Agenda Items
Meeting
of the
Board of Regents

November 13, 2025

MEETING OF THE BOARD OF REGENTS
THE TEXAS A&M UNIVERSITY SYSTEM
November 13, 2025
College Station, Texas

REGULAR AGENDA ITEMS

1. COMMITTEE ON FINANCE

1.1 Approval of an Increase to the FY 2026 Available University Fund Allocation for Texas A&M University, Prairie View A&M University, System Offices, and Other Systemwide Initiatives, A&M System

2. COMMITTEE ON AUDIT AND RISK MANAGEMENT

3. COMMITTEE ON FACILITIES PLANNING AND CONSTRUCTION

3.1 Approval of the Project Scope and Budget, Appropriation for Construction Services, and Approval for Construction for the Player Development Center at Blue Bell Park Project, Texas A&M University, College Station, Texas (Project No. 02-3448), A&M System

3.2 Approval of the Project Scope and Budget, Appropriation for Construction Services, and Approval for Construction for the Meat Sciences & Technology Center Project, Texas A&M AgriLife Research, Bryan, Texas (Project No. 06-3339), A&M System

3.3 Approval of the Project Scope and Increased Budget, Appropriation for Construction Services, and Approval for Construction for the HVAC System Hart Hall Project, Texas A&M University, College Station, Texas (Project No. 2024-06500), Texas A&M

3.4 Approval to Amend the FY 2026 – FY 2030 A&M System Capital Plan to Add the Renovate Building 1041 for GI Lab Project for Texas A&M University with an FY 2026 Start Date and Appropriate Funding for Pre-Construction Services (Project No. 02-3459), Texas A&M

3.5 Approval to Amend the FY 2026 – FY 2030 Texas A&M University System Capital Plan to Change the Fiscal Year Designation for Project Initiation and Appropriate Funding for Pre-Construction Services for the West Campus Learning Commons Project for Texas A&M University (Project No. 02-3462), Texas A&M

3.6 Approval to Amend the FY 2026 – FY 2030 Texas A&M University System Capital Plan to Change the Fiscal Year Designation for Project Initiation and Appropriate Funding for Pre-Construction Services for the Mays Business Building #3 Project for Texas A&M University (Project No. 02-3451), Texas A&M

**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.*

3.7 Approval to Amend the FY 2026 - FY 2030 Capital Plan to Add the Residence Hall Project for Prairie View A&M University with an FY 2026 Start Date and Appropriate Funding for Pre-Construction Services (Project No. 05-3447), PVAMU

3.8 Approval to Amend the FY 2026 – FY 2030 A&M System Capital Plan to Add the Parking Structure #2 Project for Tarleton State University with an FY 2026 Start Date and Appropriate Funding for Pre-Construction Services (Project No. 04-3443), Tarleton

3.9 Approval to Amend the FY 2026 – FY 2030 A&M System Capital Plan to Add the Research & Innovation Building A Project for The Texas A&M University System in Fort Worth, Texas with an FY 2026 Start Date and Appropriate Funding for Pre-Construction Services (Project No. 01-3477), A&M System

Informational Report

Report on System Construction Projects Authorized by the Board

4. COMMITTEE ON ACADEMIC AND STUDENT AFFAIRS

4.1 Approval of New System Policy *08.02, Expressive Activity on Campus*, A&M System

4.2 Approval of Revisions to Policy 08.01, *Civil Rights Protections and Compliance* and Policy *12.01, Academic Freedom, Responsibility and Tenure*, A&M System

5. COMMITTEE ON RESEARCH

6. THE TEXAS A&M UNIVERSITY SYSTEM BOARD OF REGENTS *(not assigned to Committee)*

Executive Session Items

6.1 *Authorization to Purchase Property Located at 1530 West Mulberry Street in Stephenville, Erath County, Texas, Tarleton

6.2 *Authorization to Negotiate and Execute a Lease of Space in Two Research Park Located at 1700 Research Parkway, College Station, Brazos County, Texas, Texas A&M

6.3. *Authorization to Negotiate and Execute a Ground Lease and Other Related Agreements for the Construction of Improvements Covering Approximately 33.3 Acres of Land at The Texas A&M University System-RELLIS Campus, in Bryan, Brazos County, Texas, A&M System

6.4 Appointment of Interim Provost and Executive Vice President for Academic Affairs at Tarleton State University, Tarleton

6.5 *Appointment of Director of the Texas A&M Veterinary Medical Diagnostic Laboratory, 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.*

6.6 *Appointment of the Board of Regents General Counsel, BOR A&M System

Regular Items

6.7 Adoption of a Resolution Honoring Dr. Amy K. Swinford as Director of the Texas A&M Veterinary Medical Diagnostic Laboratory, TVMDL

6.8 Adoption of a Resolution Honoring the Members of the Tarleton State University Men's Rodeo Team and Tori Brower from the Tarleton State University Women's Rodeo Team, Tarleton

7. CONSENT AGENDA ITEMS

The Texas A&M University System/Board of Regents

7.1 Approval of Minutes, BOR & A&M System

7.2 Approval of Academic Tenure, November 2025, for Texas A&M International University and Texas A&M University-Victoria, A&M System

7.3 Designation of the Regents Professor Awards and the Regents Fellow Service Awards for Exemplary Performance and Professional Service During Fiscal Year 2024-2025, A&M System

7.4 Granting of the Title of Emeritus, November 2025, A&M System

7.5 Confirmation of Appointment and Commissioning of Peace Officers, A&M System

7.6 Approval for Dr. Samuel Noynaert, a System Employee, to Serve as an Officer, Member of the Board of Directors, and Employee of Relegance Inc., a Business Entity that Proposes to License Technology from The Texas A&M University System, A&M System

7.7 Appoint Kevin Gamache and Matt Walton to the Newly Created Higher Education Research Security Council, A&M System

7.8 Approval of Revisions to System Policy *25.01, Use and Operation of System Aircraft*, A&M System

East Texas A&M University

7.9 *Naming of the Fix & Feed Stall Barn, ETAMU

7.10 *Naming of the 20th Floor Conference Room at the Dallas Location, ETAMU

Prairie View A&M University

7.11 Granting of Faculty Development Leave for FY 2026, PVAMU

**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.*

Tarleton State University

7.12 Approval of Academic Tenure, November 2025, Tarleton

7.13 Approval of a New Bachelor of Science Degree Program with a Major in Coaching and Sport Pedagogy and Authorization to Request Approval from the Texas Higher Education Coordinating Board, Tarleton

7.14 Approval of a New Bachelor of Science Degree Program with a Major in Exercise and Sport Physiology and Authorization to Request Approval from the Texas Higher Education Coordinating Board, Tarleton

7.15 Approval of a New Master of Science Degree Program with a Major in Public Health and Authorization to Request Approval from the Texas Higher Education Coordinating Board, Tarleton

Texas A&M International University

(No consent agenda items)

Texas A&M University

7.16 Approval of Academic Tenure, November 2025, Texas A&M

7.17 *Authorization for the President to Negotiate and Execute Certain Specified Contracts Involving Consideration of $500,000 or More, Texas A&M

7.18 *Naming of Athletics Facilities and Related Structures, Texas A&M

7.19 Authorization to Award an Honorary Degree to Ms. Virginia Lynch, Texas A&M

Texas A&M University-Central Texas

7.20 Approval of a New Bachelor of Business Administration Degree Program with a Major in Logistics & Supply Chain Management and Authorization to Request Approval from the Texas Higher Education Coordinating Board, A&M-Central Texas

Texas A&M University-Corpus Christi

7.21 Approval of Academic Tenure, November 2025, A&M-Corpus Christi

7.22 *Naming of Various Buildings, Facilities, Areas, and Divisions, A&M-Corpus Christi

7.23 *Naming of Various Areas in the New Arts and Media Building, A&M-Corpus Christi

**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.*

Texas A&M University-Kingsville

7.24 Approval of a New Bachelor of Science in Nursing Degree Program and Authorization to Request Approval from the Texas Higher Education Coordinating Board, Texas A&M-Kingsville

Texas A&M University-San Antonio
(No consent agenda items)

Texas A&M University-Texarkana
(No consent agenda items)

Texas A&M University-Victoria

7.25 Review and Potential Amendment of New Concealed Carry Rule for Texas A&M University-Victoria, TAMUV

7.26 Approval of New Rules for Texas A&M University-Victoria, TAMUV

7.27 *Naming of the Lobby in the University South Building, TAMUV

West Texas A&M University

7.28 Establishment of the Panhandle Institute for Engineering Research, WTAMU

7.29 *Naming of a Studio in the Geneva Schaeffer Education Building, WTAMU

Texas A&M AgriLife Extension Service

7.30 Approval of 2026 Stiles Farm Foundation Budget, AgriLife Extension

Texas A&M AgriLife Research
(No consent agenda items)

Texas A&M Engineering Experiment Station

7.31 *Authorization to Establish Two Quasi-Endowments in the System Endowment Fund, TEES

Texas A&M Engineering Extension Service
(No consent agenda items)

Texas A&M Forest Service

7.32 Confirmation of Appointment and Commissioning of Peace Officer, TFS

7.33 Authorization to Execute Federal Non-research Grant Agreements, and any Amendments, Modifications or Extensions, TFS

**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.*

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
(No consent agenda items)

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A&M System ....The Texas A&M University System
A&M-Central Texas ....Texas A&M University-Central Texas
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
ETAMU ....East Texas A&M University
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
TAMUV ....Texas A&M University-Victoria
TAM-FW ....Texas A&M-Fort Worth
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

**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.*

Agenda Item No. 1.1

AGENDA ITEM BRIEFING

Submitted by: Ryan C. Griffin, Vice Chancellor and Chief Financial Officer
The Texas A&M University System

Subject: Approval of an Increase to the FY 2026 Available University Fund (AUF) Allocation for Texas A&M University, Prairie View A&M University, System Offices, and Other Systemwide Initiatives

Proposed Board Action:

Approve an increase to the FY 2026 AUF operational support allocation for Texas A&M University, Prairie View A&M University, System Offices, and approve the use of AUF for other Systemwide initiatives.

Background Information:

In May 2025, The University of Texas System Board of Regents approved an increase to the Permanent University Fund (PUF) distribution from approximately 5% to 7% beginning in FY 2026. Due to the increase in the PUF distribution, an additional $230 million in AUF is available to The Texas A&M University System (System) for FY 2026. This agenda item proposes to increase the FY 2026 AUF operational support allocation provided to Texas A&M University, Prairie View A&M University, and System Offices based on the current "fair and equitable" calculation, and to allocate funds towards other systemwide initiatives. The attached exhibit reflects these requests.

System Policy 27.04 *Budget Authorizations, Limitations and Delegations of Authority* requires Board approval for increased allocations of AUF that were not previously approved through the annual budget process.

A&M System Funding or Other Financial Implications:

This increased allocation will remain in effect for future years (or as noted) subject to the performance of the PUF.

Strategic Plan Imperative(s) this Item Advances:

This agenda item is relevant to the advancement of all the imperatives of the Strategic Plan.

Agenda Item No. 1.1

THE TEXAS A&M UNIVERSITY SYSTEM
Office of the Vice Chancellor and Chief Financial Officer
October 23, 2025

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

Subject: Approval of an Increase to the FY 2026 Available University Fund (AUF) Allocation for Texas A&M University, Prairie View A&M University, System Offices, and Other Systemwide Initiatives

I recommend adoption of the following minute order:

> **"The FY 2026 AUF allocation for Texas A&M University, Prairie View A&M University, System Offices, and other systemwide initiatives as shown on the attached exhibit, are hereby approved."**

Respectfully submitted,

[SIGNED BY]

Ryan C. Griffin
Vice Chancellor and
Chief Financial Officer

Approval Recommended:

[SIGNED BY]

Glenn Hegar
Chancellor

[SIGNED BY]

Susan Ballabina, Ph.D.
Executive Vice Chancellor

Approved for Legal Sufficiency:

[SIGNED BY]

R. Brooks Moore
General Counsel

THE TEXAS A&M UNIVERSITY SYSTEM
Requested Increase in Available University Fund Allocations

I. Operational Support [1]

	FY 25 Allocation	FY 26 Proposed Revised Allocation
Texas A&M University	$200,000,000	$300,000,000
Prairie View A&M University	$40,000,000	$45,000,000
System Offices	$38,000,000	$43,000,000
AUF for Capital Projects (in lieu of issuing PUF debt)		$50,000,000

[1]*FY 2026 Operational Support budget was initially approved by the Board in August at $210M for TAMU, $42M for PVAMU and $40M for System Offices.*

II. Systemwide Demolition/Deferred Maintenance Initiative

As part of our continued effort to monitor our deferred maintenance across the A&M System, this agenda item proposes to allocate $100 million over the next three years to fund a systemwide demolition/deferred maintenance initiative. To begin, $30 million will be allocated in FY 2026 with an additional $40 million and $30 million allocated in FY 2027 and FY 2028, respectively.

III. Research Excellence Fund

This fund will significantly elevate research capacity, competitiveness, and have an impact across all member universities and agencies. The purpose of the fund is to accelerate research growth, foster systemwide collaboration, recruit and retain top talent, enhance research infrastructure, increase competitiveness for external funding, and address grand challenges. Specifically, this fund will be used to support collaborative research grants, graduate fellowships, research-active faculty hiring and retention, research equipment purchases, strategic cost-sharing for high-value competitive research proposals, early-stage research development program grants, strategic research initiatives, and faculty fellowships.

	FY 25 Allocation	FY 26 Proposed Revised Allocation
Research Excellence Fund	$25,000,000	$35,000,000

IV. K-12 Pilot Recruitment Program

This systemwide program will focus on engaging K-12 students by helping to create a culture where they can expect to go to college, raise their outlook horizon regarding education, and prepare them for a path that allows them the opportunity to pursue a degree in higher education (with a focus on the System universities). This initiative will reach students in elementary, middle, and high school. To begin, this pilot program will focus on the communities around Texas A&M University-Texarkana, East Texas A&M University, and Texas A&M University-Victoria. The initial investment will be $2 million per year over the next 4 years.

V. Re-Up Education Initiative

According to recent statistics, there are approximately 2.6 million adults who have some college but no credentials in the state of Texas. Re-up Education is a company that focuses on these “stop out” students with the goal to find, engage, re-enroll, and graduate these potential students. This initiative has been ongoing and successful at several of our regional universities. This systemwide initiative would support those institutions already engaged with Re-Up Education and encourage those institutions not currently engaged to participate. The initial investment will be $3.5 million per year over the next five years.

Agenda Item No. 3.1

AGENDA ITEM BRIEFING

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

Subject: Approval of the Project Scope and Budget, Appropriation for Construction Services, and Approval for Construction for the Player Development Center at Blue Bell Park Project, Texas A&M University, College Station, Texas (Project No. 02-3448)

Background and Prior Actions:

The Player Development Center at Blue Bell Park Project was approved by the Board to be added to the FY 2025 – FY 2029 A&M System Capital Plan at the February 2025 meeting with an FY 2025 start date and a planning amount of $28,300,000.

Proposed Board Action:

(1) Approve the project scope and budget.

(2) Appropriate $25,470,000 for construction services and related project costs. $2,830,000 has been previously appropriated to this project.

(3) Approve construction of the Player Development Center at Blue Bell Park Project at Texas A&M University (Texas A&M).

Funding/Budget Amount:

Funding Source	Budget Amount	Average Estimated Annual Debt Service	Debt Service Source
Revenue Financing System Debt Proceeds	$13,477,000	$2,085,186	Gifts
Cash (Gifts)	$14,823,000	N/A	N/A
Total Project Funds	$28,300,000		

* System policy requires 50% of the gift funds in hand and an additional 25% in documented pledges before approval for construction on the project is received. For any gift funds not in hand, an unrestricted source of funds must be identified to pay for the project or for the repayment of debt prior to approval for construction. To date, $14,823,000 (52.38%) in gifts have been received and $13,477,000 (47.62%) has been pledged but not received. Texas A&M has identified Investment Earnings as an unrestricted source of funds for repayment of the debt if there is any shortfall.

Project Justification:

The project will include a new player development facility to provide an improved player experience while increasing recruitment capabilities. For Texas A&M to continue to be a premier baseball program, this project is needed to support continued recruitment of the best athletes in the country.

Scope:

The scope of the project includes demolition of the existing batting cage facility and construction of a new and expanded player development facility in its place. The new 34,492 gross square foot Player Development Center will include new batting cages and pitching labs, sports medicine facilities, strength and conditioning spaces, team meeting room, home clubhouse, equipment and laundry services, new player locker rooms, and coaches' lockers. The replacement of the existing field lighting and playing field included in the original scope of work has been removed from this project. During the design process it was determined that the most effective approach is for these items to be included as part of a future Olsen Field renovation project.

Construction on this project is scheduled to start in December 2025 with substantial completion scheduled for December 2026. The total project budget is $28,300,000.

Other Major Fiscal Impacts:

None.

Strategic Plan Imperative(s) this Item Advances:

Approval of this agenda item will support The Texas A&M University System (A&M System) Strategic 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 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*). Baseball is a very popular sport in the state of Texas and across the country, and the Texas A&M baseball team continues to be among the national leaders. In the last four years, Texas A&M has made two appearances at the College World Series, with a national runner-up finish in 2024. This project will improve player amenities, enabling continued recruitment of the best athletes. A high-quality, successful baseball team contributes to the economic strength of the Bryan-College Station area and the public visibility of Texas A&M.

Agenda Item No. 3.1

THE TEXAS A&M UNIVERSITY SYSTEM
FACILITIES PLANNING AND CONSTRUCTION
Office of the Vice Chancellor for Business Affairs
September 25, 2025

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

Subject: Approval of the Project Scope and Budget, Appropriation for Construction Services, and Approval for Construction for the Player Development Center at Blue Bell Park Project, Texas A&M University, College Station, Texas (Project No. 02-3448)

I recommend adoption of the following minute order:

"The project scope along with a project budget of $28,300,000 for the Player Development Center at Blue Bell Park Project is approved.

The amount of $13,477,000 is appropriated from Account No. 01-083538, Revenue Financing System Debt Proceeds (Gifts) and the amount of $11,993,000 is appropriated from Account No. 02-512124, 12th Man Foundation Athletic Gifts, for construction services and related project costs.

The Player Development Center at Blue Bell Park Project, Texas A&M University, College Station, Texas, is approved for construction.

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

As required by Section 5(a) of the Master Resolution of the Revenue Financing System, the Board hereby determines that it will have sufficient funds to meet the financial obligations of The Texas A&M University System, including sufficient Pledged Revenues to satisfy the Annual Debt Service Requirements of the Revenue Financing System and to meet all financial obligations of the Board relating to the Revenue Financing System and that

the Participants, on whose behalf the debt is issued, possess the financial capacity to satisfy their Direct Obligations."

Respectfully submitted,

[SIGNED BY]

Phillip Ray
Vice Chancellor for Business Affairs

Approval Recommended:

[SIGNED BY]

Glenn Hegar
Chancellor

[SIGNED BY]

Susan Ballabina, Ph.D.
Executive Vice Chancellor

[SIGNED BY]

James R. Hallmark, Ph.D.
Acting President
Texas A&M University

Approved for Legal Sufficiency:

[SIGNED BY]

R. Brooks Moore
General Counsel

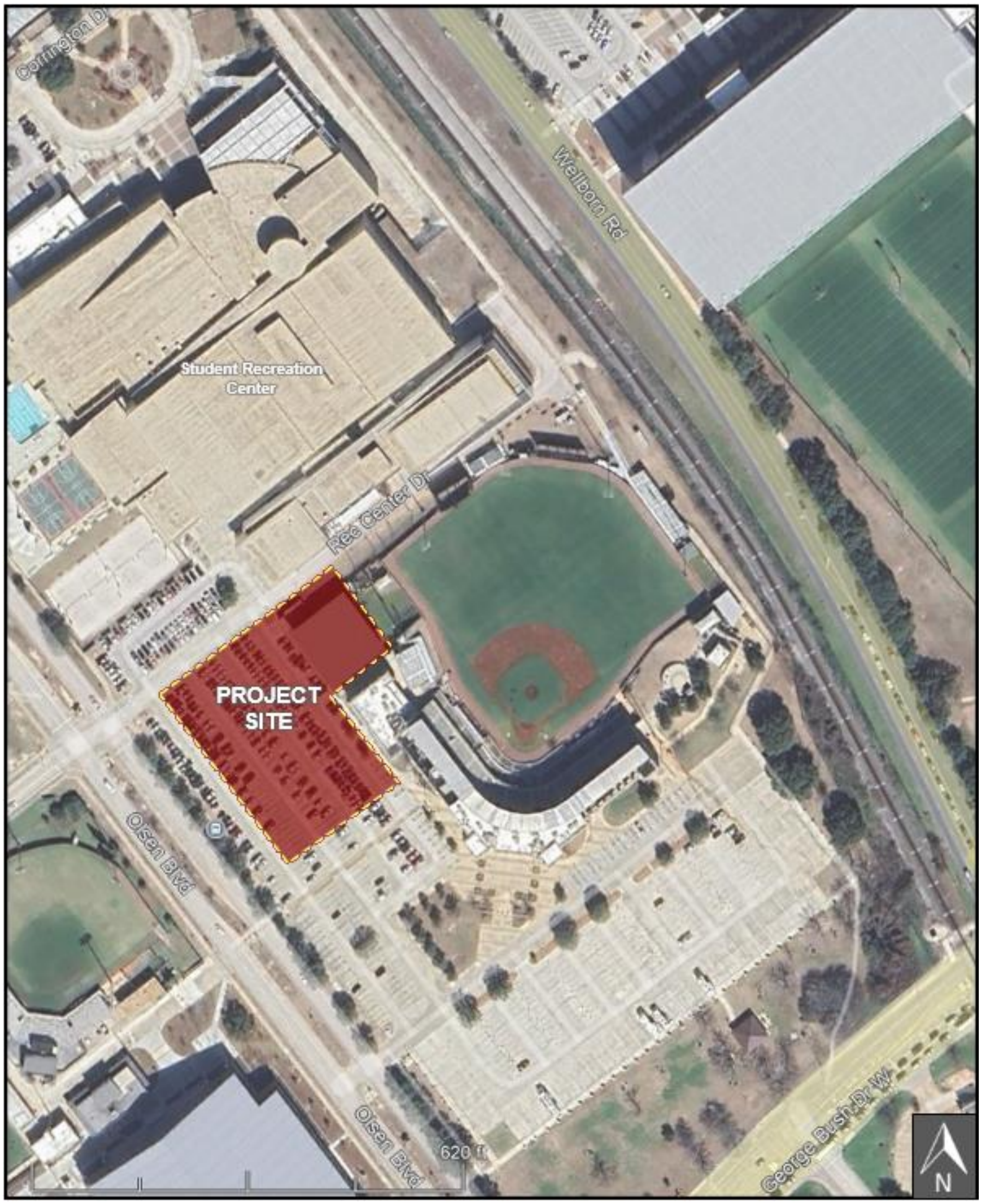
PLAYER DEVELOPMENT CENTER AT BLUE BELL PARK
TEXAS A&M UNIVERSITY
PROJECT NO. 02-3448

PROJECT BUDGET

1.	Construction	$21,429,831
2.	Project Contingency	703,950
3.	Program of Requirements	0
4.	Pre-Construction Services	2,222,733
5.	Commissioning	45,000
6.	Construction Testing	245,924
7.	Campus Services & Technology	383,000
8.	Furnishings	50,000
9.	Equipment	2,386,404
10.	Other Project Costs	180,016
11.	Project Management & Inspection	$653,142
12.	TOTAL ESTIMATED COST OF PROJECT	$28,300,000

PLAYER DEVELOPMENT CENTER AT BLUE BELL PARK TEXAS A&M UNIVERSITY PROJECT NO. 02-3448	PROJECT SCHEDULE

1. BOR Approval to Include in Capital Plan .... February 6, 2025
2. Issue A/E RFQ .... February 20, 2025
3. Issue CMAR RFP .... February 20, 2025
4. Receive A/E RFQ Responses........ March 11, 2025
5. Receive CMAR RFP Response .... March 13, 2025
6. Shortlist A/E Firms .... March 19, 2025
7. Shortlist CMAR Firms........ March 19, 2025
8. Interview A/E Firms .... March 26, 2025
9. Interview CMAR Firms .... March 27, 2025
10. A/E Ranked Order Approved by Chancellor .... April 4, 2025
11. CMAR Ranked Order Approved by Chancellor........ April 10, 2025
12. Execute A/E Agreement .... June 18, 2025
13. A/E Design Kick-Off .... June 23, 2025
14. Execute CMAR Agreement .... July 20, 2025
15. Complete Schematic Design .... July 25, 2025
16. Complete Design Development .... September 12, 2025
17. Receive GMP from CMAR .... October 9, 2025
18. Submit THECB Application .... October 9, 2025
19. BOR Approval for Construction........ November 13, 2025
20. Begin Construction .... December 2025
21. Complete Construction Documents .... January 2026
22. Substantial Completion........ December 2026
23. Owner Occupancy........ February 2027



Player Development Center at Blue Bell Park

Texas A&M University **Project No. 02-3448**

TEXAS A&M UNIVERSITY
REVENUE FINANCING SYSTEM
Player Development Center at Blue Bell Park
Gifts

Dates	Outstanding Principal	Principal Amount	Interest Amount	Annual Total	Coverage 1.15x
Coml Paper	13,477,000.00				
YEAR 1	12,065,664.00	1,411,336.00	673,850.00	2,085,186.00	2,397,963.90
YEAR 2	10,583,761.00	1,481,903.00	603,283.20	2,085,186.20	2,397,964.13
YEAR 3	9,027,763.00	1,555,998.00	529,188.06	2,085,186.06	2,397,963.97
YEAR 4	7,393,965.00	1,633,798.00	451,388.16	2,085,186.16	2,397,964.08
YEAR 5	5,678,478.00	1,715,487.00	369,698.26	2,085,185.26	2,397,963.05
YEAR 6	3,877,216.00	1,801,262.00	283,923.90	2,085,185.90	2,397,963.79
YEAR 7	1,985,891.00	1,891,325.00	193,860.80	2,085,185.80	2,397,963.67
YEAR 8	-	1,985,891.00	99,294.56	2,085,185.56	2,397,963.39
		$ 13,477,000.00	$ 3,204,486.94	$ 16,681,486.94	$ 19,183,709.98

Assuming the project is paid off in Commercial Paper over 8 years.
Short-term rates are assumed to be 5.00%. Rates are subject to market change.
Prepared by the Office of the Treasurer - Treasury Services 09/05/2025

Commercial Paper Rates are subject to market change.

Backstop for any shortfall in gifts: Investment Earnings

Agenda Item No. 3.2

AGENDA ITEM BRIEFING

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

Subject: Approval of the Project Scope and Budget, Appropriation for Construction Services, and Approval for Construction for the Meat Sciences & Technology Center Project, Texas A&M AgriLife Research, Bryan, Texas (Project No. 06-3339)

Background and Prior Actions:

The Meat Sciences & Technology Center Project was included as a proposed project on the FY 2025 – FY 2029 A&M System Capital Plan approved by the Board at the May 2024 meeting with an FY 2025 start date and a planning amount of $114,604,906.

Proposed Board Action:

(1) Approve the project scope and budget.

(2) Appropriate $103,144,906 for construction services and related project costs. $11,460,000 has been previously appropriated to this project.

(3) Approve construction of the Meat Sciences & Technology Center Project at Texas A&M AgriLife Research (AgriLife Research).

Funding/Budget Amount:

Funding Source	Budget Amount	Average Estimated Annual Debt Service	Debt Service Source
Revenue Financing System Debt Proceeds	$12,907,606	$1,002,244	Gifts
Revenue Financing System Debt Proceeds	$19,600,000	$1,521,841	Indirect Cost Recoveries
Permanent University Fund Debt Proceeds	$25,000,000	$1,941,021	Available University Fund
Cash (Investment Income)	$30,000,000	N/A	N/A
Cash (TAMU AUF)	$25,000,000	N/A	N/A
Cash (Gifts)	$2,097,300	N/A	N/A
Total Project Funds	$114,604,906		

*** System policy requires 50% of the gift funds in hand and an additional 25% in documented pledges before approval for construction on the project is received. For any gift funds not in hand, an unrestricted source of funds must be identified to pay for the project or for the repayment of debt prior to approval for construction. To date, $2,097,300 (13.98%) in gifts have been received and $6,402,700 (42.67%) has been pledged but not received. AgriLife Research has identified Indirect Cost Recoveries as an unrestricted source of funds for repayment of the debt if there is any shortfall.**

Project Justification:

The legacy of meat science in the Department of Animal Science dates to 1926, with the first Farm Meats course taught at the university. In 1932, the program grew into a Meat Laboratory space built in the basement of the Animal Industries Building. The existing, stand-alone facility, Rosenthal Meat Science and Technology Center on the College Station campus, was built in 1983 to lead the industry with quality education and research to address major live animal, meat industry production, and meat processing problems. This facility supports multiple disciplines across Animal Science—genetics, breeding physiology, reproduction, and nutrition—as well as agency research, extension, and public service.

Although the building was state-of-the-art when originally completed, the meat science program has outgrown the facility. The existing infrastructure for industrial refrigeration is beyond its useful life, complicated to operate and maintain, and poorly designed to facilitate repairs. Though the work of the meat science program is at the heart of the university's land-grant mission, the education and research experience is poorly suited to the building's now central location on main campus. Relocating the facility to the RELLIS Campus will provide improved access for animal transportation, appropriate screening and security for animal holding, and thoughtful public access for outreach programs and retail.

Scope:

Located on the RELLIS Campus in Bryan, Texas, the Meat Sciences & Technology Center Project totals approximately 85,600 gross square feet (GSF), with approximately 54,500 assignable square feet (ASF) at 60% efficiency. This new facility will expand AgriLife's presence on the RELLIS Campus and extend outreach opportunities with the greater public. As designed, the new facility includes fifteen lab spaces for teaching, research, and extension; three classroom spaces for education and extension; a retail lab and storefront to recover costs from processing meat products; office space to support faculty and researchers when using the facility; and outdoor space for animal evaluation and handling.

It will provide AgriLife with state-of-the-art processing capabilities to support the next generation of food safety, processing, and nutritional quality research in Meat Science. Research, education, and extension will be supported through a variety of meat science laboratory spaces to process meat at each stage of the practice from harvest to packaging.

Due to the limitations of the existing sanitary sewer system at the RELLIS campus, the Meat Sciences Technology Center Project will not be able to operate prior to the completion of the separate RELLIS Campus Sewer Improvement Project, which is itself dependent on the execution of an agreement with the City of Bryan for the acceptance and treatment of RELLIS campus sanitary sewer flows.

Construction on this project is scheduled to start in December 2025 with substantial completion scheduled for February 2028. The total project budget is $114,604,906.

Other Major Fiscal Impacts:

None.

