

**MINUTES**

**REGULAR MEETING**

**BOARD OF REGENTS**

**THE TEXAS A&M UNIVERSITY SYSTEM**

**HELD IN**

**COLLEGE STATION, TEXAS**

**November 12, 2020**

*(Approved February 4, 2021)*

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**MINUTES**

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

**November 12, 2020**

**CONVENE**

Chairman Elaine Mendoza convened a regular meeting of the Board of Regents of The Texas A&M University System at 8:00 a.m., Thursday, November 12, 2020, in the Century Ballroom of the Doug Pitcock '49 Texas A&M Hotel & Conference Center, 177 Joe Routt Boulevard, College Station, Texas.

The following members of the Board were present:

Ms. Elaine Mendoza, Chairman  
Mr. Tim Leach, Vice Chairman  
Mr. Phil Adams  
Mr. Robert L. Albritton  
Mr. Jay Graham  
Mr. Michael A. Hernandez III  
Mr. Bill Mahomes  
Mr. Michael J. Plank  
Mr. Clifton L. Thomas, Jr.  
Mr. Cahlen Cheatham, Student Regent

**RECESS TO EXECUTIVE SESSION**

Chairman Mendoza announced that the Board would recess to executive session as permitted by Chapter 551, Sections 71, 72, 73, 74 and 76 of the Texas Government Code. She said in accordance with the law, no final action, decision or vote with regard to any matter considered in executive session would be made or taken.

*(Note: The Board met in executive session from 8:02 a.m. until 12:24 p.m.)*

**RECONVENE**

Chairman Mendoza reconvened the meeting in open session at 1:05 p.m. with a quorum present.

**INVOCATION**

Chairman Mendoza called on Ms. Kara Taylor, a student at Texas A&M University pursuing a Master of Science in Health Education degree and employee of the Office of the Board of Regents, who presented the invocation.

**CHAIRMAN’S REMARKS**

Chairman Mendoza welcomed everyone to the last Board meeting of the year. She congratulated the 2020 graduates of the spring and fall and thanked them for enduring this trying and crazy time. She said the A&M System was heavily involved in the statewide response to COVID-19. (A complete copy of her remarks are on file in the Office of the Board of Regents).

**CHANCELLOR’S REMARKS**

Chancellor Sharp highlighted accomplishments of the A&M System (a copy of his remarks are on file in the Office of the Board of Regents).

**COVID-19 UPDATE**

Mr. Billy Hamilton, Deputy Chancellor and Chief Financial Officer, and Dr. James Hallmark, Vice Chancellor for Academic Affairs, provided this update. Mr. Hamilton said the System’s priority was to keep the universities and agencies open and operating, providing services with a strong, safe learning environment. (A complete copy of their remarks are on file in the Office of the Board of Regents).

Regent Mahomes asked if they had decided what they were doing about spring break. Dr. Hallmark said a Systemwide determination for spring break was not made; it varied by school. He advised that Chancellor Sharp provided a variance letter to the institutions, which allowed them to make their own choices based on their local conditions. He said the primary drivers on spring break was what the local school district was doing, which made a huge difference for students with children, faculty and staff with the coordination of schedules, and the desire to eliminate the student going out of town for a week. Dr. Hallmark added that most A&M System institutions were making an adjustment to spring break, such as reducing it to one or two days, and adjusting holiday schedules to make up those days. He said a couple institutions did not change spring break, like Texas A&M University-Central Texas and West Texas A&M University. He explained that most System institutions minimized or eliminated spring break.

Regent Albritton asked with the events of the last six months and over the next months, was it a possibility that they would truly return to normal. Dr. Hallmark replied yes, but no. He said Regent Albritton made a good point in the Committee on Academic and Student Affairs (CASA) meeting the previous day. He added that the new normal needed to be lessons learned from what they had just experienced so that what they did next year was not what they were doing last year. Dr. Hallmark said they assumed, based on future vaccines, that they would not continually be wearing masks by the time they reached a date in the future, and they would see much more engagement on campus than they did now. He noted that there was a tremendous demand for that from students and parents. He said yesterday’s CASA meeting speaker, Mr. Colin Koproske, Managing Director Research Development, Education Advisory Board, spoke about the sociological dimension in the country of the college experience. Dr. Hallmark advised that they would see something much closer to the fall 2019 by the time they reached the fall of 2021, than they had currently. He said they would not go back to what they did a year ago, but would be closer to that than they were now.

**RECESS AND RECONVENE**

Chairman Mendoza recessed the meeting at 1:29 p.m.

*(Note: On Wednesday, November 11, the Committee on Academic and Student Affairs convened at 2:03 p.m. and adjourned at 3:45 p.m. The Committee on Buildings and Physical Plant convened at 4:02 p.m. and adjourned at 5:55 p.m. On Thursday, November 12, the Committee on Finance convened at 1:30 p.m. and adjourned at 1:43 p.m.).*

Chairman Mendoza reconvened the meeting at 1:43 p.m.

**REPORT FROM THE COMMITTEE ON ACADEMIC AND STUDENT AFFAIRS**

Regent Thomas, Chairman of the Committee on Academic and Student Affairs, said the committee met the previous day. He advised that Dr. Hallmark led a panel discussion regarding issues associated with online, remote and face-to-face classes and their solutions that included Mr. Koproske; Dr. Julie Harlan, Associate Professor of Agricultural Leadership, Education and Communications at Texas A&M; and Dr. John Humphreys, Provost and Vice President for Academic Affairs at Texas A&M University-Commerce. He said that Dr. Blake Decker, Assistant Vice Chancellor for Academic Affairs, also provided a presentation on the demographic challenges and opportunities for A&M System universities, and several presidents informed them on how they used that data.

**REPORT FROM THE COMMITTEE ON FINANCE**

Regent Albritton, Chairman of the Committee on Finance, said the committee met the same day and received an informative and timely report from Mr. Hamilton on how the A&M System had been able to assist the members. He added that there were no agenda items for consideration.

**REPORT FROM THE COMMITTEE ON AUDIT**

Regent Adams, Chairman of the Committee on Audit, said since the last Board meeting the Internal Audit Department had completed 10 audits and cleared six recommendations from Audit Tracking. He advised that there were 44 recommendations being tracked and the auditors were monitoring the implementation of these recommendations. He said the Committee on Audit would meet during the next scheduled Regents meeting in February 2021.

**REPORT FROM THE COMMITTEE ON BUILDINGS AND PHYSICAL PLANT**

Regent Mahomes, Chairman of the Committee on Buildings and Physical Plant, reported that the committee met the previous day. He said they had two informational reports, and one was on certain elements of the construction procurement process by Mr. Russ Wallace, Chief Facilities Officer for Facilities Planning and Construction. He added that they also received an update on the beautification project at Texas A&M. Regent Mahomes said additionally, five construction items were presented and the committee recommended approval of Items 3.1 through 3.5.

On motion of Regent Mahomes, seconded by Regent Adams, and by a unanimous vote, the following minute orders were approved (183 through 187):

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**MINUTE ORDER 183-2020 (ITEM 3.1)**

**APPROVAL OF THE PROJECT SCOPE AND BUDGET,  
APPROPRIATION FOR CONSTRUCTION SERVICES,  
AND APPROVAL FOR CONSTRUCTION FOR THE  
SOUTH CAMPUS RECREATION CENTER PROJECT (NO. 02-3267),  
TEXAS A&M UNIVERSITY, COLLEGE STATION, TEXAS,  
THE TEXAS A&M UNIVERSITY SYSTEM**

The project scope along with a project budget of \$35,062,500 for the South Campus Recreation Center Project is approved.

The amount of \$31,556,250 is appropriated from Account No. 01-083540, Revenue Financing System Debt Proceeds (Recreational Sports Fees), for construction services and related project costs.

The South Campus Recreation Center 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.

**MINUTE ORDER 184-2020 (ITEM 3.2)**

**APPROVAL OF THE PROJECT SCOPE AND BUDGET, APPROPRIATION  
FOR CONSTRUCTION SERVICES, AND APPROVAL FOR CONSTRUCTION  
FOR THE JOINT LIBRARY FACILITY – MODULE 3 PROJECT (NO. 02-3304),  
TEXAS A&M UNIVERSITY, COLLEGE STATION, TEXAS,  
THE TEXAS A&M UNIVERSITY SYSTEM**

The project scope along with a project budget of \$7,500,000 for the Joint Library Facility - Module 3 Project is approved.



The amount of \$6,750,000 is appropriated from Account No. 01-081600, TAMU Joint Library Module 3 (Available University Fund), for construction services and related project costs.

The Joint Library Facility - Module 3 Project, Texas A&M University, College Station, Texas, is approved for construction.

**MINUTE ORDER 185-2020 (ITEM 3.3)**

**APPROVAL OF THE PROJECT SCOPE AND BUDGET,  
APPROPRIATION FOR CONSTRUCTION SERVICES, AND  
APPROVAL FOR CONSTRUCTION FOR THE ACADEMIC AND  
ADMINISTRATION BUILDING - PHASE II PROJECT (NO. 25-3265),  
TEXAS A&M UNIVERSITY-SAN ANTONIO, SAN ANTONIO, TEXAS,  
THE TEXAS A&M UNIVERSITY SYSTEM**

The project scope along with a project budget of \$53,000,000 for the Academic and Administration Building - Phase II Project is approved.

The amount of \$47,700,000 is appropriated from Account No. 01-084243, Permanent University Fund Debt Proceeds (AUF), for construction services and related project costs.

The Academic and Administration Building - Phase II Project, Texas A&M University-San Antonio, San Antonio, 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).

**MINUTE ORDER 186-2020 (ITEM 3.4)**

**APPROVAL OF THE REVISED PROJECT SCOPE AND BUDGET,  
APPROPRIATION FOR CONSTRUCTION SERVICES, AND APPROVAL  
FOR CONSTRUCTION FOR THE BALLISTIC AERO-OPTICS  
AND MATERIALS FACILITY PROJECT (NO. 28-3321),  
TEXAS A&M ENGINEERING EXPERIMENT STATION, BRYAN, TEXAS,  
THE TEXAS A&M UNIVERSITY SYSTEM**

The project scope along with a project budget of \$38,600,000 for the Ballistic Aero-Optics and Materials Facility Project is approved.

The amount of \$3,600,000 is appropriated from Account No. 01-083538, Revenue Financing System Debt Proceeds (Indirect Cost Recoveries), and the amount of \$10,000,000 is appropriated from Account No. 28-810076, AFC BAM Funding for construction services and related project costs.

The Ballistic Aero-Optics and Materials Facility Project, Texas A&M Engineering Experiment Station, Bryan, Texas, is approved for construction.

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

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

**MINUTE ORDER 187-2020 (ITEM 3.5)**

**APPROVAL TO AMEND THE FY 2021-FY 2025  
TEXAS A&M UNIVERSITY SYSTEM CAPITAL PLAN TO ADD THE  
TDEM WAREHOUSE AT RELLIS PROJECT (NO. 30-3338), WITH A  
FISCAL YEAR 2021 START DATE, APPROVAL OF THE PROJECT  
SCOPE AND BUDGET, APPROPRIATION FOR PRE-CONSTRUCTION AND  
CONSTRUCTION SERVICES, AND APPROVAL FOR CONSTRUCTION  
OF THE TDEM WAREHOUSE AT RELLIS PROJECT FOR THE  
TEXAS DIVISION OF EMERGENCY MANAGEMENT,  
THE TEXAS A&M UNIVERSITY SYSTEM**

The request to amend the FY 2021-FY 2025 Texas A&M University System Capital Plan to add the TDEM Warehouse at RELLIS Project for the Texas Division of Emergency Management with an FY 2021 start date and a total planning amount of \$10,400,000 is approved. The project scope along with a project budget of \$10,400,000 for the TDEM Warehouse at RELLIS Project is approved.

