

# **THE TEXAS A&M UNIVERSITY SYSTEM**

## **MEETING OF THE BOARD OF REGENTS**

**March 24-25, 2011**

**AGENDA ITEMS AND REPORTS**  
**Committee Meetings and Board Meeting**  
**March 24, 2011**

**Reports**

Second Quarter Audit Report	Cathy Smock, Chief Auditor
Audit Tracking Report	“
Briefing on the State Auditor’s Office’s Statewide Single Audit Reports for the Fiscal Year Ended 8/31/2010	“
EthicsPoint Hotline Update	“

**COMMITTEE ON FINANCE**

**Agenda Items**

1	Authorization to Establish a Quasi-Endowment Entitled the “William A. Robba Endowment for Graduate Study in Physics”	Texas A&M
2	Authorization for the President to Execute and Deliver the Operating Agreement with Baylor University Medical Center	Texas A&M Health Science Center
3	Authorization to Administer Government Classified Contracts	A&M System

**COMMITTEE ON BUILDINGS AND PHYSICAL PLANT**

**Report**

Report of System Construction Projects Authorized by the Board	Vergel Gay, Chief Facilities Planning and Construction Officer
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**Agenda Items**

4	Authorization to Negotiate, Execute and Deliver a Lease Agreement for Instructional and Event Space at CityCentre, Houston, Texas	Texas A&M
5	Authorization to Execute a Ground Lease for an Additional Phase of On-Campus Housing	A&M-Corpus Christi
6	Authorization to Execute a License to Mission City Youth Soccer Organization Covering Land at Texas A&M University-San Antonio, San Antonio, Texas, Bexar County	A&M-San Antonio

7	Naming of Facilities	
	“The Dr. Robert R. Furgason Conference Room”	A&M-Corpus Christi
	“The John J. Buckley Conference Room”	A&M-Corpus Christi
	“The Melvyn N. Klein Conference Room”	A&M-Corpus Christi
	“Seibel Student Service Center”	TAMUG

**COMMITTEE ON ACADEMIC AND STUDENT AFFAIRS**

**Report**

Academic Affairs Update for Texas A&M University-San Antonio	Maria Hernandez Ferrier, President
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**Agenda Items**

8	Approval of the Administrative Change to Reorganize and Rename the College of Science and Technology to the College of Science and Engineering, the Establishment of a School of Engineering, the Elimination of the Department of Computing Sciences, and Authorization to Submit the Request to the THECB	A&M-Corpus Christi
9	Approval of New Procedure 12.01.99.D1.01 ( <i>Institutional Procedures for Implementing Tenure</i> ) ( <i>This item also considered by Policy Review Committee</i> )	A&M-Central Texas
10	Approval of Revisions to Rule 12.03.99.H1 ( <i>Faculty Academic Workload and Reporting Requirements</i> ) ( <i>This item also considered by Policy Review Committee</i> )	Texas A&M-Texarkana

**POLICY REVIEW COMMITTEE**

**Agenda Items**

9	Approval of New Procedure 12.01.99.D1.01 ( <i>Institutional Procedures for Implementing Tenure</i> ) ( <i>This item also considered by the Committee on Academic and Student Affairs</i> )	A&M-Central Texas
10	Approval of Revisions to Rule 12.03.99.H1 ( <i>Faculty Academic Workload and Reporting Requirements</i> ) ( <i>This item also considered by the Committee on Academic and Student Affairs</i> )	Texas A&M-Texarkana

11	Approval of Revisions to System Policy 08.01 ( <i>Civil Rights Protections and Compliance</i> )	A&M System
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**ADDITIONAL ITEMS/REPORTS TO BE CONSIDERED BY THE BOARD**  
**(NOT ASSIGNED TO COMMITTEE)**

**Reports**

Chairman's Remarks ( <i>includes System Update</i> )	Morris Foster, Chairman
Chancellor's Remarks ( <i>includes Teaching Excellence Awards Update, Chancellor's Academy of Teacher Educators Award, Chancellor's Century Council Annual Meeting, Lone Star Conference in Dallas, Legislative Session Update</i> )	Mike McKinney, Chancellor
Presentation on the A&M System's Annual Financial Report for FY 2010	B. J. Crain, Chief Business Officer
Update on the Permanent University Fund	Bruce Zimmerman
Update on Military Friendly Project	Jay Kimbrough

**Agenda Items**

12	Adoption of a Resolution Honoring Mr. Greg Hall for His Outstanding Service as the Designer of "Plan B"	Texas A&M
13	Reappointment of Thomas E. Farmer, Sr., Paul S. Hill, James E. Pozzi, Albert P. Shannon and Jonathan Whitworth to the TAMUG Board of Visitors	Texas A&M
14	Authorization to Award an Honorary Doctor of Letters Degree to His Excellency Abdullah bin Hamad Al-Attayah	Texas A&M
15	Authorization to Award an Honorary Doctor of Letters Degree to Dr. James C. Stevens	Texas A&M
16	Authorization to Award an Honorary Doctor of Letters Degree to Dr. Charles H. Townes	Texas A&M
17	Approval of Academic Tenure, March 2011	Texas A&M
18	Granting of Faculty Development Leave for FY 2012	Texas A&M
19	Authorization to Award an Honorary Doctorate of Humane Letters Degree to Mr. Kenneth J. Wyatt	Tarleton
20	Approval of Academic Tenure, March 2011	Tarleton

21	Granting of Faculty Development Leave for FY 2012	Tarleton
22	Approval of Academic Tenure, March 2011	TAMIU
23	Approval of Academic Tenure, March 2011	A&M-Corpus Christi
24	Approval of Academic Tenure, March 2011	Texas A&M-Kingsville
25	Approval of Academic Tenure, March 2011	WTAMU
26	(PLACEHOLDER) Approval of Amendments to Board Bylaws	BOR, A&M System
27	*Authorization for the President to Execute an Employment Contract with the Head Football Coach	PVAMU
28	*Appointment of Executive Vice President for Finance and Administration	A&M-Corpus Christi
29	*Appointment of Associate Agency Director	TEES

**\*To be considered in Executive Session**

30	CONSENT AGENDA ITEMS	
A	(PLACEHOLDER) Approval of Minutes	BOR, A&M System
B	Granting of the Title of Emeritus/Emerita, March 2011	A&M System
C	Confirmation of Appointment and Commissioning of Peace Officers	A&M System

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

# Committee on Finance

(Agenda Items 1 through 3)

## Agenda Items

1	Authorization to Establish a Quasi-Endowment Entitled the “William A. Robba Endowment for Graduate Study in Physics”	Texas A&M
2	Authorization for the President to Execute and Deliver the Operating Agreement with Baylor University Medical Center	Texas A&M Health Science Center
3	Authorization to Administer Government Classified Contracts	A&M System

Agenda Item No.

**AGENDA ITEM BRIEFING**

**Submitted by:** R. Bowen Loftin, President  
Texas A&M University

**Subject:** Authorization for the President to Establish a Quasi-Endowment Entitled the “William A. Robba Endowment for Graduate Study in Physics”

**Proposed Board Action:**

Authorize the President of Texas A&M University (Texas A&M) to establish a quasi-endowment entitled “William A. Robba Endowment for Graduate Study in Physics.”

**Background Information:**

Texas A&M received gift proceeds from the William A. Robba Estate totaling \$40,000. Proceeds from the Robba Estate were directed to Texas A&M for its general purposes. The proceeds shall be used to provide financial support to graduate students specifically in the Department of Physics as that was Mr. Robba’s field of study while at Texas A&M.

**A&M System Funding or Other Financial Implications:**

The gift will be used to establish a quasi-endowment. Income generated from the quasi-endowment will be used to support selected students with associated expenses of achieving advanced degrees within the Department of Physics.



Agenda Item No.

**TEXAS A&M UNIVERSITY**

Office of the President

February 21, 2011

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

Subject: Authorization for the President to Establish a Quasi-Endowment Entitled the  
“William A. Robba Endowment for Graduate Study in Physics”

I recommend adoption of the following minute order:

**“The Board of Regents of The Texas A&M University System authorizes the President of Texas A&M University to establish a quasi-endowment account entitled the ‘William A. Robba Endowment for Graduate Study in Physics.’ The account will be created with proceeds received from the estate of William A. Robba. Interest earnings will be used to support selected students with associated expenses of achieving advanced degrees within the Department of Physics.”**

Respectfully submitted,

R. Bowen Loftin  
President

**Approval Recommended:**

**Approved for Legal Sufficiency:**

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Michael D. McKinney  
Chancellor

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Andrew L. Strong  
General Counsel

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Gregory R. Anderson  
Chief Investment Officer and Treasurer

Agenda Item No.

### **AGENDA ITEM BRIEFING**

**Submitted by:** Nancy W. Dickey, M.D.  
President, The Texas A&M University System Health Science Center, and  
Vice Chancellor for Health Affairs, The Texas A&M University System

**Subject:** Authorization for the President to Execute and Deliver the Operating  
Agreement with Baylor University Medical Center

#### **Proposed Board Action:**

Authorize the President of The Texas A&M University System Health Science Center (TAMHSC) to execute and deliver the Operating Agreement as shown in the Attachment, upon review for legal form and sufficiency by the Office of General Counsel, with Baylor University Medical Center (BUMC) in Dallas.

#### **Background Information:**

Previously, TAMHSC, on behalf of its College of Medicine (COM), entered into an affiliation agreement with BUMC to train M3 and M4 medical students at BUMC's Dallas campus. In its first year COM and BUMC contemplate between 20 and 26 M3 students and, thereafter, between 20 and 26 each of M3 and M4 medical students. The affiliation agreement with BUMC is critical to implementing the requirement that COM increase its class size.

In order to fully effectuate the affiliation agreement with BUMC, it is also necessary to enter into the Operating Agreement (see Attachment) to more fully delineate the responsibilities of COM and BUMC and to allocate the corresponding costs. It is this Operating Agreement for which approval is sought.

#### **A&M System Funding or Other Financial Implications:**

The annual cost of this contract is not more than \$500,000 during its first year and approximately \$1 million during its second year. While the Regional Dean and administrative staff will be appointed by COM, for administrative purposes they will be employees of BUMC. Those payments are to cover salary and benefit reimbursement and space allocation. All clinical faculty expense will be borne by BUMC.

Agenda Item No.

**THE TEXAS A&M UNIVERSITY SYSTEM  
HEALTH SCIENCE CENTER**

Office of the President and Vice Chancellor for Health Affairs  
February 8, 2011

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

Subject: Authorization for the President to Execute and Deliver the Operating Agreement  
with Baylor University Medical Center

I recommend adoption of the following minute order:

**“Authority is hereby granted, upon review for legal form and  
sufficiency by the Office of General Counsel, to the President of The Texas  
A&M University System Health Science Center to execute and deliver the  
Operating Agreement with Baylor University Medical Center.”**

Respectfully submitted,

Nancy W. Dickey, M.D.  
President, Texas A&M Health Science Center,  
and Vice Chancellor for Health Affairs,  
The Texas A&M University System

**Approval Recommended:**

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Michael D. McKinney  
Chancellor

**Approved for Legal Sufficiency:**

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Andrew L. Strong  
General Counsel

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B. J. Crain  
Chief Business Officer

February 15, 2011

Nancy W. Dickey, M.D.  
President, Texas A&M Health Science Center  
and Vice Chancellor for Health Affairs,  
Texas A&M University  
Texas A&M Health Science Center  
College of Medicine  
3060 Health Professions Education Building  
Bryan, Texas 77807-3260

RE: Affiliation Agreement for Student Clinical Training

Dear Dr. Dickey:

The purpose of this letter is to confirm in writing the agreement between Baylor University Medical Center (“BUMC”) and The Texas A&M University System Health Science Center College of Medicine (“COM”) relating to certain matters contemplated by, and pursuant to, the Affiliation Agreement for Student Clinical Training (“Agreement”).

1. The Agreement provides in Section XVI that, if BUMC and COM do not agree by January 1, 2011 on certain matters relating to the clinical educational program (“Program”), then either party may terminate the Agreement. BUMC and COM agree to extend the date to reach such agreement from January 1, 2011 to February 15, 2011 and acknowledge and agree that this letter agreement satisfies the requirements of Section XVI of the Agreement relating to satisfactory completion of an agreement. BUMC and COM further acknowledge and agree that the Agreement controls their overall affiliation relationship and that this letter agreement (i) is intended to implement and to delineate the operational details of that relationship and (ii) shall be interpreted to be consistent with the terms of the Agreement.

2. During the first academic year of the Agreement, commencing in December 2011, COM will provide to BUMC no fewer than 20 and not more than 26 third year students. Subject to Sections 4 and 5 below, COM will be responsible for paying for all academic infrastructure costs necessary to support the Program, which include (but are not limited to) the salaries, benefits, and expenses to support the Regional Associate Dean's office and staff, stipends for clerkship directors and clerkship support staff, appropriate support for other administrative functions such as student affairs, business affairs, and information technology, and the costs of all space necessary for these functions (all of these commitments collectively referred as the "COM Academic Infrastructure Commitment").

3. During the second academic year of the Agreement, commencing in June 2012, COM (i) will provide to BUMC no fewer than 20 and not more than 26 third-year students and no fewer than 20 and not more than 26 fourth-year students and (ii) will, subject to Sections 4 and 5 below, make the same COM Academic Infrastructure Commitment set forth above in order to support these third-year and fourth-year classes of students. In addition, COM may provide (and BUMC agrees to accept) additional fourth-year students who would participate in specialized training programs for specific limited time periods, as contemplated by Section 8 below.

4. For each fiscal year of the Program, COM will establish, fund, and manage a fund of money ("Program Fund") to be used exclusively to pay for the COM Academic Infrastructure Commitment and to satisfy its duties and obligations set forth above in Sections 2 and 3. The initial amount of the Program Fund shall be based on the final budget as set forth below. The Program Fund will be a separate budget item for COM and will be treated the same as other COM Regional Dean's Office budgets. BUMC and COM will agree, as soon as reasonably

possible and no later than March 30, 2011, upon a budget covering and listing all costs and expenses necessary to support the Program during the first two academic years of the Agreement and delineating the schedule and timing of payments from COM out of the Program Fund to be made on a monthly basis to BUMC ("Program Budget"). The parties agree that neither BUMC nor COM is obligated to make any expenditure in connection with the Program unless and until the Program Budget is mutually adopted. BUMC and COM agree that the costs and expenses relating to the simulation lab to be constructed in connection with the Program will be addressed in the Program Budget and that the parties will share and divide such costs and expenses equally. The parties further agree that the Program Budget will address how they will share equally and appropriately in operational efficiencies and cost savings. COM and BUMC shall reasonably and in good faith work, consult, and cooperate with each other regarding all budget, funding and expense issues relating to the Program.

5. The Associate Dean shall be employed by BUMC, shall be subject to BUMC compensation, benefit, human resources, and employment policies, and, consistent with Section II.3 of the Agreement, shall be approved by both BUMC and COM. In addition, all personnel providing services as part of the Program who are located or office at BUMC or other BUMC affiliates ("Program Personnel") shall be employed by BUMC and shall be subject to BUMC's hiring and firing decision-making, compensation and benefit plans, and human resources and employment policies. The Associate Dean and all Program Personnel, however, shall report to and be supervised by the Dean of the COM for all academic-related matters relating to the Program. BUMC and COM shall reasonably and in good faith work, cooperate, and consult with each other regarding the activities of the Associate Dean and Program Personnel. COM shall provide advice and consultation to BUMC regarding Program Personnel; however BUMC

retains final control and authority regarding all human resource and employment decision-making relating to the Associate Dean and Program Personnel. COM shall reimburse BUMC from the Program Fund for all compensation, benefits, and expenses relating to the Associate Dean and Program Personnel as a part of the COM Academic Infrastructure Commitment and consistent with the Program Budget.

6. COM shall be responsible for academic infrastructure and space-related costs as set forth in Section 2 above, and BUMC shall be responsible for clinical faculty-related costs necessary to support the Program. The costs described above shall be included in the Program Budget. Any costs or expenses not included in the Program Budget that are reasonably necessary to support the Program will be shared equally between COM and BUMC except as COM and BUMC otherwise agree in writing. The parties acknowledge and agree that all student housing costs will be assumed by COM or the student.

7. BUMC will provide the services, space, and facilities contemplated by Sections III.11 and III.13 of the Agreement in accordance with LCME requirements and as mutually determined reasonably and in good faith by BUMC and COM consistent with the Program Budget.

8. During the first two academic years of the Agreement, the rotations for third year students as contemplated by Section I.2 of the Agreement will include internal medicine, family practice, OB/GYN, surgery, psychiatry, and pediatrics. The parties will reasonably and in good faith mutually agree upon required fourth year student rotations during the second academic year. In addition to the full-time third year students participating in core rotations, elective

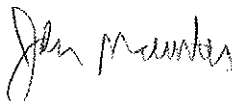
rotations may be taken by other COM students during the first academic year of the Agreement, subject to availability.

9. After 18 months, BUMC and COM will jointly assess the effectiveness of the Agreement in meeting their respective goals and expectations and will determine if the Agreement should be modified in any way prior to renewal.

10. The parties acknowledge and agree that (i) BUMC will need from time-to-time to contract with other third-party institutions and organizations to provide certain of the rotations contemplated in Section 8 above, including but not limited to psychiatry and pediatric rotations, (ii) COM and BUMC will reasonably and in good faith consult and cooperate with each other in developing, consummating, and implementing these third party arrangements, and (iii) COM reserves the right to approve any such contract between BUMC and a third party as contemplated above, such approval not to be unreasonably withheld.

Please acknowledge COM's acceptance and agreement to the terms of this letter agreement by executing below.

Sincerely,



John McWhorter  
President



Accepted and Agreed:



Nancy W. Dickey, M.D.  
President, Texas A&M Health Science Center and Vice  
Chancellor for Health Affairs, Texas A&M University  
System

Date: 2/11/11

(Acceptance page for operating agreement dated February 15, 2011, between Baylor University Medical Center and The Texas A&M University System Health Science Center College of Medicine.)

Agenda Item No.

**AGENDA ITEM BRIEFING**

**Submitted by:** B. J. Crain, Chief Business Officer  
The Texas A&M University System

**Subject:** Authorization to Administer Government Classified Contracts

**Proposed Board Action:**

Delegate authority to updated group named in minute order to administer government classified contracts.

**Background Information:**

The cognizant security agency of The Texas A&M University System is the Defense Security Service (DSS). To comply with DSS, security administration of government classified contracts must be kept current.

In accordance with the National Industrial Security Program Operating Manual, the Board of Regents of The Texas A&M University System must specify the positions that require a personnel security clearance and delegate authority to this group to administer government classified contracts. In addition, members of the Board of Regents are excluded from the procedure of securing a personnel security clearance.

**A&M System Funding or Other Financial Implications:**

Not applicable.

Agenda Item No.

**SYSTEM OFFICES**  
Office of the Chief Business Officer  
February 9, 2011

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

Subject: Authorization to Administer Government Classified Contracts

I recommend adoption of the following minute order:

**“The individuals occupying the following positions at The Texas A&M University System have been or will be processed for a personnel security clearance for access to classified information, to the level of the facility clearance granted to the A&M System, as provided for in the National Industrial Security Program Operating Manual. In addition, all replacements for such positions will be processed for security clearance.**

**Michael D. McKinney, Chancellor**  
*The Texas A&M University System*

**B. J. Crain, Chief Business Officer**  
*The Texas A&M University System*

**Kevin Gamache, Facility Security Officer**  
*Texas A&M University*

**Jeffrey R. Seemann, Chief Research Officer**  
*The Texas A&M University System*

**The Board of Regents delegates to the above named group all authority pertaining to the protection of classified contracts awarded to the A&M System by the Department of Defense or user agencies of its Industrial Security Program.**

**Members of the Board of Regents shall not have or require access to classified information disclosed to the A&M System. Board members can be effectively excluded from access to all classified information disclosed to the A&M System and do not occupy positions that would enable them to adversely affect the policies or practices of the member institutions, agencies,**

Agenda Item No.  
February 9, 2011

**or health science center of the A&M System in the performance of classified contracts; therefore, members of the Board of Regents need not be processed for personnel clearance.**

**MEMBERS OF THE BOARD OF REGENTS**

**Morris E. Foster, Chairman  
James P. Wilson, Jr., Vice Chairman  
Phil Adams  
Richard A. Box  
Elaine Mendoza  
Judy Morgan  
Jim Schwertner  
Cliff Thomas  
John D. White  
Cresencio Davila.”**

Respectfully submitted,

B. J. Crain  
Chief Business Officer

**Approval Recommended:**

**Approved for Legal Sufficiency:**

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Michael D. McKinney  
Chancellor

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Andrew L. Strong  
General Counsel

# Committee on Buildings and Physical Plant

*(Agenda Items 4 through 7)*

**Report**

Report of System Construction Projects Authorized by the Board	Vergel Gay, Chief Facilities Planning and Construction Officer
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**Agenda Items**

4	Authorization to Negotiate, Execute and Deliver a Lease Agreement for Instructional and Event Space at CityCentre, Houston, Texas	Texas A&M
5	Authorization to Execute a Ground Lease for an Additional Phase of On-Campus Housing	A&M-Corpus Christi
6	Authorization to Execute a License to Mission City Youth Soccer Organization Covering Land at Texas A&M University-San Antonio, San Antonio, Texas, Bexar County	A&M-San Antonio
7	Naming of Facilities	
	“The Dr. Robert R. Furgason Conference Room”	A&M-Corpus Christi
	“The John J. Buckley Conference Room”	A&M-Corpus Christi
	“The Melvyn N. Klein Conference Room”	A&M-Corpus Christi
	“Seibel Student Service Center”	TAMUG

**Construction Projects Status Report Effective 3/10/2011**

<b>Projects in Programming/Planning:</b>	<b>7 Projects</b>	<b>\$</b>	<b>19,815,000</b>
<b>Projects in Design:</b>	<b>14 Projects</b>	<b>\$</b>	<b>197,043,013</b>
<b>Projects in Bidding:</b>	<b>0 Projects</b>	<b>\$</b>	<b>0</b>
<b>Projects in Construction:</b>	<b>31 Projects</b>	<b>\$</b>	<b>892,410,843</b>
<b>Combined Total</b>	<b>52 Projects</b>	<b>\$</b>	<b>1,109,268,856</b>

**PROJECTS TO BE AUTHORIZED BY  
THE BOARD OF REGENTS****Projects in Programming/Planning**

<b>College Station, TX</b>		<b><u>Project Cost</u></b>
02-3089	Joint Library Facility with the University of Texas	\$7,000,000
02-3091	College of Veterinary Medicine Development Plan	\$150,000
02-3096	Commons Building Feasibility Study	\$100,000
02-3099	University Band Facility Feasibility Study	\$25,000
<b>Prairie View, TX</b>		
05-3063	Campus Master Plan	\$420,000
05-3092	2011 Capital Renewal	\$12,050,000
05-3100	Phase VI Student Housing Monitoring	\$70,000
<b>Total of Projects in Programming/Planning</b>		<b><u>\$19,815,000</u></b>

**Projects in Design**

		<b><u>Project Cost</u></b>
<b>Canyon, TX</b>		
18-3093	Jack B. Kelley Student Center Expansion	\$10,900,000
<b>College Station, TX</b>		
02-3001	Wellborn Road Grade Separation	\$34,000,000
02-3067	Northside Residence Hall	\$58,000,000
02-3070	Luedecke Cyclotron Building Expansion	\$3,500,000
02-3073	New Taxiway G and ARFF Access Road	\$3,980,000
02-3075	General Aviation Ramp Rehabilitation Phase 3	\$1,040,000
02-3077	Interdisciplinary Life Sciences Buildout	\$3,529,612
02-3078	Easterwood Airport Wildlife Hazard Assessment	\$85,235
02-3080	Energy Consumption Reduction Project Phase II	\$5,133,166
02-3085	Corps Dorm Renovation - FY 2011	\$13,500,000
<b>Corpus Christi, TX</b>		
15-3087	Momentum Sports Complex	\$16,875,000
<b>Galveston, TX</b>		
10-3088	New Student Housing	\$29,000,000
<b>Kingsville, TX</b>		
17-3082	New Student Housing Phase III	\$16,000,000
17-3095	Pharmacy Building - Water Intrusion and Mechanical Repairs	\$1,500,000
<b>Total of Projects in Design</b>		<b><u>\$197,043,013</u></b>

**Projects in Construction**

	<b><u>Project Cost</u></b>
<b>Bryan, TX</b>	
<b>23-2998 Medical Research and Education Building</b>	\$63,372,000
Satterfield and Pontikes Construction, Inc.; Houston, TX	
Construction Status: On Schedule	Construction Completion Date: 5/20/2011
Construction Work Completed: 99.0%	
<b>23-3065 Health Science Center Clinical Building I</b>	\$26,000,000
Skanska USA Building, Inc.; Houston, TX	
Construction Status: On Schedule	Construction Completion Date: 6/29/2011
Construction Work Completed: 50.0%	
<b>Canyon, TX</b>	
<b>18-3040 Underclassmen Residence Hall-Phase 1</b>	\$32,500,000
Western Builders of Amarillo, Inc.; Amarillo, TX	
Construction Status: Behind Schedule	Construction Completion Date: 9/20/2011
Construction Work Completed: 45.0%	
<b>College Station, TX</b>	
<b>01-3046 National Center for Therapeutics Manufacturing</b>	\$45,643,000
Turner Construction Company; Dallas, TX	
Construction Status: On Schedule	Construction Completion Date: 8/31/2011
Construction Work Completed: 65.0%	
<b>02-2991 Emerging Technologies and Economic Development Interdisciplinary Building</b>	\$104,000,000
J.T. Vaughn Construction Company, Inc.; Houston, TX	
Construction Status: On Schedule	Construction Completion Date: 8/30/2011
Construction Work Completed: 93.0%	
<b>02-3000 Liberal Arts and Arts &amp; Humanities Building</b>	\$46,000,000
Skanska USA Building, Inc.; Houston, TX	
Construction Status: Just Starting	Construction Completion Date: 7/2/2012
Construction Work Completed: 2.0%	
<b>02-3008 Satellite Utility Plant 1 Chiller Upgrade</b>	\$9,600,000
R.E.C. Industries, Inc.; Bryan, TX	
Construction Status: Substantially Complete	Construction Completion Date: 12/1/2011
Construction Work Completed: 99.5%	
<b>02-3015 Ross Street Extension &amp; Paving</b>	\$4,000,000
Garrett Mechanical, Inc.; Bryan, TX	
Construction Status: On Schedule	Construction Completion Date: 9/5/2011
Construction Work Completed: 26.0%	
<b>02-3018 Zachry Fire &amp; Life Safety Upgrade</b>	\$5,500,000
Ranger Fire, Inc.; Grapevine, TX	
Construction Status: On Schedule	Construction Completion Date: 5/3/2011
Construction Work Completed: 72.0%	
<b>02-3021 YMCA Building Renovation</b>	\$15,000,000
J.T. Vaughn Construction, LLC; Houston, TX	
Construction Status: On Schedule	Construction Completion Date: 8/15/2011
Construction Work Completed: 50.0%	



<b>02-3027</b>	<b>Veterinary Imaging and Cancer Treatment Center</b>	\$4,950,000
J.T. Vaughn Construction, LLC; Houston, TX		
Construction Status: On Schedule		Construction Completion Date: 7/29/2011
Construction Work Completed: 74.0%		
<b>02-3045</b>	<b>Renovate the MSC and University Complex</b>	\$116,000,000
J.T. Vaughn Construction Company, Inc.; Houston, TX		
Construction Status: On Schedule		Construction Completion Date: 5/24/2012
Construction Work Completed: 44.0%		
<b>02-3051</b>	<b>Combined Heat and Power Upgrade</b>	\$73,250,000
Harvey-Cleary Builders; Austin, TX		
Construction Status: On Schedule		Construction Completion Date: 12/31/2011
Construction Work Completed: 80.0%		
<b>02-3066</b>	<b>University Apartments Phase II</b>	\$26,535,000
Collegiate Development Construction Services, I, L; Irving, TX		
Construction Status: Just Starting		Construction Completion Date: 8/4/2011
Construction Work Completed: 35.0%		
<b>02-3068</b>	<b>Energy Consumption Reduction Project</b>	\$10,000,000
Siemens Industry, Inc.; Chicago, IL		
Construction Status: On Schedule		Construction Completion Date: 12/30/2011
Construction Work Completed: 5.0%		
<b>02-3072</b>	<b>Aircraft Rescue and Fire Fighting Vehicle</b>	\$750,000
General Safety Equipment LLC; Wyoming, MN		
Construction Status: On Schedule		Construction Completion Date: 4/1/2011
Construction Work Completed: 85.0%		
<b>02-3074</b>	<b>General Aviation Ramp Rehabilitation Phase 2A</b>	\$980,000
Brazos Paving Inc.; Bryan, TX		
Construction Status: Just Starting		Construction Completion Date: 8/5/2011
Construction Work Completed: 0.0%		
<b>02-3076</b>	<b>Olsen Field Renovation</b>	\$24,000,000
Skanska USA Building, Inc.; Houston, TX		
Construction Status: On Schedule		Construction Completion Date: 2/15/2012
Construction Work Completed: 0.0%		
<b>02-3086</b>	<b>Penberthy Field Renovations</b>	\$10,600,000
Acklam Construction Co., LTD; College Station, TX		
Construction Status: Just Starting		Construction Completion Date: 9/1/2011
Construction Work Completed: 1.0%		
<b>06-2967</b>	<b>Agriculture Headquarters Building</b>	\$76,294,843
Skanska USA Building, Inc.; Houston, TX		
Construction Status: On Schedule		Construction Completion Date: 1/5/2012
Construction Work Completed: 82.0%		

**Commerce, TX**

<b>21-3064</b>	<b>New Student Housing</b>	\$14,000,000
SpawGlass Construction Company; Houston, TX		
Construction Status: Behind Schedule		Construction Completion Date: 5/3/2011
Construction Work Completed: 35.0%		

**Corpus Christi, TX**

<b>15-3013 Michael and Karen O'Connor Building</b>	\$25,000,000
Satterfield and Pontikes Construction, Inc.; Houston, TX	
Construction Status: Behind Schedule	Construction Completion Date: 1/19/2011
Construction Work Completed: 99.0%	
<b>15-3038 Tennis Complex</b>	\$2,460,000
Ewing Construction Co., Inc.; Corpus Christi, TX	
Construction Status: On Schedule	Construction Completion Date: 4/23/2011
Construction Work Completed: 80.0%	
<b>15-3050 Utility Plant Expansion</b>	\$6,300,000
Harvey-Cleary Builders; Austin, TX	
Construction Status: On Schedule	Construction Completion Date: 5/5/2011
Construction Work Completed: 75.0%	
<b>15-3062 New Parking Garage</b>	\$19,800,000
Fulton Construction-CoastCon; Corpus Christi, TX	
Construction Status: On Schedule	Construction Completion Date: 11/3/2011
Construction Work Completed: 20.0%	

**Killeen, TX**

<b>24-3057 Classroom/Office Building</b>	\$40,000,000
Austin Commercial, L.P.; Austin, TX	
Construction Status: On Schedule	Construction Completion Date: 4/30/2012
Construction Work Completed: 16.0%	

**Kingsville, TX**

<b>17-3039 Biology-Earth Sciences Building Renovation</b>	\$4,876,000
B.E. Beecroft Co.; Corpus Christi, TX	
Construction Status: On Schedule	Construction Completion Date: 7/25/2011
Construction Work Completed: 55.0%	
<b>17-3060 New Student Housing Phase II</b>	\$18,000,000
SpawGlass Construction Company; Houston, TX	
Construction Status: On Schedule	Construction Completion Date: 7/17/2011
Construction Work Completed: 45.0%	

**San Antonio, TX**

<b>25-3054 Multipurpose Building</b>	\$40,000,000
Bartlett Cocke, L.P.; San Antonio, TX	
Construction Status: On Schedule	Construction Completion Date: 8/23/2011
Construction Work Completed: 60.0%	

**Stephenville, TX**

<b>04-3090 New Student Housing Phase II</b>	\$13,000,000
SpawGlass Construction Company; Houston, TX	
Construction Status: On Schedule	Construction Completion Date: 8/17/2011
Construction Work Completed: 40.0%	

**Texarkana, TX**

<b>22-3059 Student Housing</b>	\$14,000,000
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Facilities Planning and Construction Department  
The Texas A&M University System

3/10/2011

Hoar Construction LLC; Houston, TX  
Construction Status: On Schedule  
Construction Work Completed: 40.0%

Construction Completion Date: 7/15/2011

**Total of Projects in Construction**

**\$892,410,843**

Agenda Item No.