Strategic Plan Imperative(s) this Item Advances:

The Meat Sciences & Technology Center Project supports Strategic Plan Imperatives Nos. 3, 4, 5, and 7:

Imperative No. 3: *Our students will leave the A&M System as responsible and engaged citizens prepared for successful careers in an increasingly global economy. Our member institutions will develop the educational experiences, experiential opportunities, and service opportunities that our students need to succeed post-graduation in a global economy.*

Imperative No. 4: *The A&M System will increase its prominence by building a robust and targeted research portfolio. We will continue to encourage cross-institution and cross-discipline collaboration, and we will support our member institutions in their research pursuits, including obtaining emerging research status.*

Imperative No. 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. We will continue to address the needs of Texas and use technology to reach citizens in new ways.*

Imperative No. 7: *The A&M System will pursue pioneering/progressive opportunities to address national and global challenges. Focus will be on developing partnerships and innovating programs that will confront national and global problems by leveraging our experience in increasing our prominence.*

The Meat Sciences & Technology Center Project will directly support the hands-on educational experiences that are critical to training the next generation for careers in the meat and food industries. The new facility will continue the Department of Animal Sciences' effort to become an international leader in food product safety, quality, and nutrition of food products. Employing over 500,000 Texans directly and in related industries, the manufacture and sale of meat, poultry, and related products generate an estimated $87.39 billion in economic activity for Texas.

Agenda Item No. 3.2

THE TEXAS A&M UNIVERSITY SYSTEM
FACILITIES PLANNING AND CONSTRUCTION
Office of the Vice Chancellor for Business Affairs
October 15, 2025

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

Subject: Approval of the Project Scope and Budget, Appropriation for Construction Services, and Approval for Construction for the Meat Sciences & Technology Center Project, Texas A&M AgriLife Research, Bryan, Texas (Project No. 06-3339)

I recommend adoption of the following minute order:

"The project scope, along with a project budget of $114,604,906 for the Meat Sciences & Technology Center Project is approved.

The amount of $12,907,606 is appropriated from Account No. 01-083538 Revenue Financing System Debt Proceeds (Gifts), and the amount of $19,600,000 is appropriated from Account No. 01-083540 Revenue Financing System Debt Proceeds (Indirect Cost Recoveries), and the amount of $13,540,000 is appropriated from Account No. 01-084900 Permanent University Fund Debt Proceeds (AUF), the amount of $30,000,000 is appropriated from Account No. 01-020600, Sid Kyle Income, the amount of $25,000,000 is appropriated from Account No. 02-806304, Meat Sciences Building, and the amount of $2,097,300 is appropriated from Account No. 06-203600, Meat Sciences Construction - Gifts, for construction services and related project costs.

The Meat Sciences & Technology Center Project, Texas A&M AgriLife Research, Bryan, Texas, is approved for construction.

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

As required by Section 5(a) of the Master Resolution of the Revenue Financing System, the Board hereby determines that it will have sufficient funds to meet the financial obligations of The Texas A&M University System, including sufficient Pledged Revenues to satisfy the Annual Debt Service Requirements of the Revenue Financing System and to meet all financial obligations of the Board relating to the Revenue Financing System and that

the Participants, on whose behalf the debt is issued, possess the financial capacity to satisfy their Direct Obligations."

Respectfully submitted,

[SIGNED BY]

Phillip Ray
Vice Chancellor for Business Affairs

Approval Recommended:

[SIGNED BY]
Glenn Hegar
Chancellor

[SIGNED BY]
Susan Ballabina, Ph.D.
Executive Vice Chancellor

[SIGNED BY]
Dr. Cliff Lamb, Director
Texas A&M AgriLife Research

[SIGNED BY]
Jeffrey W. Savell, Ph.D.
Vice Chancellor and Dean
Agriculture and Life Sciences

Approved for Legal Sufficiency:

[SIGNED BY]
R. Brooks Moore
General Counsel

MEAT SCIENCES & TECHNOLOGY CENTER **PROJECT BUDGET**
TEXAS A&M AGRILIFE RESEARCH
PROJECT NO. 06-3339

1.	Construction	$94,248,000
2.	Project Contingency	1,565,055
3.	Program of Requirements	0
4.	Pre-Construction Services	8,397,925
5.	Commissioning	250,000
6.	Construction Testing	556,641
7.	Campus Services & Technology	613,000
8.	Furnishings	700,000
9.	Equipment	3,249,047
10.	Other Project Costs	2,066,612
11.	Project Management & Inspection	$2,958,626
12.	TOTAL ESTIMATED COST OF PROJECT	$114,604,906

MEAT SCIENCES & TECHNOLOGY CENTER TEXAS A&M AGRILIFE RESEARCH PROJECT NO. 06-3339	PROJECT SCHEDULE

1. BOR Approval to Include in Capital Plan .... May 7, 2024
2. Issue A/E RFQ .... May 29,2024
3. Issue CMAR RFP .... May 29,2024
4. Receive A/E RFQ Responses............ June 18, 2024
5. Receive CMAR RFP Response .... June 20, 2024
6. Shortlist A/E Firms .... June 27, 2024
7. Shortlist CMAR Firms............ June 27, 2024
8. Interview A/E Firms ....July 9, 2024
9. Interview CMAR Firms ....July 10, 2024
10. CMAR Ranked Order Approved by Chancellor............July 13, 2024
11. A/E Ranked Order Approved by Chancellor ....July 25, 2024
12. Execute A/E Agreement .... September 17, 2024
13. A/E Design Kick-Off .... September 20, 2024
14. Execute CMAR Agreement ....January 13, 2025
15. Complete Schematic Design ....March 12, 2025
16. Complete Design Development .... September 22, 2025
17. Receive GMP from CMAR ....October 9, 2025
18. BOR Approval for Construction............November 13, 2025
19. Submit THECB Application ....December 2025
20. Complete Construction Documents ....December 2025
21. Begin Construction ....December 2025
22. Substantial Completion............February 2028
23. Owner Occupancy............March 2028

Meat Sciences & Technology Center

Texas A&M AgriLife Research **Project No. 06-3339**

TEXAS AGRILIFE RESEARCH
REVENUE FINANCING SYSTEM
Meat Sciences & Technology Center
Gifts

Dates	Outstanding Principal	Principal Amount	Interest Amount	Annual Total	Coverage 1.15x
BONDS	13,035,000.00				
YEAR 1	12,620,000.00	415,000.00	586,575.00	1,001,575.00	1,151,811.25
YEAR 2	12,190,000.00	430,000.00	567,900.00	997,900.00	1,147,585.00
YEAR 3	11,735,000.00	455,000.00	548,550.00	1,003,550.00	1,154,082.50
YEAR 4	11,260,000.00	475,000.00	528,075.00	1,003,075.00	1,153,536.25
YEAR 5	10,765,000.00	495,000.00	506,700.00	1,001,700.00	1,151,955.00
YEAR 6	10,245,000.00	520,000.00	484,425.00	1,004,425.00	1,155,088.75
YEAR 7	9,705,000.00	540,000.00	461,025.00	1,001,025.00	1,151,178.75
YEAR 8	9,140,000.00	565,000.00	436,725.00	1,001,725.00	1,151,983.75
YEAR 9	8,550,000.00	590,000.00	411,300.00	1,001,300.00	1,151,495.00
YEAR 10	7,935,000.00	615,000.00	384,750.00	999,750.00	1,149,712.50
YEAR 11	7,290,000.00	645,000.00	357,075.00	1,002,075.00	1,152,386.25
YEAR 12	6,615,000.00	675,000.00	328,050.00	1,003,050.00	1,153,507.50
YEAR 13	5,910,000.00	705,000.00	297,675.00	1,002,675.00	1,153,076.25
YEAR 14	5,175,000.00	735,000.00	265,950.00	1,000,950.00	1,151,092.50
YEAR 15	4,405,000.00	770,000.00	232,875.00	1,002,875.00	1,153,306.25
YEAR 16	3,600,000.00	805,000.00	198,225.00	1,003,225.00	1,153,708.75
YEAR 17	2,760,000.00	840,000.00	162,000.00	1,002,000.00	1,152,300.00
YEAR 18	1,880,000.00	880,000.00	124,200.00	1,004,200.00	1,154,830.00
YEAR 19	960,000.00	920,000.00	84,600.00	1,004,600.00	1,155,290.00
YEAR 20	-	960,000.00	43,200.00	1,003,200.00	1,153,680.00
		$ 13,035,000.00	$ 7,009,875.00	$ 20,044,875.00	$ 23,051,606.25

Estimated issuance costs and rounding of $127,394 are included in this schedule.
Long-term rates are assumed to be 4.5%. Rates are subject to market change.
Prepared by the Office of the Treasurer - Treasury Services 10/20/2025.

Rates are subject to market change. Amounts are preliminary estimates that will be revised at the time bonds are issued.

Backstop for any shortfall in Gifts: Indirect Cost Recoveries

TEXAS AGRILIFE RESEARCH
REVENUE FINANCING SYSTEM
Meat Sciences & Technology Center
Indirect Cost Recoveries

Dates	Outstanding Principal	Principal Amount	Interest Amount	Annual Total	Coverage 1.15x
BONDS	19,795,000.00				
YEAR 1	19,165,000.00	630,000.00	890,775.00	1,520,775.00	1,748,891.25
YEAR 2	18,505,000.00	660,000.00	862,425.00	1,522,425.00	1,750,788.75
YEAR 3	17,815,000.00	690,000.00	832,725.00	1,522,725.00	1,751,133.75
YEAR 4	17,095,000.00	720,000.00	801,675.00	1,521,675.00	1,749,926.25
YEAR 5	16,345,000.00	750,000.00	769,275.00	1,519,275.00	1,747,166.25
YEAR 6	15,560,000.00	785,000.00	735,525.00	1,520,525.00	1,748,603.75
YEAR 7	14,740,000.00	820,000.00	700,200.00	1,520,200.00	1,748,230.00
YEAR 8	13,880,000.00	860,000.00	663,300.00	1,523,300.00	1,751,795.00
YEAR 9	12,985,000.00	895,000.00	624,600.00	1,519,600.00	1,747,540.00
YEAR 10	12,045,000.00	940,000.00	584,325.00	1,524,325.00	1,752,973.75
YEAR 11	11,065,000.00	980,000.00	542,025.00	1,522,025.00	1,750,328.75
YEAR 12	10,040,000.00	1,025,000.00	497,925.00	1,522,925.00	1,751,363.75
YEAR 13	8,970,000.00	1,070,000.00	451,800.00	1,521,800.00	1,750,070.00
YEAR 14	7,850,000.00	1,120,000.00	403,650.00	1,523,650.00	1,752,197.50
YEAR 15	6,680,000.00	1,170,000.00	353,250.00	1,523,250.00	1,751,737.50
YEAR 16	5,460,000.00	1,220,000.00	300,600.00	1,520,600.00	1,748,690.00
YEAR 17	4,185,000.00	1,275,000.00	245,700.00	1,520,700.00	1,748,805.00
YEAR 18	2,850,000.00	1,335,000.00	188,325.00	1,523,325.00	1,751,823.75
YEAR 19	1,455,000.00	1,395,000.00	128,250.00	1,523,250.00	1,751,737.50
YEAR 20	-	1,455,000.00	65,475.00	1,520,475.00	1,748,546.25
		$ 19,795,000.00	$ 10,641,825.00	$ 30,436,825.00	$ 35,002,348.75

Estimated issuance costs and rounding of $195,000 are included in this schedule.
Long-term rates are assumed to be 4.50%. Rates are subject to market change.
Prepared by the Office of the Treasurer - Treasury Services 10/20/2025.

Rates are subject to market change. Amounts are preliminary estimates that will be revised at the time bonds are issued.

TEXAS AGRILIFE RESEARCH
PERMANENT UNIVERSITY FUND
Meat Sciences & Technology Center
Available University Fund

Dates	Outstanding Principal	Principal Amount	Interest Amount	Annual Total
BONDS	25,250,000.00			
YEAR 1	24,445,000.00	805,000.00	1,136,250.00	1,941,250.00
YEAR 2	23,605,000.00	840,000.00	1,100,025.00	1,940,025.00
YEAR 3	22,725,000.00	880,000.00	1,062,225.00	1,942,225.00
YEAR 4	21,805,000.00	920,000.00	1,022,625.00	1,942,625.00
YEAR 5	20,845,000.00	960,000.00	981,225.00	1,941,225.00
YEAR 6	19,840,000.00	1,005,000.00	938,025.00	1,943,025.00
YEAR 7	18,790,000.00	1,050,000.00	892,800.00	1,942,800.00
YEAR 8	17,695,000.00	1,095,000.00	845,550.00	1,940,550.00
YEAR 9	16,550,000.00	1,145,000.00	796,275.00	1,941,275.00
YEAR 10	15,355,000.00	1,195,000.00	744,750.00	1,939,750.00
YEAR 11	14,105,000.00	1,250,000.00	690,975.00	1,940,975.00
YEAR 12	12,800,000.00	1,305,000.00	634,725.00	1,939,725.00
YEAR 13	11,435,000.00	1,365,000.00	576,000.00	1,941,000.00
YEAR 14	10,010,000.00	1,425,000.00	514,575.00	1,939,575.00
YEAR 15	8,520,000.00	1,490,000.00	450,450.00	1,940,450.00
YEAR 16	6,965,000.00	1,555,000.00	383,400.00	1,938,400.00
YEAR 17	5,335,000.00	1,630,000.00	313,425.00	1,943,425.00
YEAR 18	3,635,000.00	1,700,000.00	240,075.00	1,940,075.00
YEAR 19	1,855,000.00	1,780,000.00	163,575.00	1,943,575.00
YEAR 20	-	1,855,000.00	83,475.00	1,938,475.00
		$ 25,250,000.00	$ 13,570,425.00	$ 38,820,425.00

Estimated issuance costs and rounding of $250,000 are included in this schedule.
Long-term rates are assumed to be 4.50%. Rates are subject to market change.
Prepared by the Office of the Treasurer - Treasury Services 10/20/2025

Rates are subject to market change. Amounts are preliminary estimates that will be revised at the time bonds are issued.

Agenda Item No. 3.3

AGENDA ITEM BRIEFING

Submitted by: James R. Hallmark, Ph.D., Acting President
Texas A&M University

Subject: Approval of the Project Scope and Increased Budget, Appropriation for Construction Services, and Approval for Construction for the HVAC System Hart Hall Project, Texas A&M University, College Station, Texas (Project No. 2024-06500)

Background and Prior Actions:

The HVAC System Hart Hall Project was included as an approved project on the FY 2022 – FY 2026 A&M System Capital Plan approved by the Board at the August 2021 meeting with an FY 2025 start date and a total planning amount of $9,450,470.

Proposed Board Action:

(1) Approve the project scope and increased budget.

(2) Appropriate $9,025,953 for construction services and related project costs. $945,047 has been previously appropriated to this project.

(3) Approve construction of the HVAC System Hart Hall Project at Texas A&M University (Texas A&M).

Funding/Budget Amount:

Funding Source	Project Budget	Proposed Adjustment	Proposed Budget	Average Estimated Annual Debt Service	Debt Service Source
Revenue Financing System Debt Proceeds	$9,450,470	$520,530	$9,971,000	$821,733	Housing Revenue
Total Project Funds	$9,450,470	$520,530	$9,971,000		

Change Justification:

Competitive Sealed Proposals (CSP) were received on September 3, 2025. A value engineering process was conducted to help reduce the total cost to the value shown in the project budget. However, the actual market pricing exceeds the design estimate.

Project Justification:

Originally constructed in 1931, Hart Hall is a Level 1 – Heritage Building on main campus, serving as a student dormitory throughout its history. Hart Hall is a four-story brick and concrete structure consisting of 10 ramps, 130 rooms, shared bathrooms, a study room, a common kitchen, a laundry room, and a common area/space. Total net assignable square footage is 31,955, and total building gross square footage is 50,416.

Each room is conditioned by an individual heat pump window unit. The stairwells and landings are not conditioned. The existing heating radiator in each room and all associated piping has reached the end of its useful life and is no longer functional. The existing heat pump window units do not provide adequate dehumidification, which has led to ongoing mold and high humidity issues.

Scope:

This project will replace each individual room window unit and heating radiator with a Variable Refrigerant Flow (VRF) system complete with heat recovery and Building Automation Controls (BACnet) to provide energy-efficient cooling, heating and humidity control for each room. A humidistat will be incorporated into the system to implement a humidity control strategy at the room level. Each room will receive a wall-mounted VRF unit, digital thermostat with fan speed and temperature control for students to adjust room comfort within a set range. Conditioned Outside Air (OA) will be provided via a separate rooftop unit to introduce OA to rooms, stairwells and landings through new ductwork.

Direct Digital Control will be incorporated into the new system and will be tied into the campus-wide control system for better energy management and control by Utilities and Energy Services.

General construction will consist of the removal of the window units, heating radiators and all associated piping as well as the relocation of electrical service from window units to VRF equipment.

Construction on this project is scheduled to start in December 2025 with substantial completion scheduled for July 2026. The total project budget is $9,971,000.

Other Major Fiscal Impacts:

None.

Strategic Plan Imperative(s) this Item Advances:

The HVAC System Hart Hall Project supports The Texas A&M University System Strategic Plan imperatives 3 and 6. Specifically in support of imperative 3, the project will provide students with more comfortable living and study space, improving the quality of campus life and the educational experience of all residents. Further, in support of imperative 6, replacing aging systems within the building will minimize long-term costs to Texas A&M and extend the useful life of the building.

Agenda Item No. 3.3

TEXAS A&M UNIVERSITY
Office of the President
September 24, 2025

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

Subject: Approval of the Project Scope and Increased Budget, Appropriation for Construction Services, and Approval for Construction for the HVAC System Hart Hall Project, Texas A&M University, College Station, Texas (Project No. 2024-06500)

I recommend adoption of the following minute order:

"The project scope, along with an increased project budget of $9,971,000 for the HVAC System Hart Hall Project is approved.

The amount of $9,025,953 is appropriated from Account No. 01-083540 Revenue Financing System Debt Proceeds (Housing Revenue), for construction services and related project costs.

The HVAC System Hart Hall Project, Texas A&M University, College Station, Texas, is approved for construction.

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

As required by Section 5(a) of the Master Resolution of the Revenue Financing System, the Board hereby determines that it will have sufficient funds to meet the financial obligations of The Texas A&M University System, including sufficient Pledged Revenues to satisfy the Annual Debt Service Requirements of the Revenue Financing System and to meet all financial obligations of the Board relating to the Revenue Financing System and that

the Participants, on whose behalf the debt is issued, possess the financial capacity to satisfy their Direct Obligations."

Respectfully submitted,

[SIGNED BY]

James R. Hallmark, Ph.D.
Acting President

Approval Recommended:

[SIGNED BY]
Glenn Hegar
Chancellor

[SIGNED BY]
Susan Ballabina, Ph.D.
Executive Vice Chancellor

[SIGNED BY]
Phillip Ray
Vice Chancellor for Business Affairs

Approved for Legal Sufficiency:

[SIGNED BY]
R. Brooks Moore
General Counsel

HVAC SYSTEM HART HALL
TEXAS A&M UNIVERSITY
PROJECT NO. 2024-06500

PROJECT BUDGET

1.	Construction	$ 8,433,002
2.	Project Contingency	421,650
3.	Program of Requirements	0
4.	Pre-Construction Services	748,400
5.	Commissioning	0
6.	Construction Testing	75,000
7.	Campus Services & Technology	2,531
8.	Furnishings	0
9.	Equipment	0
10.	Other Project Costs	0
11.	Project Management & Inspection	$ 290, 417
12.	TOTAL ESTIMATED COST OF PROJECT	$ 9,971,000

1. BOR Approval to Include in Capital Plan .... August 26, 2021
2. Issue A/E RFQ .... November 5, 2024
3. Receive A/E RFQ Responses.. January 15, 2025
4. Shortlist A/E Firms .... January 16, 2025
5. A/E Design Kick-Off .... January 28, 2025
6. Complete Schematic Design .... May 31, 2025
7. Complete Design Development .... June 27, 2025
8. Complete Construction Documents .... July 14, 2025
9. Advertise for CSP .... July 23, 2025
10. Receive CSP Response .... September 3, 2025
11. CSP Evaluation .... September 10, 2025
12. BOR Approval for Construction .... November 13, 2025
13. Issue Construction Notice to Proceed .... December 2025
14. Commencement of Demolition and Construction .... May 2026
15. Construction Substantial Completion .... July 2026
16. Owner Occupancy .... August 2026

HVAC System Hart Hall

Texas A&M University **Project No. 2024-06500**

TEXAS A&M UNIVERSITY
REVENUE FINANCING SYSTEM
HVAC System Hart Hall
Housing Revenue

Dates	Outstanding Principal	Principal Amount	Interest Amount	Annual Total	Coverage 1.15x
BONDS	10,070,000.00				
YEAR 1	9,860,000.00	210,000.00	503,500.00	713,500.00	820,525.00
YEAR 2	9,640,000.00	220,000.00	493,000.00	713,000.00	819,950.00
YEAR 3	9,405,000.00	235,000.00	482,000.00	717,000.00	824,550.00
YEAR 4	9,160,000.00	245,000.00	470,250.00	715,250.00	822,537.50
YEAR 5	8,905,000.00	255,000.00	458,000.00	713,000.00	819,950.00
YEAR 6	8,635,000.00	270,000.00	445,250.00	715,250.00	822,537.50
YEAR 7	8,350,000.00	285,000.00	431,750.00	716,750.00	824,262.50
YEAR 8	8,055,000.00	295,000.00	417,500.00	712,500.00	819,375.00
YEAR 9	7,745,000.00	310,000.00	402,750.00	712,750.00	819,662.50
YEAR 10	7,420,000.00	325,000.00	387,250.00	712,250.00	819,087.50
YEAR 11	7,075,000.00	345,000.00	371,000.00	716,000.00	823,400.00
YEAR 12	6,715,000.00	360,000.00	353,750.00	713,750.00	820,812.50
YEAR 13	6,335,000.00	380,000.00	335,750.00	715,750.00	823,112.50
YEAR 14	5,935,000.00	400,000.00	316,750.00	716,750.00	824,262.50
YEAR 15	5,520,000.00	415,000.00	296,750.00	711,750.00	818,512.50
YEAR 16	5,080,000.00	440,000.00	276,000.00	716,000.00	823,400.00
YEAR 17	4,620,000.00	460,000.00	254,000.00	714,000.00	821,100.00
YEAR 18	4,135,000.00	485,000.00	231,000.00	716,000.00	823,400.00
YEAR 19	3,630,000.00	505,000.00	206,750.00	711,750.00	818,512.50
YEAR 20	3,095,000.00	535,000.00	181,500.00	716,500.00	823,975.00
YEAR 21	2,535,000.00	560,000.00	154,750.00	714,750.00	821,962.50
YEAR 22	1,945,000.00	590,000.00	126,750.00	716,750.00	824,262.50
YEAR 23	1,330,000.00	615,000.00	97,250.00	712,250.00	819,087.50
YEAR 24	680,000.00	650,000.00	66,500.00	716,500.00	823,975.00
YEAR 25	-	680,000.00	34,000.00	714,000.00	821,100.00
		$ 10,070,000.00	$ 7,793,750.00	$ 17,863,750.00	$ 20,543,312.50

Estimated issuance costs and rounding of $99,000 are included in this schedule.
Long-term rates are assumed to be 5.00%. Rates are subject to market change.
Prepared by the Office of the Treasurer - Treasury Services 09/24/2025

Rates are subject to market change. Amounts are preliminary estimates that will be revised at the time bonds are issued.

Agenda Item No. 3.4

AGENDA ITEM BRIEFING

Submitted by: James R. Hallmark, Ph.D., Acting President
Texas A&M University

Subject: Approval to Amend the FY 2026 – FY 2030 A&M System Capital Plan to Add the Renovate Building 1041 for GI Lab Project for Texas A&M University with an FY 2026 Start Date and Appropriate Funding for Pre-Construction Services (Project No. 02-3459)

Proposed Board Action:

(1) Amend the approved FY 2026 – FY 2030 A&M System Capital Plan to add the Renovate Building 1041 for GI Lab Project for Texas A&M University (Texas A&M) with an FY 2026 start date and a total planning amount of $20,500,000.

(2) Appropriate $2,050,000 for pre-construction services and related project costs.

Funding/Planning Amount:

Funding Source	Planning Amount	Average Estimated Annual Debt Service	Debt Service Source
Cash (Designated Funds)	$7,800,000	N/A	N/A
Cash (Investment Earnings)	$5,950,000	N/A	N/A
Cash (Designated Tuition)	$4,500,000	N/A	N/A
Cash (Indirect Cost Recoveries)	$2,250,000	N/A	N/A
Total Project Cost	$20,500,000		

Project Justification:

Texas A&M remains at the forefront of research, education and innovation aimed at addressing real-world challenges. This renovation of the Gastrointestinal Laboratory (GI Lab) in the former Texas A&M Veterinary Medical Diagnostic Laboratory Building (Building 1041) represents a critical investment in that mission by supporting the expansion of gastrointestinal research under the leadership of Dr. Joerg Steiner, Professor in the College of Veterinary Medicine and Biomedical Sciences and a globally recognized expert in small animal and comparative gastroenterology. Dr. Steiner's work has shaped current standards of care for conditions such as pancreatitis, inflammatory bowel disease and exocrine pancreatic insufficiency in companion animals.

The renovated space for the GI Lab will include advanced laboratories, faculty and staff offices, and essential support areas that enable groundbreaking research in both diagnostics and therapeutics. By enhancing capabilities in these areas, the lab will not only elevate veterinary care but also contribute to cross-species discoveries that inform human health through translational science.

As a high-impact initiative, this facility will strengthen Texas A&M's leadership in biomedical research, attract top-tier talent and funding, and provide students with invaluable hands-on experience in a dynamic, collaborative environment, positioning the university as a destination for innovation in veterinary and human health.

The project will also include the renovation of first floor spaces that were not previously renovated and are not part of the GI Lab space. Texas A&M will use these spaces as flexible swing space, which will help serve the Department of Research and the Office of the Provost as upcoming projects will require the temporary displacement of researchers and other staff. The renovation of this swing space will be compatible with the surrounding lab, office and lab support spaces for the GI Lab and the existing vivarium.

Scope:

The total renovation space is 41,195 gross square feet (GSF) out of the total building area of 55,169 GSF. The renovation for the GI Lab totals approximately 28,375 GSF, which translates to approximately 19,039 total net assignable square feet at 69% efficiency for laboratory space, and 66% efficiency for office space.

The new GI Lab layout will include specialized research labs equipped for molecular and microbiome studies, dedicated office spaces for faculty and researchers, and support areas for specimen processing and analysis. Designed with flexibility in mind, the renovated space will accommodate evolving research needs while ensuring biosafety and efficient workflow. Allotting 59% of the assignable square feet to research spaces, the GI Lab will provide unique opportunities for collaboration, student engagement and cutting-edge scientific discoveries.

The remaining 12,820 GSF of the first floor will be renovated for Texas A&M's use as research swing space. This layout will include approximately 30% flexible labs, 29% lab support spaces and 41% offices similar to those in the GI Lab renovation. The swing space renovation portion of this project will also include the refresh and compliance of the stairwells, replacement of the elevator and replacement of the exterior windows.

A small portion of Building 1041 was previously renovated and is not included as part of this project.

Other Major Fiscal Impacts:

None.

Strategic Plan Imperative(s) this Item Advances:

Approval of this agenda item will support The Texas A&M University System (A&M System) strategic imperatives 4 and 5. The GI Lab brings together faculty from biomedical sciences, clinical nutrition and veterinary medicine. This expansion supports the A&M System's goal of cross-disciplinary collaboration and increases capacity to secure federal research funding, enhancing Texas A&M's national and international research standing. The GI Lab provides laboratory testing services for researchers and veterinarians all over the world who need samples analyzed for both research and diagnosing clinical patients. The GI Lab drives diagnostic and therapeutic research by conducting a wide variety of studies, including testing new drugs, testing new pet foods and searching for better ways to aid in patient diagnosis and recovery. Through its work, the GI Lab advances veterinary medicine globally – not only by enhancing diagnostic capabilities but also by training the next generation of veterinary leaders in the understanding and management of GI and related conditions. Some of the work also has a translational impact for human patients with gastrointestinal disorders.

Agenda Item No. 3.4

TEXAS A&M UNIVERSITY
Office of the President
September 23, 2025

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

Subject: Approval to Amend the FY 2026 – FY 2030 A&M System Capital Plan to Add the Renovate Building 1041 for GI Lab Project for Texas A&M University with an FY 2026 Start Date and Appropriate Funding for Pre-Construction Services (Project No. 02-3459)

I recommend adoption of the following minute order:

> **"The request to amend the FY 2026 – FY 2030 A&M System Capital Plan to add the Renovate Building 1041 for GI Lab Project for Texas A&M University, with an FY 2026 start date and a total planning amount of $20,500,000 is approved.**
>
> **The amount of $2,050,000 is appropriated from Account No. 02-808880, GI Lab Renovations, for pre-construction services and related project costs."**

Respectfully submitted,

[SIGNED BY]

James R. Hallmark, Ph.D.
Acting President

Approval Recommended:

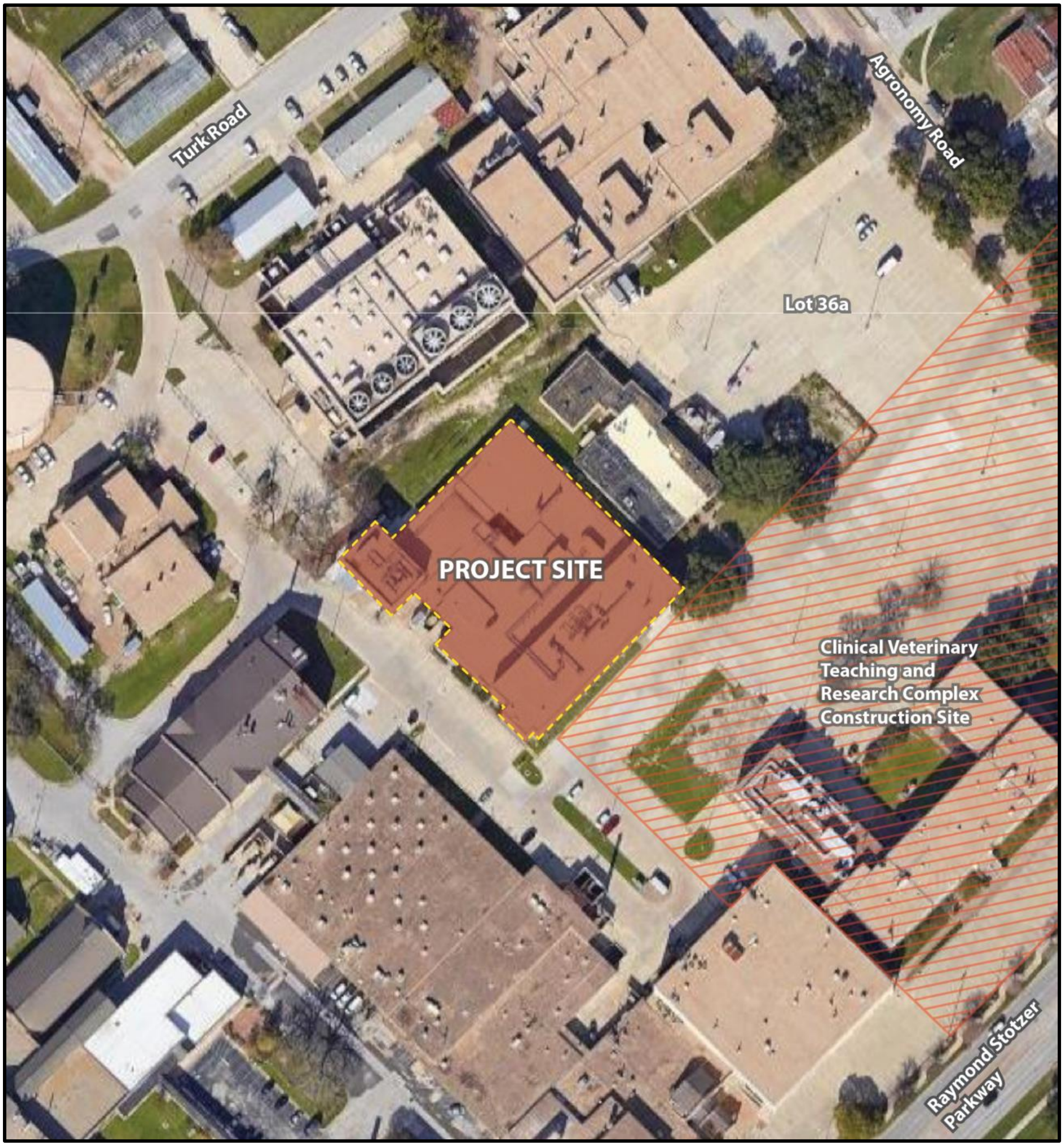
[SIGNED BY]
Glenn Hegar
Chancellor

[SIGNED BY]
Susan Ballabina, Ph.D.
Executive Vice Chancellor

[SIGNED BY]
Phillip Ray
Vice Chancellor for Business Affairs

Approved for Legal Sufficiency:

[SIGNED BY]
R. Brooks Moore
General Counsel



Renovate Building 1041 for GI Lab Project

Texas A&M University **Project No. 02-3459**

Agenda Item No. 3.5

AGENDA ITEM BRIEFING

Submitted by: Thomas D. Williams, Interim President
Texas A&M University

Subject: Approval to Amend the FY 2026 – FY 2030 Texas A&M University System Capital Plan to Change the Fiscal Year Designation for Project Initiation and Appropriate Funding for Pre-Construction Services for the West Campus Learning Commons Project for Texas A&M University (Project No. 02-3462)

Background and Prior Actions:

The project was included as a proposed project on the FY 2026 – FY 2030 Texas A&M University System Capital Plan approved by the Board at the August 2025 meeting with an FY 2028 start date and a total planning amount of $130,000,000.