The amount of \$5,200,000 is appropriated from Account No. 30- 490041, 2020 EMPG-S Warehouse, and the amount of \$5,200,000 is appropriated from Account No. 30-480133, OOG Coronavirus Relief Fund Warehouse, for preconstruction, construction services and related project costs. This appropriation is contingent upon the completion of a Program of Requirements scoped to the approved budget. If needed, the Board authorizes the appropriation of Revenue Financing System Debt Proceeds for a short-term period to facilitate timing of the use of federal and state sources to meet deadlines for the expenditure of funds.

The TDEM Warehouse at RELLIS Project, Texas Division of Emergency Management, 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.

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Chairman Mendoza reported that Items 5.1 through 5.4 were considered in executive session. She said Regent Graham and Regent Plank had recused themselves from discussion of Item 5.4 in executive session. She advised that Item 5.4 had been withdrawn.

On motion of Regent Adams, seconded by Regent Plank, and by a unanimous vote, the following minute orders were approved (188 through 190):

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**MINUTE ORDER 188-2020 (ITEM 5.1)**

**AUTHORIZATION TO  
PURCHASE PROPERTY LOCATED AT  
1191 W. VANDERBILT IN STEPHENVILLE, ERATH COUNTY, TEXAS,  
TARLETON STATE UNIVERSITY**

The Board of Regents (Board) of The Texas A&M University System authorizes the Chancellor of The Texas A&M University System, or designee, following a review for legal sufficiency by the Office of General Counsel, to execute and deliver all documents, and to take all other actions necessary to purchase the land and improvements located at 1191 W. Vanderbilt in Stephenville, Erath County, Texas.

The amount of \$19,000,000, plus applicable closing costs, is appropriated from Account No. 01-083540, Revenue Financing System Debt Proceeds (Housing Revenue), for the purchase of this property.

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

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

**MINUTE ORDER 189-2020 (ITEM 5.2)**

**AUTHORIZATION TO GRANT A  
CONDITIONAL ROADWAY EASEMENT IN KINGSVILLE,  
KLEBERG COUNTY, TO THE CITY OF KINGSVILLE,  
TEXAS A&M UNIVERSITY-KINGSVILLE**

The Chancellor of The Texas A&M University System, or designee, following a review for legal sufficiency by the Office of General Counsel, is authorized to take all steps necessary to negotiate, execute and deliver a conditional roadway easement to the City of Kingsville located at the intersection of Corral Avenue and Santa Rosa Drive in the City of Kingsville, Kleberg County, Texas, to remain in effect so long as the property is used as a public roadway.

**MINUTE ORDER 190-2020 (ITEM 5.3)**

**AUTHORIZATION FOR THE PRESIDENT TO EXECUTE  
AN EMPLOYMENT CONTRACT FOR THE HEAD MEN’S AND  
WOMEN’S TRACK AND FIELD COACH PATRICK S. HENRY,  
TEXAS A&M UNIVERSITY**

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

Head Men’s and Women’s Track and Field Coach - Patrick S. Henry.

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*(Note: Item 5.4 was withdrawn.)*

**CONSENT AGENDA ITEMS**

Chairman Mendoza presented Items 6.1 through 6.4, Items 6.6 through 6.11 and Items 6.13 through 6.32.

On motion of Regent Albritton, seconded by Regent Hernandez, and by a unanimous vote, the following minute orders were approved (191 through 220):

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**MINUTE ORDER 191-2020 (ITEM 6.1)**

**APPROVAL OF MINUTES  
FROM THE AUGUST 20, 2020, SPECIAL WORKSHOP MEETING;  
AUGUST 20, 2020, REGULAR MEETING;  
AUGUST 21, 2020, SPECIAL WORKSHOP MEETING;  
AND OCTOBER 1, 2020, SPECIAL TELEPHONIC MEETING,  
BOARD OF REGENTS, THE TEXAS A&M UNIVERSITY SYSTEM**

The Minutes of the August 20, 2020, Special Workshop Meeting; August 20, 2020, Regular Board Meeting; August 21, 2020, Special Workshop Meeting; and October 1, 2020, Special Telephonic Meeting are hereby approved.

**MINUTE ORDER 192-2020 (ITEM 6.2)**

**GRANTING OF THE TITLE OF EMERITUS, NOVEMBER 2020,  
THE TEXAS A&M UNIVERSITY SYSTEM**

In recognition of long and distinguished service to The Texas A&M University System, the Board of Regents hereby confirms the recommendation of the Chancellor, and confers the title of “Emeritus” upon the individuals as shown in the attached exhibit, Emeritus Title List No. 21-01, and grants all rights and privileges of this title.

**MINUTE ORDER 193-2020 (ITEM 6.3)**

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

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

**MINUTE ORDER 194-2020 (REVISED ITEM 6.4)**

**DESIGNATION OF THE  
REGENTS PROFESSOR AWARDS AND THE  
REGENTS FELLOW SERVICE AWARDS FOR  
EXEMPLARY PERFORMANCE AND  
PROFESSIONAL SERVICE DURING FISCAL YEAR 2019-20,  
THE TEXAS A&M UNIVERSITY SYSTEM**

The Board of Regents of The Texas A&M University System hereby grants the designation of “Regents Professor” for exemplary performance during FY 2019-20 to the following 16 faculty members, effective immediately:

Dr. Julia Ballenger, Texas A&M University-Commerce  
Dr. Frances Bernat, Texas A&M International University  
Dr. Jane Bolin, Texas A&M University Health Science Center  
Dr. Fred Bonner II, Prairie View A&M University  
Dr. Nabarun Ghosh, West Texas A&M University  
Dr. Yassin Hassan, Texas A&M University  
Dr. Alex Hunt, West Texas A&M University  
Dr. Patrick Louchouart, Texas A&M University at Galveston  
Dr. Bhimanagouda Patil, Texas A&M AgriLife Research  
Dr. Luz Mary Rincon, Texas A&M University-Texarkana  
Dr. Susan Roberson, Texas A&M University-Kingsville  
Dr. Christine Stanley, Texas A&M University  
Dr. Gregory Stuntz, Texas A&M University-Corpus Christi  
Dr. David Threadgill, Texas A&M University Health Science Center  
Dr. Edward Westermann, Texas A&M University-San Antonio  
Dr. Peter Yu, Texas A&M University

The Board of Regents of The Texas A&M University System hereby grants the designation of “Regents Fellow” for exemplary professional service during FY 2019-20 to the following seven agency service, extension and research professionals, effective immediately:

Dr. Diane Boellstorff, Texas A&M AgriLife Extension  
Mr. D. Lance Bullard, Jr., Texas A&M Transportation Institute  
Dr. Susan Chrysler, Texas A&M Transportation Institute  
Mr. John Crawford, Texas A&M Engineering Experiment Station  
Mr. Alphonse Davis, Texas A&M Engineering Extension Service  
Mr. Wes Moorehead, Texas A&M Forest Service  
Dr. Ruben Saldaña, Texas A&M AgriLife Extension.

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*(Note: See Page 20 for Item 6.5.)*

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**MINUTE ORDER 195-2020 (ITEM 6.6)**

**ESTABLISHMENT OF THE  
JOINT CENTER FOR RESILIENT NATIONAL SECURITY,  
THE TEXAS A&M UNIVERSITY SYSTEM**

The Joint Center for Resilient National Security is hereby established as an organizational unit of The Texas A&M University System.

**MINUTE ORDER 196-2020 (ITEM 6.7)**

**APPROVAL OF NON-SUBSTANTIVE REVISIONS TO  
SYSTEM POLICIES 01.03 (APPOINTING POWER AND TERMS  
AND CONDITIONS OF EMPLOYMENT), 07.01 (ETHICS) AND  
08.01 (CIVIL RIGHTS PROTECTIONS AND COMPLIANCE),  
THE TEXAS A&M UNIVERSITY SYSTEM**

The non-substantive revisions to System Policies 01.03 (Appointing Power and Terms and Conditions of Employment), 07.01 (Ethics), and 08.01 (Civil Rights Protections and Compliance), as shown in the attached exhibits, are approved, effective immediately.

**MINUTE ORDER 197-2020 (ITEM 6.8)**

**APPROVAL OF REVISIONS TO SYSTEM POLICY 12.07  
(FIXED TERM ACADEMIC PROFESSIONAL TRACK FACULTY),  
THE TEXAS A&M UNIVERSITY SYSTEM**

The revisions to System Policy 12.07 (Fixed Term Academic Professional Track Faculty), as shown in the attached exhibit, are approved, effective immediately.

**MINUTE ORDER 198-2020 (ITEM 6.9)**

**APPROVAL OF NON-SUBSTANTIVE REVISIONS  
TO SYSTEM POLICY 31.04 (HOLIDAYS),  
THE TEXAS A&M UNIVERSITY SYSTEM**

The non-substantive revisions to System Policy 31.04 (Holidays), as shown in the attached exhibit, are approved, effective immediately.

**MINUTE ORDER 199-2020 (ITEM 6.10)**

**NAMING OF THE  
CHARLES W. GRAHAM '53 DVM,  
THE TEXAS A&M UNIVERSITY SYSTEM CENTER,  
THE TEXAS A&M UNIVERSITY SYSTEM**

The Board of Regents of The Texas A&M University System names the System Center on the West Texas A&M Campus the “Charles W. Graham, '53 DVM, The Texas A&M University System Center.”

**MINUTE ORDER 200-2020 (ITEM 6.11)**

**GRANTING OF FACULTY DEVELOPMENT LEAVE FOR FY 2021,  
PRAIRIE VIEW A&M UNIVERSITY**

The Board of Regents of The Texas A&M University System, in accordance with System Policy 31.03, System Regulation 12.99.01 and Sections 51.101-108 of the Texas Education Code, authorizes faculty development leave to the faculty member as shown in the attached exhibit, Faculty Development Leave List FY 2021, Prairie View A&M University.

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*(Note: See Page 20 for Item 6.12.)*

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**MINUTE ORDER 201-2020 (ITEM 6.13)**

**APPROVAL OF A NEW BACHELOR OF APPLIED ARTS  
AND SCIENCES DEGREE PROGRAM WITH A MAJOR  
IN GEOGRAPHIC INFORMATION SYSTEMS, AND  
AUTHORIZATION TO REQUEST APPROVAL FROM THE  
TEXAS HIGHER EDUCATION COORDINATING BOARD,  
TARLETON STATE UNIVERSITY**

The Board of Regents of The Texas A&M University System approves the establishment of a new degree program at Tarleton State University leading to a Bachelor of Applied Arts and Sciences in Geographic Information Systems.

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



**MINUTE ORDER 202-2020 (ITEM 6.14)**

**APPROVAL OF A NEW BACHELOR OF SCIENCE  
DEGREE PROGRAM WITH A MAJOR IN NUTRITION SCIENCE,  
AND AUTHORIZATION TO REQUEST APPROVAL FROM THE  
TEXAS HIGHER EDUCATION COORDINATING BOARD,  
TARLETON STATE UNIVERSITY**

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

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

**MINUTE ORDER 203-2020 (ITEM 6.15)**

**APPROVAL OF A NEW BACHELOR OF SCIENCE  
DEGREE PROGRAM WITH A MAJOR IN SPORT MANAGEMENT,  
AND AUTHORIZATION TO REQUEST APPROVAL FROM THE  
TEXAS HIGHER EDUCATION COORDINATING BOARD,  
TARLETON STATE UNIVERSITY**

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

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

**MINUTE ORDER 204-2020 (ITEM 6.16)**

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

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

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

**MINUTE ORDER 205-2020 (ITEM 6.17)**

**ESTABLISHMENT OF THE  
INSTITUTE FOR PREDICTIVE ANALYTICS IN CRIMINAL JUSTICE,  
TARLETON STATE UNIVERSITY**

The Institute for Predictive Analytics in Criminal Justice is hereby established as an organizational unit of Tarleton State University within the Department of Criminal Justice in the College of Liberal and Fine Arts.