**AGENDA ITEM BRIEFING**

**Submitted by:** R. Bowen Loftin, President  
Texas A&M University

**Subject:** Authorization to Negotiate, Execute and Deliver a Lease Agreement for Instructional and Event Space at CityCentre, Houston, Texas

**Proposed Board Action:**

Authorize negotiation and execution of a lease with Midway Companies for approximately 22,000 square feet of rentable space at CityCentre, Houston, Texas.

**Background Information:**

In an effort to provide enhanced accessibility to graduate programs for working professionals and leverage the university's reputation in the Houston region, Texas A&M University (Texas A&M) plans to increase the size of the nationally-ranked Mays Business School (Mays School) MBA Program, currently offered in an executive format in The Woodlands, and to relocate program offerings to a more desirable location on the west side of Houston. The relocation and associated program expansion are planned for fall 2012.

Classroom, amenities and transportation option limitations at the current program site in The Woodlands prevent program expansion and have often been cited as affecting student enrollment, particularly in comparison to our competitors in Houston. The program expansion requires the ability to serve two program cohorts simultaneously with additional classrooms, instructional support and better access for potential students in the Houston region.

Market research conducted by the Mays School has led the university to conclude that an ideal location for program expansion would be west of downtown Houston with close proximity to the "Energy Corridor." Locating the program on the west side of Houston to a facility with improved transportation access and amenities will enhance the Mays School's competitiveness and provide the additional space needed to increase the size of the program. The Mays School expects to be able to expand the program by 80 students within two years, increasing student graduations and generating an additional 6,293 weighted student credit hours per year for the university.

CityCentre by Midway Companies is a functioning mixed-use development with quality amenities at the junction of Beltway 8 and I-10 on the west side of Houston. Midway Companies expects to break ground on a new building in May 2011 that would provide ideal space for the planned educational offerings intended by the Mays School and Texas A&M.

Agenda Item No.  
Agenda Item Briefing

Initial conversations have provided a general assessment of the opportunity for leased space including the ability to have some of the space built to suit specific needs of the program.

Below is a brief summary of Midway Companies' current lease proposal:

- Approximately 22,000 square feet of classroom, office and meeting space occupying the entire second floor of CityCentre Three will begin construction in May 2011;
- An initial year base rent for the space of \$24 per rentable square foot and estimated operating costs of \$12 per rentable square foot (for an estimated total initial annual cost of approximately \$792,000). A proposed base rent escalator at \$0.75/SF annually;
- A primary term of 10 years, with one five-year renewal;
- Proposed build-to-suit space valued at approximately \$1.8 million less landlord's improvement allowance of \$660,000 for an initial net build-out cost of approximately \$1.14 million;
- The lease will provide a right of first offer to expand within the building based on potential demand by Texas A&M programs;
- Texas A&M and the Mays School will have building signage rights at no additional out-of-pocket cost (in exchange for recognition of an in-kind donation by Midway Companies valued at \$25,000 annually) prominently visible from Beltway 8.

The facility will provide Texas A&M a highly visible presence in Houston. The space and immediately adjacent facilities will also be available to expand other university graduate programs, offer continuing education programs, host alumni or public educational events and facilitate student recruiting events, as appropriate. The location will also facilitate an increase in Texas A&M's and Mays School's corporate outreach.

Off-campus sites for student instruction are subject to Texas Higher Education Coordinating Board and Southern Association of Colleges & Schools accreditation policies. These processes can take up to nine months to complete. In order to facilitate these approvals, as well as opportunities to design the build-to-suit space, it is in Texas A&M's best interest to complete negotiations and execute the lease in April 2011.

**A&M System Funding or Other Financial Implications:**

Initial build-to-suit enhancements, as well as recurring lease and operational costs, will be funded by internal reallocation, program fees and other revenues from the Executive MBA and outreach programs of the Mays School at Texas A&M. Future opportunities to enhance revenues from possible expansions in other Texas A&M programs and third party events will also offset recurring expenses.

Agenda Item No.

**TEXAS A&M UNIVERSITY**

Office of the President

February 25, 2011

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

Subject: Authorization to Negotiate, Execute and Deliver a Lease Agreement for  
Instructional and Event Space in CityCentre, Houston, Texas

I recommend adoption of the following minute order:

**“The Chancellor of The Texas A&M University System, or designee, following review for legal sufficiency by the Office of General Counsel, is authorized to negotiate, execute and deliver a lease agreement with Midway Companies for instructional and event space in Houston, Texas, at the CityCentre development, for an initial term of 10 years and upon such other terms and conditions as the Chancellor, or designee, deems appropriate.”**

Respectfully submitted,

R. Bowen Loftin  
President

**Approval Recommended:**

**Approved for Legal Sufficiency:**

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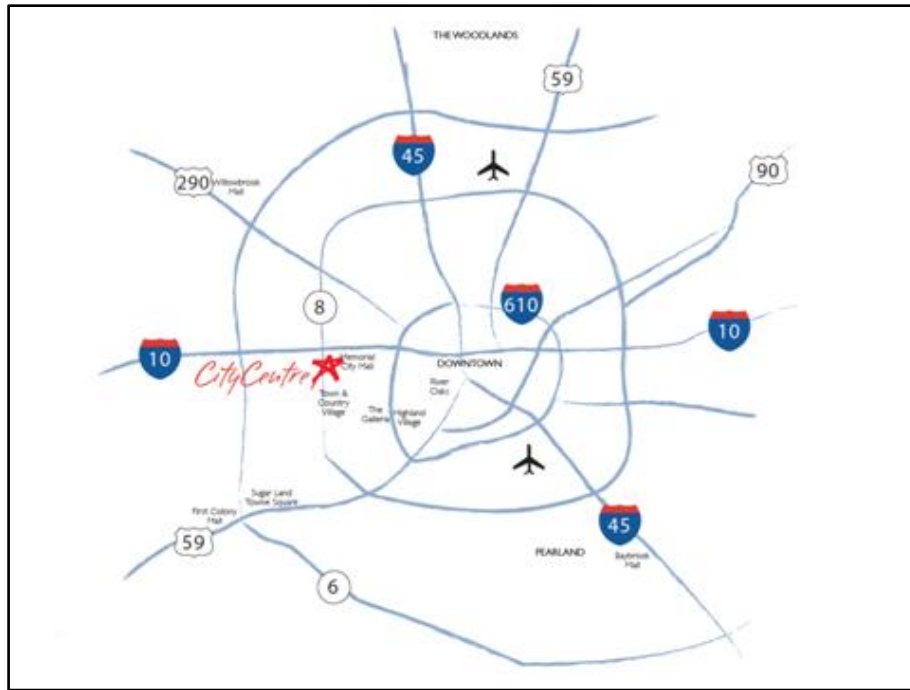
Michael D. McKinney  
Chancellor

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Andrew L. Strong  
General Counsel

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B. J. Crain  
Chief Business Officer



Agenda Item No.

**AGENDA ITEM BRIEFING**

**Submitted by:** Flavius C. Killebrew, President  
Texas A&M University-Corpus Christi

**Subject:** Authorization to Execute a Ground Lease for an Additional Phase of On-Campus Housing

**Proposed Board Action:**

Authorize a ground lease of approximately 2.328 acres for an additional phase of on-campus housing on the campus of Texas A&M University-Corpus Christi.

**Background Information:**

Since 1993, Camden Property Trust (Camden), a Texas real estate investment trust, has constructed and is presently managing a privatized housing complex on the campus of Texas A&M University-Corpus Christi (A&M-Corpus Christi). All beds were leased at the start of FY11 and the student population is growing. As a part of its student retention efforts, the University administration would like to make more on-campus housing available for incoming freshmen. Currently, the campus has 1,415 beds of on-campus housing for approximately 14% of its student population. An additional phase of 75 beds is required at this time.

The University desires to lease a tract of real property comprised of approximately 2.328 acres to Camden, which would bring the total amount of land leased for privatized housing to 24.77 acres. The lease will commence upon execution and remain in effect until August 31, 2035.

Camden will construct one building containing approximately 38 units and 75 beds. Camden will pay a base rent of \$3,500, plus 25% of net cash flow, for each year of the lease.

**A&M System Funding or Other Financial Implications:**

None



Agenda Item No.

**TEXAS A&M UNIVERSITY-CORPUS CHRISTI**

Office of the President

February 23, 2011

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

Subject: Authorization to Execute a Ground Lease for an Additional Phase of On-Campus Housing

I recommend adoption of the following minute order:

**“The Chancellor of The Texas A&M University System, or designee, following legal review by the Office of General Counsel, is authorized to negotiate and execute a ground lease agreement with Camden Property Trust for approximately 2.328 acres on the campus of Texas A&M University-Corpus Christi for the construction, maintenance and operation of an on-campus housing facility containing 75 beds. The term of the lease will commence upon execution and expire on August 31, 2035.”**

Respectfully submitted,

Flavius C. Killebrew, President  
Texas A&M University-Corpus Christi

**Approval Recommended:**

**Approved for Legal Sufficiency:**

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Michael D. McKinney  
Chancellor

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Andrew L. Strong  
General Counsel

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B. J. Crain  
Chief Business Officer

LOCATION OF SUBJECT PROPERTY



Agenda Item No.

**AGENDA ITEM BRIEFING**

**Submitted by:** Maria Hernandez Ferrier, President  
Texas A&M University-San Antonio

**Subject:** Authorization to Execute a License to Mission City Youth Soccer Organization Covering Land Assigned to Texas A&M University-San Antonio, in San Antonio, Bexar County, Texas

**Proposed Board Action:**

Authorize the execution of a license to Mission City Youth Soccer Organization (Mission City) of up to 37 acres of A&M System land assigned to Texas A&M University-San Antonio (A&M-San Antonio) in San Antonio, Bexar County, Texas.

**Background Information:**

Mission City, a Texas nonprofit corporation, was awarded \$5,000,000 by the Bexar County Commissioners Court for the design, construction, operation and maintenance of a soccer complex, to include soccer fields and other improvements (the "Soccer Facility"). Funds from the Bexar County Venue Tax Project and short term motor vehicle rental taxes will fund the project. Mission City has approached A&M-San Antonio with a proposal to construct the Soccer Facility on up to 37 acres out of a 104-acre parcel of land south of Mauermann Road (see Attachment).

The proposed site is south of the 580-acre main campus and is not part of the campus development plan. There are no plans for development of the proposed site in the foreseeable future. The benefits to A&M-San Antonio of locating the Soccer Facility on this site include access and use of the Sports Facility without charge on a schedule approved by A&M-San Antonio for kinesiology classes, intramural sports, ROTC training and other university-sanctioned and sponsored events. Mission City will be required to maintain the Soccer Facility to a standard equal to the standard of maintenance at the A&M-San Antonio campus.

The term of the license will be 30 years. Since A&M-San Antonio will have use of the Soccer Facility, and because the construction costs and maintenance will be borne by Mission City, the University is proposing that the license be granted to Mission City without charge. If Mission City defaults under the terms of the license, another nonprofit organization will be appointed by Bexar County to assume its obligations under the license.

**A&M System Funding or Other Financial Implications:**

None.

Agenda Item No.

**TEXAS A&M UNIVERSITY-SAN ANTONIO**

Office of the President

February 23, 2011

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

Subject: Authorization to Execute a License to Mission City Youth Soccer Organization Covering Land Assigned to Texas A&M University-San Antonio, in San Antonio, Bexar County, Texas

I recommend adoption of the following minute order:

**“The Chancellor of The Texas A&M University System, or designee, following review for legal sufficiency by the Office of General Counsel, is authorized to execute a license to Mission City Youth Soccer Organization covering up to 37 acres south of Mauermann Road assigned to Texas A&M University-San Antonio in San Antonio, Bexar County, Texas, for a term of 30 years for the purpose of constructing and operating a soccer facility that will be available for use by the university. The license may be granted without charge and may contain such other terms and conditions as the Chancellor, or designee, shall deem appropriate.”**

Respectfully submitted,

Maria Hernandez Ferrier  
President

**Approval Recommended:**

**Approved for Legal Sufficiency:**

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Michael D. McKinney  
Chancellor

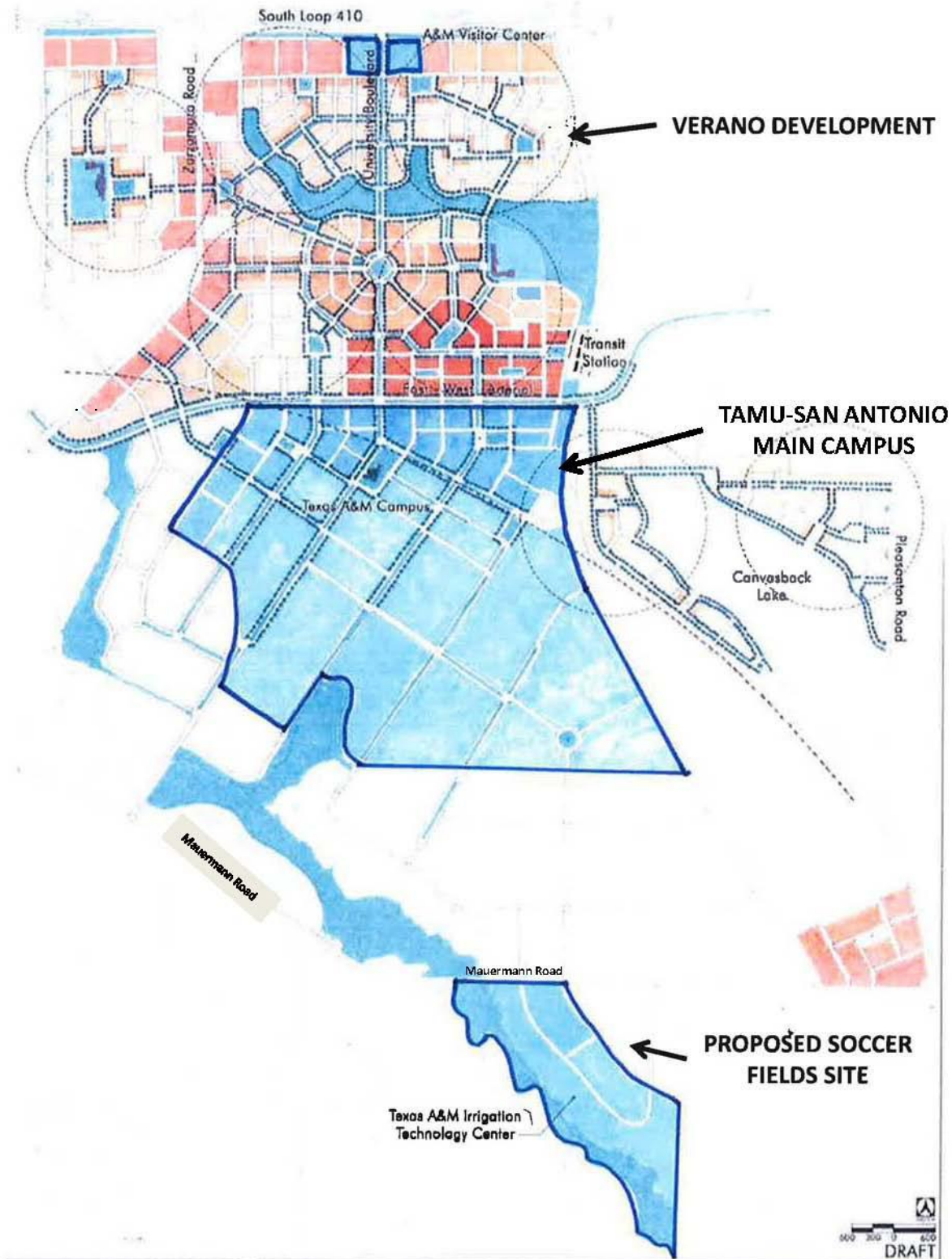
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Andrew L. Strong  
General Counsel

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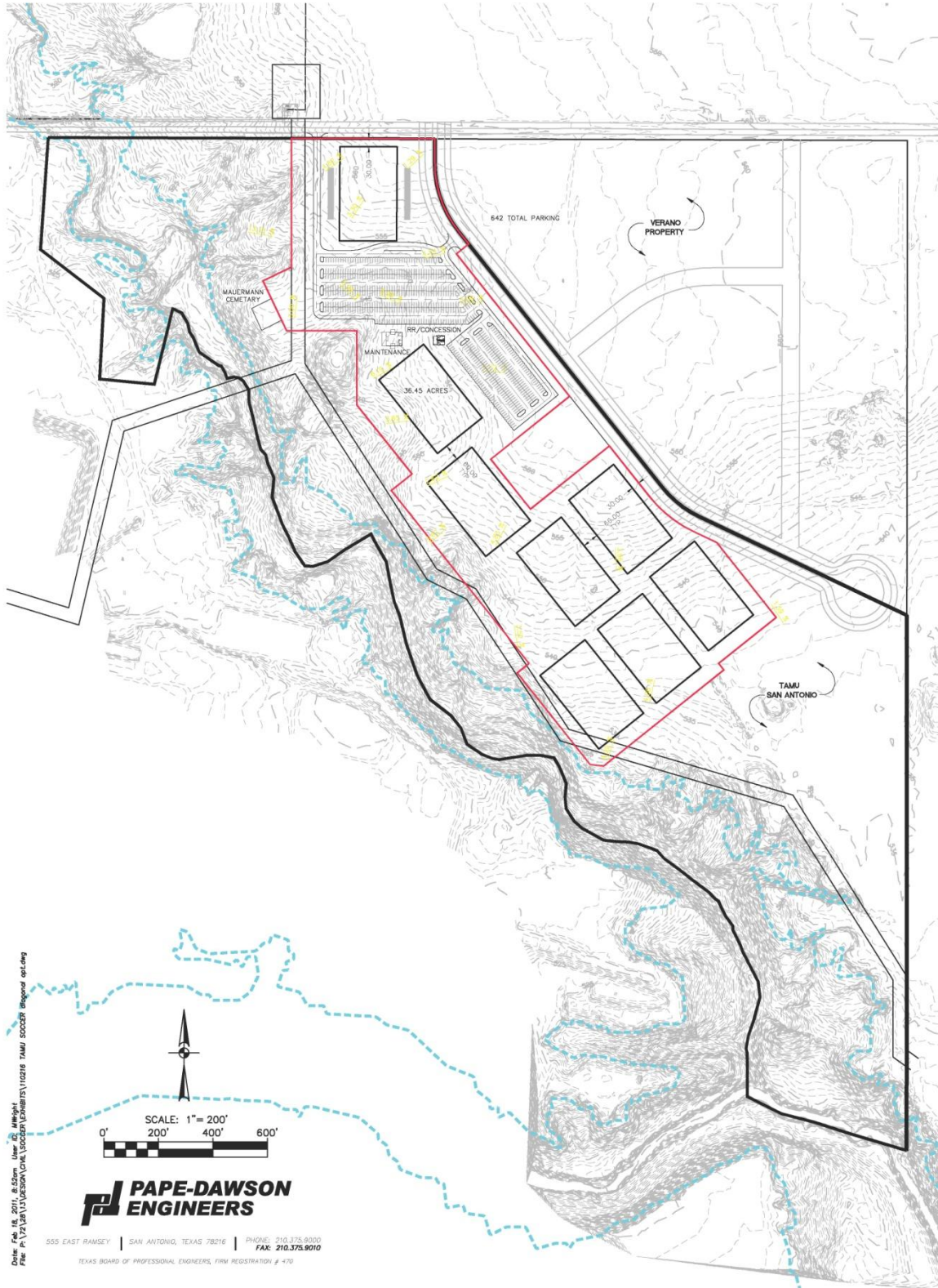
B. J. Crain  
Chief Business Officer

### TEXAS A&M UNIVERSITY – SAN ANTONIO





# PROPOSED SOCCER FIELD SITE PLAN



**Agenda Item No. 7**

**AGENDA ITEM BRIEFING**

March 10, 2011

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

Subject: Naming of Facilities

The following recommendations were forwarded to the Board for consideration:

**Texas A&M University-Corpus Christi**

The President of Texas A&M University-Corpus Christi requests Board approval to name the Conference Room located in room 339 of the Michael and Karen O'Connor Building "**The Dr. Robert R. Furgason Conference Room.**"

The President of Texas A&M University-Corpus Christi requests Board approval to name the Conference Room located in room 363 of the Michael and Karen O'Connor Building "**The John J. Buckley Conference Room.**"

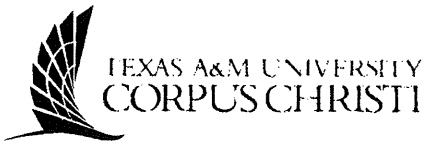
The President of Texas A&M University-Corpus Christi requests Board approval to name the Dean's Conference Room located in room 335 of the Michael and Karen O'Connor Building "**The Melvyn N. Klein Conference Room.**"

**Texas A&M University**

The President of Texas A&M University requests Board approval to name the new Student Services Building on the campus of Texas A&M University at Galveston the "**Seibel Student Service Center.**"

Dr. McKinney has approved these requests.

Attachment



020311-6

DR. FLAVIUS C. KILLEBREW  
PRESIDENT/CEO

6300 OCEAN DRIVE, UNIT 5756  
CORPUS CHRISTI, TEXAS 78412-5756  
O 361.825.2621 • F 361.825.5810

January 31, 2011

**MEMORANDUM**

**TO:** Ms. Vickie Burt Spillers  
Executive Secretary to the Board of Regents

**THROUGH:** Dr. Michael D. McKinney  
Chancellor

**SUBJECT:** Authorize the President/CEO of Texas A&M University-Corpus Christi to name the Conference Room located in room 339 of the Michael and Karen O'Connor Building as "The Dr. Robert R. Furgason Conference Room."

In 2011, Mrs. Karen Urban donated \$70,000.00 towards the completion of the Michael and Karen O'Connor Building, in honor of Dr. Robert R. Furgason. Dr. Furgason served as University president from 1990 until 2004 when he became the first director of the Harte Research Institute for Gulf of Mexico Studies, the premier research institute for advancing the long-term sustainability and conservation of the world's ninth largest body of water. Within the community, Furgason and his wife, Gloria, have been tireless champions for the performing arts, leading fundraising efforts to expand the South Texas Institute for the Arts and to build the University's \$18 million Performing Arts Center. Each year, the Bob and Gloria Furgason Bravo! Series for the Performing Arts brings internationally-known performers to the Performing Arts Center.

In recognition of Mrs. Urban's generous donation, we would like to name the Conference Room, "The Dr. Robert R. Furgason Conference Room."

Texas A&M University-Corpus Christi will incur the costs of maintaining the facility. Texas A&M University-Corpus Christi is requesting Board approval to name the Conference Room located in room 339 of the Michael and Karen O'Connor Building as "The Dr. Robert R. Furgason Conference Room."

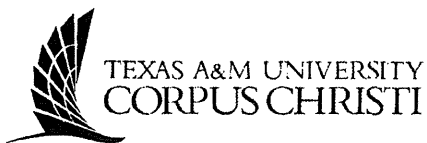
Respectfully submitted,

Flavius C. Killebrew  
President/CEO

**Approval Recommended:**

Michael D. McKinney  
Chancellor





020311-5  
DR. FLAVIUS C. KILLEBREW  
PRESIDENT/CEO

6300 OCEAN DRIVE, UNIT 5756  
CORPUS CHRISTI, TEXAS 78412-5756  
O 361.825.2621 • F 361.825.5810

January 31, 2011

**MEMORANDUM**

**TO:** Ms. Vickie Burt Spillers  
Executive Secretary to the Board of Regents

**THROUGH:** Dr. Michael D. McKinney  
Chancellor

**SUBJECT:** Authorize the President/CEO of Texas A&M University-Corpus Christi to name the Conference Room located in room 363 of the Texas A&M University-Corpus Christi Michael and Karen O'Connor Building as "The John J. Buckley Conference Room."

In 2011, Mrs. Julie Buckley donated \$150,000.00 towards the completion of a conference room located in the Michael and Karen O'Connor Building. In recognition of Mrs. Buckley's generous donation, we would like to name the conference room, "The John J. Buckley Conference Room."

John Buckley (July 25, 1955 - April 8, 2008) earned his master's degree from Texas A&M University-Corpus Christi and was an adjunct professor in the College of Business before forming the accounting firm of Buckley and Associates. A certified public accountant for more than 25 years, he remained a dedicated supporter of the University, giving generously of his time and resources. As president of the Texas A&M University-Corpus Christi Foundation from 2003 to 2005, Buckley saw significant growth in scholarship endowments, faculty chairs and support to outstanding faculty. He served on the board of directors for the College of Business and, in 2007, was named the G. Russell Kirkland Distinguished Visitor's Chair in Business Administration in recognition of his service to the growth of the University and the development he fostered throughout the South Texas community. He established the John J. Buckley Foundation to support programs and services throughout the community, including A&M-Corpus Christi.

Texas A&M University-Corpus Christi will incur the costs of maintaining the facility.

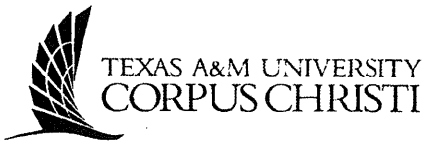
Texas A&M University-Corpus Christi is requesting Board approval to name the conference room located in room 363 of the Texas A&M University-Corpus Christi Michael and Karen O'Connor Building as "The John J. Buckley Conference Room."

Respectfully submitted,

Flavius C. Killebrew  
President/CEO

**Approval Recommended**

Michael D. McKinney  
Chancellor



020311-4

DR. FLAVIUS C. KILLEBREW  
PRESIDENT/CEO

6300 OCEAN DRIVE, UNIT 5756  
CORPUS CHRISTI, TEXAS 78412-5756  
O 361.825.2621 • F 361.825.5810

January 31, 2011

**MEMORANDUM**

**TO:** Ms. Vickie Burt Spillers  
Executive Secretary to the Board of Regents

**THROUGH:** Dr. Michael D. McKinney  
Chancellor

**SUBJECT:** Authorize the President/CEO of Texas A&M University-Corpus Christi to name the Dean's Conference Room located in room 335 of the Texas A&M University-Corpus Christi Michael and Karen O'Connor Building as "The Melvyn N. Klein Conference Room."

In 2011, Mr. Melvyn N. Klein donated \$50,000.00 towards the completion of the Michael and Karen O'Connor Building. In recognition of Mr. Klein's generous donation, we would like to name the Dean's Conference Room, "The Melvyn N. Klein Conference Room."

Melvyn N. Klein, the managing general partner of GKH Partners, L.P., president of JAKK Holding Corp., and founder of Melvyn N. Klein Interests, is a long-time supporter of the University. He was an adjunct professor at A&M-Corpus Christi where he taught entrepreneurship. His long-term relationship with the University also includes serving on the President's Council, giving three commencement addresses, being awarded an Honorary Doctorate of Humane Letters in 1997 and establishing the Melvyn N. Klein Scholarship for Writing and Communication. In 2005, he served as a member of the Search Committee that selected Dr. Flavius Killebrew as president of the University. The College of Business at Texas A&M University-Corpus Christi honored local businessman Klein as the 2006 recipient of the G. Russell Kirkland Distinguished Visitor in Business Administration Award.

Texas A&M University-Corpus Christi will incur the costs of maintaining the facility.

Texas A&M University-Corpus Christi is requesting Board approval to name the Dean's Conference Room located in room 335 of the Texas A&M University-Corpus Christi Michael and Karen O'Connor Building as "The Melvyn N. Klein Conference Room."

Respectfully Submitted,

Flavius C. Killebrew  
President/CEO

**Approval Recommended:**

Michael D. McKinney  
Chancellor

William Merrell  
Acting Vice President and Chief Executive Officer



January 31, 2011

**MEMORANDUM**

**TO:** Vickie Spillers, Executive Secretary to the Board of Regents  
The Texas A&M University System

**THROUGH:** Michael D. McKinney, Chancellor  
The Texas A&M University System

**THROUGH:** R. Bowen Loftin, President  
Texas A&M University

**FROM:** William J. Merrell, Acting Vice President and CEO

**SUBJECT:** Recommended Naming of the New Student Service Building for The Abe and Annie Seibel Foundation

On behalf of Texas A&M University at Galveston, I respectfully request approval, including that of the Board of Regents, to formally name the new Student Services Building for The Abe and Annie Seibel Foundation.

The Galveston campus has continued to experience significant enrollment growth over the last decade. During the same time period, student service facilities have not had appreciative growth which has restricted our ability to increase staff as well as student work space. With the generous gift of \$1.5 million from the Siebel Foundation, the campus will be able to provide very critical staff growth space, workspace for student organizations, testing and interview space for our counseling and career services areas, and improved conference room space to support the increased operations. In addition, upon completion of the new building, the campus will be able to renovate the current student center for increased and improved dining service operations.

We greatly appreciate your consideration of this request to honor The Abe and Annie Seibel Foundation's distinguished support of the Galveston campus.

Building 3029, Suite 330  
P. O. Box 1675  
Galveston, TX 77553-1675

Tel 409.740.4403 Fax 409.740.4407  
merrellw@tamug.edu  
www.tamug.edu

**Naming of New Student Services Building  
March 2011**

**Naming Opportunity:** New Student Services Building

**Donors:** The Abe and Annie Seibel Foundation

**Name Presentation:** Seibel Student Service Center

**Gift amount:** \$ 1,500,000 (total)

**Biographical Information:**

This story of Abe and Annie Seibel is compiled from memories of their nieces and nephews. They all have special memories of individual experiences of growing up with the love of not only parents but also Uncle Abe and Aunt Annie. Annie Zinn was born in Galveston in 1898 and she and her family survived the 1900 storm. Uncle Abe was born in 1894 and journeyed from Russia in 1908 at the age of 14. He was in charge of his two younger sisters during that long and hard trip. His mother remained in Russia while his father continued to labor in order to make enough money to bring his wife and other children to Galveston.

