Commerce, which houses the J. Mason Brewer Papers and his unfinished manuscript, Black World Folklore. Her research will include reviewing the archival materials housed at the Harry Ransom Center at the University of Texas. Dr. Carter will conduct studies on the collected works of J. Mason Brewer’s prolific, 50-year career as a folklorist, poet, scholar, and public intellectual. Brewer was born in 1896 and spent the final and most prominent phase of his career at our university as the first African American faculty member in the Department of Literature and Languages and only the second non-white faculty member on our campus (1969-1975). The outcome of her research will benefit the university community as well as the academic programs she supports as a teacher and an advisor and will lead to collaborative grant proposals with colleagues at other universities, thereby bringing recognition to the department, college and university.</p>
<p>Mimi Li Associate Professor Literature and Languages</p>	<p>6</p>	<p>Fall 2024</p>	<p>Dr. Li’s leave will take place at multiple school settings (K-16) in Texas. She will conduct an empirical study on “World Language Educators’ Experience on Using ChatGPT for Teaching: A Narrative Inquiry,” which has received the American Council on the Teaching of Foreign Languages Research Priorities Award. Due to the increasing importance of artificial intelligence (AI) in language teaching, this project will have a great impact on the field of applied linguistics and education. Also, the results will generally inform the language education curriculum in the digital era, and bring about needed innovation for the Applied Linguistics/TESOL (teaching English to speakers of other languages) graduate programs at A&M-Commerce. Benefits of leave include attracting more candidates to pursue studies in Applied Linguistics and enhancing their research in AI language, contributing to the prestige of the department, college and university.</p>
<p>Chris Beaty Professor Music</p>	<p>12</p>	<p>Fall 2024</p>	<p>Dr. Beaty’s research entails orchestrating a full album jazz recording project. The leave will involve touring performances in the western and northwestern United States with the recording group, as well as rehearsal, recordings and live performances with tentative performance dates in Spokane, Washington. This project aims to craft a unique album infused with Native American influences. Some of the original compositions to</p>

			be included will be based on music from Delbert's Navajo ancestry. The album will encompass a holistic creative collaboration, encompassing original compositions, performances, recordings, productions and financing. Benefits of leave will enhance the course teachings and bring recognition to the department, college and university.
Mike Tapia Associate Professor Sociology and Criminal Justice	3	Fall 2024- Spring 2025	Dr. Tapia's leave will take place in El Paso, Texas. He has applied for a Guggenheim Fellowship Award which would enable a rare data collection effort of violent incidents held by select law enforcement agencies in Juarez, Chihuahua, Mexico. Dr. Tapia has completed some research on this topic and plans to continue gathering data focused on drug trade-related violence on the Texas-Mexico border. The anticipated outcome of his leave is to produce manuscripts that will allow a deeper understanding of issues causing gun and drug gang violence. It will also broaden the scope of the work to become international, based on standing agreements with Mexican academic collaborators who would help facilitate the work. His planned activities and expected outcomes benefit the department, college and university by enhancing international visibility and developing a partnership for future collaboration.

AGENDA ITEM BRIEFING

Submitted by: Mark J. Rudin, President
Texas A&M University-Commerce

Subject: Approval of a New Bachelor of Applied Arts and Sciences in Human Resource Development and Authorization to Request Approval from the Texas Higher Education Coordinating Board

Proposed Board Action:

Approve the establishment of a new degree program at Texas A&M University-Commerce (A&M-Commerce) leading to a Bachelor of Applied Arts and Sciences (B.A.A.S.) in Human Resource Development (HRCB), authorize the submission of this degree program to the Texas Higher Education Coordinating Board (THECB) for approval and certify that all applicable THECB criteria have been met.

Background Information:

A&M-Commerce is seeking approval to offer a B.A.A.S degree in Human Resource Development (HRCB) as a competency-based education (CBE) completion program, to be offered 100% online. The program will enable students to complete a college degree with a shorter time to graduation (terms are seven weeks long) and at a reduced cost. The program will be offered at a \$1,000 flat-rate tuition. With close to four million adults in Texas who have not completed a college degree, this program will work to provide students with a pathway to obtain their B.A.A.S.

The program is designed for adult learners, including community college transfer students, those with partial college completion, and first-time adult students with professional certification but no prior college. The proposed program creates multiple pathways for adult students seeking to obtain a college degree that accommodates their personal and professional lives.

Coursework will cover employee training and development, performance improvement, emotional intelligence, coaching, succession planning, employee career development, and organizational culture and development. The degree program will prepare students for roles in Human Resources areas in a wide range of industries, from business to education. Program competencies and curriculum were built with extensive consultation from A&M-Commerce faculty and external industry experts who, utilizing an Advisory Board model, will continue to monitor course quality, rigor and workforce applicability.

The proposed program will be one of the newest 100% online CBE programs developed at A&M-Commerce, with an enrollment goal of 25 students entering during the 2024-25 academic year and 50 students entering in the academic year 2025-26. CBE programs within the College of Innovation and Design at A&M-Commerce are exemplars in meeting student needs, industry demand and the state's *Building a Talent Strong Texas* goals. The program's unique Academic Success Teams model will focus on the lived experiences of adult learners - guiding students through both internal and external challenges to meet their education and career goals.

Agenda Item No.
Agenda Item Briefing

A&M System Funding or Other Financial Implications:

Funding for the proposed B.A.A.S. HRCB will be provided by overhead revenue generated by the college.

Strategic Plan Imperative(s) this Item Advances:

The B.A.A.S. HRCB addresses two Texas A&M University System (A&M System) Strategic Plan Imperatives: 1. All qualified students will find a place in the A&M System and will have an array of pathways to pursue their ambitions and interests; and 2. The A&M System will remain affordable and accessible.

Agenda Item No.

TEXAS A&M UNIVERSITY-COMMERCE

Office of the President

February 21, 2024

Members, Board of Regents
The Texas A&M University System

Subject: Approval of a New Bachelor of Applied Arts and Sciences in Human Resource Development and Authorization to Request Approval from the Texas Higher Education Coordinating Board

I recommend adoption of the following minute order:

“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 Bachelor of Applied Arts and Sciences in Human Resource Development.

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.”

Respectfully submitted,

Mark J. Rudin
President

Approval Recommended:

Approved for Legal Sufficiency:

John Sharp
Chancellor

Ray Bonilla
General Counsel

Billy Hamilton
Deputy Chancellor and
Chief Financial Officer

James R. Hallmark, Ph.D.
Vice Chancellor for Academic Affairs

Texas A&M University-Commerce

Bachelor of Applied Arts and Sciences
with a major in Human Resource Development
(CIP 52.1005.00)

Program Review Outline

BACKGROUND & PROGRAM DESCRIPTION

Administrative Unit: College of Innovation and Design

The Bachelor of Applied Arts and Sciences (B.A.A.S) in Human Resource Development (HRCB) at Texas A&M University-Commerce (A&M-Commerce) will prepare graduates with the leadership skills to become human resource professionals that prepare employees for future positions as well as agents that retain and enhance existing talent within a wide range of organizations. The program’s graduates will leverage skills in the workplace through specialized curriculum collaboratively developed by A&M-Commerce faculty and human resources experts. Students will identify marketable skills as they move through the curriculum, building an ePortfolio culminating in their capstone course involving real-world scenarios and an applied focus. The concept and delivery method of the B.A.A.S. in HRCB enables up to 84 semester credit hours (SCH) of the 120 SCH required to be transferred in from community colleges, four-year schools, Workforce Education Course Manual (WECM) credits, and military credits. In combination with the competency-based education format, this transfer of credit opportunity will allow learners to greatly reduce time and cost to degree while substantively meeting the need for well-qualified, educated Texans in the workplace.

The program has created program competencies and marketable skills after consultation with faculty and the advisory board. These include critical thinking/problem-solving; written and oral communication; professionalism; and leadership.

The program will require completion of 120 SCH including the General Core Curriculum (42 SCH), Professional Development Electives (48 SCH), and Applied Major Courses (30 SCH).

The proposed implementation date is fall 2024.

A&M-Commerce certifies that the proposed new degree program meets the criteria under the 19 Texas Administrative Code, Part 1, Subchapter 2, Section 2.117 regarding need, quality, financial and faculty resources, standards, and costs.

I. NEED

A. Employment Opportunities

Analyzing both statewide and regional trends, a market scan performed by Hanover Research indicated human resource development as a field with “high-growth” for student demand (i.e., above-average degree conferral trends) and “high-growth” for labor demand (i.e. job openings in the educational service area). Hanover Research also identified regional occupational gaps and employment, reporting over 3,000 current job postings for

human resource specialists in the Institution’s educational service area. O*Net data indicate Human Resource Training and Development Managers (11-3131.00) have a “bright outlook” with 8 to 10% projected job growth between 2021-2031. The graduates of the B.A.A.S. HRCB could seek employment in the following areas: Development Manager; Training and Development Director; or Education Director. In 2021, average salaries in Texas for these professionals were \$113,390 annually.

B. Projected Enrollment

The B.A.A.S. HRCB anticipates enrollment of 25 students during the 2024-25 academic year and 50 students in the academic year 2025-26. The CBE model at A&M-Commerce is offered year-round in six separate seven-week terms.

C. Existing State Programs

Four Texas public universities currently offer the Bachelor of Science degree in the same CIP code (52.1005.00) Human Resource Development. The related field, Human Resource Management, is offered at ten additional Texas public universities (with one degree offered as a B.A.A.S. degree). Human Resource Development as a discipline focuses more broadly on the training and development of the whole employee (e.g., career development, coaching, program evaluation, etc.), whereas Human Resource Management tends to be housed in a college of business and thus reflects themes of employee retention and productivity. Human Resource Development is more amenable to an interdisciplinary approach and is aligned with other degree programs offered within the college (i.e., Organizational Leadership). Human Resource Development was selected as a major to draw upon a wider assortment of coursework, provide electives from related disciplines to provide a depth of support courses, and prepare students for a broader range of employment upon graduation.

II. QUALITY & RESOURCES

A. Faculty

One new faculty member will be hired at 100% time in year one at an estimated cost of \$55,000 utilizing the College of Innovation and Design revenue. Three part-time adjunct faculty will also be hired at 40% time. Two current faculty (dean and assistant dean) will provide administrative support.

B. Program Administration

There will be no additional administrative costs.

C. Other Personnel

No other personnel will be required.

D. Supplies, Materials

Any necessary supplies and materials will be funded through the College of Innovation and Design.

E. Library

Existing library resources have been determined to be sufficient to support the offering of this program.

F. Equipment, Facilities

No additional equipment or facilities are needed.

G. Accreditation

Accreditation will not be sought at this time.

III. NEW 5-YEAR COSTS & FUNDING SOURCES

NEW FIVE-YEAR COSTS		SOURCES OF FUNDING	
Faculty	\$364,222	Formula Income	\$494,647
Program Administration	\$56,100	Statutory Tuition	
Graduate Assistants		Reallocation	\$56,100
Supplies & Materials		Designated Tuition	
Library & IT Resources		Other Funding:	
Equipment, Facilities		Tuition and Fees	\$2,694,000
Other (Benefits)	\$136,929		
Estimated 5-Year Costs	\$557,251	Estimated 5-Year Revenues	\$3,244,747

AGENDA ITEM BRIEFING

Submitted by: Mark J. Rudin, President
Texas A&M University-Commerce

Subject: Approval of a New Bachelor of Applied Arts and Sciences in Public Administration – City Planning and Authorization to Request Approval from the Texas Higher Education Coordinating Board

Proposed Board Action:

Approve the establishment of a new degree program at Texas A&M University-Commerce (A&M-Commerce) leading to a Bachelor of Applied Arts and Sciences (B.A.A.S.) in Public Administration – City Planning (CPCB), authorize the submission of this degree program to the Texas Higher Education Coordinating Board (THECB) for approval and certify that all applicable THECB criteria have been met.

Background Information:

A&M-Commerce is seeking approval to offer a B.A.A.S. degree in CPCB as a competency-based education (CBE), 100% online program designed for first-time adult learners and those with prior work experience and partial college coursework. This program will help equip future city planners and city administrators with the knowledge and skills necessary to tackle the complex challenges facing both urban and rural cities. Coursework will cover economic growth and development, infrastructure, technology and environmental needs, strategic planning for sustainability, effective government, land-use codes and zoning, and attention to inequalities, access, and quality of life. The proposed program will focus on the unique nexus of urban planning and rural development and prepare professionals interested in city and regional government, housing, transit, nonprofits, and more. Program competencies and curriculum were built with extensive consultation from A&M-Commerce faculty and external industry experts who, utilizing an Advisory Board model, will continue to monitor course quality, rigor, and workforce applicability.

The B.A.A.S. CPCB will be one of the newest CBE programs developed at A&M-Commerce with an enrollment goal of 20 students during the 2024-25 academic year and 30 students in academic year 2025-26. CBE programs within the College of Innovation and Design at A&M-Commerce are exemplars in meeting student needs, industry demand and the state's *Building a Talent Strong Texas* goals. The unique Academic Success Team model focuses on the lived experiences of adult learners - guiding students through both internal and external challenges to meet their education and career goals.

A&M System Funding or Other Financial Implications:

Funding for the new program will be provided by overhead revenue generated by the college.

Agenda Item No.
Agenda Item Briefing

Strategic Plan Imperative(s) this Item Advances:

The B.A.A.S. CPCB addresses two of The Texas A&M University System (A&M System) Strategic Plan Imperatives: 1. All qualified students will find a place in the A&M System and will have an array of pathways to pursue their ambitions and interests; and 2. The A&M System will remain affordable and accessible.

Agenda Item No.

TEXAS A&M UNIVERSITY-COMMERCE

Office of the President

February 20, 2024

Members, Board of Regents
The Texas A&M University System

Subject: Approval of a New Bachelor of Applied Arts and Sciences in Public Administration – City Planning and Authorization to Request Approval from the Texas Higher Education Coordinating Board

I recommend adoption of the following minute order:

“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 Bachelor of Applied Arts and Sciences in Public Administration – City Planning.

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.”

Respectfully submitted,

Mark J. Rudin
President

Approval Recommended:

Approved for Legal Sufficiency:

John Sharp
Chancellor

Ray Bonilla
General Counsel

Billy Hamilton
Deputy Chancellor and
Chief Financial Officer

James R. Hallmark, Ph.D.
Vice Chancellor for Academic Affairs

Texas A&M University-Commerce

Bachelor of Applied Arts and Sciences
with a major in Public Administration – City Planning
(CIP 44.0401.00)

Program Review Outline

BACKGROUND & PROGRAM DESCRIPTION

Administrative Unit: College of Innovation and Design

The proposed Bachelor of Applied Arts and Sciences (B.A.A.S.) in Public Administration – City Planning (CPCB) at Texas A&M University-Commerce (A&M-Commerce) will prepare graduates as future city planners and city administrators with the knowledge and skills necessary to tackle the complex challenges facing both urban and rural cities. The program’s graduates will leverage marketable skills in the workplace through specialized curriculum collaboratively developed by A&M-Commerce faculty and public administration experts. Students will identify marketable skills as they move through the curriculum, building an ePortfolio culminating in their capstone course involving real-world scenarios and an applied focus.

The proposed B.A.A.S. CPCB is a 100% online, competency-based education (CBE) program designed for adult learners, including community college transfer students, those with partial college completion and first-time adult students with professional certification but no prior college. The program will provide multiple pathways for adult students seeking to obtain a college degree that accommodates their personal and professional lives. In this way, the proposed program allows opportunities for students in the A&M System to identify and pursue an educational pathway that supports their ambitions and career interests.

The program will be delivered in a CBE format, which will enable students to complete the degree with a shorter time to graduation (terms are seven weeks long) and reduced student debt (offered at \$1,000 flat tuition). Open Education Resources are used to further reduce student costs. All courses are online, and students work at their own pace. Students may accelerate and complete multiple courses during a single term for the same flat rate. The B.A.A.S. degree ensures students can maximize prior coursework and work experience. Considering there are close to four million adults in Texas who have not completed a college degree, the proposed program will work to fulfill the state’s *Building a Talent Strong Texas* strategic plan to provide credentials needed in the workforce for adults between the ages of 25 to 68.

The proposed B.A.A.S. CPCB will allow students to transfer up to 84 semester hours (SCH) of the 120 SCH required from community colleges, four-year schools, Workforce Education Course Manual credits, and military credits. In combination with the CBE format, this transfer of credit opportunity will allow students to reduce the time and cost to obtain the degree while substantively meeting the need for well-qualified, educated Texans in the workplace.

The B.A.A.S. CPCB will include program competencies and marketable skills which were developed in consultation with faculty and the advisory board. Competencies include critical thinking and problem-solving; written and oral communication; ethics and social responsibility; professionalism; and leadership.

The program will require students to successfully complete 120 semester credit hours (SCH) including the general core curriculum (42 SCH), professional development electives (48 SCH), and applied major courses (30 SCH).

The proposed implementation date is fall 2024.

A&M-Commerce certifies that the proposed new degree program meets the criteria under the 19 Texas Administrative Code, Part 1, Subchapter 2, Section 2.117 regarding need, quality, financial and faculty resources, standards, and costs.

I. NEED

A. Employment Opportunities

The proposed degree program will serve critical workforce needs in the Northeast Texas region, reinforce partnerships with community colleges and engage students with only partial college completion. Market demand for a CPCB degree is supported by a study conducted by Hanover Research, indicating this as an “emerging” field that is in demand in Texas and nationally. Hanover’s study showed that city planning is a “high growth” area for the service region’s labor demand. Hanover Research also reported City/Urban, Community and Regional Planning as both an “emerging” area for national student demand and service region labor demand. The U.S. Census Bureau reports the Dallas-Fort Worth area to be among the top 15 largest population gainers in the nation between 2020 and 2021. O*Net data indicates that Urban and Regional Planners (19-3051.00) are projected to see 4-7% employment growth in the next decade. Graduates with a thematic concentration in City Planning may seek jobs with the following titles: City Planner; Community Development Planner; Housing Development Specialist; and Regional Planner. In Texas, Urban and Regional Planners earn an average salary of \$64,670.

B. Projected Enrollment

The B.A.A.S. CPCB anticipates enrollment of 20 students during the 2024-25 academic year and 30 students in academic year 2025-26 and subsequent years. The CBE model at A&M-Commerce is offered year-round in six separate seven-week terms.

Table 1. Enrollment Projections

	Year 1	Year 2	Year 3	Year 4	Year 5
Total New Students	20	30	30	30	30
Attrition	3	4	4	4	4
Cumulative Headcount	17	43	49	55	51
FTSE					
Graduates		20	20	30	40

C. Existing State Programs

The CIP code 44.0401.00 is a broad classification for Public Administration and Social Service Professions. Six public institutions in Texas offer a Bachelor of Arts or Bachelor

of Science degree with this CIP code. An additional three institutions offer a degree in Urban and Regional Planning. Only Tarleton State University offers the B.A.A.S. degree with a Public Administration emphasis. There are no institutions within a 50-mile radius of Commerce that offer the B.A.A.S. CPCB.

II. QUALITY & RESOURCES

A. Faculty

One new faculty member will be hired at 100% time in year one at an estimated cost of \$55,000. Two part-time adjunct faculty will also be hired at 40% time.

B. Program Administration

Two current faculty, the dean and assistant dean will provide administrative support. No additional administrative costs will be incurred.

C. Other Personnel

No other personnel will be required.

D. Supplies, Materials

Supplies and materials will be funded through the College of Innovation and Design.

E. Library

Existing library resources have been determined to be sufficient by the Dean of Libraries to support the offering of this program.

F. Equipment, Facilities

No new equipment or facilities are anticipated to be needed.

G. Accreditation

There is no professional accreditor for the proposed program.

III. NEW 5-YEAR COSTS & FUNDING SOURCES

NEW FIVE-YEAR COSTS		SOURCES OF FUNDING	
Faculty	\$310222	Formula Income	\$351,609
Program Administration	0	Statutory Tuition	
Graduate Assistants		Reallocation	56,100
Supplies & Materials		Designated Tuition	
Library & IT Resources		Other Funding:	
Equipment, Facilities		Tuition and Fees	\$1,795,000
Other (Benefits)	\$114,489		
Estimated 5-Year Costs	\$424711	Estimated 5-Year Revenues	\$2,202,709

Agenda Item No.

AGENDA ITEM BRIEFING

Submitted by: Mark J. Rudin, President
Texas A&M University-Commerce

Subject: Approval of a New Bachelor of Business Administration in Banking Degree Program and Authorization to Request Approval from the Texas Higher Education Coordinating Board

Proposed Board Action:

Approve the establishment of a New Degree Program at Texas A&M University-Commerce (A&M-Commerce) leading to a Bachelor of Business Administration in Banking, authorize the submission of this degree program to the Texas Higher Education Coordinating Board (THECB) for approval, and certify that all applicable THECB criteria have been met.

Background Information:

The College of Business at A&M-Commerce was approached by a group of approximately 20 Northeast Texas area community banks to assist them in filling employment challenges that they are facing. The need is for the university to develop work-ready graduates in community bank internal operations and compliance. The preference of these employers is to hire people from the area to work in these quality jobs in Northeast Texas. Currently, available university instruction in Texas is largely focused on different areas rather than the needs of the employers. Therefore, this proposed new program in Community Banking Operations and Compliance was developed to address this workforce demand.