**MINUTE ORDER 206-2020 (ITEM 6.18)**

**NAMING OF  
ROOM #166 IN THE WISDOM GYM,  
DR. STEVE SIMPSON ATHLETIC TRAINING EDUCATION LAB,  
TARLETON STATE UNIVERSITY**

The Board of Regents of The Texas A&M University System hereby names Room #166 in the Wisdom Gym at Tarleton State University, the "Dr. Steve Simpson Athletic Training Education Lab."

**MINUTE ORDER 207-2020 (ITEM 6.19)**

**APPROVAL OF ACADEMIC TENURE, NOVEMBER 2020,  
TEXAS A&M UNIVERSITY**

The Board of Regents of The Texas A&M University System, in accordance with System Policy 12.01 (Academic Freedom, Responsibility and Tenure), hereby authorizes the granting of tenure to the following faculty members at Texas A&M University as set forth in the exhibit, Tenure List No. 21-01.

**MINUTE ORDER 208-2020 (ITEM 6.20)**

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

The Board of Regents of The Texas A&M University System authorizes the President of Texas A&M University to negotiate and execute the contracts, and other related documents, listed in the exhibit, Contract List No. 21-01, subject to review for legal form and sufficiency by the Office of General Counsel.

**MINUTE ORDER 209-2020 (ITEM 6.21)**

**AUTHORIZATION FOR THE PRESIDENT TO  
NEGOTIATE AND EXECUTE REVENUE AGREEMENT(S)  
FOR THE MAYS BUSINESS SCHOOL CENTER FOR  
EXECUTIVE DEVELOPMENT FOR FISCAL YEAR 2021,  
TEXAS A&M UNIVERSITY**

The Board of Regents of The Texas A&M University System authorizes the President of Texas A&M University to negotiate and execute revenue agreements for the Mays Business School Center for Executive Development during fiscal year 2021, including any amendments, modifications or extensions to revenue agreements created prior to fiscal year 2021, subject to review for legal form and sufficiency by the Office of General Counsel. Each such agreement must be structured so that the revenue generated by the agreement will cover, at a minimum, all costs incurred by Texas A&M University in performing under the agreement. Total consideration under any agreement will not exceed \$3,000,000 and the term for any agreement will not exceed five years.

**MINUTE ORDER 210-2020 (ITEM 6.22)**

**APPROVAL FOR DR. RICHARD GOMER, A SYSTEM EMPLOYEE,  
TO SERVE AS AN OFFICER, MEMBER OF THE BOARD OF  
DIRECTORS AND EMPLOYEE OF PROSIA, INC., AN ENTITY  
THAT PROPOSES TO LICENSE TECHNOLOGY FROM  
THE TEXAS A&M UNIVERSITY SYSTEM,  
TEXAS A&M UNIVERSITY**

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

**MINUTE ORDER 211-2020 (ITEM 6.23)**

**APPROVAL FOR DR. JAMES D. BATTEAS AND DR. JONATHAN FELTS,  
SYSTEM EMPLOYEES, TO SERVE AS OFFICERS, MEMBERS  
OF THE BOARD OF DIRECTORS AND EMPLOYEES OF  
PRECISION CHEMICAL FORGES LLC, AN ENTITY THAT  
PROPOSES TO LICENSE TECHNOLOGY FROM  
THE TEXAS A&M UNIVERSITY SYSTEM,  
TEXAS A&M UNIVERSITY**

The Board of Regents of The Texas A&M University System approves for Dr. James D. Batteas and Dr. Jonathan Felts, employees of Texas A&M University, to serve in their individual capacities as officers, members of the board of directors and employees of Precision Chemical Forges LLC, an entity that proposes to license technology from The Texas A&M University System relating to the research, development, licensing, or exploitation of intellectual property conceived, created, discovered, invented or developed by Dr. Batteas and Dr. Felts.

**MINUTE ORDER 212-2020 (ITEM 6.24)**

**NAMING OF  
JULIA & JAMES ROUSE MEN’S LOCKER ROOM,  
JOY & RALPH ELLIS ’52 TEAM LOUNGE,  
JANEEN JUDAH ’81 CONFERENCE ROOM,  
DRU R. ’80 & MICHAEL SCOTT CONE ’82  
MEN’S ASSISTANT COACH OFFICE, KATHY & VAN NICHOLS ’78,  
MARSH CROSSINGS MEN’S COACHES LOCKER ROOM,  
CAROL & ALBERT “TOMMY” SUSTALA ’91  
TRAINING ROOM OFFICE, IN OR AROUND  
TEXAS A&M UNIVERSITY SWIMMING AND DIVING EXPANSION,  
TEXAS A&M UNIVERSITY**

The Board of Regents of The Texas A&M University System hereby names the following Athletics facilities and related structures in or around the Texas A&M University Swimming and Diving Expansion on the campus of Texas A&M University.

- Men’s Locker Room - “Julia & James Rouse Men’s Locker Room”
- Team Lounge - “Joy & Ralph Ellis ’52 Team Lounge”
- Conference Room - “Janeen Judah ’81 Conference Room”
- Men’s Assistant Coach Office - “Dru R. ’80 & Michael Scott Cone ’82 Men’s Assistant Coach Office”
- Hydrotherapy Room - “Kathy & Van Nichols ’78”
- Men’s Coaches Locker Room - “MARSH Crossings Men’s Coaches Locker Room”
- Training Room Office - “Carol & Albert “Tommy” Sustala ’91 Training Room Office”

**MINUTE ORDER 213-2020 (ITEM 6.25)**

**NAMING OF  
THE DOROTHY AND ARTIE MCFERRIN '65 ARENA  
AND YOLANDA AND JIMMY JANACECK '65 PLAZA,  
TEXAS A&M UNIVERSITY**

The Board of Regents of The Texas A&M University System hereby names the following spaces on the campus of Texas A&M University:

- Parson's Mounted Cavalry covered arena - "Dorothy and Artie McFerrin '65 Arena"
- Area near the Student Services Building surrounding the Matthew Gaines statue - "Yolanda and Jimmy Janacek '65 Plaza"

**MINUTE ORDER 214-2020 (ITEM 6.26)**

**AUTHORIZATION TO ESTABLISH  
FOUR QUASI-ENDOWMENTS IN THE SYSTEM ENDOWMENT  
FUND ENTITLED ANNE S. AND HENRY B. PAUP FIRST ENDOWED  
DEAN'S SCHOLARSHIP QUASI-ENDOWMENT, TEXAS A&M UNIVERSITY  
SCHOOL OF LAW QUASI-ENDOWMENT, ANNE S. AND HENRY B. PAUP '70  
ENDOWED CHAIR IN LAW QUASI-ENDOWMENT AND  
CSFA-DONALD CARLSON EXCELLENCE QUASI-ENDOWMENT,  
TEXAS A&M UNIVERSITY**

The Board of Regents of The Texas A&M University System authorizes the President of Texas A&M University to establish four quasi-endowments in the System Endowment Fund entitled as follows. Background information, funding implications and strategic plan imperatives are detailed on the attached documentation.

- "Anne S. and Henry B. Paup First Endowed Dean's Scholarship Quasi-Endowment"
- "Texas A&M University School of Law Quasi-Endowment"
- "Anne S. and Henry B. Paup '70 Endowed Chair in Law Quasi-Endowment"
- "CSFA-Donald Carlson Excellence Quasi-Endowment"

**MINUTE ORDER 215-2020 (ITEM 6.27)**

**APPROVAL OF A NEW BACHELOR OF APPLIED ARTS AND  
SCIENCE DEGREE PROGRAM WITH A MAJOR IN PSYCHOLOGY,  
AND AUTHORIZATION TO REQUEST APPROVAL FROM THE  
TEXAS HIGHER EDUCATION COORDINATING BOARD,  
TEXAS A&M UNIVERSITY-CENTRAL TEXAS**

The Board of Regents of The Texas A&M University System approves the establishment of a new degree program at Texas A&M University-Central Texas leading to a Bachelor of Applied Arts and Science in Psychology.

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

**MINUTE ORDER 216-2020 (ITEM 6.28)**

**APPROVAL OF A NEW BACHELOR OF SCIENCE  
DEGREE PROGRAM WITH A MAJOR IN ANTHROPOLOGY,  
AND AUTHORIZATION TO REQUEST APPROVAL FROM THE  
TEXAS HIGHER EDUCATION COORDINATING BOARD,  
TEXAS A&M UNIVERSITY-CENTRAL TEXAS**

The Board of Regents of The Texas A&M University System approves the establishment of a new degree program at Texas A&M University-Central Texas leading to a Bachelor of Science in Anthropology.

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

**MINUTE ORDER 217-2020 (ITEM 6.29)**

**APPROVAL OF ACADEMIC TENURE, NOVEMBER 2020,  
TEXAS A&M UNIVERSITY-COMMERCE**

The Board of Regents of The Texas A&M University System, in accordance with System Policy 12.01 (Academic Freedom, Responsibility and Tenure), hereby authorizes the granting of tenure to the following faculty member at Texas A&M University-Commerce as set forth in the exhibit, Tenure List No. 21-01.

**MINUTE ORDER 218-2020 (ITEM 6.30)**

**APPROVAL OF FUNDRAISING PLAN TO  
NAME INDIVIDUAL ATHLETICS LOCKERS FOR  
ALUMNI, STAFF, PARENTS, STUDENTS AND UNIVERSITY FRIENDS,  
TEXAS A&M UNIVERSITY-COMMERCE**

The Board of Regents of The Texas A&M University System hereby approves the fundraising plan to name individual athletics lockers, located in each Lion Locker room on the campus of Texas A&M University-Commerce, for alumni, staff, parents, students and university friends who contribute to the fundraising project for athletics facility enhancements.

**MINUTE ORDER 219-2020 (ITEM 6.31)**

**APPROVAL OF ACADEMIC TENURE, NOVEMBER 2020,  
TEXAS A&M UNIVERSITY-KINGSVILLE**

The Board of Regents of The Texas A&M University System, in accordance with System Policy 12.01 (Academic Freedom, Responsibility and Tenure), hereby authorizes the granting of tenure to the following faculty members at Texas A&M University-Kingsville as set forth in the exhibit, Tenure List No. 21-01.

**MINUTE ORDER 220-2020 (ITEM 6.32)**

**APPROVAL OF 2021 STILES FARM FOUNDATION BUDGET,  
TEXAS A&M AGRILIFE EXTENSION SERVICE**

The Board of Regents of The Texas A&M University System, acting in its capacity as trustees of the Stiles Farm Foundation, hereby approves the operating budget for the Stiles Farm Foundation for calendar year 2021, as shown in the attached exhibit.

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Chairman Mendoza presented Item 6.5 and Item 6.12.

*(Note: Regent Mahomes recused himself from the discussion and Board vote on Item 6.5 and Item 6.12.)*

On motion of Regent Graham, seconded by Regent Adams, and by a unanimous vote, the following minute orders were approved (221 and 222):

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**MINUTE ORDER 221-2020 (ITEM 6.5)**

**ESTABLISHMENT OF THE  
CENTER FOR APPLIED RESEARCH AND EXPERIENTIAL LEARNING,  
THE TEXAS A&M UNIVERSITY SYSTEM**

The Center for Applied Research and Experiential Learning is hereby established as an organizational unit of RELIS Academic Alliance within The Texas A&M University System.