Abe Seibel did not have a formal education past the 4th grade but his avid reading allowed him to discuss subjects on a par with professionals in various fields. He was never unable to accomplish anything to which he put his mind, and there were many things. As a child he sold fruit on the wharfs to workmen, sailors and any travelers who crossed his way. He later continued this endeavor by bringing groceries to the men working at the Spindletop oil fields. From there he learned the oil business which led to his founding of The Galveston Oil Company sometime between 1920 and 1930.

His business enterprises did not stop there but included real estate and the stock market - both in which he excelled. This does not really tell you the essence of the man. When his brother-in-law passed away leaving a wife and two small boys, he took it upon himself to travel most weekends to Houston in order to help his sister raise those boys. Both Annie and Abe were known for their charity, not only with financial assistance but by using their time and expertise to work in Galveston for a myriad of non-profit organizations.

Annie Seibel passed away in 1969 and Abe Seibel in 1970. Their good work continues through The Abe and Annie Foundation, as overseen by The Frost Bank.

# Committee on Academic and Student Affairs

(Agenda Items 8 through 10)

## Agenda Items

8	Approval of the Administrative Change to Reorganize and Rename the College of Science and Technology to the College of Science and Engineering, the Establishment of a School of Engineering, the Elimination of the Department of Computing Sciences, and Authorization to Submit the Request to the THECB	A&M-Corpus Christi
9	Approval of New Procedure 12.01.99.D1.01 ( <i>Institutional Procedures for Implementing Tenure</i> ) ( <i>This item also considered by Policy Review Committee</i> )	A&M-Central Texas
10	Approval of Revisions to Rule 12.03.99.H1 ( <i>Faculty Academic Workload and Reporting Requirements</i> ) ( <i>This item also considered by Policy Review Committee</i> )	Texas A&M-Texarkana

Agenda Item No.

## **AGENDA ITEM BRIEFING**

**Submitted by:** Flavius C. Killebrew, President/CEO  
Texas A&M University-Corpus Christi

**Subject:** Approval of the Administrative Change Request to Reorganize and Rename the College of Science and Technology and Authorization to Submit this Request to the Texas Higher Education Coordinating Board

### **Proposed Board Action:**

Approve the administrative change request to rename the College of Science and Technology at Texas A&M University-Corpus Christi to the College of Science and Engineering, establish a School of Engineering and Computing Sciences within the College of Science and Engineering, eliminate the Department of Computing Sciences, authorize submission of the request to the Texas Higher Education Coordinating Board (THECB), and certify that all applicable THECB criteria have been met.

### **Background Information:**

There are multiple engineering and engineering-related programs at the university within the College of Science and Technology. Changing the name of the college to reflect these programs and creating a school of engineering and computing sciences would be advantageous for these programs. These changes bring the university into better compliance with SACS standard 3.4.11 that requires that “persons academically qualified in their field” have administrative responsibility for curriculum and program coordination. The creation of a School of Engineering and Computing Sciences will have no effect on existing degree programs or plans for new degree programs. These changes entail minimal new costs.

The current Associate Dean of Engineering within the College of Science and Technology would take on administrative responsibilities for the School. Administrative support would come from existing personnel in the Department of Computing Sciences, which will be eliminated. These changes will allow for more targeted management of existing degree programs, enhance recruiting, improve retention, and allow more targeted development of new resources. They will also increase grant funding opportunities.

This administrative change has been approved by the College of Science and Technology, the provost and the president.

### **A&M System Funding or Other Financial Implications:**

Estimated costs for the first five years of program implementation total \$3,800, which is primarily for signage and letterhead.

Agenda Item No.

**TEXAS A&M UNIVERSITY-CORPUS CHRISTI**

Office of the President

February 10, 2011

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

Subject: Approval of the Administrative Change Request to Reorganize and Rename the College of Science and Technology and Authorization to Submit this Request to the Texas Higher Education Coordinating Board

I recommend adoption of the following minute order:

**“The Board of Regents of The Texas A&M University System approves the administrative changes recommended by Texas A&M University-Corpus Christi to rename the College of Science and Technology to the College of Science and Engineering, establish the School of Engineering and Computing Sciences within the College of Science and Engineering and eliminate the Department of Computing Sciences.**

**The Board also authorizes the submission of this request for the administrative changes to the Texas Higher Education Coordinating Board and hereby certifies that all applicable criteria of the Coordinating Board have been met.”**

Respectfully submitted,

Flavius C. Killebrew, President/CEO

**Approval Recommended:**

**Approved for Legal Sufficiency:**

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Michael D. McKinney  
Chancellor

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Andrew L. Strong  
General Counsel

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Frank B. Ashley III  
Vice Chancellor for Academic Affairs

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B. J. Crain  
Chief Business Officer

**Certification Form for Administrative Changes  
Texas Higher Education Coordinating Board**

**Directions:** An institution shall use this form to request an administrative change that meets all criteria for automatic approval in Coordinating Board Rules, Chapter 5, Subchapter C, Section 5.44: (a) The administrative change has institutional and board of regents approval, (b) the institution certifies that adequate funds are available to cover the costs of the administrative change, (c) new costs during the first five years would not exceed \$2 million, and (d) the administrative change meets all other criteria in Section 5.47 of Board Rules (relating to Criteria for Administrative Change Requests).

If an administrative change does not meet the criteria above, an institution must submit a request using the *Administrative Change Request Form*.

An institution may also use this form to report the creation or change to a unit that does not administer a certificate or degree program (e.g., a research center) to update the Program Inventory.

**Information:** Contact the Division of Academic Affairs and Research at 512/427-6200 for more information.

**Administrative Information**

1. **Institution:** Texas A&M University-Corpus Christi
2. **Description of Administrative Change:** *(e.g., create a new Department of Sociology; merge existing College of Science and College of Liberals Arts into a new College of Arts and Science, etc.)*

Rename the College of Science and Technology to the College of Science and Engineering, Establish a School of Engineering and Computing Sciences within the College of Science and Engineering, and Eliminate the existing Department of Computing Sciences

3. **Program Inventory** – Show how the change would appear on the Coordinating Board’s Program Inventory. Include all degree programs and corresponding Texas CIP codes affected by the change but do not include proposed administrative unit codes for the new academic unit(s). Board staff will assign the new administrative unit codes.

After these changes, the program inventory should look like this:

College of Science & Engineering *[new name]*

School of Engineering and Computing Sciences *[new]*

Computer Science	11.0101.00	BS	MS
Geospatial Surveying Engineering	14.3801.00		MS
Mechanical Engineering	14.0901.00	BS	
Electrical Engineering Technology	15.0303.00	BS	
Mechanical Engineering Technology	15.0805.00	BS	
Geographical Information Science	15.1102.00	[BS]	
GIS-Geographic Information Systems	15.1102.00	BS	
GIS-Geomatics	15.1102.00	BS	

4. **Implementation Date:** August 1, 2011



5. Contact Person: Provide contact information for the person who can answer specific questions about the program.

Name: Dr. LD Chen

Title: Associate Dean of Engineering

E-mail: ld.chen@tamucc.edu

Phone: 361-825-3046

### Signature Page

I hereby certify that all of the following criteria have been met in accordance with the procedures outlined in Coordinating Board Rules, Chapter 5, Subchapter C, Section 5.44:

- (a) The administrative change has institutional approval.
- (b) The institution certifies that adequate funds are available to cover the costs of the administrative change.
- (c) New costs during the first five years would not exceed \$2 million.
- (d) The administrative change meets all other criteria in Section 5.47 of Board Rules (relating to Criteria for Administrative Change Requests):
  - (1) The administrative overhead of universities and health-related institutions should be kept low to insure that most of the funds appropriated for higher education go toward the costs of instruction.
  - (2) The administrative costs of new academic units, particularly colleges and schools, should not be so high as to detract from the quality of the programs the administrative unit contains.

I understand that the Coordinating Board will update the program inventory of the institution to reflect the administrative change if no objections to the proposed administrative change are received during the 30-day public comment period.

\_\_\_\_\_  
Chief Executive Officer

02/10/2011  
Date

I hereby certify that the Board of Regents has approved this administrative change.

Date of Board of Regents approval: \_\_\_\_\_

\_\_\_\_\_  
Board of Regents (or Designee)

\_\_\_\_\_  
Date

Agenda Item No.

**AGENDA ITEM BRIEFING**

**Submitted by:** Dr. Marc Nigliazzo, President  
Texas A&M University-Central Texas

**Subject:** Approval of New Procedure *12.01.99.D1.01, Institutional Procedures for Implementing Tenure*

**Proposed Board Action:**

Approve the new Procedure *12.01.99.D1.01, Institutional Procedures for Implementing Tenure*, for Texas A&M University-Central Texas.

**Background Information:**

System Policy *12.02, Institutional Procedures for Implementing Tenure*, Section 1, states “The president of each system academic institution shall submit through the chancellor, for approval by the Board of Regents (board), detailed procedures in effect at that academic institution for implementing System Policy *12.01, Academic Freedom, Responsibility and Tenure.*”

**A&M System Funding or Other Financial Implications:**

None.

Agenda Item No.

**TEXAS A&M UNIVERSITY-CENTRAL TEXAS**

Office of the President

February 17, 2011

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

Subject: Approval of New Procedure *12.01.99.D1.01, Institutional Procedures for Implementing Tenure*

I recommend adoption of the following minute order:

**“The Board of Regents of The Texas A&M University System approves the new Procedure *12.01.99.D1.01, Institutional Procedures for Implementing Tenure*, for Texas A&M University-Central Texas, as shown in Exhibit .”**

Respectfully submitted,

Dr. Marc Nigliazzo  
President

**Approval Recommended:**

**Approved for Legal Sufficiency:**

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Michael D. McKinney  
Chancellor

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Andrew L. Strong  
General Counsel

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Frank B. Ashley III  
Vice Chancellor for Academic Affairs

## **Institutional Procedures for Implementing Tenure**

Approved

New Expected Review

Supplements System Policy [12.02](#)

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**PURPOSE:** To establish supplemental guidelines at Texas A&M University–Central Texas (TAMU-CT) regarding institutional procedures for implementing tenure.

### **1. INTRODUCTION**

This procedure of Texas A&M University-Central Texas (hereinafter referred to as TAMU-CT or the University) provides guidelines for faculty tenure and promotion according to the policies and regulations of The Texas A&M University System (hereinafter referred to as the System). Admission to the tenured faculty and promotion in rank are not granted to any faculty member by right. They are privileges extended by the University community to faculty meeting defined standards in accordance with System policy. Because the academic profession has always been protective of its standards and its collective reputation, rigor in applying these standards is the best protection it can afford its membership.

### **2. WRITTEN TERMS OF FACULTY EMPLOYMENT**

For the purposes of this procedure, a faculty member is any full-time or part-time employee of TAMU-CT with a teaching appointment, including instructors and lecturers, and visiting, ad interim, and clinical members of the faculty. The term of all faculty appointments shall be for a fixed period of nine months (September through May) unless otherwise stated. All appointments are subject to annual renewal or non-renewal unless they are 1) Tenure Track appointments, and tenure has been granted, or 2) they are Professional Track appointments, and a three-year renewable appointment has been granted. Employment during the summer months (June through August) is not guaranteed but is determined by the needs of the University and the availability of faculty.

### **3. ELIGIBILITY AND GUIDELINES FOR TENURE**

**3.1. Eligibility:** To be eligible for the granting of tenure, a faculty member must be a full-time employee of TAMU-CT who holds the academic rank of at least Associate Professor (or will be promoted to the rank of Associate Professor concurrently with the granting of tenure) and is on a Tenure Track appointment. Application for promotion to Associate Professor may include application for tenure and must meet the provisions for years in rank as provided herein.

**3.2. Probationary Period:** The probationary period for a faculty member on a Tenure Track appointment shall range from a minimum of three (3) to a maximum of seven (7) years of consecutive service at TAMU-CT, and the initial appointment letter shall clearly state the length of the probationary service. When

it meets the needs of the University, candidates for new Tenure Track appointments with experience and service at other universities, and/or significant scholarly achievement, may be considered for less than the maximum probationary period.

- 3.3. Tenure upon Appointment:** Upon the recommendation of the appropriate division director, a candidate whose initial appointment to the faculty is at the rank of Associate Professor or Professor, and who held the rank of Associate Professor or Professor and was tenured at another institution, may be eligible for tenure upon appointment. Approval of a recommendation for tenure upon appointment is granted by the Provost and the President of the University, for submission to and consideration by the System Board of Regents. However, faculty members awarded tenure at other institutions in The Texas A&M University System, or at any other institution, have no automatic claim to tenure at TAMU-CT. Tenure is granted only by the affirmative action of the System Board of Regents.
- 3.4. Administrative Personnel:** Administrative personnel, such as division directors and program coordinators, who hold academic rank and tenure in addition to their administrative titles, retain their tenured status as faculty members, but administrative positions per se are not eligible for tenure. The appointment letter for a faculty with an administrative position should state the portion of the employee's salary that is associated with the administrative position. Also, in such case, the appointment letter should state that the administrative position and the salary associated with such position may be terminated without cause.
- 3.5. Extension of Probationary Period:** The probationary period for a faculty member on a tenure-track appointment may be extended upon petition by the faculty member, a concurring recommendation by the appropriate division director, and approval by the Provost. An extension may be approved when a faculty member encounters unanticipated circumstances that may seriously impede his or her progress toward demonstrating the qualifications for tenure and promotion. Circumstances that may justify the approval of such an extension include, but are not limited to, serious illness or injury; responsibility for the primary care of an infant or small child; responsibility for the primary care of a close relative who is disabled, elderly, or seriously ill; or other serious disruptions of the probationary period for unexpected reasons beyond the faculty member's control. The probationary period shall normally be extended for one year, but a longer period may be requested for compelling circumstances.
- 3.6. Division Criteria:** In addition to the criteria for promotion and/or tenure outlined in System policies and University procedures, each division may further define the criteria for Scholarship, Teaching, and Service based on discipline norms. However, divisional guidelines and requirements must be in compliance with overall System policies and University procedures, and shall be submitted to and approved by the Provost and the University President.

- 3.7. Application:** The evaluation of faculty applying for tenure and/or promotion shall be guided by approved divisional guidelines. Candidates shall submit application data packets to their division directors by the application deadline published in the University calendar. Data packets must include the candidates' vita and self-evaluation, student evaluations and grade distributions for the previous three years, and copies of supervisor evaluations. Scholarly reviews of a candidate's publications may also be included if available.
- 3.8. Process of Review:** The division director shall submit the data packet along with his or her recommendations to the Division Tenure and Promotion Committee. This committee is chosen by election from the eligible faculty of the division and must include at least three members. When possible, the members of the committee should be tenured faculty, with at least one member from the candidate's own discipline. The Division Tenure and Promotion Committee shall submit its recommendations, together with the data packet and the division director's recommendations, to the University Academic Review Committee, which includes the division directors, one tenured representative from each division, and a representative of the Faculty Senate. The University Academic Review Committee shall elect its own chair. Recommendations must be in writing, must include the reasons for support or denial of a candidate's application, and must be made available to each candidate upon written request. The University Academic Review Committee shall forward its recommendations to both the Provost and the President of the University for their approval. Tenure is granted only by the affirmative action of the System Board of Regents.

#### **4. CATEGORIES OF PERFORMANCE**

- 4.1.** All members of the faculty shall be evaluated for tenure and promotion on their accomplishments in each of three major Categories of Performance: Teaching, Service, and Scholarship. Although some quantitative measures of evaluation may be employed, excellence in performance is of primary importance (i.e., the quality, significance, and impact of accomplishments are of much greater importance than their numbers). For tenure and promotion, a high potential for continued excellence is required in addition to the determination of meritorious accomplishments. In most cases, the judgment of colleagues in the faculty member's discipline, internal or external to the institution, provide the best and most reliable basis for making sound decisions about tenure and promotion.
- 4.2. Teaching:** Effective teaching is a minimum expectation for the granting of tenure and promotion, and no positive recommendation for tenure or promotion should be made when teaching effectiveness is in doubt. The evaluation of teaching effectiveness should be as comprehensive as possible, and should be closely related to an individual's scholarly/creative activities. Teaching at the university level is more than preparing and delivering lesson plans from textbooks. A faculty member's ability to teach well will be enhanced if he or she has a good comprehension of how knowledge in the discipline is developed and disseminated. An effective teacher establishes an environment conducive to learning, uses appropriate instruction to motivate students to think and analyze

critically, communicates effectively, and instills a genuine desire in students to continue learning.

The evaluation of teaching effectiveness should be as comprehensive and consistent as possible. The process must include a systematic assessment of student opinions, as well as input from peers in the discipline. Factors in the evaluation may include but are not limited to: the level of the course; whether the course is required or an elective; the lab or lecture format of the course; examinations and projects; grading practices; and interaction with students outside the classroom (such as sponsoring student organizations).

Specific measures to be considered in assessing a faculty member's teaching effectiveness include:

- Administrative evaluations
- Contributions to course and/or curricular developments
- Courses taught (including comments on size, level of rigor, and degree of difficulty of the subject)
- Responsibility for course administration or coordination (such as team-taught courses or coordination among sections)
- Development of new teaching techniques or methods
- Peer evaluations
- Preparation of instructional materials
- Student evaluations (based on a summary of three years of student evaluations, with grade distributions)
- Thesis or research mentorship

Faculty members are also encouraged to conduct self-assessments in their classes. At the faculty member's discretion, these evaluations may accompany student evaluations in the data package that the faculty member prepares for tenure and/or promotion consideration. While not indicative of quality teaching per se, the teaching of overloads, large sections, and independent study courses does constitute a substantial service to the University and should be explicitly considered in promotion and/or tenure decisions.

**4.3. Criteria for Assessing Teaching Effectiveness:** Faculty members plan, prepare, and organize courses and lessons for optimal learning.

- Provide a syllabus that outlines clear expectations, including learning outcomes, goals, grading rubrics, evaluations, assignments, etc.
- Give evidence that lectures, materials, activities for class are periodically updated
- Organize courses to achieve specific goals

Faculty members establish and maintain a current command of the subject.

- Read and engage in current research/literature in field with intent to revise course materials to maintain current perspectives in student knowledge

Faculty members employ instructional processes for optimal engagement and learning.

- Establish clear objectives; prepare lessons that have a logical flow
- Make students feel safe to ask questions, present alternative ideas, and test theory
- Listen to and observe student responses for assessment purposes; adjust as necessary
- Use class time effectively; vary pace and format to maximize learning and meet a variety of learning styles
- Employ voice quality and gestures that are not distracting;

Faculty members provide intellectual and inspirational leadership in awakening new interests in students.

- Course content and related competence is rigorous
- Higher-order, critical thinking is required to master field
- Ethics and moral dimensions are explored

Faculty members develop appropriate measures as evidence of learning.

- Evaluation methods match content/competence to be mastered (exams, projects, research, presentation, recitals, exhibits, etc.)
- Criteria for evaluation and all assignments are clear, thorough, and measurable

- 4.4. Service:** Service that a faculty member renders to communities, agencies, or organizations in his/her professional capacity shall be considered in assessing qualifications for advancement to the rank of Assistant Professor and senior ranks. A list of service activities is provided below. The list is intended to provide examples; the order of items is alphabetical and not meant to suggest priority. There may be other activities that will qualify as service as well. It is expected that the level of participation and responsibilities (demonstrated by leadership roles) will be higher for senior ranks in all areas of service. Each instructional division may designate other specific activities that are unique to a certain field as being appropriate within this category.

#### **University Service**

- Advising students (include number of advisees per semester)
- Assisting students in career development and employment searches
- Assisting with university-sponsored events
- Speaking to partner community college classes as guest lecturer or as participant in a recruitment event; participating in a faculty exchange with a partner community college
- Engaging community college partner faculty in the development of transfer, articulation agreements, MOUs, etc.
- Enhancing professional development, including activities that enhance ability to perform services, such as training to be an accreditor, advisor, or consultant, or attending workshops, seminars, or meetings relevant to service activities



- Making unique contributions to the success of the University through new approaches or systems improvements in University functions
- Participating in faculty career development (e.g., faculty mentor program, search committees, faculty development workshops)
- Presenting seminars, brown-bag programs, or demonstrations
- Serving as a consultant in other disciplines and/or departments
- Serving as chair or member of university committees, taskforces, ad hoc committees
- Serving in part-time administrative position, such as division head or program coordinator
- Sponsoring student organizations

**4.5. Service to the Profession:** Service to the profession includes involvement in state, regional, national, and international groups within one's discipline, and contributions to the University. Examples of activities and participation include:

- Attends professional conferences and workshops
- Edits a professional journal or serves as referee for such journal
- Holds office or serves on committees of professional organizations
- Is a member of a professional association related to the discipline
- Serves as program chair, session moderator, or paper discussant at professional conference. Conducts extracurricular seminars, workshops, demonstrations, or comparable creative activities (activities unrelated to regular classroom teaching)

**4.6. Community and Public Service:** Demonstration of citizenship and community leadership includes:

- Assisting in campus and community charitable projects
- Involvement in community activities in ways that enhance the image of the University and/or makes contributions to its larger community
- Participation in other service activities, such as continuing education, external training, and improvement of business, industry, governmental, and not-for-profit organizations such as religious institutions, and public and private schools
- Serving as an officer on a professional board (not related to the faculty member's academic discipline)
- Serving as a consultant in areas of professional expertise
- Serving on boards or committees in areas of professional expertise

**4.7. Scholarly or Artistic Endeavor:** Fundamental to the definition of scholarship is the critical and accurate synthesis and dissemination of knowledge. The term research is understood to mean systematic, original investigation directed toward the generation, development, and validation of new knowledge, or the solution of contemporary problems. Creative work is understood to mean original or imaginative accomplishment in literature, the arts, or the professions.

The faculty member's scholarly work should both contribute to the discipline and serve as an indication of professional competence. To qualify as scholarship or creative work, the results of a scholarly or artistic endeavor must be disseminated

and subject to critical peer evaluation in a manner appropriate to the field in question, with the peer reviewed, scholarly publication as the standard by which scholarship is often judged. However, scholarship and artistic endeavor can take many forms (as indicated in the list below), and the criteria for judging the original or imaginative nature of research or creative work must be evaluated in the context of generally accepted standards prevailing in the applicable discipline or professional area as reflected in each division's tenure and promotion guidelines.

Evidence of scholarship documented by a member of the faculty should demonstrate growth toward sustained scholarly productivity as well as the integration of scholarly work and teaching. It may include, but is not limited to the following examples:

- Peer-reviewed scholarly journal article in the discipline
- Published book, chapters within a book, editor of a professional book
- Original creative writing (e.g., theatrical play, musical piece)
- Public performance of an art form
- Public display of a visual art form in a juried setting
- Acknowledged grant award and carrying out sustained grant activity
- Acknowledged leadership and guidance to faculty colleagues in research or creative activity
- Patent and/or other commercialization of research
- Invited or juried oral presentation of current research and/or policy analysis at regional, national, or international conferences
- Invited peer reviewer for journals, granting agencies, performances, etc.
- Editor or associate editor of a scholarly or professional journal, or fulfilling editorial assignments
- Service on the board, as an officer, or other distinguished service to a professional association

## 5. GUIDELINES FOR APPOINTMENT AND PROMOTION IN RANK

5.1. Minimum University expectations and guidelines for initial appointment and/or promotion in faculty rank are as follows:

**Assistant Professor:** The candidate must demonstrate competence in the subject matter of the courses to be taught by the completion of an appropriate, discipline-specific doctorate or professional degree, and/or full-time teaching or appropriately related work experience, with evidence of potential for scholarly achievement in ways appropriate to the discipline. (NOTE: Assistant Professor is the typical entry rank for new employees in tenure-track faculty positions who have limited or no previous full-time experience in higher education and/or related work experience in practical/real world settings.)

**Associate Professor:** The candidate must have completed a minimum of three years of service at the rank of Assistant Professor in an accredited college or university, must provide evidence of sustained competence and growth in the discipline, and must demonstrate significant contributions to teaching, service, and scholarly or artistic endeavor as measured against those of contemporaries, and as expected of a tenured faculty member. Scholarship must be sufficient to verify continuing growth in the candidate's discipline, and must include at least one peer-reviewed publication or reviewed creative activity.

**Professor:** The candidate must have a minimum of ten years of full-time teaching experience in an accredited college or university, with a minimum of five years at the rank of Associate Professor; must provide evidence of mastery in the discipline and a record of excellence in teaching, service, and scholarly or artistic endeavor as measured against contemporaries, and as expected of a tenured faculty member seeking promotion to the University's highest academic rank. Scholarship must show evidence of both maturity and a continuous commitment to the candidate's discipline, and must include at least three peer-reviewed publications or reviewed creative activities.

## **6. TENURE, FINANCIAL EXIGENCY, AND PHASING OUT OF PROGRAMS**

**6.1.** If a faculty member is notified that he or she has been selected for termination on the basis of a bona fide financial exigency or program reduction/termination, the faculty member shall have ten (10) business days to request a hearing before The Grievance and Appeals Committee of the Faculty Senate. The Grievance and Appeals Committee members are elected in accordance with Faculty Senate rules. This committee shall make recommendations to the Provost and the President of the University on the merits of any appeal.

## **7. LOSS OF TENURE**

**7.1.** Tenure is relinquished when a faculty member:

- retires;
- resigns; or
- is dismissed for cause pursuant to System Policy 12.01 and this procedure; or
- is not employed with TAMU-CT for more than one calendar year, unless on approved leave of absence.

(NOTE: Individuals who accept full-time employment in another part of the System, provided that such persons formally notify their directors annually by March 1 of their desire to retain their tenured positions and their requests are approved by the appropriate administrators, may retain their tenured position at the University. However, this retention of tenure at the University does not constitute the granting of tenure at the other System institution, since tenure at a specific System institution is granted only by the affirmative action of the System Board of Regents and does not transfer to any other System institution. If a

request is denied, the individual may return to the tenured University position formerly held or relinquish tenure at the University.

## **8. RESOLUTION OF PROBLEMS OF PROFESSIONALISM IN TENURED OR NONTENURED FACULTY**

- 8.1.** When a program coordinator or other immediate supervisor has reason to believe that a faculty member, whether Tenure or Professional Track, is performing at levels below professional standards (e.g., exhibiting professional incompetence, continuing or repeated substantial neglect of professional responsibilities, moral turpitude, etc.), he or she should communicate those concerns to the faculty member. The supervisor and faculty member should resolve the issue immediately, if possible, or should develop a written plan for resolution.

(NOTE: If a problem is particularly serious or ongoing, it may threaten the faculty member's continued employment at TAMU-CT. The Texas A&M University System Policy 12.01, Academic Freedom, Responsibility and Tenure, defines good cause for dismissal and explains the procedures that must be followed for nonrenewal of untenured faculty members at the end of a term contract.)

When the above-mentioned attempt at resolution does not resolve the problem, and a supervisor believes that good cause may exist for dismissal of a tenured faculty member or untenured faculty member during the term of a contract, he or she should consult the System policy on Academic Freedom, Responsibility and Tenure for guidance on what may constitute good cause for dismissal of a tenured faculty member. System policy outlines procedures that must be followed and requires that “. . . a bona fide effort . . . should be made to achieve a satisfactory resolution of difficulties through preliminary inquiry, discussion, or confidential mediation.” The supervisor must consult with his or her division director and the Provost before notifying a faculty member that good cause for dismissal may exist. The supervisor should also consult with the senior faculty in the department. If, after these consultations, good cause for dismissal still appears to exist, the supervisor must notify the faculty member.

At any stage during efforts to resolve a problem in professionalism, the faculty member may appeal (only one appeal) to the Grievance and Appeals Committee of the Faculty Senate. Through preliminary inquiry and/or confidential mediation, the Grievance and Appeals Committee shall attempt to provide a recommendation for mutually agreeable resolution.

If the potential cause for dismissal of a faculty member can be eliminated or corrected, the supervisor and the faculty member shall develop a plan for resolution of the problem. The plan must not require the use of University resources beyond those available to other faculty. The faculty member shall be given a specified and reasonable amount of time to correct the matter (usually, at least one calendar year). If, for a tenured or Tenure-Track faculty member, the plan includes increased expectations for scholarship/creative endeavors, the amount of time allowed for the faculty member to show satisfactory progress may be up to three years. During this time, the faculty member shall meet at least once

every three months with his/her supervisor (and division director, if requested by the faculty member) to review progress.

If, at the end of the specified period of time, the faculty member has not sufficiently resolved the problem, the University shall initiate the dismissal process. In some cases, because of the nature or seriousness of the cause for dismissal, correction of the problem may be impossible, and the University reserves the right to begin termination proceedings immediately. (NOTE: The University is not obligated to provide a faculty member with a remediation program before beginning the process to dismiss for cause.)

## **9. PROCESS FOR DISMISSAL OF TENURED FACULTY, OR FOR NONTENURED FACULTY DURING THE TERM OF A CONTRACT**

**9.1. Initiation of the Dismissal Process:** The division director shall begin the dismissal process, after informing the Provost and the President of the University, by giving written notification to the faculty member that dismissal proceedings are being initiated and of the causes for dismissal. Due process provided for the dismissal of a tenured faculty member shall comply with the guidelines outlined in System Policy 12.01 on Academic Freedom, Responsibility and Tenure.

Unless a faculty member is summarily dismissed pursuant to Section 8.1, the faculty member is entitled to continued employment while the University's due process procedures are carried out. Suspension of the faculty member from normal duties during dismissal proceedings is justified only if the welfare of the faculty member or that of students, colleagues, or other employees is threatened by continuance, or if the continued presence of the faculty member would be materially and substantially disruptive of the regular operations of the University. Any such suspension should be with pay and with appropriate provisions for useful duties whenever possible.

**9.2. Right to a Hearing:** A faculty member requesting a hearing shall submit a notice of appeal to the system academic institution's CEO within ten (10) business days of receipt of the notice of termination. The faculty member should direct this request to the Office of the President. The President shall provide information to the faculty member as to the procedural rights that the faculty member will have in the hearing. One of those rights is the right to challenge the membership of the Grievance and Appeals Committee by petition to the President.

The purpose of a hearing by the Grievance and Appeals Committee is to determine whether the faculty member should be removed from his/her position. The Grievance and Appeals Committee shall set a time for the hearing that will allow the faculty member thirty days in which to prepare a defense to the charges made and shall notify the faculty member of the time and place for the hearing. This notification shall include the names of the witnesses against the faculty member and the nature of the testimony of each. The Grievance and Appeals Committee's hearing shall be closed unless the affected faculty member requests that it be open.

- 9.3. Witness and Representation:** Witnesses may be added to the list at a later date for good cause. The faculty member should have the right to confront all adverse witnesses. Where unusual and urgent reasons move the Grievance and Appeals Committee to withhold this right, or where the witness cannot appear, the identity of any witness and any statement made should nevertheless be disclosed to the faculty member. Subject to these safeguards, statements may, when necessary, be taken outside the hearing and reported to it.

Both the faculty member and the University have the right to be represented by an advisor, to call witnesses, to question all witnesses who testify orally, to have a full stenographic record or electronic recording of the proceedings, and to be provided access to the record of the proceedings with the right to copy such record. The Grievance and Appeals Committee should allow oral arguments and written briefs by the President of the University or designated representative and by the faculty member or designated representative.