A&M System Funding or Other Financial Implications:

After three years of operation, the program is anticipated to be financially self-sustaining. In the initial stages, the program is anticipated to receive approximately \$100,000 per year for three years from Northeast Texas area financial institutions.

Strategic Plan Imperative(s) this Item Advances:

This item will advance The Texas A&M University System's Strategic Plan Imperative 3: Students will leave the A&M System as responsible and engaged citizens prepared for successful careers in an increasingly global economy.

TEXAS A&M UNIVERSITY-COMMERCE

Office of the President

February 19, 2024

Members, Board of Regents
The Texas A&M University System

Subject: Approval of a New Bachelor of Business Administration in Banking Degree Program and Authorization to Request Approval from the Texas Higher Education Coordinating Board

I recommend adoption of the following minute order:

“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 Bachelor of Business Administration in Banking.

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.”

Respectfully submitted,

Mark J. Rudin
President

Approval Recommended:

Approved for Legal Sufficiency:

John Sharp
Chancellor

Ray Bonilla
General Counsel

Billy Hamilton
Deputy Chancellor and
Chief Financial Officer

James R. Hallmark, Ph.D.
Vice Chancellor for Academic Affairs

Texas A&M University-Commerce

Bachelor of Business Administration
with a major in Banking
(CIP 52.0803)

Program Review Outline

BACKGROUND & PROGRAM DESCRIPTION

Administrative Unit: College of Business, Department of Management and Economics

The vast majority of the banking instruction in Texas and the region is focused on commercial lending for larger institutions. Many offerings are one or two-week certificates as opposed to a full degree program and the related depth of instruction. The primary areas of focus for the Texas A&M University-Commerce (A&M-Commerce) program will be loan operations, deposit operations, branch management, internal audit, bank examinations, regulation and compliance, loan quality monitoring, financial technology, bank products, bank vendors, treasury management, and human resources and other areas related to internal operations of community banks.

The educational objectives will be to develop work-ready graduates for the region's community banking industry. In addition to general banking classes, specific instruction will be in Bank Operations and Internal Audit, Community Bank Products and Vendor Management, Banking Compliance and Regulation, and Credit and Loan Management. The College of Business is pleased to have this opportunity to collaborate with the regional banking industry and provide a great service to the region. The proposed program will facilitate the opportunity for graduates to enter quality jobs with respected employers and enjoy long-term work stability opportunities in the region while simultaneously serving the region's leading institutions who are facilitators of the Northeast Texas economy.

In addition to the A&M-Commerce core requirements and the College of Business core requirements, Banking students will be required to complete a minimum of 18 semester credit hours (SCH) in banking-specific instruction and electives. Six SCH will be in general overall banking, and 12 SCH will be specific to Community Bank Operations.

The proposed implementation date is fall 2024.

A&M-Commerce certifies that the proposed new degree program meets the criteria under the 19 Texas Administrative Code, Part 1, Subchapter 2, Section 2.117 regarding need, quality, financial and faculty resources, standards, and costs.

I. NEED

A. Employment Opportunities

The College of Business at A&M-Commerce was approached by a group of approximately 20 Northeast Texas area community banks seeking assistance in developing a program to educate work-ready graduates primed for careers in Community Banking Operations (in contrast to commercial lending or for larger or more national institutions). To date, 12

community banks have agreed to financially support the program annually for the first three years, demonstrating both an actual and practical need. It is anticipated that more than 20 community banks, agricultural (ag) credit, credit unions, and related vendors will make up the core annual financial supporters of the program. In addition to financial support, these banks and the Independent Bankers Association of Texas have agreed to actively partner to develop and oversee the curriculum, assuring current, quality, and relevant instruction. Student learning objectives, assurance of learning, and related direct and indirect measures will be woven into the fabric of the program.

Northeast Texas community banks (< \$5B Assets) are having difficulty recruiting area residents to work in these quality jobs in the region. While they can sometimes recruit from outside the area, these employees typically have a three-four-year tenure. When a certain experience level is achieved, these employees typically take other positions outside of the region, often near their original homes. It often takes 18 to 24 months to properly train these employees, making this cycle problematic. The community banks also find that when they hire employees from within the region to work in the region, they have extremely long tenures, often 15 years or more. Furthermore, these competitors typically do not hire each other's employees due to employee churn and confidentiality; they often participate in loans generated by the others as well as other factors. Therefore, this regional group of community banks approached the College of Business about jointly developing a community banking program to deliver work-ready graduates.

In addition to employment opportunities post-graduation, there will be multiple work opportunities for students in internships and part-time jobs. Multiple networking and recruiting events will take place during the school year, facilitating the employers getting to know the potential employees. One goal of the program is that many students will already have their employer identified and their job waiting for them upon graduation.

B. Projected Enrollment

The table below shows the estimated cumulative headcount for the first five years of the program.

	Year 1	Year 2	Year 3	Year 4	Year 5
Total New Students	25	20	25	25	25
Attrition	0	22	37	54	69
Cumulative Headcount	25	42	62	79	94
FTSE	20	34	50	63	75
Graduates	0	18	30	43	55

C. Existing State Programs

Several banking programs in Texas were interviewed, including representatives from Texas A&M University, Prairie View A&M University, Texas State University, and Southern Methodist University. Some of these institutions offer certificate programs in banking services as opposed to conferring a bachelor's degree. Additionally, these programs are highly focused on commercial lending for larger institutions.

There are also undergraduate banking programs offered by the following Texas public universities: Sam Houston State University, Stephen F. Austin State University, Texas

Southern University, Texas Tech University, and The University of Texas at Arlington. Additionally, two private Texas universities offer bachelor's degrees: Hardin-Simmons University and University of the Incarnate Word.

The proposed program would focus on community bank inside operations, a distinct difference and differentiator, in Texas and nationally. A list of recognized university instruction from the Texas Department of Banking can be found at the following link: [Banker Educational Opportunities | Texas Department of Banking](#).

II. QUALITY & RESOURCES

A. Faculty

The proposed program will utilize existing faculty and be supplemented with adjunct faculty with highly specific and relevant experience. A program leader with highly specific experience will be hired on a part-time basis and this person will also likely be the primary adjunct faculty member. One core faculty member will be allocated 100% to the new program and five support faculty members will allocate between 10 to 20% of their time to the new program.

B. Program Administration

No additional costs are required.

C. Other Personnel

No additional graduate assistants are required. The department currently has a sufficient number of graduate assistants to support the professors within this program.

D. Supplies, Materials

The department has sufficient supplies and materials to conduct the new degree program.

E. Library

No additional resources are necessary. Existing library and information technology resources are sufficient for the proposed program and meet the standards of the appropriate accrediting agencies.

F. Equipment, Facilities

No new equipment or facilities are anticipated to be needed.

G. Accreditation

The College of Business is accredited by the Association to Advance Collegiate Schools of Business. The new program will be included as part of that review (for the approximately 2028-29 academic year).

III. NEW 5-YEAR COSTS & FUNDING SOURCES

NEW FIVE-YEAR COSTS		SOURCES OF FUNDING	
Faculty	\$252,000	Net Formula Income	\$149,604
Program Administration/Clerical	\$407,802	Statutory Tuition	\$269,535
Graduate Assistants		Reallocation	\$269,500
Supplies & Materials		Designated Tuition	\$614,819
Library & IT Resources		Other Funding:	
Equipment, Facilities		3 rd Party Funding	300,000
Benefits	\$255,921		
Other: Scholarship/Recruiting/Marketing	\$125,000		
Estimated 5-Year Costs	\$1,040,723	Estimated 5-Year Revenues	\$1,603,458

AGENDA ITEM BRIEFING

Submitted by: Mark J. Rudin, President
Texas A&M University-Commerce

Subject: Approval of a New Bachelor of Science Degree Program in Anthrozoology and Authorization to Request Approval from the Texas Higher Education Coordinating Board

Proposed Board Action:

Approve the establishment of a new degree program at Texas A&M University-Commerce (A&M Commerce) leading to a Bachelor of Science (B.S.) degree in Anthrozoology, authorize the submission of this degree program to the Texas Higher Education Coordinating Board (THECB) for approval and certify that all applicable THECB criteria have been met.

Background Information:

The proposed B.S. in Anthrozoology is an interdisciplinary degree program that combines courses from a variety of disciplines, including animal and other life sciences, communication and leadership to provide students with a systems approach to studying the challenges and opportunities affecting current and future communication and interaction that humans have with animals. The program will be 120 semester credit hours (SCH), made up of 42 SCH of university core curriculum (18 SCH are required courses in the major), 50 SCH of major courses, 28 SCH of prescribed electives and 18 SCH for a minor. The minor will give students the chance to tailor their specific career objectives to their interests.

The proposed implementation date for the degree program is fall 2024.

The proposed program will be offered off-campus face-to-face at A&M-Commerce's Dallas location. The program will provide an educational opportunity that addresses a specific interest of students in Texas as well as a need identified by industry, consumers and trade partners. Presently, no Texas A&M University System (A&M System) member university offers a bachelor's degree in this field. The B.S. in Anthrozoology will offer students a new perspective on the diverse array of human and animal interactions, the importance of these relationships in numerous facets of modern life, and the role that human-animal interactions play in the economy and environment. The program will help in the recruitment and retention of students from all backgrounds and is applicable to Texans from rural and urban areas. It addresses a critical need of society. Graduates of the program will have an array of pathways to pursue their ambitions and interests through employment or further study.

A&M System Funding or Other Financial Implications:

The proposed program will utilize existing faculty, facilities and university resources. No additional A&M System funding implications will result from the new program's implementation.

Agenda Item No.
Agenda Briefing

Strategic Plan Imperative(s) this Item Advances:

Approval of this agenda item will advance A&M System Imperative 1: All qualified students will find a place in the A&M System and will have an array of pathways to pursue their ambitions and interests. This item also addresses Imperative 3: Students will leave the A&M System as responsible and engaged citizens prepared for successful careers in an increasingly global economy.

Agenda Item No.

TEXAS A&M UNIVERSITY-COMMERCE

Office of the President

February 6, 2024

Members, Board of Regents
The Texas A&M University System

Subject: Approval of a New Bachelor of Science Degree Program in Anthrozoology and
Authorization to Request Approval from the Texas Higher Education Coordinating
Board

I recommend adoption of the following minute order:

“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 Bachelor of Science in Anthrozoology.

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.”

Respectfully submitted,

Mark J. Rudin
President

Approval Recommended:

Approved for Legal Sufficiency:

John Sharp
Chancellor

Ray Bonilla
General Counsel

Billy Hamilton
Deputy Chancellor and
Chief Financial Officer

James R. Hallmark, Ph.D.
Vice Chancellor for Academic Affairs

Texas A&M University-Commerce

Bachelor of Science
with a major in Anthrozoology
(CIP 30.3401.00)

Program Review Outline

BACKGROUND & PROGRAM DESCRIPTION

Administrative Unit: College of Agricultural Sciences and Natural Resources

The proposed Bachelor of Science (B.S.) in Anthrozoology is an interdisciplinary degree program that will prepare students for diverse career opportunities working with animals, including opportunities in both the social and life sciences. Students will gain an applied, theoretical and well-rounded knowledge of all types of human-animal interactions while simultaneously expanding their communication and leadership skills.

This program will be guided by the following educational objectives:

1. Develop a foundational understanding of the principles and theories of human-animal interactions by describing key concepts such as the human-animal bond, historical perspectives on human-animal relationships and the role of animals in society.
2. Acquire basic knowledge in biological and physical sciences relevant to human-animal interactions and demonstrate an understanding of basic anatomy, physiology and behavior of companion, exotic and agriculturally relevant animals, as well as the fundamental concepts in ethology and animal welfare.
3. Develop critical thinking skills by analyzing case studies and real-world examples of human-animal interactions to critically evaluate the ethical, cultural and social dimensions of various human-animal relationships.
4. Gain proficiency in research methods used in human-animal interactions, including observational studies, surveys and experimental designs to demonstrate competence in data collection, analysis and interpretation.
5. Explore the diverse cultural perspectives on anthrozoology, considering how different societies perceive and interact with animals to compare attitudes towards animals and evaluate the impact of cultural practices on human-animal relationships.
6. Apply anthrozoological principles to real-world situations by engaging in internships or fieldwork.
7. Synthesize knowledge gained throughout the program to address complex issues in human-animal relations and demonstrate the ability to integrate interdisciplinary knowledge to analyze and propose solutions to contemporary issues in human-animal relations.
8. Demonstrate effective communication skills by presenting research findings and arguments related to human-animal interactions to a wide range of audiences.

This program requires students to complete 120 semester credit hours (SCH) consisting of 42 SCH of the core curriculum (18 SCH are required in the major), 50 SCH for the major, 28 SCH of prescribed electives, and 18 SCH for a minor. The curriculum includes courses in human-animal interactions/anthrozoology, animal science, leadership, and communications. The 50 SCH major is comprehensive and emphasizes the various facets of historical and modern human-animal

relationships that contribute to enterprise, industry and society. The 18 SCH minor allows students to tailor their degree to personal and professional interests.

The proposed implementation date is fall 2024.

Texas A&M University-Commerce (A&M-Commerce) certifies that the proposed new degree program meets the criteria under the 19 Texas Administrative Code, Part 1, Subchapter 2, Section 2.117 regarding need, quality, financial and faculty resources, standards, and costs.

I. NEED

A. Employment Opportunities

The diversity of the proposed degree program lends itself to many different career opportunities in life and social sciences. According to the Bureau of Labor Statistics (BLS), the category Professional, Scientific and Technical Services is one of the fastest growing disciplines, accounting for one in every 15 jobs in professional and business sectors. These jobs are expected to increase by 12% by 2031, well above the national expected average of 5%.

The proposed program in Anthrozoology would prepare students for research, teaching, consulting, education/outreach, and more in a variety of capacities. These career pathways are expected, per the BLS, to exceed the average growth by 2031. Science communication in general is a relatively new field of study or expertise and traditionally has encompassed a scientist trying to communicate science to the public or a person trained in public communication (e.g. journalist) trying to communicate science that they may not understand. However, all fields of science are recognizing the importance of science communication training in undergraduate and graduate programs (Brownell et. al. 2013), including specifically in the animal sciences (Capper and Yancey 2015). There is a growing need for people to not only serve as those communicators but also to train those in communication. The Anthrozoology proposed program allows students to fill many roles, including fulfilling this need for science communication. The future of biodiversity conservation in various capacities also relies on new generations of students to comprehend the biological principles and to be able to communicate these to the public in a compelling manner (Bickford et. al. 2012). Graduates may also work for larger companies performing outreach or public engagement, working for companies such as Tyson or Zoetis as social media managers and coordinators of public engagement, or for zoos or aquariums as education and outreach team members or within philanthropy programs.

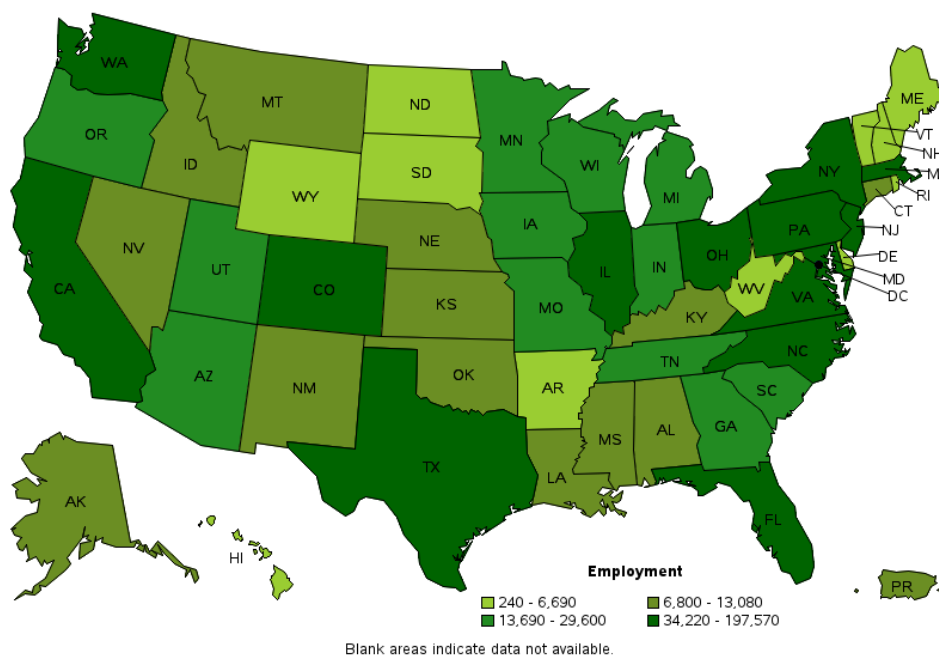
The following table shows the various industries and sectors that graduates of the proposed program would be prepared to enter.

Industries with the highest levels of employment in Life, Physical, and Social Science Occupations

Industry	Employment	Percent of industry employment	Hourly mean wage	Annual mean wage
Scientific Research and Development Services	200,190	23.06	\$ 48.40	\$ 100,670
Federal Executive Branch [Occupational Employment and Wage Statistics (OEWS) Designation]	146,780	7.04	\$ 43.93	\$ 91,370
Colleges, Universities, and Professional Schools	105,720	3.50	\$ 31.67	\$ 65,870
Local Government, excluding schools and hospitals (OEWS Designation)	94,990	1.77	\$ 35.82	\$ 74,510
State Government, excluding schools and hospitals (OEWS Designation)	90,550	4.27	\$ 32.66	\$ 67,930

Graduates of the program will also be able to enter various research fields. As the Anthrozoology program encompasses both the social and life sciences, many diverse options exist for research. All major career sectors, including government, industry and education, need researchers in both overarching disciplines. Students will be able to seek employment from the U.S. Department of Agriculture or other government bodies, within industry either within the animal sciences or as public outreach members, or within education fields for Kindergarten through grade 12 or higher education.

Employment of life, physical, and social science occupations, by state, May 2022



States with the highest employment level in Life, Physical, and Social Science Occupations:

State	Employment	Employment per thousand jobs	Location quotient	Hourly mean wage	Annual mean wage
California	197,570	11.20	1.26	\$ 46.74	\$ 97,210
Texas	94,350	7.26	0.82	\$ 38.01	\$ 79,060
New York	69,040	7.58	0.85	\$ 42.44	\$ 88,260
Massachusetts	63,790	17.89	2.01	\$ 49.40	\$ 102,760
Pennsylvania	54,840	9.44	1.06	\$ 36.50	\$ 75,920

B. Projected Enrollment

Table 1 provides enrollment projections and attrition rates for the first five years of the program. These estimates are based on student inquiries, trends in enrollment in programs in other states, comments from the program director at the nearest community college offering this major, as well as observation of enrollment and attrition with the College of Agricultural Sciences and Natural Resources over the past few years. Estimates are based on all students being enrolled full-time (12 or more semester hours).

Table 1. Enrollment Projections

	Year 1	Year 2	Year 3	Year 4	Year 5
Total New Students	15	20	25	30	35
Attrition	2	2	3	4	4
Cumulative Headcount	13	31	53	65	81
FTSE					
Graduates	0	0	0	15	26

C. Existing State Programs

There are currently no other B.S. in Anthrozoology programs in Texas. This program is unique to Texas and would be only one of a few programs in the U.S. focused on the relationships between humans and animals of all kinds, including wildlife, captive exotic animals, companion animals, and livestock. Although other programs exist such as General Studies degrees, this unique program leverages the interdisciplinary perspective to encompass the life sciences as well as the social sciences to generate a well-trained, diverse future workforce.

II. QUALITY & RESOURCES

A. Faculty

No new faculty are anticipated within the next five years.

B. Program Administration

No additional administrative costs will be required.

C. Other Personnel

No additional personnel are required to conduct the degree program.

D. Supplies, Materials

The annual cost of supplies and materials will be approximately \$1,000.

E. Library

There will be no additional annual cost for library resources.

F. Equipment, Facilities

No new equipment is required to conduct the program.

G. Accreditation

Additional accreditation is not required or available for an undergraduate degree in Anthrozoology, so no specialized industry or regional accreditation will be sought for the new degree program.

III. NEW 5-YEAR COSTS & FUNDING SOURCES

NEW FIVE-YEAR COSTS		SOURCES OF FUNDING	
Faculty (reallocated)	\$370,189	Formula Income	\$ 269,865
Program Administration	\$0	Statutory Tuition	\$1,756,194
Graduate Assistants	\$0	Reallocation	\$409,259
Supplies & Materials	\$0	Designated Tuition	0
Library & IT Resources	\$0	Other Funding:	0
Equipment, Facilities	\$0		
Clerical/Staff	\$39,069		
Benefits	\$126,903		
Estimated 5-Year Costs	\$ 536,161	Estimated 5-Year Revenues	\$ 2,435,318

Agenda Item No.

AGENDA ITEM BRIEFING

Submitted by: Mark J. Rudin, President
Texas A&M University-Commerce

Subject: Approval of a New Master of Science in Nutrition Degree Program and Authorization to Request Approval from the Texas Higher Education Coordinating Board

Proposed Board Action:

Approve the establishment of a new degree program at Texas A&M University-Commerce (A&M-Commerce) leading to a Master of Science (M.S.) in Nutrition, authorize the submission of this degree program to the Texas Higher Education Coordinating Board (THECB) for approval and certify that all applicable THECB criteria have been met.