Proposed Board Action:

(1) Amend the approved FY 2026 – FY 2030 Texas A&M University System Capital Plan to change the fiscal year designation for project initiation for the West Campus Learning Commons Project from FY 2028 to FY 2026.

(2) Appropriate $13,000,000 for pre-construction services and related project costs.

Funding/Planning Amount:

Funding Source	Planning Amount	Average Estimated Annual Debt Service	Debt Service Source
Revenue Financing System Debt Proceeds	$50,000,000	$3,285,208	Designated Tuition
Permanent University Fund Debt Proceeds	$75,000,000	$5,822,530	Available University Fund
Cash (Texas A&M AUF)	$5,000,000	N/A	N/A
Total Project Cost	$130,000,000		

Change Justification:

This project was previously included on the approved FY 2026 – FY 2030 capital plan with an FY 2028 project initiation designation. As fifteen years of constant growth has resulted in persistent scheduling difficulty, increasing pressure for classroom space, and an imbalance of instructional capacity between East and West Campuses, the request is to change the project initiation designation to FY 2026. The program of requirements (POR) has been developed; funding has been identified; and Texas A&M University (Texas A&M) desires to proceed with the project as soon as possible. With a fiscal year change to FY 2026, this will allow classes to commence in the new facility in fall 2029.

Project Justification:

Over the last decade, Texas A&M has experienced over 30% growth in enrollment that has affected nearly all aspects of academic and community life on campus. As a result of this sustained growth, the university completed two efforts concurrently, a Capacity Study and a Student Experience Study, to provide comprehensive and holistic recommendations to address immediate and future needs of the main campus. Two major findings emerged from these studies: 30% of students' academic homes now reside on West Campus; and West Campus currently lacks parity with East Campus in terms of resources including classrooms, dining, transit, and parking. In response to the Capacity Study and supporting the university's pursuit of innovative and engaging teaching methods, Texas A&M proposes to build a West Campus Learning Commons. The new facility will address classroom demand, a lack of student study space, and a centralized academic support center.

In 2020 Texas A&M opened a new instructional facility, the Innovative Learning Classroom Building, in response to strain on classroom space and a desire to explore new and emerging teaching methodologies. Despite adding over 2,100 classroom seats, the university's instructional capacity remains strained.

Additional analysis completed as part of the Capacity Study found that 70% of instructional capacity is located on East Campus, resulting in limited access to classroom resources on West Campus. Recent department relocations to West Campus and the Bush Library regions further strain the already limited instructional capacity in these areas of campus. Additionally, increased growth at Texas A&M over the last five-plus years has created significant strain on campus classroom availability for spaces with 75 seats or more. Providing additional classroom space for a range of cohorts between 75 and 250 students directly addresses needs identified in the Capacity Study to relieve pressure on existing spaces, enhance classroom-use flexibility, and meet space use efficiency thresholds. The Capacity Study also identified that students housed on West Campus often encountered scheduling difficulties and travel time issues when completing core curriculum coursework on East Campus.

The proposed facility will offer approximately 1,400 classroom seats primarily in spaces with 48 to 96 seats. Space for student study, collaboration, and academic support directly responds to the need for additional student support infrastructure as identified in the Capacity Study. By combining student-centric spaces for study, collaboration, and academic support with direct instruction, the new West Campus Learning Commons will become a model academic union for student success that facilitates learning across the entire campus.

Scope:

The proposed West Campus Learning Commons totals 112,193 gross square feet (GSF), which translates to 67,316 assignable square feet (ASF) at 60% efficiency. The new facility will be constructed on the main campus in College Station on parking lot 74. Prominently situated within the West Campus Character Zone, the site is adjacent to new campus facilities currently in planning, design, and construction, which will contribute to the transformational re-development of this area of campus, including the Aplin Center and the Center for Learning and Arts Innovation (CLAI).

Creating much-needed additional registrar-controlled instruction capacity, the new facility will feature 19 classroom spaces to provide a variety of learning environments that support traditional lecture delivery, active learning, and a hybrid of lecture with active learning. Large instructional spaces, including a medium teaching arena, an egg classroom, five active learning studios, a tiered collaboration classroom, and a group dynamics space, build on the success of teaching spaces in the Innovative Learning Classroom Building (ILCB) located on East Campus. A series of smaller classroom spaces is also included to support teaching core curriculum on West Campus and to allow the registrar to decommission low-quality and under-performing existing classrooms of a similar scale. These seminar classrooms will provide flexible teaching spaces for a maximum of 32 students and can be configured to support lecture-based or active-learning based curricula.

The new facility will not provide any permanent office space for dedicated faculty use. To provide a home away from home while teaching in the facility, a faculty resource center will provide space to meet with students before or after class through small meeting rooms, touchdown workspace for faculty to remain in the building as needed for their teaching schedule, and a locker area to store personal items and instruction materials. An office suite for University Audiovisual Services will provide space for building staff to manage building operations, including a support director for West Campus, a programmer, and a technician.

Additional student support infrastructure includes student spaces dedicated to collaboration and study dispersed throughout the entire building and an Academic Support Center. The Academic Support Center will create a West Campus hub for Academic Success, the Writing Center, and the Math Learning Center. Co-locating each group will provide a home for tutoring, coaching, workshops, and supplemental instruction across all academic disciplines offered at Texas A&M.

Other Major Fiscal Impacts:

None.

Strategic Plan Imperative(s) this Item Advances:

Construction of the new West Campus Learning Commons Project will support The Texas A&M University System strategic imperatives 1 and 3. Specifically, the new West Campus Learning Commons Project will directly support educational excellence at Texas A&M. As registrar-controlled instructional space, the new facility will support all academic disciplines on campus and provide a much-needed increase in classroom inventory based on recent growth in enrollment at Texas A&M. The new West Campus Learning Commons Project will ensure that students can complete their degree plans in a timely manner and that Texas A&M supports many pathways for students to contribute as future citizens.

Agenda Item No. 3.5

TEXAS A&M UNIVERSITY
Office of the Interim President
October 22, 2025

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

Subject: Approval to Amend the FY 2026 – FY 2030 Texas A&M University System Capital Plan to Change the Fiscal Year Designation for Project Initiation and Appropriate Funding for Pre-Construction Services for the West Campus Learning Commons Project for Texas A&M University (Project No. 02-3462)

I recommend adoption of the following minute order:

"The request to amend the FY 2026 – FY 2030 Texas A&M University System Capital Plan to change the fiscal year designation for project initiation for the West Campus Learning Commons Project for Texas A&M University from FY 2028 to FY 2026 is approved.

The amount of $13,000,000 is appropriated from Account No. 01-084900, Permanent University Funds Debt Proceeds (AUF), for pre-construction services and related project costs.

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

As required by Section 5(a) of the Master Resolution of the Revenue Financing System, the Board hereby determines that it will have sufficient funds to meet the financial obligations of The Texas A&M University System, including sufficient Pledged Revenues to satisfy the Annual Debt Service Requirements of the Revenue Financing System and to meet all financial obligations of the Board relating to the Revenue Financing System and that

the Participants, on whose behalf the debt is issued, possess the financial capacity to satisfy their Direct Obligations."

Respectfully submitted,

[SIGNED BY]

Thomas D. Williams
Interim President

Approval Recommended:

[SIGNED BY]
Glenn Hegar
Chancellor

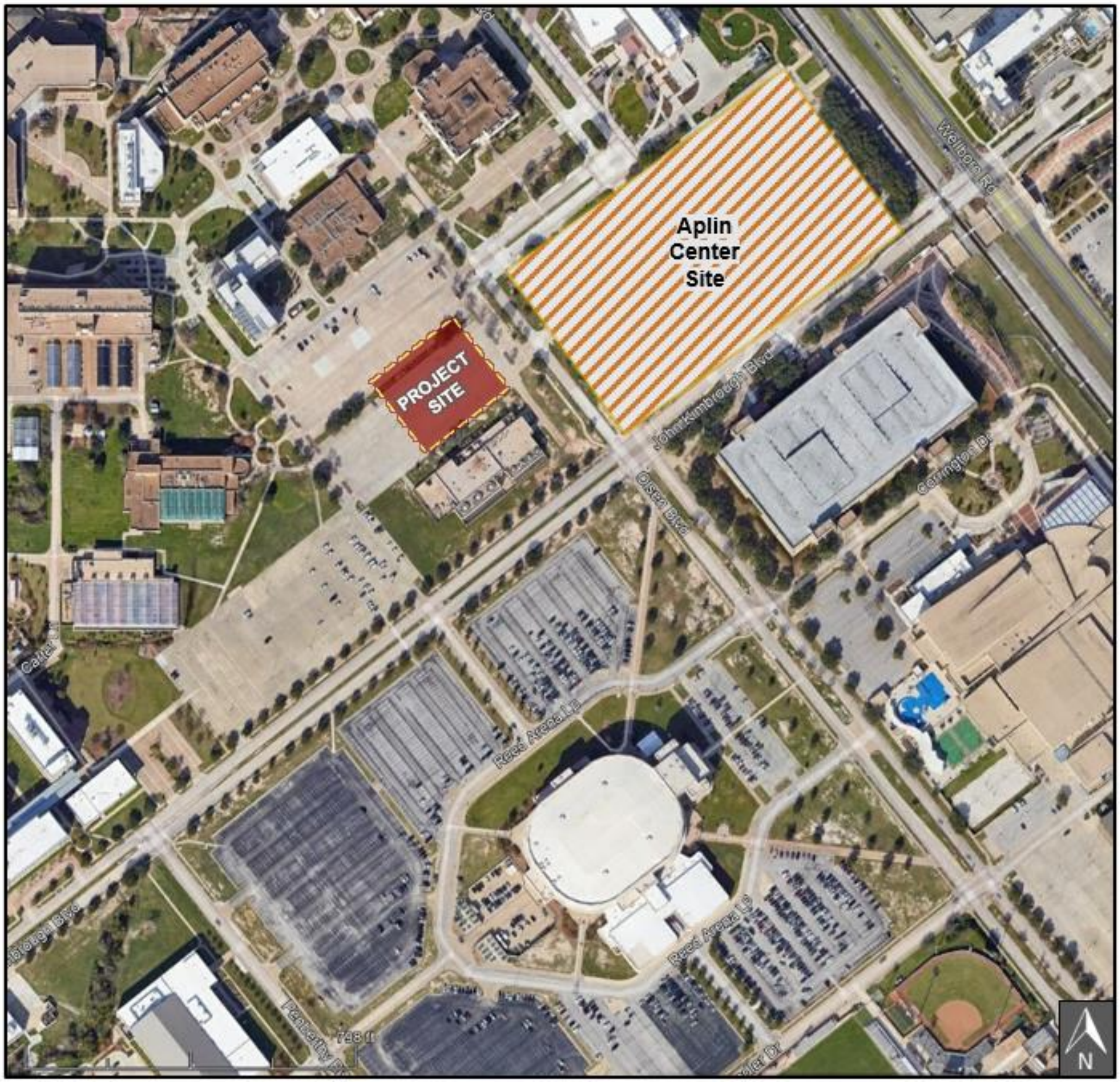
[SIGNED BY]
Susan Ballabina, Ph.D.
Executive Vice Chancellor

[SIGNED BY]
Ryan C. Griffin
Vice Chancellor and
Chief Financial Officer

[SIGNED BY]
Phillip Ray
Vice Chancellor for Business Affairs

Approved for Legal Sufficiency:

[SIGNED BY]
R. Brooks Moore
General Counsel



West Campus Learning Commons

Texas A&M University **Project No. 02-3462**

TEXAS A&M UNIVERSITY
REVENUE FINANCING SYSTEM
West Campus Learning Commons
Designated Tuition

Dates	Outstanding Principal	Principal Amount	Interest Amount	Annual Total	Coverage 1.15x
BONDS	50,495,000.00				
YEAR 1	49,735,000.00	760,000.00	2,524,750.00	3,284,750.00	3,777,462.50
YEAR 2	48,940,000.00	795,000.00	2,486,750.00	3,281,750.00	3,774,012.50
YEAR 3	48,105,000.00	835,000.00	2,447,000.00	3,282,000.00	3,774,300.00
YEAR 4	47,225,000.00	880,000.00	2,405,250.00	3,285,250.00	3,778,037.50
YEAR 5	46,305,000.00	920,000.00	2,361,250.00	3,281,250.00	3,773,437.50
YEAR 6	45,335,000.00	970,000.00	2,315,250.00	3,285,250.00	3,778,037.50
YEAR 7	44,320,000.00	1,015,000.00	2,266,750.00	3,281,750.00	3,774,012.50
YEAR 8	43,250,000.00	1,070,000.00	2,216,000.00	3,286,000.00	3,778,900.00
YEAR 9	42,130,000.00	1,120,000.00	2,162,500.00	3,282,500.00	3,774,875.00
YEAR 10	40,950,000.00	1,180,000.00	2,106,500.00	3,286,500.00	3,779,475.00
YEAR 11	39,710,000.00	1,240,000.00	2,047,500.00	3,287,500.00	3,780,625.00
YEAR 12	38,410,000.00	1,300,000.00	1,985,500.00	3,285,500.00	3,778,325.00
YEAR 13	37,045,000.00	1,365,000.00	1,920,500.00	3,285,500.00	3,778,325.00
YEAR 14	35,610,000.00	1,435,000.00	1,852,250.00	3,287,250.00	3,780,337.50
YEAR 15	34,105,000.00	1,505,000.00	1,780,500.00	3,285,500.00	3,778,325.00
YEAR 16	32,525,000.00	1,580,000.00	1,705,250.00	3,285,250.00	3,778,037.50
YEAR 17	30,865,000.00	1,660,000.00	1,626,250.00	3,286,250.00	3,779,187.50
YEAR 18	29,125,000.00	1,740,000.00	1,543,250.00	3,283,250.00	3,775,737.50
YEAR 19	27,295,000.00	1,830,000.00	1,456,250.00	3,286,250.00	3,779,187.50
YEAR 20	25,375,000.00	1,920,000.00	1,364,750.00	3,284,750.00	3,777,462.50
YEAR 21	23,360,000.00	2,015,000.00	1,268,750.00	3,283,750.00	3,776,312.50
YEAR 22	21,240,000.00	2,120,000.00	1,168,000.00	3,288,000.00	3,781,200.00
YEAR 23	19,015,000.00	2,225,000.00	1,062,000.00	3,287,000.00	3,780,050.00
YEAR 24	16,680,000.00	2,335,000.00	950,750.00	3,285,750.00	3,778,612.50
YEAR 25	14,230,000.00	2,450,000.00	834,000.00	3,284,000.00	3,776,600.00
YEAR 26	11,655,000.00	2,575,000.00	711,500.00	3,286,500.00	3,779,475.00
YEAR 27	8,950,000.00	2,705,000.00	582,750.00	3,287,750.00	3,780,912.50
YEAR 28	6,110,000.00	2,840,000.00	447,500.00	3,287,500.00	3,780,625.00
YEAR 29	3,130,000.00	2,980,000.00	305,500.00	3,285,500.00	3,778,325.00
YEAR 30	-	3,130,000.00	156,500.00	3,286,500.00	3,779,475.00
		$ 50,495,000.00	$ 48,061,250.00	$ 98,556,250.00	$ 113,339,687.50

Estimated issuance costs and rounding of $495,000 are included in this schedule.
Long-term rates are assumed to be 5.00%. Rates are subject to market change.
Prepared by the Office of the Treasurer - Treasury Services 10/20/2025

Rates are subject to market change. Amounts are preliminary estimates that will be revised at the time bonds are issued.

TEXAS A&M UNIVERSITY
PERMANENT UNIVERSITY FUND
West Campus Learning Commons
Available University Fund

Dates	Outstanding Principal	Principal Amount	Interest Amount	Annual Total
BONDS	75,740,000.00			
YEAR 1	73,325,000.00	2,415,000.00	3,408,300.00	5,823,300.00
YEAR 2	70,805,000.00	2,520,000.00	3,299,625.00	5,819,625.00
YEAR 3	68,170,000.00	2,635,000.00	3,186,225.00	5,821,225.00
YEAR 4	65,415,000.00	2,755,000.00	3,067,650.00	5,822,650.00
YEAR 5	62,535,000.00	2,880,000.00	2,943,675.00	5,823,675.00
YEAR 6	59,525,000.00	3,010,000.00	2,814,075.00	5,824,075.00
YEAR 7	56,380,000.00	3,145,000.00	2,678,625.00	5,823,625.00
YEAR 8	53,095,000.00	3,285,000.00	2,537,100.00	5,822,100.00
YEAR 9	49,660,000.00	3,435,000.00	2,389,275.00	5,824,275.00
YEAR 10	46,070,000.00	3,590,000.00	2,234,700.00	5,824,700.00
YEAR 11	42,320,000.00	3,750,000.00	2,073,150.00	5,823,150.00
YEAR 12	38,400,000.00	3,920,000.00	1,904,400.00	5,824,400.00
YEAR 13	34,305,000.00	4,095,000.00	1,728,000.00	5,823,000.00
YEAR 14	30,025,000.00	4,280,000.00	1,543,725.00	5,823,725.00
YEAR 15	25,555,000.00	4,470,000.00	1,351,125.00	5,821,125.00
YEAR 16	20,885,000.00	4,670,000.00	1,149,975.00	5,819,975.00
YEAR 17	16,000,000.00	4,885,000.00	939,825.00	5,824,825.00
YEAR 18	10,900,000.00	5,100,000.00	720,000.00	5,820,000.00
YEAR 19	5,570,000.00	5,330,000.00	490,500.00	5,820,500.00
YEAR 20	-	5,570,000.00	250,650.00	5,820,650.00
		$ 75,740,000.00	$ 40,710,600.00	$ 116,450,600.00

Estimated issuance costs and rounding of $740,000 are included in this schedule.
Long-term rates are assumed to be 4.50%. Rates are subject to market change.
Prepared by the Office of the Treasurer - Treasury Services 10/20/2025

Rates are subject to market change. Amounts are preliminary estimates that will be revised at the time bonds are issued.

Agenda Item No. 3.6

AGENDA ITEM BRIEFING

Submitted by: Thomas D. Williams, Interim President
Texas A&M University

Subject: Approval to Amend the FY 2026 – FY 2030 Texas A&M University System Capital Plan to Change the Fiscal Year Designation for Project Initiation and Appropriate Funding for Pre-Construction Services for the Mays Business Building #3 Project for Texas A&M University (Project No. 02-3451)

Background and Prior Actions:

The project was included as a proposed project on the FY 2026 – FY 2030 Texas A&M University System Capital Plan approved by the Board at the August 2025 meeting with an FY 2027 start date and a total planning amount of $192,000,000.

Proposed Board Action:

(1) Amend the approved FY 2026 – FY 2030 Texas A&M University System Capital Plan to change the fiscal year designation for project initiation for the Mays Business Building #3 Project from FY 2027 to FY 2026.

(2) Appropriate $19,200,000 for pre-construction services and related project costs.

Funding/Planning Amount:

Funding Source	Planning Amount	Average Estimated Annual Debt Service	Debt Service Source
Revenue Financing System Debt Proceeds	$62,000,000	$4,073,067	Designated Tuition
Revenue Financing System Debt Proceeds	$51,445,000	$6,998,035	Gifts*
Permanent University Fund Debt Proceeds	$50,000,000	$3,881,781	Available University Fund
Cash (Student Fees)	$13,650,000	N/A	N/A
Cash (Designated Tuition)	$5,000,000	N/A	N/A
Cash (Gifts)	$9,905,000	N/A	N/A
Total Project Cost	$192,000,000		

*System policy 51.04 requires that 50% of the gift funds are in hand and an additional 25% of the gift funds have been pledged at the time of construction approval. Should Texas A&M University (Texas A&M) fail to receive the $61,350,000 needed to fund the gift portion of the project, Texas A&M University has identified Available University Funds as an unrestricted source of funds for repayment of the debt if there is any shortfall in gifts. To date, $9,905,000 (16.15%) in gifts have been received and $26,320,000 (42.90%) has been pledged but not received.

Change Justification:

This project was previously included on the approved FY 2026 – FY 2030 capital plan with an FY 2027 project initiation designation. The constant growth of enrollment in Mays Business School and the establishment of new in-person and online graduate programs have resulted in the need for additional classroom space and for virtual reality technology classrooms. The request is to change the project designation to FY 2026. The program of requirements (POR) has been developed; funding has been identified; and Texas A&M desires to proceed with the project as soon as possible.

Project Justification:

The POR addresses the next phase of the expansion of Mays Business School, introducing the Graduate Programs Building (Mays Building Three). Designed to establish a distinctive identity and prominent entry point for the school, the building will house major revenue-generating programs and facilities. This addition is particularly significant as it aligns Mays Business School with its peer and aspirant business schools that feature premier and prominent facilities dedicated to graduate programs. The building will serve as a central hub for all MBA and MS graduate programs, including an innovative new Engineering MBA program. It will position Mays Business School as a high-profile graduate studies venue and primary source of revenue generation. Much of this positioning will be the result of immersive media experiences for the innovative Mays Flex Online suite of degree-granting programs. This state-of-the-art space will accommodate the Mays Teaching & Learning Innovation team, who are dedicated to developing and delivering immersive media online learning experiences. Additionally, the building will serve as the headquarters for the Mays AI initiative, focusing on integrating artificial intelligence into business education.

This strategic expansion will elevate Mays Business School's ability to deliver best-in-class graduate learning experiences, enabling it to compete for the nation's top graduate students and faculty. The new facility will be designed to accommodate anticipated growth in both traditional in-person programs and online learning experiences, positioning Mays Business School for continued success in the evolving landscape of business higher education.

The construction of this project will elevate the stature of Mays Business School towards the grand vision by providing dedicated facilities to improve the educational offerings for graduate business students. The addition of Mays Building Three will continue to expand and define the character of the greater Mays Business Education Complex and create a destination environment that celebrates learning and encourages students to stay and engage with their peers and professors. Its location fronting on Raymond Stotzer Parkway will provide a new high-profile face for Mays Business School.

Scope:

The grand vision of Mays Business School is to be the preeminent public business school in America, by incorporating leading-edge technology to create a growth culture that aims to attract, recruit, and retain the higher caliber of students, faculty, and staff.

The building's programmatic elements include classrooms and instructional labs, Flex Online Studios, student and community spaces, food service to include a bakery-café experience and a full-service restaurant, and office and administrative spaces for all of the Mays Business School graduate programs. The facility will also feature advanced extended reality (XR) stages equipped with state-of-the-art audio/video media and augmented and virtual reality technology. To attract and retain top graduate students, the new building will offer comprehensive amenities including high-caliber food services, collaboration spaces, study areas, and cutting-edge learning technology.

The exterior elements of this project include covered seating and gathering areas with access to electrical outlets, outdoor dining spaces, bicycle parking, and pedestrian connection to the Mays Business Education Complex through enlarged sidewalks and planned areas of tree preservation zones to protect established trees and landscaping that provide natural shading. This project will also include the abatement and demolition of Adriance Lab (0510), adjacent to Lot 18, along with the accompanying fenced Adriance Recycle Center.

Other Major Fiscal Impacts:

None.

Strategic Plan Imperative(s) this Item Advances:

Mays Business Building #3 Project supports The Texas A&M University System strategic imperatives 3 and 5. Specifically, in support of imperative 3 this project will provide enhanced educational experiences for both on-campus students and remote students through the enhanced production capabilities of Flex-Online Studios. These spaces with their advanced technology capabilities and the efforts to produce and develop high production value content by Mays Business School faculty will shape the educational experience and enhance the outcome for students. Further, with the increased prominence of Mays Business School in their quest to become the preeminent business school, the facilities included in this project will continue to attract and develop the best business students and will have a long-term positive effect on the economies of surrounding communities and the state of Texas in support of imperative 5.

Agenda Item No. 3.6

TEXAS A&M UNIVERSITY
Office of the President
October 22, 2025

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

Subject: Approval to Amend the FY 2026 – FY 2030 Texas A&M University System Capital Plan to Change the Fiscal Year Designation for Project Initiation and Appropriate Funding for Pre-Construction Services for the Mays Business Building #3 Project for Texas A&M University (Project No. 02-3451)

I recommend adoption of the following minute order:

"The request to amend the FY 2026 – FY 2030 Texas A&M University System Capital Plan to change the fiscal year designation for project initiation for the Mays Business Building #3 Project for Texas A&M University from FY 2027 to FY 2026 is approved.

The amount of $19,200,000 is appropriated from Account No. 01-084900, Permanent University Fund Debt Proceeds (AUF), for pre-construction services and related project costs.

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

As required by Section 5(a) of the Master Resolution of the Revenue Financing System, the Board hereby determines that it will have sufficient funds to meet the financial obligations of The Texas A&M University System, including sufficient Pledged Revenues to satisfy the Annual Debt Service Requirements of the Revenue Financing System and to meet all financial obligations of the Board relating to the Revenue Financing System and that

the Participants, on whose behalf the debt is issued, possess the financial capacity to satisfy their Direct Obligations."

Respectfully submitted,

[SIGNED BY]

Thomas D. Williams
Interim President

Approval Recommended:

[SIGNED BY]
Glenn Hegar
Chancellor

[SIGNED BY]
Susan Ballabina, Ph.D.
Executive Vice Chancellor

[SIGNED BY]
Ryan C. Griffin
Vice Chancellor and
Chief Financial Officer

[SIGNED BY]
Phillip Ray
Vice Chancellor for Business Affairs

Approved for Legal Sufficiency:

[SIGNED BY]
R. Brooks Moore
General Counsel

Mays Business Building #3

Texas A&M University **Project No. 02-3451**

TEXAS A&M UNIVERSITY
REVENUE FINANCING SYSTEM
Mays Business Building #3
Designated Tuition

Dates	Outstanding Principal	Principal Amount	Interest Amount	Annual Total	Coverage 1.15x
BONDS	62,615,000.00				
YEAR 1	61,670,000.00	945,000.00	3,130,750.00	4,075,750.00	4,687,112.50
YEAR 2	60,680,000.00	990,000.00	3,083,500.00	4,073,500.00	4,684,525.00
YEAR 3	59,640,000.00	1,040,000.00	3,034,000.00	4,074,000.00	4,685,100.00
YEAR 4	58,550,000.00	1,090,000.00	2,982,000.00	4,072,000.00	4,682,800.00
YEAR 5	57,405,000.00	1,145,000.00	2,927,500.00	4,072,500.00	4,683,375.00
YEAR 6	56,200,000.00	1,205,000.00	2,870,250.00	4,075,250.00	4,686,537.50
YEAR 7	54,935,000.00	1,265,000.00	2,810,000.00	4,075,000.00	4,686,250.00
YEAR 8	53,610,000.00	1,325,000.00	2,746,750.00	4,071,750.00	4,682,512.50
YEAR 9	52,215,000.00	1,395,000.00	2,680,500.00	4,075,500.00	4,686,825.00
YEAR 10	50,755,000.00	1,460,000.00	2,610,750.00	4,070,750.00	4,681,362.50
YEAR 11	49,220,000.00	1,535,000.00	2,537,750.00	4,072,750.00	4,683,662.50
YEAR 12	47,610,000.00	1,610,000.00	2,461,000.00	4,071,000.00	4,681,650.00
YEAR 13	45,915,000.00	1,695,000.00	2,380,500.00	4,075,500.00	4,686,825.00
YEAR 14	44,140,000.00	1,775,000.00	2,295,750.00	4,070,750.00	4,681,362.50
YEAR 15	42,275,000.00	1,865,000.00	2,207,000.00	4,072,000.00	4,682,800.00
YEAR 16	40,315,000.00	1,960,000.00	2,113,750.00	4,073,750.00	4,684,812.50
YEAR 17	38,260,000.00	2,055,000.00	2,015,750.00	4,070,750.00	4,681,362.50
YEAR 18	36,100,000.00	2,160,000.00	1,913,000.00	4,073,000.00	4,683,950.00
YEAR 19	33,830,000.00	2,270,000.00	1,805,000.00	4,075,000.00	4,686,250.00
YEAR 20	31,450,000.00	2,380,000.00	1,691,500.00	4,071,500.00	4,682,225.00
YEAR 21	28,950,000.00	2,500,000.00	1,572,500.00	4,072,500.00	4,683,375.00
YEAR 22	26,325,000.00	2,625,000.00	1,447,500.00	4,072,500.00	4,683,375.00
YEAR 23	23,570,000.00	2,755,000.00	1,316,250.00	4,071,250.00	4,681,937.50
YEAR 24	20,675,000.00	2,895,000.00	1,178,500.00	4,073,500.00	4,684,525.00
YEAR 25	17,635,000.00	3,040,000.00	1,033,750.00	4,073,750.00	4,684,812.50
YEAR 26	14,445,000.00	3,190,000.00	881,750.00	4,071,750.00	4,682,512.50
YEAR 27	11,095,000.00	3,350,000.00	722,250.00	4,072,250.00	4,683,087.50
YEAR 28	7,575,000.00	3,520,000.00	554,750.00	4,074,750.00	4,685,962.50
YEAR 29	3,880,000.00	3,695,000.00	378,750.00	4,073,750.00	4,684,812.50
YEAR 30	-	3,880,000.00	194,000.00	4,074,000.00	4,685,100.00
		$ 62,615,000.00	$ 59,577,000.00	$ 122,192,000.00	$ 140,520,800.00

Estimated issuance costs and rounding of $615,000 are included in this schedule.
Long-term rates are assumed to be 5.00%. Rates are subject to market change.
Prepared by the Office of the Treasurer - Treasury Services 10/20/2025

Rates are subject to market change. Amounts are preliminary estimates that will be revised at the time bonds are issued.