- 9.4. Findings:** The committee shall formulate explicit findings with respect to each of the grounds for removal presented and shall recommend whether or not, in its judgment, there is good cause for dismissal. The committee's findings and recommendations concerning dismissal, or such action as it deems appropriate, should be conveyed in writing to the President and the faculty member.

## **10. ANNUAL PERFORMANCE REVIEW**

- 10.1.** The best interests of the entire University--administration, faculty and students--demand that Tenure Track faculty receive detailed, written, constructive feedback on a regular and timely basis relative to the faculty member's progress toward eventual tenure and promotion. If areas of deficiency are present, they should be noted in detail, and specific actions to remedy those deficiencies should be provided. Subsequent feedback should specifically address the appropriateness of the faculty member's response to these concerns and suggested remedial actions, in addition to addressing any further concerns. Annual reviews will be conducted in an environment of openness and collegiality, with an emphasis on constructive development of the individual faculty member and the institution.

The focus of the annual review process shall vary from rank to rank. For faculty on a Professional Track appointment, the annual review process will serve primarily as an evaluation focusing on performance and the potential for reappointment. For tenured or Tenure Track faculty, the annual review must take into account that progress in a scholarly career is a long-term venture; therefore, a three to five year horizon may be necessary for the accurate evaluation of scholarly progress. Furthermore, the annual review process shall be conducted differently depending upon the different stages of a faculty member's career. For Tenure Track Assistant Professors, the annual review process must also indicate progress toward tenure and promotion. For all faculty, the process will be used to identify the faculty member's progress toward promotion.

The annual review will be part of the ongoing process of communication between the faculty member and the institution in which both institutional and individual goals and programmatic directions are clarified, the contributions of the faculty member toward meeting those goals are evaluated, and the development of the faculty member and the University is enhanced. In all cases, the annual review shall serve as the primary written documentation for evaluation of job performance in the areas of assigned responsibility and for merit salary increases.

A faculty member's report of previous activities must be focused on the previous academic or calendar year and should allow a faculty member to point out the status of long-term projects and set the context in which annual activities have occurred. The report must incorporate teaching, scholarship and scholarly or creative activity, and service. Faculty members must submit short-term and long-term goals.

The division director shall summarize his or her evaluation and expectations of the faculty member's performance for the year on the University's annual performance review document. The faculty member shall indicate receipt by signing the document. The annual report must also include goals for the next year in teaching, scholarship, and scholarly or creative activity and service. This annual performance review, and any related documents, shall become a part of the faculty member's personnel file. A conference shall be held between the division director and the faculty member to discuss the written review and expectations for the coming year. In some cases, more frequent meetings at the written directive of the division director or the request of the faculty member may be necessary.

## **11. POST TENURE REVIEW**

- 11.1.** In compliance with System Policy 12.06, all tenured faculty members shall undergo formal, post tenure review every sixth year from the time they are tenured. Review for promotion of a tenured faculty member may count as post tenure review. The faculty member undergoing evaluation will submit the following documentation to his or her coordinator or other immediate supervisor: the faculty member's vita and self-evaluation, student evaluations and grade distributions for the previous three years. Scholarly reviews of the candidate's publications may also be included if available.

The supervisor shall prepare a summary of the evaluation, including an assessment of the faculty member's effectiveness and contributions to the department and University. Copies of the supervisor's summary and the report from any peer evaluation must be given to the faculty member no later than April 1 of the year of the review. The faculty member may submit a written response to the supervisor's assessment or the peer evaluation. Such response must be submitted to the supervisor within ten days after receiving the supervisor's summary. The supervisor shall prepare copies of the faculty member's self-assessment, the supervisor's summary, the peer assessment report, and the faculty member's written response, if any, and shall distribute these copies to the faculty member, the division director, and the Provost by April 15 of the year of evaluation.

Should a faculty member receive a “does not meet expectations” rating in a post tenure review, the Provost shall convene an ad hoc peer-review committee to evaluate the teaching, service, and scholarship of the faculty member. The peer review committee shall use the same criteria as for an application for tenure. Two members of the ad hoc peer review committee shall be appointed by the division director, and one by the faculty member being reviewed. The findings of the peer review committee must be reported to the division director, Provost, and faculty member being reviewed within thirty days.

If the peer review committee identifies significant deficiencies, the division director and faculty member shall work together to develop a remedial professional development plan acceptable to the Provost. Steps leading to dismissal for cause should only be taken when good faith efforts at remediation have failed and when deficiencies remain substantial and chronic.

## **12. PROFESSIONAL –TRACK FACULTY**

**12.1.** This procedure supplements System Policy 12.07 and recognizes the occasional need to appoint full-time faculty members in addition to regular tenured/Tenure Track full-time faculty. Individuals who are appointed to a Professional Track position should be carefully selected and uniquely qualified. They should be faculty who provide specialized services in support of the mission of the University. Appointment and promotion of Professional Track faculty at Texas A&M University-Central Texas must be based upon the experience and academic background of the candidate as well as the needs of the academic program.

**12.2. Professional-Track Faculty Positions:** Appointment to a professional faculty rank ordinarily requires completion of the appropriate terminal degree. Variance from this requirement may be made only by permission of the President of the University based on the recommendation of the Provost with confirmation of the appropriate faculty credentials. (NOTE: No more than twenty percent of the positions in any given program shall be designated as Professional Track without the permission of the President.)

In compliance with the University’s workload procedure, division directors, program coordinators, and the Provost are jointly responsible for ensuring workload equity between Professional Track and Tenure Track faculty. The specific terms of employment for all Professional Track faculty must be detailed in the appointment letter pursuant to System Policy 12.07, Section 3.1:

“All new Professional Track faculty members shall be provided with an appointment letter stating the initial terms and conditions of employment. Any subsequent modifications or special understandings in regard to the appointment, which may be made on an annual basis, should be stated in writing and a copy given to the faculty member. The appointment letter shall 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 should be listed: teaching responsibilities, responsibilities for advising students, independent and/or collaborative research responsibilities, engaging in patient care, committee assignments, conditions imposed by external accrediting agencies, conditions for holding a named professorship or endowed chair, or a position that combines academic and administrative duties, and any other specific essential functions for the position in question. All appointment letters must indicate 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 unless the faculty member is dismissed pursuant to Section 5 of this policy.”

- 12.3. Position Titles:** The position title selected for a professional-track faculty position must be approved by the appropriate division director and the Provost, and must not be readily confused with traditional tenure and tenure-track designations. Within the position title, the individual’s rank will be designated commensurate with the individual’s credentials and/or experience. For example, a Lecturer will be designated “Assistant Lecturer, Associate Lecturer, Senior Lecturer.” Clinical Faculty will be designated “Assistant Clinical Faculty, Associate Clinical Faculty, Senior Clinical Faculty.” The same pattern holds true for Research and Visiting Faculty.

**Lecturer**

Lecturer is a full-time teaching appointment, generally including service expectations, teaching loads, or fieldwork that substitutes for the lack of research expectations.

**Visiting Faculty**

Visiting faculty positions are annual, limited-term appointments, and duties may focus on teaching, research, or service. Ordinarily, a visiting faculty member either replaces a faculty member who is on leave or serves to facilitate faculty exchange programs with other universities.

**Research Faculty**

Research positions are reserved for faculty engaged in research programs of major scope that benefit the University. Usually, these positions are at least partly supported by exterior funding sources.

**Clinical Faculty**

Clinical faculty positions are full-time appointments of highly skilled and experienced practitioners (usually in nursing, health and behavioral sciences, social work, or teacher education) who address a specific need in a department or college. Their duties may or may not include teaching.

- 12.4. Professional-Track Faculty Ranks:** Texas A&M University-Central Texas uses the same rank designations as described in System Policy 12.07:

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

### **Associate Professional Track Faculty**

Appointment to this rank generally requires the appropriate terminal degree. It also requires significant experience related to the position responsibilities. Individuals holding the rank of Assistant Professional Track Faculty are eligible to be considered for promotion to the rank of Associate Professional Track Faculty after at least five years as an Assistant Professional Track Faculty.

### **Senior Professional Track Faculty**

Appointment to this rank generally requires the appropriate terminal degree and a record of sustained excellent performance in all areas. Individuals holding the rank of Associate Professional Track Faculty are eligible to be considered for promotion to the rank of Senior Professional Track Faculty after at least five years as an Associate Professional Track Faculty.

- 12.5. Terms of Appointment:** Appointments for Professional Track faculty are for one year, renewable for the first three years of service. Faculty members who attain “excellent” ratings are eligible for three-year renewable appointments. For lecturers, summer teaching is not guaranteed. No professional-track appointments may exceed three years in length following the date of approval of this procedure.
- 12.6. Review of Professional Track Faculty:** In conformity with System Policy 12.07, Section 4: “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.”
- 12.7. Dismissal of Professional Track Faculty:** Professional Track faculty whose appointment has not expired can be dismissed for cause following the same guidelines and procedures as tenured faculty outlined in System Policy 12.01 and under “RESOLUTION OF PROBLEMS OF PROFESSIONALISM IN TENURED OR NONTENURED FACULTY” in the university tenure and promotion procedure. Likewise, termination for financial exigency follows the procedures set forth in System Policy 12.01 and the “TENURE, FINANCIAL EXIGENCY, AND PHASING OUT OF PROGRAMS” section of the university tenure and promotion procedure.

### **Related System Policies:**

System Policy 12.01 Academic Freedom, Responsibility and Tenure

<http://policies.tamus.edu/12-01.pdf>

System Policy 12.02 Institutional Procedures for Implementing Tenure

<http://policies.tamus.edu/12-02.pdf>

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

<http://policies.tamus.edu/12-06.pdf>

System Regulation 32.01.01 Complaint and Appeal Procedures for Faculty Members

<http://policies.tamus.edu/32-01-01.pdf>

System Policy 12.07 Fixed Term Academic Professional Track Faculty

<http://policies.tamus.edu/12-07.pdf>

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## **CONTACT OFFICE**

Office of the Provost & Vice President for Academic and Student Affairs (254) 519-5447

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Agenda Item No.

### **AGENDA ITEM BRIEFING**

**Submitted by:** Carlisle B. Rathburn III, Ph.D., President  
Texas A&M University-Texarkana

**Subject:** Approval of Revisions to Rule *12.03.99.H1, Faculty Academic Workload and Reporting Requirements*

**Proposed Board Action:**

Approve the revisions to Texas A&M University-Texarkana's (A&M-Texarkana) Rule *12.03.99, Faculty Academic Workload and Reporting Requirements*.

**Background Information:**

System Policy *12.03, Faculty Academic Workload and Reporting Requirements*, Section 4.2, states "Any new or revised faculty workload rule at a system academic institution will be forwarded to the chancellor for endorsement and submitted to the board for approval."

Pursuant to A&M-Texarkana's recent expansion to include doctoral studies, the substantive changes in this rule include:

- **Section 3.1.** A reduction in the full-time teaching load for tenured or tenure-track faculty teaching in a doctoral program to allow time for research activities.
- **Section 3.2.4.** The requirement for faculty teaching in a doctoral program to achieve a minimum of one annual publication in a peer-reviewed journal to be eligible for merit.
- **Section 5.1.** Deletion of Director of Admissions as responsible for reporting.

All other revisions are made to further clarify existing text or are stylistic in nature.

The attached Exhibit is the annotated rule.

**A&M System Funding or Other Financial Implications:**

None.

Agenda Item No.

**TEXAS A&M UNIVERSITY-TEXARKANA**

Office of the President

January 25, 2011

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

Subject: Approval of Revisions to Rule *12.03.99.H1, Faculty Academic Workload and Reporting Requirements*

I recommend adoption of the following minute order:

**“The Board of Regents of The Texas A&M University System approves the revisions to Texas A&M University-Texarkana’s Rule *12.03.99.H1, Faculty Academic Workload and Reporting Requirements*, as shown in Exhibit .”**

Respectfully submitted,

Carlisle B. Rathburn III, Ph.D.  
President

**Approval Recommended:**

**Approved for Legal Sufficiency:**

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Michael D. McKinney  
Chancellor

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Andrew L. Strong  
General Counsel

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Frank B. Ashley III  
Vice Chancellor for Academic Affairs

## UR 12.03.99.H1 Faculty Academic Workload and Reporting Requirements



Approved: March 23, 2001

Revised: January 1, 2009

Revised: March 24, 2011

Next Scheduled Review: March 24, 2013

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### Rule Statement

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This rule establishes the faculty workload standards and procedures as well as the conditions under which the workload of faculty may be adjusted.

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### Reason for Rule

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The purpose of this rule is to provide details, including operational and reporting responsibilities, regarding the faculty workload expectations at Texas A&M University-Texarkana.

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### Procedures and Responsibilities

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1. TEACHING LOAD – (See System Policy [12.03 Faculty Academic Workload and Reporting Requirements](#))
2. EVALUATION OF TEACHING LOAD
  - 2.1. The College Dean shall monitor and evaluate the workload of individual faculty members in his or her college to ensure compliance with this rule and approve and submit any teaching course load reduction requests to the Provost and Vice President for Academic Affairs (Provost/VPAA), designated by the President to authorize final approval. The President, Provost/VPAA, and College Dean shall ensure that academic and related duties are assigned equitably within the college.
  - 2.2. The Academic Program Coordinator shall monitor the workloads of faculty within his or her department or program to ensure compliance with the University's workload requirement and provides notice to the respective College Dean of all faculty members not in compliance with the University's workload requirement.

### 3. MINIMUM TEACHING LOAD STANDARDS

- 3.1. ~~A~~The minimum full-time fall and spring semester teaching load for all university tenured or tenure track faculty teaching any combination of undergraduate and graduate courses is 12 semester credit hours (12 SCH) ~~of classroom teaching~~ for each semester. The minimum full-time fall and spring semester teaching load for all university tenured or tenure track faculty teaching only doctoral courses is 9 semester credit hours (9SCH) for each semester. Faculty teaching in a doctoral program may not elect to teach an overload during any semester. The minimum full-time fall and spring semester teaching load for all clinical faculty is 15 semester credit hours (15 SCH) of classroom teaching per semester. The load for combined summer terms for all full-time faculty is no more than six semester credit hours (6 SCH).
- 3.2. The respective College Dean, with approval from the Provost/VPAA, may reduce a faculty member's teaching load by replacing one or more course assignments with any of the following:
- 3.2.1. *Administrative Assignments*—Administrative assignments that directly supplement the teaching function such as, but not limited to, heads of teaching departments and coordinators or directors of academic programs may be counted for part of a regular teaching load.
- 3.2.2. *Direct Instructional Activities*—Activities which include interaction with students related to instruction, preparation for such instruction, or evaluation of student performance may count for part of a regular teaching load. These may include, but are not limited to, supervision or coordination of laboratories or lectures utilizing teaching assistants, practica, internships, clinical assignments, or alternative learning activities.
- 3.2.3. *Independent Study Courses*—Upon prior approval by the Dean, independent study courses (identified as 489 and 589) may be translated into equivalent course semester credit hours (for the purpose of measuring teaching loads). Deans shall collect and maintain all data necessary to document such credit.
- 3.2.3.1. For 30 semester credit hours of graduate credit accumulated by a faculty member in independent study courses, a credit of three (3) semester credit hours may be awarded.
- 3.2.3.2. For 45 semester credit hours of undergraduate credit accumulated by a faculty member in independent study courses, a credit of three (3) contact hour equivalents may be awarded.
- 3.2.3.3. When combining undergraduate and graduate courses to equal a course reduction, graduate semester credit hours may be



converted to undergraduate semester credit hours by using a multiplier of 1.5.

3.2.3.4. All contact hour equivalent credit accrued via independent study courses may be applied during the semester in which the total credit for independent study reaches the minimum amounts indicated in 3.2.3.1 and 3.2.3.2 above, but no later than the next long (spring or fall) semester.

3.2.4. *Research and Creative Activities*—Although scholarship is expected of all tenured/tenure track faculty in addition to carrying a minimum teaching load as defined in 3.1 of this rule, limited faculty teaching and load credit may be granted for major scholarship activities, including conducting research that leads to publication and the development of creative works. Faculty teaching in a doctoral program are expected to achieve a minimum of one annual publication or an average of three (3) publications in the last three (3) years in a peer-reviewed journal to be eligible for merit. Additional activities may be required by the Dean based on the doctoral program discipline. The faculty annual performance evaluation will document the attainment of this expectation.

3.2.5. *Graduate Research Supervision*—The following table shall be used to assign teaching load credit to tenured/tenure track faculty providing graduate research supervision:

**Semester Credit Hour Equivalency for Graduate Research Supervision**

Assignment	Number of Students Supervised					
	1	2	3	4	5	6
Member, Masters Thesis Committee	.25	.5	.75	1	1	1
Chair, Masters Thesis Committee	.75	1.5	2.25	3	3.75	4.5
Member, Doctoral Dissertation Committee	.75	1.5	2.25	3	3.75	4.5
Chair, Doctoral Dissertation Committee	1	2	3	4	5	6

Teaching credit accrued via this process may be applied during the semester in which sufficient credit is earned to substitute for one or more courses or in the immediate next long (spring or fall) ~~term~~semester, as approved by the Dean.

3.2.6. *Other Projects*—Other projects that occur during an academic year may be considered as part of faculty workload as requested by the Dean and approved by the Provost/VPAA. These include, but are not limited to, major academic advisory activities, preparation of major documents (e.g., program and/or research grant proposals) in the fulfillment of

programmatic needs or accreditation requirements, and for performance of duties in the best interest of the institution's instructional program.

3.2.7. The Faculty who are assigned by the Dean to teach more than the minimum load during any semester may do so as an overload and will be provided additional compensation commensurate to the adjunct salary rate. Overloads, including courses taught during a mini-term (May or January) may be "banked" and credited toward a faculty's teaching assignment during the immediate next long (spring or fall) ~~term~~semester.

3.3. (See System Policy [12.03 Faculty Academic Workload and Reporting Requirements](#))

3.4. All requests for teaching workload reductions shall be initiated by the faculty on form "Faculty Teaching Workload Reassigned Time Request Form" and submitted to the respective College Dean on a timeline that allows the completed request (with Dean approval) to be submitted to the Provost/VPAA for final approval no later than the published deadline for each semester. All requests, including those related to the cancellation of classes during the spring or fall terms, submitted after these deadlines will be considered on an individual basis via discussion between the Dean and Provost/VPAA. Teaching course load reductions related to the cancellation of summer classes will not be considered.

3.5. A report of activities and a copy of any deliverables (e.g., professional article) for the reduced teaching load in a given semester will be due to the respective Dean no later than 15 days after the last class day of the semester.

#### 4. INSTITUTIONAL WORKLOAD RULE DEVELOPMENT AND REVISION

The President delegates the responsibility of recommending revisions to this rule to the Provost/VPAA who may assign to or seek the assistance of additional personnel (including faculty) and advisory bodies, as well as advice from legal counsel, as needed. Any revisions of 12.03.99.H1 will be reviewed by the Administrative Council and approved by the President prior to submission to the System office for final approval by the Chancellor and Board of Regents.

#### 5. REPORTS REQUIRED

5.1. The Registrar ~~/Director of Admissions~~ shall collect, analyze, compile, and consolidate data necessary to generate the Faculty Report (CBM-008) required by the Coordinating Board and the Faculty Workload Report as referenced in sections 5.1 and 5.2 of System Policy 12.03. The Registrar shall submit all related reports to the Provost/VPAA for review prior to submission to the President for approval and then to the Chancellor and Coordinating Board. The standard reporting format and deadlines as provided by the THECB will be followed.

- 5.2. (See System Policy [12.03 Faculty Academic Workload and Reporting Requirements](#))
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### **Related Statutes, Policies, or Requirements**

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*System Policy 12.03 Faculty Academic Workload and Reporting Requirements*  
<http://tamus.edu/offices/policy/policies/pdf/12-03.pdf>

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### **Contact Office**

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Provost and Vice President for Academic Affairs  
903-223-3004

# Policy Review Committee

(Agenda Items 9 through 11)

## Agenda Items

9	Approval of New Procedure 12.01.99.D1.01 ( <i>Institutional Procedures for Implementing Tenure</i> ) ( <i>This item also considered by the Committee on Academic and Student Affairs</i> )	A&M-Central Texas
10	Approval of Revisions to Rule 12.03.99.H1 ( <i>Faculty Academic Workload and Reporting Requirements</i> ) ( <i>This item also considered by the Committee on Academic and Student Affairs</i> )	Texas A&M-Texarkana
11	Approval of Revisions to System Policy 08.01 ( <i>Civil Rights Protections and Compliance</i> )	A&M System

Agenda Item No.

**AGENDA ITEM BRIEFING**

**Submitted by:** Dr. Marc Nigliazzo, President  
Texas A&M University-Central Texas

**Subject:** Approval of New Procedure *12.01.99.D1.01, Institutional Procedures for Implementing Tenure*

**Proposed Board Action:**

Approve the new Procedure *12.01.99.D1.01, Institutional Procedures for Implementing Tenure*, for Texas A&M University-Central Texas.

**Background Information:**

System Policy *12.02, Institutional Procedures for Implementing Tenure*, Section 1, states “The president of each system academic institution shall submit through the chancellor, for approval by the Board of Regents (board), detailed procedures in effect at that academic institution for implementing System Policy *12.01, Academic Freedom, Responsibility and Tenure.*”

**A&M System Funding or Other Financial Implications:**

None.

Agenda Item No.

**TEXAS A&M UNIVERSITY-CENTRAL TEXAS**

Office of the President

February 17, 2011

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

Subject: Approval of New Procedure *12.01.99.D1.01, Institutional Procedures for Implementing Tenure*

I recommend adoption of the following minute order:

**“The Board of Regents of The Texas A&M University System approves the new Procedure *12.01.99.D1.01, Institutional Procedures for Implementing Tenure*, for Texas A&M University-Central Texas, as shown in Exhibit .”**

Respectfully submitted,

Dr. Marc Nigliazzo  
President

**Approval Recommended:**

**Approved for Legal Sufficiency:**

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Michael D. McKinney  
Chancellor

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Andrew L. Strong  
General Counsel

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Frank B. Ashley III  
Vice Chancellor for Academic Affairs

## **Institutional Procedures for Implementing Tenure**

Approved

New Expected Review

Supplements System Policy [12.02](#)

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**PURPOSE:** To establish supplemental guidelines at Texas A&M University–Central Texas (TAMU-CT) regarding institutional procedures for implementing tenure.

### **1. INTRODUCTION**

This procedure of Texas A&M University-Central Texas (hereinafter referred to as TAMU-CT or the University) provides guidelines for faculty tenure and promotion according to the policies and regulations of The Texas A&M University System (hereinafter referred to as the System). Admission to the tenured faculty and promotion in rank are not granted to any faculty member by right. They are privileges extended by the University community to faculty meeting defined standards in accordance with System policy. Because the academic profession has always been protective of its standards and its collective reputation, rigor in applying these standards is the best protection it can afford its membership.

### **2. WRITTEN TERMS OF FACULTY EMPLOYMENT**

For the purposes of this procedure, a faculty member is any full-time or part-time employee of TAMU-CT with a teaching appointment, including instructors and lecturers, and visiting, ad interim, and clinical members of the faculty. The term of all faculty appointments shall be for a fixed period of nine months (September through May) unless otherwise stated. All appointments are subject to annual renewal or non-renewal unless they are 1) Tenure Track appointments, and tenure has been granted, or 2) they are Professional Track appointments, and a three-year renewable appointment has been granted. Employment during the summer months (June through August) is not guaranteed but is determined by the needs of the University and the availability of faculty.

### **3. ELIGIBILITY AND GUIDELINES FOR TENURE**

**3.1. Eligibility:** To be eligible for the granting of tenure, a faculty member must be a full-time employee of TAMU-CT who holds the academic rank of at least Associate Professor (or will be promoted to the rank of Associate Professor concurrently with the granting of tenure) and is on a Tenure Track appointment. Application for promotion to Associate Professor may include application for tenure and must meet the provisions for years in rank as provided herein.

**3.2. Probationary Period:** The probationary period for a faculty member on a Tenure Track appointment shall range from a minimum of three (3) to a maximum of seven (7) years of consecutive service at TAMU-CT, and the initial appointment letter shall clearly state the length of the probationary service. When

it meets the needs of the University, candidates for new Tenure Track appointments with experience and service at other universities, and/or significant scholarly achievement, may be considered for less than the maximum probationary period.

- 3.3. Tenure upon Appointment:** Upon the recommendation of the appropriate division director, a candidate whose initial appointment to the faculty is at the rank of Associate Professor or Professor, and who held the rank of Associate Professor or Professor and was tenured at another institution, may be eligible for tenure upon appointment. Approval of a recommendation for tenure upon appointment is granted by the Provost and the President of the University, for submission to and consideration by the System Board of Regents. However, faculty members awarded tenure at other institutions in The Texas A&M University System, or at any other institution, have no automatic claim to tenure at TAMU-CT. Tenure is granted only by the affirmative action of the System Board of Regents.
- 3.4. Administrative Personnel:** Administrative personnel, such as division directors and program coordinators, who hold academic rank and tenure in addition to their administrative titles, retain their tenured status as faculty members, but administrative positions per se are not eligible for tenure. The appointment letter for a faculty with an administrative position should state the portion of the employee's salary that is associated with the administrative position. Also, in such case, the appointment letter should state that the administrative position and the salary associated with such position may be terminated without cause.
- 3.5. Extension of Probationary Period:** The probationary period for a faculty member on a tenure-track appointment may be extended upon petition by the faculty member, a concurring recommendation by the appropriate division director, and approval by the Provost. An extension may be approved when a faculty member encounters unanticipated circumstances that may seriously impede his or her progress toward demonstrating the qualifications for tenure and promotion. Circumstances that may justify the approval of such an extension include, but are not limited to, serious illness or injury; responsibility for the primary care of an infant or small child; responsibility for the primary care of a close relative who is disabled, elderly, or seriously ill; or other serious disruptions of the probationary period for unexpected reasons beyond the faculty member's control. The probationary period shall normally be extended for one year, but a longer period may be requested for compelling circumstances.
- 3.6. Division Criteria:** In addition to the criteria for promotion and/or tenure outlined in System policies and University procedures, each division may further define the criteria for Scholarship, Teaching, and Service based on discipline norms. However, divisional guidelines and requirements must be in compliance with overall System policies and University procedures, and shall be submitted to and approved by the Provost and the University President.



- 3.7. Application:** The evaluation of faculty applying for tenure and/or promotion shall be guided by approved divisional guidelines. Candidates shall submit application data packets to their division directors by the application deadline published in the University calendar. Data packets must include the candidates' vita and self-evaluation, student evaluations and grade distributions for the previous three years, and copies of supervisor evaluations. Scholarly reviews of a candidate's publications may also be included if available.
- 3.8. Process of Review:** The division director shall submit the data packet along with his or her recommendations to the Division Tenure and Promotion Committee. This committee is chosen by election from the eligible faculty of the division and must include at least three members. When possible, the members of the committee should be tenured faculty, with at least one member from the candidate's own discipline. The Division Tenure and Promotion Committee shall submit its recommendations, together with the data packet and the division director's recommendations, to the University Academic Review Committee, which includes the division directors, one tenured representative from each division, and a representative of the Faculty Senate. The University Academic Review Committee shall elect its own chair. Recommendations must be in writing, must include the reasons for support or denial of a candidate's application, and must be made available to each candidate upon written request. The University Academic Review Committee shall forward its recommendations to both the Provost and the President of the University for their approval. Tenure is granted only by the affirmative action of the System Board of Regents.

#### **4. CATEGORIES OF PERFORMANCE**

- 4.1.** All members of the faculty shall be evaluated for tenure and promotion on their accomplishments in each of three major Categories of Performance: Teaching, Service, and Scholarship. Although some quantitative measures of evaluation may be employed, excellence in performance is of primary importance (i.e., the quality, significance, and impact of accomplishments are of much greater importance than their numbers). For tenure and promotion, a high potential for continued excellence is required in addition to the determination of meritorious accomplishments. In most cases, the judgment of colleagues in the faculty member's discipline, internal or external to the institution, provide the best and most reliable basis for making sound decisions about tenure and promotion.
- 4.2. Teaching:** Effective teaching is a minimum expectation for the granting of tenure and promotion, and no positive recommendation for tenure or promotion should be made when teaching effectiveness is in doubt. The evaluation of teaching effectiveness should be as comprehensive as possible, and should be closely related to an individual's scholarly/creative activities. Teaching at the university level is more than preparing and delivering lesson plans from textbooks. A faculty member's ability to teach well will be enhanced if he or she has a good comprehension of how knowledge in the discipline is developed and disseminated. An effective teacher establishes an environment conducive to learning, uses appropriate instruction to motivate students to think and analyze

critically, communicates effectively, and instills a genuine desire in students to continue learning.

The evaluation of teaching effectiveness should be as comprehensive and consistent as possible. The process must include a systematic assessment of student opinions, as well as input from peers in the discipline. Factors in the evaluation may include but are not limited to: the level of the course; whether the course is required or an elective; the lab or lecture format of the course; examinations and projects; grading practices; and interaction with students outside the classroom (such as sponsoring student organizations).

Specific measures to be considered in assessing a faculty member's teaching effectiveness include:

- Administrative evaluations
- Contributions to course and/or curricular developments
- Courses taught (including comments on size, level of rigor, and degree of difficulty of the subject)
- Responsibility for course administration or coordination (such as team-taught courses or coordination among sections)
- Development of new teaching techniques or methods
- Peer evaluations
- Preparation of instructional materials
- Student evaluations (based on a summary of three years of student evaluations, with grade distributions)
- Thesis or research mentorship

Faculty members are also encouraged to conduct self-assessments in their classes. At the faculty member's discretion, these evaluations may accompany student evaluations in the data package that the faculty member prepares for tenure and/or promotion consideration. While not indicative of quality teaching per se, the teaching of overloads, large sections, and independent study courses does constitute a substantial service to the University and should be explicitly considered in promotion and/or tenure decisions.

**4.3. Criteria for Assessing Teaching Effectiveness:** Faculty members plan, prepare, and organize courses and lessons for optimal learning.

- Provide a syllabus that outlines clear expectations, including learning outcomes, goals, grading rubrics, evaluations, assignments, etc.
- Give evidence that lectures, materials, activities for class are periodically updated
- Organize courses to achieve specific goals

Faculty members establish and maintain a current command of the subject.

- Read and engage in current research/literature in field with intent to revise course materials to maintain current perspectives in student knowledge

Faculty members employ instructional processes for optimal engagement and learning.

- Establish clear objectives; prepare lessons that have a logical flow
- Make students feel safe to ask questions, present alternative ideas, and test theory
- Listen to and observe student responses for assessment purposes; adjust as necessary
- Use class time effectively; vary pace and format to maximize learning and meet a variety of learning styles
- Employ voice quality and gestures that are not distracting;

Faculty members provide intellectual and inspirational leadership in awakening new interests in students.

- Course content and related competence is rigorous
- Higher-order, critical thinking is required to master field
- Ethics and moral dimensions are explored

Faculty members develop appropriate measures as evidence of learning.