Background Information:

The proposed M.S. in Nutrition reinforces the importance of nutrition for health promotion, fitness and disease prevention. The program will provide students with the knowledge and skills required to pursue a career in health promotion and disease prevention through nutritional education and behavioral change. Courses in the program will explore topics such as nutrition and metabolism, community nutrition, nutrition education and counseling, nutrition therapy, management theories, professional practice, and research and statistical analysis. Graduates will be prepared to seek employment in a variety of settings, including schools, sports nutrition, corporate wellness, public health, private practice, community nutrition, education, research, and culinary nutrition. Students will complete experiential learning projects that will develop the skills required to elevate into positions of leadership within the nutrition and dietetics field. Graduates of the M.S. in Nutrition program will have the necessary skills to drive innovative nutrition-based solutions that improve quality of life for all Texans. While recruiting nationally, this program will provide an educational destination for graduates from the A&M-Commerce Bachelor of Science in Nutrition program who want to pursue careers as Registered Dietitians (RD), as a graduate degree is now required for this professional certification. The new program addresses significant job-market needs, as the projected annual need for additional RD approaches 500 for Texas and 5,600 nationally.

A&M System Funding or Other Financial Implications:

New costs during the first five years of the program will not exceed \$2 million. The Budget Office at A&M-Commerce evaluated the proposed program and determined that its implementation is financially feasible. Funding for the M.S. in Nutrition program will be provided through the reallocation of current funding and future revenue. Program implementation will not require additional facilities or equipment.

Strategic Plan Imperative(s) this Item Advances:

The M.S. in Nutrition ties to The Texas A&M University System's (A&M System) Strategic Plan imperative 5. The A&M System will provide services that respond to the needs of the people of Texas and contribute to the strength of the state's economy.

Agenda Item No.

TEXAS A&M UNIVERSITY-COMMERCE

Office of the President

February 5, 2024

Members, Board of Regents
The Texas A&M University System

Subject: Approval of a New Master of Science in Nutrition Degree Program and Authorization to Request Approval from the Texas Higher Education Coordinating Board

I recommend adoption of the following minute order:

“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 Nutrition.

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.”

Respectfully submitted,

Mark J. Rudin
President

Approval Recommended:

Approved for Legal Sufficiency:

John Sharp
Chancellor

Ray Bonilla
General Counsel

Billy Hamilton
Deputy Chancellor and
Chief Financial Officer

James R. Hallmark, Ph.D.
Vice Chancellor for Academic Affairs

Texas A&M University-Commerce
Master of Science
with a major in Nutrition
(CIP 30.1901.00)

Program Review Outline

BACKGROUND & PROGRAM DESCRIPTION

Administrative Unit: College of Education and Human Services, Department of Health and Human Performance

The M.S. in Nutrition is a program for students interested in pursuing a career in health promotion and disease prevention through nutritional education and behavioral change. Courses in this program explore topics such as nutrition and metabolism, community nutrition, nutrition education and counseling, nutrition therapy, management theories, professional practice, and research and statistical analysis. Graduates will be prepared to seek employment in a variety of settings, including hospitals, schools, sports administration, corporate wellness, public health, private practice, community nutrition, education, research, and culinary nutrition.

The proposed program will offer an accessible, relatively affordable pathway to a career in dietetics, public health, or private practice for students. This student-centered program addresses the important needs of medical institutions, which have significant economic impacts on the state and nation. This fully online degree program will equip students with the knowledge, skills and relevant experiences required to “close the gap” and achieve social mobility. The proposed program includes several educational goals. Specifically, this program will be evaluated on its ability to equip students with skills such as critical thinking, written communication, oral communication, empirical and quantitative skills, personal responsibility, ethical and social responsibility, cultural competence, discipline-specific knowledge, , and digital technology.

The program consists of 30 semester credit hours (SCH). Students will complete 21 SCH of required/core coursework. These courses will explore topics such as nutrition and metabolism, community nutrition, nutrition education and counseling, nutrition therapy, management theories, professional practice, and research and statistical analysis. Beyond the core courses, students will have one of two options. Students will complete their degree requirements with 9 SCH of elective courses expanding on topics such as public health, nutrition policy, and sports nutrition. Additionally, students will be able to explore their own independent studies and other special topics. The curriculum is informed by the Accreditation Council for Education in Nutrition and Dietetics (ACEND) and aligns with those of other peer universities. Specifically, graduates who have completed a dietetic internship will be prepared and eligible to sit for the Registered Dietitian Examination, as a graduate degree is required for this professional certification examination. Graduates from the M.S. in Nutrition program will have the necessary skills to drive innovative nutrition-based solutions that improve quality of life for all Texans.

The proposed implementation date is spring 2025.

Texas A&M University-Commerce (A&M-Commerce) certifies that the proposed new degree program meets the criteria under the 19 Texas Administrative Code, Section 2.117 regarding need,

quality, financial and faculty resources, standards, and costs. New costs during the first five years will not exceed \$2 million.

I. NEED

A. Employment Opportunities

The U.S. Bureau of Labor Statistics projects an increase of 7% in the labor market’s need for dietitians and nutritionists from 2022 through 2032. This rate of job growth is described as faster than average, with a projected 5,600 annual job openings for dietitians and nutritionists in the same period. The projected growth for dietitians and nutritionists in Texas is 21% during the 2020-2030 time period. This translates to approximately 480 projected annual job openings for nutritionists and dietitians in the state.

The newly adopted policy by the Commission on Dietetic Registry mandates that prospective Registered Dietitians complete a graduate degree prior to meeting eligibility requirements to take the registration examination for dietitians. This program will provide prospective dietitians an educational opportunity to pursue a career as a Registered Dietitian. There are a variety of career paths available with a graduate degree in Nutrition. A few specialties that graduates can pursue include clinical dietitian, community dietitian/nutritionist, management dietitian, sports dietitian, wellness coach, and epidemiologist. Graduates may go on to work in a variety of settings including hospitals, schools, sports administration, corporate wellness, public health, private practice, community nutrition, education, research, and culinary nutrition.

B. Projected Enrollment

The following enrollment projections are based on demonstrable student demand based on several factors including continued interest in allied health careers inclusive of nutrition. Note that this program will be offered 100% online and can be completed within one year, a unique offering among higher education institutions in Texas.

Table1. Enrollment Projections

	Year 1	Year 2	Year 3	Year 4	Year 5
Total New Students	10	10	12	15	18
Attrition	1	1	1	2	2
Cumulative Headcount	10	12	15	21	22
Full-time Student Equivalent (FTSE)*	17	20	25	35	37
Graduates	7	8	8	15	15

* FTSE was calculated with the assumption that 70% of students would enroll full-time, and 30% would enroll part-time. Estimated values for FTSE were rounded down to provide conservative estimates.

This process was informed by the University Budget Office. The formula used for FTSE is below:

$$FTSE = (\text{Headcount} \times 0.7 \times 2) + (\text{Headcount} \times 0.3 \times 1)$$

C. Existing State Programs

The Texas Higher Education Coordinating Board's degree program search lists 18 universities and health-related institutions that offer undergraduate and/or graduate-level programs that fit within the discipline of nutrition. The closest institutions to A&M-Commerce are Texas Woman's University in Denton and Texas Christian University in Fort Worth. However, program delivery for those institutions is primarily in person with some online course options. The proposed program will be offered 100% online, making it accessible to Texans and out-of-state residents, regardless of their location. The proposed online M.S. in Nutrition would provide students with the ability to pursue the degree at an accelerated pace and the degree requirements could be completed within one calendar year.

II. QUALITY & RESOURCES

A. Faculty

The proposed program will have sufficient core and support faculty to teach the scope of the discipline, consistent with similar programs in Texas and the U.S. The program will have one core faculty and two supporting faculty. There are no plans to hire any additional faculty in the next five years.

This program's implementation will occur by reallocating faculty workloads without additional costs. Katharine Halfacre, PhD, will serve as program coordinator and core faculty for the program. Dr. Halfacre holds a PhD in Nutrition and Hospitality Management, with an emphasis in Sports Nutrition, from the University of Mississippi. Dr. Halfacre also completed two years of post-doctoral training at Mississippi State University, where she served as project coordinator and head of research for the Center for Disease Control and Prevention's High Obesity Program titled AIM for CHangE. Dr. Halfacre possesses a depth and breadth of relevant knowledge and experiences to lead the M.S. in Nutrition program.

B. Program Administration

The Budget Office at A&M-Commerce evaluated the program and determined that its implementation is financially feasible. Funding for the administration of the M.S. in Nutrition program will be provided through the reallocation of current funding. The program will fit into the current administrative structure of A&M-Commerce and the Department of Health and Human Performance. The program will utilize existing personnel, facilities, and resources.

C. Other Personnel

Other personnel will not be required.

D. Supplies, Materials

There are no anticipated costs for supplies and materials.

E. Library

The Dean of Libraries provided a statement indicating that the current collection of Nutrition resources combined with additional multidisciplinary databases are adequate to support the new program.

F. Equipment, Facilities

No new equipment or facilities will be needed to offer this program.

G. Accreditation

The Department of Health and Human Performance is currently pursuing accreditation for the B.S. in Nutrition program from the Accreditation Council for Education in Nutrition and Dietetics (ACEND). The proposed M.S. program will not require ACEND accreditation.

II. NEW 5-YEAR COSTS & FUNDING SOURCES

NEW FIVE-YEAR COSTS		SOURCES OF FUNDING	
Faculty	\$434,678	Formula Income	\$103,511
Program Administration	\$18,214	Statutory Tuition	\$120,000
Graduate Assistants		Reallocation	---
Supplies & Materials		Designated Tuition	\$263,232
Library & IT Resources		Other Funding:	
Equipment, Facilities		00	
Bad Debt	\$12,700	Graduate Differential Tuition (Less mandatory set-asides)	\$27,434
Other		Distance Ed Fee	\$120,000
Benefits	\$173,871		
Estimated 5-Year Costs	\$639,463	Estimated 5-Year Revenues	\$634,177

Note: The institution estimates that the funding will cover the costs beginning in year six and exceed the costs in year seven.

Agenda Item No.

TEXAS A&M UNIVERSITY-CORPUS CHRISTI

Office of the President

February 26, 2024

Members, Board of Regents
The Texas A&M University System

Subject: Approval of Academic Tenure, May 2024,
Texas A&M University-Corpus Christi

I recommend adoption of the following minute order:

“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-Corpus Christi as set forth in the exhibit, Tenure List No. 24-03.”

Respectfully submitted,

President

Approval Recommended:

Approved for Legal Sufficiency:

John Sharp
Chancellor

Ray Bonilla
General Counsel

Billy Hamilton
Deputy Chancellor and
Chief Financial Officer

James R. Hallmark, Ph.D.
Vice Chancellor for Academic Affairs

**TEXAS A&M UNIVERSITY-CORPUS CHRISTI
BACKGROUND OF FACULTY
RECOMMENDED FOR ACADEMIC TENURE
TENURE LIST NO. 24-03**

ITEM
EXHIBIT

COLLEGE OF BUSINESS

<u>Name</u>	<u>Present Rank Department</u>	<u>Yrs. Towards Tenure*</u>		<u>Effective Date Tenure</u>
		<u>Univ.</u>	<u>Other Inst.</u>	
Dr. Matthew W. Starliper	Assistant Professor Accounting, Finance, and Business Law	5	0	Upon Approval by the Board
Ph.D. (2018)	University of Massachusetts Amherst			
Fa 2018 – Present	Texas A&M University-Corpus Christi	Assistant Professor		
<p>Dr. Matthew Starliper’s research focuses on judgment and decision-making in accounting, particularly on how language and communication methods impact investors’ perceptions of voluntary and non-voluntary financial disclosures. Dr. Starliper has published four peer-reviewed journal articles and has completed four additional articles in the review process. In addition, he has participated in and presented at several conferences and received the College Research Enhancement Award twice. He has been an ad hoc reviewer for two high-quality peer-reviewed journals.</p> <p>Dr. Starliper teaches financial, managerial and cost accounting at the undergraduate and graduate levels, consistently receiving very high student ratings, and he won the College of Business Excellence in Teaching Award 2021-22. He serves as the faculty advisor for the Student Accounting Society. He has served on university and college-level committees and task forces.</p> <p>To the best of our knowledge, Dr. Starliper 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 <i>12.01</i>, Section 4.3.</p>				

<u>Name</u>	<u>Present Rank Department</u>	<u>Yrs. Towards Tenure*</u>		<u>Effective Date Tenure</u>
		<u>Univ.</u>	<u>Other Inst.</u>	
Dr. Ahmed H. Kamara	Assistant Professor Decision Sciences and Economics	5	0	Upon Approval by the Board
Ph.D. (2017)	Texas Tech University, Lubbock			
Fa 2018 – Present	Texas A&M University-Corpus Christi	Assistant Professor		
<p>Dr. Ahmed H. Kamara studies macroeconomics, monetary economics and fiscal policy. His most recent work includes a grant-funded study, “The Environmental and Economic Impacts of the Grand Ethiopian</p>				

Renaissance Dam.” He has published eight peer-reviewed journal articles, presented at 11 conferences, and served as a Principal Investigator (PI) for a \$10,000 interdisciplinary grant. He has received the College of Business Research Enhancement Grant twice.

Dr. Kamara teaches courses in economics, data analysis, statistics, and monetary and financial institutions at the graduate and undergraduate levels, with an average student rating of 4.7 out of 5. He teaches first-year students in the learning communities program and serves as moderator for the first-year research conference. He has served on several college-level committees.

To the best of our knowledge, Dr. Kamara 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.

<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. Rusty V. Karst	Assistant Professor Management and Marketing	5	2	Upon Approval by the Board
Ph.D. (2016)	University of North Texas			
Fa 2016 – Sp 2018 Fa 2018 – Present	Texas A&M University-Kingsville Texas A&M University-Corpus Christi	Assistant Professor Assistant Professor		

Dr. Rusty V. Karst’s research is predominantly centered on management and strategy in an international business context. He has published eight peer-reviewed journal articles; he is the first author of five of those. He has presented his work at conferences and serves as a reviewer for the International Business Review.

Dr. Karst teaches a broad range of undergraduate and graduate courses in management, including entrepreneurship, organizational behavior, business strategy, multinational management, and others. He includes high-impact practices such as business simulations and collaborative projects to improve student learning. His student ratings are consistently high. He has served on multiple university and college-level committees.

To the best of our knowledge, Dr. Karst 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.

<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. Jennifer Fries Taylor	Assistant Professor Management and Marketing	5	5	Upon Approval by the Board
Ph.D. (2011)	Georgia State University, Atlanta			

Su 2010 – Sp 2011 Su 2011 – Fa 2014 Sp 2016 – Sp 2017 Fa 2018 – Present	George Gwinnett College, Lawrenceville University of Alabama at Birmingham Texas A&M University-Kingsville Texas A&M University-Corpus Christi	Assistant Professor Assistant Professor Assistant Professor Assistant Professor
<p>Dr. Jennifer Fries Taylor’s research revolves around prolonged change management at both the organizational and individual levels and focuses on issues surrounding inter-organizational governance, consumer coproduction habit formation, prolonged service design, and value creation. She also explores issues surrounding consumer privacy. She has published four peer-reviewed journal articles and has one more accepted. She has presented her work at seven conferences. She was awarded Best Paper in Services Marketing in 2023 by the Society for Marketing Advances.</p> <p>Dr. Taylor teaches various undergraduate marketing courses, including consumer behavior, marketing research and analytics, retail management, and social entrepreneurship. She receives consistently high student ratings. In 2023, she won the Teaching Excellence Award in the College of Business. Her service includes college and university-level committees, national boards, and pro-bono consulting for local small businesses and non-profits.</p> <p>To the best of our knowledge, Dr. Taylor 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 <i>12.01</i>, Section 4.3.</p>		

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. Debra Plowman	Assistant Professor Curriculum, Instruction, and Learning Sciences	5	0	Upon Approval by the Board
Ph.D. (2005)	The University of Texas at Austin			
Fa 2018 – Present	Texas A&M University-Corpus Christi	Assistant Professor		
<p>Dr. Plowman’s research focuses on teachers’ perceptions of student work and relationships between professional development design and teacher content knowledge gains in science and mathematics. She focuses on students’ thinking about fractions, proportional reasoning and algebraic reasoning in the middle grades. Dr. Plowman has published three peer-reviewed journal articles, two book chapters, and one conference proceeding chapter. She has another two articles and a book chapter under review.</p> <p>Dr. Plowman teaches undergraduate and graduate mathematics and teacher education courses for two departments (CILS and Mathematics and Statistics). Her student evaluations are very good. She teaches with a student-centered paradigm, focused on improving pre-service teachers' understanding and ability to teach mathematics. Dr. Plowman’s service focuses on being a director (2018-present) for the Coastal Bend Regional Science Fair (CBRSF), although she also works in the community with teachers, advises the Student Council for Mathematics and Science Teachers, and takes on additional college, university, and professional service opportunities.</p> <p>To the best of our knowledge, Dr. Plowman 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 <i>12.01</i>, Section 4.3.</p>				

COLLEGE OF ENGINEERING AND COMPUTER SCIENCE

<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. Jose A. Baca Garcia	Assistant Professor Engineering	6	0	Upon Approval by the Board
Ph.D. (2011)	Technical University of Madrid, Spain			
Fa 2017 – Present	Texas A&M University-Corpus Christi	Assistant Professor		
<p>Dr. Jose A. Baca Garcia’s research interests include the development and integration of modular robots and modular mechatronic systems across different domains including unmanned autonomous systems, space, geospatial technologies, and others. He has been involved in projects funded by federal agencies including NASA, the Office of Naval Research and the National Science Foundation. Dr. Baca Garcia has published five peer-reviewed journal articles and collaborated in 43 grant pre-proposals and proposals, where 14 applications have been funded as PI, co-PI, and senior personnel, totaling over \$7,690,754.00. Based on his participation in these projects, he is responsible for \$1,096,641.50 in research funding.</p> <p>Dr. Baca Garcia teaches undergraduate and graduate courses, has mentored 20 undergraduate research projects, and served on or chaired five dissertation committees. His capstone students have won awards at the NASA Design Challenge for several years. He has every level of service, spanning from university and college committees to NSF panels. He advises student teams and organizations and established an after-school robotics program.</p> <p>To the best of our knowledge, Dr. Baca Garcia 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 <i>12.01</i>, Section 4.3.</p>				

COLLEGE OF LIBERAL ARTS

<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. Sinae Lee	Assistant Professor English	5	0	Upon Approval by the Board
Ph.D. (2016)	Georgetown University, Washington, DC			
Fa 2018 – Present	Texas A&M University-Corpus Christi	Assistant Professor		
<p>Dr. Sinae Lee’s scholarship reflects a commitment to advancing sociolinguistic knowledge in language variation and change while championing its interdisciplinary potential. She has published five peer-reviewed journal articles and one conference proceeding and presented four papers and two posters at national and international conferences. In addition, she has served as a co-PI on a \$10,000 grant and served as a journal reviewer.</p>				

Dr. Lee teaches undergraduate and graduate courses in linguistics, applied linguistics, sociolinguistics, grammar, and discourse analysis. Her student evaluations are consistently very high. She has demonstrated dedication to student learning and success, ensuring her courses are well organized and scaffolded, but challenging. Her service ranges from department to professional and community.

To the best of our knowledge, Dr. Lee 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.

<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. Jarred Wiehe	Assistant Professor English	5	0	Upon Approval by the Board
Ph.D. (2018)	University of Connecticut			
Fa 2018 – Sp 2019 Fa 2019 – Present	Texas A&M University-Corpus Christi Texas A&M University-Corpus Christi	Visiting Assistant Professor Assistant Professor		

Dr. Jarred Wiehe’s research focuses on restoration and eighteenth-century British literature, drama, performance studies, queer theory, gender and sexuality studies, and disability studies. He has published five peer-reviewed journal articles as well as shorter entries, reviews, and “state of the field” essays, and presented at professional conferences. He was invited to present at UCLA’s Center for 17th- & 18th-Century Studies and just completed a residential fellowship at Yale University’s Lewis Walpole Library.

Dr. Wiehe teaches undergraduate and graduate courses in British literature and writing and has advised graduate exams and one thesis. He uses social media technology such as Twitch to recruit and engage students and won CLA’s 2020 Digital Innovator of the Year award for this work. Dr. Wiehe’s service activities are many and span from department to professional-level commitments.

To the best of our knowledge, Dr. Wiehe 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.

<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. Daniel J. Bartholomay	Assistant Professor Psychology & Sociology	4	0	Upon Approval by the Board
Ph.D. (2019)	University of Wisconsin-Milwaukee			
Fa 2019 – Present	Texas A&M University-Corpus Christi	Assistant Professor		

Dr. Daniel J. Bartholomay’s research focuses on the sociology of social inequalities, gender, sexuality, marriage, family, and health. He has published four peer-reviewed journal articles, has a fifth accepted and a book project

under contract. He has secured \$20,000 in internal research funding and co-authored an NSF proposal for \$376,965 to support undergraduate research.

Dr. Bartholomay teaches undergraduate courses in sociology, including social problems and the sociology of sexuality, and earns very high student evaluations. He has mentored three McNair and two honors students. He uses service-learning projects to engage students in real-world situations. He is committed to several service activities at all levels, including the university's Affordable Learning Tools Committee.

To the best of our knowledge, Dr. Bartholomay 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.