**MINUTE ORDER 222-2020 (ITEM 6.12)**

**ESTABLISHMENT OF THE  
RUTH. J. SIMMONS CENTER FOR RACE AND JUSTICE,  
PRAIRIE VIEW A&M UNIVERSITY**

The Ruth J. Simmons Center for Race and Justice is hereby established as an organizational unit of Prairie View A&M University within the Brailsford College of Arts and Sciences.

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**ANNOUNCEMENTS**

Chairman Mendoza said this was the last meeting for 2020, which had been an enduring time. She added that said they were able to celebrate individuals across the great System's agencies, universities, and Chancellor Sharp's team for all the great work they had done to carry out the mission.

Chairman Mendoza advised that the next regularly scheduled Board meeting was scheduled for February 3-5, 2021.

**ADJOURN**

There being no further business, Chairman Mendoza asked for a motion to adjourn. On motion of Regent Adams, seconded by Regent Mahomes, the meeting was adjourned at 1:49 p.m.

Vickie Burt Spillers  
Executive Director, Board of Regents

*(Minutes transcribed by Gwen Kirby, Office of the Board of Regents.)*



THE TEXAS A&M UNIVERSITY SYSTEM  
CONFIRMATION OF EMERITUS TITLES  
EMERITUS TITLE LIST NO. 21-01

System Member Honoree	Years of Service	Current Rank	Title Conferred	Effective Date
<b>TEXAS A&amp;M UNIVERSITY</b>				
Dr. Larry L. Bellinger	44	Regents Professor	Regents Professor Emeritus of Biomedical Sciences	Upon Approval by the Board and the Honoree's Retirement
Dr. Jerald A. Caton	41	Professor	Professor Emeritus of Mechanical Engineering	Upon Approval by the Board and the Honoree's Retirement
Dr. James C. Flagg	32	Senior Professor	Associate Professor Emeritus of Accounting	Upon Approval by the Board and the Honoree's Retirement
Dr. Anat Geva	29	Professor	Professor Emerita of Architecture	Upon Approval by the Board and the Honoree's Retirement
*Dr. James Chi-Minh Hu	28	Professor	Professor Emeritus of Biochemistry and Biophysics	Upon Approval by the Board and the Honoree's Retirement
Dr. Haeshin Hwang	43	Professor	Professor Emeritus of Economics	Upon Approval by the Board and the Honoree's Retirement
Dr. Glenn A. Jones	24	Professor	Professor Emeritus of Marine and Coastal Environmental Science	Upon Approval by the Board and the Honoree's Retirement
Dr. Harry L. Jones	47	Associate Professor	Associate Professor Emeritus of Civil and Environmental Engineering	Upon Approval by the Board and the Honoree's Retirement
Dr. Gary R. Kunkel	31	Associate Professor	Associate Professor Emeritus of Biochemistry and Biophysics	Upon Approval by the Board and the Honoree's Retirement

\*Posthumous

<b>System Member Honoree</b>	<b>Years of Service</b>	<b>Current Rank</b>	<b>Title Conferred</b>	<b>Effective Date</b>
Dr. Peter Lieuwen	32	Professor	Professor Emeritus of Performance Studies	Upon Approval by the Board and the Honoree's Retirement
Dr. Stephen W. McDaniel	40	Professor	Regents Professor Emeritus of Marketing	Upon Approval by the Board and the Honoree's Retirement
Dr. Jerome J. Schubert	26	Associate Professor	Associate Professor Emeritus of Petroleum Engineering	Upon Approval by the Board and the Honoree's Retirement
Dr. Stephen W. Searcy	40	Senior Professor	Professor Emeritus of Biological and Agricultural Engineering	Upon Approval by the Board and the Honoree's Retirement
Dr. Jane Sell	42	Professor	Professor Emeritus of Sociology	Upon Approval by the Board and the Honoree's Retirement
Dr. Edward P. Swanson	38	Professor	Professor Emeritus of Accounting	Upon Approval by the Board and the Honoree's Retirement
Dr. Pete D. Teel	41	Senior Professor	Regents Professor Emeritus of Entomology	Upon Approval by the Board and the Honoree's Retirement
Dr. Gary Varner	30	Professor	Professor Emeritus of Philosophy and Humanities	Upon Approval by the Board and the Honoree's Retirement
Dr. Warren E. Zimmer	17	Professor	Professor Emeritus of Medical Physiology	Upon Approval by the Board and the Honoree's Retirement
<b>TEXAS A&amp;M UNIVERSITY-COMMERCE</b>				
Dr. Grady Price Blount	22	Professor of Physics	Department Chair Emeritus	Upon Approval by the Board and the Honoree's Retirement

<b>System Member Honoree</b>	<b>Years of Service</b>	<b>Current Rank</b>	<b>Title Conferred</b>	<b>Effective Date</b>
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Ms. Alicia Currin	38.5	Vice President and CFO	Vice President and CFO Emeritus	Upon Approval by the Board and the Honoree's Retirement
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Dr. Larry Lemanski	15	Regents Professor	Regents Professor Emeritus of Biological and Environmental Sciences	Upon Approval by the Board and the Honoree's Retirement
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**TEXAS A&M AGRILIFE EXTENSION SERVICE**

Sherri Halsell	22	County Extension Agent-Family & Community Health	County Extension Agent Emeritus	Upon Approval by the Board and the Honoree's Retirement
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George Ray McEachern	31	Professor and Extension Specialist	Professor and Extension Specialist Emeritus	Upon Approval by the Board and the Honoree's Retirement
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Jerry M. Parsons	34	Professor and Extension Horticulturist	Professor and Extension Horticulturist Emeritus	Upon Approval by the Board and the Honoree's Retirement
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Marcel Valdez	23	County Extension Agent- Agriculture & Natural Resources	County Extension Agent Emeritus	Upon Approval by the Board and the Honoree's Retirement
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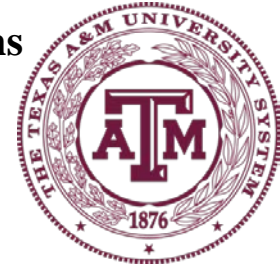
William C. Welch	41	Professor and Extension Landscape Horticulturist	Professor and Extension Landscape Horticulturist Emeritus	Upon Approval by the Board and the Honoree's Retirement
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The Texas A&M University System  
Appointed and Commissioned Peace Officers  
October 5, 2020

<b>University Officer's Name</b>	<b>Title</b>	<b>Hire Date</b>
<b>PRAIRIE VIEW A&amp;M UNIVERSITY</b>		
Jarvis, Johnny M.	Peace Officer	09/10/2020
Morales, Jesel	Peace Officer	09/10/2020
Samuels, King K.	Peace Officer	09/10/2020
Sanders, Clifford C.	Peace Officer	07/07/2020
<b>TEXAS A&amp;M INTERNATIONAL UNIVERSITY</b>		
Ugarte, Jose M.	Peace Officer	10/02/2020
<b>TEXAS A&amp;M UNIVERSITY-CENTRAL TEXAS</b>		
Cerda, Dina M.	Peace Officer	08/26/2020
Puryear, Francis M.	Peace Officer	08/19/2020
<b>TEXAS A&amp;M UNIVERSITY-COMMERCE</b>		
Mingo, Nathaniel A. Sr.	Peace Officer	07/06/2020

## 01.03 Appointing Power and Terms and Conditions of Employment

Revised [November 12, 2020](#) (MO -2020)  
Next Scheduled Review: November 12, 2025  
Click to view [Revision History](#).



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### Policy Summary

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The Board of Regents (board) of The Texas A&M University System (system) appoints all officers, faculty members and other employees of the system.

This policy explains the appointment of system officers and employees made by the board and those delegated to the chancellor, including those the chancellor may delegate to member chief executive officers (CEOs).

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### Policy

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#### 1. GENERAL

The board appoints all of the officers, faculty members and other employees of the system. The board, however, may delegate to the chancellor, and the chancellor may delegate to the respective CEO, the authority to appoint, promote, transfer and terminate employees subject to the limitations provided in system policy, including System Policy 25.07, *Contract Administration*. The CEO of a university is its president. The CEO of an agency is its director.

#### 2. APPOINTMENT OF SYSTEM OFFICERS BY THE BOARD OF REGENTS

- 2.1 The board selects and appoints the chancellor as the CEO of the system. The chancellor is responsible for the management and operation of the system under the direction of the board. The board may dismiss or reassign the chancellor without cause.
- 2.2 The board appoints the university presidents and the agency directors, with exception of the chief of the Texas Division of Emergency Management (TDEM) who is appointed by the governor. Prior to appointment, the chancellor makes recommendations for the position. With prior approval of the board, the chancellor may dismiss or reassign a CEO without cause.
- 2.3 The board appoints deputy chancellors and vice chancellors, including the vice chancellor and dean, agriculture and life sciences, the vice chancellor and dean, engineering and national laboratories, and the vice chancellor and dean, health services. The chancellor makes recommendations for these positions to the board. However, prior to submitting recommendations for vice chancellor and dean positions in agriculture and life sciences, engineering and national laboratories, and health services, the chancellor

consults with the president of Texas A&M University. The board and the chancellor must not be constrained by university or agency rules in the appointment of vice chancellors with dean responsibilities, including provisions addressing the following: a required application and selection process; set appointment terms; and a required reappointment process. With subsequent confirmation of the board, the chancellor may dismiss or reassign a deputy chancellor or a vice chancellor without cause.

- 2.4 The board appoints the general counsel. Prior to appointment, the chancellor makes recommendations for the position. With prior approval of the board, the chancellor may dismiss or reassign the general counsel without cause.
- 2.5 The board appoints the chief auditor. Prior to appointment, the chancellor makes recommendations for the position. The chief auditor reports to the board through the Committee on Audit of the Board, with access to the chancellor. The board may dismiss or reassign the chief auditor without cause.
- 2.6 Except as provided by Section 2.3 and with the approval of the chancellor, a university president appoints and reappoints vice presidents and deans of member universities, and agency directors appoint and reappoint deputy and associate directors of agencies. While university presidents and agency directors are expected to seek input from key campus or agency stakeholders including administrators, faculty and staff in their decisions associated with the appointment or reappointment of administrators, their appointment decisions must not be constrained by member rules in the appointment and reappointment of vice presidents, deans, department heads, and deputy or associate directors, including provisions addressing the following: a required application and selection process; set appointment terms; and a required reappointment process. After consultation with the chancellor, a CEO may dismiss or reassign a vice president, dean, deputy director or associate director without cause.
- 2.7 The board may select and appoint an interim chancellor. Upon the recommendation of the chancellor, the board may make interim appointments of deputy chancellor, vice chancellor, general counsel, chief auditor, and CEO.
- 2.8 Except for the vice chancellor and dean, agriculture and life sciences, the vice chancellor and dean, engineering and national laboratories, and the vice chancellor and dean, health services, and with the approval of the chancellor, a CEO may appoint an interim vice president, dean, deputy director or associate director.
- 2.9 The board sets the initial salary and the conditions of employment for each officer appointed under Sections 2.1 through 2.5 (with the exception of the TDEM chief who reports to the governor) and 2.7. A CEO sets the initial salary and conditions of employment for vice presidents, deans, deputy directors and associate directors appointed under Section 2.6 and interim appointees under Section 2.8, and the initial salary for these officers must not, without board approval, exceed by 10% the median annual salary for a comparable position at peer institutions or agencies.