- Evaluation methods match content/competence to be mastered (exams, projects, research, presentation, recitals, exhibits, etc.)
- Criteria for evaluation and all assignments are clear, thorough, and measurable

- 4.4. Service:** Service that a faculty member renders to communities, agencies, or organizations in his/her professional capacity shall be considered in assessing qualifications for advancement to the rank of Assistant Professor and senior ranks. A list of service activities is provided below. The list is intended to provide examples; the order of items is alphabetical and not meant to suggest priority. There may be other activities that will qualify as service as well. It is expected that the level of participation and responsibilities (demonstrated by leadership roles) will be higher for senior ranks in all areas of service. Each instructional division may designate other specific activities that are unique to a certain field as being appropriate within this category.

#### **University Service**

- Advising students (include number of advisees per semester)
- Assisting students in career development and employment searches
- Assisting with university-sponsored events
- Speaking to partner community college classes as guest lecturer or as participant in a recruitment event; participating in a faculty exchange with a partner community college
- Engaging community college partner faculty in the development of transfer, articulation agreements, MOUs, etc.
- Enhancing professional development, including activities that enhance ability to perform services, such as training to be an accreditor, advisor, or consultant, or attending workshops, seminars, or meetings relevant to service activities

- Making unique contributions to the success of the University through new approaches or systems improvements in University functions
- Participating in faculty career development (e.g., faculty mentor program, search committees, faculty development workshops)
- Presenting seminars, brown-bag programs, or demonstrations
- Serving as a consultant in other disciplines and/or departments
- Serving as chair or member of university committees, taskforces, ad hoc committees
- Serving in part-time administrative position, such as division head or program coordinator
- Sponsoring student organizations

**4.5. Service to the Profession:** Service to the profession includes involvement in state, regional, national, and international groups within one's discipline, and contributions to the University. Examples of activities and participation include:

- Attends professional conferences and workshops
- Edits a professional journal or serves as referee for such journal
- Holds office or serves on committees of professional organizations
- Is a member of a professional association related to the discipline
- Serves as program chair, session moderator, or paper discussant at professional conference. Conducts extracurricular seminars, workshops, demonstrations, or comparable creative activities (activities unrelated to regular classroom teaching)

**4.6. Community and Public Service:** Demonstration of citizenship and community leadership includes:

- Assisting in campus and community charitable projects
- Involvement in community activities in ways that enhance the image of the University and/or makes contributions to its larger community
- Participation in other service activities, such as continuing education, external training, and improvement of business, industry, governmental, and not-for-profit organizations such as religious institutions, and public and private schools
- Serving as an officer on a professional board (not related to the faculty member's academic discipline)
- Serving as a consultant in areas of professional expertise
- Serving on boards or committees in areas of professional expertise

**4.7. Scholarly or Artistic Endeavor:** Fundamental to the definition of scholarship is the critical and accurate synthesis and dissemination of knowledge. The term research is understood to mean systematic, original investigation directed toward the generation, development, and validation of new knowledge, or the solution of contemporary problems. Creative work is understood to mean original or imaginative accomplishment in literature, the arts, or the professions.

The faculty member's scholarly work should both contribute to the discipline and serve as an indication of professional competence. To qualify as scholarship or creative work, the results of a scholarly or artistic endeavor must be disseminated

and subject to critical peer evaluation in a manner appropriate to the field in question, with the peer reviewed, scholarly publication as the standard by which scholarship is often judged. However, scholarship and artistic endeavor can take many forms (as indicated in the list below), and the criteria for judging the original or imaginative nature of research or creative work must be evaluated in the context of generally accepted standards prevailing in the applicable discipline or professional area as reflected in each division's tenure and promotion guidelines.

Evidence of scholarship documented by a member of the faculty should demonstrate growth toward sustained scholarly productivity as well as the integration of scholarly work and teaching. It may include, but is not limited to the following examples:

- Peer-reviewed scholarly journal article in the discipline
- Published book, chapters within a book, editor of a professional book
- Original creative writing (e.g., theatrical play, musical piece)
- Public performance of an art form
- Public display of a visual art form in a juried setting
- Acknowledged grant award and carrying out sustained grant activity
- Acknowledged leadership and guidance to faculty colleagues in research or creative activity
- Patent and/or other commercialization of research
- Invited or juried oral presentation of current research and/or policy analysis at regional, national, or international conferences
- Invited peer reviewer for journals, granting agencies, performances, etc.
- Editor or associate editor of a scholarly or professional journal, or fulfilling editorial assignments
- Service on the board, as an officer, or other distinguished service to a professional association

## 5. GUIDELINES FOR APPOINTMENT AND PROMOTION IN RANK

5.1. Minimum University expectations and guidelines for initial appointment and/or promotion in faculty rank are as follows:

**Assistant Professor:** The candidate must demonstrate competence in the subject matter of the courses to be taught by the completion of an appropriate, discipline-specific doctorate or professional degree, and/or full-time teaching or appropriately related work experience, with evidence of potential for scholarly achievement in ways appropriate to the discipline. (NOTE: Assistant Professor is the typical entry rank for new employees in tenure-track faculty positions who have limited or no previous full-time experience in higher education and/or related work experience in practical/real world settings.)

**Associate Professor:** The candidate must have completed a minimum of three years of service at the rank of Assistant Professor in an accredited college or university, must provide evidence of sustained competence and growth in the discipline, and must demonstrate significant contributions to teaching, service, and scholarly or artistic endeavor as measured against those of contemporaries, and as expected of a tenured faculty member. Scholarship must be sufficient to verify continuing growth in the candidate's discipline, and must include at least one peer-reviewed publication or reviewed creative activity.

**Professor:** The candidate must have a minimum of ten years of full-time teaching experience in an accredited college or university, with a minimum of five years at the rank of Associate Professor; must provide evidence of mastery in the discipline and a record of excellence in teaching, service, and scholarly or artistic endeavor as measured against contemporaries, and as expected of a tenured faculty member seeking promotion to the University's highest academic rank. Scholarship must show evidence of both maturity and a continuous commitment to the candidate's discipline, and must include at least three peer-reviewed publications or reviewed creative activities.

## **6. TENURE, FINANCIAL EXIGENCY, AND PHASING OUT OF PROGRAMS**

**6.1.** If a faculty member is notified that he or she has been selected for termination on the basis of a bona fide financial exigency or program reduction/termination, the faculty member shall have ten (10) business days to request a hearing before The Grievance and Appeals Committee of the Faculty Senate. The Grievance and Appeals Committee members are elected in accordance with Faculty Senate rules. This committee shall make recommendations to the Provost and the President of the University on the merits of any appeal.

## **7. LOSS OF TENURE**

**7.1.** Tenure is relinquished when a faculty member:

- retires;
- resigns; or
- is dismissed for cause pursuant to System Policy 12.01 and this procedure; or
- is not employed with TAMU-CT for more than one calendar year, unless on approved leave of absence.

(NOTE: Individuals who accept full-time employment in another part of the System, provided that such persons formally notify their directors annually by March 1 of their desire to retain their tenured positions and their requests are approved by the appropriate administrators, may retain their tenured position at the University. However, this retention of tenure at the University does not constitute the granting of tenure at the other System institution, since tenure at a specific System institution is granted only by the affirmative action of the System Board of Regents and does not transfer to any other System institution. If a

request is denied, the individual may return to the tenured University position formerly held or relinquish tenure at the University.

## **8. RESOLUTION OF PROBLEMS OF PROFESSIONALISM IN TENURED OR NONTENURED FACULTY**

- 8.1.** When a program coordinator or other immediate supervisor has reason to believe that a faculty member, whether Tenure or Professional Track, is performing at levels below professional standards (e.g., exhibiting professional incompetence, continuing or repeated substantial neglect of professional responsibilities, moral turpitude, etc.), he or she should communicate those concerns to the faculty member. The supervisor and faculty member should resolve the issue immediately, if possible, or should develop a written plan for resolution.

(NOTE: If a problem is particularly serious or ongoing, it may threaten the faculty member's continued employment at TAMU-CT. The Texas A&M University System Policy 12.01, Academic Freedom, Responsibility and Tenure, defines good cause for dismissal and explains the procedures that must be followed for nonrenewal of untenured faculty members at the end of a term contract.)

When the above-mentioned attempt at resolution does not resolve the problem, and a supervisor believes that good cause may exist for dismissal of a tenured faculty member or untenured faculty member during the term of a contract, he or she should consult the System policy on Academic Freedom, Responsibility and Tenure for guidance on what may constitute good cause for dismissal of a tenured faculty member. System policy outlines procedures that must be followed and requires that "... a bona fide effort ... should be made to achieve a satisfactory resolution of difficulties through preliminary inquiry, discussion, or confidential mediation." The supervisor must consult with his or her division director and the Provost before notifying a faculty member that good cause for dismissal may exist. The supervisor should also consult with the senior faculty in the department. If, after these consultations, good cause for dismissal still appears to exist, the supervisor must notify the faculty member.

At any stage during efforts to resolve a problem in professionalism, the faculty member may appeal (only one appeal) to the Grievance and Appeals Committee of the Faculty Senate. Through preliminary inquiry and/or confidential mediation, the Grievance and Appeals Committee shall attempt to provide a recommendation for mutually agreeable resolution.

If the potential cause for dismissal of a faculty member can be eliminated or corrected, the supervisor and the faculty member shall develop a plan for resolution of the problem. The plan must not require the use of University resources beyond those available to other faculty. The faculty member shall be given a specified and reasonable amount of time to correct the matter (usually, at least one calendar year). If, for a tenured or Tenure-Track faculty member, the plan includes increased expectations for scholarship/creative endeavors, the amount of time allowed for the faculty member to show satisfactory progress may be up to three years. During this time, the faculty member shall meet at least once

every three months with his/her supervisor (and division director, if requested by the faculty member) to review progress.

If, at the end of the specified period of time, the faculty member has not sufficiently resolved the problem, the University shall initiate the dismissal process. In some cases, because of the nature or seriousness of the cause for dismissal, correction of the problem may be impossible, and the University reserves the right to begin termination proceedings immediately. (NOTE: The University is not obligated to provide a faculty member with a remediation program before beginning the process to dismiss for cause.)

## **9. PROCESS FOR DISMISSAL OF TENURED FACULTY, OR FOR NONTENURED FACULTY DURING THE TERM OF A CONTRACT**

**9.1. Initiation of the Dismissal Process:** The division director shall begin the dismissal process, after informing the Provost and the President of the University, by giving written notification to the faculty member that dismissal proceedings are being initiated and of the causes for dismissal. Due process provided for the dismissal of a tenured faculty member shall comply with the guidelines outlined in System Policy 12.01 on Academic Freedom, Responsibility and Tenure.

Unless a faculty member is summarily dismissed pursuant to Section 8.1, the faculty member is entitled to continued employment while the University's due process procedures are carried out. Suspension of the faculty member from normal duties during dismissal proceedings is justified only if the welfare of the faculty member or that of students, colleagues, or other employees is threatened by continuance, or if the continued presence of the faculty member would be materially and substantially disruptive of the regular operations of the University. Any such suspension should be with pay and with appropriate provisions for useful duties whenever possible.

**9.2. Right to a Hearing:** A faculty member requesting a hearing shall submit a notice of appeal to the system academic institution's CEO within ten (10) business days of receipt of the notice of termination. The faculty member should direct this request to the Office of the President. The President shall provide information to the faculty member as to the procedural rights that the faculty member will have in the hearing. One of those rights is the right to challenge the membership of the Grievance and Appeals Committee by petition to the President.

The purpose of a hearing by the Grievance and Appeals Committee is to determine whether the faculty member should be removed from his/her position. The Grievance and Appeals Committee shall set a time for the hearing that will allow the faculty member thirty days in which to prepare a defense to the charges made and shall notify the faculty member of the time and place for the hearing. This notification shall include the names of the witnesses against the faculty member and the nature of the testimony of each. The Grievance and Appeals Committee's hearing shall be closed unless the affected faculty member requests that it be open.



- 9.3. Witness and Representation:** Witnesses may be added to the list at a later date for good cause. The faculty member should have the right to confront all adverse witnesses. Where unusual and urgent reasons move the Grievance and Appeals Committee to withhold this right, or where the witness cannot appear, the identity of any witness and any statement made should nevertheless be disclosed to the faculty member. Subject to these safeguards, statements may, when necessary, be taken outside the hearing and reported to it.

Both the faculty member and the University have the right to be represented by an advisor, to call witnesses, to question all witnesses who testify orally, to have a full stenographic record or electronic recording of the proceedings, and to be provided access to the record of the proceedings with the right to copy such record. The Grievance and Appeals Committee should allow oral arguments and written briefs by the President of the University or designated representative and by the faculty member or designated representative.

- 9.4. Findings:** The committee shall formulate explicit findings with respect to each of the grounds for removal presented and shall recommend whether or not, in its judgment, there is good cause for dismissal. The committee's findings and recommendations concerning dismissal, or such action as it deems appropriate, should be conveyed in writing to the President and the faculty member.

## **10. ANNUAL PERFORMANCE REVIEW**

- 10.1.** The best interests of the entire University--administration, faculty and students--demand that Tenure Track faculty receive detailed, written, constructive feedback on a regular and timely basis relative to the faculty member's progress toward eventual tenure and promotion. If areas of deficiency are present, they should be noted in detail, and specific actions to remedy those deficiencies should be provided. Subsequent feedback should specifically address the appropriateness of the faculty member's response to these concerns and suggested remedial actions, in addition to addressing any further concerns. Annual reviews will be conducted in an environment of openness and collegiality, with an emphasis on constructive development of the individual faculty member and the institution.

The focus of the annual review process shall vary from rank to rank. For faculty on a Professional Track appointment, the annual review process will serve primarily as an evaluation focusing on performance and the potential for reappointment. For tenured or Tenure Track faculty, the annual review must take into account that progress in a scholarly career is a long-term venture; therefore, a three to five year horizon may be necessary for the accurate evaluation of scholarly progress. Furthermore, the annual review process shall be conducted differently depending upon the different stages of a faculty member's career. For Tenure Track Assistant Professors, the annual review process must also indicate progress toward tenure and promotion. For all faculty, the process will be used to identify the faculty member's progress toward promotion.

The annual review will be part of the ongoing process of communication between the faculty member and the institution in which both institutional and individual goals and programmatic directions are clarified, the contributions of the faculty member toward meeting those goals are evaluated, and the development of the faculty member and the University is enhanced. In all cases, the annual review shall serve as the primary written documentation for evaluation of job performance in the areas of assigned responsibility and for merit salary increases.

A faculty member's report of previous activities must be focused on the previous academic or calendar year and should allow a faculty member to point out the status of long-term projects and set the context in which annual activities have occurred. The report must incorporate teaching, scholarship and scholarly or creative activity, and service. Faculty members must submit short-term and long-term goals.

The division director shall summarize his or her evaluation and expectations of the faculty member's performance for the year on the University's annual performance review document. The faculty member shall indicate receipt by signing the document. The annual report must also include goals for the next year in teaching, scholarship, and scholarly or creative activity and service. This annual performance review, and any related documents, shall become a part of the faculty member's personnel file. A conference shall be held between the division director and the faculty member to discuss the written review and expectations for the coming year. In some cases, more frequent meetings at the written directive of the division director or the request of the faculty member may be necessary.

## **11. POST TENURE REVIEW**

**11.1.** In compliance with System Policy 12.06, all tenured faculty members shall undergo formal, post tenure review every sixth year from the time they are tenured. Review for promotion of a tenured faculty member may count as post tenure review. The faculty member undergoing evaluation will submit the following documentation to his or her coordinator or other immediate supervisor: the faculty member's vita and self-evaluation, student evaluations and grade distributions for the previous three years. Scholarly reviews of the candidate's publications may also be included if available.

The supervisor shall prepare a summary of the evaluation, including an assessment of the faculty member's effectiveness and contributions to the department and University. Copies of the supervisor's summary and the report from any peer evaluation must be given to the faculty member no later than April 1 of the year of the review. The faculty member may submit a written response to the supervisor's assessment or the peer evaluation. Such response must be submitted to the supervisor within ten days after receiving the supervisor's summary. The supervisor shall prepare copies of the faculty member's self-assessment, the supervisor's summary, the peer assessment report, and the faculty member's written response, if any, and shall distribute these copies to the faculty member, the division director, and the Provost by April 15 of the year of evaluation.

Should a faculty member receive a “does not meet expectations” rating in a post tenure review, the Provost shall convene an ad hoc peer-review committee to evaluate the teaching, service, and scholarship of the faculty member. The peer review committee shall use the same criteria as for an application for tenure. Two members of the ad hoc peer review committee shall be appointed by the division director, and one by the faculty member being reviewed. The findings of the peer review committee must be reported to the division director, Provost, and faculty member being reviewed within thirty days.

If the peer review committee identifies significant deficiencies, the division director and faculty member shall work together to develop a remedial professional development plan acceptable to the Provost. Steps leading to dismissal for cause should only be taken when good faith efforts at remediation have failed and when deficiencies remain substantial and chronic.

## **12. PROFESSIONAL –TRACK FACULTY**

**12.1.** This procedure supplements System Policy 12.07 and recognizes the occasional need to appoint full-time faculty members in addition to regular tenured/Tenure Track full-time faculty. Individuals who are appointed to a Professional Track position should be carefully selected and uniquely qualified. They should be faculty who provide specialized services in support of the mission of the University. Appointment and promotion of Professional Track faculty at Texas A&M University-Central Texas must be based upon the experience and academic background of the candidate as well as the needs of the academic program.

**12.2. Professional-Track Faculty Positions:** Appointment to a professional faculty rank ordinarily requires completion of the appropriate terminal degree. Variance from this requirement may be made only by permission of the President of the University based on the recommendation of the Provost with confirmation of the appropriate faculty credentials. (NOTE: No more than twenty percent of the positions in any given program shall be designated as Professional Track without the permission of the President.)

In compliance with the University’s workload procedure, division directors, program coordinators, and the Provost are jointly responsible for ensuring workload equity between Professional Track and Tenure Track faculty. The specific terms of employment for all Professional Track faculty must be detailed in the appointment letter pursuant to System Policy 12.07, Section 3.1:

“All new Professional Track faculty members shall be provided with an appointment letter stating the initial terms and conditions of employment. Any subsequent modifications or special understandings in regard to the appointment, which may be made on an annual basis, should be stated in writing and a copy given to the faculty member. The appointment letter shall 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 should be listed: teaching responsibilities, responsibilities for advising students, independent and/or collaborative research responsibilities, engaging in patient care, committee assignments, conditions imposed by external accrediting agencies, conditions for holding a named professorship or endowed chair, or a position that combines academic and administrative duties, and any other specific essential functions for the position in question. All appointment letters must indicate 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 unless the faculty member is dismissed pursuant to Section 5 of this policy.”

- 12.3. Position Titles:** The position title selected for a professional-track faculty position must be approved by the appropriate division director and the Provost, and must not be readily confused with traditional tenure and tenure-track designations. Within the position title, the individual’s rank will be designated commensurate with the individual’s credentials and/or experience. For example, a Lecturer will be designated “Assistant Lecturer, Associate Lecturer, Senior Lecturer.” Clinical Faculty will be designated “Assistant Clinical Faculty, Associate Clinical Faculty, Senior Clinical Faculty.” The same pattern holds true for Research and Visiting Faculty.

**Lecturer**

Lecturer is a full-time teaching appointment, generally including service expectations, teaching loads, or fieldwork that substitutes for the lack of research expectations.

**Visiting Faculty**

Visiting faculty positions are annual, limited-term appointments, and duties may focus on teaching, research, or service. Ordinarily, a visiting faculty member either replaces a faculty member who is on leave or serves to facilitate faculty exchange programs with other universities.

**Research Faculty**

Research positions are reserved for faculty engaged in research programs of major scope that benefit the University. Usually, these positions are at least partly supported by exterior funding sources.

**Clinical Faculty**

Clinical faculty positions are full-time appointments of highly skilled and experienced practitioners (usually in nursing, health and behavioral sciences, social work, or teacher education) who address a specific need in a department or college. Their duties may or may not include teaching.

- 12.4. Professional-Track Faculty Ranks:** Texas A&M University-Central Texas uses the same rank designations as described in System Policy 12.07:

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

### **Associate Professional Track Faculty**

Appointment to this rank generally requires the appropriate terminal degree. It also requires significant experience related to the position responsibilities. Individuals holding the rank of Assistant Professional Track Faculty are eligible to be considered for promotion to the rank of Associate Professional Track Faculty after at least five years as an Assistant Professional Track Faculty.

### **Senior Professional Track Faculty**

Appointment to this rank generally requires the appropriate terminal degree and a record of sustained excellent performance in all areas. Individuals holding the rank of Associate Professional Track Faculty are eligible to be considered for promotion to the rank of Senior Professional Track Faculty after at least five years as an Associate Professional Track Faculty.

- 12.5. Terms of Appointment:** Appointments for Professional Track faculty are for one year, renewable for the first three years of service. Faculty members who attain “excellent” ratings are eligible for three-year renewable appointments. For lecturers, summer teaching is not guaranteed. No professional-track appointments may exceed three years in length following the date of approval of this procedure.
- 12.6. Review of Professional Track Faculty:** In conformity with System Policy 12.07, Section 4: “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.”
- 12.7. Dismissal of Professional Track Faculty:** Professional Track faculty whose appointment has not expired can be dismissed for cause following the same guidelines and procedures as tenured faculty outlined in System Policy 12.01 and under “RESOLUTION OF PROBLEMS OF PROFESSIONALISM IN TENURED OR NONTENURED FACULTY” in the university tenure and promotion procedure. Likewise, termination for financial exigency follows the procedures set forth in System Policy 12.01 and the “TENURE, FINANCIAL EXIGENCY, AND PHASING OUT OF PROGRAMS” section of the university tenure and promotion procedure.

### **Related System Policies:**

System Policy 12.01 Academic Freedom, Responsibility and Tenure

<http://policies.tamus.edu/12-01.pdf>

System Policy 12.02 Institutional Procedures for Implementing Tenure

<http://policies.tamus.edu/12-02.pdf>

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

<http://policies.tamus.edu/12-06.pdf>

System Regulation 32.01.01 Complaint and Appeal Procedures for Faculty Members

<http://policies.tamus.edu/32-01-01.pdf>

System Policy 12.07 Fixed Term Academic Professional Track Faculty

<http://policies.tamus.edu/12-07.pdf>

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## **CONTACT OFFICE**

Office of the Provost & Vice President for Academic and Student Affairs (254) 519-5447

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**APPROVAL DOCUMENT**

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**SAP 12.01.99.D1.01  
Institutional Procedures for Implementing Tenure**

By affixing my signature in the space provided below, I hereby recommend SAP 12.01.99.D1.01 for approval:

**RECOMMENDED:**

\_\_\_\_\_  
02/16/2011

**Interim Provost & VP for Academic and Student Affairs                      Date**

By affixing my signature in the space provided below, I hereby approve SAP 12.01.99.D1.01.

**APPROVED:**

\_\_\_\_\_  
Date

**President**

Agenda Item No.

### **AGENDA ITEM BRIEFING**

**Submitted by:** Carlisle B. Rathburn III, Ph.D., President  
Texas A&M University-Texarkana

**Subject:** Approval of Revisions to Rule *12.03.99.H1, Faculty Academic Workload and Reporting Requirements*

**Proposed Board Action:**

Approve the revisions to Texas A&M University-Texarkana's (A&M-Texarkana) Rule *12.03.99, Faculty Academic Workload and Reporting Requirements*.

**Background Information:**

System Policy *12.03, Faculty Academic Workload and Reporting Requirements*, Section 4.2, states "Any new or revised faculty workload rule at a system academic institution will be forwarded to the chancellor for endorsement and submitted to the board for approval."

Pursuant to A&M-Texarkana's recent expansion to include doctoral studies, the substantive changes in this rule include:

- **Section 3.1.** A reduction in the full-time teaching load for tenured or tenure-track faculty teaching in a doctoral program to allow time for research activities.
- **Section 3.2.4.** The requirement for faculty teaching in a doctoral program to achieve a minimum of one annual publication in a peer-reviewed journal to be eligible for merit.
- **Section 5.1.** Deletion of Director of Admissions as responsible for reporting.

All other revisions are made to further clarify existing text or are stylistic in nature.

The attached Exhibit is the annotated rule.

**A&M System Funding or Other Financial Implications:**

None.



Agenda Item No.

**TEXAS A&M UNIVERSITY-TEXARKANA**

Office of the President

January 25, 2011

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

Subject: Approval of Revisions to Rule *12.03.99.H1, Faculty Academic Workload and Reporting Requirements*

I recommend adoption of the following minute order:

**“The Board of Regents of The Texas A&M University System approves the revisions to Texas A&M University-Texarkana’s Rule *12.03.99.H1, Faculty Academic Workload and Reporting Requirements*, as shown in Exhibit .”**

Respectfully submitted,

Carlisle B. Rathburn III, Ph.D.  
President

**Approval Recommended:**

**Approved for Legal Sufficiency:**

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Michael D. McKinney  
Chancellor

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Andrew L. Strong  
General Counsel

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Frank B. Ashley III  
Vice Chancellor for Academic Affairs

## UR 12.03.99.H1 Faculty Academic Workload and Reporting Requirements



Approved: March 23, 2001

Revised: January 1, 2009

Revised: March 24, 2011

Next Scheduled Review: March 24, 2013

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### Rule Statement

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This rule establishes the faculty workload standards and procedures as well as the conditions under which the workload of faculty may be adjusted.

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### Reason for Rule

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The purpose of this rule is to provide details, including operational and reporting responsibilities, regarding the faculty workload expectations at Texas A&M University-Texarkana.

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### Procedures and Responsibilities

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1. TEACHING LOAD – (See System Policy [12.03 Faculty Academic Workload and Reporting Requirements](#))
2. EVALUATION OF TEACHING LOAD
  - 2.1. The College Dean shall monitor and evaluate the workload of individual faculty members in his or her college to ensure compliance with this rule and approve and submit any teaching course load reduction requests to the Provost and Vice President for Academic Affairs (Provost/VPAA), designated by the President to authorize final approval. The President, Provost/VPAA, and College Dean shall ensure that academic and related duties are assigned equitably within the college.
  - 2.2. The Academic Program Coordinator shall monitor the workloads of faculty within his or her department or program to ensure compliance with the University's workload requirement and provides notice to the respective College Dean of all faculty members not in compliance with the University's workload requirement.

### 3. MINIMUM TEACHING LOAD STANDARDS

- 3.1. ~~A~~The minimum full-time fall and spring semester teaching load for all university tenured or tenure track faculty teaching any combination of undergraduate and graduate courses is 12 semester credit hours (12 SCH) ~~of classroom teaching~~ for each semester. The minimum full-time fall and spring semester teaching load for all university tenured or tenure track faculty teaching only doctoral courses is 9 semester credit hours (9SCH) for each semester. Faculty teaching in a doctoral program may not elect to teach an overload during any semester. The minimum full-time fall and spring semester teaching load for all clinical faculty is 15 semester credit hours (15 SCH) of classroom teaching per semester. The load for combined summer terms for all full-time faculty is no more than six semester credit hours (6 SCH).
- 3.2. The respective College Dean, with approval from the Provost/VPAA, may reduce a faculty member's teaching load by replacing one or more course assignments with any of the following:
- 3.2.1. *Administrative Assignments*—Administrative assignments that directly supplement the teaching function such as, but not limited to, heads of teaching departments and coordinators or directors of academic programs may be counted for part of a regular teaching load.
- 3.2.2. *Direct Instructional Activities*—Activities which include interaction with students related to instruction, preparation for such instruction, or evaluation of student performance may count for part of a regular teaching load. These may include, but are not limited to, supervision or coordination of laboratories or lectures utilizing teaching assistants, practica, internships, clinical assignments, or alternative learning activities.
- 3.2.3. *Independent Study Courses*—Upon prior approval by the Dean, independent study courses (identified as 489 and 589) may be translated into equivalent course semester credit hours (for the purpose of measuring teaching loads). Deans shall collect and maintain all data necessary to document such credit.
- 3.2.3.1. For 30 semester credit hours of graduate credit accumulated by a faculty member in independent study courses, a credit of three (3) semester credit hours may be awarded.
- 3.2.3.2. For 45 semester credit hours of undergraduate credit accumulated by a faculty member in independent study courses, a credit of three (3) contact hour equivalents may be awarded.
- 3.2.3.3. When combining undergraduate and graduate courses to equal a course reduction, graduate semester credit hours may be

converted to undergraduate semester credit hours by using a multiplier of 1.5.

3.2.3.4. All contact hour equivalent credit accrued via independent study courses may be applied during the semester in which the total credit for independent study reaches the minimum amounts indicated in 3.2.3.1 and 3.2.3.2 above, but no later than the next long (spring or fall) semester.

3.2.4. *Research and Creative Activities*—Although scholarship is expected of all tenured/tenure track faculty in addition to carrying a minimum teaching load as defined in 3.1 of this rule, limited faculty teaching and load credit may be granted for major scholarship activities, including conducting research that leads to publication and the development of creative works. Faculty teaching in a doctoral program are expected to achieve a minimum of one annual publication or an average of three (3) publications in the last three (3) years in a peer-reviewed journal to be eligible for merit. Additional activities may be required by the Dean based on the doctoral program discipline. The faculty annual performance evaluation will document the attainment of this expectation.

3.2.5. *Graduate Research Supervision*—The following table shall be used to assign teaching load credit to tenured/tenure track faculty providing graduate research supervision:

**Semester Credit Hour Equivalency for Graduate Research Supervision**

Assignment	Number of Students Supervised					
	1	2	3	4	5	6
Member, Masters Thesis Committee	.25	.5	.75	1	1	1
Chair, Masters Thesis Committee	.75	1.5	2.25	3	3.75	4.5
Member, Doctoral Dissertation Committee	.75	1.5	2.25	3	3.75	4.5
Chair, Doctoral Dissertation Committee	1	2	3	4	5	6

Teaching credit accrued via this process may be applied during the semester in which sufficient credit is earned to substitute for one or more courses or in the immediate next long (spring or fall) ~~term~~semester, as approved by the Dean.

3.2.6. *Other Projects*—Other projects that occur during an academic year may be considered as part of faculty workload as requested by the Dean and approved by the Provost/VPAA. These include, but are not limited to, major academic advisory activities, preparation of major documents (e.g., program and/or research grant proposals) in the fulfillment of

programmatic needs or accreditation requirements, and for performance of duties in the best interest of the institution's instructional program.

3.2.7. The Faculty who are assigned by the Dean to teach more than the minimum load during any semester may do so as an overload and will be provided additional compensation commensurate to the adjunct salary rate. Overloads, including courses taught during a mini-term (May or January) may be "banked" and credited toward a faculty's teaching assignment during the immediate next long (spring or fall) ~~term~~semester.

3.3. (See System Policy [12.03 Faculty Academic Workload and Reporting Requirements](#))

3.4. All requests for teaching workload reductions shall be initiated by the faculty on form "Faculty Teaching Workload Reassigned Time Request Form" and submitted to the respective College Dean on a timeline that allows the completed request (with Dean approval) to be submitted to the Provost/VPAA for final approval no later than the published deadline for each semester. All requests, including those related to the cancellation of classes during the spring or fall terms, submitted after these deadlines will be considered on an individual basis via discussion between the Dean and Provost/VPAA. Teaching course load reductions related to the cancellation of summer classes will not be considered.