<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. Susanna Afra Maria Rijkhoff	Assistant Professor Social Sciences	4	1	Upon Approval by the Board
Ph.D. (2015)	Washington State University			
Fa 2017 – Sp 2019 Fa 2019 – Present	University of Calgary Texas A&M University-Corpus Christi	Post-Doctoral Fellow Assistant Professor		

Dr. Susanna A. M. Rijkhoff's research focuses on political behavior, public opinion and communication. Her research is interdisciplinary, drawing from political science and social psychology to better understand the causes of attitudes such as cynicism and its effects on political behavior. She published six peer-reviewed journal articles and three peer-reviewed book chapters. She also has been awarded two external grants and six internal grants.

Dr. Rijkhoff teaches undergraduate courses in political science, including campaigns, elections and political parties, and earns high student evaluations. She uses parliamentary-style discussion and written reflections to promote critical thinking. Dr. Rijkhoff's service ranges from department to university. She won the Pi Sigma Alpha National Political Science Honor Society award as best chapter advisor.

To the best of our knowledge, Dr. Rijkhoff 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.

<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. Deborah Ann Sibila	Assistant Professor Social Sciences	5	0	Upon Approval by the Board
Ph.D. (2016)	Sam Houston State University			

Fa 2018 – Su 2020 Fa 2020 – Present	Texas A&M University-Corpus Christi Texas A&M University-Corpus Christi	Assistant Professional Professor Assistant Professor
<p>Dr. Deborah Ann Sibila’s research interests include policing, intimate relationship violence and immigrant and gender offending/victimization-related issues. Dr. Sibila has published five peer-reviewed journal articles with another accepted for publication. She is a member of the Institute for Predictive Analytics in Criminal Justice (IPAC), a research initiative of the Texas A&M University System at Tarleton State University whose mission is to advance research in criminal justice through the analysis of data to develop and implement evidence-based-policy and practices.</p> <p>Dr. Sibila teaches criminological theory, research methods, organized crime, victimology, and intimate relationship violence, among other courses. She uses guest speakers and role-playing to engage students in the subject matter. Her student evaluations are generally very good. Her service includes Sexual Assault Advocate Training, mentoring two student groups, and helping with the green zone training for faculty working with veteran students.</p> <p>To the best of our knowledge, Dr. Sibila 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 <i>12.01</i>, Section 4.3.</p>		

COLLEGE OF NURSING AND HEALTH 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. Heather DeGrande	Assistant Professor Nursing Practice	5	0	Upon Approval by the Board
Ph.D. (2017)	Texas Women’s University, Denton			
Sp 2018 – Present	Texas A&M University-Corpus Christi	Assistant Professor		
<p>Dr. Heather DeGrande’s research focuses on nurses as caregivers, the transition from student to practicing nurse, and nurse education. She has published seven peer-reviewed journal articles and one book chapter and served as PI or co-PI on four external and four internal grants.</p> <p>Dr. DeGrande teaches undergraduate and graduate didactic and clinical courses including care of adults, pathophysiology/pharmacology, and wellness and health promotion, among others. She has used artificial intelligence, gamification and service-learning projects to engage students. She has served as faculty-in-residence and grant evaluator and has participated in community career days at local schools.</p> <p>To the best of our knowledge, Dr. DeGrande 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 <i>12.01</i>, Section 4.3.</p>				

SCHOOL OF ARTS, MEDIA, & COMMUNICATION

<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>	
Ms. Alexandria Canchola	Assistant Professor Art & Design	4	0	Upon Approval by the Board
M.F.A. (2018)	University of Texas Rio Grande Valley			
Sp 2019 – Present	Texas A&M University-Corpus Christi	Assistant Professor		
<p>Ms. Alexandria Canchola is a Texas-based designer and illustrator. Her art has shown in seven solo and five group juried exhibitions. Her portfolio includes commissioned design and illustration projects for prestigious clients such as Ulta Beauty, The Washington Post, and the McNay Art Museum. Her grant-funded research totals over \$80,000, and she has won 10 international, 11 national, three District-10, and 14 local awards. In 2018, she completed residencies at Otis College of Art and Design in Los Angeles, California, and Zea Mays Printmaking in Florence, Massachusetts.</p> <p>Ms. Canchola teaches graphic design courses in concept and making, publication design, client solutions, and portfolio and professional practices, among others. She brings industry experience into the classroom. Her student evaluations are consistently very high, and her students have won more than 50 awards. She has a tremendous amount of service work, including on-campus and off-campus commitments.</p> <p>To the best of our knowledge, Ms. Canchola 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 <i>12.01</i>, Section 4.3.</p>				

<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>	
Mr. Gabriel Duran	Assistant Professor Communication & Media	4	1	Upon Approval by the Board
M.F.A. (2015)	University of Texas at Arlington			
Fa 2017 – Sp 2019 Fa 2019 – Present	University of North Texas Texas A&M University-Corpus Christi	Lecturer Assistant Professor		
<p>Mr. Gabriel Duran is a writer, director, producer, and editor of films that have garnered him screenings and honors at state, national, and international festivals. He has written three scripts, created three short films, and is working on some films in production. He has won awards for best script, best short film, and best director.</p> <p>Mr. Duran teaches media production, screenwriting, and intermediate and advanced film production. His teaching is innovative and adaptive to students' needs and growth and includes fundraising for the films they produce. His service includes advising the film club, serving as media coordinator, and taking students and their films to festivals. He dedicates time to Latino-based events and the arts in the state.</p>				

To the best of our knowledge, Mr. Duran 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.

<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. Kellie W. Smith	Assistant Professor Communication & Media	5	0	Upon Approval by the Board
Ph.D. (2018)	Texas A&M University			
Fall 2018 – Present	Texas A&M University-Corpus Christi	Assistant Professor		
<p>Dr. Kellie W. Smith's research focuses on health communication, specifically concentrating on end-of-life communication and how it relates to caregiver wellness and caregiver burden. She has published one peer-reviewed journal article and two peer-reviewed book chapters, has three articles in progress, and has presented at six national, eight regional, and four state/A&M System conferences.</p> <p>Dr. Smith teaches undergraduate courses in business and professional communication, leadership, and organizational communication. She applies clear expectations, corporate experience, and backward design to engage her students. Her student evaluations are excellent. As the Director of the Center for Faculty Excellence for her entire pre-tenure employment, she has led and participated in countless professional development events, including the ACUE trainings. Her service extends from department to professional and community service.</p> <p>To the best of our knowledge, Dr. Smith 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 <i>12.01</i>, Section 4.3.</p>				

COLLEGE OF SCIENCE

<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. Sharon M. Derrick	Assistant Professor Life Sciences	5	0	Upon Approval by the Board
Ph.D. (2001)	Texas A&M University			
Fa 2018– Present	Texas A&M University-Corpus Christi	Assistant Professor		
<p>Dr. Sharon M. Derrick's research interests include the identification of human remains, computer-assisted radiographic comparison methods, and the development of statistical database tools to support identification at medical examiner offices. She serves as director of the Tidal Forensic Anthropology Services. She has published four peer-reviewed journal articles and served as PI or co-PI on \$1,758,571 in external funding and served as PI on \$43,105 in internal funding.</p>				

Dr. Derrick teaches undergraduate and graduate courses and has mentored and chaired Master of Science students. She utilizes hands-on learning with sanitized human skeletons and has developed new courses in forensic anthropology. Her student ratings are very high. Her service and professional experience include processing remains and providing expert court testimony.

To the best of our knowledge, Dr. Derrick 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.

<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. Frauke Seemann	Assistant Professor Life Sciences	5	0	Upon Approval by the Board
Ph.D. (2013)	University Le Havre, France			
Fa 2018 – Present	Texas A&M University-Corpus Christi	Assistant Professor		

Dr. Frauke Seemann’s research focuses on how exogenous stressors can modify and interfere with the fitness of species populations and the integrity of ecosystems within an aquatic environment. She has published 10 peer-reviewed journal articles and has served as PI or co-PI for 19 grants, earning \$2,474,123 in funding.

Dr. Seemann teaches human genetics, endocrinology, and genetics at the undergraduate level and has mentored Master of Science students. She uses discovery-based learning and the flipped classroom model to engage students. Her student evaluations are consistently good. Dr. Seemann’s service spans all levels and includes directing the Science Olympiad and serving as an NIH review panel member.

To the best of our knowledge, Dr. Seeman 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.

<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. Mallikarjunaiah S. Muddamallappa	Assistant Professor Mathematics and Statistics	5	0	Upon Approval by the Board
Ph.D. (2015)	Texas A&M University			
Fa 2018 – Present	Texas A&M University-Corpus Christi	Assistant Professor		

Dr. Mallikarjunaiah S. Muddamallappa’s research focuses on the development and application of mathematical models in fracture mechanics, or the mechanics of elastic materials such as aluminum and gum metals under

various temperatures. He has published 16 peer-reviewed journal articles and served as co-PI for an NSF grant earning \$224,848.

Dr. Muddamallappa has taught several undergraduate and graduate courses, including Calculus II and III, numerical methods, and finite elements methods, applying technology to assist him in his teaching. He has advised three Master of Science students. His student evaluations are consistently positive. Dr. Muddamallappa's service is focused on the department but includes co-organizing two professional conferences.

To the best of our knowledge, Dr. Muddamallappa 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.

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

Agenda Item No.

AGENDA ITEM BRIEFING

Submitted by: Kelly M. Miller, President
Texas A&M University-Corpus Christi

Subject: Granting of Faculty Development Leave for FY 2025,
Texas A&M University-Corpus Christi

Proposed Board Action:

Authorize faculty development leave for FY 2025 at Texas A&M University-Corpus Christi (A&M-Corpus Christi).

Background Information:

System Policy [31.03, *Leaves of Absence*](#), and System Regulation [12.99.01, *Faculty Development Leave*](#), require that a recommendation for faculty development leave be submitted by the university president to the chancellor for recommendation to the Board of Regents for approval. At A&M-Corpus Christi, the application is submitted with support of the academic department, college dean, university development leave committee (elected by the general faculty), provost and executive vice president for academic affairs, and president.

As shown in the exhibit, A&M-Corpus Christi requests approval for faculty development leave for six faculty members for FY 2025.

A&M-Corpus Christi is in compliance with the statutory requirement that no more than six percent of eligible faculty be on development leave at any time.

A&M System Funding or Other Financial Implications:

No additional funding is required. Departmental faculty members are assuming the recommended faculty members' teaching loads by adjusting course offerings for the next academic year.

Strategic Plan Imperative(s) this Item Advances:

The granting of faculty development leave allows for the promotion of the fourth imperative increasing prominence by building a robust and targeted research portfolio.

Agenda Item No.

TEXAS A&M UNIVERSITY-CORPUS CHRISTI

Office of the President

February 23, 2024

Members, Board of Regents
The Texas A&M University System

Subject: Granting of Faculty Development Leave for FY 2025,
Texas A&M University-Corpus Christi

I recommend adoption of the following minute order:

“The Board of Regents of The Texas A&M University System, in accordance with System Policy 31.03, System Regulation 12.99.01 and Sections 51.101-108 of the Texas Education Code, authorizes faculty development leave to the faculty members as shown in the attached exhibit, Faculty Development Leave List FY 2025, Texas A&M University-Corpus Christi.”

Respectfully submitted,

Kelly M. Miller
President

Approval Recommended:

Approved for Legal Sufficiency:

John Sharp
Chancellor

Ray Bonilla
General Counsel

Billy Hamilton
Deputy Chancellor and
Chief Financial Officer

James R. Hallmark, Ph.D.
Vice Chancellor for Academic Affairs

**FACULTY DEVELOPMENT LEAVE LIST
FY 2025
TEXAS A&M UNIVERSITY-CORPUS CHRISTI**

Name/ Title/ Department	Years of A&M- Corpus Christi Tenured, Tenure- Track Service	Semester of Leave	Location, Brief Description of Leave and Benefit to University
COLLEGE OF BUSINESS			
H. Swint Friday Professor Accounting, Finance, and Business Law	24	Fall 2024	Dr. Friday will split his leave between Istanbul, Turkey, and Corpus Christi, Texas. He will research the influence of external debt and the shadow economy on environmental quality and the utilization of coal as an energy source for India and China. The results will be submitted for publication in a highly ranked academic journal. Benefits to students include informing the latest content for the International Finance course (FINA 4315), the key topics of which align directly with Dr. Friday's research. Additional benefits include supporting the accreditation goals of the college and increasing the prestige of A&M-Corpus Christi across many important stakeholders including key governmental agencies and decision-makers.

<p>Patrick Crowley Professor Decision Science and Economics</p>	<p>24</p>	<p>Fall 2024</p>	<p>Dr. Crowley will spend his leave in Corpus Christi, Texas where he will (a) continue the development of his signature research program in frequency domain economics by exploring the drivers of economic growth for the United States by frequency, and (b) write an international business economics textbook for McGraw-Hill. Deliverables include at least one publication in a reputable peer-reviewed economics journal and a textbook on international business economics. These projects will support accreditation goals, increasing domestic and international recognition of the department, college, and university.</p>
<p>Deniz Gevrek Professor Decision Science and Economics</p>	<p>14</p>	<p>Spring 2025</p>	<p>Dr. Gevrek will spend her leave as a visiting research scholar at several institutions including (a) Católica Porto Business School at the Catholic University of Portugal in Porto, (b) The University of Texas at Austin, and (c) Wichita State University-Kansas. As part of these visits, she will continue developing her novel hybrid research agenda in the Labor Economics and Human Resources fields by exploring the relationship between changes in employee compensation and labor supply behavior. The second project investigates the relationship between the Major League Baseball (MLB) umpire labor supply and how baseball umpires' performance, which requires heavy traveling, was affected by the changes after the pandemic. These projects will be submitted for publication in high-quality peer-reviewed journals, supporting accreditation goals and bringing international prestige to the college and university.</p>
<p>Randall Harris Professor Management and Marketing</p>	<p>10</p>	<p>Fall 2024</p>	<p>Dr. Harris will spend his leave in Corpus Christi, Texas, where he will research data regarding disputes between for-profit business firms and nonmarket stakeholders to examine additional options corporations use to resolve disputes between the firm and activist or aggrieved stakeholder groups. His work will contribute empirical research and provide guidance to management practitioners regarding best practices for nonmarket stakeholder dispute resolution. In addition to submitting research to a highly ranked journal, his research will benefit students and the university by incorporating the conclusions of this research into Management Principles lectures, college textbooks, and other teaching materials, and help the college maintain AACSB accreditation by adding to its academic portfolio.</p>

<p>Andrew Johnson Associate Professor Management and Marketing</p>	<p>9</p>	<p>Spring 2025</p>	<p>Dr. Johnson’s leave will take place in Corpus Christi, Texas, where he will further develop the socioeconomic status in the employment and advancement model. This research is important to the economic concerns faced in the United States and worldwide. This work will contribute to the field both theoretically and practically, including helping organizations identify barriers within the selection process - both systematic and behavior-based - that could contribute to disparate impact practices. Dr. Johnson expects to submit several publications in the field, in addition to revising and resubmitting an article for the Academy of Management Review. This research will support college accreditation goals and increase the research profile of the college and university.</p>
COLLEGE OF SCIENCE			
<p>Wei Xu Associate Professor Life Sciences</p>	<p>6</p>	<p>Spring 2025</p>	<p>Dr. Xu will spend his leave at The University of Texas Marine Science Institute (UTMSI) in Port Aransas, Texas, where he will explore the role of ocean acidification on the growth of bacteria (biofilm) upon marine invertebrates such as oysters, sponges, and corals. This project benefits students and the university with the potential of significant future grant funding, additional areas of exploration for student researchers, and enhanced learning with locally applied marine invertebrate content for the Developmental Biology in a Changing Ocean course; in addition, it may contribute to the production and restoration of economically important marine invertebrate species in coastal areas. Dr. Xu will use this project to extend his publication record, which already includes multiple peer-reviewed articles.</p>

Agenda Item No.

TEXAS A&M UNIVERSITY KINGSVILLE

Office of the President

February 28, 2024

Members, Board of Regents
The Texas A&M University System

Subject: Approval of Academic Tenure, May 2024,
Texas A&M University-Kingsville

I recommend adoption of the following minute order:

“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. 24-03.”

Respectfully submitted,

Dr. Robert Vela,
President

Approval Recommended:

Approved for Legal Sufficiency:

John Sharp
Chancellor

Ray Bonilla
General Counsel

Billy Hamilton
Deputy Chancellor and
Chief Financial Officer

James R. Hallmark, Ph.D.
Vice Chancellor for Academic Affairs

**TEXAS A&M UNIVERSITY-KINGSVILLE
BACKGROUND OF FACULTY
RECOMMENDED FOR ACADEMIC TENURE
TENURE LIST NO. 24-03**

ITEM
EXHIBIT

COLLEGE OF ARTS AND SCIENCES

<u>Name</u>	<u>Present Rank Department</u>	<u>Yrs. Towards Tenure*</u>		<u>Effective Date Tenure</u>
		<u>Univ.</u>	<u>Other Inst.</u>	
Dr. Kevin Francis	Assistant Professor Chemistry	6	0	09/01/2024
Ph.D. (2011)	Georgia State University			
Fa 2016-Present	Texas A&M University-Kingsville	Assistant Professor		

Dr. Kevin Francis's field of study is Chemistry. His research is focused on biochemical fields, for example optimizing the expression of tetracycline monooxygenase and investigating an evolution of optimized hydride transfer reaction. He has published seven publications (peer-reviewed journal papers and book chapters) in *Biochemistry*, American Chemical Society Publications and *Methods in Enzymology*, and disseminated his research through 17 talks at professional conferences, at the local, regional and national levels. Dr. Francis is committed to integrating his research activities into undergraduate education and has included students in several of his papers in addition to advising students (Welch, McNair, Presidential, and over 40 Research Undergraduates) to conduct interdisciplinary research under his guidance. Dr. Francis is an active member of esteemed scientific societies such as the American Society of Biochemistry and Molecular Biology and the American Chemical Society.

To the best of our knowledge, Dr. Kevin Francis 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.

<u>Name</u>	<u>Present Rank Department</u>	<u>Yrs. Towards Tenure*</u>		<u>Effective Date Tenure</u>
		<u>Univ.</u>	<u>Other Inst.</u>	
Dr. Yongsok Kim	Assistant Professor History, Political Science, and Philosophy	6	0	09/01/2024
Ph.D. (2014)	Texas State University			
Fa 2018-Present	Texas A&M University-Kingsville	Assistant Professor		

Dr. Yongsok Kim's scholarly activities have made significant contributions to the field of criminal justice, showcasing his expertise, dedication and interdisciplinary approaches. The accomplishments in scholarly

publishing include four peer-reviewed journal articles and one accepted publication in collaboration with faculty from Texas A&M University-Kingsville and other institutions. These papers highlight Dr. Kim's ability to explore complex topics from an interdisciplinary perspective on criminal justice. Dr. Kim's research interests have been highlighted through presentations at seven professional conferences, including international, national and state-level events. These presentations delve into diverse topics ranging from “policing and juvenile justice experiences” to mental health and the associations between environmental stewardship and crime-resisting propensity. In addition to this research contribution, Dr. Kim has actively participated in academic reviews, offering scholarly feedback on the book "The Fundamentals of Social Research." Dr. Kim served as the Criminal Justice program director and as faculty advisor for the Texas A&M University-Kingsville student organizations, particularly the League of Scholarly Criminal Justice Students. He has demonstrated a strong commitment to his teaching, professional development and service across the university.

To the best of our knowledge, Dr. Yongsok Kim 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.

<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. Jesse Orth	Assistant Professor Music	5	0	09/01/2024
D.M.A (2015)	University of North Texas			
Fa 2019-Present	Texas A&M University-Kingsville	Assistant Professor		

Dr. Jesse Orth's scholarly activities have made significant contributions to the musical field showcasing his expertise and dedication. From 2019 to 2023, he published eight articles in the esteemed *International Tuba Euphonium Association Journal*, including New Music Reviews articles, establishing his authority and knowledge in the field. In May 2022, Dr. Orth achieved another milestone by releasing his first solo tuba CD, titled "Un Día," further demonstrating his musical talents. In addition, Dr. Orth has remained active as a soloist and presenter, performing and teaching at various engagements. He has performed solo recitals, ensemble recitals, and held positions as principal tuba in different conferences. Dr. Orth has been named a national finalist and semi-finalist in The American Prize Music awards in the category of Performance of American Music and received the esteemed Ernst Bacon Memorial Award which recognizes and rewards the best performances of American Music by individual artists. Dr. Orth is a member of three professional organizations and serves as Student Chapter Coordinator for the International Tuba Euphonium Association Board of Directors.

To the best of our knowledge, Dr. Jesse Orth 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.

<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. Veronica Sanchez	Assistant Professor Physics & Geosciences	5	0	09/01/2024

Ph.D. (2011)	University of Houston	
Fa 2019-Present	Texas A&M University-Kingsville	Assistant Professor

Dr. Veronica Sanchez has actively contributed to the scholarly research and academic community in her field of geological studies. Her scholarly record includes journal publications, a book chapter, and refereed abstracts. Additionally, Dr. Sanchez has presented her research findings through presentations and invited talks. These engagements highlight her expertise and recognition within her field. Dr. Sanchez's commitment to academic mentorship and research excellence is apparent through her supervision of students and her success in securing internal grants. She has provided guidance and support to many students, including Honors students and TAMUK Council of Undergraduate Research (TCUR) scholars. Also, she has served as an advisor to dozens of graduate students from Texas A&M University-Kingsville and other institutions, contributing to their academic and research development.