TEXAS A&M UNIVERSITY
REVENUE FINANCING SYSTEM
Mays Business Building #3
Gifts

Dates	Outstanding Principal	Principal Amount	Interest Amount	Annual Total	Coverage 1.15x
Coml Paper	51,445,000.00				
YEAR 1	46,633,378.00	4,811,622.00	2,186,412.50	6,998,034.50	8,047,739.68
YEAR 2	41,617,262.00	5,016,116.00	1,981,918.56	6,998,034.56	8,047,739.74
YEAR 3	36,387,961.00	5,229,301.00	1,768,733.64	6,998,034.64	8,047,739.84
YEAR 4	30,936,415.00	5,451,546.00	1,546,488.34	6,998,034.34	8,047,739.49
YEAR 5	25,253,178.00	5,683,237.00	1,314,797.64	6,998,034.64	8,047,739.84
YEAR 6	19,328,403.00	5,924,775.00	1,073,260.06	6,998,035.06	8,047,740.32
YEAR 7	13,151,825.00	6,176,578.00	821,457.12	6,998,035.12	8,047,740.39
YEAR 8	6,712,743.00	6,439,082.00	558,952.56	6,998,034.56	8,047,739.74
YEAR 9	-	6,712,743.00	285,291.58	6,998,034.58	8,047,739.77
		$ 51,445,000.00	$ 11,537,312.00	$ 62,982,312.00	$ 72,429,658.81

Assuming the project is paid off in Commercial Paper over 9 years.
Short-term rates are assumed to be 4.50%. Rates are subject to market change.
Prepared by the Office of the Treasurer - Treasury Services 10/20/2025

Commercial Paper Rates are subject to market change.

TEXAS A&M UNIVERSITY
PERMANENT UNIVERSITY FUND
Mays Business Building #3
Available University Fund

Dates	Outstanding Principal	Principal Amount	Interest Amount	Annual Total
BONDS	50,495,000.00			
YEAR 1	48,885,000.00	1,610,000.00	2,272,275.00	3,882,275.00
YEAR 2	47,200,000.00	1,685,000.00	2,199,825.00	3,884,825.00
YEAR 3	45,440,000.00	1,760,000.00	2,124,000.00	3,884,000.00
YEAR 4	43,605,000.00	1,835,000.00	2,044,800.00	3,879,800.00
YEAR 5	41,685,000.00	1,920,000.00	1,962,225.00	3,882,225.00
YEAR 6	39,680,000.00	2,005,000.00	1,875,825.00	3,880,825.00
YEAR 7	37,585,000.00	2,095,000.00	1,785,600.00	3,880,600.00
YEAR 8	35,395,000.00	2,190,000.00	1,691,325.00	3,881,325.00
YEAR 9	33,105,000.00	2,290,000.00	1,592,775.00	3,882,775.00
YEAR 10	30,715,000.00	2,390,000.00	1,489,725.00	3,879,725.00
YEAR 11	28,215,000.00	2,500,000.00	1,382,175.00	3,882,175.00
YEAR 12	25,605,000.00	2,610,000.00	1,269,675.00	3,879,675.00
YEAR 13	22,875,000.00	2,730,000.00	1,152,225.00	3,882,225.00
YEAR 14	20,020,000.00	2,855,000.00	1,029,375.00	3,884,375.00
YEAR 15	17,040,000.00	2,980,000.00	900,900.00	3,880,900.00
YEAR 16	13,925,000.00	3,115,000.00	766,800.00	3,881,800.00
YEAR 17	10,670,000.00	3,255,000.00	626,625.00	3,881,625.00
YEAR 18	7,270,000.00	3,400,000.00	480,150.00	3,880,150.00
YEAR 19	3,715,000.00	3,555,000.00	327,150.00	3,882,150.00
YEAR 20	-	3,715,000.00	167,175.00	3,882,175.00
		$ 50,495,000.00	$ 27,140,625.00	$ 77,635,625.00

Estimated issuance costs and rounding of $495,000 are included in this schedule.
Long-term rates are assumed to be 4.50%. Rates are subject to market change.
Prepared by the Office of the Treasurer - Treasury Services 10/20/2025

Rates are subject to market change. Amounts are preliminary estimates that will be revised at the time bonds are issued.

Agenda Item No. 3.7

AGENDA ITEM BRIEFING

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

Subject: Approval to Amend the FY 2026 - FY 2030 Capital Plan to Add the Residence Hall Project for Prairie View A&M University with an FY 2026 Start Date and Appropriate Funding for Pre-Construction Services (Project No. 05-3447)

Proposed Board Action:

(1) Amend the approved FY 2026 – FY 2030 Capital Plan to approve the Residence Hall Project for Prairie View A&M University with an FY 2026 start date and a total planning amount of $120,000,000.

(2) Appropriate $12,000,000 for pre-construction services and related project costs.

Funding/Planning Amount:

Funding Source	Planning Amount	Average Estimated Annual Debt Service	Debt Service Source
Revenue Financing System Debt Proceeds	$120,000,000	$8,174,415	Housing Revenue and Auxiliary Services Revenue
Total Project Cost	$120,000,000		

Project Justification:

Prairie View A&M University (PVAMU) proposes to develop a modern and holistic strategy for the future of its housing inventory. In response to the university's growing student body and future enrollment goals, PVAMU has identified a critical need for additional on-campus housing. The lack of sufficient housing has led to a reliance on off-campus options, which often fall short in security concerns, affordability, proximity to campus, and suitability for student needs (i.e., dining options). This project directly addresses these concerns by providing quality, accessible housing options that will support the university's academic mission and enhance the overall residential experience for students.

Over the past three years, the university has received in excess of 3,000 housing applications beyond the 4,800 on-campus beds capacity, requiring students to secure housing elsewhere or decide not to enroll at PVAMU. To achieve the enrollment target of 13,500 students and 4-year and 6-year graduation targets of 32% and 52% respectively, by 2035, the university must increase access to housing that is anchored in and adjacent to academic and campus resources that support matriculation through graduation. The addition of new on-campus housing facilities will complement ongoing efforts to enhance student life facilities across campus. These improvements, in alignment with the campus master plan, aim to create a more cohesive and enriching environment for students, supporting their academic journey and helping improve retention and graduation rates.

Scope:

The project will be approximately 226,000 gross square feet, with approximately 950 beds in a mix of double and suite-style units. It will be located on the northeast quadrant of campus, adjacent to the Engineering Classroom Research Building (ENCARB), which opened in 2023. It will include community lounges, study spaces, multipurpose rooms, and a faculty-in-residence unit.

Other Major Fiscal Impacts:

- Enrollment Growth: Provides capacity to house additional students and reduces waitlists.
- Student Success: Research shows students living on campus have higher retention and graduation rates.
- Financial Sustainability: Projected occupancy and auxiliary revenue support debt repayment.
- Strategic Alignment: Advances the PVAMU Journey to Eminence 2035 Strategic Plan, Campus Master Plan, TAMUS Strategic Plan, and addresses student experience and campus infrastructure.

Strategic Plan Imperative(s) this Item Advances:

The project advances several of the Board of Regents' strategic imperatives:

Strategic Plan Imperative No. 2: "The A&M System will remain affordable and accessible. We will continue to ensure that our costs remain reasonable so that the cost of education does not become a barrier for Texans to access the A&M System."

By increasing on-campus housing capacity, the System ensures that "all qualified students will find a place" and supports affordability through economies of scale in housing costs.

Strategic Plan Imperative No. 3: "Our students will leave the A&M System as responsible and engaged citizens prepared for successful careers in an increasingly global economy. Our member institutions will develop the educational experiences, experiential opportunities, and service opportunities that our students need to succeed postgraduation in a global economy."

Modern residential facilities foster inclusive communities and enhance retention and graduation rates by providing integrated living–learning environments that support student well-being and academic achievement.

Strategic Plan Imperative No. 6: "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. Our member institutions will be diligent about their plans for growth, and the A&M System will ensure financially sound decision-making at the aggregate level. We have robust financial management capabilities in place and will continue to manage the A&M System's financial health in a holistic manner."

Expanding housing inventory enables the System to leverage financial and physical resources, optimizing long-term returns and supporting prudent growth consistent with strategic goals.

PRAIRIE VIEW A&M UNIVERSITY
Office of the President
September 25, 2025

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

Subject: Approval to Amend the FY 2026 - FY 2030 Capital Plan to Add the Residence Hall Project for Prairie View A&M University with an FY 2026 Start Date and Appropriate Funding for Pre-Construction Services (Project No. 05-3447)

I recommend the adoption of the following minute order:

"The request to amend the FY 2026 – FY 2030 Capital Plan to add the Prairie View A&M University Residence Hall Project for Prairie View A&M University with an FY 2026 start date and a total planning amount of $120,000,000 is approved.

The amount of $12,000,000 is appropriated from Account No. 01-083540, Revenue Financing System Debt Proceeds (Housing Revenue and Auxiliary Services Revenue), for pre-construction services and related project costs.

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

As required by Section 5(a) of the Master Resolution of the Revenue Financing System, the Board hereby determines that it will have sufficient funds to meet the financial obligations of The Texas A&M University System, including sufficient Pledged Revenues to satisfy the Annual Debt Service Requirements of the Revenue Financing System and to meet all financial obligations of the Board relating to the Revenue Financing System and that

the Participants, on whose behalf the debt is issued, possess the financial capacity to satisfy their Direct Obligations."

Respectfully submitted,

[SIGNED BY]

Tomikia P. LeGrande
President

Approval Recommended:

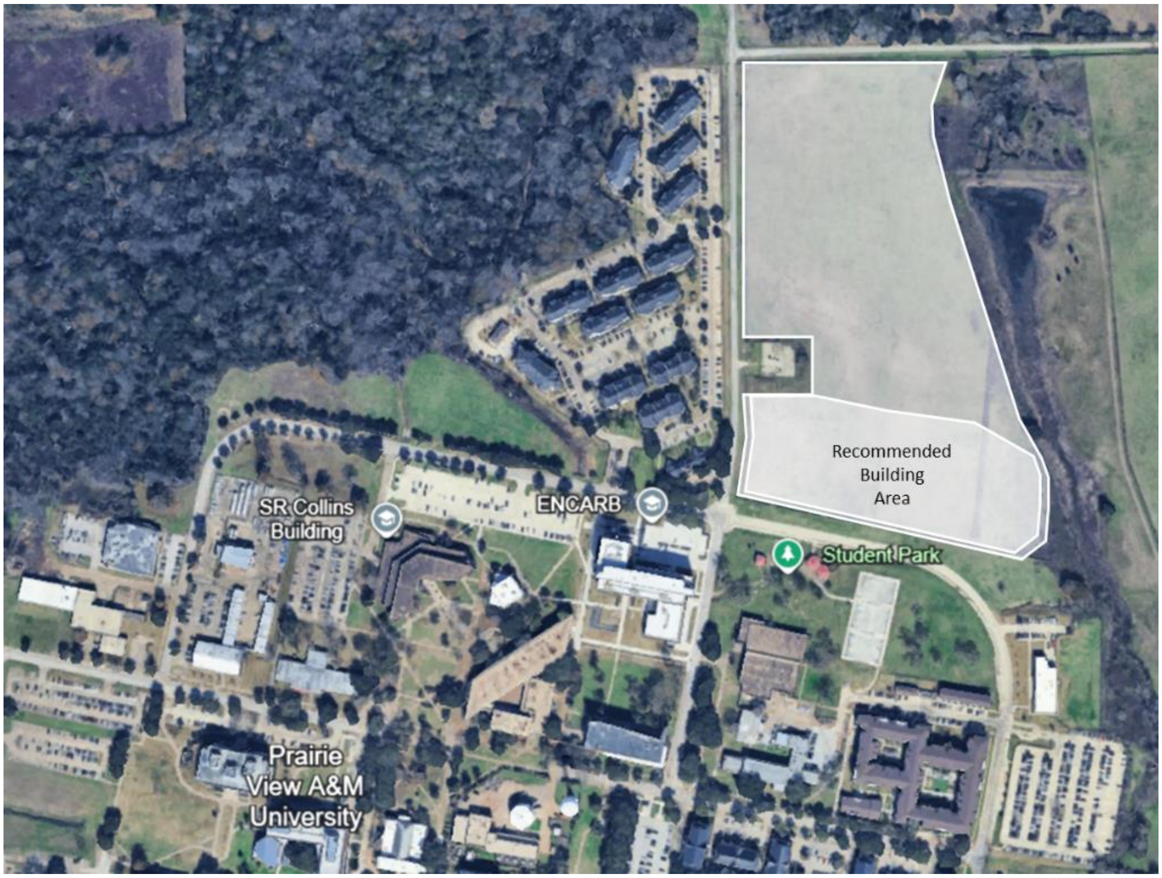
[SIGNED BY]
Glenn Hegar
Chancellor

[SIGNED BY]
Susan Ballabina, Ph.D.
Executive Vice Chancellor

[SIGNED BY]
Phillip Ray
Vice Chancellor for Business Affairs

Approved for Legal Sufficiency:

[SIGNED BY]
R. Brooks Moore
General Counsel



Prairie View A&M University Residence Hall Project

Prairie View A&M University **Project No. 05-3447**

PRAIRIE VIEW A&M UNIVERSITY
REVENUE FINANCING SYSTEM
Residence Hall
Housing Revenue and Auxiliary Services Revenue

Dates	Outstanding Principal	Principal Amount	Interest Amount	Annual Total	Coverage 1.15x
BONDS	126,615,000.00 *				
YEAR 1	126,615,000.00	-	-	-	-
YEAR 2	126,615,000.00	-	-	-	-
YEAR 3	124,710,000.00	1,905,000.00	4,466,695.83	6,371,695.83	7,327,450.20
YEAR 4	122,710,000.00	2,000,000.00	6,235,500.00	8,235,500.00	9,470,825.00
YEAR 5	120,610,000.00	2,100,000.00	6,135,500.00	8,235,500.00	9,470,825.00
YEAR 6	118,405,000.00	2,205,000.00	6,030,500.00	8,235,500.00	9,470,825.00
YEAR 7	116,090,000.00	2,315,000.00	5,920,250.00	8,235,250.00	9,470,537.50
YEAR 8	113,655,000.00	2,435,000.00	5,804,500.00	8,239,500.00	9,475,425.00
YEAR 9	111,100,000.00	2,555,000.00	5,682,750.00	8,237,750.00	9,473,412.50
YEAR 10	108,420,000.00	2,680,000.00	5,555,000.00	8,235,000.00	9,470,250.00
YEAR 11	105,605,000.00	2,815,000.00	5,421,000.00	8,236,000.00	9,471,400.00
YEAR 12	102,650,000.00	2,955,000.00	5,280,250.00	8,235,250.00	9,470,537.50
YEAR 13	99,545,000.00	3,105,000.00	5,132,500.00	8,237,500.00	9,473,125.00
YEAR 14	96,285,000.00	3,260,000.00	4,977,250.00	8,237,250.00	9,472,837.50
YEAR 15	92,860,000.00	3,425,000.00	4,814,250.00	8,239,250.00	9,475,137.50
YEAR 16	89,265,000.00	3,595,000.00	4,643,000.00	8,238,000.00	9,473,700.00
YEAR 17	85,490,000.00	3,775,000.00	4,463,250.00	8,238,250.00	9,473,987.50
YEAR 18	81,530,000.00	3,960,000.00	4,274,500.00	8,234,500.00	9,469,675.00
YEAR 19	77,370,000.00	4,160,000.00	4,076,500.00	8,236,500.00	9,471,975.00
YEAR 20	73,000,000.00	4,370,000.00	3,868,500.00	8,238,500.00	9,474,275.00
YEAR 21	68,415,000.00	4,585,000.00	3,650,000.00	8,235,000.00	9,470,250.00
YEAR 22	63,600,000.00	4,815,000.00	3,420,750.00	8,235,750.00	9,471,112.50
YEAR 23	58,545,000.00	5,055,000.00	3,180,000.00	8,235,000.00	9,470,250.00
YEAR 24	53,235,000.00	5,310,000.00	2,927,250.00	8,237,250.00	9,472,837.50
YEAR 25	47,660,000.00	5,575,000.00	2,661,750.00	8,236,750.00	9,472,262.50
YEAR 26	41,805,000.00	5,855,000.00	2,383,000.00	8,238,000.00	9,473,700.00
YEAR 27	35,660,000.00	6,145,000.00	290,250.00	8,235,250.00	9,470,537.50
YEAR 28	29,205,000.00	6,455,000.00	1,783,000.00	8,238,000.00	9,473,700.00
YEAR 29	22,430,000.00	6,775,000.00	1,460,250.00	8,235,250.00	9,470,537.50
YEAR 30	15,315,000.00	7,115,000.00	1,121,500.00	8,236,500.00	9,471,975.00
YEAR 31	7,845,000.00	7,470,000.00	765,750.00	8,235,750.00	9,471,112.50
YEAR 32	-	7,845,000.00	392,250.00	8,237,250.00	9,472,837.50
		$ 126,615,000.00	$ 116,817,445.83	$ 245,232,445.83	$ 282,017,312.70

*Bonds will be issued at a premium. Assuming capitalized interest in the first two years.
Long-term rates are assumed to be 4.59%. Rates are subject to market change.
Prepared by the Office of the Treasurer - Treasury Services 09/23/2025

Rates are subject to market change. Amounts are preliminary estimates that will be revised at the time bonds are issued.

Agenda Item No. 3.8

AGENDA ITEM BRIEFING

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

Subject: Approval to Amend the FY 2026 – FY 2030 A&M System Capital Plan to Add the Parking Structure #2 Project for Tarleton State University with an FY 2026 Start Date and Appropriate Funding for Pre-Construction Services (Project No. 04-3443)

Proposed Board Action:

(1) Amend the approved FY 2026 – FY 2030 A&M System Capital Plan to add the Parking Structure #2 Project for Tarleton State University with an FY 2026 start date and a total planning amount of $57,000,000.

(2) Appropriate $5,700,000 for pre-construction services and related project costs.

Funding/Planning Amount:

Funding Source	Planning Amount	Average Estimated Annual Debt Service	Debt Service Source
Revenue Financing System Debt Proceeds	$57,000,000	$4,425,260	Parking Revenue
Total Project Cost	$57,000,000		

Project Justification:

Proposed and future campus housing will increase campus residents by 2000 beds while eliminating surface parking. The proposed Parking Structure #2 Project will replace the parking eliminated by the housing projects and add to the parking inventory available to residents and other members of the campus community.

Scope:

The project includes construction of a five-level concrete parking garage structure to provide at least 1288 parking spaces. The structure is expected to have minimal cosmetic finishes. Project scope designated as Priority 2 includes additional rooftop parking (increasing total parking spaces to 1500) and a parking access system with license plate recognition and a security camera surveillance system.

The structured parking facility will utilize space that is currently surface parking to maximize available property and is strategically located near student housing facilities. The current lot contains 443 spaces.

Other Major Fiscal Impacts:

None.

Strategic Plan Imperative(s) this Item Advances:

Approval of this project will advance The Texas A&M University System (A&M System) Strategic Plan Imperative 6:

"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."

This project will reflect A&M System's ability to address student needs by providing functional, accessible and sustainable facilities. The Parking Garage will serve much more than its intended purpose of vehicular parking; it gives faculty, students and visitors a sense of security and convenience. It will also address that feeling of a "hole in the campus fabric" by making the students and the campus as a whole feel much more connected.

TARLETON STATE UNIVERSITY
Office of the President
September 24, 2025

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

Subject: Approval to Amend the FY 2026 – FY 2030 A&M System Capital Plan to Add the Parking Structure #2 Project for Tarleton State University with an FY 2026 Start Date and Appropriate Funding for Pre-Construction Services (Project No. 04-3443)

I recommend adoption of the following minute order:

"The request to amend the FY 2026 – FY 2030 A&M System Capital Plan to add the Parking Structure #2 Project for Tarleton State University with an FY 2026 start date and a total planning amount of $57,000,000 is approved.

The amount of $5,700,000 is appropriated from Account No. 01-083540, Revenue Financing System Debt Proceeds (Parking Revenue), for pre-construction services and related project costs.

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

As required by Section 5(a) of the Master Resolution of the Revenue Financing System, the Board hereby determines that it will have sufficient funds to meet the financial obligations of The Texas A&M University System, including sufficient Pledged Revenues to satisfy the Annual Debt Service Requirements of the Revenue Financing System and to meet all financial obligations of the Board relating to the Revenue Financing System and that

> **the Participants, on whose behalf the debt is issued, possess the financial capacity to satisfy their Direct Obligations."**

Respectfully submitted,

[SIGNED BY]

Dr. James Hurley, President

Approval Recommended:

[SIGNED BY]
Glenn Hegar
Chancellor

[SIGNED BY]
Susan Ballabina, Ph.D.
Executive Vice Chancellor

[SIGNED BY]
Phillip Ray
Vice Chancellor for Business Affairs

Approved for Legal Sufficiency:

[SIGNED BY]
R. Brooks Moore
General Counsel

Parking Structure #2

Tarleton State University **Project No. 04-3443**

TARLETON STATE UNIVERSITY
REVENUE FINANCING SYSTEM
Parking Structure #2
Parking Revenue

Dates	Outstanding Principal	Principal Amount	Interest Amount	Annual Total	Coverage 1.15x
BONDS	57,565,000.00				
YEAR 1	55,730,000.00	1,835,000.00	2,590,425.00	4,425,425.00	5,089,238.75
YEAR 2	53,810,000.00	1,920,000.00	2,507,850.00	4,427,850.00	5,092,027.50
YEAR 3	51,805,000.00	2,005,000.00	2,421,450.00	4,426,450.00	5,090,417.50
YEAR 4	49,710,000.00	2,095,000.00	2,331,225.00	4,426,225.00	5,090,158.75
YEAR 5	47,520,000.00	2,190,000.00	2,236,950.00	4,426,950.00	5,090,992.50
YEAR 6	45,235,000.00	2,285,000.00	2,138,400.00	4,423,400.00	5,086,910.00
YEAR 7	42,845,000.00	2,390,000.00	2,035,575.00	4,425,575.00	5,089,411.25
YEAR 8	40,350,000.00	2,495,000.00	1,928,025.00	4,423,025.00	5,086,478.75
YEAR 9	37,740,000.00	2,610,000.00	1,815,750.00	4,425,750.00	5,089,612.50
YEAR 10	35,015,000.00	2,725,000.00	1,698,300.00	4,423,300.00	5,086,795.00
YEAR 11	32,165,000.00	2,850,000.00	1,575,675.00	4,425,675.00	5,089,526.25
YEAR 12	29,185,000.00	2,980,000.00	1,447,425.00	4,427,425.00	5,091,538.75
YEAR 13	26,075,000.00	3,110,000.00	1,313,325.00	4,423,325.00	5,086,823.75
YEAR 14	22,825,000.00	3,250,000.00	1,173,375.00	4,423,375.00	5,086,881.25
YEAR 15	19,425,000.00	3,400,000.00	1,027,125.00	4,427,125.00	5,091,193.75
YEAR 16	15,875,000.00	3,550,000.00	874,125.00	4,424,125.00	5,087,743.75
YEAR 17	12,165,000.00	3,710,000.00	714,375.00	4,424,375.00	5,088,031.25
YEAR 18	8,285,000.00	3,880,000.00	547,425.00	4,427,425.00	5,091,538.75
YEAR 19	4,235,000.00	4,050,000.00	372,825.00	4,422,825.00	5,086,248.75
YEAR 20	-	4,235,000.00	190,575.00	4,425,575.00	5,089,411.25
		$ 57,565,000.00	$ 30,940,200.00	$ 88,505,200.00	$ 101,780,980.00

Estimated Issuance Costs and rounding of $565,000.00 are included in this schedule.
Long-term rates are assumed to be 4.5%. Rates are subject to market change.
Prepared by the Office of the Treasurer - Treasury Services 09/05/2025

Rates are subject to market change. Amounts are preliminary estimates that will be revised at the time bonds are issued.

Agenda Item No. 3.9

AGENDA ITEM BRIEFING

Submitted by: Susan Ballabina, Ph.D., Executive Vice Chancellor
The Texas A&M University System

Subject: Approval to Amend the FY 2026 – FY 2030 A&M System Capital Plan to Add the Research & Innovation Building A Project for The Texas A&M University System in Fort Worth, Texas with an FY 2026 Start Date and Appropriate Funding for Pre-Construction Services (Project No. 01-3477)

Proposed Board Action:

(1) Amend the approved FY 2026 – FY 2030 A&M System Capital Plan to add the Research & Innovation Building A Project for The Texas A&M University System (A&M System) with an FY 2026 start date and a total planning amount of $372,447,994.

(2) Appropriate $37,244,000 for pre-construction services and related project costs.

Funding/Planning Amount:

Funding Source	Planning Amount	Average Estimated Annual Debt Service	Debt Service Source
Permanent University Fund Debt Proceeds	$191,000,000	$14,828,284	Available University Fund (AUF)
Revenue Financing System Debt Proceeds	$71,447,994	$4,693,975	Space Use Fees* & Parking Fees
Revenue Financing System Debt Proceeds	$50,000,000	$3,285,208	Gifts**
Revenue Financing System Debt Proceeds	$40,000,000	$3,105,341	City of Fort Worth - Tax Increment Financing (TIF) Funds
Cash (TAMU)	$20,000,000	N/A	N/A
Total Project Cost	$372,447,994		

* Assumes 100% occupancy of the building.

**System policy requires 50% of the gift funds in hand and an additional 25% in documented pledges before approval for construction on the project is received. For any gift funds not in hand, an unrestricted source of funds must be identified to pay for the project or for the repayment of debt prior to approval for construction. The A&M System has identified Permanent University Fund Bonds as a source of funds if there is any shortfall.

Project Justification:

Texas A&M-Fort Worth (A&M-Fort Worth) is a multi-phase campus development on the southeast side of downtown Fort Worth. The urban campus will bring together multiple members of The A&M System in a new model of higher education, creating an environment for multidisciplinary interaction between academic programs, innovative research, state agencies, and industry partners. The shared vision of this urban campus is to create a hub for collaboration between key Fort Worth industries and top research, education, and workforce training assets of the A&M System. The shared goal is to spur business and job growth in one of the nation's fastest-growing cities and throughout North Texas.

The first phase of the campus development, the Law & Education Building Project, is nearing completion. The second phase, the Research and Innovation Building A (RIB-A) Project, will further enhance opportunities for collaboration with industry partners and A&M System members conducting research in similar fields of study.

The RIB-A was previously planned as a public-private partnership with the Research and Innovation Local Government Corporation in Fort Worth, Texas. Upon completion of the pre-development and design agreement with the developer, the administration recommends that the project be completed as a public capital project with A&M System funding to achieve the goals set forth for the project.

Scope:

This building, situated one block northwest of the Law & Education Building, encompasses twelve stories above grade, one below grade level and supporting infrastructure, and is designed to function as the central hub for public and private research and development activities on the A&M-Fort Worth campus. The structure will feature a five-level parking facility with more than 640 parking spaces. The remaining eight levels will house nearly 250,000 gross square feet of dedicated assembly, classroom, laboratory, and office spaces. The primary areas of focus are anticipated to include law, engineering, aerospace, defense, energy, agriculture, transportation, telecommunications, health sciences, nutrition, emergency response, and visualization technologies.

The project planning amount includes an estimated $20 million for purchase of the architectural drawings and plans from the Local Government Corporation (LGC).

Other Major Fiscal Impacts:

None.

Strategic Plan Imperative(s) this Item Advances:

The Texas A&M-Fort Worth Research and Innovation Building A Project supports Strategic Plan Imperatives 4 and 5.

4) The A&M System will increase its prominence by building a robust and targeted research portfolio. We will continue to encourage cross-institution and cross-discipline collaboration, and we will support our member institutions in their research pursuits, including obtaining emerging research status.

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.

The RIB-A will house A&M System Members (academic, research, and agencies) focused on research and development in key areas such as law, engineering, aerospace, defense, energy, agriculture, transportation, telecommunications, health sciences, nutrition, emergency response, visualization technologies, and other areas that align with the needs of industry partners in the region. Texas A&M-Fort Worth, and specifically the RIB-A, is poised to transform the southeast quadrant of downtown Fort Worth into an innovation district, fulfilling its land grant mission to serve the state of Texas.

Agenda Item No. 3.9

THE TEXAS A&M UNIVERSITY SYSTEM
Office of the Executive Vice Chancellor
October 21, 2025

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

Subject: Approval to Amend the FY 2026 – FY 2030 A&M System Capital Plan to Add the Research & Innovation Building A Project for The Texas A&M University System in Fort Worth, Texas with an FY 2026 Start Date and Appropriate Funding for Pre-Construction Services (Project No. 01-3477)

I recommend adoption of the following minute order:

"The request to amend the FY 2026 – FY 2030 A&M System Capital Plan to Add the Research & Innovation Building A Project for The Texas A&M University System with an FY 2026 start date and a total planning amount of $372,447,994 is approved.

The amount of $37,244,000 is appropriated from Account No. 01-084900, Permanent University Fund Debt Proceeds (AUF), for pre-construction services and related project costs.

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

As required by Section 5(a) of the Master Resolution of the Revenue Financing System, the Board hereby determines that it will have sufficient funds to meet the financial obligations of The Texas A&M University System, including sufficient Pledged Revenues to satisfy the Annual Debt Service Requirements of the Revenue Financing System and to meet all financial obligations of the Board relating to the Revenue Financing System and that

the Participants, on whose behalf the debt is issued, possess the financial capacity to satisfy their Direct Obligations."