3.5. A report of activities and a copy of any deliverables (e.g., professional article) for the reduced teaching load in a given semester will be due to the respective Dean no later than 15 days after the last class day of the semester.

#### 4. INSTITUTIONAL WORKLOAD RULE DEVELOPMENT AND REVISION

The President delegates the responsibility of recommending revisions to this rule to the Provost/VPAA who may assign to or seek the assistance of additional personnel (including faculty) and advisory bodies, as well as advice from legal counsel, as needed. Any revisions of 12.03.99.H1 will be reviewed by the Administrative Council and approved by the President prior to submission to the System office for final approval by the Chancellor and Board of Regents.

#### 5. REPORTS REQUIRED

5.1. The Registrar ~~/Director of Admissions~~ shall collect, analyze, compile, and consolidate data necessary to generate the Faculty Report (CBM-008) required by the Coordinating Board and the Faculty Workload Report as referenced in sections 5.1 and 5.2 of System Policy 12.03. The Registrar shall submit all related reports to the Provost/VPAA for review prior to submission to the President for approval and then to the Chancellor and Coordinating Board. The standard reporting format and deadlines as provided by the THECB will be followed.

- 5.2. (See System Policy [12.03 Faculty Academic Workload and Reporting Requirements](#))
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### **Related Statutes, Policies, or Requirements**

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*System Policy 12.03 Faculty Academic Workload and Reporting Requirements*  
<http://tamus.edu/offices/policy/policies/pdf/12-03.pdf>

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### **Contact Office**

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Provost and Vice President for Academic Affairs  
903-223-3004

Agenda Item No.

**AGENDA ITEM BRIEFING**

**Submitted by:** Janet U. Smalley, Chief of Staff  
The Texas A&M University System

**Subject:** Approval of Revisions to System Policy *08.01, Civil Rights Protections and Compliance*

**Proposed Board Action:**

Approve revisions to System Policy *08.01, Civil Rights Protections and Compliance*.

**Background Information:**

Proposed revisions to this policy include:

**Sections 1.1 and 1.2:** The Genetic Information Nondiscrimination Act enacted in 2008 expands the scope of nondiscrimination coverage to include genetic information.

**Section 3.1:** Appropriate language is added to clarify that audits may relate to civil rights or affirmative action.

**Section 3.2:** Each system member is required to develop and promulgate procedures only.

Additional revisions include system style modifications, as well as updated references.

**A&M System Funding or Other Financial Implications:**

None.

Agenda Item No.

**SYSTEM OFFICES**  
Office of the Chief of Staff  
February 8, 2011

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

Subject: Approval of Revisions to System Policy *08.01, Civil Rights Protections and Compliance*

I recommend adoption of the following minute order:

**“The revisions to System Policy *08.01, Civil Rights Protections and Compliance*, as shown in Exhibit , are approved, effective immediately.”**

Respectfully submitted,

Janet U. Smalley  
Chief of Staff

**Approval Recommended:**

**Approved for Legal Sufficiency:**

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Michael D. McKinney  
Chancellor

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Andrew L. Strong  
General Counsel





## 08.01 Civil Rights Protections and Compliance

Approved December 5, 2008 (MO [411-2008](#))

[Revised March 24, 2011](#)

Next Scheduled Review: ~~December 5, 2010~~[March 24, 2013](#)

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### Policy Statement

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The Texas A&M University System (system) will strictly comply with all applicable legal requirements prohibiting discrimination against employees, students, applicants for employment, or the public.

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### Reason for Policy

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This policy outlines the civil rights protections provided by the system to employees, students, applicants for employment, and the public, and sets forth procedures and responsibilities for compliance with applicable laws and administrative regulations.

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### Procedures and Responsibilities

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#### 1. AUTHORITY AND SCOPE OF THE EQUAL OPPORTUNITY PROGRAM

- 1.1 The system will provide equal opportunity for employment to all persons regardless of race, color, sex, religion, national origin, age, disability, [genetic information](#) or veteran status, and will strive 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, ~~or~~ disability, [genetic information or veteran status](#), 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 Office of Equal Opportunity and Diversity, 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 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, 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, witness, or other person participating in a discrimination or related retaliation investigation, complaint, hearing or suit. Such retaliatory action will be regarded as a separate and distinct cause for complaint and possible disciplinary action, including dismissal.

## 2. RESPONSIBILITIES

- 2.1 Each system 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 The system director of equal opportunity and diversity, in coordination with the OGC, will serve as the liaison between system members and local, state, and federal compliance agencies. The director is also responsible for the coordination of all reporting requirements for the system and its members under applicable state and federal regulations.
- 2.3 Each system member CEO will 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 will oversee implementation of procedures to ensure compliance with legal and regulatory provisions under this policy.

## 3. PROCEDURES

- 3.1 The administrators appointed under Section 2.3 will inform the system director of equal opportunity and diversity as soon as a charge or complaint of discrimination, sexual harassment, and/or retaliation, or notice of civil rights or affirmative action audit or other inquiry, is received from a local, state, or federal agency.
- 3.2 Each system member will develop and widely promulgate ~~a rule and/or~~ procedures for the receipt and processing of complaints of discrimination, sexual harassment, and/or related retaliation. These will include the identification of the member official(s) with jurisdiction over the various types of complaints that may be filed by faculty, staff, students, and third parties.
- 3.3 Annually, each system member will 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 will be submitted to the system director of equal opportunity and diversity for compliance review.

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## Related Statutes, Policies, or Requirements

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[The Equal Pay Act of 1963](#)

[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, Office of Federal Contract Compliance Programs](#)

[Texas Labor Code Ch. 21, Employment Discrimination](#)

[U.S. Department of Labor, Office of Federal Contract Compliance Programs](#)

[Texas Workforce Commission, Civil Rights Division](#)

This ~~new P~~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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## Contact Office

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~~System Equal Opportunity and Diversity~~[Office of the Chief of Staff](#)

(979) 458-6203

# Additional Items to be Considered by the Board (Not Assigned to Committee)

*(Agenda Items 12 through 29)*

## Agenda Items

12	Adoption of a Resolution Honoring Mr. Greg Hall for His Outstanding Service as the Designer of “Plan B”	Texas A&M
13	Reappointment of Thomas E. Farmer, Sr., Paul S. Hill, James E. Pozzi, Albert P. Shannon and Jonathan Whitworth to the TAMUG Board of Visitors	Texas A&M
14	Authorization to Award an Honorary Doctor of Letters Degree to His Excellency Abdullah bin Hamad Al-Attiyah	Texas A&M
15	Authorization to Award an Honorary Doctor of Letters Degree to Dr. James C. Stevens	Texas A&M
16	Authorization to Award an Honorary Doctor of Letters Degree to Dr. Charles H. Townes	Texas A&M
17	Approval of Academic Tenure, March 2011	Texas A&M
18	Granting of Faculty Development Leave for FY 2012	Texas A&M
19	Authorization to Award an Honorary Doctorate of Humane Letters Degree to Mr. Kenneth J. Wyatt	Tarleton
20	Approval of Academic Tenure, March 2011	Tarleton
21	Granting of Faculty Development Leave for FY 2012	Tarleton
22	Approval of Academic Tenure, March 2011	TAMIU
23	Approval of Academic Tenure, March 2011	A&M-Corpus Christi
24	Approval of Academic Tenure, March 2011	Texas A&M-Kingsville
25	Approval of Academic Tenure, March 2011	WTAMU
26	(PLACEHOLDER) Approval of Amendments to Board Bylaws	BOR, A&M System
27	*Authorization for the President to Execute an Employment Contract with the Head Football Coach	PVAMU
28	*Appointment of Executive Vice President for Finance and Administration	A&M-Corpus Christi
29	*Appointment of Associate Agency Director	TEES

**\*To be considered in Executive Session**

Agenda Item No.

**TEXAS A&M UNIVERSITY**

Office of the President

February 16, 2011

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

Subject: Adoption of a Resolution Honoring Mr. Greg Hall for His Outstanding Service as the Designer of “Plan B”

I respectfully request the Board of Regents’ approval of the following resolution honoring Mr. Greg Hall, whose dedication, creativity and outstanding service led to the rescue of 33 miners trapped for ten weeks in the San Jose mine near Copiapó, Chile.

“WHEREAS, Greg Hall, a member of the Texas A&M University Class of 1982, majored in engineering technology and served Texas A&M University as the commanding officer of Squadron 11 of the Corps of Cadets and as a member of the Fish Drill Team; and

WHEREAS, Mr. Hall is a business leader of outstanding ability; and, his companies--Drillers Supply SA in Chile and DSI American Manufacturing in Minnesota--were part of the 2009 Aggie 100, a list of the fastest growing Aggie-owned or operated companies; and, he also owns Drillers Supply International Houston; and

WHEREAS, he developed the concept for and coordinated the implementation of “Plan B,” a joint effort involving many companies, technical experts and advanced drilling equipment, as well as other resources; and, tirelessly dedicated himself to guiding the rescue team that worked 24/7 for 33 days; and, then spent the last eight days at the site for the final 800 feet of drilling; and

WHEREAS, he has credited Texas A&M University’s Corps of Cadets for helping him meet the greatest challenge of his life by teaching him to make a plan, believe in it and execute it, because if you don’t give up, you won’t be beaten; and by teaching him how to delegate, how to lead and how to make decisions; and

WHEREAS, failure was not an option, on October 13, 2010, the rescue team succeeded in safely extracting all 33 miners through a 28-inch diameter shaft that extended more than 2,300 feet below the surface of the ground; and

WHEREAS, when speaking about the rescue, Mr. Hall wants people to know that “miracles still happen—the rescue was God’s doing;” and

WHEREAS, Mr. Hall was formally honored by Texas A&M University President R. Bowen Loftin and The Texas A&M University System Board of Regents Chairman Morris Foster at Kyle Field during the game against Texas Tech on October 30, 2010; and

Agenda Item No.  
February 16, 2011

WHEREAS, Mr. Hall and his wife, Angelica '80, reside in Cypress, Texas; and have three Aggie children: Greg '06, senior Jacqueline and freshman Andrew; now, therefore, be it

RESOLVED, that we, the members of the Board of Regents of The Texas A&M University System, gratefully recognize the dedication, creativity and service of Mr. Hall as the designer of "Plan B" and recognize him as a leader of character dedicated to serving the greater good and thereby bringing honor and distinction to Texas A&M University; and, be it, further

RESOLVED, that this resolution be spread among the minutes, and copies thereof be signed by the Chairman of the Board of Regents of The Texas A&M University System, and be presented to Mr. Hall and to the Archives of Texas A&M University as an expression of appreciation and respect for Greg Hall '82.

ADOPTED, this 24th day of March 2011."

Respectfully submitted,

R. Bowen Loftin  
President

**Approval Recommended:**

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Michael D. McKinney  
Chancellor

**Approved for Legal Sufficiency:**

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Andrew L. Strong  
General Counsel

Agenda Item No.

**AGENDA ITEM BRIEFING**

**Submitted by:** R. Bowen Loftin, President  
Texas A&M University

**Subject:** Reappointment of Five Members to the Texas A&M University at Galveston Board of Visitors

**Proposed Board Action:**

Reappoint Mr. Thomas E. Farmer, Sr., Mr. Paul S. Hill, Mr. James E. Pozzi, Mr. Albert P. Shannon and Mr. Jonathan Whitworth to the Texas A&M University at Galveston (TAMUG) Board of Visitors for a term of three years, effective upon approval by the Board of Regents.

**Background Information:**

The Board of Visitors of TAMUG, at its November 11, 2010 meeting, recommended that the following five Board Members be reappointed to another three-year term: Mr. Thomas E. Farmer, Sr., Mr. Paul S. Hill, Mr. James E. Pozzi, Mr. Albert P. Shannon and Mr. Jonathan Whitworth. They have graciously agreed to continue to serve pending the approval by the Board of Regents.

These Board Members have an interest in Texas higher education and are highly supportive of TAMUG. Biographical information is attached.

Mr. Farmer is co-president of Farmer's Marine Copper Works in Galveston, Texas. He graduated in 1972 from Texas A&M University (Texas A&M) with a degree in Mechanical Engineering and has been a true friend to TAMUG.

Mr. Hill, Director of Mission Operations at the Johnson Space Center, is responsible for all aspects of Mission Operations Directorate support for manned space flight. He earned a B.S. (1984) and M.S. (1985) in Aerospace Engineering from Texas A&M.

Mr. Pozzi is currently the Senior Executive Vice President, Corporate Planning Systems and Life Administration for American National Insurance Company. He received his B.S. from Texas A&M in 1971.

Mr. Shannon is presently employed by Frost Bank as the Group President which includes the Galveston, Clear Lake and Pearland locations. He graduated from the University of Texas at Austin in 1973 and is actively involved in many organizations in Galveston County.

Mr. Whitworth is the Chief Executive Officer of Washington Marine Group in North Vancouver, Canada. Mr. Whitworth earned an M.B.A. from the University of North Texas and a B.S. from TAMUG in 1989.

**A&M System Funding or Other Financial Implications:** None.

Agenda Item No.

**TEXAS A&M UNIVERSITY**

Office of the President

January 12, 2011

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

Subject: Reappointment of Five Members to the Texas A&M University at Galveston Board  
of Visitors

I recommend adoption of the following minute order.

**“The Board of Regents of The Texas A&M University System hereby reappoints Mr. Thomas E. Farmer, Sr., Mr. Paul S. Hill, Mr. James E. Pozzi, Mr. Albert P. Shannon and Mr. Jonathan Whitworth to the Texas A&M University at Galveston Board of Visitors for a term of three years.”**

Respectfully submitted,

R. Bowen Loftin  
President

**Approval Recommended:**

**Approved for Legal Sufficiency:**

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Michael D. McKinney  
Chancellor

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Andrew L. Strong  
General Counsel

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Frank B. Ashley III  
Vice Chancellor for Academic Affairs



**Thomas Edward Farmer, Sr.**

Mr. Thomas Farmer earned a Bachelor of Science degree in Mechanical Engineering in 1972. In recognition of his outstanding academic achievement, he was elected to membership in Pi Tau Sigma, International Mechanical Engineering Honor Society.

Following graduation from Texas A&M, he returned to Galveston joining the engineering department at Farmer's Marine Copper Works (FMCW). Since 1920, this family business has provided specialty fabrication procedures incorporating exotic metals and difficult design concepts in projects servicing the marine/offshore industry and major petrochemical manufacturing plants around the world. He currently serves as co-president of FMCW and has held positions as project manager, plant manager and vice president. His other responsibilities include membership on the Board of Directors of FMCW, Farmer's Industrial Properties, Farmer's Alloy Fabricating and Four Winds Investments.

Mr. Farmer also serves on the Board of Directors of the Tell My People, Inc. TMP Leadership Training International ministries in Harlingen, Texas and as an Advisory Director to Cullen Frost Bankers of San Antonio. His past board affiliations include the United States National Bank, the National Fish and Wildlife Foundation, the Galveston Chamber of Commerce and the Galveston Artillery Club. He holds memberships in the Moody Memorial First United Methodist Church and Coastal Conservation Association.

## **Paul Sean Hill**

Mr. Paul Sean Hill earned a Bachelor of Science degree in Aerospace Engineering in 1984 and a Master of Science in Aerospace Engineering in 1985 at Texas A&M University.

Currently, Mr. Hill is the Director, Mission Operations, Johnson Space Center. He has also held the position of Deputy Director, Mission Operations, Johnson Space Center, Manager of Shuttle Operations, Mission Operations Directorate, Johnson Space Center, Deputy Manager, EVA Office, Johnson Space Center, Space Shuttle and ISS Flight Director, Johnson Space Center, Space Station and Space Shuttle operations engineer, Joint Operations Panel Chairman, Johnson Space Center and Numerous Shuttle Flight Director assignments and ISS Flight Director assignments.

In recognition of his outstanding achievement, he has received numerous special honors and awards, which include the Federal Government Senior Executive Service–2007; Aviation Week & Space Technology - Space Laurels–2006; NASA Outstanding Leadership Medals–2004 and 2005; Rotary National Award for Space Achievement - Stellar Award–2004; Johnson Space Center Certificate of Commendation–2000 and Astronauts' Personal Achievement Award–1996.

## **James E. Pozzi**

Mr. James E. Pozzi graduated summa cum laude from Texas A&M University in 1971 with a Bachelor of Science in Math.

At present, he is the Senior Executive Vice President, Corporate Planning, Systems & Life Administration, American National Insurance Company in Galveston, Texas. Other positions he has held at American National Insurance Company include Executive Vice President, Corporate Planning; Executive Vice President, Independent Marketing; Senior Vice President, Corporate Planning; Vice President & Actuary; Assistant Vice President & Assistant Actuary; and Actuarial Student.

Mr. Pozzie's professional credentials include the Fellow of the Society of Actuaries (FSA), Member of the American Academy of Actuaries (AAA), Charter Life Underwriter (CLU) and 1986 - Chartered Financial Consultant (ChFC).

Besides sitting on the Board of the American National Insurance Co., State of Texas as Senior Executive Vice President, Corporate Planning, Systems & Life Administration, he also serves on the following boards: American National Life Holdings, Inc., State of Nevada; American National Life Insurance Company of Texas, State of Texas; American National Life Insurance Company of Texas, State of Texas; American National Property & Casualty Co., State of Missouri; American National General Insurance Co., State of Missouri; ANPAC Louisiana, State of Louisiana; Pacific Property & Casualty Company, State of California; Farm Family Holdings, Inc., State of Delaware; Farm Family Casualty Insurance Company, State of New York; Farm Family Life Insurance Company, State of New York; United Farm Family Insurance Company, State of New York; Standard Life & Accident Insurance Co., State of Oklahoma.

Mr. Pozzie is also on various committees which includes the following: Member of Management Audit Committee; Management Representative on the Board Audit Committee; Member of Management Compensation Committee; Management Representative on the Board Compensation Committee; Member of Corporate Compliance Committee; Member of SEC Compliance Committee; Coordinator and member of Company's Executive Management Council; Chairman of Company Product Development Committee; Member of Company Asset/Liability Management Committee; Chairman of Company Oversight Committee for Credit Life Insurance Operation; Chairman of Company Oversight Committee for Health Insurance Managing General Underwriter Operation.

## **Albert P. Shannon**

Albert P. Shannon graduated from the University of Texas at Austin in 1973. He also attended the Graduate School of Banking at Southern Methodist University, graduating in 1988.

Mr. Shannon is the Group President for Frost Bank, which includes the Galveston, Clear Lake and Pearland locations. He has worked in the Galveston area for 33 years and has been employed by Frost Bank for 27 years.

Mr. Shannon has been actively involved in many organizations including: Galveston Propeller Club, Galveston Children's Center, Galveston Community Development Corporation, Galveston Historical Foundation, Historical Downtown Strand Partnership, Trinity Episcopal Church Vestry and Endowment Fund, Galveston Yacht Club, Galveston United Way, Texas Gulf Surfing Association, The Galveston Lions Club, Galveston Communities in Schools, Galveston Tax Reinvestment Zone 10, Galveston Housing Finance Corporation and The Park Board of Trustees of Galveston.

## **Jonathan Whitworth**

Jonathan Whitworth is Chief Executive Officer for Washington Marine Group which owns three shipyards and the largest tug and barge fleet in Canada. Prior to the move to Canada in 2009, Mr. Whitworth was President, Chief Executive Officer and a Director of OSG America L.P., and served as Senior Vice President and Head of the U.S. Flag Strategic Business Unit of OSG since November 2006, which he joined in connection with OSG's acquisition of Maritrans Inc. OSG America L.P. is the largest owner/operator of tankers and large tug/barges in the U.S. coastwise trade. Headquartered in Tampa Florida, OSG America's vessels carry both crude oil in the Delaware Bay refinery region and clean petroleum products into all three US Coasts.

Prior to joining OSG, Mr. Whitworth served as President and Chief Executive Officer of Maritrans Inc. He was President and Managing Director of Teekay Shipping (USA), Inc. and worked for Teekay for four years. As Managing Director, he was responsible for running the Houston office and was directly responsible for business development, customer relations and sales for North and South America. Prior to Teekay, Mr. Whitworth was employed at SeaRiver Maritime, a wholly owned subsidiary of ExxonMobil Corporation. He held numerous positions at SeaRiver, including Head of Business Development and Head of the Gulf of Mexico lightering program.

Prior to employment at SeaRiver, he sailed for six years aboard US Flag tankers operating in the international clean product and chemical trades and holds a USCG Unlimited Chief Mate's license. He earned an M.B.A from the University of North Texas and a B.S. from Texas A&M University at Galveston, Class of 1989.

Mr. Whitworth also serves as a Board Member with the American Petroleum Institute, Alaska Tanker Company, American Bureau of Shipping and the American Waterways Organization.

Agenda Item No.

**AGENDA ITEM BRIEFING**

**Submitted by:** R. Bowen Loftin, President  
Texas A&M University

**Subject:** Authorization to Award an Honorary Degree

**Proposed Board Action:**

Authorize the President of Texas A&M University (Texas A&M) to award an Honorary Doctor of Letters degree to His Excellency Abdullah bin Hamad Al-Attiyah.

**Background Information:**

In accordance with Section 1.2 of System Policy *11.07, Granting of Honorary Degrees*, Texas A&M requests to award an Honorary Doctor of Letters degree to His Excellency Abdullah bin Hamad Al-Attiyah, deputy prime minister and minister of energy and industry in the State of Qatar. This recognition is in tribute to his significant contributions to higher education through his visionary leadership that resulted in the establishment of Texas A&M's branch campus in Qatar and his dedication to the three pillars of the University's mission: teaching, research and engagement.

The nomination for this Honorary Doctor of Letters degree was received from Dean and CEO Mark H. Weichold and the faculty of Texas A&M University at Qatar (Texas A&M at Qatar). The nomination was endorsed by the Faculty Senate Committee on Honorary Degrees. The Faculty Senate, meeting as a whole in executive session, approved the nomination and recommended it to the President.

With Board authorization, this honorary degree will be presented at Texas A&M at Qatar's commencement on May 5, 2011.

**A&M System Funding or Other Financial Implications:**

None.

Agenda Item No.

**TEXAS A&M UNIVERSITY**  
Office of the President  
February 10, 2011

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

Subject: Authorization to Award an Honorary Degree

I recommend adoption of the following minute order:

**“Texas A&M University is authorized to award an Honorary Doctor of Letters degree to His Excellency Abdullah bin Hamad Al-Attiyah.”**

Respectfully submitted,

R. Bowen Loftin  
President

**Approval Recommended:**

**Approved for Legal Sufficiency:**

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Michael D. McKinney  
Chancellor

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Andrew L. Strong  
General Counsel

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Frank B. Ashley III  
Vice Chancellor for Academic Affairs

**ABDULLAH BIN HAMAD AL-ATTIYAH**

Minister Al-Attiyah is the genesis of Texas A&M University's campus in Qatar. It was his idea to approach the University about establishing a campus in Education City. He is a role model and source of inspiration for the Aggie students at Qatar. He serves as an employer of the graduates, a patron of research and a benefactor for many University outreach and engagement programs.

Since 1992, Minister Al-Attiyah has concurrently held the positions of minister of energy and industry and chairman and CEO of Qatar Petroleum. He is the longest-serving OPEC oil minister and is recognized internationally as a leading authority on energy markets and industries. His experience and wisdom make him a valuable resource to the University. He regularly attends events and lectures associated with the University and is eager to interact with students and faculty.

In 2007, Minister Al-Attiyah was the speaker at the University's first commencement ceremony in Qatar. He is very proud of the quality of education the Aggie engineers are taking from the classroom to the workplace and continually publicly cites this fact. He shares the Aggie values and the Aggie pride, and his enthusiasm for Qatar and its future motivates the students to succeed.

Minister Al-Attiyah realizes the tremendous value the University brings to Qatar and he recognizes the ways its contributions to this proud nation enable Qatar's development and forward progress. He is steadfast in his belief that the University's relationship with Qatar is reciprocal and mutually beneficial.

Texas A&M is a worldwide leader in engineering education and research and Minister Al-Attiyah is one of its most visible proponents. His visionary leadership and unwavering support of Texas A&M at Qatar are exemplary. When awarded, he will graciously bear the lofty distinction of an honorary Texas A&M degree on a global stage as a prominent Qatari government official and locally as a role model for Aggie engineers who aspire to follow his example as a leader of character and service.



Agenda Item No.

**AGENDA ITEM BRIEFING**

**Submitted by:** R. Bowen Loftin, President  
Texas A&M University

**Subject:** Authorization to Award an Honorary Degree

**Proposed Board Action:**

Authorize the President of Texas A&M University (Texas A&M) to award an Honorary Doctor of Letters degree to Dr. James C. Stevens.

**Background Information:**

In accordance with Section 1.2 of System Policy *11.07, Granting of Honorary Degrees*, Texas A&M requests to award an Honorary Doctor of Letters degree to Dr. James C. Stevens. This recognition is in tribute to his innovative research which has expanded the boundaries of catalysis, polymer chemistry and underlying disciplines and resulted in new large-scale commercial processes.

The nomination for this Honorary Doctor of Letters degree was received from Department Head David H. Russell and the faculty of the Department of Chemistry. The nomination was endorsed by the Faculty Senate Committee on Honorary Degrees. The Faculty Senate, meeting as a whole in executive session, approved the nomination and recommended it to the President.

With Board authorization, this honorary degree will be presented at the Texas A&M commencement ceremony on May 14, 2011, when the College of Science graduates receive their degrees.

**A&M System Funding or Other Financial Implications:**

None.

Agenda Item No.

**TEXAS A&M UNIVERSITY**  
Office of the President  
February 10, 2011

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

Subject: Authorization to Award an Honorary Degree

I recommend adoption of the following minute order:

**“Texas A&M University is authorized to award an Honorary Doctor of Letters degree to Dr. James C. Stevens.”**

Respectfully submitted,

R. Bowen Loftin  
President

**Approval Recommended:**

**Approved for Legal Sufficiency:**

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Michael D. McKinney  
Chancellor

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Andrew L. Strong  
General Counsel

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Frank B. Ashley III  
Vice Chancellor for Academic Affairs

**JAMES C. STEVENS**

Dr. James C. Stevens is a Dow Research Fellow of The Dow Chemical Company of Freeport, Texas. He began work at Dow Chemical shortly after receiving his Ph.D. in chemistry at The Ohio State University in 1979. At Dow, his efforts have been instrumental in the discovery and commercial development of the company's *Insite* polymer technology and constrained-geometry catalysts. Dow uses these catalysts to produce about two billion pounds of polyolefins per year. This invention resulted in hundreds of new jobs in the state of Texas.

Although Dr. Stevens' nomination is based upon his scientific accomplishments, he has been a true friend of the Department of Chemistry at Texas A&M with a long history of interactions, including presenting departmental seminars and playing a leadership role in the Industrial Affiliates program which includes mentoring and one-on-one contact with graduate students from whom he has always tried to recruit the best and brightest to Dow. The Chemistry Department plans to continue interacting with Dr. Stevens through a symposium, a short course and a lecture series approximately every three years.

Dr. Stevens has received many honors and recognitions for his body of work. Included are the prestigious American Chemical Society National Award in Industrial Chemistry; the Perkin Medal, awarded by the American Section of the London-based *Society of Chemical Industry*; and the coveted Carothers Award, sponsored by the Delaware Section of the American Chemical Society for outstanding contributions and advances in industrial applications of chemistry. In 2004, Dow Chemical was a corporate recipient of the National Medal of Technology which was presented by the President of the United States. This achievement for Dow Chemical was in part based upon Dr. Stevens' achievements.

Within Dow Chemical, Dr. Stevens has been recognized as the Dow Inventor of the Year an unprecedented five times. He received the Herbert H. Dow Medal, which has been conferred upon only 23 Dow scientists since its inception. His 87 patents further evidence his creativity and productivity as an innovator and inventor. Dr. Stevens has been highly sought as a speaker at national and international meetings and symposia at many academic institutions.

Dr. James C. Stevens' many accomplishments have led to major industrial processes that have had a profound impact upon the economy of the state of Texas as well as many awards and honors.

Agenda Item No.

**AGENDA ITEM BRIEFING**

**Submitted by:** R. Bowen Loftin, President  
Texas A&M University

**Subject:** Authorization to Award an Honorary Degree

**Proposed Board Action:**

Authorize the President of Texas A&M University (Texas A&M) to award an Honorary Doctor of Letters degree to Dr. Charles H. Townes.

**Background Information:**

In accordance with System Policy *11.07, Granting of Honorary Degrees*, Texas A&M requests to award an Honorary Doctor of Letters degree to Dr. Charles H. Townes. This recognition is in tribute to his distinguished career as an internationally noted scientist and his sustained scholarly activity in physics.

The nomination for this Honorary Doctor of Letters degree was received from Distinguished Professor Marlan Scully and supported by Department Head Edward S. Fry and the faculty of the Department of Physics. The nomination was endorsed by the Faculty Senate Committee on Honorary Degrees. The Faculty Senate, meeting as a whole in executive session, approved the nomination and recommended it to the President.

With Board authorization, this honorary degree will be presented at the Texas A&M commencement ceremony on May 14, 2011, when the College of Science graduates receive their degrees.

**A&M System Funding or Other Financial Implications:**

None.

Agenda Item No.

**TEXAS A&M UNIVERSITY**  
Office of the President  
February 10, 2011

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

Subject: Authorization to Award an Honorary Degree

I recommend adoption of the following minute order:

**“Texas A&M University is authorized to award an Honorary Doctor of Letters degree to Dr. Charles H. Townes.”**

Respectfully submitted,

R. Bowen Loftin  
President

**Approval Recommended:**

**Approved for Legal Sufficiency:**

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Michael D. McKinney  
Chancellor

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Andrew L. Strong  
General Counsel

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Frank B. Ashley III  
Vice Chancellor for Academic Affairs

**CHARLES H. TOWNES**

Dr. Charles H. Townes has distinguished himself through sustained scholarly activity in physics as demonstrated through his being awarded the Nobel Prize in Physics in 1964 (with Nicolay G. Basov and Aleksandr M. Prokhorov) for fundamental work in the field of quantum electronics, which has led to the construction of oscillators and amplifiers based on the maser-laser principle. He holds the original patent for the maser and, with Arthur Schawlow, the original laser patent.

Dr. Townes received his Ph.D. in Physics from California Institute of Technology in 1939. His academic career has included positions at Columbia University, Massachusetts Institute of Technology and the University of California where he presently leads the astrophysics and astronomy research group. Much of his work has been directed toward understanding the galactic center by using two moveable telescopes for obtaining very high angular resolution of astronomical objects at infrared wavelengths by spatial interferometry.

During much of his career, Dr. Townes has been active as a government advisor. He served as vice-chairman of the President's Science Advisory Committee; chairman of the technical advisory committee for the Apollo Program until shortly after the first successful lunar landing; chairman of committees on Strategic Weapons and the MX missile; and has been active in the National Academy of Science's contacts with China in its work on Arms control and its meetings with the Soviet Academy. He had an active role in helping to formulate advice given by the Papal Academy to the Pope on issues of peace and the control of nuclear weapons and is a past president of the American Physical Society.

In addition to the Nobel Prize, Dr. Townes received the National Medal of Science, is a member of the National Academy of Sciences, the National Academy of Engineering, the Royal Society of London, the National Inventors Hall of Fame and the Engineering and Science Hall of Fame. His international awards include ones from England, Austria, Russia, India and German-speaking countries.