To the best of our knowledge, Dr. Veronica Sanchez 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.

<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. Thomas Zinninger	Assistant Professor Music	6	0	09/01/2024
D.MA. (2013)	University of Cincinnati			
Fa 2018-Present	Texas A&M University-Kingsville	Assistant Professor		

Dr. Thomas Zinninger's scholarly activities have contributed to the musical field through professional performances (solo and chamber), conference presentations, and compositions/arrangements. He has published five original compositions and arrangements. Dr. Zinninger has made contributions at prestigious events, such as the National Flute Association Convention, premiered a commissioned composition, and presented solo performances featuring original compositions at regional and state conferences. Dr. Zinninger's commitment to education is also evident through numerous lectures, clinics and masterclasses, provided to students at surrounding high schools, covering topics ranging from saxophone pedagogy to jazz improvisation. The contributions extend beyond performance, as he and his co-authors have edited and mixed recordings that have produced albums that include jazz ensemble students. Dr. Zinninger is a member of three professional organizations, a presenter of masterclasses and clinics and serves as an adjudicator for Texas Music Education Association (TMEA) auditions both at the region and state levels.

To the best of our knowledge, Dr. Thomas Zinninger 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 BUSINESS AND ADMINISTRATION

<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. Zhoufan Zhang	Assistant Professor Management, Marketing, and Information Systems	6	0	09/01/2024
Ph.D. (2018)	University of Texas at El Paso			
Fa 2018-Present	Texas A&M University-Kingsville	Assistant Professor		

Dr. Zhuofan Zhang’s research involves the analysis of consumer behavior and psychological responses to experiential brand consumption. She has produced six peer-reviewed articles in high-quality journals including both single-authored and collaborative publications, and her publications have been widely cited. Dr. Zhang’s scale, given its solid theoretical foundations and psychometric priorities, has helped it become the leading measure of “Fear of Missing Out” in consumer behavior and other marketing studies. Dr. Zhang’s work has been presented at twelve national and international conferences and her recent work has been recognized as a “Best in Track Paper” at the 2023 Summer American Marketing Association Conference. Dr. Zhang generously shares her well-developed research skills with students when serving as a mentor for research projects undertaken and successfully completed by both McNair program Scholars and Honors Students. Dr. Zhang teaches undergraduate and graduate courses in marketing and has participated in The Association of College and University Educators workshops and training to support the implementation of best practices in course delivery to continually enhance her teaching. Dr. Zhang serves as a reviewer for a number of prestigious academic journals in the field of marketing.

To the best of our knowledge, Dr. Zhuofan Zhang 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.

COLLEGE OF EDUCATION AND HUMAN PERFORMANCE

<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. Kelly Hall	Assistant Professor Educational Leadership & Counseling	6	0	09/01/2024
Ph.D. (2005)	Illinois State University			
Sp 2019-Present	Texas A&M University-Kingsville	Assistant Professor		

Dr. Kelly Hall studies in the areas of education and educational leadership. Dr. Hall is primarily responsible for teaching and advising doctoral students in the Department of Educational Leadership and Counseling. She has chaired an average of 18 dissertation committees per year. She has co-authored 10 scholarly publications

and presented eight papers to various academic organizations. Dr. Hall is a member of two professional organizations and has served on several campus committees, some of which include the Graduate Council, faculty searches, the Institutional Review Board for the Protection of Human Subjects, and the Faculty Senate. She has been active in multiple campus recruitment and retention initiatives at Texas A&M University-Kingsville. Dr. Hall currently serves as the Chairperson of the Department of Educational Leadership and Counseling.

To the best of our knowledge, Dr. Kelly Hall 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.

<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. Fernando Hernandez	Assistant Professor Teaching & Bilingual Education	5	0	09/01/2024
Ph.D. (2016)	Texas A&M University-Corpus Christi			
Fa 2019-Present	Texas A&M University-Kingsville	Assistant Professor		

Dr. Fernando Hernandez teaches in the Department of Teaching & Bilingual Education. Dr. Hernandez has taught over 700 students in 34 undergraduate courses and 10 graduate courses. He is certified by the Association of College and University Educators. Dr. Hernandez has co-authored three scholarly articles and made 13 referred presentations. Dr. Hernandez is a member of seven professional organizations and also serves as a manuscript reviewer. He has served on several campus committees, some of which include Undergraduate Program Review, Faculty Evaluation Committee, the Recruitment/Retention Task Force, and has also served as a committee member for several doctoral dissertations at Texas A&M University-Kingsville.

To the best of our knowledge, Dr. Fernando Hernandez 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 ENGINEERING

<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. Ayush Goyal	Assistant Professor Electrical Engineering and Computer Science	6	0	09/01/2024
Ph.D. (2013)	University of Oxford, U.K.			
Fa 2018-Present	Texas A&M University-Kingsville	Assistant Professor		

Dr. Ayush Goyal's areas of research are in bioinformatics, cloud computing and machine learning. He has applied artificial intelligence and machine learning techniques to diagnose cardiovascular disease and counter cybersecurity threats in smart grid systems. Dr. Goyal has received \$2.6M in funding as Principal Investigator (PI)/Co-PI from the Department of Homeland Security (DHS), the Department of Defense and the National Science Foundation. His research results have been published in 18 journals, 23 conferences and 13 book chapters. Dr. Goyal taught 34 graduate and undergraduate courses in computer science. He was instrumental in developing courses for the new minor and certificate in Cyber Intelligence that was funded by DHS. Dr. Goyal served as a guest editor for three journals and has been a technical program committee member for more than 16 Institute of Electrical and Electronics Engineers conferences.

To the best of our knowledge, Dr. Ayush Goyal 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.

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

Agenda Item No.

TEXAS A&M UNIVERSITY-SAN ANTONIO

Office of the President

February 28, 2024

Members, Board of Regents
The Texas A&M University System

Subject: Approval of Academic Tenure, May 2024,
Texas A&M University-San Antonio

I recommend adoption of the following minute order:

“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. 24-03.”

Respectfully submitted,

Dr. Salvador Hector Ochoa
President

Approval Recommended:

Approved for Legal Sufficiency:

John Sharp
Chancellor

Ray Bonilla
General Counsel

Billy Hamilton
Deputy Chancellor and
Chief Financial Officer

James R. Hallmark, Ph.D.
Vice Chancellor for Academic Affairs

**TEXAS A&M UNIVERSITY-SAN ANTONIO
BACKGROUND OF FACULTY
RECOMMENDED FOR ACADEMIC TENURE
TENURE LIST NO. 24-03**

COLLEGE OF ARTS AND 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. Elizabeth Borda	Assistant Professor Natural Sciences	5	0	09/01/2024
Ph.D. (2007)	City University of New York Graduate Center			
Fa 2018 – Present	Texas A&M University-San Antonio	Assistant Professor		

Dr. Elizabeth Borda’s research focuses on the use of genetic tools to investigate the evolution and diversity of marine worms and crustacean species. Since 2018, Dr. Borda has published eight manuscripts, one research note, and three book chapters in peer-reviewed venues. She has given invited presentations locally, nationally, and internationally and has provided opportunities for her students and postdoctoral research associates to present at a variety of venues. Dr. Borda has sought and received both internal and external funding. She is the co-principal investigator on a grant with Woods Hole and currently has a National Science Foundation CAREER proposal in the evaluation stages. Through her funding, she has been able to welcome students into her laboratory, take students on fieldwork at the Yucatan Peninsula in Mexico, and hire our first externally funded postdoctoral research assistant. Dr. Borda has taught Biology classes from the freshmen level to the senior level and, with the advent of the biology graduate program in fall 2022, has now been a critical contributor to the education of our graduate students. She has made significant and enduring contributions to the department, the College, and the university. In addition to the common service duties such as search committees, student recruiting, professional service, and the like, Dr. Borda was instrumental in the development of the graduate program and currently serves as the graduate program director.

To the best of our knowledge, Dr. Borda 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.

<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. William Blake Erickson	Assistant Professor Health and Behavioral Sciences	5	0	09/01/2024

Ph.D. (2016)	University of Arkansas	
Fa 2018 – Present	Texas A&M University-San Antonio	Assistant Professor

Dr. William Erickson has developed a research agenda focused on the real-world applications of human cognition, particularly at the “intersection of facial memory, aging, and the legal sphere”. Since he joined the faculty at Texas A&M University-San Antonio, he has published six peer-reviewed journal articles and has two additional manuscripts under review. Additionally, he has published three book chapters, one invited academic book chapter and two for a general audience, another manuscript accepted, and another one under review. Dr. Erickson collaborated with other faculty to submit a proposal to the Texas Civil Money Penalty Reinvestment Program, *Bingocize*, which provides opportunities to boost physical and mental health for adults in assisted living communities. He has both sought and received internal and external funding for his research projects, one of which was funded by the Psi Chi Honors Society and included a student. With the advent of the graduate program, he is now mentoring two graduate students. Dr. Erickson has taught courses in the Psychology program from the sophomore to the senior level and, with the initiation of the graduate degree this fall, he is also currently teaching a graduate Psychology course. Throughout his time at Texas A&M University-San Antonio, he has been a dedicated servant, focused largely on enhancing and supporting the student experience. He is a common face at events such as Jaguar Days, Welcome Week, Jaguar Transfer Days, and the like. He continues to develop as a leader and will be representing his department on the Faculty Senate and is also serving as the graduate program coordinator for the Psychology graduate program.

To the best of our knowledge, Dr. Erickson 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.

<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>	
Laurie Ann Guerrero	Associate Professor Language, Literature, and Arts	6	0	09/01/2024
M.F.A (2011)	Drew University			
Fa 2017 – Present Fall 2021 – Present	Texas A&M University-San Antonio Texas A&M University-San Antonio	Writer-In-Residence Associate Professor and Write-In-Residence		

Laurie Ann Guerrero is recognized for her significant contributions to poetry. She was the Poet Laureate for the City of San Antonio between 2014 and 2016 and the Poet Laureate for the state of Texas between 2016 and 2017. Since that time, she has continued to grow and evolve in her scholarly contributions. In 2021, Texas Christian University Press published her fourth book, “I Have Eaten the Rattlesnake: New and Selected Poems”. She has recently completed the manuscript of her next book, “Redwork,” a collection of mixed-media poems and lyric essays. Her books have been complemented by numerous individual poem publications, commissions, anthologized poems, and essays. Notably, “Along the Medina” is a permanent exhibit in the Business and Library Building on campus. She also has

commissioned work installed at the DoSeum. Her work has resulted in the invitation for Visiting Writership/Master Classes both in the United States and abroad. Ms. Guerrero was the United States Representative to Hunan Normal University’s opening of the British and American Poetry Research Center. She has taught English courses from the lower division undergraduate level through the graduate level and continues to educate and mentor our former students, helping them as they seek graduate education, publish a new work, or continue using their voice as they travel through their lives. Ms. Guerrero serves the department, the College, the university, the profession, and the local community in impactful and lasting ways.

To the best of our knowledge, Ms. Guerrero 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.

<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. Mu Hu	Associate Professor Sociology and Communication	5	0	09/01/2024
Ph.D. (2007)	The Ohio State University			
Fa 2018 – Present	Texas A&M University-San Antonio	Associate Professor		

Dr. Mu Hu’s scholarly interests are in parasocial relationships and he has been an author of ten peer-reviewed publications since 2018. These publications are complemented by 14 conference papers in the same period and given at national and international venues. Dr. Hu has manuscripts under review and preparation, demonstrating a continuing scholarly agenda. He has taught Communication courses from the freshmen level to the senior level and is committed to continuous improvement, both for himself and for the program, to serve our diverse student population. Dr. Hu has worked with his programmatic colleagues inside the university to improve their program and outside of the university to improve their field. Additionally, he has served in substantial capacities through his service on the Strategic Planning Committee for the program, a college-level committee, and on the University-wide Institutional Review Board.

To the best of our knowledge, Dr. Hu 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.

<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. Lizbett Tinoco	Assistant Professor Language, Literature, and Arts	5	0	09/01/2024
Ph.D. (2018)	University of Texas at El Paso			
Fa 2018 – Present	Texas A&M University-San Antonio	Assistant Professor		

Dr. Lizbett Tinoco is recognized broadly as an outstanding scholar in her field of Rhetoric and Writing with a particular interest in writing program administration and an emphasis on two-year institutions. Since her appointment in 2018, Dr. Tinoco has had six peer-reviewed journal articles and four peer-reviewed book chapters. Her publications are complemented by 22 invited presentations and 14 presentations at local or national conferences dated 2018 and afterward. She serves on the Editorial Team for the *Journal of Writing Assessment*. The impact that she is having is not limited to our university. Dr. Tinoco's essay on the course she developed for two-year college faculty in writing education is featured in the 50th-anniversary issue of *Teaching English in the Two-Year College*. She has taught English courses from the sophomore level through the graduate level and has designed or redesigned five graduate and nine undergraduate courses. She has earned the Postsecondary Instructor Micro-credential from the Texas Higher Education Coordinating Board, with three badges, and has also completed the 25-week Effective Teaching Practices Course offered through the Association of College and University Educators. Dr. Tinoco has served in many capacities which will have both short-term and long-term impacts on our university. She has been a member of the President's Commission on Equity, served on the College of Arts and Sciences Land Acknowledgment Task Force, whose work forged the basis of the university acknowledgment, and represented the Faculty Senate on the initial search for the new dean of the College of Education and Human Development as well as the search for the inaugural associate dean for the College of Arts and Sciences.

To the best of our knowledge, Dr. Tinoco 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.

COLLEGE OF BUSINESS

<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. Mohammad Abdel-Rahman	Assistant Professor Accounting and Finance	5	0	09/01/2024
Ph.D. (2017)	Dakota State University			
Fa 2018 – Present	Texas A&M University-San Antonio	Assistant Professor		

Dr. Mohammad Abdel-Rahman is an expert in data analytics, machine learning and natural language processing. He has authored two chapters and boasts 12 peer-reviewed journal publications, along with over 20 A-rated peer-reviewed conference papers. Dr. Abdel-Rahman has been awarded an NSF grant totaling \$299,897 in funding. He serves as a member of the Association for Information Systems. His H-index of 11 is notably high for his rank within the College. Dr. Abdel-Rahman exhibits a high level of teaching effectiveness. He has consistently performed well and uses techniques for applied learning, as well as integrating his research into the classroom. Dr. Abdel-Rahman teaches challenging senior courses in data analytics and machine learning subjects. His students consistently rated him above average, with GPAs not correlated with Student Rating of Instruction scores, implying a degree of academic rigor. His service excellence is documented by his continued engagement with multiple college and university-wide committees. At the university level, he has served on the Piper Professor committee, Institutional Review Board committee, and the Graduate Council. Within the college, he has been involved in the MBA curriculum and admissions committees, as well as committees overseeing the hooding ceremony and MBA program redesign.

To the best of our knowledge, Dr. Abdel-Rahman 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.

<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. Shahil Sharma	Assistant Professor Accounting and Finance	5	0	09/01/2024
Ph.D. (2018)	University of Texas Rio Grande Valley			
Fa 2018 – Present	Texas A&M University-San Antonio	Assistant Professor		

Dr. Shahil Sharma is an expert on corporate finance. He is the author of five peer-reviewed articles which were published in journals ranked either A or B on the Australian Business Deans Council journal quality list. He served as the organizer for the Southwestern Finance Association Annual Meetings, Financial Management Association Annual Meetings, and as a reviewer for articles submitted to the meeting. Dr. Sharma is a member of the Southwestern Finance Association and the Financial Management Association.

Dr. Sharma teaches courses in finance at both undergraduate and graduate levels. His students consistently rated him above average. Dr. Sharma served as Chair of the department curriculum committee, organizer and manager of the department-purchased databases used for academic research, and chaired two search committees, and a scholarship review committee for finance and accounting in the College of Business at Texas A&M University-San Antonio. His service excellence is documented by his continued engagement with multiple college and university-wide committees.

To the best of our knowledge, Dr. Sharma 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 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. Amanda Lindner	Assistant Professor Curriculum and Instruction	5	0	09/01/2024
Ph.D. (2018)	Texas A&M University-College Station			
Fa 2018 – Present	Texas A&M University-San Antonio	Assistant Professor		

Dr. Lindner is an expert in the field of literacy, particularly as it pertains to the Science of Teaching Reading. She is the author of multiple research articles published in prestigious, high-impact journals including *Annals of Dyslexia*, *Reading and Writing*, and the *Journal of Learning Disabilities*. Additionally, she is the author of multiple peer-reviewed book chapters and is a co-editor of a peer-reviewed book. Dr. Lindner has also presented her research at multiple state, national, and international conferences including the Society for the Scientific Study of Reading and the International Dyslexia Association. She has worked as a consultant and researcher for multiple multi-million-dollar Institute of Education Sciences grants with colleagues in the Texas A&M System. Dr. Lindner served as a Quantitative Reasoning Curriculum Fellow and a Quantitative Reasoning Research Fellow at Texas A&M University-San Antonio in addition to multiple other university, college, and department-level committees. She teaches literacy education courses in the Department of Curriculum & Instruction at both the undergraduate and graduate levels. Her students consistently rate her above average. She has mentored and advised master’s students through successful completion of their Graduate Research Projects. Dr. Lindner continuously and positively contributes to her students, the college, and the university.

To the best of our knowledge, Dr. Lindner 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 the System Policy 12.01 Section 4.3.

<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. Gavin W. Watts	Assistant Professor	5	0	09/01/2024
Ph.D. (2018)	The University of Texas at Austin			
Fa 2018 – Present	Texas A&M University-San Antonio	Assistant Professor		

Dr. Gavin Watts is an expert in Special Education with a focus on emotional and behavioral disorders and peer-mediated tutoring. He has 10 peer-reviewed journal publications and over 31 conference presentations. Dr. Watts has secured \$3,811,740 in internal and external funding including from the Department of Education. He recently participated as a Co-PI for Campus Cares and continues to serve as a Co-PI for the Transition University for Career Advancement and Successful Adulthood (TU CASA). Department of Education grants. The TU CASA grant supports students with intellectual disabilities at the university campus. Dr. Watts also served as an editor for the Texas Education Review. Additionally, he teaches courses in special education and his students consistently rate him above average. Dr. Watts' service to the university, college, department, and program is consistent. For example, he served as the Educator and Leadership Preparation Department representative for the University, the College of Education and Human Development Education Teacher Performance Assessment Committee, and the Departmental Budget Committee. Each of these committees ensures academic success for student learning outcomes that lead to opportunities for leadership and professionalism in the special education field and the A&M-San Antonio community. His engagement with multiple college and university-wide committees provides proof of a well-rounded faculty profile in all areas of teaching, scholarship, and service.

To the best of our knowledge, Dr. Watts 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.

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

Agenda Item No.

TEXAS A&M UNIVERSITY-TEXARKANA

Office of the President

February 28, 2024

Members, Board of Regents
The Texas A&M University System

Subject: Approval of Academic Tenure, May 2024,
Texas A&M University-Texarkana

I recommend adoption of the following minute order:

“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-Texarkana as set forth in the exhibit, Tenure List No. 24-03.”

Respectfully submitted,

Ross Alexander, Ph.D.
President

Approval Recommended:

Approved for Legal Sufficiency:

John Sharp
Chancellor

Ray Bonilla
General Counsel

Billy Hamilton
Deputy Chancellor and
Chief Financial Officer

James R. Hallmark, Ph.D.
Vice Chancellor for Academic Affairs

**TEXAS A&M UNIVERSITY-TEXARKANA
BACKGROUND OF FACULTY
RECOMMENDED FOR ACADEMIC TENURE
TENURE LIST NO. 24-03**

ITEM
EXHIBIT

COLLEGE OF ARTS, SCIENCES, AND EDUCATION

<u>Name</u>	<u>Present Rank Department</u>	<u>Yrs. Towards Tenure*</u>		<u>Effective Date Tenure</u>
		<u>Univ.</u>	<u>Other Inst.</u>	
Dr. Kristine J. Doty-Yells	Associate Professor Social Work	4	11	Upon Approval by the Board and Faculty Arrival
Ph.D. (2008)	University of Utah			
Fa 2006 – Sp 2017 Fa 2018 – Sp 2022 Sp 2024 – Present	Utah Valley University Texas A&M University-Texarkana Texas A&M University-Texarkana	Associate Professor (Tenured 2014) Associate Professor Associate Professor		

Dr. Kristine Doty-Yells teaches a variety of Social Work courses and participated in the Association of Colleges and University Educators course, “Creating an Inclusive and Supportive Learning Environment.” She has also participated in Quality Matters online course development training. Dr. Doty-Yells has published and worked as a practitioner in trauma-informed care. She is a co-author on a chapter on Social Media and Trauma in the upcoming book *Trauma impacts: The repercussions of individual and collective trauma*. Dr. Doty-Yells has also made numerous conference and community-based presentations. She has served the university on various search committees and working groups and served as the Master of Social Work program director at Texas A&M University-Texarkana from 2018-2022; she was instrumental in writing the materials for program accreditation through the Council on Social Work Education. Dr. Doty-Yells is a licensed Social Worker.