### 3. PRESIDENTIAL SEARCH

- 3.1 The board acts as a search committee of the whole for all presidential searches.

3.2 The board may at its discretion appoint a presidential search advisory committee (committee) to fill a vacancy for the position of president of a member university. Membership of this committee may include faculty, administrators and other key campus stakeholders.

### 3.3 Responsibilities of the Advisory Committee

The committee determines the candidates' academic, administrative, and business abilities.

The committee may interview candidates as a part of its selection process. Interviews should be conducted on the basis that the confidentiality of the process is critical to its ultimate success.

The committee submits to the board, through the chancellor, a list of no fewer than three candidates in no rank order.

The board determines which candidates (if any) will be interviewed by the board prior to naming a finalist(s). If none of the names submitted by the committee is satisfactory to the board, the board may either name a new committee or proceed to select a finalist(s) under such other procedures as it may deem proper and appropriate at its sole discretion.

The board is not limited under any circumstances to only consider candidates previously vetted by the advisory committee.

## 4. APPOINTMENT OF FACULTY AND OTHER EMPLOYEES AND AWARD OF TENURE

### 4.1 Appointment of University Faculty and Award of Tenure

4.1.1 A university president appoints and approves promotion of all members of the faculty except as provided in Section 4.1.3, and the president annually provides to the chancellor a list of all faculty promoted during the preceding fiscal year.

4.1.2 The appointing president sets the initial salaries and conditions of employment for faculty appointed in Section 4.1, and the initial salary for these faculty members may, only with the specific prior approval of the chancellor, exceed by 10% the median annual salary for a comparable position at peer institutions.

4.1.3 Upon recommendation of the university president and with approval of the chancellor, the board may award tenure to a faculty member.

### 4.2 Other Appointments

The chancellor may delegate authority to the CEOs to appoint, promote, transfer and dismiss all other employees not covered in the preceding sections.

### 4.3 Appointment of University Faculty as Administrators

4.3.1 The appointing authority may dismiss an administrator, who holds tenure on the faculty of a member university, from the administrative position without cause.

4.3.2 The actions or conduct of an administrator may be used as grounds for dismissal as a tenured faculty member. Unless dismissed as a tenured faculty member, an administrator who holds tenure may return to a tenured faculty position.

4.3.3 The CEO adjusts the salary of a faculty member who returns to the faculty after serving in an administrative position to an amount that does not exceed the salary of other persons with similar qualifications performing similar duties.

## 5. BOARD OF REGENTS REVIEW

Annually, the board reviews the performance of the chancellor of the system and the member CEOs.

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### **Related Statutes, Policies, or Requirements**

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[Tex. Educ. Code § 51.948, \*Restrictions on Contracts with Administrators\*](#)

[System Policy 02.01, \*Board of Regents\*](#)

[System Policy 02.02, \*Office of the Chancellor\*](#)

[System Policy 25.07, \*Contract Administration\*](#)

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### **Member Rule Requirements**

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A rule is not required to supplement this policy.

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### **Contact Office**

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Office of the Chancellor  
(979) 458-6000





## 07.01 Ethics

Revised [November 12, 2020](#) (MO -2020)  
Next Scheduled Review: November 12, 2025  
Click to view [Revision History](#).

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### Policy Summary

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The Board of Regents (board) of The Texas A&M University System (system) promulgates the following ethical principles and standards to ensure that the board members and all persons employed by the system, regardless of rank or position, are held to the highest ethical standards. Texas Government Code, Section 572.051 requires all state agencies to adopt a written ethics policy consistent with the standards set forth therein.

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### Policy

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#### 1. PRINCIPLES OF ETHICAL CONDUCT

Board members and system employees must conduct themselves in a manner that strengthens the public's trust and confidence by adhering to the following principles:

- (a) honesty, accountability, transparency, respect and trust;
- (b) integrity of the highest caliber;
- (c) conduct that is indisputable and beyond reproach;
- (d) openness and fairness; and
- (e) commitment to compliance.

#### 2. CODE OF ETHICAL CONDUCT

Board members and system employees must:

- (a) be honest and ethical in their conduct and the performance of their duties;
- (b) adhere to all applicable local, state and federal laws and regulations, system policies and regulations, and member rules and procedures;
- (c) protect and conserve system resources and not use them for unauthorized activities;
- (d) endeavor to avoid any actions that would create the appearance that they are violating the law, system policies and regulations or member rules and procedures;
- (e) not hold direct or indirect financial interests or other interests that are in conflict with the conscientious performance of their official duties and responsibilities;

- (f) not engage in any financial transaction in order to further any private interest using nonpublic information which they obtain in the course of their employment;
- (g) not make unauthorized commitments or promises of any kind purporting to bind the system;
- (h) not use their public offices for private gain;
- (i) act impartially and not give preferential treatment to any private or public organization or individual;
- (j) not act as agents for another person in the negotiation of the terms of any agreement relating to the provision of money, services, or property to the system or any of its members;
- (k) not engage in outside employment or activities, including seeking or negotiating for employment, that conflict with official duties and responsibilities, i.e., conflicts of commitment;
- (l) promptly disclose fraud, waste, abuse and corruption in accordance with System Policy *10.02, Fraud, Waste and Abuse*;
- (m) strictly adhere to all state and federal laws and regulations, system policies and regulations, and member rules and procedures regarding discrimination and equal opportunity for all persons regardless of race, color, religion, sex, national origin, age, disability, genetic information, veteran status, sexual orientation, gender identity or any other classification protected by federal, state or local law; and
- (n) be subject to disciplinary action up to, and including, dismissal upon violation of any of the foregoing.

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## **Related Statutes, Policies, or Requirements**

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[Tex. Educ. Code § 51.9337](#)

[Tex. Gov't Code § 572.051](#)

[System Policy 07.03, \*Conflicts of Interest, Dual Office Holding and Political Activities\*](#)

[System Policy 07.04, \*Benefits, Gifts and Honoraria\*](#)

[System Policy 08.01, \*Civil Rights Protections and Compliance\*](#)

[System Regulation 08.01.01, \*Civil Rights Compliance\*](#)

[System Policy 10.02, \*Fraud, Waste and Abuse\*](#)

[System Policy 31.05, \*External Employment and Expert Witness\*](#)

[System Policy 33.04, \*Use of System Resources\*](#)

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## **Member Rule Requirements**

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A rule is not required to supplement this policy.

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## **Contact Office**

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System Ethics and Compliance Office  
(979) 458-6008

## 08.01 Civil Rights Protections and Compliance



Revised [November 12, 2020](#) (MO -2020)

Next Scheduled Review: November 12, 2025

Click to view [Revision History](#).

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### Policy Summary

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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.

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### Policy

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#### 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, sexual orientation, gender identity 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 No individual will, on the basis of race, color, sex, religion, national origin, age, disability, genetic information, veteran status, sexual orientation, gender identity or any other classification protected by federal, state 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.
- 1.3 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 and affirmative action programs. This includes, but is not limited to, addressing charges or complaints filed with local, state and federal agencies, and audits or compliance reviews of policies and procedures carried out by the U.S. Department of Labor's Office of Federal Contract Compliance Programs, the Texas Workforce Commission's Civil Rights Division, the U.S. Department of Education's Office of Civil Rights and other state and federal affirmative action and civil rights compliance agencies.
- 1.4 The system promotes equal employment opportunity through its procedures, training, compliance with applicable legal requirements and other methods such as affirmative action programs authorized by federal regulations.
- 1.5 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. RESPONSIBILITIES

- 2.1 Each member chief executive officer (CEO) is responsible for equal opportunity, affirmative action and program accessibility in accordance with local, state, and federal laws and regulations and system policy.
- 2.2 SECO, in coordination with OGC, serves as the liaison between members and local, state and federal 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.
- 2.3 Each member CEO must appoint an Affirmative Action Representative, 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.

## 3. PROCEDURES

- 3.1 The administrators appointed under Section 2.3 must inform SECO as soon as a charge or complaint of discrimination, or notice of civil rights or affirmative action audit, compliance review or other inquiry is received from a local, state or federal agency.
- 3.2 The system developed a regulation providing systemwide standards for the receipt and processing of complaints of discrimination.
- 3.3 Annually, each member must develop, maintain and update a written affirmative action plan that follows the guidelines of the U.S. Department of Labor's Office of Federal Contract Compliance Programs and the Texas Workforce Commission's Civil Rights Division. These plans are submitted to SECO for compliance review.

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### **Related Statutes, Policies, or Requirements**

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[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 Amendments of 1973, as amended](#)

[The Americans with Disabilities Act of 1990, as amended](#)

[The Genetic Information Nondiscrimination Act of 2008](#)

[Executive Order 11246, as amended](#)

[Executive Order 13672](#)

[Tex. Lab. Code Ch. 21, Employment Discrimination](#)

[Vietnam Era Veterans' Readjustment Assistance Act](#)

[Uniformed Services Employment and Reemployment Rights Act](#)

This policy supersedes:

System Policy *13.01, Equal Educational Opportunity*

System Policy *33.02, Equal Employment Opportunity*

System Policy *34.01, Sexual Harassment*

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## **Member Rule Requirements**

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A rule is not required to supplement this policy.

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## **Contact Office**

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System Ethics and Compliance Office

(979) 458-6203

## 12.07 Fixed Term Academic Professional Track Faculty



Revised [November 12, 2020](#) (MO -2020)  
Next Scheduled Review: November 12, 2025  
Click to view [Revision History](#).

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### Policy Summary

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This policy is designed to provide a means for the universities (academic institutions) of The Texas A&M University System (system) to recruit and retain faculty whose excellence in teaching, research or service make them beneficial members of the academic institution, while providing them with stable, long-term employment.

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### Policy

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#### 1. FACULTY DIFFERENTIATION

- 1.1 It is imperative that faculty members at academic institutions are able to meet and sustain the highly competitive requirements necessary to excel in their positions. The granting of tenure is a recognition of excellence in the areas of teaching, research **and** service (See System Policy *12.01, Academic Freedom, Responsibility and Tenure*). And, while academic institutions are able to recognize the contributions that these individuals make, it is also essential that recognition be given to faculty whose interest, excellence or discipline does not include all three areas required for tenure.
- 1.2 The creation of the non-tenure track of Assistant Professional Track Faculty, Associate Professional Track Faculty, and Senior Professional Track Faculty provides a means of securing and retaining faculty who bring to the academic institution excellence in teaching, research **or** service. This would include faculty whose position is in applied or clinical settings. These individuals provide a specific, professional skill to the academic institution, faculty, staff and students. In creating these new ranks, the academic institution is acknowledging that its skills are an essential part to the overall success of the academic institution and its mission.

#### 2. PROFESSIONAL TRACK FACULTY RANKS

- 2.1 Assistant Professional Track Faculty. This is an entry-level rank. Appointment to this rank generally requires the appropriate terminal degree. Promotion criteria include excellence in teaching for faculty with teaching responsibilities or excellence in

research or service, as appropriate for other appointments. Overall superior performance and potential for development are also expected as criteria for promotion.

- 2.2 Associate Professional Track Faculty. Appointment to this rank generally requires the appropriate terminal degree. It also requires significant experience related to the position responsibilities. Procedures for promotion of individuals holding the rank of Assistant Professional Track Faculty to the rank of Associate Professional Track Faculty will follow the member's review and evaluation processes for tenured and tenure track faculty. Members may create separate or additional criteria for eligibility and consideration.
- 2.3 Senior Professional Track Faculty. Appointment to this rank generally requires the appropriate terminal degree and a record of sustained excellent performance in all areas of appointment. Procedures for promotion of individuals holding the rank of Associate Professional Track Faculty to the rank of Senior Professional Track Faculty will follow the member's review and evaluation processes for tenured and tenure-track faculty. Members may create separate or additional criteria for eligibility and consideration.
- 2.4 Academic institutions may adopt titles that vary from those listed above as long as they are differentiated from tenure track faculty titles.