With respect to Texas A&M, Dr. Townes was on the original Astronomy Advisory Panel which initiated the astronomy program at Texas A&M, a program which has already gained wide recognition for excellence. On numerous occasions he has assisted in promoting various departmental activities and college events. He participated in the dedication ceremony of the Physics Building by giving a popular talk during dedication week festivities. Other activities include participating in panel discussions and presenting distinguished lectures series, seminars and colloquia. His relationship with the Department of Physics and Astronomy has contributed greatly to providing a much more academically rich environment to the students.

Agenda Item No.

**TEXAS A&M UNIVERSITY**

Office of the President

February 8, 2011

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

Subject: Approval of Academic Tenure, March 2011, Texas A&M University

I recommend adoption of the following minute order.

**“The Board of Regents of The Texas A&M University System, in accordance with System Policy 12.01, Academic Freedom, Responsibility and Tenure, hereby authorizes the granting of tenure to the following faculty members at Texas A&M University as set forth in Exhibit , Tenure List No. 11-04.”**

Respectfully submitted,

R. Bowen Loftin  
President

**Approval Recommended:**

**Approved for Legal Sufficiency:**

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Michael D. McKinney  
Chancellor

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Andrew L. Strong  
General Counsel

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Frank B. Ashley III  
Vice Chancellor for Academic Affairs

**TEXAS A&M UNIVERSITY  
RECOMMENDATIONS FOR TENURE  
TENURE LIST NO. 11-04**

<u>Name</u>	<u>Present Rank Department</u>	<u>Years Teaching Univ./Other Inst.</u>		<u>Effective Date/Tenure</u>
<b>COLLEGE OF AGRICULTURE AND LIFE SCIENCES</b>				
Dr. Spencer T. Behmer	Assistant Professor Entomology	5.5	4	09/01/11
Dr. Sergio Capareda	Assistant Professor Biological & Agricultural Engineering	6.25	14	09/01/11
Dr. Paul J. de Figueiredo	Assistant Professor Plant Pathology & Microbiology	5.5	0	09/01/11
Dr. Sandun Fernando	Assistant Professor Biological & Agricultural Engineering	2.25	4.75	09/01/11
Dr. Raghupathy Karthikeyan	Assistant Professor Biological & Agricultural Engineering	5.5	0	09/01/11
Dr. Pingwei Li	Assistant Professor Biochemistry/Biophysics	5.5	0	09/01/11
Dr. Corliss Outley	Assistant Professor Recreation, Park & Tourism Sciences	4.5	7	09/01/11
Dr. Gary Voelker	Assistant Professor Wildlife and Fisheries Sciences	2.5	9	09/01/11
<b>COLLEGE OF ARCHITECTURE</b>				
Dr. Cecilia Giusti	Assistant Professor Landscape Architecture & Urban Planning	9.5	4	09/01/11
Dr. Weiling He	Assistant Professor Architecture	5.5	1	09/01/11
Dr. Sarel Lavy	Assistant Professor Construction Science	5.5	6	09/01/11



**COLLEGE OF ARCHITECTURE (Continued)**

Dr. Shannon Van Zandt	Assistant Professor Landscape Architecture & Urban Planning	5.5	0	09/01/11
Dr. Wei Yan	Assistant Professor Architecture	5.5	0	09/01/11

**BUSH SCHOOL OF GOVERNMENT AND PUBLIC SERVICE**

Dr. Domonic A. Bearfield	Assistant Professor Public Service & Administration	5.5	3	09/01/11
Dr. Angela L. Bies	Assistant Professor Public Service & Administration	9.5	0	09/01/11

**MAYS BUSINESS SCHOOL**

Dr. H. Neil Geismar	Assistant Professor Information & Operations Management	3.5	4	09/01/11
Dr. Gregory R. Heim	Assistant Professor Information and Operations Management	3.5	7	09/01/11
Dr. Michael Ketzenberg	Assistant Professor Information and Operations Management	3.5	6	09/01/11
Dr. David G. Sirmon	Assistant Professor Management	4.5	2	09/01/11

**COLLEGE OF EDUCATION & HUMAN DEVELOPMENT**

Dr. Mary Margaret Capraro	Assistant Professor Teaching, Learning & Culture	10.5	7	09/01/11
Dr. Dominique T. Chlup	Assistant Professor Educational Administration & Human Resource Development	6.5	0	09/01/11
Dr. Jorge E. Gonzalez	Assistant Professor Educational Psychology	6.5	0	09/01/11
Dr. Shanna Hagan- Burke	Associate Professor Educational Psychology	5.5	7	09/01/11
Dr. Jeffrey Liew	Assistant Professor Educational Psychology	5.5	0	09/01/11

**COLLEGE OF EDUCATION & HUMAN DEVELOPMENT (Continued)**

Dr. Sharolyn D. Pollard-Durodola	Assistant Professor Educational Psychology	6.5	1	09/01/11
Dr. Steven Riechman	Assistant Professor Health & Kinesiology	5.5	3	09/01/11
Dr. Jia Wang	Assistant Professor Educational Administration & Human Resource Development	3.5	3	09/01/11
Dr. Christopher Woodman	Assistant Professor Health & Kinesiology	4.5	1	09/01/11

**DWIGHT LOOK COLLEGE OF ENGINEERING**

Dr. Debjyoti Banerjee	Assistant Professor Mechanical Engineering	5	0	09/01/11
Dr. Raktim Bhattacharya	Assistant Professor Aerospace Engineering	5.4	0	09/01/11
Dr. Kung-Hui Chu	Assistant Professor Civil Engineering	5.5	3	09/01/11
Dr. Shuguang (Robert) Cui	Assistant Professor Electrical & Computer Engineering	3.75	2	09/01/11
Dr. Gioia Falcone	Assistant Professor Petroleum Engineering	5	0	09/01/11
Dr. Melissa Grunlan	Assistant Professor Biomedical Engineering	5.5	0	09/01/11
Dr. Mariah Hahn	Assistant Professor Chemical Engineering	5.5	0	09/01/11
Dr. Tracy Hammond	Assistant Professor Computer Science and Engineering	4.5	0	09/01/11
Dr. Arum Han	Assistant Professor Electrical & Computer Engineering	5.5	0	09/01/11
Dr. Stefan Hurlebaus	Assistant Professor Civil Engineering	5.5	4	09/01/11
Dr. Anxiao (Andrew) Jiang	Assistant Professor Computer Science and Engineering	5.5	0	09/01/11

**DWIGHT LOOK COLLEGE OF ENGINEERING (Continued)**

Dr. Roland Kaunas	Assistant Professor Biomedical Engineering	5.5	0	09/01/11
Dr. Duncan Maitland	Associate Professor Biomedical Engineering	3	0	09/01/11
Dr. Sean McDeavitt	Assistant Professor Nuclear Engineering	4.5	3	09/01/11
Dr. Alexander Sprintson	Assistant Professor Electrical & Computer Engineering	5.5	0	09/01/11
Dr. Pavel Tsvetkov	Assistant Professor Nuclear Engineering	8	0	09/01/11
Dr. Tiffani Williams	Assistant Professor Computer Science and Engineering	5.5	0	09/01/11
Dr. Xinghang Zhang	Assistant Professor Mechanical Engineering	6	0	09/01/11
Dr. Jun Zou	Assistant Professor Electrical & Computer Engineering	6.5	0	09/01/11

**COLLEGE OF GEOSCIENCES**

Dr. Sarah Brooks	Assistant Professor Atmospheric Sciences	6	0	09/01/11
Dr. Christopher Houser	Assistant Professor Geography	3.5	3	09/01/11
Dr. Mark Lemmon	Associate Professor Atmospheric Sciences	7.5	0	09/01/11
Dr. Julie Newman	Assistant Professor Geology & Geophysics	12.5	0	09/01/11
Dr. Kathleen O'Reilly	Assistant Professor Geography	4.5	2	09/01/11
Dr. Steven Quiring	Assistant Professor Geography	5.5	1	09/01/11
Dr. Shari Yvon-Lewis	Assistant Professor Oceanography	6.5	0	09/01/11

## COLLEGE OF LIBERAL ARTS

Dr. Sheela Athreya	Assistant Professor Anthropology	7.5	0	09/01/11
Dr. Heidi A. Campbell	Assistant Professor Communication	5.5	0	09/01/11
Dr. Suzanne L. Eckert	Assistant Professor Anthropology	6.5	0	09/01/11
Dr. Katherine Engel	Assistant Professor History	6.5	1	09/01/11
Dr. Lisa Geraci	Assistant Professor Psychology	5.5	0	09/01/11
Dr. Stefanie Harris	Assistant Professor European and Classical Languages and Cultures	2.5	9	09/01/11
Dr. Kirsten Pullen	Assistant Professor Performance Studies	3	6	09/01/11
Dr. Adam R. Seipp	Assistant Professor History	5.5	0	09/01/11
Dr. Zulema Valdez	Assistant Professor Sociology	5.5	0	09/01/11
Dr. Joan B. Wolf	Assistant Professor Women's and Gender Studies	9	4	09/01/11

## COLLEGE OF SCIENCE

Dr. Artem Abanov	Assistant Professor Physics	5	0	09/01/11
Dr. Lewis Bowen	Assistant Professor Mathematics	1.5	5	09/01/11
Dr. Alan Dabney	Assistant Professor Statistics	4.5	0	09/01/11
Dr. Rainer Fries	Assistant Professor Physics	4.5	1	09/01/11
Dr. Keith Maggert	Assistant Professor Biology	6.5	0	09/01/11
Dr. Dong Hee Son	Assistant Professor Chemistry	5.5	0	09/01/11
Dr. Matthew Young	Assistant Professor Mathematics	3.5	2	09/01/11

**COLLEGE OF VETERINARY MEDICINE & BIOMEDICAL SCIENCES**

Dr. Joe Arosh	Assistant Professor Veterinary Integrative Biosciences	6.5	0	09/01/11
Dr. Christine Budke	Assistant Professor Veterinary Integrative Biosciences	5.5	0	09/01/11
Dr. Charles Love	Associate Professor Small Animal Clinical Sciences	12	1	09/01/11
Dr. Terje Raudsepp	Assistant Professor Veterinary Integrative Biosciences	5.5	0	09/01/11
Dr. Debra L. Zoran	Associate Professor Small Animal Clinical Sciences	14.5	0	09/01/11

**TEXAS A&M UNIVERSITY LIBRARIES**

Mr. Rustin A. Kimball	Assistant Professor Libraries	6	0	09/01/11
Ms. Ana G. Ugaz	Assistant Professor Libraries	6.5	0	09/01/11

**TEXAS A&M-GALVESTON CAMPUS**

Dr. Leon Luxemburg	Assistant Professor General Academics	5.5	2	09/01/11
Dr. John A. Sweetman	Assistant Professor Maritime Systems Engineering	8	0	09/01/11
Dr. Eunjeong Yi	Assistant Professor General Academics	7.5	0	09/01/11

**TEXAS A&M UNIVERSITY  
BACKGROUND OF FACULTY  
RECOMMENDED FOR ACADEMIC TENURE**

<u>Name</u>	<u>Department</u>	<u>Present Rank</u>	<u>Effective Date</u>
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**COLLEGE OF AGRICULTURE AND LIFE SCIENCES**

Dr. Spencer T. Behmer	Entomology	Assistant Professor	09/01/11
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Dr. Spencer T. Behmer obtained his Ph.D. (Entomology) in 1998 from the University of Arizona and taught at the University of Oxford, before joining Texas A&M University in August 2005. Dr. Behmer enjoys teaching entomology to both majors and non-majors at Texas A&M. His key objective is to help students become more aware of the insects they encounter in their daily lives. He incorporates a number of different approaches and innovations in the classroom. In his first year he was recognized as the “Outstanding Professor” by the students in his Department and in 2007 he was nominated by the College of Agriculture and Sciences for the USDA award for Excellence in Teaching. His area of specialization is Insect Physiology and Behavior, in which he pursues three broadly defined areas: 1) physiological ecology, 2) insect sterol (cholesterol) biology, and 3) mechanisms of learning. His research uses a number of different insects, including grasshoppers, caterpillars, aphids, ants and fruit flies. Dr. Behmer’s research has both basic and applied implications and he has received funding from the United States Department of Agriculture, the National Science Foundation, the Biotechnology and Biological Sciences Research Council (based in the United Kingdom) and the Fire Ant Initiative Action Plan (from the state of Texas). One of his more significant research accomplishments includes demonstrating that particular plant sterols have significant negative effects on insect herbivores and that there is real potential in modifying plant sterol profiles to combat pest insects (recently he has filed a patent to develop this idea). At a more basic level, Dr. Behmer has shown that generalist herbivores (that overlap in terms of the plants they eat) may coexist by occupying unique nutritional feeding niches. Additionally, his research on learning has demonstrated that an animal’s physiological state at the time that it assigns value to a food can explain sub-optimal food choice behavior. His research has been widely covered in the popular press and in 2008 the College of Agriculture and Life Sciences recognized his research achievements by awarding him a Big 12 Faculty Fellowship.

Dr. Sergio Capareda	Biological & Agricultural Engineering	Assistant Professor	09/01/11
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Dr. Sergio Capareda received his Ph.D. (Agricultural Engineering) from Texas A&M University in 1990. During the period 1990-2003, Dr. Capareda held various academic and administrative appointments at the University of the Philippines Los Baños. In 2003, he returned to Texas A&M as a Visiting Research Scientist and in 2005 was appointed Assistant Professor of Biological and Agricultural Engineering. Dr. Capareda’s 20 years as an educator have culminated in a very effective teaching philosophy; that is, students learn and retain from hands-on experience. He has earned the reputation of “master teacher” and plays an important role in ensuring graduate program diversity; he is the principal investigator on a USDA National Needs Fellowship Grant that offers scholarships to minority Ph.D. candidates with interest in pursuing research in bio-energy and is a Program Mentor for the Alfred P. Sloan Minority Ph.D. program. Dr. Capareda administers a well-funded research program in bio-fuels production including cellulose-derived ethanol, biodiesel and thermo-chemical conversion of biomass. To facilitate his research, Dr. Capareda established the Bio-Energy Testing and Analysis

## COLLEGE OF AGRICULTURE AND LIFE SCIENCES (Continued)

Laboratory, one of the best equipped bio-energy laboratories in the nation. He collaborates with mechanical and chemical engineers and soil and crop scientists on the Texas A&M campus and with colleagues from Louisiana State University, Rice University and Texas Tech University. He has strong ties with industry, including the Texas Cattle Feeders Association, the Almond Board of California, the Texas Cotton Ginners Association, Chevron and Valero Energy Corporation. He has filed four patent disclosures on his bio-energy work. He has received one patent and one provisional patent; both are licensed for commercialization, demonstrating the value of his research. Dr. Capareda's work in accelerating scientific development in bio-fuels conversion has been recognized through the Philippines Department of Science and Technology Balik-Scientist Award in 2010. Dr. Capareda is an active member of the American Society of Agricultural & Biological Engineers, serving in key roles on several technical committees. He is an associate editor of the *International Journal of Integrated Energy Systems*, an active national panel member for the USDA Waste Management Programs and a reviewer for the U.S. Department of Energy's Research Program Evaluation Team.

Dr. Paul J. de Figueiredo                      Plant Pathology & Microbiology                      Assistant Professor                      09/01/11

Dr. Paul J. de Figueiredo earned his Ph.D. (Cell and Molecular Biology) from Cornell University in 1997. He joined the faculty of Texas A&M in 2005. He teaches undergraduate and graduate students majoring in Bioenvironmental Sciences, as well as in Plant Pathology and Microbiology. He has been a lead instructor for an entry level undergraduate course upon which the Bioenvironmental Sciences major rests. He teaches core courses that focus on the *craft of writing* and is an instructor for the major's capstone course which integrates multiple levels of inquiry in the bioenvironmental sciences degree program. Dr. de Figueiredo also mentors students in the Texas A&M Honors and University Scholars programs. Under his mentorship, these students developed *Invisible Jungle*, an educational radio program that enhances the public's awareness of and interest in the extraordinary world of microbes. Dr. de Figueiredo also mentors students in his research laboratory which focuses on elucidating plants and animal diseases and also has applications related to bioenergy. Dr. de Figueiredo's research has attracted significant research support and recognition. He has been awarded competitive research grants from a number of federal agencies, including the National Institutes of Health, Department of Defense, National Science Foundation, USDA, as well as private foundations. He is also a fellow in the Alfred P. Sloan Minority Ph.D. program.

Dr. Sandun Fernando                      Biological & Agricultural                      Assistant Professor                      09/01/11  
Engineering

Dr. Sandun Fernando received his Ph.D. (Agricultural and Biological Systems) in 2003 from the University of Nebraska-Lincoln. Following an academic appointment at Mississippi State University, he joined the Biological & Agricultural Engineering Department at Texas A&M University as Assistant Professor in 2008. Dr. Fernando is an innovative, creative and highly effective teacher as his students attest on their teaching evaluations. He was recognized with the spring 2010 Texas A&M University System SLATE Award (Student Led Award for Excellence in Teaching) and a Biological & Agricultural Engineering Department 2010 Excellence in Teaching Award. He has developed a new undergraduate course focused on the introduction of core science and engineering principles to sophomore/junior level undergraduate students. A second new course is a graduate level class that introduces nanoscale engineering principles to graduate students. Dr. Fernando strives to incorporate research into the education process. To that end, several of his National Science Foundation research grants

## COLLEGE OF AGRICULTURE AND LIFE SCIENCES (Continued)

include a teaching component. One is aimed at training students from under-represented backgrounds, including women and minority ethnic groups. The teaching component of another NSF grant evaluates whether introducing academically-at-risk undergraduate students to research early in their undergraduate program can stimulate improved academic performance. Dr. Fernando's research focuses on nanoscale engineering applications to produce biologically-based fuels and power as replacements for petroleum-based liquid fuels; specifically for the production of hydrogen, biodiesel, and hydrocarbon fuels, as well as electricity generation from biofuel cells. His goal is to improve bio-fuel conversion technologies to a level that makes bioenergy economically viable through the development of nanocatalysts and nanocatalytic processes. Dr. Fernando's program is well recognized and has received broad support from federal and state agencies including the National Science Foundation and the Department of Energy. As a respected scientist, Dr. Fernando serves on federal scientific review panels to evaluate and recommend funding for proposals that have the highest potential to fulfill our energy needs. He renders his technical expertise in serving as a peer reviewer to a wide range of scientific journals and serves as an associate editor of the *Transactions of the American Society of Agricultural and Biological Engineers*.

Dr. Raghupathy Karthikeyan	Biological & Agricultural Engineering	Assistant Professor	09/01/11
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Dr. Raghupathy Karthikeyan received his Ph.D. (Engineering) from Kansas State University in 2001. Following a three-year postdoctoral appointment with the Kansas State University Non-Lethal Environmental Evaluation and Remediation Center, he joined the Department of Biological and Agricultural Engineering at Texas A&M University as an Assistant Professor in August 2005. As a vital contributor to the biological engineering curriculum, Dr. Karthikeyan has developed two new undergraduate courses. One of these courses, integrating biology and engineering principles, prepares our students for the emerging discipline of biological engineering. Our students overwhelmingly rank him as exceptional. In 2009 he received the Biological and Agricultural Engineering Excellence in Teaching Award and in the same year he was named a Montague Teaching Scholar in the Texas A&M University Center for Teaching Excellence. His area of expertise focuses on critical issues of water quality: providing insights into the movement, fate and control of emerging waterborne contaminants. The outcomes from his research program will have a direct effect on human health by providing advanced water and wastewater treatment processes and pollution control measures. Dr. Karthikeyan's research in addressing water quality issues has already made an impact on the state of Texas. His research group has developed a modeling tool, Spatially Explicit Load Enrichment Calculation Tool (SELECT), to calculate potential *E. coli* loads in 12 impaired watersheds in Texas. The Plum Creek Watershed Protection Plan written based on the SELECT methodology was recognized as "a key watershed project" by the US EPA. This project was recognized with a Texas AgriLife Extension Team Superior Service Award. Dr. Karthikeyan is an active member of the American Society of Agricultural and Biological Engineers (ASABE) providing leadership as chair of the Soil and Groundwater Remediation Committee and serving as Associate Editor for *Transactions of ASABE* and *Applied Engineering in Agriculture*. On campus, he has established strong working relationships with the Texas Water Resources Institute, the Spatial Sciences Laboratory and numerous departments to foster interdisciplinary collaborative water quality research.

Dr. Pingwei Li	Biochemistry/Biophysics	Assistant Professor	09/01/11
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Dr. Pingwei Li obtained a Ph.D. (Physical & Theoretical Chemistry) in 1996 from Peking University in China. He joined the Department of Biochemistry/Biophysics at Texas A&M University in 2005 after







## COLLEGE OF ARCHITECTURE (Continued)

Academies, through which she became one of 10 recipients nationwide of a research grant and was named *HUD Urban Scholar*.

Dr. Weiling He                      Architecture                      Assistant Professor      09/01/11

Dr. Weiling He obtained her Ph.D. (Architecture) in 2005 from the Georgia Institute of Technology, Dr. He teaches undergraduate and graduate classes in the Department of Architecture Design and Visual Communications. Her studio classes include work with material tectonics, model making, drawing and video editing, along with traditional three-dimensional form-giving and space-making. Her courses are highly valued by students and faculty because of their uniqueness. She offers a creative and effective means of immersing students in the exploration of spatial dimensions, spatial meaning and the experience of space. Her work promotes appreciation of the complex interactions between underlying structure and visible form. Moreover, she is known for her ability to weave together the fields of literature, arts and architecture to produce attractive visual and spatial projects that effortlessly convey complex spatial concepts. Her academic projects address the expansion of theoretical inquiries into architecture and visual thinking and the application of theory into teaching and practice. Her scholarly work includes various forms and media, such as scholarly papers, design projects, installation projects and watercolor paintings. Dr. He also publishes in prestigious peer reviewed journals and presents her work often at national and international conferences. Her international presence, particularly in China is noteworthy. Recently she was commissioned by the Chinese Forum of Contemporary Architectural Theories to translate to Mandarin Dr. Anthony Vidler's book, *The Architectural Uncanny*.

Dr. Sarel Lavy                      Construction Science                      Assistant Professor      09/01/11

Dr. Sarel Lavy obtained his Ph.D. (Civil and Environmental Engineering) in 2006 from the Technion – Israel Institute of Technology and joined Texas A&M University in 2005. Dr. Lavy's principal research interests are in the area of facility management, mainly in the healthcare and educational sectors, and particularly on topics of maintenance management, life cycle cost techniques, performance indicators and condition assessments. Dr. Lavy has also conducted research and published papers on topics related to construction safety, green and sustainable practices and terror mitigation design. Dr. Lavy has authored and co-authored more than 40 papers published in peer-reviewed journals and conference proceedings and collaborated in teams that have brought the university more than \$175,000 in research grants. Dr. Lavy serves as an active reviewer for nine academic journals and he also serves on the Editorial Advisory Board for the journal of *Facilities*. Dr. Lavy has taught undergraduate and graduate classes in facility management, construction cost estimating and introduction to construction management. Dr. Lavy is a strong believer in incorporating real life experience into the classroom. As a result, his graduate courses include a class project in which students are given the chance to work with industry professionals on topics the students discuss inside the classroom. Another indicator of Dr. Lavy's passion for teaching at the graduate level is the number of graduate students advised by him during his career at Texas A&M. Being involved in 35 student committees within a period of five years means that he is highly recognized by the graduate students for his quality of work and advice. Dr. Lavy serves as the Associate Director of the CRS Center for Leadership and Management in the Design and Construction Industry, College of Architecture, TAMU. Dr. Lavy has received two international awards: one for a journal paper acknowledged as the 2010 Highly Commended Award by Emerald Publishing Ltd. Another award was the Best Paper Award for a paper he published and presented in the Facilities Management and Maintenance Track at the 2010 International CIB World Congress (The International Council for Research and Innovation in Building and Construction).

## COLLEGE OF ARCHITECTURE (Continued)

Dr. Shannon Van Zandt                      Landscape Architecture & Urban Planning                      Assistant Professor                      09/01/11

Dr. Shannon Van Zandt earned her Ph.D. (City & Regional Planning) in 2004 from the University of North Carolina at Chapel Hill (UNC), and joined the Department of Landscape Architecture & Urban Planning at Texas A&M in 2005. She is also a member of the American Institute of Certified Planners (AICP). Since her arrival, Dr. Van Zandt has been appointed as a faculty fellow in the Hazard Reduction and Recovery Center, the Center for Housing and Urban Development and the Center for Texas Beaches & Shores, among others. She also founded and directs the College of Architecture's Sustainable Housing Research Unit. Dr. Van Zandt closely aligns her research with her teaching, using her research projects to provide real-life experience for students. Using NSF-funded research, she involved (and funded) more than 30 students who studied social vulnerability, community recovery and resilience in the city of Galveston and surrounding area following the devastation caused by Hurricane Ike. Her and her students' research will lead to improved public decision-making regarding the targeting of resources both prior and subsequent to natural disasters. A studio course associated with this project produced the most definitive population estimate available for post-Ike Galveston, and won the 2010 student project award from the Texas Chapter of the American Planning Association. Dr. Van Zandt's research addresses equity issues related to the spatial distribution of housing opportunities for low-income and minority populations. She examines the market, non-market and social forces that form residential land use patterns and thus determines access to community goods and services, or alternatively, exposure to environmental or social hazards. Dr. Van Zandt is also known for her expertise on low-income homeownership and her accomplishments are taught to students in housing policy courses nationwide.

Dr. Wei Yan                                      Architecture                                      Assistant Professor                      09/01/11

Dr. Wei Yan obtained his Ph.D. (Architecture) in 2005 from the University of California at Berkeley. He has also conducted post graduate studies at the Swiss Federal Institute of Technology, ETH Zurich, and holds an M.S. in Computer Science from the University of California. Dr. Yan's teaching has been in the undergraduate and graduate courses in the multidisciplinary areas of visualization, design and computing. In addition to teaching core classes, Dr. Yan has introduced new courses in BIM, which fill-up fast every time they are offered. Students are exposed to a highly innovative and versatile researcher who motivates them to excel and inspires them to be creative. His work in automatically tracking humans in video recordings of architectural environments has been recognized as having great potential for replacing labor intensive methods in the heating and air conditioning industry with computerized video recordings. Dr. Yan has focused on Building Information Modeling (BIM) with a special emphasis on physical principle-based energy simulation, simulation of environmental behavior and using serious games in architectural education. BIM is an integrated database methodology that allows multiple applications like computer aided design, energy modeling, visualization, cost accounting and other applications to interoperate. His work has been recognized by his peers as evidenced by his Best Paper award for "Geometric, Cognitive, and Behavioral Modeling of Environmental Users," in Design Computing and Cognition Journal – 2006. Dr. Yan's work has been supported by external grants from the National Science Foundation (NSF), the National Endowment for the Humanities (NEH), the American Society of Heating Refrigeration and Air Conditioning (ASHRAE) and the Institute of Museum and Library Services, which are viewed as exceptional accomplishments for a young researcher in this field.

## **BUSH SCHOOL OF GOVERNMENT AND PUBLIC SERVICE**

Dr. Domonic A. Bearfield      Public Service & Administration      Assistant Professor      09/01/11

Dr. Domonic A. Bearfield received his Ph.D. (Public Administration) in 2004 from Rutgers, The State University of New Jersey. Dr. Bearfield joined Texas A&M University in 2005 as an assistant professor at the Bush School of Government and Public Service. He teaches the core introductory course *Leadership and Public Administration*, which is required for all first-year students in the Master of Public Service and Administration program. He also teaches an important and much needed elective, *Ethics in Public Policy*. He is a popular, highly sought out teacher and mentor whose dedication to education is second to none. His research focuses on improving the understanding of public sector patronage, ethics and public management. In one recent paper he discovered that political appointments to key positions at Boston's Logan International Airport were erroneously targeted by the media as key contributors to the security lapses that culminated with 9/11. In addition to holding numerous service roles at Texas A&M, he has served as Editorial Board Member for both the *Public Administration Review* and *The Journal of Public Management and Social Policy*. Dr. Bearfield's honors include the Silver Star Award for teaching at the Bush School, the Summer Research Award from the University of New Hampshire and the Leadership Newark Fellowship.

Dr. Angela L. Bies      Public Service & Administration      Assistant Professor      09/01/11

Dr. Angela L. Bies received her Ph.D. (Comparative International Development and Education) in 2003 from the University of Minnesota. Dr. Bies joined Texas A&M University as visiting assistant lecturer at the Bush School of Government and Public Service in 2001 and achieved the position of assistant professor in 2003. She teaches core courses in the nonprofit management concentration of the Master of Public Service and Administration program. Dr. Bies' honors include nomination for a Student-Led Teaching Award nomination at Texas A&M, the Texas A&M University/Physician's Center Outstanding Mentor/Coach to Students and Advisees Award and an award for Best Managed Professional Research Project/Capstone, for a joint project involving both the Bush School and the Lyndon B. Johnson School at the University of Texas. Her research addresses critical issues in nonprofit management, organizations, finance and budgeting; philanthropy and fundraising; program evaluation; and comparative international development. For example, analyzing data from Louisiana and Texas after the Katrina and Rita hurricane disasters, she examined and offered improvements to how nonprofit organizations can assist events.

## **MAYS BUSINESS SCHOOL**

Dr. H. Neil Geismar      Information & Operations      Assistant Professor      09/01/11  
Management

Dr. H. Neil Geismar earned a Ph.D. (Management and Administrative Sciences) from the University of Texas at Dallas in 2003. He joined the Department of Information and Operations Management as an Assistant Professor in 2007. Dr. Geismar teaches both undergraduate classes and Ph.D. seminars. His approach to teaching is to engage the student's interest, to show the relevance of the course material, to demonstrate quantitative techniques and their importance and to improve student's writing skills. Dr. Geismar is a firm believer in learning by doing. He employs participatory learning techniques using software-based simulations to allow them to act as managers faced with tough, real-world decisions. His research philosophy follows his teaching approach. He addresses highly important problems and applied solutions in production scheduling, especially in the fields of robotic cell scheduling; supply

## MAYS BUSINESS SCHOOL (Continued)

chain management, focusing on the coordination of the manufacturing and delivery functions through scheduling; and the currency supply chain in the United States. His papers have appeared in a number of highly-respected journals. He holds a Mays Faculty Fellowship for Research (2009-2013) and was awarded a Mays Business School Dean's Performance Recognition Grant for Research (2008). He has also won a grant from the Defense Logistics Agency (2010-2011).

Dr. Gregory R. Heim      Information & Operations      Assistant Professor      09/01/11  
Management

Dr. Gregory R. Heim received his Ph.D. (Business Management) in 2000 from the Carlson School of Management, University of Minnesota. He joined Texas A&M University in 2007 as an assistant professor. He has taught courses in the undergraduate program and masters program, demonstrating an ability to effectively work with different student audiences. In addition, the courses he teaches have been designated as the writing-intensive courses, requiring a great deal of effort on his part. His outstanding teaching has been recognized on a number of occasions during his tenure at Mays Business School. Dr. Heim received The Lockheed Martin Aeronautics Company Excellence in Teaching Award in 2009 and the Mays Teaching Performance Award in 2010. His research focuses on empirical studies of service and e-service operations, management of technology, quality management, mass customization and supply chain management. He received the Dean's Office Research Summer Performance Grant in 2009 and a Summer Research Grant in 2010. Dr. Heim is an Associate Editor for the journals *Decision Sciences* and *Journal of Operations Management* and is an Editorial Review Board member of *Journal of Service Research* and *Production and Operations Management*.