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

Dr. Karen Parker	Assistant Professor of Counselor Education	3	6	Upon Approval by the Board
Ph.D. (2012)	University of New Orleans			
Fa 2014 – Sp 2015 Fa 2015 – Sp 2020 Fa 2020 – Present	Texas A&M University-San Antonio Southern Arkansas University Texas A&M University-Texarkana	Assistant Professor Assistant Professor Assistant Professor		

Dr. Karen Parker has developed and taught a variety of courses in the Master’s in Counseling program. Dr. Parker’s scholarship includes several refereed journal articles and book chapters. She has also made multiple national and state presentations on the subject of resilience. Dr. Parker’s service includes work as the program coordinator which requires providing course scheduling support and curriculum review. In addition, Dr.

Parker has served the university in working on program accreditation through the Council for Accreditation of Counseling and Related Educational Programs. She has also served as the practicum and internship experiences coordinator for the Clinical Mental Health Program.

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

COLLEGE OF BUSINESS, ENGINEERING, AND TECHNOLOGY

<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. Joy Cooper	Associate Professor of Management	5	11	Upon Approval by the Board
Ph.D. (2018)	University of Texas at Tyler			
Fa 2007 – Sp 2018 Fa 2018 – Present	Northeast Texas Community College Texas A&M University-Texarkana	Assistant Professor Assistant Professor		

Dr. Joy Cooper actively teaches a variety of courses in Human Resources, Organizational Behavior, and Economics in a variety of instructional formats. Dr. Cooper has published in Human Resources and Economics in peer-reviewed journals. She has also given a variety of presentations and national conferences. Dr. Cooper currently serves as department chair, served as Faculty Senate Secretary, and has served on any number of college hiring committees and university working groups. She is also active in the Association to Advance Collegiate Schools of Business program accreditation work. Dr. Cooper serves on the Harts Bluff ISD Advisory Board.

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

<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. Abdallah Farraj	Associate Professor of Electrical Engineering	3	3	Upon Approval by the Board
Ph.D. (2012)	Texas A&M University			
Sp 2015 – Sp 2018 Fa 2020 – Present	University of Toronto Texas A&M University-Texarkana	Instructor Associate Professor		

Dr. Abdallah Farraj has contributed significantly to curriculum development and program expansion of the Electrical Engineering program at the RELLIS campus. He has taught numerous classes in all aspects of Electrical Engineering in addition to recruiting, advising, and mentoring students. Dr. Farraj has recently submitted three articles for review and is widely published in multiple peer-reviewed journals on various engineering topics including Cyber security. Dr. Farraj has also published multiple book chapters and has spoken at national and international conferences on cybersecurity issues. Dr. Farraj has participated in several professional development opportunities including the Certificate in Effective College Instruction from the American College of University Educators. His service to the university includes participation on any number of faculty hiring committees and work to support the recent reaffirmation of the university's Electrical Engineering program by the Accreditation Board for Engineering and Technology.

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

<u>Name</u>	<u>Present Rank Department</u>	<u>Yrs. Towards Tenure*</u>		<u>Effective Date Tenure</u>
		<u>Univ.</u>	<u>Other Inst.</u>	
Dr. Yusun Jung	Assistant Professor of Management Information Systems	5	4	Upon Approval by the Board
Ph.D. (2012)	Case Western Reserve University			
Fa 2014 – Sp 2018 Fa 2018 – Present	Texas A&M International University Texas A&M University-Texarkana	Assistant Professor Assistant Professor		

Dr. Yusun Jung teaches a multitude of courses in Management Information Systems at the undergraduate and graduate levels. She has published in peer-reviewed journals and presented at conferences, most recently on internal audit effectiveness. Dr. Jung has served on several faculty search committees and workgroups at the college and university level. She is currently chair of the Institutional Review Board.

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

<u>Name</u>	<u>Present Rank Department</u>	<u>Yrs. Towards Tenure*</u>		<u>Effective Date Tenure</u>
		<u>Univ.</u>	<u>Other Inst.</u>	
Dr. Ram Neupane	Assistant Professor of Mathematics	6	1	Upon Approval by the Board
Ph.D. (2016)	Utah State University			
Fa 2016 – Sp 2017 Fa 2017 – Present	University of Wisconsin Texas A&M University-Texarkana	Lecturer Assistant Professor		

Dr. Ram Neupane has considerable experience teaching a variety of classes in Mathematics at the undergraduate level and has taken part in the Association of College and University Educators Inclusive Teaching for Equitable Learning micro-credential course. Dr. Neupane has research interests in mathematical modeling and math education and has published in peer-reviewed journals in the areas of cybersecurity and active seed dispersal. Dr. Neupane has presented at a variety of academic conferences and workshops. Dr. Neupane's service to the university includes participation in several search committees and other college-level working groups. He also actively recruits international students to attend Texas A&M University-Texarkana.

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

<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. Sulaman Pashah	Assistant Professor of Mechanical Engineering	3	8	Upon Approval by the Board
Ph.D. (2007)	University of Lyon, France			
Fa 2011 – Fa 2019	King Fahd University of Petroleum and Minerals	Assistant Professor		
Fa 2020 – Present	Texas A&M University-Texarkana	Assistant Professor		

Dr. Sulaman Pashah is active in the classroom teaching a variety of Mechanical Engineering courses. He won Best Teaching Award for the 2022-2023 academic year. Dr. Pashah also participated in several Association of College and University Educator programs including Creating an Inclusive and Supportive Learning Environment, Promoting Active Learning, Inspiring Inquiry and Preparing Lifelong Learners, and Designing Learner-Centered and Equitable Courses. Dr. Pashah has published in a variety of peer-reviewed journals on various topics in Mechanical Engineering and has secured several grants. He also has one patent. Dr. Pashah's service includes helping obtain accreditation from the Accreditation Board for Engineering and Technology for the Mechanical Engineering program.

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

<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. Faycal Znidi	Assistant Professor of Electrical Engineering	4	5	Upon Approval by the Board
Ph.D. (2019)	University of Arkansas at Little Rock			

Fa 2014 – Sp 2015	Carroll Community College	Instructor
Fa 2015 – Sp 2019	Southeast Arkansas College	Assistant Professor
Fa 2019 – Present	Texas A&M University-Texarkana	Assistant Professor

Dr. Faycal Znidi is active in classroom teaching and developing a variety of Electrical Engineering courses. Dr. Znidi's research interests include security and privacy, green technologies and energy power systems and he has published book chapters and peer-reviewed articles in these and other areas. Dr. Znidi has also acquired several grants and has three National Science Foundation grants under review. Dr. Znidi's service to the university includes acting as the faculty advisor for the Institute of Electrical and Electronics Engineers student club, serving as Faculty Senate vice president and helping obtain accreditation from the Accreditation Board for Engineering and Technology for the Electrical Engineering program.

Dr. Znidi'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.

Agenda Item No.

AGENDA ITEM BRIEFING

Submitted by: Ross Alexander, Ph.D., President
Texas A&M University-Texarkana

Subject: Approval of a New Bachelor of Science Degree Program with a Major in Biomedical Engineering and Authorization to Request Approval from the Texas Higher Education Coordinating Board

Proposed Board Action:

Approve the establishment of a new degree program at Texas A&M University-Texarkana (A&M-Texarkana) leading to a Bachelor of Science (B.S.) in Biomedical Engineering, authorize the submission of this degree program to the Texas Higher Education Coordinating Board (THECB) for approval and certify that all applicable THECB criteria have been met.

Background Information:

A&M-Texarkana is seeking approval to offer a B.S. degree in Biomedical Engineering. This program is designed to equip students for professional careers in the field of biomedical engineering, specifically tailored to meet the demands and opportunities in the healthcare and medical technology sectors.

The proposed B.S. in Biomedical Engineering will be offered at the RELLIS Academic Alliance campus and students will complete 120 semester credit hours of undergraduate coursework. The curriculum delves into the interdisciplinary aspects of engineering and biology, focusing on the design, development and assessment of innovative biomedical solutions. Students will engage in coursework that covers various specialized areas, including medical device design and instrumentation, biomechanics, and bioinformatics. This program aims to cultivate a deep understanding of the intersection between engineering principles and biological sciences, fostering the development of critical analytical skills, problem-solving capabilities and effective communication. Upon completion, graduates will be well-prepared to pursue careers in developing cutting-edge medical technologies, working in research and development, or pursuing advanced studies in the field.

A&M System Funding or Other Financial Implications:

Institutional funds will be used to support the B.S. in Biomedical Engineering. One new full-time faculty member with biomedical engineering credentials will be added.

Strategic Plan Imperative(s) this Item Advances:

The proposed B.S. in Biomedical Engineering aligns with The Texas A&M University System strategic plan imperative 3 by preparing students for long-term careers in a fast-growing field.

Agenda Item No.

TEXAS A&M UNIVERSITY-TEXARKANA

Office of the President

February 21, 2024

Members, Board of Regents
The Texas A&M University System

Subject: Approval of a New Bachelor of Science Degree Program with a Major in Biomedical Engineering and Authorization to Request Approval from the Texas Higher Education Coordinating Board

I recommend adoption of the following minute order:

“The Board of Regents of The Texas A&M University System approves the establishment of a new degree program at Texas A&M University-Texarkana leading to a Bachelor of Science in Biomedical Engineering.

The Board also authorizes submission of Texas A&M University-Texarkana’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.”

Respectfully submitted,

Ross Alexander, Ph.D.
President

Approval Recommended:

Approved for Legal Sufficiency:

John Sharp
Chancellor

Ray Bonilla
General Counsel

Billy Hamilton
Deputy Chancellor and
Chief Financial Officer

James R. Hallmark, Ph.D.
Vice Chancellor for Academic Affairs

Texas A&M University-Texarkana

Bachelor of Science degree
with a major in Biomedical Engineering
(CIP 14.0501.00)

Program Review Outline

BACKGROUND & PROGRAM DESCRIPTION

Administrative Unit: College of Business, Engineering, and Technology; Department of Engineering and Physics

The proposed Bachelor of Science (B.S.) in Biomedical Engineering at Texas A&M University-Texarkana (A&M-Texarkana) will be offered at the RELIS Academic Alliance campus in Bryan and students will complete 120 semester credit hours of undergraduate coursework. The proposed program is designed to equip students for professional careers in the field of biomedical engineering, specifically tailored to meet the demands and opportunities in the healthcare and medical technology sectors. The curriculum delves into the interdisciplinary aspects of engineering and biology, focusing on the design, development and assessment of innovative biomedical solutions. Students will engage in coursework that covers various specialized areas, including medical device design and instrumentation, biomechanics, and bioinformatics. The program aims to cultivate a deep understanding of the intersection between engineering principles and biological sciences, fostering the development of critical analytical skills, problem-solving capabilities, and effective communication. Upon completion, graduates will be well-prepared to pursue careers in developing cutting-edge medical technologies, working in research and development, or pursuing advanced studies in the field.

The proposed implementation date is fall 2025.

A&M-Texarkana certifies that the proposed new degree program meets the criteria under the 19 Texas Administrative Code, Section 2.117 regarding need, quality, financial and faculty resources, standards, and costs.

I. NEED

A. Employment Opportunities

The employment outlook for biomedical engineers is promising and aligns with the evolving demands of the healthcare and medical technology sectors. The field is generally expected to see substantial growth and the increasing importance of medical technology and innovation suggests a positive trend. According to the Bureau of Labor Statistics, healthcare jobs are expected to grow 13% from 2021 to 2031, and overall employment in healthcare occupations is projected to grow much faster than the average for all occupations from 2022 to 2032 where about 1.8 million openings are projected each year, on average, due to employment growth and the need to replace workers who leave the occupations permanently. Furthermore, the demand for biomedical engineers is likely to be fueled by advancements in medical devices, healthcare systems and the growing aging population's healthcare needs. The unique focus of the proposed program on interdisciplinary education and practical applications positions graduates well for various opportunities in the dynamic

healthcare industry. Also, the program's emphasis on the integration of engineering and biological sciences equips graduates to contribute to the biomedical engineering field's growth. As healthcare is a universal need, the skills developed in the program are applicable across various geographical regions, presenting opportunities beyond Northeast Texas. According to the U.S. Department of Labor, employment of biomedical engineers is projected to increase by 5% from 2022 to 2032, faster than the average for all occupations. About 1,200 openings for bioengineers and biomedical engineers are projected each year, on average, over the decade.

B. Projected Enrollment

The enrollment is projected to begin with five students in year one and increase to 30 students in year five.

Enrollment	Year 1	Year 2	Year 3	Year 4	Year 5
Full-Time					
In-state	5	10	15	20	30
Out-of-state					
Out-of-country					
FTSE Semester Credit Hours	150	450	840	1260	1830
Part-Time					
In-state					
Out-of-state					
Out-of-country					
FTSE Semester Credit Hours					
Total New Students	5	10	15	20	30

C. Existing State Programs

The existing degree programs are in large metroplexes such as Dallas, Houston, San Antonio, and Austin.

Degree Title & Designation	University	CIP Code	2020-2021	2021-2022
Biomedical Engineering, Bachelor of Science	University of North Texas	14.0501.00	52	47
Biomedical Engineering, Bachelor of Science	University of Texas at Arlington	14.0501.00	62	53
Biomedical Engineering, Bachelor of Science	University of Texas at Dallas	14.0501.00	114	99
Biomedical Engineering, Bachelor of Science	University of Texas at San Antonio	14.0501.00	44	38
Biomedical Engineering, Bachelor of Science	University of Texas at Austin	14.0501.00	113	118
Biomedical Engineering, Bachelor of Science	University of Houston	14.0501.00	52	50
Bioengineering Engineering, Bachelor of Science	Rice University	14.0501.00	56	34
Biomedical Engineering, Bachelor of Science	Texas A&M University	14.0501.00	149	145

II. QUALITY & RESOURCES

A. Faculty

The institution currently employs six core faculty members in the Department of Engineering and Physics. The program will seek to hire one additional full-time professor with biomedical engineering credentials to teach in the program as an associate professor. The estimated cost for new faculty members including salary and benefits is \$117,000 per faculty member.

B. Program Administration

No additional program administration costs are expected.

C. Other Personnel

The proposed program will require the addition of administrative staff, at an estimated five-year cost of \$195,000.

D. Supplies, Materials

Miscellaneous supplies and materials are expected to cost \$5,000 in year one and increase to \$10,000 in years three through five.

E. Library

The program will incur Library and Instructional Technology costs of \$10,000 per year. This is related to the addition of physical resources and databases required for the Biomedical Engineering program.

F. Equipment, Facilities

Facilities and capital investment costs begin year one with \$250,000 and increase to \$300,000 in years two and three. These costs are not expected to continue in years four and five.

G. Accreditation

The institution will seek program accreditation through the Accreditation Board for Engineering and Technology (ABET) at the earliest opportunity. The Readiness Review cost is \$1,100. The base fee for program review is \$3,700 and the same for program evaluator. A \$400 additional fee for an off-campus location visit will be required since this program will be offered at the RELIS Academic Alliance in Bryan.

III. NEW 5-YEAR COSTS & FUNDING SOURCES

NEW FIVE-YEAR COSTS		SOURCES OF FUNDING	
Faculty	\$773,500	Formula Income	\$ 264,711
Program Administration		Statutory Tuition	
Graduate Assistants		Reallocation	
Supplies & Materials	\$45,000	Designated Tuition	
Library & IT Resources	\$50,000	Other Funding:	
Equipment, Facilities	\$850,000	List other funding	
		Tuition	\$831,340
Other – Staff	\$195,000	Fees	\$335,823
Estimated 5-Year Costs	\$1,913,500	Estimated 5-Year Revenues	\$1,431,874

Agenda Item No.

AGENDA ITEM BRIEFING

Submitted by: Ross Alexander, Ph.D., President
Texas A&M University-Texarkana

Subject: Approval of a New Bachelor of Science Degree Program with a Major in Civil Engineering, and Authorization to Request Approval from the Texas Higher Education Coordinating Board

Proposed Board Action:

Approve the establishment of a new degree program at Texas A&M University-Texarkana (A&M-Texarkana) leading to a Bachelor of Science (B.S.) in Civil Engineering, authorize the submission of this degree program to the Texas Higher Education Coordinating Board (THECB) for approval, and certify that all applicable THECB criteria have been met.

Background Information:

A&M-Texarkana is seeking approval to offer a B.S. degree in Civil Engineering. The proposed program will focus on the design, planning, construction, and evaluation of new and existing infrastructure. The program will prepare students for future employment and/or licensure as engineers, innovators and decision-makers who can apply their knowledge in areas of structural, transportation, geotechnical, and environmental engineering. This degree program will prepare students for professional careers in civil engineering in the northeast Texas region.

The proposed program will consist of 125 semester credit hours of undergraduate coursework. The curriculum is intended to develop the student's conceptual and engineering competence, which will include developing analytical skills, critical thinking and communication skills. Finally, the curriculum will provide a strong preparation for students taking examinations like the Fundamentals of Engineering exam and later, the Professional Engineers exam.

A&M System Funding or Other Financial Implications:

Institutional funds will be used to support the B.S. in Civil Engineering. Three existing core faculty are in place to support the program and three additional full-time faculty members will be added over the first four years.

Strategic Plan Imperative(s) this Item Advances:

The proposed B.S. in Civil Engineering aligns with The Texas A&M University System strategic plan imperative 3 by preparing students for long-term careers in a fast-growing field.

Agenda Item No.

TEXAS A&M UNIVERSITY-TEXARKANA

Office of the President

February 21, 2024

Members, Board of Regents
The Texas A&M University System

Subject: Approval of a New Bachelor of Science Degree Program with a Major in Civil Engineering, and Authorization to Request Approval from the Texas Higher Education Coordinating Board

I recommend adoption of the following minute order:

“The Board of Regents of The Texas A&M University System approves the establishment of a new degree program at Texas A&M University-Texarkana leading to a Bachelor of Science in Civil Engineering.

The Board also authorizes submission of Texas A&M University-Texarkana’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.”

Respectfully submitted,

Ross Alexander, Ph.D.
President

Approval Recommended:

Approved for Legal Sufficiency:

John Sharp
Chancellor

Ray Bonilla
General Counsel

Billy Hamilton
Deputy Chancellor and
Chief Financial Officer

James R. Hallmark, Ph.D.
Vice Chancellor for Academic Affairs

Texas A&M University-Texarkana

Bachelor of Science
with a major in Civil Engineering
(CIP 14.0801.00)

Program Review Outline

BACKGROUND & PROGRAM DESCRIPTION

Administrative Unit: College of Business, Engineering and Technology; Department of Engineering and Physics

The proposed Bachelor of Science (B.S.) in Civil Engineering will consist of 125 semester credit hours of undergraduate coursework. This proposed degree program will prepare students for professional careers in civil engineering in the northeast Texas region. This degree focuses on the design, planning, construction, and evaluation of the infrastructure. The program prepares students for future employment and/or licensure as engineers, innovators and decision-makers who can apply their knowledge in areas of structural, transportation, geotechnical, and environmental engineering. The curriculum is intended to develop the student's conceptual and engineering competence, which will include developing analytical skills, critical thinking and communication skills. Finally, the curriculum will provide a strong preparation for students taking examinations like the Fundamentals of Engineering exam and later, the Professional Engineers exam.

The proposed implementation date is fall 2025.

Texas A&M University-Texarkana certifies that the proposed new degree program meets the criteria under the 19 Texas Administrative Code, Section 2.117 regarding need, quality, financial and faculty resources, standards, and costs.

I. NEED

A. Employment Opportunities

According to the U.S. Bureau of Labor Statistics Civil Engineers, as of 2022, had a median annual salary of \$89,940, breaking down to approximately \$43.24 per hour. Typically, those entering this profession are required to have a bachelor's degree, with no necessity for prior work experience in a related occupation or specific on-the-job training. The field employed about 326,300 individuals in 2022. Looking ahead, the job outlook for 2022-2032 is promising, with a projected growth of 5%, faster than the average for all occupations. This growth is expected to result in about 16,200 new job opportunities in the civil engineering sector over this decade.

In Texas, the growth rate is significantly higher. The state is projected to see a 22% increase in employment for civil engineers from 2020 to 2030, with numbers rising from 28,490 to 34,700. This substantial growth rate suggests that Texas may be experiencing more substantial infrastructure development, urbanization or investment in civil projects than the national average. Texas is expected to have 2,820 job openings annually for civil engineers, which is a significant number, reflecting the state's robust job market for this profession.

Overall, the data indicates that civil engineering is a growing field both nationally and in Texas, with Texas showing a particularly strong demand for professionals in this area.

B. Projected Enrollment

Table 1 shows enrollment projections of 18 new students in year one and increasing to an enrollment of 52 new students in year five.

Table 1. Projected Five-Year Enrollments

Enrollment	Year 1	Year 2	Year 3	Year 4	Year 5
Full-Time					
In-state	10	12	12	17	20
Out-of-state	4	3	5	6	6
Out-of-country		2	3	5	4
FTSE Semester Credit Hours					
Part-Time					
In-state	3	5	7	10	8
Out-of-state	1	3	5	7	8
Out-of-country		2	5	5	6
FTSE Semester Credit Hours					
Total New Students	18	27	37	50	52

C. Existing State Programs

The existing public and private degree programs are distributed geographically across Texas and are listed in Table 2.