### 3. APPOINTMENT OF PROFESSIONAL TRACK FACULTY

- 3.1 All new Professional Track faculty members will 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, will be stated in writing and a copy given to the faculty member. The appointment letter will explicitly indicate the necessary teaching, research and/or service requirements expected of the Professional Track faculty member. 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 will 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 that the appointment is non-tenure track and will expire upon the completion of the appointment, unless the appointment is extended pursuant to Section 3.2 of this policy or the faculty member is dismissed pursuant to Section 5 of this policy.
- 3.2 Professional Track faculty member appointments may be made for periods not to exceed five years in length. If, during the course of an existing appointment, the academic institution chooses to extend the duration of an existing appointment, the extension may not exceed an additional five years. For beginning Assistant Professional Track Faculty, an appointment of no more than three years may be appropriate.



- 3.3 The academic institution must notify faculty members annually, in writing, of their salary. Any other changes or additions to the appointment also must 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. This provision will be included in all letters of appointment and annual reviews.

#### 4. EVALUATION OF PROFESSIONAL TRACK FACULTY

All Professional Track academic faculty will be reviewed on an annual basis by their department head or supervisor. Such review will include all requirements established in the initial letter of appointment and any additional requirements added during annual reviews.

#### 5. DISMISSAL OF A PROFESSIONAL TRACK FACULTY MEMBER

- 5.1 Professional Track faculty members whose appointment has not expired may be dismissed for cause on the same basis that tenured faculty may be dismissed for cause under System Policy *12.01*.
- 5.2 Academic institutions must follow System Policy *12.01* when dismissing a Professional Track faculty member for cause.
- 5.3 Professional Track faculty members may be placed on administrative leave pending investigation as described in System Policy *12.01*.
- 5.4 Professional Track faculty are subject to the provisions of System Policy *12.01* relating to financial exigency or termination or reduction of existing programs and may be dismissed subject to this policy.

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### **Related Statutes, Policies, or Requirements**

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[System Policy 12.01, Academic Freedom, Responsibility and Tenure](#)

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### **Member Rule Requirements**

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A rule is not required to supplement this policy.

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### **Contact Office**

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System Office of Academic Affairs  
(979) 458-6072



## 31.04 Holidays

Revised [November 12, 2020](#) (MO -2020)  
Next Scheduled Review: November 12, 2025  
Click to view [Revised History](#).

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### Policy Summary

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The Texas A&M University System (system) provides paid holidays to eligible employees in accordance with state law and based on the fiscal year schedule approved by the Board of Regents (board).

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### Policy

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#### 1. HOLIDAY SCHEDULE

All eligible system employees are entitled to paid holidays. Members may adjust the holiday schedule as provided by state law, except that Martin Luther King, Jr. Day, Memorial Day, Independence Day, Thanksgiving Day, and Christmas Day are observed throughout the system and may not be substituted in the holiday schedule.

#### 2. AUTHORIZATION

The proposed holiday schedule for each member is submitted by the chancellor for approval by the board.

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### Related Statutes, Policies, or Requirements

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[Tex. Gov't Code Ch. 662, Subchs. A and B](#)

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### Member Rule Requirements

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A rule is not required to supplement this policy.

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### Contact Office

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System Offices Human Resources  
(979) 458-6169

FACULTY DEVELOPMENT LEAVE LIST  
FY 2021  
PRAIRIE VIEW A&M UNIVERSITY

Name/ Title/ Department	Years of Prairie View A&M University Tenured, Tenure- Track Service	Semester of Leave	Location and Brief Description of Leave
<b>BRAILS福德 COLLEGE OF ARTS &amp; SCIENCES</b>			
Suxia Cui, Associate Professor of Electrical and Computer Engineering	17	Spring 2021	Leave will be spent at PVAMU and TAMU. Dr. Cui will be hosted in College Station by Dr. Dilma Da, Professor of Computer Science and Engineering and Holder of the Ford Motor II Professorship and Associate Dean for Faculty Success. During this leave, research activities will focus on utilizing a machine learning scheme to improve the performance, reliability, and security of large-scale computing systems. Through state-of-art artificial intelligent exploration, new opportunities for collaboration will be identified. The research results will be introduced through training materials in future workshops or courses to enhance the computing curriculum. The leave will have impact on both research and education.

TEXAS A&M UNIVERSITY  
RECOMMENDATIONS FOR TENURE  
TENURE LIST NO. 21-01

<u>Name</u>	<u>Present Rank</u> <u>Department</u>	<u>Yrs. Towards Tenure*</u> <u>Univ.</u>	<u>Other Inst.</u>	<u>Effective</u> <u>Date/Tenure</u>	<u>Education</u>	<u>Employment</u> <u>Towards Tenure</u>
<b>COLLEGE OF ARCHITECTURE</b>						
Dr. Gregory A. Luhan	Professor Architecture	0	>15	Upon Approval by the Board and Faculty Arrival	Ph.D. (2016) Texas A&M University	Su 2000 – Sp 2006 Assistant Professor University of Kentucky  Su 2006 – Sp 2016 Associate Professor (Tenured 2006) University of Kentucky  Su 2016 – Su 2020 Professor University of Kentucky  Su 2020 Professor Texas A&M University
Ms. Courtney Starrett	Associate Professor Visualization	1	14	Upon Approval by the Board	M.F.A (2005) Temple University	Fa 2005 – Su 2006 Assistant Professor Kendall College of Art and Design

**COLLEGE OF ARCHITECTURE (Continued)**

Ms. Courtney Starrett (continued)

Fa 2006 – Su 2011  
Assistant Professor  
Winthrop University

Fa 2011 – Su 2015  
Associate Professor  
(Tenured 2012)  
Winthrop University

Fa 2015 – Sp 2019  
Assistant Professor  
Seton Hall University

Fa 2019 – Present  
Associate Professor  
Texas A&M University

Dr. Xinyue Ye Associate  
Professor  
Landscape  
Architecture and  
Urban Planning

0

10

Upon Approval by  
the Board and  
Faculty Arrival

Ph.D. (2010)  
University of  
California at  
Santa Barbara

Fa 2010 – Su 2013  
Assistant Professor  
Bowling Green State  
University

Fa 2013 – Su 2017  
Assistant Professor  
Kent State University

Fa 2017 – Su 2018  
Associate Professor  
(Tenured 2017)

**COLLEGE OF ARCHITECTURE (Continued)**

Dr. Xinyue Ye (continued)

Fa 2018 – Su 2020  
Associate Professor  
(Tenured 2018)  
New Jersey Institute of  
Technology

Fa 2020  
Associate Professor  
Texas A&M University

**COLLEGE OF ENGINEERING**

Dr. Faisal I. Khan  
Professor  
Chemical  
Engineering

0 >15

Upon Approval by  
the Board and  
Faculty Arrival

Ph.D. (1998)  
Pondicherry  
University

Fa 2002 – Su 2008  
Associate Professor  
(Tenured 2005)  
Memorial University of  
Newfoundland

Fa 2008 – Su 2020  
Professor  
Memorial University of  
Newfoundland

Fa 2020  
Professor  
Texas A&M University

Dr. Jacob A. McFarland  
Associate  
Professor  
Mechanical  
Engineering

0 6

Upon Approval by  
the Board and  
Faculty Arrival

Ph.D. (2013)  
Texas A&M  
University

Fa 2014 – Su 2020  
Assistant Professor  
University of Missouri

Fa 2020  
Associate Professor  
Texas A&M University

**COLLEGE OF ENGINEERING (Continued)**

Dr. Heng Pan	Associate Professor Mechanical Engineering	0	7	Upon Approval by the Board and Faculty Arrival	Ph.D. (2009) University of California, Berkeley	Fa 2013 – Su 2019 Assistant Professor Missouri University of Science and Technology
						Fa 2019 – Su 2020 Associate Professor (Tenured 2019) Missouri University of Science and Technology
						Fa 2020 Associate Professor Texas A&M University
Dr. Taylor H. Ware	Associate Professor Biomedical Engineering	0	5	Upon Approval by the Board and Faculty Arrival	Ph.D. (2013) University of Texas at Dallas	Fa 2015 – Su 2020 Assistant Professor University of Texas at Dallas
						Fa 2020 Associate Professor Texas A&M University

**COLLEGE OF MEDICINE**

Dr. Kenneth S. Ramos	Professor College of Medicine	1	>15	Upon Approval by the Board and Faculty Arrival	Ph.D. (1983) University of Texas at Austin	Fa 2003 – Sp 2014 Professor (Tenured 2003) University of Louisville  Fa 2014 – Sp 2019 Professor (Tenured 2014) University of Arizona  Sp 2019 Professor Texas A&M University
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**COLLEGE OF PHARMACY**

Dr. Fadi T. Khasawneh	Associate Professor Pharmaceutical Sciences	0	12	Upon Approval by the Board and Faculty Arrival	Ph.D. (2007) University of Illinois at Chicago	Sp 2008 – Su 2013 Assistant Professor Western University of Health Sciences  Su 2013 – Fa 2016 Associate Professor (Tenured 2013) Western University of Health Sciences  Fa 2016 – Fa 2019 Associate Professor (Tenured 2016) University of Texas at El Paso  Sp 2020 Associate Professor Texas A&M University
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**SCHOOL OF PUBLIC HEALTH**

Dr. Shawn G. Gibbs	Professor Environmental and Occupational Health	0	>15	Upon Approval by the Board and Faculty Arrival	Ph.D. (2002) University of Cincinnati	Fa 2003 – Sp 2008 Assistant Professor University of Texas Health Science Center at Houston  Fa 2008 – Sp 2013 Associate Professor University of Nebraska Medical Center  Fa 2013 – Sp 2015 Professor (Tenured 2013) University of Nebraska Medical Center  Fa 2015 – Sp 2020 Professor (Tenured 2015) Indiana University  Sp 2020 Professor Texas A&M University
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**TEXAS A&M UNIVERSITY AT GALVESTON**

Dr. Alok K. Verma	Professor Marine Engineering Technology	0	>15	Upon Approval by the Board and Faculty Arrival	Ph.D. (2005) Old Dominion University	Fa 1987 – Su 2005 Associate Professor (Tenured 1987) Old Dominion University	Fa 2005 – Su 2020 Professor Old Dominion University	Fa 2020 Professor Texas A&M University at Galveston
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\* Each university determines, through a review process, the number of years each faculty member will be awarded tenure based on his/her dossier.