Respectfully submitted,

[SIGNED BY]

Susan Ballabina, Ph.D.
Executive Vice Chancellor

Approval Recommended:

[SIGNED BY]

Glenn Hegar
Chancellor

[SIGNED BY]

Phillip Ray
Vice Chancellor for Business Affairs

[SIGNED BY]

Ryan C. Griffin
Vice Chancellor and
Chief Financial Officer

Approved for Legal Sufficiency:

[SIGNED BY]

R. Brooks Moore
General Counsel

Research & Innovation Building A Project

Texas A&M-Fort Worth **Project No. 01-3477**

THE TEXAS A&M UNIVERSITY SYSTEM
PERMANENT UNIVERSITY FUND
Research & Innovation Building A
Available University Fund

Dates	Outstanding Principal	Principal Amount	Interest Amount	Annual Total
BONDS	192,885,000.00			
YEAR 1	186,735,000.00	6,150,000.00	8,679,825.00	14,829,825.00
YEAR 2	180,310,000.00	6,425,000.00	8,403,075.00	14,828,075.00
YEAR 3	173,595,000.00	6,715,000.00	8,113,950.00	14,828,950.00
YEAR 4	166,580,000.00	7,015,000.00	7,811,775.00	14,826,775.00
YEAR 5	159,245,000.00	7,335,000.00	7,496,100.00	14,831,100.00
YEAR 6	151,585,000.00	7,660,000.00	7,166,025.00	14,826,025.00
YEAR 7	143,580,000.00	8,005,000.00	6,821,325.00	14,826,325.00
YEAR 8	135,215,000.00	8,365,000.00	6,461,100.00	14,826,100.00
YEAR 9	126,470,000.00	8,745,000.00	6,084,675.00	14,829,675.00
YEAR 10	117,335,000.00	9,135,000.00	5,691,150.00	14,826,150.00
YEAR 11	107,785,000.00	9,550,000.00	5,280,075.00	14,830,075.00
YEAR 12	97,805,000.00	9,980,000.00	4,850,325.00	14,830,325.00
YEAR 13	87,380,000.00	10,425,000.00	4,401,225.00	14,826,225.00
YEAR 14	76,485,000.00	10,895,000.00	3,932,100.00	14,827,100.00
YEAR 15	65,100,000.00	11,385,000.00	3,441,825.00	14,826,825.00
YEAR 16	53,200,000.00	11,900,000.00	2,929,500.00	14,829,500.00
YEAR 17	40,765,000.00	12,435,000.00	2,394,000.00	14,829,000.00
YEAR 18	27,770,000.00	12,995,000.00	1,834,425.00	14,829,425.00
YEAR 19	14,190,000.00	13,580,000.00	1,249,650.00	14,829,650.00
YEAR 20	-	14,190,000.00	638,550.00	14,828,550.00
		$ 192,885,000.00	$ 103,680,675.00	$ 296,565,675.00

Estimated Issuance Costs and Rounding of $1,885,000.00 are included in this schedule.
Long-term rates are assumed to be 4.50%. Rates are subject to market change.
Prepared by the Office of the Treasurer - Treasury Services 10/10/2025

Rates are subject to market change. Amounts are preliminary estimates that will be revised at the time bonds are issued.

THE TEXAS A&M UNIVERSITY SYSTEM
REVENUE FINANCING SYSTEM
Research & Innovation Building A
Space Use Fees & Parking Fees

Dates	Outstanding Principal	Principal Amount	Interest Amount	Annual Total	Coverage 1.15x
BONDS	72,155,000.00				
YEAR 1	71,070,000.00	1,085,000.00	3,607,750.00	4,692,750.00	5,396,662.50
YEAR 2	69,930,000.00	1,140,000.00	3,553,500.00	4,693,500.00	5,397,525.00
YEAR 3	68,735,000.00	1,195,000.00	3,496,500.00	4,691,500.00	5,395,225.00
YEAR 4	67,480,000.00	1,255,000.00	3,436,750.00	4,691,750.00	5,395,512.50
YEAR 5	66,160,000.00	1,320,000.00	3,374,000.00	4,694,000.00	5,398,100.00
YEAR 6	64,775,000.00	1,385,000.00	3,308,000.00	4,693,000.00	5,396,950.00
YEAR 7	63,320,000.00	1,455,000.00	3,238,750.00	4,693,750.00	5,397,812.50
YEAR 8	61,790,000.00	1,530,000.00	3,166,000.00	4,696,000.00	5,400,400.00
YEAR 9	60,185,000.00	1,605,000.00	3,089,500.00	4,694,500.00	5,398,675.00
YEAR 10	58,500,000.00	1,685,000.00	3,009,250.00	4,694,250.00	5,398,387.50
YEAR 11	56,730,000.00	1,770,000.00	2,925,000.00	4,695,000.00	5,399,250.00
YEAR 12	54,875,000.00	1,855,000.00	2,836,500.00	4,691,500.00	5,395,225.00
YEAR 13	52,925,000.00	1,950,000.00	2,743,750.00	4,693,750.00	5,397,812.50
YEAR 14	50,875,000.00	2,050,000.00	2,646,250.00	4,696,250.00	5,400,687.50
YEAR 15	48,725,000.00	2,150,000.00	2,543,750.00	4,693,750.00	5,397,812.50
YEAR 16	46,465,000.00	2,260,000.00	2,436,250.00	4,696,250.00	5,400,687.50
YEAR 17	44,095,000.00	2,370,000.00	2,323,250.00	4,693,250.00	5,397,237.50
YEAR 18	41,605,000.00	2,490,000.00	2,204,750.00	4,694,750.00	5,398,962.50
YEAR 19	38,990,000.00	2,615,000.00	2,080,250.00	4,695,250.00	5,399,537.50
YEAR 20	36,245,000.00	2,745,000.00	1,949,500.00	4,694,500.00	5,398,675.00
YEAR 21	33,365,000.00	2,880,000.00	1,812,250.00	4,692,250.00	5,396,087.50
YEAR 22	30,340,000.00	3,025,000.00	1,668,250.00	4,693,250.00	5,397,237.50
YEAR 23	27,165,000.00	3,175,000.00	1,517,000.00	4,692,000.00	5,395,800.00
YEAR 24	23,830,000.00	3,335,000.00	1,358,250.00	4,693,250.00	5,397,237.50
YEAR 25	20,325,000.00	3,505,000.00	1,191,500.00	4,696,500.00	5,400,975.00
YEAR 26	16,645,000.00	3,680,000.00	1,016,250.00	4,696,250.00	5,400,687.50
YEAR 27	12,785,000.00	3,860,000.00	832,250.00	4,692,250.00	5,396,087.50
YEAR 28	8,730,000.00	4,055,000.00	639,250.00	4,694,250.00	5,398,387.50
YEAR 29	4,470,000.00	4,260,000.00	436,500.00	4,696,500.00	5,400,975.00
YEAR 30	-	4,470,000.00	223,500.00	4,693,500.00	5,397,525.00
		$ 72,155,000.00	$ 68,664,250.00	$ 140,819,250.00	$ 161,942,137.50

Estimated Issuance Costs and Rounding of $707,006.00 are included in this schedule.
Long-term rates are assumed to be 5.00%. Rates are subject to market change.
Prepared by the Office of the Treasurer - Treasury Services 10/10/2025

Rates are subject to market change. Amounts are preliminary estimates that will be revised at the time bonds are issued.

THE TEXAS A&M UNIVERSITY SYSTEM
REVENUE FINANCING SYSTEM
Research & Innovation Building A
Gifts

Dates	Outstanding Principal	Principal Amount	Interest Amount	Annual Total	Coverage 1.15x
BONDS	50,495,000.00				
YEAR 1	49,735,000.00	760,000.00	2,524,750.00	3,284,750.00	3,777,462.50
YEAR 2	48,940,000.00	795,000.00	2,486,750.00	3,281,750.00	3,774,012.50
YEAR 3	48,105,000.00	835,000.00	2,447,000.00	3,282,000.00	3,774,300.00
YEAR 4	47,225,000.00	880,000.00	2,405,250.00	3,285,250.00	3,778,037.50
YEAR 5	46,305,000.00	920,000.00	2,361,250.00	3,281,250.00	3,773,437.50
YEAR 6	45,335,000.00	970,000.00	2,315,250.00	3,285,250.00	3,778,037.50
YEAR 7	44,320,000.00	1,015,000.00	2,266,750.00	3,281,750.00	3,774,012.50
YEAR 8	43,250,000.00	1,070,000.00	2,216,000.00	3,286,000.00	3,778,900.00
YEAR 9	42,130,000.00	1,120,000.00	2,162,500.00	3,282,500.00	3,774,875.00
YEAR 10	40,950,000.00	1,180,000.00	2,106,500.00	3,286,500.00	3,779,475.00
YEAR 11	39,710,000.00	1,240,000.00	2,047,500.00	3,287,500.00	3,780,625.00
YEAR 12	38,410,000.00	1,300,000.00	1,985,500.00	3,285,500.00	3,778,325.00
YEAR 13	37,045,000.00	1,365,000.00	1,920,500.00	3,285,500.00	3,778,325.00
YEAR 14	35,610,000.00	1,435,000.00	1,852,250.00	3,287,250.00	3,780,337.50
YEAR 15	34,105,000.00	1,505,000.00	1,780,500.00	3,285,500.00	3,778,325.00
YEAR 16	32,525,000.00	1,580,000.00	1,705,250.00	3,285,250.00	3,778,037.50
YEAR 17	30,865,000.00	1,660,000.00	1,626,250.00	3,286,250.00	3,779,187.50
YEAR 18	29,125,000.00	1,740,000.00	1,543,250.00	3,283,250.00	3,775,737.50
YEAR 19	27,295,000.00	1,830,000.00	1,456,250.00	3,286,250.00	3,779,187.50
YEAR 20	25,375,000.00	1,920,000.00	1,364,750.00	3,284,750.00	3,777,462.50
YEAR 21	23,360,000.00	2,015,000.00	1,268,750.00	3,283,750.00	3,776,312.50
YEAR 22	21,240,000.00	2,120,000.00	1,168,000.00	3,288,000.00	3,781,200.00
YEAR 23	19,015,000.00	2,225,000.00	1,062,000.00	3,287,000.00	3,780,050.00
YEAR 24	16,680,000.00	2,335,000.00	950,750.00	3,285,750.00	3,778,612.50
YEAR 25	14,230,000.00	2,450,000.00	834,000.00	3,284,000.00	3,776,600.00
YEAR 26	11,655,000.00	2,575,000.00	711,500.00	3,286,500.00	3,779,475.00
YEAR 27	8,950,000.00	2,705,000.00	582,750.00	3,287,750.00	3,780,912.50
YEAR 28	6,110,000.00	2,840,000.00	447,500.00	3,287,500.00	3,780,625.00
YEAR 29	3,130,000.00	2,980,000.00	305,500.00	3,285,500.00	3,778,325.00
YEAR 30	-	3,130,000.00	156,500.00	3,286,500.00	3,779,475.00
		$ 50,495,000.00	$ 48,061,250.00	$ 98,556,250.00	$ 113,339,687.50

Estimated Issuance Costs and Rounding of $495,000.00 are included in this schedule.
Long-term rates are assumed to be 5.00%. Rates are subject to market change.
Prepared by the Office of the Treasurer - Treasury Services 09/23/2025

Rates are subject to market change. Amounts are preliminary estimates that will be revised at the time bonds are issued.

THE TEXAS A&M UNIVERSITY SYSTEM
REVENUE FINANCING SYSTEM
Research & Innovation Building A
City of Fort Worth TIF (Tax Increment Finance) Funding

Dates	Outstanding Principal	Principal Amount	Interest Amount	Annual Total	Coverage 1.15x
BONDS	40,395,000.00				
YEAR 1	39,105,000.00	1,290,000.00	1,817,775.00	3,107,775.00	3,573,941.25
YEAR 2	37,760,000.00	1,345,000.00	1,759,725.00	3,104,725.00	3,570,433.75
YEAR 3	36,355,000.00	1,405,000.00	1,699,200.00	3,104,200.00	3,569,830.00
YEAR 4	34,885,000.00	1,470,000.00	1,635,975.00	3,105,975.00	3,571,871.25
YEAR 5	33,350,000.00	1,535,000.00	1,569,825.00	3,104,825.00	3,570,548.75
YEAR 6	31,745,000.00	1,605,000.00	1,500,750.00	3,105,750.00	3,571,612.50
YEAR 7	30,070,000.00	1,675,000.00	1,428,525.00	3,103,525.00	3,569,053.75
YEAR 8	28,315,000.00	1,755,000.00	1,353,150.00	3,108,150.00	3,574,372.50
YEAR 9	26,485,000.00	1,830,000.00	1,274,175.00	3,104,175.00	3,569,801.25
YEAR 10	24,570,000.00	1,915,000.00	1,191,825.00	3,106,825.00	3,572,848.75
YEAR 11	22,570,000.00	2,000,000.00	1,105,650.00	3,105,650.00	3,571,497.50
YEAR 12	20,480,000.00	2,090,000.00	1,015,650.00	3,105,650.00	3,571,497.50
YEAR 13	18,295,000.00	2,185,000.00	921,600.00	3,106,600.00	3,572,590.00
YEAR 14	16,015,000.00	2,280,000.00	823,275.00	3,103,275.00	3,568,766.25
YEAR 15	13,630,000.00	2,385,000.00	720,675.00	3,105,675.00	3,571,526.25
YEAR 16	11,140,000.00	2,490,000.00	613,350.00	3,103,350.00	3,568,852.50
YEAR 17	8,535,000.00	2,605,000.00	501,300.00	3,106,300.00	3,572,245.00
YEAR 18	5,815,000.00	2,720,000.00	384,075.00	3,104,075.00	3,569,686.25
YEAR 19	2,970,000.00	2,845,000.00	261,675.00	3,106,675.00	3,572,676.25
YEAR 20	-	2,970,000.00	133,650.00	3,103,650.00	3,569,197.50
		$ 40,395,000.00	$ 21,711,825.00	$ 62,106,825.00	$ 71,422,848.75

Estimated Issuance Costs and Rounding of $395,000.00 are included in this schedule.
Long-term rates are assumed to be 4.50%. Rates are subject to market change.
Prepared by the Office of the Treasurer - Treasury Services 09/23/2025

Rates are subject to market change. Amounts are preliminary estimates that will be revised at the time bonds are issued.

Facilities Planning & Construction Project Status Report

Effective 10/27/2025

Projects in Planning **(pending Capital Plan approval)**	15 Projects	$1,672,819,301
Projects in Planning	20 Projects	$1,698,472,369
Projects in Design	9 Projects	$589,704,906
Projects in Construction	39 Projects	$2,690,972,601
Projects in Private Development	24 Projects	$1,241,197,732
Combined Total:	107 Projects	$7,893,166,909

Projects in Planning:

Bryan, TX

01-3471	**BCDC ALIAS Texas Hangar**	$9,150,000 FY2025
26-3469	**Campus Sewer Improvements**	$12,126,000 FY2026

College Station, TX

02-3330	**Biology Teaching & Research Building**	$220,000,000 FY2026
02-3403	**Olsen Field at Blue Bell Park Renovations**	$80,000,000 Unfunded
02-3414	**Center for Learning, Arts, and Innovation**	$235,000,000 FY2026
02-3451	**Mays Business School - Building 3**	$192,000,000 FY2027
02-3452	**HEEP Laboratory Building Renovations**	$30,000,000 FY2027
02-3457	**West Campus Vivarium**	$183,000,000 Unfunded
02-3458	**East Campus Vivarium**	$100,000,000 Unfunded
02-3459	**Renovation of Building 1041 for G.I. Labs**	$20,500,000 Unfunded
02-3461	**Poultry Sciences Center**	$34,000,000 Unfunded
02-3462	**West Campus Learning Commons**	$130,000,000 FY2028
02-3464	**Academic Building Exterior Restoration**	$30,000,000 FY2026
02-3465	**Discovery Drive Parking Garage**	$103,860,000 FY2026
02-3466	**Fowler, Hughes and Schuhmacher Halls Plumbing Riser Replacement**	$10,700,000 FY2026

02-3478	**VetMed Animal Housing Facility**	$18,700,000 Unfunded
23-3442	**Medical Sciences Library - Level 1 Renovation**	$11,600,000 FY2026

Commerce, TX

21-3433	**Renovate One-Stop - University Police Dept. Building**	$9,500,000 FY2026

Corpus Christi, TX

15-3440	**Miramar Housing Phase I**	$333,000,000 Unfunded
15-3450	**Multipurpose Community Center**	$55,000,000 Unfunded

Fort Worth (Chisholm Trail), TX

04-3427	**Fort Worth Building #3**	$75,000,000 Unfunded

Fort Worth (Downtown), TX

01-3477	**Research & Innovation Building A**	$372,447,994 Unfunded

Galveston, TX

10-3368	**Sea Turtle Rehabilitation Hospital & Educational Outreach Center**	$21,000,000 FY2025

Killeen, TX

24-3445	**Student Housing**	$30,000,000 Unfunded

McAllen, TX

06-3453	**Rio Grande Valley Research Center at McAllen**	$53,500,000 FY2026
23-3423	**Health Education and Research (McAllen)**	$50,000,000 FY2024

Prairie View, TX

05-3447	**On-campus Student Housing**	$120,000,000 Unfunded

San Antonio, TX

09-3441	**TEEX San Antonio Complex**	$32,500,000 FY2025
25-3437	**Campus Central Utility Plant**	$94,171,307 Unfunded

Stephenville, TX

04-3425	**Agricultural Sciences Building**	$100,000,000 Unfunded
04-3443	**Parking Structure #2**	$57,000,000 Unfunded

04-3467	**College of Osteopathic Medicine**	$125,000,000 FY2028
04-3468	**Innovation Lab**	$48,000,000 FY2026
04-3473	**Cain Street Dorm**	$120,000,000 FY2027
Various Campuses		
	Safe Room Projects for System Members	$254,536,369 FY2025

Total of Projects in Planning **$3,371,291,670**

Projects in Design:

Bryan, TX

01-3418	**Texas A&M Semiconductor Institute/Infrastructure/Equipment** Stantec Architecture	$161,445,000
01-3418C	**RELLIS Water Tower and Water Well** Freese and Nichols, Inc.	$27,555,000
06-3339	**Meat Sciences & Technology Center** Kirksey Architecture	$114,604,906

College Station, TX

02-3434	**Satellite Utility Plant 1 (SUP1) Expansion** Shah Smith and Associates	$30,000,000
02-3448	**Player Development Center at Blue Bell Park** Populous	$28,300,000

Commerce, TX

21-3438	**Renovate and Re-Purpose Binnion Hall** Kirksey Architecture	$24,800,000

Houston, TX

23-3320	**Alkek IBT Building Lab Expansion/Renovation & EnMed Build-out*** Energy Architecture	$100,000,000

San Antonio, TX

25-3444	**Student Housing Phase III and Dining** Randall Scott Architects	$80,000,000

Texarkana, TX

22-3439	**Athletics Complex** Hellmuth, Obata & Kassabaum, Inc.	$23,000,000

Total of Projects in Design **$589,704,906**

Projects in Construction:

Austin, TX

30-3317	**New Headquarters and State Emergency Operations Center**		$423,241,463
J. T. Vaughn Construction, LLC		Substantial Completion Date:	9/29/2026
Status:	On Schedule	Construction Work Completed:	63%

Brownsville, TX

09-3426	**South Texas Workforce Development**		$30,000,000
Noble Texas Builders, LLC		Substantial Completion Date:	12/29/2026
Status:	On Schedule	Construction Work Completed:	21%

Bryan, TX

01-3372	**STEM Education Center at RELLIS***		$43,425,406
Tellepsen Builders, L.P.		Substantial Completion Date:	9/22/2025
Status:	Substantially Complete	Construction Work Completed:	99%
09-3394	**TEEX RELLIS Training Props**		$25,300,000
Bartlett Cocke General Contractors		Substantial Completion Date:	4/15/2026
Status:	On Schedule	Construction Work Completed:	82%
26-3351	**RELLIS Avenue D South Extension and Utility Upgrades**		$13,500,000
Bartlett Cocke General Contractors		Substantial Completion Date:	11/24/2025
Status:	On Schedule	Construction Work Completed:	96%
28-3419	**Hypersonic Wind Tunnel**		$10,000,000
Bartlett Cocke General Contractors		Substantial Completion Date:	3/30/2026
Status:	On Schedule	Construction Work Completed:	76%

Canyon, TX

06-3377	**Amarillo Research & Extension Center at Canyon**		$30,580,000
Western Builders		Substantial Completion Date:	11/7/2025
Status:	On Schedule	Construction Work Completed:	97%
18-3364	**Renovation of an Education Building and Health/Safety Upgrades***		$44,922,833
Western Builders		Substantial Completion Date:	11/13/2025
Status:	On Schedule	Construction Work Completed:	97%
18-3369	**Public Safety Facility**		$9,975,070
Western Builders		Substantial Completion Date:	1/19/2026
Status:	On Schedule	Construction Work Completed:	82%

College Station, TX

02-3345	**CUP Generator Replacement Project**		$26,408,348
REC Industries		Substantial Completion Date:	8/16/2026
Status:	On Schedule	Construction Work Completed:	23%
02-3378	**Clinical Veterinary Teaching and Research Complex***		$181,000,000
J. T. Vaughn Construction, LLC		Substantial Completion Date:	5/31/2027
Status:	On Schedule	Construction Work Completed:	13%
02-3420	**Aplin Center**		$250,000,000
Manhattan Construction Company		Substantial Completion Date:	2/2/2028
Status:	On Schedule	Construction Work Completed:	1%

02-3432	**Heldenfels 4th Floor Instructional Lab Renovation**		$12,000,000
J. T. Vaughn Construction, LLC		Substantial Completion Date:	12/22/2025
Status:	On Schedule	Construction Work Completed:	50%

Commerce, TX

21-3384	**Agricultural Multipurpose Education and Training Center***		$48,494,868
McGough Construction		Substantial Completion Date:	2/25/2026
Status:	On Schedule	Construction Work Completed:	79%
21-3390	**New Event Center/Arena**		$76,519,000
HOAR Construction		Substantial Completion Date:	12/7/2026
Status:	On Schedule	Construction Work Completed:	17%
21-3401	**Morris Recreation Center Expansion**		$17,500,000
HOAR Construction		Substantial Completion Date:	8/7/2026
Status:	On Schedule	Construction Work Completed:	60%

Corpus Christi, TX

09-3436	**Corpus Christi Workforce Development**		$12,500,000
Barcom Construction		Substantial Completion Date:	7/10/2026
Status:	On Schedule	Construction Work Completed:	8%
15-3268	**Arts & Media Building***		$83,891,966
Bartlett Cocke General Contractors		Substantial Completion Date:	5/31/2026
Status:	On Schedule	Construction Work Completed:	57%

Dallas, TX

23-3400	**School of Dentistry Main Building Renovation**		$22,400,000
Manhattan Construction Company		Substantial Completion Date:	4/16/2026
Status:	On Schedule	Construction Work Completed:	64%

Fort Worth (Downtown), TX

01-3359	**Fort Worth Law & Education Building**		$227,500,000
Turner Carcon Source JV		Substantial Completion Date:	7/17/2026
Status:	On Schedule	Construction Work Completed:	76%

Galveston, TX

10-3354	**Infrastructure, Dock Improvements and Ship FF&E - PhII**		$77,500,000
McCarthy Building Companies, Inc.		Substantial Completion Date:	9/24/2027
Status:	On Schedule	Construction Work Completed:	2%
10-3381	**Engineering Classroom and Research Building***		$51,966,429
Turner Construction Company		Substantial Completion Date:	11/20/2025
Status:	On Schedule	Construction Work Completed:	95%
10-3446	**TAMMA Hall Building Envelope Repair**		$35,000,000
Tellepsen Builders, L.P.		Substantial Completion Date:	10/1/2027
Status:	On Schedule	Construction Work Completed:	1%

Houston, TX

02-3417	**Texas A&M University Space Institute**		$200,000,000
J. T. Vaughn Construction, LLC		Substantial Completion Date:	11/12/2026
Status:	On Schedule	Construction Work Completed:	34%

Killeen, TX

24-3376 Central Operational Reliability and Efficiency Facility (CORE)* $49,900,000
HOAR Construction — Substantial Completion Date: 2/4/2026
Status: On Schedule — Construction Work Completed: 88%

Kingsville, TX

17-3383 Deferred Maintenance* $45,172,833
Noble Texas Builders, LLC — Substantial Completion Date: 12/5/2025
Status: On Schedule — Construction Work Completed: 98%

Laredo, TX

16-3382 Health Sciences Education and Research Center & Western Hemispheric Trade Center Expansion* $71,200,000
Bartlett Cocke General Contractors — Substantial Completion Date: 3/2/2026
Status: On Schedule — Construction Work Completed: 77%

McAllen, TX

23-3374 Nursing Education & Research Center - McAllen* $47,248,556
J. T. Vaughn Construction, LLC — Substantial Completion Date: 10/1/2025
Status: Substantially Complete — Construction Work Completed: 99%

Prairie View, TX

05-3370 Fire Alarm System Replacements PH2 $12,102,000
Britt Rice Construction Company, LP — Substantial Completion Date: 7/17/2026
Status: On Schedule — Construction Work Completed: 98%

05-3380 Teaching and Academic Student Support Services Facility* $45,117,833
J. T. Vaughn Construction, LLC — Substantial Completion Date: 11/10/2026
Status: On Schedule — Construction Work Completed: 14%

San Antonio, TX

25-3387 Public Health and Education Building* $54,922,833
Joeris General Contractors — Substantial Completion Date: 1/16/2026
Status: On Schedule — Construction Work Completed: 78%

25-3402 Educare Building $21,690,000
Flintco, LLC — Substantial Completion Date: 5/22/2026
Status: On Schedule — Construction Work Completed: 63%

25-3421 Multipurpose Field, Competition Track & Softball Field Upgrades $10,000,000
Paragon Sports Constructors — Substantial Completion Date: 12/23/2025
Status: On Schedule — Construction Work Completed: 74%

Stephenville, TX

04-3360 Health Sciences & Human Services Building - Stephenville* $80,000,000
J. T. Vaughn Construction, LLC — Substantial Completion Date: 8/11/2025
Status: Substantially Complete — Construction Work Completed: 100%

04-3361 Dick Smith Library Renovation & Expansion $9,500,000
The Christman Company — Substantial Completion Date: 10/27/2025
Status: Substantially Complete — Construction Work Completed: 99%

04-3396 Convocation Center $110,000,000
J. T. Vaughn Construction, LLC — Substantial Completion Date: 10/24/2025
Status: Substantially Complete — Construction Work Completed: 99%

04-3415	**Lillian Street Dorm**		$120,000,000
Manhattan/Carcon		Substantial Completion Date:	12/27/2027
Status:	On Schedule	Construction Work Completed:	6%

Texarkana, TX

22-3385	**Business, Engineering, and Technology Building***		$44,922,833
Clark Contractors LLC		Substantial Completion Date:	6/3/2026
Status:	On Schedule	Construction Work Completed:	58%

Vernon, TX

06-3407	**AgriLife Vernon Campus Storm Repairs**		$15,570,330
J. T. Vaughn Construction, LLC		Substantial Completion Date:	9/10/2025
Status:	Substantially Complete	Construction Work Completed:	100%

Total of Projects in Construction **$2,690,972,601**

***CCAP projects**

Projects in Private Development:

Bryan, TX

01-3285	**Data Center**	$150,000,000
01-3431	**Project Factory One**	TBD
01-3474	**OXY Carbon Capture Facility**	TBD
01-3475	**Last Energy**	TBD
01-3476	**Terrestrial Energy**	TBD
23-3389A	**CB1 Medical Sciences Library Relocation**	TBD
26-3350	**RELLIS Substation**	$2,164,000
26-3355	**BTU Substation at RELLIS**	$13,000,000

College Station, TX

01-3349	**Varcity Senior Living**	TBD
01-3428	**ARFF Station Construction**	$5,380,232
01-3472	**Easterwood IEG Hangar**	TBD
02-3165	**Century Square**	$355,000,000
02-3247B	**TAMU Hotel Operable Partition Wall**	$56,500
02-3289	**Intergenerational Living Center**	$35,000,000
02-3329A	**Grand Hall**	TBD
02-3463	**Hensel Park Lift Station Expansion**	TBD

Commerce, TX

21-3292	**Development Tract (~8 acres at corner of Culver and Hwy 24)**	TBD

Dallas, TX

23-3328	**Dentistry Development Tract**	TBD

Fort Worth (Downtown), TX

01-3358	**Ft. Worth Research & Innovation Center**	$253,000,000

Houston, TX		
23-3293	**Innovation Plaza**	$401,000,000
Kingsville, TX		
17-3430	**Ocelot Conservation Facility**	$16,747,000
Prairie View, TX		
05-3335	**50 Acre Development Tract**	TBD
05-3460	**PVAMU AT&T Tower**	$150,000
Texarkana, TX		
22-3217	**Student Recreation Center at TAMU-T**	$9,700,000
Total of Projects in Private Development		**$1,241,197,732**

Agenda Item No. 4.1

AGENDA ITEM BRIEFING

Submitted by: R. Brooks Moore, General Counsel
The Texas A&M University System

Subject: Approval of New System Policy *08.02, Expressive Activity on Campus*

Proposed Board Action:

Approve a new System Policy *08.02, Expressive Activity on Campus*.

Background Information:

This new system policy is proposed in response to SB 2972, which revised the state's law on protected expression on campus, Texas Education Code Section 51.9315.

The new policy requires adoption of a new System Regulation *08.02.01, Expressive Activity on Campus*, that outlines the rights and responsibilities regarding expressive activities at member academic institutions and the RELLIS Academic Alliance areas on the RELLIS Campus in compliance with federal and state law. In addition, the new regulation will include a rule template which allows these members to address administrative details and further refinement of public forums beyond the general designation made in the regulation. The draft regulation and rule template are attached. This approach will promote consistency across the system and allow for centralized revisions in response to future changes in law, including the result of pending and future litigation.

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. 4.1

THE TEXAS A&M UNIVERSITY SYSTEM
System Office of General Counsel
October 9, 2025

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

Subject: Approval of New System Policy *08.02, Expressive Activity on Campus*

I recommend adoption of the following minute order:

> **"The new System Policy *08.02, Expressive Activity on Campus,* as shown in the attached exhibit, is approved, effective immediately."**

Respectfully submitted,

[SIGNED BY]

R. Brooks Moore
General Counsel

Approval Recommended:

[SIGNED BY]
Glenn Hegar
Chancellor

[SIGNED BY]
Susan Ballabina, Ph.D.
Executive Vice Chancellor

Approved for Legal Sufficiency:

[SIGNED BY]
R. Brooks Moore
General Counsel

EXHIBIT 4.1
TO ITEM

08.02 Expressive Activity on Campus

Approved November 13, 2025
Next Scheduled Review: November 13, 2030

Policy Summary

The Texas A&M University System (system) will protect the rights of freedom of speech, expression, petition, and peaceful assembly as set forth in the U.S. Constitution and state law. System members retain their right to implement and enforce reasonable time, place, and manner restrictions concerning acts of expression in a manner that conforms with this policy and state and federal law.

Policy

1. It is the policy of the system to protect all rights outlined by the First Amendment of the United States Constitution and Section 8, Article I, Texas Constitution, and to enforce Tex. Educ. Code Sec. 51.9315.

2. The system will adopt System Regulation *08.02.01, Expressive Activity on Campus*, that outlines the rights and responsibilities regarding expressive activities at member academic institutions and the RELLIS Academic Alliance areas on the RELLIS Campus.

3. Each member academic institution and the System Offices (for the RELLIS Academic Alliance areas on the RELLIS Campus) must establish a rule designating the public forums on their campus and outlining the grievance procedures for addressing complaints of violations of the regulation in accordance with System Regulation *08.02.01*.

4. The board designates as public forums the areas on each member campus identified as such in System Regulation *08.02.01* and in the member rules required by this policy.

Related Statutes, Policies, or Requirements

System Regulation *08.02.01, Expressive Activity on Campus*
Texas Education Code § 51.9315

Member Rule Requirements

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

Contact Office

General Counsel
(979) 458-6120

08.02.01 Expressive Activity on Campus

Approved: November 13, 2025
Next Scheduled Review: November 13, 2030

Regulation Summary

In accordance with System Policy *08.02*, *Expressive Activity on Campus*, this regulation outlines the rights and responsibilities regarding expressive activities at member campuses.