Table 2. Graduates of Existing Texas Programs

Degree Title & Designation	University	CIP Code	2020-2021	2021-2022
Bachelor's Degree in Civil Engineering	Angelo State University	14.0801.00	17	19
Bachelor's Degree in Civil Engineering	University of Houston	14.0801.00	67	73
Bachelor's Degree in Civil Engineering	Lamar University	14.0801.00	20	18
Bachelor's Degree in Civil Engineering	LeTourneau University	14.0801.00	9	6
Bachelor's Degree in Civil Engineering	The University of Texas Rio Grande Valley	14.0801.00	83	99
Bachelor's Degree in Civil Engineering	Prairie View A&M University	14.0801.00	20	10
Bachelor's Degree in Civil Engineering	Rice University	14.0801.00	21	23
Bachelor's Degree in Civil Engineering	Southern Methodist University	14.0801.00	15	15

Bachelor's Degree in Civil Engineering	Tarleton State University	14.0801.00	10	8
Bachelor's Degree in Civil Engineering	Texas A&M University-Kingsville	14.0801.00	79	62
Bachelor's Degree in Civil Engineering	Texas A&M University	14.0801.00	238	202
Bachelor's Degree in Civil Engineering	Prairie View A&M University	14.0801.00	20	10
Bachelor's Degree in Civil Engineering	Schreiner University	14.0801.00	N/A	0
Bachelor's Degree in Civil Engineering	Texas A&M University-Corpus Christi	14.0801.00	0	0
Bachelor's Degree in Civil Engineering	Texas Southern University	14.0801.00	24	16
Bachelor's Degree in Civil Engineering	Texas State University	14.0801.00	N/A	0
Bachelor's Degree in Civil Engineering	Texas Tech University	14.0801.00	119	85
Bachelor's Degree in Civil Engineering	The University of Texas at Austin	14.0801.00	121	143
Bachelor's Degree in Civil Engineering	The University of Texas at El Paso	14.0801.00	76	73
Bachelor's Degree in Civil Engineering	The University of Texas at Tyler	14.0801.00	65	54
Bachelor's Degree in Civil Engineering	The University of Texas Permian Basin	14.0801.00	N/A	N/A
Bachelor's Degree in Civil Engineering	West Texas A&M University	14.0801.00	15	8

II. QUALITY & RESOURCES

A. Faculty

Three existing core faculty are in place to support the program and three additional full-time faculty members will be added over the first four years.

B. Program Administration

No additional administrative costs are required.

C. Other Personnel

No additional personnel are required.

D. Supplies, Materials

No additional costs for supplies and materials.

E. Library

Library and Instructional Technology costs are estimated at \$5,000 per year. This is related to the addition of physical resources and databases required for the civil engineering program.

F. Equipment, Facilities

Facilities and capital investment costs begin year one with \$100,000 and increase to \$150,000 in year two and \$250,000 in year three. These costs are expected to decrease to \$20,000 in years four and five. This cost is directly related to purchasing laboratory testing machines, equipment, software, maintenance, and safety gear.

G. Accreditation

The program will seek professional accreditation through ABET at the earliest opportunity.

III. NEW 5-YEAR COSTS & FUNDING SOURCES

NEW FIVE-YEAR COSTS		SOURCES OF FUNDING	
Faculty	\$1,176,500	Formula Income	\$534,736
Program Administration		Statutory Tuition	
Graduate Assistants		Reallocation	
Supplies & Materials		Designated Tuition	
Library & IT Resources	\$25,000	Other Funding:	
Equipment, Facilities	\$540,000	List other funding	
		Tuition	\$1,419,098
Other – Staff	\$350,000	Fees	\$500,730
Estimated 5-Year Costs	\$2,091,500	Estimated 5-Year Revenues	\$2,454,565

Agenda Item No.

AGENDA ITEM BRIEFING

Submitted by: Ross Alexander, Ph.D., President
Texas A&M University-Texarkana

Subject: Approval of a New Master of Education Degree Program with a Major in Special Education, and Authorization to Request Approval from the Texas Higher Education Coordinating Board

Proposed Board Action:

Approve the establishment of a new degree program at Texas A&M University-Texarkana (A&M-Texarkana) leading to a Master of Education (M.Ed.) in Special Education, authorize the submission of this degree program to the Texas Higher Education Coordinating Board (THECB) for approval and certify that all applicable THECB criteria have been met.

Background Information:

The proposed program is currently offered as a track option in the Master of Science degree with a major in Curriculum and Instruction for those seeking Education Diagnostician Certification. A&M-Texarkana seeks to increase the identity and visibility of this certification by creating a standalone degree from existing coursework. The program will be offered 100% online.

The proposed M.Ed. in Special Education program will prepare knowledgeable caring professionals equipped with valuable tools that serve students with exceptionalities in today's classrooms. The program will embrace cultural and linguistic diversity emphasizing the importance of evidence-based practice, critical thinking skills, interdisciplinary collaboration, ethical principles, and continued professional development to meet the standards of the Council for Exceptional Children. Further, the proposed program aims to successfully prepare diagnostician candidates to evaluate students who have been referred for special education services. The training provided will support the program's students by increasing their ability to assess the cognitive and academic abilities of the referred student for special education services.

A&M System Funding or Other Financial Implications:

The proposed program is currently an existing track offered under another master's program, as a result, the new program will not have any new five-year costs. The proposed program will not need additional faculty members. Three existing core faculty members will be assigned to the new program.

Strategic Plan Imperative(s) this Item Advances:

The proposed M.Ed. aligns with The Texas A&M University System strategic plan imperative 3 by preparing students for long-term careers in a high-demand field.

Agenda Item No.

TEXAS A&M UNIVERSITY-TEXARKANA

Office of the President

February 21, 2024

Members, Board of Regents
The Texas A&M University System

Subject: Approval of a New Master of Education Degree Program with a Major in Special Education, and Authorization to Request Approval from the Texas Higher Education Coordinating Board

I recommend adoption of the following minute order:

“The Board of Regents of The Texas A&M University System approves the establishment of a new degree program at Texas A&M University-Texarkana leading to a Master of Education in Special Education.

The Board also authorizes submission of Texas A&M University-Texarkana’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.”

Respectfully submitted,

Ross Alexander, Ph.D.
President

Approval Recommended:

Approved for Legal Sufficiency:

John Sharp
Chancellor

Ray Bonilla
General Counsel

Billy Hamilton
Deputy Chancellor and
Chief Financial Officer

James R. Hallmark, Ph.D.
Vice Chancellor for Academic Affairs

Texas A&M University-Texarkana

Master of Education
with a major in Special Education
(CIP 13.1001.00)

Program Review Outline

BACKGROUND & PROGRAM DESCRIPTION

Administrative Unit: College of Arts, Sciences, and Education; Department of Teaching and Professional Programs in Education

The proposed program is currently offered as a track option in the Master of Science degree with a major in Curriculum and Instruction for those seeking Education Diagnostician Certification. Texas A&M University-Texarkana (A&M-Texarkana) seeks to increase the identity and visibility of this certification by creating a standalone degree program from existing coursework. The program will be offered 100% online. The Special Education program will prepare knowledgeable caring professionals equipped with valuable tools that serve students with exceptionalities in today's classrooms. The program will embrace cultural and linguistic diversity emphasizing the importance of evidence-based practice, critical thinking skills, interdisciplinary collaboration, ethical principles, and continued professional development and meet the standards of the Council for Exceptional Children. Further, this program aims to successfully prepare diagnostician candidates to evaluate students who have been referred for special education services. The training provided will support students in increasing their ability to assess the cognitive and academic abilities of the referred student for special education services.

This degree program consists of 30 semester credit hours (SCH) and students will graduate fully prepared students to complete the Education Diagnostician certification exam.

The proposed implementation date is fall 2024.

A&M -Texarkana certifies that the proposed new degree program meets the criteria under the 19 Texas Administrative Code, Section 2.117 regarding need, quality, financial and faculty resources, standards, and costs.

I. NEED

A. Employment Opportunities

Schools across the country are facing their toughest staffing challenges in recent memory at a moment when students need diverse, effective teachers more than ever. It is no surprise that 49 states report a shortage of teachers, and that number has grown exponentially since the COVID-19 Pandemic (Covid). More and more students are disconnecting from school and falling further behind. Stelitano, Gomez-Bendana. and Greer (2021) reported that educator perceptions of the 2020-21 school year found teachers more stressed.

As of October 2022, Texas had an overall teaching attractiveness rating of 2.5 with a teacher turnover rating of 2.0 (Learning Policy Institute, 2022). Ratings are on a 1-5 scale, with 1 being the least desirable and 5 being the most desirable. Additionally, 51% of all school districts report difficulty attracting highly qualified teachers.

Luckily, many more students are starting to go into the special education teacher profession, with a projected 8% growth from 2022-30 and about 38,600 job openings each year (Texas Teachers of Tomorrow, 2022).

B. Projected Enrollment

The following enrollment projections show an increase in headcount from eight students in year one to 17 students in year five.

Table 1: Projected Five-Year Enrollments

Enrollment	Year 1	Year 2	Year 3	Year 4	Year 5
Full-Time					
In-state	6	8	10	12	14
Out-of-state	0	0	0	0	0
Out-of-country	0	0	0	0	0
Part-Time					
In-state	2	3	3	3	3
Out-of-state	0	0	0	0	0
Out-of-country	0	0	0	0	0
Total New Students	8	11	13	15	17

C. Existing State Programs

Thirty-three additional programs exist in Texas using the same CIP code for Special Education and Teaching, General. Graduates of these programs are shown in Table 2.

Since these data points cover a majority of time prior to Covid and teacher retention issues across the nation, we estimate these graduate counts will increase in relation to employment estimates.

Table 2. Graduates of Existing Texas Public Universities

Texas Public University	Major and CIP	2017-2018	2018-2019	2019-2020	2020-2021	2021-2022
Lamar University	Special Education 13.1001.00	119	75	124	320	326
Midwestern State University	Special Education 13.1001.00	23	31	33	38	39
Prairie View A&M University	Special Education 13.1001.00	9	7	3	6	4
Sam Houston State University	Special Education 13.1001.00	23	28	33	25	31
Stephen F. Austin State University	Special Education 13.1001.00	44	37	33	30	20
Texas A&M International University	Generic Special Education 13.1001.00	14	13	18	10	13
Texas State University	Special Education 13.1001.00	21	28	42	40	34
Texas Tech University	Special Education 13.1001.00	154	152	134	112	104
Texas Woman’s University	Special Education 13.1001.00	11	16	15	18	15
The University of Texas at Tyler	Special Education 13.1001.00	0	26	19	9	9
The University of Texas Permian Basin	Special Education 13.1001.00	39	74	94	92	68
University of Houston	Special Populations 13.1001.00	10	4	14	10	15
University of North Texas	Special Education 13.1001.00	43	40	59	44	51

II. QUALITY & RESOURCES**A. Faculty**

No additional faculty members will be hired; three core faculty will be assigned to the program.

B. Program Administration

No additional program administration costs are required.

C. Other Personnel

No additional personnel are required.

D. Supplies, Materials

No additional costs for supplies and materials.

E. Library

No additional cost for library resources.

F. Equipment, Facilities

No new equipment or facilities are required.

G. Accreditation

No additional accreditation will be sought.

III. NEW 5-YEAR COSTS & FUNDING SOURCES

NEW FIVE-YEAR COSTS*		SOURCES OF FUNDING	
Faculty	\$0	Formula Income	\$264,711
Program Administration		Statutory Tuition	
Graduate Assistants		Reallocation	
Supplies & Materials		Designated Tuition	
Library & IT Resources		Other Funding:	
Equipment, Facilities		List other funding	
		Tuition	\$831,399
Other		Fees	\$335,820
Estimated 5-Year Costs	\$0	Estimated 5-Year Revenues	\$1,431,870

Agenda Item No.

AGENDA ITEM BRIEFING

Submitted by: Ross Alexander, Ph.D., President
Texas A&M University-Texarkana

Subject: Approval of a New Master of Education Degree Program with a Major in Teaching, and Authorization to Request Approval from the Texas Higher Education Coordinating Board

Proposed Board Action:

Approve the establishment of a new degree program at Texas A&M University-Texarkana (A&M-Texarkana) leading to a Master of Education in Teaching (M.Ed.), authorize the submission of this degree program to the Texas Higher Education Coordinating Board (THECB) for approval and certify that all applicable THECB criteria have been met.

Background Information:

The proposed program is currently offered as a track option in the Master of Science degree with a major in Curriculum and Instruction as an Alternative Certification Program. A&M-Texarkana seeks to increase the identity and visibility of this teaching certification path by creating a standalone M.Ed. degree from existing coursework.

The proposed program is designed to meet the needs of those who have already earned a bachelor's degree and who wish to teach in a Kindergarten through grade 12 environment. A&M-Texarkana believes high admissions standards, rigorous coursework and quality field experiences in conjunction with strong partnerships between the university, school districts, community colleges, and other entities will best prepare candidates for successful careers in the teaching profession. Students seeking teaching certification will earn master's credit while completing the program through online courses and an internship. This program will be offered through a fully online format. This means that all core courses as well as the courses of many of the endorsement areas are online, offered in eight-week rotations. Students could complete this program, earning their master's in education - Teaching, seeking certification, in as few as three semesters (with a summer start) or as many as four semesters (fall/spring start).

A&M System Funding or Other Financial Implications:

The proposed program will not need additional faculty members. Three core faculty members will be utilized. The new costs for the first five years will not exceed \$2 million.

Strategic Plan Imperative(s) this Item Advances:

The proposed M.Ed. aligns with The Texas A&M University System strategic plan imperative 3 by preparing students for long term careers in a high demand field.

Agenda Item No.

TEXAS A&M UNIVERSITY-TEXARKANA

Office of the President

February 21, 2024

Members, Board of Regents
The Texas A&M University System

Subject: Approval of a New Master of Education Degree Program with a Major in Teaching, and Authorization to Request Approval from the Texas Higher Education Coordinating Board

I recommend adoption of the following minute order:

“The Board of Regents of The Texas A&M University System approves the establishment of a new degree program at Texas A&M University-Texarkana leading to a Master of Education in Teaching

The Board also authorizes submission of Texas A&M University-Texarkana’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.”

Respectfully submitted,

Ross Alexander, Ph.D.
President

Approval Recommended:

Approved for Legal Sufficiency:

John Sharp
Chancellor

Ray Bonilla
General Counsel

Billy Hamilton
Deputy Chancellor and
Chief Financial Officer

James R. Hallmark, Ph.D.
Vice Chancellor for Academic Affairs

Texas A&M University-Texarkana

Master of Education
with a major in Teaching
(CIP 13.1206.00)

Program Review Outline

BACKGROUND & PROGRAM DESCRIPTION

Administrative Unit: College of Arts, Sciences, and Education; Department of Teaching and Professional Programs in Education

The proposed program is currently offered as a track in the Master of Science degree with a major in Curriculum and Instruction as an Alternative Certification Program. Texas A&M University-Texarkana (A&M-Texarkana) seeks to increase the identity and visibility of this teaching certification path by creating a standalone Master of Education (M.Ed.) degree program from existing coursework.

The proposed program is designed to meet the needs of those who have already earned a bachelor's degree and wish to teach in a Kindergarten through grade 12 environment. The proposed program will be offered fully online and students may complete the program in as little as a year. Students will earn master's credit while completing the program through online courses and an internship. The program's core courses as well as the courses of many of the endorsement areas will be offered online in eight-week rotations. Students could complete this program, earning their master's in education - Teaching, seeking certification, in as few as three semesters (summer start) or as many as four semesters (fall/spring start).

The proposed degree program requires students to complete 30 semester credit hours (SCH) of coursework. Students will select between two tracks – (1) Early Childhood through grade 6, English Language Arts and Reading, grades 4 through 8, and Core Subjects grades 4 through 8 and (2) All grades 7 through 12, Science grades 4 through 8, Math grades 4 through 8, and Social Studies grades 4 through 8.

The proposed implementation date is fall 2024.

A&M-Texarkana certifies that the proposed new degree program meets the criteria under the 19 Texas Administrative Code, Section 2.117 regarding need, quality, financial and faculty resources, standards, and costs.

I. NEED

A. Employment Opportunities

Schools across the country are facing their toughest staffing challenges in recent memory at a moment when students need diverse, effective teachers more than ever. It is no surprise that 49 states report a shortage of teachers, and that number has grown exponentially since the COVID-19 Pandemic (Covid). More and more students are disconnecting from school

and falling further behind. Stelitano, Gomez-Bendana. and Greer (2021) reported that educator perceptions of the 2020-21 school year found teachers more stressed.

As of October 2022, Texas had an overall teaching attractiveness rating of 2.5 with a teacher turnover rating of 2.0 (Learning Policy Institute, 2022). Ratings are on a 1-5 scale. with 1 being the least desirable and 5 being the most desirable. Additionally, 51% of all school districts report difficulty attracting highly qualified teachers.

B. Projected Enrollment

The following enrollment projections show an increase in the headcount for the program from 34 students in year one to 89 students in year five.

Table 1. Projected Five-Year Enrollments

Enrollment	Year 1	Year 2	Year 3	Year 4	Year 5
Full-Time					
In-state	29	39	50	60	70
Out-of-state	2	1	1	1	1
Out-of-country					
Part-Time					
In-state	3	5	9	12	18
Out-of-state					
Out-of-country					
Total New Students	34	45	60	73	89

C. Existing State Programs

Two additional programs exist in Texas using the same CIP code for Teacher Education, Multiple Level: Texas A&M International University in Laredo and The University of Texas Permian Basin in Midland. Graduates of these programs are fewer than 10 each academic year for the last five years per reported Integrated Postsecondary Education Data System data.

Since these data points cover a majority of time prior to Covid and teacher retention issues across the nation, it is likely that these estimated graduates will increase in relation to employment estimates.

Table 2. Graduates of Existing Texas Programs

Texas Public University	Major and CIP	2017-2018	2018-2019	2019-2020	2020-2021	2021-2022
Texas A&M International University	Teaching 13.1206.00	3	10	0	2	0
The University of Texas Permian Basin	Professional Education 13.1206.00	7	6	5	5	6

II. QUALITY & RESOURCES

A. Faculty

No additional faculty members will be hired; three core faculty will be assigned to the program.

B. Program Administration

No additional program administration costs are required.

C. Other Personnel

No additional personnel are required.

D. Supplies, Materials

No additional costs for supplies and materials.

E. Library

No additional cost for library resources.

F. Equipment, Facilities

No new equipment or facilities required.

G. Accreditation

No additional accreditation will be sought.

III. NEW 5-YEAR COSTS & FUNDING SOURCES

NEW FIVE-YEAR COSTS		SOURCES OF FUNDING	
Faculty	\$0	Formula Income	\$972,432.19
Program Administration		Statutory Tuition	
Graduate Assistants		Reallocation	
Supplies & Materials		Designated Tuition	
Library & IT Resources		Other Funding:	
Equipment, Facilities		List other funding	
Other			
Estimated 5-Year Costs	\$0	Estimated 5-Year Revenues	\$972,432.19

Agenda Item No.

WEST TEXAS A&M UNIVERSITY

Office of the President

February 15, 2024

Members, Board of Regents
The Texas A&M University System

Subject: Approval of Academic Tenure, May 2024,
West Texas A&M University

I recommend adoption of the following minute order:

“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 West Texas A&M University as set forth in the exhibit, Tenure List No. 24-03.”

Respectfully submitted,

Walter V. Wendler
President

Approval Recommended:

Approved for Legal Sufficiency:

John Sharp
Chancellor

Ray Bonilla
General Counsel

Billy Hamilton
Deputy Chancellor and
Chief Financial Officer

James R. Hallmark, Ph.D.
Vice Chancellor for Academic Affairs

**WEST TEXAS A&M UNIVERSITY
BACKGROUND OF FACULTY
RECOMMENDED FOR ACADEMIC TENURE
TENURE LIST NO. 24-03**

COLLEGE OF ENGINEERING

<u>Name</u>	<u>Present Rank Department</u>	<u>Yrs. Towards Tenure*</u>		<u>Effective Date Tenure</u>
		<u>Univ.</u>	<u>Other Inst.</u>	
Dr. Audrey C. Meador	Assistant Professor Mathematics	6	0	Upon Approval by the Board
Ph.D. (2018)	Texas Tech University			
Fa 2018 – Present	West Texas A&M University	Assistant Professor		
Dr. Audrey Meador has expertise in the discipline of mathematics education. Dr. Meador’s research and teaching include effective K-12 mathematics teacher preparation and recruitment and retention of underserved and underrepresented populations in STEM education.				
To the best of our knowledge, Dr. Meador 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 <i>12.01</i> , Section 4.3.				

<u>Name</u>	<u>Present Rank Department</u>	<u>Yrs. Towards Tenure*</u>		<u>Effective Date Tenure</u>
		<u>Univ.</u>	<u>Other Inst.</u>	
Dr. Vinu Unnikrishnan	Assistant Professor Civil Engineering	5	1	Upon Approval by the Board
Ph.D. (2007)	Texas A&M University			
Sp 2012 – Fa 2018 Sp 2019 – Present	University of Alabama West Texas A&M University	Assistant Professor Assistant Professor		
Dr. Vinu Unnikrishnan has expertise in the discipline of composite materials and computational nano- and bio-mechanics. Dr. Unnikrishnan’s research and teaching include structural analysis, engineering dynamics, finite element analysis, and theory of elasticity.				
To the best of our knowledge, Dr. Unnikrishnan 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 <i>12.01</i> , Section 4.3.				