TEXAS A&M UNIVERSITY  
REQUEST FOR APPROVAL TO NEGOTIATE  
AND EXECUTE CONTRACTS OVER \$500,000  
CONTRACT LIST NO. 21-01

University Unit	Contracting Party	Total Consideration	Contract Term	New or Renewal	Purpose of Contract/Summary of Statement of Work	Strategic Imperative
Study Abroad Programs Office	Academic Tours, Inc., d/b/a International Business Seminars (IBS)	~\$4,517,375 (costs covered by Student Fees charged to participating students)	5 years	Renewal	IBS will continue to provide logistical services for study abroad programs across multiple departments and colleges. Trip destinations are expected to include Austria, China, England, France, Germany, Japan, Malta, Monaco, and Switzerland, although IBS can support programs in many countries across Asia/Oceania and Europe. Services may include booking intra-country airfare, lodging, transportation, guest speakers, cultural activities and visits with local experts, companies and non-governmental organizations. The master agreement will set out the general terms and conditions and individual program itineraries will be developed each semester setting out the dates, schedule, specific services, and costs for each individual program.	Approval of this agenda item will advance A&M System strategic imperatives 1 and 3 by allowing for the development of transformational, high-impact learning experiences abroad. In particular, having a robust study abroad program will provide students with an array of pathways to pursue their ambitions, furthering the goal of attracting and admitting qualified students. Students who participate in study abroad programs will leave the A&M System as responsible and engaged citizens prepared for successful careers in an increasingly global economy.
University Libraries	Chemical Abstracts Service	~\$779,000; annual inflation cap is average rate	3 years	Renewal	Provides Texas A&M and Texas A&M at Qatar with electronic access to SciFinder, a heavily used, comprehensive index for chemistry, chemical engineering, biochemistry, and related subjects. Chemical Abstracts Service is a division of the American Chemical Society, a well-respected publisher.	Approval of this agenda item will advance A&M System strategic imperatives 3 and 4. In particular, students will gain experience with this tool which will aid them in their future careers and access to the SciFinder helps support the A&M System's research opportunities.

University Unit	Contracting Party	Total Consideration	Contract Term	New or Renewal	Purpose of Contract/Summary of Statement of Work	Strategic Imperative
Texas A&M University Health Science Center/ College of Medicine	DeTar Healthcare System	\$9,455,082 (revenue)	3 years	Renewal	Texas A&M University Health Science Center College of Medicine will continue to provide faculty and consultative services to DeTar Healthcare System in order to maintain an accredited family medicine residency program in Victoria, Texas. As part of this agreement, the College of Medicine, in collaboration with DeTar Healthcare System, will train 24 family medicine physicians to provide care to the growing population of Texas.	Approval of this agenda item will advance A&M System strategic imperatives 3, 5 and 6. More specifically, it will: a) enable faculty to educate family medicine physicians and prepare them for rural practice while providing compassionate, high-quality patient care to Texans; b) cultivate family medicine physicians, retain exceptional faculty and foster lifelong success of our graduates in support of Imperative 3; and c) provide services that respond to the needs of the people of Texas and contribute to the strength of the state's economy in support of imperative 5 by extending our engagement in rural and urban communities by graduating residents who impact our communities and the world.

TEXAS A&M UNIVERSITY-COMMERCE  
RECOMMENDATIONS FOR TENURE  
TENURE LIST NO. 21-01

<u>Name</u>	<u>Present Rank</u> <u>Department</u>	<u>Yrs. Towards Tenure*</u>		<u>Effective</u> <u>Date/Tenure</u>	<u>Education</u>	<u>Employment</u> <u>Towards Tenure</u>
		<u>Univ.</u>	<u>Other Inst.</u>			
<b>COLLEGE OF EDUCATION AND HUMAN SERVICES</b>						
Dr. Denise Neill	Associate Professor Nursing	0	>15	Upon Approval by the Board and Faculty Arrival	Ph.D. (2006) Texas Woman's University	Fa 1996 – Su 2001 Assistant Professor Southern Arkansas University  Fa 2001 – Su 2006 Assistant Professor Texas A&M University-Texarkana  Fa 2006 – Su 2011 Assistant Professor University of Houston-Victoria  Fa 2012 – Su 2014 Associate Professor University of Houston-Victoria  Fa 2014 – Su 2020 Associate Professor Sam Houston State University  Fa 2020 Associate Professor Texas A&M University-Commerce

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

**TEXAS A&M UNIVERSITY-KINGSVILLE  
RECOMMENDATIONS FOR TENURE  
TENURE LIST NO. 21-01**

<u>Name</u>	<u>Present Rank</u> <u>Department</u>	<u>Yrs. Towards</u> <u>Tenure*</u>		<u>Effective</u> <u>Date/Tenure</u>	<u>Education</u>	<u>Employment</u> <u>Towards Tenure</u>
		<u>Univ.</u>	<u>Other Inst.</u>			
<b>COLLEGE OF ARTS AND SCIENCES</b>						
Dr. Lou Reinisch	Professor Physics & Geosciences	0	>15	Upon Approval by the Board and Faculty Arrival	Ph.D. (1982) University of Illinois at Urbana	Su 1988 – Su 1991 Assistant Professor Uniformed Services University of Health Sciences  Fa 1991 – Su 2000 Assistant Professor Vanderbilt University  Fa 2000 – Su 2002 Associate Professor (Tenure 2000) Vanderbilt University  Sp 2004 – Fa 2008 Associate Professor University of Canterbury  Sp 2009 – Sp 2013 Professor (Tenure 2012) Jacksonville State University  Su 2013 – Fa 2015 Professor (Tenure 2013) Farmingdale State College

**COLLEGE OF ARTS AND SCIENCES (Continued)**

Dr. Lou Reinisch (continued)

Sp 2016 –Sp 2020  
Professor (Tenure 2017)  
New York Institute of Technology

Fa 2020  
Professor  
Texas A&M University-Kingsville

**COLLEGE OF EDUCATION AND HUMAN PERFORMANCE**

Dr. Elivra E. Sanatullova-Allison	Professor Teacher and Bilingual Education	0	>15	Upon Approval by the Board and Faculty Arrival	Ph.D. (1999) University of Nebraska- Lincoln	Fa 1999 – Su 2005 Assistant Professor Concordia University-Nebraska  Fa 2005 – Su 2011 Professor (Tenured 2007) State University of New York- Potsdam  Fa 2011 – Su 2012 Professor Chatham University  Fa 2012 – Su 2014 Associate Professor St. Lawrence University  Fa 2014 – Su 2016 Associate Professor Oklahoma State University- Stillwater  Fa 2016 – Su 2018 Associate Professor (Tenured 2016) Shepherd University
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**COLLEGE OF EDUCATION AND HUMAN PERFORMANCE (Continued)**

Dr. Elivra E. Sanatullova-Allison (continued)

Fa 2018 – Su 2020  
Professor (Tenured 2018)  
Northern State University

Fa 2020  
Professor  
Texas A&M University-Kingsville

**COLLEGE OF ENGINEERING**

Dr. Yousef Haik

Professor  
Mechanical and  
Industrial Engineering

0

>15

Upon Approval  
by the Board and  
Faculty Arrival

Ph.D. (1997)  
Florida State  
University

Fa 2002 – Sp 2004  
Associate Professor  
Florida State University

Fa 2004 – Fa 2013  
Professor  
United Arab Emirates University

Fa 2014 – Sp 2016  
Professor  
Qatar University

Fa 2016 – Sp 2020  
Professor  
Hamad Bin Khalifa University

Fa 2020  
Professor  
Texas A&M University-Kingsville

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





# The Stiles Farm Foundation

The Texas A&M University System

**BUDGET**  
For the Calendar Year  
2021

**STILES FARM FOUNDATION  
REVENUE & EXPENSE  
SUMMARY EXHIBIT**

	<b>2020 Actual (Estimate)</b>	<b>2021 Budget</b>
<b>Operating Revenue</b>		
Crop Sales	\$ 434,791	\$ 440,102
Livestock Sales	90,000	106,689
Farm Program Income	77,734	99,624
<b>Total Operating Revenue</b>	<b>\$ 602,525</b>	<b>\$ 646,415</b>
<b>Operating Expense</b>		
Crops	340,177	319,758
Livestock	23,000	24,370
Admin/General Farm Expenses	263,210	254,670
Depreciation	68,000	69,707
<b>Total Operating Expenses</b>	<b>\$ 694,387</b>	<b>\$ 668,505</b>
<b>Net Income (loss) from Operations</b>	<b>\$ (91,862)</b>	<b>\$ (22,090)</b>
<b>Non-Operating Revenue</b>		
Interest & Cooperative Dividend Income	50	6,020
Rental	9,750	10,000
Gifts and Grants	3,200	3,200
Gain on Production Livestock Sold	19,000	-
Other Income (Oil Lease Bonus)	3,000	-
Gain (loss) on Sale of Property and Equipment	10,000	-
Realized Gain (loss) on Investments	50,000	31,224
<b>Total Non-Operating Revenue</b>	<b>\$ 95,000</b>	<b>\$ 50,444</b>
<b>Non-Operating Expenses</b>		
Contributions and Donations	7,450	7,450
Field Day and Demonstrations Costs	-	2,800
Scholarships	9,000	9,000
<b>Total Non-Operating Expenses</b>	<b>\$ 16,450</b>	<b>\$ 19,250</b>
<b>Net Non-Operating Income (Loss)</b>	<b>\$ 78,550</b>	<b>\$ 31,194</b>
<b>Total Net Income</b>	<b>\$ (13,312)</b>	<b>\$ 9,104</b>

## **THE STILES FARM FOUNDATION**

### **OUTLOOK FOR 2021**

As a research/demonstration farm, the Stiles Farm Foundation utilizes management decision aids that incorporate input costs and expected revenue based on projected yields and prices. Enterprise accounting identifies potential profit areas so resources can be focused on profitable activity. The services of the Farm Assistance program of Texas A&M AgriLife Extension Service are utilized to identify the most profitable enterprise mix based on projections and historical data. The current enterprise mix includes cattle, corn, cotton, hay, grain sorghum, wheat and small grains for grazing.

An assessment of the current and near-term farm environment points to the challenges faced by the industry and can provide guidance to Texas A&M AgriLife Extension Services efforts to address the needs of its agricultural clientele.

The 2020 growing season started out very strong. We had timely rains interrupted by lots of heat and sunshine. However, the rain turned off hard during grain fill, which is the most critical time in the life cycle of our corn and grain sorghum crops. This severely stressed our later planted corn and grain sorghum and limited our yield potential. What was set up to be a record-breaking corn year, will end slightly above average. Unfortunately, market conditions will also limit the revenue potential of our corn and cotton crops this year.

Cotton is planted later and most of our cotton crop only received one significant rain event right at planting time. The key time for cotton growth between mid-June and mid-July was extremely hot and dry. Late rains, which do not improve yield, have delayed harvest and are currently keeping us out of the field. Even with these tough conditions, I expect our cotton crop to be average to slightly less than average.

The farm expects to remain consistent with our cattle herd numbers. Hay was fed heavily during the summer, but supplies should be replenished thanks to timely September rains. Calf weaning rates are between 80% - 90% which are above state averages but still have room to improve.

The farm also provides a location for various research and demonstration projects related to agriculture and natural resources. Usually these projects do not provide revenue, but they are a source of in-kind value to our Texas A&M University System partners. For example, we are host to the Texas Water Observatory Team, a USDA Funded Double Crop Study, a PhD dissertation research study in weed control with cover crops, and a number of smaller county or regional level demonstrations aimed at providing grass roots data for the benefit of our producer clientele.

We also host an internship program where college level interns live on the farm each semester and gain hands on experience in production agriculture. Even though they are agriculture majors, most of these interns have no hands-on experience with production. The internship is an opportunity for them to translate their in class learning to real life experience.

The 2021 budget reflects government payment support values based on current farm bill provisions resulting from low 2019 crop year market prices. Budget numbers are based on stable but weak commodity prices and relative stability in energy, fertilizer and other input costs.

The longer-term outlook (Figure 1) indicates a steady Net Income with flat operating returns and investment returns. Projected risk in Net Income indicates a 50% probability of the foundation realizing a 2021 Net Income in a range from negative \$80,000 to positive \$40,000. Figure 2 illustrates the outlook and risk in the farm's operating cash position. The operation begins 2020 with an estimated \$300,000 in operating funds. The outlook through 2025 has the farm improving the operating cash position on average, with the possible accumulated ending cash position in 2025 ranging from \$200,000 to \$1.1 million.