Definitions

1. **Antisemitism** means a certain perception of Jews that may be expressed as hatred toward Jews. The term includes rhetorical and physical acts of antisemitism directed toward Jewish or non-Jewish individuals or their property or toward Jewish community institutions and religious facilities.[1] Antisemitic conduct comprised of behavior expressed in section 1.4.1 of this regulation will not be tolerated by the system or its members.
2. **Benefit** includes, but is not limited to, recognition by or registration with the member, the use of the member's facilities for meetings or speaking purposes, the use of channels of communication controlled by the member, and funding sources made generally available to student organizations at the member.
3. **Campus** means all land and buildings owned or leased by the member, including those at branch campuses and remote locations.
4. **Common outdoor areas** mean places located outside a building or facility that are accessible to the public, such as streets, sidewalks, plazas, lawns, and parks, unless closed by the member for a special event. This term does not include areas immediately adjacent to a private residence or secure facility.
5. **Designated public forums** include other parts of campus that may become temporarily available for expressive activity as designated by the member. These temporary locations, while in existence, will be treated similar to public streets, sidewalks, and parks in terms of access and availability for expressive activity. (Obstructing or impeding the flow of vehicular or pedestrian traffic is prohibited.)
6. **Disruptive Activity** is the obstruction, disruption or interference with classes, research, administrative functions, or other member activities, and is not permitted. Likewise, infringement on the rights of others is prohibited.
7. **Employee** means an individual employed by the member.
8. **Expressive activity** means any speech or expressive conduct protected by the First Amendment to the United States Constitution or by Section 8, Article I, Texas Constitution,

[1] Tex. Gov't Code § 448.001.

and includes but is not limited to assemblies, protests, speeches, the distribution of written material, the carrying of signs, and the circulation of petitions. The term does not include defamation, unlawful harassment, incitement to imminent unlawful activity, obscenity, or threats to engage in unlawful activity.

9. **Faculty** means any full or part-time employee of the member holding an academic appointment.
10. **Inciting or producing imminent lawless action** means speech or behavior that is directed to inciting or producing imminent unlawful action and is likely to incite or produce such action.
11. **Limited public forums** have limited open access for public expression, or they may be limited to particular groups or particular topics.
12. **Materially and substantially disrupt(s)** means interrupting a program or activity in a significant and consequential manner.
13. **Member** means a system academic institution or the System Offices (for purposes of the RELLIS Academic Alliance at the RELLIS Campus).
14. **Non-public forums** are areas that are not traditional public forums or designated public forums. These include areas that are not by tradition or designation forums for public communication. These forums will be restricted to use for their intended purpose and are not available for public expressive activity. Examples include, but are not limited to, classrooms, residence hall rooms, faculty and staff offices, academic buildings, administration buildings, medical treatment facilities, libraries, research and computer laboratories, and research facilities.
15. **Person** means students, faculty, staff, student organizations, and third parties.
16. **Reasonable time, place, and manner restrictions** means limitations that: (1) are narrowly tailored to serve a significant institutional interest; (2) employ clear, published, content-neutral, and viewpoint-neutral criteria; (3) provide for ample alternative means of expression.
17. **Staff** means an employee of the member that is not a faculty member.
18. **Student** means an individual currently enrolled at the member, full or part-time, pursuing undergraduate, graduate, or professional studies, including students who were enrolled the previous semester and registered for a future semester.
19. **Student Organization** means any organization that is composed mostly of students enrolled at an institution of higher education and that receives a benefit from the institution.
20. **Third party** means a person that is not a member student, student organization, or employee.
21. **Traditional public forum** means a place, widely recognized in law, which has been intended for the use of the public, and has been used for purposes of assembly, communicating thoughts between citizens, and discussing public questions when the principal function of the location would not be disrupted by expressive activity. Examples of traditional public forums include public streets, sidewalks, plazas, lawns, and parks. These areas are generally available for expressive activity, planned or spontaneous, for the individual or small groups of individuals at any time without the need for reservation or prior approval. (Obstructing or impeding the flow of vehicular or pedestrian traffic is prohibited.)
22. **True Threats** means communication of a serious expression of intent to harm a specific person or group of people or commit unlawful violence.

23. **Unlawful Harassment** means conduct that is so severe and pervasive and objectively offensive that it denies or limits a person's ability to participate in or benefit from an educational program or activity. See System Regulation 08.01.01.

Regulation

1. EXPRESSIVE ACTIVITY RIGHTS & RESPONSIBILITIES
   1.1. Any person is allowed, subject to the limitations in this regulation and a member's reasonable time, place, and manner restrictions, to engage in expressive activities on campus, including by responding to the expressive activities of others.
   1.2. Students and employees must present proof of identity and status at the member on request by a member official on campus engaging in an official duty.
   1.3. Student organizations and employees are allowed to invite speakers to speak on campus, subject to the restrictions outlined in this regulation. In determining the amount of a fee to be charged for use of the member's facilities for purposes of engaging in expressive activities, the member may consider only content-neutral and viewpoint-neutral criteria related to the requirements of the event, such as the proposed venue and the expected size of the audience, any anticipated need for campus security, any necessary accommodations, and any relevant history of compliance or noncompliance by the requesting student organization or employee with this regulation and other relevant member rules. The member may not consider any anticipated controversy related to the event.
   1.4. The member may not take action against a student organization or deny the organization any benefit generally available to other student organizations at the member on the basis of a political, religious, philosophical, ideological, or academic viewpoint expressed by the organization or of any expressive activities of the organization.
      1.4.1. The member may take action against persons who engage in expressive activity that is not protected by this regulation or the First Amendment.
      1.4.2. Expressive activities that may result in sanctions and are not protected by this regulation or the First Amendment include the following: defamation, obscenity, physical abuse or assault, true threats, disruption of the academic environment or member-sponsored extracurricular event; inciting or producing imminent unlawful activity; or unlawful harassment.
      1.4.3. Conduct described in 1.4.2 may be reviewed and adjudicated under System Regulation *08.01.01*, *Civil Rights Compliance*, including those related to actionable discrimination or harassment based on race, color, sex, religion, national origin, age, disability, genetic information, veteran status, or any other classification protected by federal, state, or local law.[2] Additionally, said conduct may also be reviewed and adjudicated under the member's student conduct code when the conduct does not rise to the level of a civil rights violation.

[2] This includes unprotected activities motivated by antisemitism and other forms of shared ancestry discrimination as listed in the [Dear Colleague Letter (Nov. 7, 2023)].

1.5. The common outdoor areas of the member's campus, unless otherwise identified by the member in its approved expressive activity rule, are deemed traditional public forums. Any person is permitted to engage in expressive activities in these areas freely, as long as the person's conduct: (a) is not unlawful; and (b) does not materially and substantially disrupt the functioning of the institution. Any person is allowed to assemble or distribute written material in common outdoor areas without a permit or other permission from the institution, subject to the restrictions outlined in this regulation.

1.5.1. As outlined in Section 2, members may require advance reservation of events in certain circumstances to ensure safety and to promote an environment conducive to study.

1.5.2. There are areas such as residences, secure facilities, utility buildings, etc., that have distance requirements, crowd placement restrictions, and security concerns that may vary depending on security needs, terror alerts, and other factors. Additionally, security needs, terror alerts, and local and national events may affect the availability of spaces that would otherwise be routinely available. Information about existing requirements, restrictions, or security concerns will be discussed at the time a reservation request is processed.

1.5.3. The members retain the right to adopt reasonable time, place, and manner restrictions in common outdoor areas if the restrictions: (a) are narrowly tailored to serve a significant member interest; (b) employ clear, published, content-neutral, and view-point neutral criteria; (c) provide for ample alternative means of expression; and (d) allow all persons to assemble or distribute written material without a permit or other permission from the member.

1.6. Nothing in this regulation should be interpreted or construed as:

1.6.1. prohibiting faculty members from maintaining order in the classroom.

1.6.2. limiting or infringing on a person's right to freedom of speech or expression protected by the First Amendment to the U.S. Constitution or by section 8, Art. I, Texas Constitution.

1.6.3. prohibiting the member from maintaining rules differentiating between the rights of students and employees and the rights of those persons who are not students or employees.

1.7. This regulation categorically ***prohibits*** the following expressive activity on campus:

1.7.1. Using a device to amplify sound that, as determined by the member, (a) intimidates others in a manner that rise to the level of a true threat or another exception to First Amendment protection; (b) interferes with campus operations in a matter that materially and substantially disrupts the functioning of the member; or (c) interferes with a member employee's or a peace officer's lawful performance of a duty.

1.7.2. During the last two weeks of a semester, engaging in the following expressive activities in a manner that materially and substantially disrupts the functioning of the member: (a) having events in the common outdoor areas; (b) inviting speakers to speak on campus; (c) using a device to amplify sound; or (d) using drums or other percussive instruments.

1.7.3. At any time, camping or erecting tents or other living accommodations on campus.

1.7.4. Wearing a disguise or other means of concealing a person's identity while engaging in expressive activities on campus *with the intent to*: (a) obstruct the enforcement of the member's rules or the law by avoiding identification; (b) intimidate others in a manner that rises to the level of a true threat or another exception to First Amendment protection; or (c) interfere with a member employee's or a peace officer's lawful performance of a duty.

1.7.5. Lowering a member-owned or controlled flag, including the U.S. flag, Texas flag, or member's official flag, *with the intent to* raise the flag of another nation, state, or a flag representing an organization or group of people. Member-owned flag poles are not to be used for private expression.

1.7.6. Engaging in expressive activity between the hours of 10:00 p.m. and 8:00 a.m. in a manner that materially and substantially disrupts the functioning of the member.

2. ADVANCE RESERVATION REQUIREMENTS

Notwithstanding section 1.5.3, to ensure safety and to promote an environment conducive to study, research, and scholastic activity, an advanced reservation for expressive activity is required for events or activities that are near intersections, and/or in close proximity to academic or research buildings anytime classes, study activities, and/or research or scholarly activity are taking place.

3. ADDITIONAL RESPONSIBILITIES

3.1. Other Member Rules

All applicable system regulations and member rules must be followed whenever engaging in activities on campus.

3.2 Compliance with Law

All persons participating in expressive activity are expected to comply with state and federal law, and applicable municipal ordinances. Failure to do so may result in immediate removal from the campus and any other appropriate action by member officials and/or University Police.

4. GRIEVANCE PROCEDURE

4.1. Any person who believes that their campus expressive activity rights, as recognized by this regulation, have been unduly interfered with by a student, student organization, or employee has the right to file a grievance.

4.2. Member rules will designate the appropriate office for grievances filed by staff, faculty, students, and third parties.

4.3. Those who choose to observe and/or listen to expressive activities bear the responsibility of recognizing and honoring the right of free speech. Any acts that are disruptive to the normal operations of the member, including classes and member business, or that invade the rights of others will not be tolerated. A student, student organization, or employee who is found to have unduly interfered with another person's expressive activity rights, as recognized by this regulation, is subject to disciplinary action in accordance with the member's applicable rules and procedures. Any participant in a disruptive activity may also face criminal charges.

5. IMPLEMENTATION

5.1. A copy of this regulation and the member's expressive activity rule must be provided to students during new student orientation programs.

5.2. This regulation and the member's expressivity activity rule must be posted on the member's website.

5.3 A link to this regulation and the member's expressive activity rule must be included in student and employee handbooks, if maintained by the member.

Related Statutes, Policies, or Requirements

Texas Education Code § 51.9315, *Protected Expression on Campus*.
Texas Government Code § 448.001
Executive Order GA-44 (March 27, 2024)

Appendix

Member Rule Template

Contact Office

General Counsel
(979) 458-6120

UNIVERSITY RULE

08.02.99.XX Expressive Activity on Campus

Approved: MO DD, YYY
Next Scheduled Review: MO DD, YYY

Rule Summary

System Policy *08.02*, *Expressive Activity on Campus,* requires adoption of a member rule. This rule identifies common outdoor areas that are not considered public forums, designates other public forums on [MEMBER'S NAME] campus, including reservable designated public forums, provides reservation requirements and procedures, and provides a grievance process for addressing complaints for violations of an individual's expressive activity rights.

Definitions

Definitions from System Regulation *08.02.01*, *Expressive Activity on Campus*, are incorporated by reference as if fully set forth herein.

Rule

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1. EXPRESSIVE ACTIVITY

   The rights and responsibilities related to expressive activities on campus are set forth in System Regulation *08.02.01*. Nothing in this rule will be construed to amend or alter the rights and responsibilities outlined in that regulation. Students, staff, faculty, and community members are encouraged to review the regulation to understand their rights and responsibilities while on campus.

2. DESIGNATION OF PUBLIC FORUMS

   2.1. As outlined in System Regulation *08.02.01*, all common outdoor areas are deemed traditional public forums unless otherwise designated by this rule.

   2.2. The following common outdoor spaces are not to be considered public forums:
   2.2.1. XXXXX
   2.2.2. XXXXX
   2.2.3. XXXXX
   2.2.4. XXXXX
   2.2.5. XXXXX

3. RESERVABLE DESIGNATED PUBLIC FORUMS

3.1. The following public forums may be reserved with advance notice and subject to availability:
   3.1.1. XXXXX
   3.1.2. XXXXX
   3.1.3. XXXXX
   3.1.4. XXXXX

4. ADVANCE RESERVATION REQUIREMENTS

In an effort to ensure safety and to promote an environment conducive to study, advanced reservation for expressive activity is required for events or activities that are near intersections, and/or near academic buildings anytime classes, study activities, and/or research are taking place.

5. RESERVATION PROCEDURES

5.1. [Insert Member Reservation Procedures] [5.3 – 5.5 are suggestions that may be amended to meet the needs of the Member]

5.2. **The university reserves the right to locate or relocate any assembly to ensure that the activity does not interfere with the normal operation of the university or interfere with the rights of others.**

5.3. The decision to confirm a request for space will be based on proper and timely completion of the Reservation Request form, compliance with applicable requirements, and availability of space.

5.4. The decision to confirm will be based on the foregoing criteria, and in no circumstance will any decision be based on the content or viewpoint of the expressive activity or upon the expected reaction of others. If a request is denied, the rationale for the decision will be provided in writing. The denial of a reservation request can be appealed to [the Vice President for Student Affairs or a designee].

At the time of the request, the following information will be required:

- Name information of the person or organization sponsoring the event. Contact information for one individual who will be present during the course of the event.
- Location, date and time requested for the event.
- General purpose of the event.
- List of planned activities (i.e. speech or rally, march with signs, distribution of literature, sit-in).
- Special equipment requested.
- Anticipated attendance.

5.5 For recognized student organizations, a member of the sponsoring organization must be present at the event and during the entire course of the event to retain the reservation.

6. THIRD PARTY EVENTS

[Insert process for third-party programs and/or link to applicable rule or SAP]

7. GRIEVANCE PROCEDURE

7.1. Any person who believes that their campus expressive activity rights, as recognized by this rule and System Regulation 08.02.01, have been unduly interfered with by a student, student organization, or employee has the right to file a grievance.

7.2. Students may file a grievance with [designate office]. Faculty may file a grievance with [designate office]. Staff may file a grievance with Human Resources. Third-parties may file a grievance with Human Resources.

7.3. Those who choose to observe and/or listen to expressive activities bear the responsibility of recognizing and honoring the right of free speech. Any acts that are disruptive to the normal operations of the university, including classes and university business, or that invade the rights of others will not be tolerated. A student, student organization, or employee who is found to have unduly interfered with another person's expressive activity rights, as recognized by this rule, is subject to disciplinary action in accordance with the university's applicable rules and procedures. Any participant in a disruptive activity may also face criminal charges. The offices listed in section [7.2] of this rule are responsible for the complaint according to its normal procedures. Grievances may be referred to another office for review and further action, when appropriate.

8. IMPLEMENTATION

8.1. A copy of this rule and System Regulation *08.02.01* must be provided to students during New Student Conferences and other new student orientation programs.

8.2. This rule and System Regulation *08.02.01* must be posted on the university's website.

8.3 A link to this rule must be included in student and employee handbooks, if maintained by the university.

Related Statutes, Policies, or Requirements

Texas Education Code § 51.9315, *Protected Expression on Campus*

Texas Government Code § 448.001

Executive Order GA-44 (March 27, 2024)

System Policy *08.02, Expressive Activity on Campus*

System Regulation *08.02.01, Expressive Activity on Campus*

INSERT RELATED EVENT AND FACILITY USE RULES

Contact Office

Insert Responsible Office

Agenda Item No. 4.2

AGENDA ITEM BRIEFING

Submitted by: R. Brooks Moore, General Counsel
The Texas A&M University System

Subject: Approval of Revisions to Policy *08.01*, *Civil Rights Protections and Compliance* and Policy *12.01, Academic Freedom, Responsibility and Tenure*

Proposed Board Action:

Approve revisions to two system policies.

Background Information:

The purpose of this agenda item is to propose revisions to Policy *08.01, Civil Rights Protections and Compliance,* and *12.01, Academic Freedom, Responsibility and Tenure.* The Office of General Counsel has reviewed all revisions for legal sufficiency.

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

<u>System Policy *08.01, Civil Rights Protections and Compliance*</u>

- Section 2.1(b) is revised to add the following: "No system academic course will teach race or gender ideology, or topics related to sexual orientation or gender identity, unless the course and the relevant course materials are approved in advance by the member CEO or designee."

<u>System Policy *12.01, Academic Freedom, Responsibility and Tenure*</u>

- Section 1.2 is revised to clarify that a faculty member will not teach material that is inconsistent with the approved syllabus for the course.

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. 4.2

THE TEXAS A&M UNIVERSITY SYSTEM
Office of General Counsel
October 22, 2025

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

Subject: Approval of Revisions to Policy *08.01*, *Civil Rights Protections and Compliance* and Policy *12.01, Academic Freedom, Responsibility and Tenure*

I recommend adoption of the following minute order:

> **"The revisions to System Policies *08.01, Civil Rights Protections and Compliance*, and Policy *12.01, Academic Freedom, Responsibility and Tenure,* as shown in the attached exhibits, are approved, effective immediately."**

Respectfully submitted,

[SIGNED BY]

R. Brooks Moore
General Counsel

Approval Recommended:

[SIGNED BY]
Glenn Hegar
Chancellor

[SIGNED BY]
Susan Ballabina, Ph.D.
Executive Vice Chancellor

Approved for Legal Sufficiency:

[SIGNED BY]
R. Brooks Moore
General Counsel

08.01 Civil Rights Protections and Compliance

Revised November 13, 2025 (MO -2025)
~~Revised May 29, 2025 (MO -2025)~~
Next Scheduled Review: ~~May 29~~November 13, 2030
Click to view Revision History.

Policy Summary

This policy outlines the civil rights protections provided by The Texas A&M University System (system) to employees, students, applicants for employment and admission, and the public, and sets forth procedures and responsibilities for compliance with applicable laws and regulations.

Definitions

Diversity, Equity, and Inclusion – means engaging in any of the following actions:

1. Influencing hiring or employment practices with respect to race, sex, color, or ethnicity, other than through the use of equal opportunity described in Section 1.1;
2. Promoting differential treatment of or providing special benefits to individuals in violation of Section 2.1;
3. Promoting policies or procedures about race, color, or ethnicity, except as expressly authorized by OGC in accordance with state law; or
4. Conducting trainings, programs, or activities about race, color, ethnicity, gender identity, or sexual orientation, other than those expressly authorized by OGC in accordance with state law.

Diversity, Equity, and Inclusion Office – means a member office, division, or other unit that is established for the purpose of engaging in a diversity, equity, and inclusion function.

Gender Ideology – means a concept of self-assessed gender identity replacing, and disconnected from, the biological category of sex.

Race Ideology – means a concept that attempts to shame a particular race or ethnicity, accuse them of being oppressors in a racial hierarchy or conspiracy, ascribe to them less value as contributors to society and public discourse because of their race or ethnicity, or assign them intrinsic guilt based on the actions of their presumed ancestors or relatives in other areas of the world. This also includes course content that promotes activism on issues related to race or ethnicity, rather than academic instruction.

Policy

1. AUTHORITY AND SCOPE OF THE EQUAL OPPORTUNITY PROGRAM

1.1 The system provides equal opportunity for employment to all persons regardless of race, color, sex, religion, national origin, age, disability, genetic information, veteran status, or any other classification protected by federal, state or local law and strives to achieve full and equal employment opportunity throughout the system.

1.2 The System Ethics and Compliance Office (SECO), in coordination with the Office of General Counsel (OGC), is responsible for the system's compliance with civil rights laws and regulations. This includes, but is not limited to, addressing charges or complaints filed with federal, state and local agencies, and audits or compliance reviews of policies and procedures carried out by the U.S. Department of Labor, the Equal Employment Opportunity Commission, the Texas Workforce Commission's Civil Rights Division, the U.S. Department of Education's Office of Civil Rights, and other state and federal civil rights compliance agencies.

1.3 The system promotes equal employment opportunity through its procedures, training, compliance with applicable legal requirements, and other methods authorized by federal regulations.

2. PROHIBITED ACTIONS

2.1 Prohibited Discrimination or Instruction

a. System Employment. No individual will be subjected to discrimination in system employment on the basis of race, color, sex, religion, national origin, age, disability, genetic information, veteran status, or any other classification protected by federal, state or local law.

b. Other System Programs and Activities. No individual will, on the basis of any classification protected by state, federal, or local law, be excluded from participation in, or be denied the benefit of, or be subjected to discrimination under any system program or activity. No system academic course will teach race or gender ideology, or topics related to sexual orientation or gender identity, unless the course and the relevant course materials are approved in advance by the member CEO or designee.

2.2 Except as required by federal law, a member or member employee must not:

a. establish or maintain a diversity, equity, and inclusion office, or hire or assign an employee or contractor to perform diversity, equity, and inclusion functions; or

b. compel, require, induce, or solicit any person to provide a statement about diversity, equity, and inclusion or give preferential treatment to any person based on the provision of a statement about diversity, equity, and inclusion.

2.3 Except as required by federal law, a member or member employee must not require, as a condition of enrollment at the member or performing any member function, any person to participate in a diversity, equity, and inclusion training that includes a training, program, or activity about race, color, ethnicity, gender identity, or sexual orientation, unless developed and approved by OGC in accordance with state law.

2.4 Retaliatory action of any kind is prohibited when taken against a complainant, respondent, witness or other person participating in a discrimination investigation, complaint, hearing or suit. Such retaliatory action is regarded as a separate and distinct cause for complaint and possible disciplinary action, including dismissal or expulsion.

2.5 The prohibitions in Sections 2.2 and 2.3 do not apply to the following:

a) Academic course instruction;
b) An employee or student's scholarly research or creative work;
c) An activity of a student organization registered with or recognized by a member;

d) A guest speaker or performer on a short-term engagement;
e) Policies, practices, procedures, programs, or activities to enhance student academic achievement or postgraduate outcomes without regard to race, sex, color, or ethnicity;
f) Data collection; or
g) Student recruitment or admissions.

3. RESPONSIBILITIES

3.1 Each member chief executive officer (CEO) is responsible for equal opportunity and program accessibility in accordance with federal, state and local laws and regulations and system policy.

3.2 SECO, in coordination with OGC, serves as the liaison between members and federal, state and local compliance agencies. SECO is also responsible for the coordination of all civil rights reporting requirements for the system and its members under applicable state and federal regulations.

3.3 Each member CEO must appoint, a Title IX of the Education Amendments of 1972 Coordinator, a Section 504 of the Rehabilitation Act of 1973 Coordinator and other administrators who oversee the implementation of guidelines to ensure compliance with legal and regulatory provisions under this policy.

4. PROCEDURES

4.1 The administrators appointed under Section 3.3 must inform SECO as soon as a charge or complaint of discrimination or notice of civil rights audit, compliance review or other inquiry is received from a federal, state or local agency.

4.2 The system developed a regulation providing systemwide standards for the receipt and processing of complaints of discrimination.

4.3 A member may not spend state funds appropriated for a fiscal year until the system submits a report to the legislature and the Texas Higher Education Coordinating Board certifying the system's compliance with Texas Education Code Section 51.3525 during the preceding state fiscal year. SECO implements monitoring processes to assess member compliance with Texas Education Code Section 51.3525 throughout the state fiscal year. The System Internal Audit Department includes DEI compliance in its systemwide risk assessment as part of the annual audit plan process. Audits are conducted as necessary based on the annual risk assessment. SECO annually provides a report to the Board of Regents (board) for the August regular meeting and the board approves SECO's submission of this report on behalf of the system. This section takes effect January 1, 2024 for money appropriated for the state fiscal year beginning September 1, 2024.

4.4 The board designates the chancellor or designee to provide legislative testimony in accordance with Texas Education Code Section 51.3525. This section takes effect January 1, 2024.

Related Statutes, Policies, or Requirements

The Equal Pay Act of 1963
Title VI of the Civil Rights Act
Title VII of the Civil Rights Act of 1964, as amended
The Age Discrimination in Employment Act of 1967
Title IX of The Education Amendments of 1972
The Rehabilitation Act of 1973, as amended
The Americans with Disabilities Act of 1990, as amended
The Genetic Information Nondiscrimination Act of 2008
Executive Order 14173
Tex. Educ. Code Sec. 51.3525 ~~(Effective January 1, 2024)~~
Tex. Educ. Code § 51.354
Tex. Lab. Code Ch. 21, Employment Discrimination
Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended
Uniformed Services Employment and Reemployment Rights Act
System Policy *07.01, Ethics*

Member Rule Requirements

A rule is not required to supplement this policy.

Contact Office

Ethics and Compliance
(979) 458-6203

ITEM4.2
EXHIBIT

12.01 Academic Freedom, Responsibility and Tenure

Revised November 13, 2025 (MO -2025)
~~Revised November 9, 2023 (MO - 2023)~~
Next Scheduled Review: November ~~9, 2028~~13, 2030
Click to view Revision History.

Policy Summary

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

Policy

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

1. ACADEMIC FREEDOM

1.1 Institutions of higher education exist for the common good. The common good depends upon an uninhibited search for truth and its open expression. Hence, it is essential that each faculty member be free to pursue scholarly inquiry and to voice and publish individual conclusions concerning the significance of evidence that the faculty member considers relevant. Each faculty member must be free from the corrosive fear that others, inside or outside the academic community, because their vision may differ, may threaten the faculty member's professional career or the material benefits accruing from it.

1.2 Each faculty member is entitled to full freedom in the classroom in discussing the subject that the faculty member teaches, but a faculty member ~~should~~ will not introduce a controversial matter that has no relation to the classroom subject or teach material that is inconsistent with the approved syllabus for the course. Each faculty member is also a citizen of the nation, state, and community; and when speaking, writing, or acting as such, must be free from institutional censorship or discipline, subject to academic responsibility. In such instances, the faculty member should clearly state that the faculty member is not speaking for the system academic institution.

2. ACADEMIC RESPONSIBILITY OF FACULTY MEMBERS

The concept of academic freedom for faculty must be accompanied by an equally demanding concept of academic responsibility. Faculty members have a responsibility to the system academic institution, their profession, their students, and society at large. The rights and privileges of faculty members extended by society and protected by governing boards and administrators through written policies and procedures on academic freedom and tenure, and as further protected by the courts, require reciprocally, the assumption of certain responsibilities by faculty members. Some of those are:

2.1 The fundamental responsibilities of faculty members as teachers and scholars include maintenance of competence in their field of specialization and the exhibition of professional competence in the classroom, studio, or laboratory and in the public arena through activities such as discussions, lectures, consulting, performances, exhibitions, publications, and participation in professional organizations and meetings.

2.2 Faculty members must recognize that the public will judge their profession and system academic institutions by their statements. Hence, faculty members should at all times strive to be accurate in their statements, exercise appropriate restraint, show respect for the opinions of others, and make every effort to indicate that they are not speaking or acting for the system academic institution when they are speaking or acting as private persons.

2.3 The constitutionally protected rights of faculty members, as citizens, to freedom of expression on matters of public concern must be balanced with the interest of the state, as an employer, in promoting the efficiency of the educational services it performs through its employees. A faculty member's comments are protected even though they may be highly critical in tone or content, or erroneous, but such statements are not protected free speech if they either substantially impede the faculty member's performance of daily duties or materially and substantially interfere with the regular operation of the system academic institution, department, or college. False statements made with knowledge of their falsity or in reckless disregard of the truth are not entitled to constitutional protection, and public statements may be so without foundation as to call into question the fitness of the faculty member to perform his or her professional duties.

2.4 Faculty members should be professional in their conduct in the classroom and in relationships with students. They should maintain respect for the student and for the student's posture as a learner and should be appropriately available to students for consultation on coursework.

2.5 Faculty members have the responsibility to provide timely and adequate notice of their intention to interrupt or terminate institutional services.

3. WRITTEN TERMS OF EMPLOYMENT

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

For example, all of the following that are applicable should be listed: teaching responsibilities, responsibilities for advising students, independent and/or collaborative research responsibilities, engaging in patient care, committee assignments, conditions imposed by external accrediting agencies, conditions for holding a named professorship or endowed chair, or a position that combines academic and administrative duties, and any other specific essential functions for the position in question. All appointment letters must indicate whether the appointment being offered is with tenure, tenure track, or non-tenure track.

3.2 The appointment letter for a faculty member with administrative duties must state the portion of the faculty member's salary that is associated with the administrative duties. The portion of the faculty member's salary not associated with the administrative duties must not exceed the salaries of other faculty with similar qualifications and performing similar duties. The appointment letter for faculty members with administrative duties must also state that the administrative duties may be removed without cause.

3.3 The system academic institution must notify faculty members annually, in writing, of their salary. Any other changes or additions to the appointment should also be included.

3.4 Faculty members are expected to fulfill the terms and conditions of employment for the following year unless they resign prior to 30 calendar days after receiving notice of the terms.

3.5 An annual performance review will be conducted for all faculty members regardless of their title in accordance with written procedures. The purpose of the annual performance review is to facilitate dialogue between the administration and faculty and provide a process to evaluate each faculty member's accomplishments in the context of departmental, college, university, and system goals. An unsatisfactory rating in any one area (e.g., teaching effectiveness, research, creative activities and other scholarly endeavors, or service) requires the implementation of a written short-term development plan for the faculty member, including performance improvement benchmarks.

3.6 Generally, all faculty members are entitled under Texas law to see their personnel files and to obtain a copy of the information in these files at their own expense.