COLLEGE OF NURSING AND HEALTH SCIENCES

<u>Name</u>	<u>Present Rank Department</u>	<u>Yrs. Towards Tenure*</u>		<u>Effective Date Tenure</u>
		<u>Univ.</u>	<u>Other Inst.</u>	
Dr. Lorna R. Strong	Assistant Professor Sports and Exercise Sciences	6	0	Upon Approval by the Board
Ed.D. (2018)	Lamar University			
Fa 2018 – Present	West Texas A&M University	Assistant Professor		
Dr. Lorna Strong has expertise in the discipline of athletic training. Dr. Strong’s research and teaching includes human anatomy, athletic injury recognition and care, along with aspects of program leadership and administration.				
To the best of our knowledge, Dr. Strong 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 <i>12.01</i> , Section 4.3.				

SYBIL B. HARRINGTON COLLEGE OF FINE ARTS AND HUMANITIES

<u>Name</u>	<u>Present Rank Department</u>	<u>Yrs. Towards Tenure*</u>		<u>Effective Date Tenure</u>
		<u>Univ.</u>	<u>Other Inst.</u>	
Dr. Nancy Garcia	Assistant Professor Media Communication	6	0	Upon Approval by the Board
Ed.D. (2017)	Texas Tech University			
Fa 2018 – Present	West Texas A&M University	Assistant Professor		
Dr. Nancy Garcia has expertise in the discipline of media communication. Dr. Garcia’s teaching and research include international journalism, social media marketing, and multimedia journalism.				
To the best of our knowledge, Dr. Garcia 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 <i>12.01</i> , Section 4.3.				

TERRY B. ROGERS COLLEGE OF EDUCATION AND SOCIAL 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. Ray Barbosa Jr.	Assistant Professor Education	7**	0	Upon Approval by the Board
Ed.D. (2016)	Texas Tech University			
Fa 2017 – Present	West Texas A&M University	Assistant Professor		
Dr. Ray Barbosa has expertise in the discipline of Educational Leadership. Dr. Barbosa’s research and teaching include the principal certificate standards, human development, migrant studies, best practices for rural school principals, technology applications, and Hispanic educators in higher education.				
To the best of our knowledge, Dr. Barbosa 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 <i>12.01</i> , Section 4.3.				

<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. Adam Weiss	Assistant Professor Education	6	0	Upon Approval by the Board
Ed.D. (2017)	Vanderbilt University			
Fa 2018 – Present	West Texas A&M University	Associate Professor		
Dr. Adam Weiss has expertise in the discipline of Bilingual/English Second Language (ESL) instruction. Dr. Weiss’s research and teaching include language development, education research, multicultural education, cyberbullying, and school funding.				
To the best of our knowledge, Dr. Weiss 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 <i>12.01</i> , 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.

** Dr. Ray Barbosa was granted a one-year tenure extension in fall 2022, thus the added time to ‘Years towards Tenure’ column.

Agenda Item No.

AGENDA ITEM BRIEFING

Submitted by: Walter V. Wendler, President
West Texas A&M University

Subject: Granting of Faculty Development Leave for FY 2025,
West Texas A&M University

Proposed Board Action:

Authorize faculty development leave for FY 2025 at West Texas A&M University (WTAMU).

Background Information:

System Policy [31.03, Leaves of Absence](#), and System Regulation [12.99.01, Faculty Development Leave](#), require that a recommendation for faculty development leave be submitted by the university president to the chancellor for recommendation to the Board of Regents for approval. At WTAMU, the application is submitted with support of the academic department, college dean, university development leave committee (elected by the general faculty), provost and executive vice president for academic affairs, and president.

As shown in the exhibit, WTAMU requests approval for faculty development leave for one faculty member for FY 2025.

WTAMU is in compliance with the statutory requirement that no more than six percent of eligible faculty be on development leave at any time.

A&M System Funding or Other Financial Implications:

No additional funding is required. Departmental faculty members are assuming the recommended faculty member's teaching load by adjusting course offerings the next academic year.

Strategic Plan Imperative(s) this Item Advances:

The granting of Faculty Development Leave allows for the advancement of The Texas A&M University System's fourth imperative of increasing prominence by building a robust and targeted research portfolio. Providing Faculty Development Leave opportunities further supports WTAMU's strategic plan goal one of enhancing the academic experience of all students and goal two of becoming a regional research university.

Agenda Item No.

WEST TEXAS A&M UNIVERSITY

Office of the President

February 20, 2024

Members, Board of Regents
The Texas A&M University System

Subject: Granting of Faculty Development Leave for FY 2025,
West Texas A&M University

I recommend adoption of the following minute order:

“The Board of Regents of The Texas A&M University System, in accordance with System Policy 31.03, System Regulation 12.99.01 and Sections 51.101-108 of the Texas Education Code, authorizes faculty development leave to the faculty member as shown in the attached exhibit, Faculty Development Leave List FY 2025, West Texas A&M University.”

Respectfully submitted,

Walter V. Wendler
President

Approval Recommended:

Approved for Legal Sufficiency:

John Sharp
Chancellor

Ray Bonilla
General Counsel

Billy Hamilton
Deputy Chancellor and
Chief Financial Officer

James R. Hallmark, Ph.D.
Vice Chancellor for Academic Affairs

FACULTY DEVELOPMENT LEAVE LIST
FY 2025
WEST TEXAS A&M UNIVERSITY

Name/ Title/ Department	Years of WTAMU Tenured, Tenure-Track Service	Semester of Leave	Location, Brief Description of Leave and Benefit to University
SYBIL B. HARRINGTON COLLEGE OF FINE ARTS AND HUMANITIES			
Christopher Meerdink Professor Voice	6	Spring 2025	Dr. Meerdink’s leave will take place in Amarillo, Texas, where he will pursue training in a theoretical approach for Dialectical Behavior Therapy (DBT) as well as further his education on person-centered counseling. These approaches promote and foster a positive student-teacher relationship that enhances the educational experience. He will focus on ways to implement and integrate these theories into the pedagogical aspects of the Music program at WTAMU. The benefits of leave also include being able to submit for publication to music and education journals. The application of DBT will help mitigate and manage the effects of anxiety and depression among college students at WTAMU.

Agenda Item No.

AGENDA ITEM BRIEFING

Submitted by: Walter V. Wendler, President
West Texas A&M University

Subject: Approval of Amended Mission Statement and Authorization to Provide
Notification to the Texas Higher Education Coordinating Board

Proposed Board Action:

Approve the amended mission statement for West Texas A&M University (WTAMU) and authorize notification of the amendment to the Texas Higher Education Coordinating Board.

Background Information:

As provided by [19 Texas Administrative Code, §5.24 Submission of Mission Statements and Planning Notification](#) and [System Policy 03.02, Academic Mission Statements and Program Inventory](#), the Board of Regents approves changes to an institution's mission statement. WTAMU completed a review of its mission as it relates to the vision, core values, imperatives and objectives outlined in the strategic plan *The Pioneering Spirit: Pursuit of WT 125*. Through the planning process, it was determined that the mission statement should be amended to reflect an emphasis on the university being an intellectually challenging institution that is focused on preparing the next generation of students.

The existing and amended mission statements are attached.

A&M System Funding or Other Financial Implications:

There are no funding implications for this request.

Strategic Plan Imperative(s) this Item Advances:

This agenda item supports the following Strategic Plan Imperatives 1, 2, 3, 4, and 5: “All qualified students will find a place in the A&M System and will have an array of pathways to pursue their ambitions and interests.”; “The A&M System will remain affordable and accessible.”; “Our students will leave the A&M System as responsible and engaged citizens prepared for successful careers in an increasingly global economy.”; “The A&M System will increase its prominence by building a robust and targeted research portfolio.”; and “The A&M System will provide services that respond to the needs of the people of Texas and contribute to the strength of the state's economy.” These five imperatives are embedded in WTAMU's revised mission statement, which serves as the foundation for the university's strategic priorities, goals, and commitment to serving local, regional, and global stakeholders.

Agenda Item No.

WEST TEXAS A&M UNIVERSITY

Office of the President

February 20, 2024

Members, Board of Regents
The Texas A&M University System

Subject: Approval of Amended Mission Statement and Authorization to Provide Notification
to the Texas Higher Education Coordinating Board

I recommend approval of the following minute order:

**“The Board of Regents approves the amended Mission Statement for
West Texas A&M University as shown in the attached exhibit.**

**The Board also authorizes notification of West Texas A&M
University’s amended Mission Statement to the Texas Higher Education
Coordinating Board.”**

Respectfully submitted,

Walter V. Wendler
President

Approval Recommended:

Approved for Legal Sufficiency:

John Sharp
Chancellor

Ray Bonilla
General Counsel

Billy Hamilton
Deputy Chancellor and
Chief Financial Officer

James R. Hallmark, Ph.D.
Vice Chancellor for Academic Affairs

REVISED MISSION STATEMENT

INSTITUTION: West Texas A&M University

MISSION STATEMENT

The mission of West Texas A&M University is to provide intellectually challenging, reflective, regionally responsive, and comprehensive *academic* programs that discover, interpret, apply, and disseminate knowledge for preparing the next generation of citizens in Texas, the nation, and the world.

**EXISTING
MISSION STATEMENT**

INSTITUTION: West Texas A&M University

West Texas A&M University is a diverse and inclusive student-centered community of learners that:

- provides a technology-rich, academically rigorous educational experience at the undergraduate and graduate levels;
- cultivates opportunities to develop critical thinking and problem solving skills, information literacy, and ethical behavior;
- directs resources in support of empowering co-curricular experiences;
- maintains focus on the development of future leaders for our community, the state, the nation, and the world; and
- serves through education, research, and consultation as a catalyst for economic development and enhancement of the quality of life for the region.

REVISED MISSION STATEMENT (WITH ANNOTATIONS)

INSTITUTION: West Texas A&M University

MISSION STATEMENT

The mission of West Texas A&M University is to provide intellectually challenging, reflective, regionally responsive, and comprehensive academic programs that discover, interpret, apply and disseminate knowledge for preparing the next generation of citizens in Texas, the nation, and the world. a diverse and inclusive student-centered community of learners that:

- ~~• provides a technology rich, academically rigorous educational experience at the undergraduate and graduate levels;~~
- ~~• cultivates opportunities to develop critical thinking and problem solving skills, information literacy, and ethical behavior;~~
- ~~• directs resources in support of empowering co-curricular experiences;~~
- ~~• maintains focus on the development of future leaders for our community, the state, the nation, and the world; and~~
- ~~• serves through education, research, and consultation as a catalyst for economic development and enhancement of the quality of life for the region.~~

AGENDA ITEM BRIEFING

Submitted by: Al Davis, Director
Texas A&M Forest Service

Subject: Authorization to Execute FY 2024 Federal Non-research Grant Agreements and any Amendments, Modifications or Extensions

Proposed Board Action:

Authorize the Texas A&M Forest Service director or designee to execute federal, non-research grant agreements, with a value in excess of \$500,000. These grants are funded by the United States Department of Agriculture – Forest Service.

Program Name	Estimated FY 2024 Award Amount
FY2024 Inflation Reduction Act Grants	2,000,000
FY2024 Wood Utilization Grant	500,000

Background Information:

Both the Inflation Reduction Act (IRA) Grants and the Wood Utilization Grant are new grants and are expected to be one-time awards.

Inflation Reduction Grants

The first IRA grant will deliver climate mitigation and forest resilience programs to underserved landowners. The purpose of this non-competitive funding is to support the development and implementation of state programs for underserved landowners. These programs should provide technical assistance for underserved landowners to help them steward their land to yield a variety of benefits, including but not limited to carbon storage and sequestration, climate mitigation, and forest resilience. Programs will educate landowners about climate, informed forestry techniques, and practices. A desired outcome is to connect underserved landowners to an array of incentives, programs, and markets – including assisting landowners in understanding and navigating opportunities in carbon or other emerging markets. The amount of this grant is \$500,000.

The second IRA grant is for the Forest Legacy Program. The selection process will be competitive and merit-based. The purpose of the Forest Legacy Program is to identify and conserve environmentally important forest areas that are threatened by conversion to non-forest uses. Providing economic incentives to landowners to keep their forests as forests encourages sustainable forest management and supports strong markets for forest products. The amount of this grant could be up to \$1,500,000.

Wood Utilization Grant

This grant will enhance forest utilization and marketing capacity in the U.S. South. It is a collaboration with other states in the Southern region. The Wood Innovations Grants Program stimulates, expands, and supports U.S. wood products markets and wood energy markets to support the long-term management of the National Forest System and other forest lands. Focus areas include mass timber, renewable wood energy and technological development that supports hazardous fuel reduction and sustainable forest management.

A&M System Funding or Other Financial Implications:

Texas A&M Forest Service would receive an estimated \$2,500,000 from the United States Department of Agriculture – Forest Service to fund the programs described above.

Strategic Plan Imperative(s) this Item Advances:

System Imperative 5: “The A&M System will provide services that respond to the needs of the people of Texas and contribute to the strength of the state’s economy.” Grant funding supports Texas A&M Forest Service’s mission to provide statewide leadership and technical assistance to ensure trees, forests and related natural resources are sustained for the benefit of all and to protect against wildland fires.

Agenda Item No.

TEXAS A&M FOREST SERVICE

Office of the Director

March 11, 2024

Members, Board of Regents
The Texas A&M University System

Subject: Authorization to Execute FY 2023 Federal Non-research Grant Agreements and any Amendments, Modifications or Extensions

I recommend adoption of the following minute order:

“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 Inflation Reduction Act Grants and Wood Utilization Grant.”

Respectfully submitted,

Al Davis
Director

Approval Recommended:

Approved for Legal Sufficiency:

John Sharp
Chancellor

Ray Bonilla
General Counsel

Billy Hamilton
Deputy Chancellor and
Chief Financial Officer

Jeffrey W. Savell
Vice Chancellor and Dean
Agriculture and Life Sciences

AGENDA ITEM BRIEFING

Submitted by: W. Nim Kidd, Vice Chancellor for Disaster and Emergency Services
Chief, Texas Division of Emergency Management

Subject: Authorization to Execute FY 2023 through FY 2025 Federal Non-research Grants, Cooperative Agreements and Contracts, and any Amendments, Modifications or Extensions to, and Subawards under Non-research Grants, Cooperative Agreements and Contracts for FY 2023, FY 2024 and FY 2025 Programs

Proposed Board Action:

Authorization is requested for the Texas Division of Emergency Management (TDEM) chief, or designee, to execute the following federal-state non-research grants, cooperative agreements and contracts (subawards), each with a value in excess of \$500,000 for fiscal years 2023, 2024 and 2025. The United States Department of Homeland Security/Federal Emergency Management Agency (DHA/FEMA), the United States Department of Transportation (USDOT), and United States Department of Energy (DOE) fund the TDEM grant awards listed below. These grant awards and a minimal amount of state general revenue fund the No. 7 contract listed below.

1. DHS/FEMA Emergency Management Performance Grants
2. DHS/FEMA Hazard Mitigation Grant Program
3. DHS/FEMA Public Assistance Grants
4. DHS/FEMA Crisis Counseling Program Grants
5. DHS/FEMA Pre-Disaster Mitigation Grants
6. DHS/FEMA Fire Management Assistance Grants
7. USDOT Pipeline and Hazardous Material Safety Administration (PHMSA) Hazardous Materials Emergency Preparedness Grant Program
8. DHS/FEMA Building Resilient Infrastructure and Communities (BRIC)
9. COVID-19 Supplemental Grant Funding [e.g., Coronavirus Relief Fund (CRF)]
10. DOE Preventing Outages and Enhancing the Resilience of the Electric Grid Formula Grants to States and Indian Tribes

Background Information:

System Policy [25.07, Contract Administration](#), requires that “contracts, grants and agreements to perform educational and/or service activities consistent with a member’s mission and involving a total stated or implied consideration of \$500,000 or more” be submitted to the Board of Regents for approval.

DHS/FEMA – TDEM has administered DHS/FEMA programs listed above as far back as 1953. The funding is critical to TDEM’s mission to carry out a comprehensive all-hazard emergency management program for the state and for assisting cities, counties and state agencies in planning and implementing their emergency management programs. This includes pre- and post-disaster

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mitigation of known hazards to reduce their impact; preparedness activities, such as emergency planning, training and exercises; provisions for effective response to emergency situations; and recovery programs for major disasters.

USDOT – TDEM has applied for and participated in the PHMSA program every year since 1996. The funding is critical to TDEM’s mission to carry out a comprehensive all-hazard emergency management program for the state and for assisting cities, counties and state agencies in planning and implementing their emergency management programs. This includes pre- and post-disaster mitigation of known hazards to reduce their impact; preparedness activities, such as emergency planning, training and exercises; provisions for effective response to emergency situations; and recovery programs for major disasters.

Grant award funding received by TDEM has allowed TDEM to provide a comprehensive all-hazard emergency management program for the state and provide emergency management assistance for its jurisdictions. This includes preparedness, response, recovery, mitigation, and management of the State Operations Center.

Time Sensitive Awards – Upon the governor’s designation, the chief of TDEM is empowered to act as the governor’s authorized representative whereby TDEM serves as the state recipient and pass-through entity for the above federal non-research funds. Federal and private non-research sponsor agreements, to carry out the grant programs listed above, require execution in a timely manner in order to receive funds designated by the governor and then pass-through the subaward funding as needed to local jurisdictions so that they can conduct planning, training, mitigation, response, and recovery operations. Prior to the transition to The Texas A&M University System (A&M System), these grant awards were approved promptly at the division level as soon as the division was notified of the award. The awards to the sub-recipients were then allocated and distributed as soon as grant-funding requirements were met. As TDEM serves as the state-designated, pass-through entity for these funds, and the ultimate recipients are the local jurisdictions, waiting to receive Board of Regents approval will result in either delays in these jurisdictions receiving the funds, or loss of awards from DHS/FEMA, DOE and USDOT. These awards include ongoing grants related to previous disasters that continue to be open and charged against.

A&M System Funding or Other Financial Implications:

All grant award amounts received by TDEM are fully funded by federal sponsor dollars. TDEM will receive a minimal amount of state general revenue funding for the performance of federally sponsored awards. Federal award amounts range from \$1.5 million to \$10+ billion depending on disaster activity, sponsor appropriations and allocations to funded programs, and subawards range in excess of \$500,000 within the annual grant award amounts as follows:

1. DHS/FEMA Emergency Management Performance Grants: \$20 million or more per year
2. DHS/FEMA Hazard Mitigation Grant Program: \$10 million or more per year
3. DHS/FEMA Public Assistance Grants: \$130 million or more per year
4. DHS/FEMA Crisis Counseling Grants: \$500,000 or more per year
5. DHS/FEMA Pre-Disaster Mitigation Grants: \$500,000 or more per year

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6. DHS/FEMA Emergency Management Performance Grants: \$20 million or more per year
7. DHS/FEMA Hazard Mitigation Grant Program: \$10 million or more per year
8. DHS/FEMA Public Assistance Grants: \$130 million or more per year
9. DHS/FEMA Crisis Counseling Grants: \$500,000 or more per year
10. DHS/FEMA Pre-Disaster Mitigation Grants: \$500,000 or more per year
11. DHS/FEMA Fire Management Assistance Grants: \$500,000 or more per year
12. USDOT Pipeline and Hazardous Material Safety Administration (PHMSA) Hazardous Materials Emergency Preparedness Grant Program: \$1.5 million or more per year
13. DHS/FEMA Building Resilient Infrastructure and Communities (BRIC): \$600,000 or more per year.
14. COVID-19 Supplemental Grant Funding (e.g. CRF): \$100 million or more per year
15. DOE Preventing Outages and Enhancing the Resilience of the Electric Grid Formula Grants to States and Indian Tribes \$30 million or more per year.

Strategic Plan Imperative(s) this Item Advances:

Approval of this agenda item advances Strategic Imperatives 5 and 6 by enabling TDEM to respond to the needs of the people of Texas, contribute to the strength of the state's economy and display prudent financial stewardship

Agenda Item No.

TEXAS DIVISION OF EMERGENCY MANAGEMENT
Office of the Vice Chancellor for Disaster and Emergency Services
Chief, Texas Division of Emergency Management
March 25, 2024

Members, Board of Regents
The Texas A&M University System

Subject: Authorization to Execute FY 2023 through FY 2025 Federal Non-research Grants, Cooperative Agreements and Contracts, and any Amendments, Modifications or Extensions to, and Subawards under Non-research Grants, Cooperative Agreements and Contracts for the FY 2023, FY 2024 and FY 2025 Programs.

I recommend adoption of the following minute order:

“The chief of the Texas Division of Emergency Management, or designee, is authorized to execute, following review for legal sufficiency by the Office of General Counsel, federal non-research grants, cooperative agreements, contracts, amendments, modifications, or extensions with the United States Department of Homeland Security/Federal Emergency Management Agency, the United States Department of Transportation, Department of Energy, and any other federal and private non-research time sensitive award agreements to provide emergency and disaster-related training, planning, mitigation, response, recovery and related services, and subawards under any of the preceding, for fiscal year 2023, fiscal year 2024 and fiscal year 2025 programs.”

Respectfully submitted,

W. Nim Kidd
Vice Chancellor for Disaster and Emergency Services
Chief, Texas Division of Emergency Management

Approval Recommended:

Approved for Legal Sufficiency:

John Sharp
Chancellor

Ray Bonilla
General Counsel

Billy Hamilton
Deputy Chancellor and
Chief Financial Officer

***Certified by the general counsel or other appropriate attorney as confidential or information that may be withheld from public disclosure in accordance with Section 551.1281 and Chapter 552 of the Texas Government Code.**