**STILES FARM FOUNDATION**  
**Itemized Operating Budget**

	2020 Actual (Estimate)	2021 Budget
<b>Operating Revenue</b>		
Cotton	\$ 78,002	\$ 85,839
Grain	305,989	293,763
Hay	22,000	20,000
Specialty Production	28,800	40,500
Cattle	90,000	106,689
Farm Program Income	77,734	99,624
<b>Total Operating Revenue</b>	<b>\$ 602,525</b>	<b>\$ 646,415</b>
<b>Operating Expense</b>		
Cotton Stripping	8,575	11,178
Grain Combining	36,000	55,575
Grain Storage	1,000	-
Trucking	2,850	-
Fertilizer	116,492	106,470
Hay Baling	9,000	10,125
Chemicals	64,509	47,552
Aerial Spraying	8,338	-
Contract Services	2,000	9,862
Seed	89,763	75,996
Specialty Production	1,650	3,000
<b>Total Crop Production</b>	<b>\$ 340,177</b>	<b>\$ 319,758</b>
Yardage Fees		
Feed	22,000	22,485
Veterinary	1,000	1,885
<b>Total Livestock Production</b>	<b>\$ 23,000</b>	<b>\$ 24,370</b>
Accounting	3,500	5,000
Audit	17,000	17,000
Insurance	30,000	30,170
Management Services	90,000	89,600
Salaries and Wages	60,000	65,000
Contract Labor	525	-
Office Expense	5,000	2,500
Building Maintenance	4,450	8,000
Equipment Repairs	11,000	10,000
Equipment Rental	300	-
Dirt Work	3,500	-
Payroll Taxes	3,300	3,300
Dues and Subscriptions	200	600
Licenses, Fees, and Permits	400	600
Telephone/Internet	3,150	3,200
Vehicle Inspection	200	200
Tires, Fuel, Lube	15,000	10,000
Tools and Farm Supplies	10,000	2,000
Travel and Conferences	500	2,500
Bank Charges	85	-
Utilities	5,100	5,000
<b>Total Admin and General Expense</b>	<b>\$ 263,210</b>	<b>\$ 254,670</b>
<b>Depreciation</b>	<b>\$ 68,000</b>	<b>\$ 69,707</b>
<b>Total Operating Expenses</b>	<b>\$ 694,387</b>	<b>\$ 668,505</b>
<b>Net Income (loss) from Operations</b>	<b>\$ (91,862)</b>	<b>\$ (22,090)</b>

## **THE STILES FARM FOUNDATION**

### **ORGANIZATION**

The Stiles Farm Foundation was established as a self-supporting, non-profit institution by bequest of the late J.V. and H.A. Stiles. The Board of Regents of The Texas A&M University System accepted trusteeship of the foundation as requested in the Stiles brothers' will on September 23, 1961.

The Stiles Farm Foundation consists of 2,716 acres of land adjacent to the town of Thrall and 131 acres near Lake Granger in Williamson County, Texas. A total of 513.5 acres of land is restricted to corpus and can never be sold, mortgaged or disposed of by the trustees.

As outlined in the will, the farm has been operated as a research/demonstration farm utilizing management practices and techniques that are progressive and innovative, but practical so that farmers can identify and incorporate accepted practices into their existing operations.

Under the leadership of the director of the Texas A&M AgriLife Extension Service (AgriLife Extension), researchers with Texas A&M AgriLife Research and specialists with AgriLife Extension establish demonstrations where research-proven practices are incorporated into the ongoing farming operation. They are working toward a goal of assisting farmers in obtaining better yields, improved quality and increased efficiency.

The Stiles Farm Foundation further benefits the public service and educational efforts of the agricultural state agencies of The Texas A&M University System by applying proceeds from farming production to academic scholarships, local community public service, special events and field demonstrations.

**STILES FARM FOUNDATION**  
**Accounting, Budgeting and Management Information**

*The Foundation has adopted principles recommended by the American Institute of Certified Public Accountants for commercial agricultural producers. Some significant aspects of these are listed as follows:*

**A. Inventories**

Inventories of hay, grain and cattle held for sale are valued using the Farm Price method of valuation which is the current market price less the estimated cost of disposal.

**B. Revenue Recognition**

The farm recognizes revenue on grain and hay at the time of harvest. Revenue from cattle is recognized at the time of weaning. The revenue is recorded at the current market price less estimated cost of disposal. Subsequent sales result in an increase or decrease in the recognized revenue by the difference between the amount inventoried and the amount realized. The current revenue also reflects the adjustments of inventory value to the current market price less estimated cost of disposal.

Government program payments are recorded as income in the year received. Royalty income is recorded as income in the year received.

**C. Fixed Assets**

Land, equipment and buildings acquired by bequest are stated at the estimated fair market value at the date of bequest. All subsequent acquisitions are stated at cost and, except for land, are depreciated on the straight-line method over the estimated useful lives of the various assets. Expenditures for additions and major improvements are capitalized and expenditures for maintenance and repairs are charged to earnings as incurred. When properties are retired or otherwise disposed of, the cost thereof and the applicable accumulated depreciation is removed from the respective accounts and the resulting gain or loss is reflected in earnings. A gain or loss is not recognized on trade-ins when the fair value of the asset is usually recorded at the cash paid plus the book basis of the trade-in. If the fair value is easily and accurately obtained a gain or loss on the trade-in is recognized, if appropriate.

**D. Income Taxes**

The Foundation is a non-profit entity and does not have activities subject to federal or state income taxes. It does, however, file a Form 990, Return for Organizations Exempt from Federal Income Taxes with the IRS.

**E. Restricted Investments**

The Trustees of the Foundation have established a policy that proceeds of 501.92 acres of land sold during 1996 shall be retained and invested, with the income from the investments being made available only for maintenance, repair and upgrades of the farm property and equipment. On August 31, 2019, cash balances and investments totaled \$1,635,754 which includes \$1,493,602 in an investment pool under the direction of The Texas A&M University System and \$142,152 in a bank money market account for future use.

**F. Cash Flow**

The nature of dry land row crop farming requires substantial cash flow outflows in the early part of the calendar year. The resulting fall harvest and cash inflows occur in the last quarter of the year. The negative cash flow effect of this fact is that as much as 80% of total expenditures are made before any funds are received each year. Farm expenditures are paid from an operating checking account, which draws money from cash invested in money market accounts that are available for immediate use as costs of planting and production are incurred. Cash not needed for operations reside in an investment pool.

**G. Personal Services**

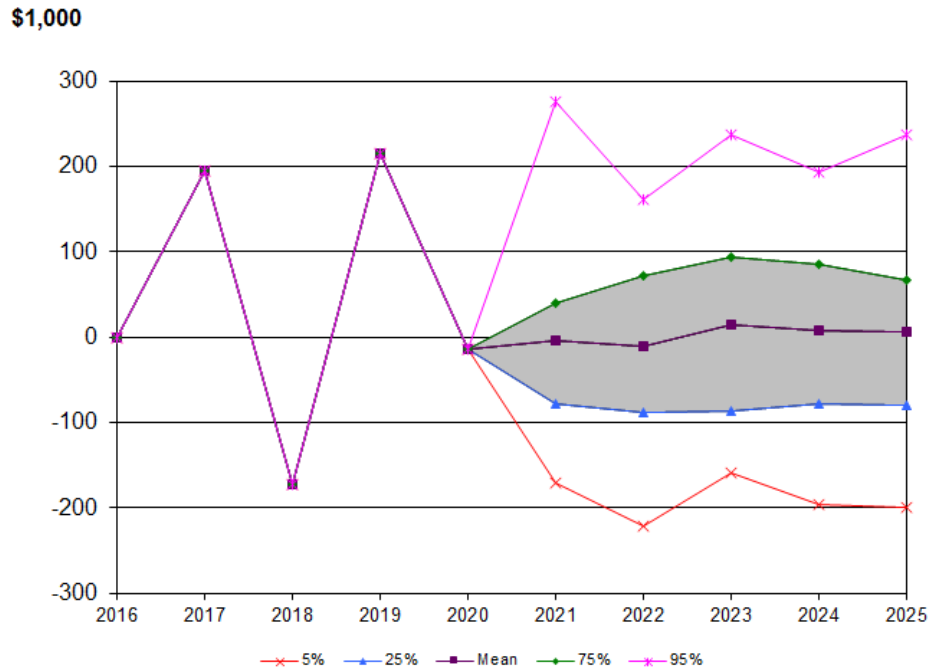
The Stiles Farm Foundation Trustees provide management supervisory services through the staff of the Texas A&M AgriLife Extension Service. The farm reimburses these costs including the value of any fringe benefits. Farm housing is provided for the farm manager to reside at the Stiles Farm Foundation headquarters location. Two to three employees are employed by the Stiles Farm as tractor drivers, general laborers, or office staff. The 2019 budget for these personnel reflects a pay range of \$11.50 to \$13 per hour.

**H. Land Bequest**

In 1999, the Foundation received a bequest of 131.05 acres of land from the Mary Pitman Living Trust, to be managed as an endowment for the promotion of agriculture. The property may not be sold for twenty years, and if sold, the proceeds are to be used for the use and promotion of agriculture. Based on 1999 appraisal, the land has been recorded at the appraised value of \$104,840.



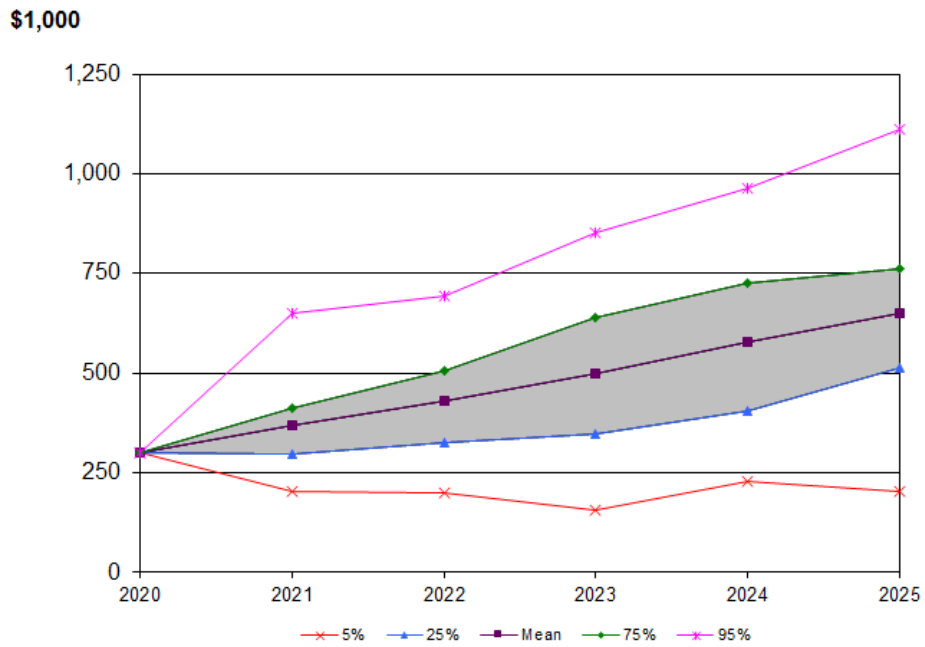
**Figure 1. Projected Variability in Net Income.**



Note: Percentages indicate the probability that Net Farm Income is below the indicated level. The shaded area contains 50% of the projected outcomes.



**Figure 2. Projected Variability in Operating Cash Reserves.**



Note: Percentages indicate the probability that Net Farm Income is below the indicated level.  
The shaded area contains 50% of the projected outcomes.