4. TENURE POLICY

Tenure means the entitlement of faculty members to continue in their academic positions unless dismissed for good cause. Tenured faculty who remain in good standing will continue to enjoy those privileges customarily associated with tenure, including an expectation of continuing employment, appropriate compensation, a suitable office and workspace, serving as a principal investigator and conducting research, teaching classes, participating in faculty governance, and representing oneself as a tenured faculty member at ~~his or her~~their system academic institution. However, tenure will not be construed as creating a property interest[1] in any attributes of the faculty position beyond the faculty member's regular annual salary. A specific system of faculty

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

tenure should undergird the integrity of each system academic institution. System academic institution tenure systems should have these elements:

4.1 Beginning with appointment to a tenure-track position, the probationary period for a faculty member must not exceed seven (7) years. This period may, at the system academic institution's option, include appropriate full-time service at other institutions of higher education, even if the inclusion of such service extends the total probationary period in the academic profession beyond the normal maximum of seven (7) years. However, any credit for prior service included within the seven-year probationary period must be agreed upon in writing at the time of employment. System academic institutions must develop a rule authorizing extension of the probationary period beyond seven (7) years to permit a possible "time-out" due to special conditions or in order to pursue special opportunities. Such extensions must be based on extraordinary circumstances and require written concurrence by the faculty member, department head, dean, and the chief academic officer, or the chief academic officer's designee. A person who is a member of the U.S. National Academy of Sciences and/or the U.S. National Academy of Engineering and/or the U.S. National Academy of Medicine at the time of employment by a system academic institution shall be eligible for tenure upon arrival at such institution and must be presented to the system Board of Regents (board) for its consideration, and a grant of tenure to such faculty member shall not be subject to a probationary period. Tenure is granted only by the affirmative action of the system board upon recommendation of the chief executive officer (CEO). At the conclusion of the probationary period, unless appropriately informed otherwise, the faculty member will not have tenure. Prior to the beginning of the last year of the probationary period, the system academic institution must notify the faculty member in writing of a decision regarding the granting or denial of tenure. The failure by the system academic institution to so notify will not be construed as a grant of de facto tenure. If the decision is not to award tenure, the faculty member is entitled to serve for two additional long semesters following the term or semester in which the notice is received.

4.2 Notice of non-reappointment, or of intention not to reappoint a non-tenured tenure track faculty member, should be given in writing in accordance with the following standards:

(a) not later than March 1 of the first academic year of probationary service, if the appointment expires at the end of that year; or, if a one-year appointment terminates during an academic year, at least three months in advance of its termination;

(b) not later than December 15 of the second year of probationary service, if the appointment expires at the end of that year; or, if an initial two-year appointment terminates during an academic year, at least six months in advance of its termination; and

(c) at least twelve months before the expiration of a probationary appointment after two or more years with the system academic institution.

4.3 Good cause for dismissal of a faculty member relates directly and substantially to the performance of professional duties and may include, but not be limited to, the following:

(a) professional incompetence;

(b) continuing or repeated failure to perform duties or meet responsibilities to the system academic institution or to students or associates;

(c) failure to successfully complete a post-tenure review professional development program;

(d) moral turpitude adversely affecting the performance of duties or the meeting of responsibilities to the system academic institution, or to students or associates;

(e) violation of system policies, system regulations, system academic institution rules, or laws substantially related to performance of faculty duties;

(f) conviction of a crime related to the fitness of a faculty member to engage in teaching, research, service/outreach, and/or administration;

(g) unprofessional conduct adversely affecting to a material and substantial degree the performance of duties or the meeting of responsibilities to the system academic institution, or to students or associates;

(h) falsification of academic credentials;

(i) bona fide financial exigency or the phasing out of institutional programs requiring reduction of faculty (see Section 9);

(j) the reduction or discontinuance of institutional programs based on educational considerations and requiring the termination of faculty members (see Section 9); or

(k) a finding of sexual harassment or other serious misconduct, in accordance with system policy.

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

5. ADMINISTRATIVE LEAVE

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

6. NON-TENURE TRACK FACULTY

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

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

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

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

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

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

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

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

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

7.1 A system academic institution is not required to give a non-tenured tenure track faculty member a reason for a decision not to reappoint for another appointment term or to provide a hearing.

7.2 A non-tenured tenure track faculty member may present, in person, a grievance over non-renewal of the faculty member's employment at the system academic institution, including that the decision was made in retaliation for the faculty member's exercise of protected First Amendment rights. The board delegates the authority through the chancellor to the CEO to designate an individual within the system academic institution's administration to hear the faculty member's grievance. The system academic institution must adopt a method of promptly presenting, reviewing, and acting on grievances in accordance with this section.

7.3 In the alternative to a grievance in accordance with Section 7.2, a non-tenured tenure track faculty member may appeal a decision not to reappoint on the basis that the decision was made in violation of the academic freedom of the individual and/or for inadequate consideration of the faculty member's record of professional achievement. Such an appeal must be filed within 20 business days of the date on which the faculty member was given written notice of non-reappointment.

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

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

7.6 System academic institution appeal procedures must provide for preliminary consideration within 15 business days of the faculty member's notice of appeal of the allegations by a faculty committee to determine whether the faculty member has established a prima facie case that the decision was made in violation of the faculty member's academic freedom, or without adequate consideration of the faculty member's record of professional achievement. If the preliminary review committee determines that the faculty member has not alleged a prima facie case, the allegations will be dismissed and the decision not to reappoint stands. If the committee determines that the allegations do establish a prima facie case, the matter is referred for an evidentiary hearing under established system academic institution procedures. A prima facie case for purposes of this section means that the faculty member's evidence, alone and un-rebutted, would establish that a violation as defined in Section 7.3 may have occurred.

7.7 In any evidentiary hearing, the burden of proving that the decision was made in violation of academic freedom or without adequate consideration of the faculty member's record of professional achievement~~,~~ rests with the faculty member. The burden of proof must be met by a preponderance of the evidence; i.e., that which is more convincing, more credible, and of greater weight than contrary evidence. Both the faculty member and the administration have the right of representation at this hearing. The system academic institution provides staff support to schedule and hold a hearing. If the appeal is filed before March 1, the hearing must be completed within 40 business days from the date the committee chair is notified of the appeal; the chair of the hearing committee may extend the time for completing the hearing by an additional 10 business days for good cause shown. If more than one appeal is filed in a given year, some appeals may be delayed until the first full academic term following the notice of appeal. The committee must complete its report within 10 business days of the completion of the hearing. The importance of conducting the hearing in a prompt manner guides the system academic institution and the hearing committee. Hearing committee members' departments assist as needed to accommodate the scheduling of the hearing.

8. DISMISSAL FOR CAUSE

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

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

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

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

8.2 Summary Dismissal or Suspended without Pay Pending Dismissal

8.2.1 A tenured faculty member may be subject to summary dismissal or suspension without pay pending dismissal if the stated cause for dismissal is a finding of serious misconduct that has been substantiated by an investigation conducted in accordance with system policy. Serious misconduct includes, but is not limited to, sexual harassment, scientific misconduct, fraud, and violence or threat of violence in the workplace.

8.2.2 A non-tenured faculty member whose term appointment has not expired may be subject to summary dismissal or suspension without pay pending dismissal for good cause.

8.2.3 Prior to summary dismissal or suspension without pay pending dismissal, a faculty member will be provided with written notice of the charges, an explanation of the evidence, and an opportunity to respond to an administrator. A faculty member who is summarily dismissed or suspended without pay pending dismissal also has an opportunity for a post-termination evidentiary hearing appealing the dismissal in accordance with the procedures outlined in Section 8.3.

8.2.4 The faculty member and the administration each have the independent right to representation in this process.

8.2.5 The board delegates the authority through the chancellor to the CEO to designate an individual within the system academic institution's administration to hear a faculty member's response to the charges prior to summary dismissal or suspension without pay pending dismissal and determine, after considering the faculty member's response, whether or not to proceed with a summary dismissal or suspension without pay pending dismissal.

8.3 Hearing

8.3.1 A faculty member who is summarily dismissed or suspended without pay pending dismissal after the process described in Section 8.2 or a faculty member who receives a notice of dismissal for other reasons outlined in Section 4.3 may submit a notice of appeal to the system academic institution's CEO or designee within 10 business days of receipt of the notice of dismissal. The CEO or designee must notify the appropriate hearing committee within five (5) business days of the date the appeal has been filed. The system academic institution provides staff support to schedule a hearing.

8.3.2 However, if an appeal includes an allegation(s) that the decision was based on discrimination, the CEO or designee promptly reports the allegation(s) to the designated office in accordance with System Regulation *08.01.01*.

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

8.3.4 The hearing committee must promptly schedule a hearing to be completed within 40 business days of being notified by the CEO or designee. The chair of the hearing committee may extend the time for completing the hearing 10 business days for good cause shown or longer for extenuating circumstances caused by the administration. The system academic institution and the hearing committee must conduct the hearing in a prompt manner. Hearing committee members' departments assist as needed to accommodate the scheduling of the hearing. The burden of proof is on the system academic institution to establish, by a preponderance of the evidence, the existence of good cause for dismissal and/or suspension without pay pending dismissal. The proceedings will be stenographically transcribed and copies made available to either party upon request.

8.3.5 The faculty member and the administration each have the independent right to representation.

8.3.6 The hearing committee must complete its report within 10 business days of the completion of the hearing. The hearing committee formulates explicit findings with respect to each of the grounds for dismissal and/or suspension without pay pending dismissal presented and recommends whether or not, in its judgment, there is good cause for dismissal and/or suspension without pay pending dismissal. The committee's findings and recommendations must be conveyed in writing to the CEO and to the faculty member.

8.3.7 If the faculty member's appointment is proposed to be terminated by the CEO, the full report of the hearing committee, the record of the hearing, the CEO's recommendation, and other relevant documentation available to both the faculty member and the system academic institution will be delivered to the chancellor, or designee, who carries out a review of the documentation. In the event that the chancellor identifies the need for information not contained in the documentation, the chancellor may choose to give the system academic institution and the faculty member an opportunity to present their arguments and take questions from the chancellor. The chancellor has a maximum of 20 business days in which to conduct the review. Upon completion of the review, the chancellor makes a final determination as to the dismissal and/or suspension without pay pending dismissal.

8.3.8 In the event that the review identifies information that is probative of the dismissal, and that was not made available to the faculty review committee and/or the CEO, the chancellor may return the matter to the system academic institution CEO. Upon return to the CEO, the hearing committee has 10 business days in which to conduct a follow-up hearing to evaluate the new information and render its findings and recommendations. The CEO then reviews the hearing committee's findings and recommendations and takes action as appropriate following the guidelines in Section 8.3.5.

8.3.9 A faculty member's termination from employment will be effective as determined by the chancellor, upon a finding by the chancellor, pursuant to these procedures, that there is good cause for the faculty member's dismissal. This decision is final.

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

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

9.2 Definitions

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

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

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

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

(a) a substantial decrease in program enrollment;

(b) the need to shift substantial resources to other programs; or

(c) a substantial modification or redirection of a unit's mission.

9.3 Administration

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

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

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

(a) they are qualified professionally to teach in those areas;

(b) positions are available; and

(c) the affected dean and department head or director concur.

9.3.4 Any tenured faculty member or faculty member whose term appointment has not expired, who is selected for termination on the basis of a bona fide financial exigency or a program termination or reduction necessitating a reduction in staff, must be given the following information:

(a) a written statement of the basis for the initial decision to lay off;

(b) a description of the manner in which the initial decision was made; and

(c) information and data upon which the decision makers relied.

9.3.5 The faculty member selected for termination must be given an opportunity to respond in a hearing before an appropriate faculty committee. In this hearing, the burden of proof rests with the system academic institution to demonstrate by some credible evidence that a bona fide financial exigency exists or that educational considerations led to the reduction or discontinuance of a program. The faculty committee formulates findings whether or not, in its judgment, a bona fide financial exigency exists or that educational considerations led to the reduction or discontinuance of a program. The faculty committee's findings and recommendations, if any, must be conveyed in writing to the CEO and to the faculty member.

9.3.6 Any faculty member reassigned to another position or terminated has the right to reappointment to ~~his or her~~their previous position if it is re-established within two (2) calendar years.

Related Statutes, Policies, or Requirements

Tex. Educ. Code § 51.354

Tex. Educ. Code § 51.942

System Regulation *12.01.01, Institutional Rules for Implementing Tenure*

System Policy *12.06, Post-Tenure Review of Faculty and Teaching Effectiveness*

System Policy *12.07, Fixed Term Academic Professional Track Faculty*

Member Rule Requirements

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

Contact Office

Academic Affairs
(979) 458-6072

08.01 Civil Rights Protections and Compliance

Revised November 13, 2025 (MO -2025)
Next Scheduled Review: November 13, 2030
Click to view Revision History.

Policy Summary

This policy outlines the civil rights protections provided by The Texas A&M University System (system) to employees, students, applicants for employment and admission, and the public, and sets forth procedures and responsibilities for compliance with applicable laws and regulations.

Definitions

Diversity, Equity, and Inclusion – means engaging in any of the following actions:

1. Influencing hiring or employment practices with respect to race, sex, color, or ethnicity, other than through the use of equal opportunity described in Section 1.1;
2. Promoting differential treatment of or providing special benefits to individuals in violation of Section 2.1;
3. Promoting policies or procedures about race, color, or ethnicity, except as expressly authorized by OGC in accordance with state law; or
4. Conducting trainings, programs, or activities about race, color, ethnicity, gender identity, or sexual orientation, other than those expressly authorized by OGC in accordance with state law.

Diversity, Equity, and Inclusion Office – means a member office, division, or other unit that is established for the purpose of engaging in a diversity, equity, and inclusion function.

Gender Ideology – means a concept of self-assessed gender identity replacing, and disconnected from, the biological category of sex.

Race Ideology – means a concept that attempts to shame a particular race or ethnicity, accuse them of being oppressors in a racial hierarchy or conspiracy, ascribe to them less value as contributors to society and public discourse because of their race or ethnicity, or assign them intrinsic guilt based on the actions of their presumed ancestors or relatives in other areas of the world. This also includes course content that promotes activism on issues related to race or ethnicity, rather than academic instruction.

Policy

1. AUTHORITY AND SCOPE OF THE EQUAL OPPORTUNITY PROGRAM

1.1 The system provides equal opportunity for employment to all persons regardless of race, color, sex, religion, national origin, age, disability, genetic information, veteran status, or any other classification protected by federal, state or local law and strives to achieve full and equal employment opportunity throughout the system.

1.2 The System Ethics and Compliance Office (SECO), in coordination with the Office of General Counsel (OGC), is responsible for the system's compliance with civil rights laws and regulations. This includes, but is not limited to, addressing charges or complaints filed with federal, state and local agencies, and audits or compliance reviews of policies and procedures carried out by the U.S. Department of Labor, the Equal Employment Opportunity Commission, the Texas Workforce Commission's Civil Rights Division, the U.S. Department of Education's Office of Civil Rights, and other state and federal civil rights compliance agencies.

1.3 The system promotes equal employment opportunity through its procedures, training, compliance with applicable legal requirements, and other methods authorized by federal regulations.

2. PROHIBITED ACTIONS

2.1 Prohibited Discrimination or Instruction

a. System Employment. No individual will be subjected to discrimination in system employment on the basis of race, color, sex, religion, national origin, age, disability, genetic information, veteran status, or any other classification protected by federal, state or local law.

b. Other System Programs and Activities. No individual will, on the basis of any classification protected by state, federal, or local law, be excluded from participation in, or be denied the benefit of, or be subjected to discrimination under any system program or activity. No system academic course will teach race or gender ideology, or topics related to sexual orientation or gender identity, unless the course and the relevant course materials are approved in advance by the member CEO or designee.

2.2 Except as required by federal law, a member or member employee must not:

a. establish or maintain a diversity, equity, and inclusion office, or hire or assign an employee or contractor to perform diversity, equity, and inclusion functions; or

b. compel, require, induce, or solicit any person to provide a statement about diversity, equity, and inclusion or give preferential treatment to any person based on the provision of a statement about diversity, equity, and inclusion.

2.3 Except as required by federal law, a member or member employee must not require, as a condition of enrollment at the member or performing any member function, any person to participate in a diversity, equity, and inclusion training that includes a training, program, or activity about race, color, ethnicity, gender identity, or sexual orientation, unless developed and approved by OGC in accordance with state law.

2.4 Retaliatory action of any kind is prohibited when taken against a complainant, respondent, witness or other person participating in a discrimination investigation, complaint, hearing or suit. Such retaliatory action is regarded as a separate and distinct cause for complaint and possible disciplinary action, including dismissal or expulsion.

2.5 The prohibitions in Sections 2.2 and 2.3 do not apply to the following:

a) Academic course instruction;
b) An employee or student's scholarly research or creative work;
c) An activity of a student organization registered with or recognized by a member;

d) A guest speaker or performer on a short-term engagement;
e) Policies, practices, procedures, programs, or activities to enhance student academic achievement or postgraduate outcomes without regard to race, sex, color, or ethnicity;
f) Data collection; or
g) Student recruitment or admissions.

3. RESPONSIBILITIES

3.1 Each member chief executive officer (CEO) is responsible for equal opportunity and program accessibility in accordance with federal, state and local laws and regulations and system policy.

3.2 SECO, in coordination with OGC, serves as the liaison between members and federal, state and local compliance agencies. SECO is also responsible for the coordination of all civil rights reporting requirements for the system and its members under applicable state and federal regulations.

3.3 Each member CEO must appoint, a Title IX of the Education Amendments of 1972 Coordinator, a Section 504 of the Rehabilitation Act of 1973 Coordinator and other administrators who oversee the implementation of guidelines to ensure compliance with legal and regulatory provisions under this policy.

4. PROCEDURES

4.1 The administrators appointed under Section 3.3 must inform SECO as soon as a charge or complaint of discrimination or notice of civil rights audit, compliance review or other inquiry is received from a federal, state or local agency.

4.2 The system developed a regulation providing systemwide standards for the receipt and processing of complaints of discrimination.

4.3 A member may not spend state funds appropriated for a fiscal year until the system submits a report to the legislature and the Texas Higher Education Coordinating Board certifying the system's compliance with Texas Education Code Section 51.3525 during the preceding state fiscal year. SECO implements monitoring processes to assess member compliance with Texas Education Code Section 51.3525 throughout the state fiscal year. The System Internal Audit Department includes DEI compliance in its systemwide risk assessment as part of the annual audit plan process. Audits are conducted as necessary based on the annual risk assessment. SECO annually provides a report to the Board of

Regents (board) for the August regular meeting and the board approves SECO's submission of this report on behalf of the system. This section takes effect January 1, 2024 for money appropriated for the state fiscal year beginning September 1, 2024.

4.4 The board designates the chancellor or designee to provide legislative testimony in accordance with Texas Education Code Section 51.3525. This section takes effect January 1, 2024.

Related Statutes, Policies, or Requirements

The Equal Pay Act of 1963
Title VI of the Civil Rights Act
Title VII of the Civil Rights Act of 1964, as amended
The Age Discrimination in Employment Act of 1967
Title IX of The Education Amendments of 1972
The Rehabilitation Act of 1973, as amended
The Americans with Disabilities Act of 1990, as amended
The Genetic Information Nondiscrimination Act of 2008
Executive Order 14173
Tex. Educ. Code Sec. 51.3525
Tex. Educ. Code § 51.354
Tex. Lab. Code Ch. 21, Employment Discrimination
Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended
Uniformed Services Employment and Reemployment Rights Act
System Policy *07.01, Ethics*

Member Rule Requirements

A rule is not required to supplement this policy.

Contact Office

Ethics and Compliance
(979) 458-6203

12.01 Academic Freedom, Responsibility and Tenure

Revised November 13, 2025 (MO -2025)
Next Scheduled Review: November 13, 2030
Click to view Revision History.

Policy Summary

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

Policy

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

1. ACADEMIC FREEDOM

1.1 Institutions of higher education exist for the common good. The common good depends upon an uninhibited search for truth and its open expression. Hence, it is essential that each faculty member be free to pursue scholarly inquiry and to voice and publish individual conclusions concerning the significance of evidence that the faculty member considers relevant. Each faculty member must be free from the corrosive fear that others, inside or outside the academic community, because their vision may differ, may threaten the faculty member's professional career or the material benefits accruing from it.

1.2 Each faculty member is entitled to full freedom in the classroom in discussing the subject that the faculty member teaches, but a faculty member will not introduce a controversial matter that has no relation to the classroom subject or teach material that is inconsistent with the approved syllabus for the course. Each faculty member is also a citizen of the nation, state, and community; and when speaking, writing, or acting as such, must be free from institutional censorship or discipline, subject to academic responsibility. In such instances, the faculty member should clearly state that the faculty member is not speaking for the system academic institution.

2. ACADEMIC RESPONSIBILITY OF FACULTY MEMBERS

The concept of academic freedom for faculty must be accompanied by an equally demanding concept of academic responsibility. Faculty members have a responsibility to the system academic institution, their profession, their students, and society at large. The rights and privileges of faculty members extended by society and protected by governing boards and administrators through written policies and procedures on academic freedom and tenure, and as further protected by the courts, require reciprocally, the assumption of certain responsibilities by faculty members. Some of those are:

2.1 The fundamental responsibilities of faculty members as teachers and scholars include maintenance of competence in their field of specialization and the exhibition of professional competence in the classroom, studio, or laboratory and in the public arena through activities such as discussions, lectures, consulting, performances, exhibitions, publications, and participation in professional organizations and meetings.

2.2 Faculty members must recognize that the public will judge their profession and system academic institutions by their statements. Hence, faculty members should at all times strive to be accurate in their statements, exercise appropriate restraint, show respect for the opinions of others, and make every effort to indicate that they are not speaking or acting for the system academic institution when they are speaking or acting as private persons.

2.3 The constitutionally protected rights of faculty members, as citizens, to freedom of expression on matters of public concern must be balanced with the interest of the state, as an employer, in promoting the efficiency of the educational services it performs through its employees. A faculty member's comments are protected even though they may be highly critical in tone or content, or erroneous, but such statements are not protected free speech if they either substantially impede the faculty member's performance of daily duties or materially and substantially interfere with the regular operation of the system academic institution, department, or college. False statements made with knowledge of their falsity or in reckless disregard of the truth are not entitled to constitutional protection, and public statements may be so without foundation as to call into question the fitness of the faculty member to perform his or her professional duties.

2.4 Faculty members should be professional in their conduct in the classroom and in relationships with students. They should maintain respect for the student and for the student's posture as a learner and should be appropriately available to students for consultation on coursework.

2.5 Faculty members have the responsibility to provide timely and adequate notice of their intention to interrupt or terminate institutional services.

3. WRITTEN TERMS OF EMPLOYMENT

3.1 All new faculty members must be provided with an appointment letter stating the initial terms and conditions of employment. Any subsequent modifications or special understandings in regard to the appointment, which may be made on an annual basis, should be stated in writing and a copy given to the faculty member. All faculty members, unless the terms and conditions of their appointment letter state otherwise, are expected to engage in teaching, scholarship, and service. Essential job functions for a position may vary depending upon the nature of the department in which the faculty member holds expertise, external funding requirements attached to the position, licensing or accreditation requirements, and other circumstances. It is therefore important that essential job functions for each faculty position be listed in the initial appointment letter. For example, all of the following that are applicable should be listed: teaching responsibilities, responsibilities for advising students, independent and/or collaborative research responsibilities, engaging in patient care, committee assignments, conditions imposed by external accrediting agencies, conditions for holding a named professorship or endowed chair, or a position that combines academic and administrative duties, and any other specific essential functions for the position in question. All appointment letters must indicate whether the appointment being offered is with tenure, tenure track, or non-tenure track.

3.2 The appointment letter for a faculty member with administrative duties must state the portion of the faculty member's salary that is associated with the administrative duties. The portion of the faculty member's salary not associated with the administrative duties must not exceed the salaries of other faculty with similar qualifications and performing similar duties. The appointment letter for faculty members with administrative duties must also state that the administrative duties may be removed without cause.

3.3 The system academic institution must notify faculty members annually, in writing, of their salary. Any other changes or additions to the appointment should also be included.

3.4 Faculty members are expected to fulfill the terms and conditions of employment for the following year unless they resign prior to 30 calendar days after receiving notice of the terms.

3.5 An annual performance review will be conducted for all faculty members regardless of their title in accordance with written procedures. The purpose of the annual performance review is to facilitate dialogue between the administration and faculty and provide a process to evaluate each faculty member's accomplishments in the context of departmental, college, university, and system goals. An unsatisfactory rating in any one area (e.g., teaching effectiveness, research, creative activities and other scholarly endeavors, or service) requires the implementation of a written short-term development plan for the faculty member, including performance improvement benchmarks.

3.6 Generally, all faculty members are entitled under Texas law to see their personnel files and to obtain a copy of the information in these files at their own expense.

4. TENURE POLICY

Tenure means the entitlement of faculty members to continue in their academic positions unless dismissed for good cause. Tenured faculty who remain in good standing will continue to enjoy those privileges customarily associated with tenure, including an expectation of continuing employment, appropriate compensation, a suitable office and workspace, serving as a principal investigator and conducting research, teaching classes, participating in faculty governance, and representing oneself as a tenured faculty member at their system academic institution. However, tenure will not be construed as creating a property interest[1] in any attributes of the faculty position beyond the faculty member's regular annual salary. A specific system of faculty tenure should undergird the integrity of each system academic institution. System academic institution tenure systems should have these elements:

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

4.1 Beginning with appointment to a tenure-track position, the probationary period for a faculty member must not exceed seven (7) years. This period may, at the system academic institution's option, include appropriate full-time service at other institutions of higher education, even if the inclusion of such service extends the total probationary period in the academic profession beyond the normal maximum of seven (7) years. However, any credit for prior service included within the seven-year probationary period must be agreed upon in writing at the time of employment. System academic institutions must develop a rule authorizing extension of the probationary period beyond seven (7) years to permit a possible "time-out" due to special conditions or in order to pursue special opportunities. Such extensions must be based on extraordinary circumstances and require written concurrence by the faculty member, department head, dean, and the chief academic officer, or the chief academic officer's designee. A person who is a member of the U.S. National Academy of Sciences and/or the U.S. National Academy of Engineering and/or the U.S. National Academy of Medicine at the time of employment by a system academic institution shall be eligible for tenure upon arrival at such institution and must be presented to the system Board of Regents (board) for its consideration, and a grant of tenure to such faculty member shall not be subject to a probationary period. Tenure is granted only by the affirmative action of the system board upon recommendation of the chief executive officer (CEO). At the conclusion of the probationary period, unless appropriately informed otherwise, the faculty member will not have tenure. Prior to the beginning of the last year of the probationary period, the system academic institution must notify the faculty member in writing of a decision regarding the granting or denial of tenure. The failure by the system academic institution to so notify will not be construed as a grant of de facto tenure. If the decision is not to award tenure, the faculty member is entitled to serve for two additional long semesters following the term or semester in which the notice is received.

4.2 Notice of non-reappointment, or of intention not to reappoint a non-tenured tenure track faculty member, should be given in writing in accordance with the following standards:

(a) not later than March 1 of the first academic year of probationary service, if the appointment expires at the end of that year; or, if a one-year appointment terminates during an academic year, at least three months in advance of its termination;

(b) not later than December 15 of the second year of probationary service, if the appointment expires at the end of that year; or, if an initial two-year appointment terminates during an academic year, at least six months in advance of its termination; and

(c) at least twelve months before the expiration of a probationary appointment after two or more years with the system academic institution.

4.3 Good cause for dismissal of a faculty member relates directly and substantially to the performance of professional duties and may include, but not be limited to, the following:

(a) professional incompetence;

(b) continuing or repeated failure to perform duties or meet responsibilities to the system academic institution or to students or associates;

(c) failure to successfully complete a post-tenure review professional development program;

(d) moral turpitude adversely affecting the performance of duties or the meeting of responsibilities to the system academic institution, or to students or associates;

(e) violation of system policies, system regulations, system academic institution rules, or laws substantially related to performance of faculty duties;

(f) conviction of a crime related to the fitness of a faculty member to engage in teaching, research, service/outreach, and/or administration;

(g) unprofessional conduct adversely affecting to a material and substantial degree the performance of duties or the meeting of responsibilities to the system academic institution, or to students or associates;

(h) falsification of academic credentials;

(i) bona fide financial exigency or the phasing out of institutional programs requiring reduction of faculty (see Section 9);

(j) the reduction or discontinuance of institutional programs based on educational considerations and requiring the termination of faculty members (see Section 9); or

(k) a finding of sexual harassment or other serious misconduct, in accordance with system policy.

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

5. ADMINISTRATIVE LEAVE

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

6. NON-TENURE TRACK FACULTY

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

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

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

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

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

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

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

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

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

7.1 A system academic institution is not required to give a non-tenured tenure track faculty member a reason for a decision not to reappoint for another appointment term or to provide a hearing.

7.2 A non-tenured tenure track faculty member may present, in person, a grievance over non-renewal of the faculty member's employment at the system academic institution, including that the decision was made in retaliation for the faculty member's exercise of protected First Amendment rights. The board delegates the authority through the chancellor to the CEO to designate an individual within the system academic institution's administration to hear the faculty member's grievance. The system academic institution must adopt a method of promptly presenting, reviewing, and acting on grievances in accordance with this section.

7.3 In the alternative to a grievance in accordance with Section 7.2, a non-tenured tenure track faculty member may appeal a decision not to reappoint on the basis that the decision was made in violation of the academic freedom of the individual and/or for inadequate consideration of the faculty member's record of professional achievement. Such an appeal must be filed within 20 business days of the date on which the faculty member was given written notice of non-reappointment.

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

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

7.6 System academic institution appeal procedures must provide for preliminary consideration within 15 business days of the faculty member's notice of appeal of the allegations by a faculty committee to determine whether the faculty member has established a prima facie case that the decision was made in violation of the faculty member's academic freedom, or without adequate consideration of the faculty member's record of professional achievement. If the preliminary review committee determines that the faculty member has not alleged a prima facie case, the allegations will be dismissed and the decision not to reappoint stands. If the committee determines that the allegations do establish a prima facie case, the matter is referred for an evidentiary hearing under established system academic institution procedures. A prima facie case for purposes of this section means that the faculty member's evidence, alone and un-rebutted, would establish that a violation as defined in Section 7.3 may have occurred.

7.7 In any evidentiary hearing, the burden of proving that the decision was made in violation of academic freedom or without adequate consideration of the faculty member's record of professional achievement rests with the faculty member. The burden of proof must be met by a preponderance of the evidence; i.e., that which is more convincing, more credible, and of greater weight than contrary evidence. Both the faculty member and the administration have the right of representation at this hearing. The system academic institution provides staff support to schedule and hold a hearing. If the appeal is filed before March 1, the hearing must be completed within 40 business days from the date the committee chair is notified of the appeal; the chair of the hearing committee may extend the time for completing the hearing by an additional 10 business days for good cause shown. If more than one appeal is filed in a given year, some appeals may be delayed until the first full academic term following the notice of appeal. The committee must complete its report within 10 business days of the completion of the hearing. The importance of conducting the hearing in a prompt manner guides the system academic institution and the hearing committee. Hearing committee members' departments assist as needed to accommodate the scheduling of the hearing.

8. DISMISSAL FOR CAUSE

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

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

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

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

8.2 Summary Dismissal or Suspended without Pay Pending Dismissal

8.2.1 A tenured faculty member may be subject to summary dismissal or suspension without pay pending dismissal if the stated cause for dismissal is a finding of serious misconduct that has been substantiated by an investigation conducted in accordance with system policy. Serious misconduct includes, but is not limited to, sexual harassment, scientific misconduct, fraud, and violence or threat of violence in the workplace.

8.2.2 A non-tenured faculty member whose term appointment has not expired may be subject to summary dismissal or suspension without pay pending dismissal for good cause.

8.2.3 Prior to summary dismissal or suspension without pay pending dismissal, a faculty member will be provided with written notice of the charges, an explanation of the evidence, and an opportunity to respond to an administrator. A faculty member who is summarily dismissed or suspended without pay pending dismissal also has an opportunity for a post-termination evidentiary hearing appealing the dismissal in accordance with the procedures outlined in Section 8.3.

8.2.4 The faculty member and the administration each have the independent right to representation in this process.

8.2.5 The board delegates the authority through the chancellor to the CEO to designate an individual within the system academic institution's administration to hear a faculty member's response to the charges prior to summary dismissal or suspension without pay pending dismissal and determine, after considering the faculty member's response, whether or not to proceed with a summary dismissal or suspension without pay pending dismissal.

8.3 <u>Hearing</u>

8.3.1 A faculty member who is summarily dismissed or suspended without pay pending dismissal after the process described in Section 8.2 or a faculty member who receives a notice of dismissal for other reasons outlined in Section 4.3 may submit a notice of appeal to the system academic institution's CEO or designee within 10 business days of receipt of the notice of dismissal. The CEO or designee must notify the appropriate hearing committee within five (5) business days of the date the appeal has been filed. The system academic institution provides staff support to schedule a hearing.

8.3.2 However, if an appeal includes an allegation(s) that the decision was based on discrimination, the CEO or designee promptly reports the allegation(s) to the designated office in accordance with System Regulation *08.01.01*.

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

8.3.4 The hearing committee must promptly schedule a hearing to be completed within 40 business days of being notified by the CEO or designee. The chair of the hearing committee may extend the time for completing the hearing 10 business days for good cause shown or longer for extenuating circumstances caused by the administration. The system academic institution and the hearing committee must conduct the hearing in a prompt manner. Hearing committee members' departments assist as needed to accommodate the scheduling of the hearing. The burden of proof is on the system academic institution to establish, by a preponderance of the evidence, the existence of good cause for dismissal and/or suspension without pay pending dismissal. The proceedings will be stenographically transcribed and copies made available to either party upon request.

8.3.5 The faculty member and the administration each have the independent right to representation.

8.3.6 The hearing committee must complete its report within 10 business days of the completion of the hearing. The hearing committee formulates explicit findings with respect to each of the grounds for dismissal and/or suspension without pay pending dismissal presented and recommends whether or not, in its judgment, there is good cause for dismissal and/or suspension without pay pending dismissal. The committee's findings and recommendations must be conveyed in writing to the CEO and to the faculty member.

8.3.7 If the faculty member's appointment is proposed to be terminated by the CEO, the full report of the hearing committee, the record of the hearing, the CEO's recommendation, and other relevant documentation available to both the faculty member and the system academic institution will be delivered to the chancellor, or designee, who carries out a review of the documentation. In the event that the chancellor identifies the need for information not contained in the documentation, the chancellor may choose to give the system academic institution and the faculty member an opportunity to present their arguments and take questions from the chancellor. The chancellor has a maximum of 20 business days in which to conduct the review. Upon completion of the review, the chancellor makes a final determination as to the dismissal and/or suspension without pay pending dismissal.

8.3.8 In the event that the review identifies information that is probative of the dismissal, and that was not made available to the faculty review committee and/or the CEO, the chancellor may return the matter to the system academic institution CEO. Upon return to the CEO, the hearing committee has 10 business days in which to conduct a follow-up hearing to evaluate the new information and render its findings and recommendations. The CEO then reviews the hearing committee's findings and recommendations and takes action as appropriate following the guidelines in Section 8.3.5.

8.3.9 A faculty member's termination from employment will be effective as determined by the chancellor, upon a finding by the chancellor, pursuant to these procedures, that there is good cause for the faculty member's dismissal. This decision is final.

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

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

9.2 Definitions

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

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

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

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

(a) a substantial decrease in program enrollment;

(b) the need to shift substantial resources to other programs; or

(c) a substantial modification or redirection of a unit's mission.

9.3 Administration

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

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

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

(a) they are qualified professionally to teach in those areas;

(b) positions are available; and

(c) the affected dean and department head or director concur.

9.3.4 Any tenured faculty member or faculty member whose term appointment has not expired, who is selected for termination on the basis of a bona fide financial exigency or a program termination or reduction necessitating a reduction in staff, must be given the following information:

(a) a written statement of the basis for the initial decision to lay off;

(b) a description of the manner in which the initial decision was made; and

(c) information and data upon which the decision makers relied.

9.3.5 The faculty member selected for termination must be given an opportunity to respond in a hearing before an appropriate faculty committee. In this hearing, the burden of proof rests with the system academic institution to demonstrate by some credible evidence that a bona fide financial exigency exists or that educational considerations led to the reduction or discontinuance of a program. The faculty committee formulates findings whether or not, in its judgment, a bona fide financial exigency exists or that educational considerations led to the reduction or discontinuance of a program. The faculty committee's findings and recommendations, if any, must be conveyed in writing to the CEO and to the faculty member.

9.3.6 Any faculty member reassigned to another position or terminated has the right to reappointment to their previous position if it is re-established within two (2) calendar years.

Related Statutes, Policies, or Requirements

Tex. Educ. Code § 51.354

Tex. Educ. Code § 51.942

System Regulation *12.01.01, Institutional Rules for Implementing Tenure*

System Policy *12.06, Post-Tenure Review of Faculty and Teaching Effectiveness*

System Policy *12.07, Fixed Term Academic Professional Track Faculty*

Member Rule Requirements

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

Contact Office

Academic Affairs
(979) 458-6072

Agenda Item No. 6.4

AGENDA ITEM BRIEFING

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

Subject: Appointment of Interim Provost and Executive Vice President for Academic Affairs at Tarleton State University

Proposed Board Action:

Appoint Dr. Barry Lambert as the Interim Provost and Executive Vice President for Academic Affairs at Tarleton State University, effective immediately.

Background Information:

Dr. Barry Lambert is recommended for the position of Interim Provost and Executive Vice President for Academic Affairs at Tarleton State University. Dr. Lambert brings significant academic leadership and administrative experience that align with the responsibilities of this role.

As Interim Provost and Executive Vice President for Academic Affairs, Dr. Lambert will work closely with the president and senior leadership to advance the academic mission of the institution. Responsibilities will include providing oversight and guidance for academic programs, supporting faculty development and student success, and fostering collaboration across colleges and administrative units. Dr. Lambert will also contribute to strategic planning and institutional effectiveness, promote excellence in teaching, research, and service, and ensure that academic initiatives support the broader goals of Tarleton State University and The Texas A&M University System (System).

A copy of the curriculum vitae for Dr. Lambert is attached.

A&M System Funding or Other Financial Implications:

President Hurley recommends an initial salary of $273,000.

Strategic Plan Initiative(s) this Item Advances:

This proposed appointment advances all of the System’s strategic imperatives by strengthening our ability to provide qualified students with accessible and affordable educational opportunities, ensuring they are well-prepared for successful careers and engaged citizenship in a global economy. It supports the growth of a robust and collaborative research portfolio, enhances our capacity to serve the people of Texas and contributes to the state’s economic vitality, and upholds our commitment to prudent financial stewardship and sustainability. In doing so, the appointment directly contributes to realizing the System’s vision of being the system of choice for students, employers, faculty, staff, and research funders.

Agenda Item No. 6.4

TARLETON STATE UNIVERSITY
Office of the President
October 1, 2025

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

Subject: Appointment of Interim Provost and Executive Vice President for Academic Affairs at Tarleton State University

I recommend adoption of the following minute order:

> **"Dr. Barry Lambert is hereby named the Interim Provost and Executive Vice President for Academic Affairs at Tarleton State University, effective immediately, at an initial salary of $273,000."**

Respectfully submitted,

[SIGNED BY]

Dr. James Hurley
President

Approval Recommended:

[SIGNED BY]

Glenn Hegar
Chancellor

[SIGNED BY]

Susan Ballabina, Ph.D.
Executive Vice Chancellor

[SIGNED BY]

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

Approved for Legal Sufficiency:

[SIGNED BY]

R. Brooks Moore
General Counsel

Personnel Actions Requiring Chancellor Approval

Proposed New Hire:

Name: Dr. Barry Lambert

Title: Interim Provost & Executive VP for Academic Affairs

Salary: $ 273,000

External Market Data:

	Survey Name	Survey Job Title	Survey Annual Salary
1.	CUPA-Comparison Group #1 105000	Chief Academic Affairs Officer/Provost	$269,570
2.	CUPA-Comparison Group #2 105000	Chief Academic Affairs Officer/Provost	$250,000
3.	CUPA-Comparison Group #3 105000	Chief Academic Affairs Officer/Provost	$229,000
4.	CompAnalyst Scope 1 - H231018762	Provost, VP Academic Affairs	$286,700
5.	CompAnalyst Scope 2 - H231018762	Provost, VP Academic Affairs	$281,100

Internal Salary Data:

	Incumbent Name	Job Title	Annual Salary
1.	TAMU-West	Provost and Executive Vice President	$269,171
2.	TAMU-Central	Provost and Vice President of Academic	$263,150
3.	TAMU-Corpus	Provost and Senior VP for AA	$275,000
4.	TAMU-Kingsville	Provost and Senior Vice President of Ac	$279,866
5.	TAMU-San Antonio	Provost and Executive VP of AA	$277,648

Comments, if necessary:

Group #1 - US Census South Region; Carnegie Master's - Larger Programs 39 Institutions
Group #2 - US Census Division West South Central: AR, LA, OK, TX 63 Institutions
Group #3 - Faculty; FTSE 5500-15000; OP/EXP 80M-250M; Public Only
Group #4 - Texas (State) | Colleges & Universities | 1,000 - 3,000 FTEs
Group #5 - Colleges & Universities | $50M - $200M Revenues ($ USD)

Barry D. Lambert, PhD
Associate Provost and Associate Vice President
Tarleton State University

Education

- Ph.D. - Kansas State University, 2001. Animal Science: Ruminant Nutrition
- M.S. - Tarleton State University, 1998. Major: Biology: Animal Nutrition
- B.S. - Tarleton State University, 1996. Major: Animal Science

Relevant Professional Experience and Accomplishments

Tarleton State University, Stephenville, TX

Multi-campus public university with a 20,000-student enrollment with a main campus in Stephenville, Texas, and branch locations serving the greater Dallas/Fort Worth and Waco metropolitan areas. Member of the Texas A&M University System.

Associate Provost and Associate Vice President *08/2025- present*

Student Retention and Persistence

- Coordinate strategic retention efforts across the university to improve student success.
- Initiated re-visioning and re-design of the university career services department to prepare students for career placement and success.

Dean, College of Agriculture and Natural Resources *09/2021- 08/2025*

(Academic college enrolling over 2,500 students in three academic departments, in addition to teaching and research facilities with various animal, plant, and natural resource enterprises.)

Enrollment and Academic Leadership

- Manage all aspects of the college, including personnel, budget management, academic program development, and research development.
- Initiated aggressive recruitment efforts that have led to predictable and consistent college enrollment growth (4-5% per year), surpassing 2,700 students in the college and the first single major at the university to exceed 1,300 students (Animal Science, Fall 2025)
- Championed and collaboratively developed and implemented the university's first STEM-based PhD (PhD Animal and Natural Resource Sciences).
- Collaboratively secured the most significant gift in the history of COANR ($15,000,000; Hohenberger Land Endowment)
- Actively championed college Initiatives across the university and larger community.
- Increased collaboration between academic departments, strategized, defined, and leveraged campus resources and higher education trends, and created a climate for enrollment growth.

Faculty and Program Development

- Implemented the COANR faculty and student travel grant program supporting student and faculty travel for research and other professional development.
- Implemented faculty research and grant writing support initiatives, resulting in the establishment of COANR as the leading college at Tarleton in external grants submissions and external funds received (2021, 2022, and 2023).

Community and Alumni Engagement

- Developed and hosted annual COANR alumni and friends gathering, a donor-sponsored event attracting over 500+ guests annually.

- Established aggressive alumni engagement campaign to re-engage COANR alumni through various on- and off-campus events.
- Expanded communication with stakeholders through the addition of a Marketing and Communication Specialist position to the Dean's office staff to improve the quality of all externally facing media and events.

Leadership Fellow, APLU Food Systems Leadership Institute *09/2023 – present*
- Broaden perspectives and network related to food and agricultural systems.
- Enhanced leadership skills and performance.
- Enhanced skills related to leading organizational change.

Interim Dean, College of Graduate Studies *01/2023 – 11/2023*
- Assumed role at the request of the provost during a national search for a Dean of the College of Graduate Studies.
- Led enrollment growth initiative, increased graduate headcount and SCH production by >4% over the previous year.

Associate Dean, College of Agriculture and Natural Resources *03/2020- 09/2021*
- Developed, supported, and increased research opportunities for COANR faculty and students.
- Supported faculty to increase and diversify graduate program offerings within COANR.
- Supported faculty to increase summer outreach opportunities within COANR, including camps both on and off campus.

Associate Vice President, Office of Research and Innovation *04/2015 – 03/2020*

Faculty and Student Support
- Championed campus-wide student/faculty research involvement, secured and distributed more than $350,000 in annual seed funding, promoted research opportunities and successes, increased research participation and grant/fellowship submission.
- Developed/implemented a faculty salary savings distribution guideline and promoted faculty research involvement.
- Implemented faculty colloquium series and orchestrated "Community of Scholars" event, and provided a campus-wide opportunity and venue to showcase faculty research.
- Streamlined faculty grant submission process, provided student travel grant funding, and facilitated research project indirect cost recovery.

Fundraising and Community, Alumni and State, Federal Agencies
- Led two distinct 30+ person research teams, one addressing crop insurance fraud (Center for Agribusiness Excellence), the other addressing environmental issues related to surface water (Texas Institute of Applied Environmental Research)
- Evaluated/prioritized legislative special item requests, and strategized, developed, and executed university-wide strategic research initiatives in collaboration with the Tarleton President.
- Developed partnerships with public and private partners to increase external funding by more than $2.5 million during 2018-2020.
- Developed an annual giving campaign aimed at supporting student scholarship.
- Cultivated and sustained positive relationships with state and federal agencies, communicated program research opportunities, and successfully secured program funding.
- Collaborated with Texas A&M University System State and Federal Relations offices and promoted funding initiatives and opportunities.
- Initiated meetings with local and regional community leaders, identified regional research and development opportunities and priorities, and facilitated hands-on student learning opportunities.
- Initiated a newsletter related to graduate studies and research to engage and expand the network of current and former students, as well as friends of the university.

Advocacy for University Programs
- Collaborated directly with Texas A&M University System Vice Chancellor for Research and secured $1.8 M in total funding for two Chancellor's Research Initiative hires.
- Served as Principal Investigator, managed USDA $3.5 M annual contract.

Dean, College of Graduate Studies *06/2014 – 02/2020*

Enrollment and Academic Leadership
- Led enrollment growth initiative, integrated one to three new graduate programs annually at main and outreach campus locations, increased graduate headcount by >15%, and graduate credit hour generation by >30%.
- Championed and collaboratively introduced the university's first PhD program (Criminal Justice) and helped the university move toward doctoral research university status.
- Initiated collaboration with academic departments, strategized, defined, and leveraged campus resources and higher education trends, and created a climate for enrollment growth.
- Collaboratively defined graduate program vision, developed, and executed strategic marketing and recruitment plan, implemented graduate program policies and procedures, and expanded program offerings.
- Championed and served on the senior leadership team and facilitated the successful implementation of the university's first Customer Response Management (CRM) software, TargetX.
- Represented various constituencies on the Council of Deans, Academic Council Executive Team, and Provost's Council, bridged cross-functional team communications, and collaboratively troubleshot/resolved academic, financial, and legal issues.

Faculty and Program Development
- Championed and secured funding for additional graduate assistantships, increased graduate assistantship pay rate by 20%, and positioned the university for improved graduate candidate quality.
- Chaired Graduate Council, served as faculty liaison to upper administration, and effectively addressed issues related to graduate education.
- Developed and promoted the Graduate Faculty Fellow program, raised research opportunity awareness, and increased external student and faculty fellowship application submissions.
- Served on SACS-COC Reaffirmation leadership committee, authored chapter of annual academic ten-year report, provided program insight, and collaboratively facilitated university accreditation.

Community Engagement
- Partnered with community and business leaders, defined community educational needs, organized and orchestrated open and web-based recruitment events, and strategized and developed student internship and placement opportunities.
- Established strategic partnerships with local community development organizations, alumni, and university stakeholders and inspired community engagement and collaboration.

Assistant/Associate/Full Professor, Animal Sciences *06/2003 – Present*
- Recruited, advised, and mentored students in the department of Animal Science and Veterinary Technology.
- Provided classroom and laboratory instruction with advanced hands-on learning opportunities for undergraduate and graduate students in animal science, animal nutrition, and research methodology courses.
- Designed, conducted, analyzed, and published research in various animal science areas, including ruminant nutrition, parasitology, and physiology.
- Designed and led 4 study abroad courses to Poland and Germany, titled *Comparison of US, and EU Agricultural Practices*.

Associate Dean, College of Graduate Studies *01/2013 – 06/2014*
- Championed the first university-wide graduate program marketing plan, created an environment for faculty-led program improvement and program growth.
- Executed graduate marketing and recruitment initiative, developed graduate student funding and recruitment strategy, and achieved recruitment objectives.
- Initiated graduate program handbook review process.

Department Head, Environmental and Agricultural Management *09/2013 – 06/2014*
- Led 10 full-time faculty and several adjuncts to provide excellent hands-on learning opportunities for students.
- Provided leadership through the development of a new departmental program vision and name.
- Successfully launched new undergraduate majors and aligned diverse faculty groups to meet student programmatic needs.
- Scheduled courses, coordinated curricular changes, and modeled a student-focused perspective for departmental faculty.
- Managed fiscal resources of the department, evaluated faculty/staff, and managed student and faculty grievances.

Director, Southwest Regional Dairy Center *06/2009 – 12/2013*
- Coordinated use of the $11 million teaching and research facility for student and faculty research and laboratory utilization.
- Oversaw facility design, construction, and operation, managed fiscal and facility resources, and inspired community and dairy industry engagement.

Department Head, Animal Science and Wildlife Management *06/2008 – 12/2009*
- Led 10 full-time faculty and several adjuncts to provide excellent hands-on learning opportunities for students.
- Initiated process to develop future program ideation and vision, and executed scheduling and fiscal management plan.
- Managed fiscal resources of the department, evaluated faculty/staff, and managed student and faculty grievances.
- Scheduled courses, coordinated curricular changes, and modeled a student-focused perspective for departmental faculty.

Texas A&M AgriLife Research Agency

Assistant/Associate/Full Professor & Principal Investigator *06/2003 – 09/2021*
- Provided hands-on research experiences for undergraduate and graduate students at several universities across Texas.
- Conducted research in various areas of animal science, including ruminant nutrition, parasitology, and physiology.

Baylor College of Medicine

Postdoctoral Fellow NIH Fellowship Program *08/2001-06/2003*
- Designed, conducted, analyzed, and published research in the area of amino acid metabolism in a swine model for application in neonatal human infants.
- Prepared grant proposals and written reports related to various aspects of human and animal macronutrient metabolism.

Kansas State University

Graduate Research Assistant *08/1998-08/2001*
- Designed, conducted, analyzed, and published research in the area of ruminant animal nutrition.
- Assisted with lecture and laboratory teaching in various courses in Animal Sciences.

Teaching Experience

During my career, I have taught a variety of subjects at the College of Agriculture and Natural Resources in the Department of Animal Science in face-to-face, hybrid, and online course settings, and consistently earned positive student evaluations.

Contracts, Grants and Sponsored Research

Total Grants Funded ≈ $19 Million

State/Federal Agencies Funded ≈ $15.9 Million (10 Total; 2010-2024 shown)

Lambert, B. D. and S. Lewis (Co-Principal). "Development of an Online Pesticide Exposure Education Training Program". Sponsored By Texas Department of Agriculture, State, $75,000. (September 1, 2019 – August 31, 2020).

Lambert, B. D. and S. Lewis (Co-Principal). "Pesticide Outreach and Education Improvement Project – First Responder Pesticide Exposure Training". Sponsored By Texas Department of Agriculture, State, $168,361.60. (September 1, 2018 – August 31, 2019).

Lambert, B. D., Applebaum, W. (Co-Principal), Thorne, T. (Co-Principal), "Tarleton Center for Agribusiness Excellence," Sponsored By United States Department of Agriculture, Federal, $7,000,000.00. (March 1, 2017 - February 28, 2019).

Lambert, B. D., "Tarleton Center for Agribusiness Excellence," Sponsored By United States Department of Agriculture, Federal, $7,500,000.00. (March 1, 2015 - February 28, 2017).

Lambert, B. D. (Co-Principal), "Nutritive Value of DDG in Small Ruminant Diets," Sponsored By SUN Grant, Federal, $135,000.00. (January 2008 - June 2010).

Private Sector Funding Contracts Funded ≈ $1.1 Million (12 Total; 2021-2024 shown)

Lambert, B. D., and Thorne, T. (Co-Principal). "Use of Data Analytics and Machine Learning to Identify Outliers in Hospital Billing Records". Sponsored By Blue Cross Blue Shield of Texas, $1,000,000. (November 1, 2019 – December 31, 2021).

Internal/Other Funding Sources Funded ≈ $2.0 Million

Lambert, Barry D., "Chancellor's Research Initiative," Sponsored By Texas A&M Office of Chancellor, State, $1,075,000.00. (January 1, 2018 - December 31, 2021).

Lambert, Barry D., "Chancellor's Research Initiative," Sponsored By Texas A&M Office of Chancellor, State, $997,500.00. (October 1, 2017 - December 31, 2020).

Scholarship

Refereed Journal Articles (66 Total; 2018-2025 shown)

Bloch, N. A., Runyan, C. L., Speshock, J. L., **Lambert, B. D.**, Wellmann, K. B., Tifft, K., & Brady, J. A. (2025). Investigating Bovine Blood Prokaryotic Microbial Populations Through 16S V4 Sequencing, qPCR, and dPCR, with a Specific Focus on Hemotrophic *Mycoplasma wenyonii*. *Ruminants*, *5*(3), 45.

Fair, W., Breeden, J. B., Atchley, T. W., **Lambert, B. D.**, Aljoe, Z., Owsley, W. F., and Smith, W. B. (2022) The Use of Removed Mesquite Brush as a Fiber Replacement in Silage Production. Animals 12 (20), 2795.

Kolenda M., Sitkowska B., Kamola D., **Lambert B.D.** (2021) Composite genotypes of progestogen-associated endometrial protein gene and their association with composition and quality of dairy cattle milk. Anim Biosci..34(8):1283-1289.

Ball J.J., Wyatt R.P., Lambert B.D., Smith H.R., Reyes T.M., Sawyer J.T. (2021). Influence of Plant-Based Proteins on the Fresh and Cooked Characteristics of Ground Beef Patties. Foods. 2021 10(9), 1971.

Ball, J. J, Wyatt, R. P., Coursen, M. M., **Lambert, B. D.**, Sawyer, J. T. (2021). Meat Substitution with Oat Protein Can Improve Ground Beef Patty Characteristics. Foods, 10(12), 3071.

Cauble, R.N., Ball, J. J., Zorn, V. E., Reyes, T. M., Wagoner, M. P., Coursen, M. M., **Lambert, B. D.,** Apple, J. K., Sawyer, J. T. (2021). Characteristics of Pork Ham Muscles Cooked to Varying End-Point Temperatures. Foods, *Accepted: In Press.*

Kurwadkar, S., **Lambert, B. D**., Beran, L., Johnson, J., Marsh, J., Hibbler-Albus, K., Lambert, D., Kwon, M. (2020). Evaluation of ecological, stressor and social factors for the prioritization and restoration of Trinity River Basin watershed. Wetlands Ecology and Management, 28(4), 623-639.

Piórkowska, K., Malopolska, M., Ropka-Molik, K., Szyndler-Nedza, M., Wiechniak, A., Zukowski, K., **Lambert, B. D.,** Tyra, M. (2020). Evaluation of SCD, ACACA and FASN Mutations: Effects on Pork Quality and Other Production Traits in Pigs Selected Based on RNA-Seq Results. Animals(10), 123.

Gesek, M., Sokol, R., **Lambert, B. D.**, Otrocka-Domagala, I. (2018). Effect of Effective Microorganisms On Intestinal Morphology and Morphometry in Japanese Quails. *Turkish Journal of Veterinary and Animal Sciences 42: 285-291*.

White, J., Muir, J. P., **Lambert, B. D.** (2018). Overseeding Cool-Season Annual Legumes and Grasses Into Dormant ‘Tifton 85’ Bermudagrass for Forage and Biomass. *Crop Science, 58*(2), 964-971.

Malopolska, M., Tuz, R., **Lambert, B. D.**, Nowicki, J., Schwarz, T. (2018). The Replacement Gilt: Current Strategies for Improvement of the Breeding Herd. *Journal of Swine Health and Production, 26*(4), 208-214.

Polasik, D., Tyra, M., Szyndler-Nedza, M., Zak, G., **Lambert, B. D.**, Terman, A. (2018). Association of Mir-208b Polymorphism with Meat Quality Traits and Texture Parameters in Pigs. *Czech Journal of Animal Science, 63*. 435-442.

Agenda Item No. 6.7

TEXAS A&M AGRICULTURE AND LIFE SCIENCES
Office of the Vice Chancellor and Dean
September 22, 2025

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

Subject: Adoption of a Resolution Honoring Dr. Amy K. Swinford as Director of the Texas A&M Veterinary Medical Diagnostic Laboratory

I respectfully request the Board of Regents' approval of the following resolution honoring Dr. Amy K. Swinford as Director of the Texas A&M Veterinary Medical Diagnostic Laboratory.

"WHEREAS, Dr. Amy K. Swinford has loyally served as director for the Texas A&M Veterinary Medical Diagnostic Laboratory (TVMDL) since 2021, which serves to protect animal and human health through diagnostic testing; and

WHEREAS, Dr. Swinford has dedicated over 20 years to TVMDL, having served as the bacteriology section head, microbiology branch chief, and associate director prior to her tenure as director; and

WHEREAS, during her tenure at TVMDL, Dr. Swinford has spearheaded programs and initiatives designed to increase retention and employee satisfaction, including the development of residency programs, securing funds for increased minimum salaries, and increasing training opportunities to support professional development; and

WHEREAS, in the wake of the COVID-19 pandemic, Dr. Swinford advocated for state and federal entities to allow TVMDL to test human samples for the first time in agency history, fulfilling the agency's commitment to One Health by working diligently with other TVMDL professionals to develop testing and quality assurance processes and establish partnerships with human healthcare providers; and

WHEREAS, Dr. Swinford led preparedness and response efforts to support testing for avian influenza, chronic wasting disease, African swine fever, and New World screwworm, ensuring TVMDL was ready to act in the event of emerging and foreign animal disease threats and fulfill the mission of service; and

WHEREAS, Dr. Swinford led the agency through unprecedented discoveries, such as the first detections of Highly Pathogenic Avian Influenza in dairy cows, and the subsequent testing surges that came as a result of these discoveries; and

WHEREAS, Dr. Swinford's guidance and leadership fueled the innovation necessary to add over 30 new test offerings to TVMDL's repertoire and whereas Dr. Swinford ensured testing was performed effectively and efficiently as TVMDL surpassed one million tests each year she served as director; and

WHEREAS, thanks to Dr. Swinford's fervent support and advocacy, TVMDL received over $3.7 million in funding per biennium from the Texas Legislature in 2023 through the Keeping Texas Prepared initiative that has been used to support succession planning, and equipment and personnel upgrades; and

WHEREAS, while at TVMDL, Dr. Swinford has been recognized by her peers with the TVMDL Director's Excellence Award, Vice Chancellor's Award in Excellence for Professional Services, Regents Fellow Service Award, and the Vice Chancellor's Award in Excellence for Partnership Collaborations; and

WHEREAS, Dr. Swinford's four years as TVMDL's director caps off an impressive 33 years of service and dedication to veterinary medicine in Texas and beyond; now, therefore, be it

RESOLVED, that we, the members of the Board of Regents of The Texas A&M University System, gratefully acknowledge the dedication and service of Dr. Swinford to the Texas A&M University System, Texas A&M AgriLife, and the Texas A&M Veterinary Medical Diagnostic Laboratory and their clients; and, be it, further

RESOLVED, that in honor of her service to The Texas A&M University System, we bestow the title of Director Emeritus of Texas A&M Veterinary Medical Diagnostic Laboratory, with all the rights and privileges pertaining thereto, upon Dr. Amy K. Swinford; and, be it, further

RESOLVED, that this resolution be included in the minutes, and copies thereof signed by the Chairman of the Board of Regents of The Texas A&M University System and be presented to Dr. Swinford and to the Archives of the Texas A&M Veterinary Medical Diagnostic Laboratory as a permanent symbol of appreciation and gratitude for her leadership and service to veterinary medicine, as well as her contributions to the state of Texas throughout her distinguished career.

ADOPTED, this 13th day of November 2025."

Respectfully submitted,

[SIGNED BY]

Jeffrey W. Savell, Ph.D.
Vice Chancellor and Dean
Agriculture and Life Sciences

Approval Recommended:

[SIGNED BY]

Glenn Hegar
Chancellor

[SIGNED BY]

Susan Ballabina, Ph.D.
Executive Vice Chancellor

Approved for Legal Sufficiency:

[SIGNED BY]

R. Brooks Moore
General Counsel

TARLETON STATE UNIVERSITY
Office of the President
September 24, 2025

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

Subject: Adoption of a Resolution Honoring the Members of the Tarleton State University Men's Rodeo Team and Tori Brower from the Tarleton State University Women's Rodeo Team

I respectfully request the Board of Regents' approval of the following resolution honoring the Tarleton Men's Rodeo Team and Tori Brower from the Tarleton Women's Rodeo Team for their achievements.

"WHEREAS, the Tarleton Men's Rodeo Team has a long history of championships in the arena; and

WHEREAS, the members of the 2025 Tarleton Men's Rodeo Team are Waitley Sharon, Coleman Shallbetter, Montgomery Parsons, Bailey Small, Landris White, Brayden Roe, Head Coach Mr. Mark Eakin, and Associate Head Coach Ms. Brittany Stewart; and

WHEREAS, in 2025 the Tarleton Men's Rodeo Team were champions of the National Intercollegiate Rodeo Association's College National Finals Rodeo; and

WHEREAS, the Tarleton Men's Rodeo Team has been crowned national champions for the sixth time in program history; and

WHEREAS, Tori Brower's goat tying national title is the 31st individual championship for Tarleton State University; now, therefore, be it

RESOLVED, that we, the members of the Board of Regents of The Texas A&M University System, gratefully recognize the achievements of the Tarleton Men's Rodeo Team and Tori Brower from the Tarleton Women's Rodeo Team in 2025; and, be it, further

RESOLVED, that this resolution be included in the minutes, and copies thereof be signed by the Chairman of the Board of Regents of The Texas A&M University System and be presented to the members of the Tarleton Men's Rodeo Team, Mr. Mark Eakin, Ms. Brittany Stewart, Ms. Torri Brower, and to the Archives of Tarleton State University as an expression of congratulations for their excellence in the arena.

ADOPTED, this 13th day of November 2025."

Respectfully submitted,

[SIGNED BY]

Dr. James Hurley
President

Approval Recommended:

[SIGNED BY]

Glenn Hegar
Chancellor

[SIGNED BY]

Susan Ballabina, Ph.D.
Executive Vice Chancellor

Approved for Legal Sufficiency:

[SIGNED BY]

R. Brooks Moore
General Counsel

***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.**