Dr. Michael                      Information & Operations                      Assistant Professor      09/01/11  
Ketzenberg                      Management

Dr. Michael Ketzenberg received his Ph.D. (Business Administration) in 2000 from the University of North Carolina, Chapel Hill. He joined Texas A&M University in 2007 as an Assistant Professor in the Department of Information and Operations Management. Prior to joining the Mays Business faculty, Dr. Ketzenberg taught for six years at Colorado State University and one year at George Mason University. He has taught and developed courses in all three programs - undergraduate, masters and Ph.D. The essence of his teaching philosophy is to engage students in active learning exercises. He is passionate about developing students' problem solving, analytical and communication skills. While his students find his courses rigorous and challenging, they find also the opportunity to develop skills that will give them the edge in the market place. His research interests include value of information, management of closed loop supply chains and inventory management. Dr. Ketzenberg has several publications in leading academic and practitioner journals including *Production and Operations Management*, *Journal of Operations Management* and *Harvard Business Review*. This past year, Michael was named a Mays Faculty Fellow for his contributions to research.

Dr. David G. Sirmon      Management                      Assistant Professor      09/01/11

Dr. David G. Sirmon received his Ph.D. (Business Administration and Management) in 2004 from the W. P. Carey School of Business at Arizona State University. He joined the Mays School of Business at Texas A&M University in 2006 after two years on faculty at Clemson University. For Dr. Sirmon, teaching is a vocation. He delights in observing the growth and progress his students experience in the pursuit of excellence. Dr. Sirmon receives outstanding teaching evaluations, demonstrating that his

## **MAYS BUSINESS SCHOOL (Continued)**

students welcome his high grading standards and challenging assignments. He is extensively involved in mentoring students, who participate in his research and are often included as co-authors in works published in the most prestigious journals. Dr. Sirmon's research focuses on entrepreneurship and business strategy. He explores how CEOs, boards of directors and family owners use strategies to engage the environment to grow and create wealth. His research is published in prestigious journals including, *Academy of Management Journal*, *Academy of Management Review* and *Strategic Management Journal*. Dr. Sirmon was awarded a Best Paper Finalist in 2010 from *AMR*, the Emerging Scholar Research Excellence Award in 2005 from Clemson, and a Showcase Symposium Award from the Academy of Management in 2010.

## **COLLEGE OF EDUCATION & HUMAN DEVELOPMENT**

Dr. Mary Margaret            Teaching, Learning & Culture            Assistant Professor    09/01/11  
Capraro

Dr. Mary Margaret Capraro received her Ph.D. (Education Curriculum and Instruction) from the University of Southern Mississippi in 2000. She joined Texas A & M University in 2000 as a clinical professor in Mathematics Education. She earned a position as an Assistant Professor in the Department of Teaching, Learning, and Culture in 2007. She was previously employed with the Miami Dade County Schools as both a teacher and an assistant principal. Since coming to Texas A&M she has been able to tie teaching, her love of mathematics and research altogether. She believes in having high expectations for her students and encourages them to contribute through hands-on tasks. She is living her dream, teaching future teachers and conducting research to make the biggest difference with children in mathematics classrooms. Her research interests include teacher knowledge and preparation in mathematics education and student understanding of mathematical concepts. She has over 40 peer-reviewed articles, and 55 national and international presentations. She is currently co-principal investigator of the Aggie STEM (Science, Technology, Engineering, and Mathematics) Center and works extensively with public schools and school districts around Texas planning mathematics professional development and designing interdisciplinary project-based learning activities.

Dr. Dominique T.            Educational Administration &            Assistant Professor    09/01/11  
Chlup                            Human Resource Development

Dr. Dominique T. Chlup received her Ed.D. (Education) from Harvard University in 2004. She joined Texas A&M University in 2004 as an assistant professor of adult education and Director of the Texas Center for the Advancement of Literacy and Learning (post held until 2008). She received a Recognition of Excellence Award in 2008, and she was recognized for her classroom teaching with a 2009 SLATE award. That same year, her contributions were recognized with a prominent Feminist Scholar Writers Award. Her students often include older adults who return to school because of an experience that puts them on the margins—the death of a child, a separation, a failed career. Dr. Chlup's goal is to help them transform and take action in empowering ways. Her research interests include the socio-historical dynamics of women's learning in early twentieth century prison reformatories, the politics and practice of contemporary corrections—prison and jail—education and adult literacy education. Dr. Chlup has been the Principal Investigator or Co-PI of 12 grants since 2004 totaling over \$5.3 million in funding, and she procured \$250,000 in graduate fellowship funds.

## COLLEGE OF EDUCATION & HUMAN DEVELOPMENT (Continued)

Dr. Jorge E. Gonzalez      Educational Psychology      Assistant Professor      09/01/11

Dr. Jorge E. Gonzalez received his Ph.D. (School Psychology) in 2001 from the University of Nebraska-Lincoln. He joined Texas A&M University in 2004 as an assistant professor in the Department of Educational Psychology, school psychology program. As an educator, Dr. Gonzalez believes that active participation and promotion of new scholarship is an integral part of a student's experience. His courses are dynamic instructional settings where the students become expert problem solvers who must draw on multiple learning experiences to succeed. His work focuses on causes and correlates of early reading difficulties in young children with a focus on adult-child interactive reading. Journals have included *Journal of Special Education*, *Journal of Learning Disabilities*, *Journal of Emotional and Behavioral Disorders* and *Journal of Early Intervention*. Research is supported by federally funded grants from U. S. Department of Education. Previously, he had been lead investigator on an Early Reading First (ERF) project titled *Accelerating Children's Early Literacy and Language (ACELL)*, an Institute of Education Sciences (IES) grant titled *Words of Oral Reading and Language Development (WORLD)*.

Dr. Shanna Hagan-      Educational      Associate Professor      09/01/11  
Burke      Psychology

Dr. Shanna Hagan-Burke earned her Ph.D. (Philosophy) at University of Oregon in 1998. She was an assistant professor at The University of Georgia before joining the Department of Educational Psychology at Texas A&M University in 2005. Dr. Hagan-Burke regularly teaches both undergraduate and graduate courses that are enhanced by an applied research agenda that keeps her connected with schools and current with a changing knowledge base of effective instructional practices. She is a member of the Special Education Program and specializes in positive behavioral supports, early literacy and academic interventions for students with concomitant behavioral and academic problems. She has secured over 2.8 million dollars in competitive external grants to fund her research, teaching and service projects.

Dr. Jeffrey Liew      Educational      Assistant Professor      09/01/11  
Psychology

Dr. Jeffrey Liew received his Ph.D. (Developmental Psychology) from Arizona State University in 2005. That same year, he joined the Department of Educational Psychology at Texas A&M University as an assistant professor. He is a teacher who aims to facilitate conditions that optimize all students' learning. Dr. Liew encourages students to construct knowledge by situating their learning in personally meaningful contexts. Dr. Liew's research includes social, emotional and personality development, with a focus on the roles of emotion and self-regulation in individuals' academic, psychosocial and health-related outcomes. Through his research, he has addressed issues such as achievement and mental health disparities and childhood obesity. Dr. Liew was awarded the Texas A&M Children, Youth, and Families Initiative Seed Grant in 2006. In 2010, Dr. Liew was awarded research grants through the National Institute of Child Health and Human Development and the Hogg Foundation for Mental Health. He presently serves as consulting editor for *Early Childhood Research Quarterly*.



## **COLLEGE OF EDUCATION & HUMAN DEVELOPMENT (Continued)**

Dr. Sharolyn D. Pollard-Durodola      Educational Psychology      Assistant Professor      09/01/11

Dr. Sharolyn D. Pollard-Durodola received her Ed.D. (Education Curriculum and Instruction) in 2003 from the University of Houston. In 2004, she joined Texas A&M University as an Assistant Professor in the Bilingual Education Program. Teaching allows her to bridge research and practice and to impact students who are also bilingual teachers and school administrators in remote locations across Texas. Dr. Pollard-Durodola is a dedicated educator who uses technology to reach her far away students, but who also drives to those locations to interact with them in person rather than rely exclusively on distance education. Her research interests are in the area of early literacy in English and Spanish, with an emphasis on vocabulary acquisition and early reading interventions. She specifically focuses on developing intervention curricula that build on empirically validated instructional design principles and evaluating their impact on the language and reading development of English language learners and monolingual speakers of English. From 2005 to 2008, she was Co-principal Investigator on a U.S. Department of Education, Institute of Education Sciences (IES)-funded project that investigated the acceleration of vocabulary and listening comprehension skills in English and Spanish-speaking preschool children.

Dr. Steven Riechman      Health & Kinesiology      Assistant Professor      09/01/11

Dr. Steven Riechman received his Ph.D. (Exercise Physiology) in 2000 and master's of public health in 2001 from the University of Pittsburgh where he also completed a post-doctoral fellowship in Human Genetics in 2002. Following three years at Kent State University, he joined Texas A&M University faculty in 2005 as an Assistant Professor in Health and Kinesiology and then Intercollegiate Faculty of Nutrition in 2006. Dr. Riechman is a versatile teacher who participates heavily in both the undergraduate and graduate program. His approach to teaching is to challenge "dogma". His students are taught to challenge "facts" and study the material with an open mind. He has found that his approach leads students to become critical thinkers and highly creative individuals. Dr. Riechman was nominated for several teaching/mentoring awards (2003, 2007 and 2010), received a career enhancement award from the American Physiological Society (2007), received several research grants to study various aspects of skeletal muscle health and was named Fellow of the American College of Sports Medicine (2010). His research interests include skeletal muscle adaptations to microgravity, aging and exercise and nutritional countermeasures to prevent/treat chronic disease.

Dr. Jia Wang      Educational Administration & Human Resource Development      Assistant Professor      09/01/11

Dr. Jia Wang received her Ph.D. (Human Resource and Organization Development) from the University of Georgia in 2004. She joined Texas A&M University in 2007 as assistant professor of Human Resource Development program, after three years at Barry University, Florida, as assistant professor and Ph.D. program coordinator for the Fort Myers campus. Dr. Wang is the recipient of The Texas A&M University System's SLATE award for Teaching Excellence in 2009 and the finalist of University Council for Workforce and Human Resource Education Outstanding Assistant Professor in 2010. Dr. Wang is a tireless educator. She has developed and taught different courses, implemented new technologies to enhance the learning experience of her students, led students to China, sponsored three interns, directed undergraduate research experiences and advised a myriad of doctorate and masters students. Dr. Wang's research focuses on human resource development in China, crisis management and learning within organizations. She currently serves on the Editorial Board for three

## COLLEGE OF EDUCATION & HUMAN DEVELOPMENT (Continued)

international journals and is also the Associate Editor for the Proceedings of Academy of Human Resource Development.

Dr. Christopher Woodman                      Health and Kinesiology                      Assistant Professor      09/01/11

Dr. Christopher Woodman received his Ph.D. (Physiological Sciences) from the University of Arizona in 1995. After graduating he moved to the University of Missouri to complete a post-doctoral fellowship in Biomedical Sciences. In 2000, he became a Research Assistant Professor in Biomedical Sciences at the University of Missouri. He joined Texas A&M in 2006 as an Assistant Professor in the Department of Health and Kinesiology. A large component of his teaching activities occurs outside of the classroom, reaching out to and mentoring students is for Dr. Woodman the best way to develop skills and nurture their love and passion for discovery. His primary research interest is to determine how the cardiovascular system changes with age that increases one's risk for developing cardiovascular disease. Dr. Woodman has received research support from the National Institutes of Health and the American Heart Association.

## DWIGHT LOOK COLLEGE OF ENGINEERING

Dr. Debjyoti Banerjee      Mechanical Engineering                      Assistant Professor      09/01/11

Dr. Debjyoti Banerjee received his Ph.D. (Mechanical Engineering) in 1999 from the University of California-Los Angeles. He joined Texas A&M in January 2005 as a tenure track assistant professor in the Department of Mechanical Engineering after finishing six years of industrial experience. Dr. Banerjee has taught courses in the general area of thermal sciences at the undergraduate and graduate levels. He has taught three required undergraduate courses and two graduate level courses. Dr. Banerjee has used the Center for Teaching Excellence resources to be an effective classroom teacher. He has supervised the research work of 21 graduate students. Dr. Banerjee has developed novel methodologies to manipulate transport properties of fluids using nano-technology techniques. He is a recipient of a best journal paper award by the *American Society of Mechanical Engineers (ASME)* and three U.S. patents. Dr. Banerjee's papers are published in prestigious journals such as *ASME Journal of Heat Transfer* and *International Journal of Heat and Mass Transfer*. In recognition of his outstanding performance in research, Dr. Banerjee was recognized with a *Texas Engineering Experiment Station Select Young Faculty Award*. Dr. Banerjee's research is supported by the Office of Naval Research, NSF, Air Force Research Laboratories, DARPA and DOE. On three occasions, Dr. Banerjee has been selected as an American Society of Engineering Education Summer Faculty Fellow. Dr. Banerjee is an active member of the ASME K-6 Committee on Energy Systems.

Dr. Raktim Bhattacharya                      Aerospace Engineering                      Assistant Professor      09/01/11

Dr. Raktim Bhattacharya received his Ph.D. (Aerospace Engineering) in 2003 from the University of Minnesota. He joined the Texas A&M Department of Aerospace Engineering faculty as a tenure track assistant professor in fall 2005. Dr. Bhattacharya joined Texas A&M with one year post doctoral fellow experience at Cal Tech and one year of industry experience. Dr. Bhattacharya has taught courses in the general areas of systems dynamics and controls. He has taught three courses at the

## DWIGHT LOOK COLLEGE OF ENGINEERING (Continued)

undergraduate level. At the graduate level, Dr. Bhattacharya has developed two new courses on trajectory optimization of aerospace systems and design of flight control systems. He has supervised the research work of nine graduate students. Dr. Bhattacharya has developed computationally efficient techniques to solve an important class of aerospace control problems with stochastic parametric uncertainties. His research is supported by NSF, NASA and AFOSR. Dr. Bhattacharya's research work has appeared in prestigious journals such as *Automatica* and *American Institute of Aeronautics and Astronautics (AIAA) Journal of Guidance, Control, and Dynamics*. Dr. Bhattacharya has served as an Associate Editor of the Institute for Electrical and Electronics Engineers (IEEE) conference on control applications and has organized an NSF sponsored workshop on Smart Transportation Systems.

Dr. Kung-Hui Chu            Civil Engineering                            Assistant Professor    09/01/11

Dr. Kung-Hui Chu received her Ph.D. (Civil and Environmental Engineering) from the University of California at Berkeley in 1998. She joined Texas A&M as a tenure track assistant professor in fall 2005 and is on the faculty of Texas A&M Interdisciplinary Water and Toxicology programs. Prior to joining Texas A&M, she was on the faculty of Biotechnology at the University of Tennessee, Knoxville (2002-2005). Prior to that, she held a post doctoral fellow position at UC-Berkeley and environmental engineer positions in industry. Dr. Chu has taught one undergraduate and four graduate level courses in the general area of environmental engineering. She developed one new graduate course on advanced biological treatment in environmental engineering and one graduate seminar on emerging topics in environmental engineering. Dr. Chu has made use of the Center for Teaching Excellence resources to further her teaching effectiveness. She has supervised the research work of ten graduate students, three undergraduate students and one post-doctoral fellow. Dr. Chu works in the general areas of biodegradation and biotransformation. Her research is supported by NSF, the Texas Higher Education Coordinating Board and the National Institute for Environmental Health Sciences. Dr. Chu has published her work in prestigious journals such as *Environmental Science and Technology* and her work is well cited. Dr. Chu is a recipient of the Texas Engineering Experiment Station *Select Young Fellow Award*. Dr. Chu serves as the graduate advisor for environmental engineering graduate students in the department of civil engineering.

Dr. Shuguang (Robert) Cui    Electrical & Computer Engineering                            Assistant Professor    09/01/11

Dr. Shuguang Cui received his Ph.D. (Electrical Engineering) from Stanford University in 2005. He joined the Texas A&M Electrical and Computer Engineering Department faculty as a tenure track assistant professor in June 2007. Prior to joining Texas A&M, Dr. Cui was a tenure track assistant professor at the University of Arizona (August 2005-May 2007). Dr. Cui teaches courses in the area of communications. He has taught two undergraduate and one graduate course. Dr. Cui developed a graduate level course on optimization of communication systems. He has supervised the research work of 14 graduate students. Dr. Cui's research focuses on energy efficient communication in wireless networks. His research is supported by NSF, the U.S. Office of Air Force Research (AFOSR), and Department of Defense. Dr. Cui is a recipient of the prestigious *AFOSR Young Investigator Award*. His papers are published in the flagship journal of the *Institute of Electrical and Electronics Engineers*. Dr Cui is the recipient of two best conference paper awards. Dr. Cui has held four editorial positions and has served as chair of the Technical Program Committees of three conferences.

## DWIGHT LOOK COLLEGE OF ENGINEERING (Continued)

Dr. Gioia Falcone            Petroleum            Assistant Professor    09/01/11  
   Engineering

Dr. Gioia Falcone received her Ph.D. (Chemical Engineering) from the Imperial College, London in January 2006. She joined the Texas A&M Petroleum Engineering Department in January 2006 as a tenure track assistant professor. Dr. Falcone came to academia with nearly six years of industrial experience. Dr. Falcone teaches in the areas of reservoir modeling, petroleum production, enhanced oil recovery and carbon dioxide sequestration. She has taught two undergraduate and four graduate level courses. She has supervised the research work of 16 graduate students. Dr. Falcone is a lead author on a recently published book on multi-phase flow metering. Her research on metering of multi-phase flows is well published and she is a recipient of one patent. On two occasions, Dr. Falcone has been awarded the *Society of Petroleum Engineers (SPE) Young Professional Paper Certificate* which is a very prestigious honor. Dr. Falcone has been selected to serve on an international panel to review research proposals for the Norwegian Research Council.

Dr. Melissa Grunlan        Biomedical            Assistant Professor    09/01/11  
   Engineering

Dr. Melissa Grunlan received a Ph.D. (Chemistry) in 2004 from the University of Southern California. She joined Texas A&M as a tenure track assistant professor in the Department of Biomedical Engineering in August 2005. Prior to that, she was a post-doctoral fellow in the Department of Chemistry at Texas A&M. Dr. Grunlan is recognized as an outstanding teacher by her students and her colleagues. She is a recipient of the college level Association of Former Students Distinguished Achievement Award in Teaching. Dr. Grunlan has developed two new laboratory modules for a junior level laboratory class. She has supervised the research work of eight graduate and 15 undergraduate students. Dr. Grunlan specialization is in the area of biomaterials. She developed a new course on polymeric biomaterials which is offered as a dual level course. Dr. Grunlan's research involves tailoring polymer structures at the molecular level to alter properties of polymers so that they may be effectively used in medical devices. Her research is supported by NSF and NIH. Dr. Grunlan is well published and is regarded as a national leader in biomaterials by her peers. She has co-organized a symposium for the *American Chemical Society*. Dr. Grunlan is known for mentoring undergraduate students and particularly for mentoring underrepresented minority students.

Dr. Mariah Hahn            Chemical                Assistant Professor    09/01/11  
   Engineering

Dr. Mariah Hahn received a Ph.D. (Electrical Engineering) in 2004 from the Massachusetts Institute of Technology. Dr. Hahn joined Texas A&M as a tenure track assistant professor in the Department of Chemical Engineering in August 2005 and holds an adjunct appointment with the department of Biomedical Engineering. Prior to that, she was a post-doctoral fellow in Bioengineering at Rice University. Dr. Hahn teaches courses in the areas of engineering biology, chemical engineering kinetics and tissue engineering. Dr. Hahn developed a new course on tissue engineering and drug delivery which was offered as a dual level course. She made significant contributions to the development of the sophomore level engineering biology course. Dr. Hahn has supervised the research work of 11 graduate students and she has mentored over 25 undergraduate students. She has co-authored papers with her undergraduate students. Dr. Hahn's research in tissue engineering has furthered the field of regenerative medicine. Her research is supported by NSF and NIH. Dr. Hahn is a recipient of the prestigious NSF CAREER Award. Her research work is very well cited. Dr. Hahn's

## DWIGHT LOOK COLLEGE OF ENGINEERING (Continued)

other recognitions and honors include the American Society of Engineering Education GSW Young Faculty Award and the American Chemical Society PROGRESS/Dreyfus Lectureship Award. Dr. Hahn was selected to attend the National Academy of Engineering 2010 Frontiers of Engineering Symposium. She served as a chair and vice-chair of the American Institute of Chemical Engineers (AIChE) Women's Initiative Committee (WIC). Dr. Hahn has mentored two local area middle school female students in the design and execution of science fair projects.

Dr. Tracy Hammond      Computer Science and                      Assistant Professor      09/01/11  
Engineering

Dr. Tracy Hammond received a Ph.D. (Computer Science) from the Massachusetts Institute of Technology in February 2007. Dr. Hammond joined Texas A&M as a tenure track assistant professor in the Department of Computer Science and Engineering in September 2006. Dr. Hammond teaches courses in the areas of sketch recognition and computer human interactions. She has taught one undergraduate and three graduate level courses. Dr. Hammond is credited with developing two new graduate courses on haptics and sketch recognition. She has supervised the research work of nine graduate students. Dr. Hammond works in the area of artificial intelligence and computer human interactions with emphasis on sketch and gesture recognition. Her research is funded by NSF and the Defense Advanced Research Projects Agency (DARPA). Dr. Hammond has published papers in highly selective and prestigious conferences such as the *American Computing Society (ACM) Conference on Computer Human Interaction (CHI)*; the *International Joint Conference on Artificial Intelligence (IJCAI)*; and the *International Conference on Intelligent User Interfaces (IUI)*. Dr. Hammond has co-edited a special issue on Sketch Computing in the *Journal of Visual Languages and Computing*.

Dr. Arum Han                      Electrical & Computer                      Assistant Professor      09/01/11  
Engineering

Dr. Arum Han received a Ph.D. (Electrical and Computer Engineering) from Georgia Tech in 2005. Dr. Han joined the Texas A&M Electrical and Computer Engineering Department faculty as a tenure track assistant professor in August 2005. In 2006, Dr. Han received a joint appointment with the Department of Biomedical Engineering. Dr. Han teaches courses in the area of biosensors. He has taught a challenging sophomore level course on circuit theory. He has developed one undergraduate, one graduate and one dual level course in the general areas of biosensors and bio-micromechanical systems. Dr. Han has supervised the research work of nine graduate students and three post-doctoral fellows. Dr. Han has effectively used the resources of the Center for Teaching Excellence to enhance his teaching effectiveness. Dr. Han's research involves the development of nano and micro systems for biological and medical systems and his research is supported by NSF, NIH, USDA and industry. Dr. Han's papers have appeared in highly selective conferences and prestigious venues such as the *Lab on a Chip Journal*. Dr. Han has significantly contributed towards recruiting female students to the Texas A&M electrical engineering program.

Dr. Stefan Hurlebaus      Civil Engineering                      Assistant Professor      09/01/11

Dr. Stefan Hurlebaus received a Dr.-Ing. (Mechanical Engineering) from the University of Stuttgart, Germany in 2002. He joined Texas A&M as a tenure track assistant professor in the Department of Civil Engineering in fall 2005. Prior to joining Texas A&M, Dr. Hurlebaus was the Head of the Adaptive Structures Group in the Institute of Applied and Experimental Mechanics at

## DWIGHT LOOK COLLEGE OF ENGINEERING (Continued)

the University of Stuttgart. He has taught three undergraduate level and two graduate level courses. He has developed a new graduate course on smart materials. Dr. Hurlebaus has used the Center for Teaching Excellence resources to become an effective classroom teacher. Dr. Hurlebaus is recognized as an outstanding teacher by his students and colleagues. He is a recipient of the departmental *Birdwell Award for Teaching Excellence*; the *American Society of Civil Engineers ExCEED New Faculty Award for Excellence in Civil Engineering Education*; and the *College of Engineering Caterpillar Teaching Excellence Award*. Dr. Hurlebaus has supervised the research work of 18 graduate students. Dr. Hurlebaus' specialization is in the areas of structures and vibrations at the undergraduate and graduate levels. Dr. Hurlebaus' research advances techniques to monitor health and non-destructive testing of structures. His research is supported by the National Science Foundation, the Association of American Railroads and the National Cooperative Highway Research Program. Dr. Hurlebaus' research is published in prestigious archival journals such as the *Journal of Acoustical Society of America* and the *American Society of Civil Engineers Journal of Structural Engineering*. Dr. Hurlebaus is an active participant in undergraduate recruiting events such as *Aggieland Saturday* and serves on the editorial board of *The Open Acoustics Journal*.

Dr. Anxiao (Andrew) Jiang	Computer Science and Engineering	Assistant Professor	09/01/11
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Dr. Anxiao Jiang joined Texas A&M as a tenure track assistant professor in the Department of Computer Science and Engineering in August 2005. Dr. Jiang received his Ph.D. in Electrical Engineering from the California Institute of Technology (Cal Tech) in June 2004. Prior to joining Texas A&M, Dr. Jiang was a post-doctoral fellow at Cal Tech. Dr. Jiang teaches in the general areas of information theory, sensor networks and storage systems. He has taught one undergraduate course, one dual level course and four graduate courses. Dr. Jiang is credited with developing four new graduate courses on storage systems and wireless networks. He has supervised the research work of five graduate students. Dr. Jiang works in the area of flash memories. His work treats the flash memory as an information channel and applies coding theory to optimize system performance. Dr. Jiang's work is supported by NSF. He is a recipient of the prestigious NSF CAREER Award. Dr. Jiang has published in prestigious journals, such as the *Institution of Electrical and Electronics Engineers (IEEE)* and highly selective conferences. He is a recipient of the *IEEE Communications Society Best Paper Award*. Dr. Jiang has served as a Co-Organizer and Co-Chair of the *IEEE Global Communications Workshop on Application of Communication Theory to Emerging Memory Technologies*.

Dr. Roland Kaunas	Biomedical Engineering	Assistant Professor	09/01/11
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Dr. Roland Kaunas joined Texas A&M as a tenure track assistant professor in the Department of Biomedical Engineering in August 2005. Prior to that, he was a post-doctoral fellow in bioengineering at the University of California (UC)-San Diego. Dr. Kaunas graduated with a Ph.D. (2003) in bioengineering from UC-San Diego. Dr. Kaunas teaches courses in the areas of engineering biology and mechanobiology. Dr. Kaunas has developed two new courses, one engineering biology course at the undergraduate level and the second one on mechanobiology (a dual level course). He has effectively used the Center for Teaching Excellence resources to enhance his teaching. Students of the Biomedical Engineering Society selected Dr. Kaunas to receive the department's *Commitment to Students Award*. Dr. Kaunas has supervised the research work of five graduate and 10 undergraduate students. In particular, he has mentored underrepresented minority students. Dr. Kaunas studies the effect of mechanical forces on cells with applications to vascular cell-mechanobiology. His research is

## DWIGHT LOOK COLLEGE OF ENGINEERING (Continued)

supported by NSF, NIH and the American Heart Association. Dr. Kaunas has published papers in very prestigious journals such as *Proceedings of National Academy of Sciences* and *Journal of Cell Biology*. Dr. Kaunas has co-organized and co-chaired tracks and sessions at the American Society of Mechanical Engineers Bioengineering conference.

Dr. Duncan Maitland      Biomedical Engineering      Associate Professor      09/01/11

Dr. Duncan Maitland received a Ph.D. (Biomedical Engineering) in 1995 from Northwestern University and joined the Texas A&M Department of Biomedical Engineering in January 2008 as a tenure track associate professor. Prior to joining Texas A&M, Dr. Maitland had a very distinguished career at Lawrence Livermore National Laboratories. Dr. Maitland teaches courses in the area of biomedical electronics. He has taught one undergraduate and one graduate level course. Dr. Maitland has successfully used the Center for Teaching Excellence resources to further his teaching. He has supervised the research work of 10 graduate students and the majority of them hold federal fellowships. Dr. Maitland is credited for mentoring and guiding them to win these prestigious fellowships. Dr. Maitland applies shape memory polymers to medical devices to treat cardiovascular diseases such as strokes. His research is funded by NSF, DOE and NIH. Dr. Maitland is well published and is a recipient of 12 U.S. patents. Some of the devices invented by Dr. Maitland are already used in humans. Dr. Maitland chairs the NIH Bioengineering Research Partnership Review Panel.

Dr. Sean McDevitt      Nuclear Engineering      Assistant Professor      09/01/11

Dr. Sean McDevitt received a Ph.D. (Nuclear Engineering) from Purdue University in 1992. He joined Texas A&M as a tenure track assistant professor in the Department of Nuclear Engineering in August 2006. Prior to that, he spent three years as a faculty member at Purdue University. He joined Purdue University in 2003 after 11 years of experience at Argonne National Laboratories. He has taught two undergraduate and two graduate courses. Three of these four courses were developed by Dr. McDevitt. He has supervised the research work of 20 graduate students. Dr. McDevitt's specialization is in the general area of nuclear materials. Dr. McDevitt's research focuses on nuclear materials and fuel cycles. His research is supported by the U.S. Department of Energy, the U.S. Department of Homeland Security and Idaho National Laboratories. Dr. McDevitt, through his scholarship and teaching, has established Texas A&M University's Nuclear Engineering Department as a premier place for research in nuclear materials. Dr. McDevitt has served on the Executive Committee of the *American Nuclear Society* Materials Science and Technology Division.

Dr. Alexander      Electrical & Computer      Assistant Professor      09/01/11  
Sprintson      Engineering

Dr. Alexander Sprintson received his Ph.D. (Electrical Engineering) from Technion - Israel Institute of Technology, Israel in 2003. He joined the Texas A&M Electrical and Computer Engineering Department faculty as a tenure track assistant professor in August 2005. Prior to joining Texas A&M, he was a post-doctoral fellow at the California Institute of Technology during 2003-2005. Dr. Sprintson teaches courses in the general areas of digital logic and networks. He has taught three courses at the undergraduate level and three courses at the graduate level. Dr. Sprintson developed all three of the graduate courses in the area of networks. He is credited with revamping laboratory manuals for two sophomore courses and developing and teaching honors sections for one sophomore and one junior course. Dr. Sprintson has coauthored a book on networks. He has supervised the

## DWIGHT LOOK COLLEGE OF ENGINEERING (Continued)

research work of 18 graduate students. Dr. Sprintson works in the areas of network algorithms, network coding and network survivability. He is very well published, highly cited and holds three U.S. patents. Dr. Sprintson's research is supported by NSF and Qatar Telecommunications. He is a recipient of the prestigious NSF CAREER Award. Dr. Sprintson serves as an associate editor of the *Institution of Electrical and Electronics Engineers Communication Letters* and *Computer Networks Journal*.

Dr. Pavel Tsvetkov      Nuclear Engineering      Assistant Professor      09/01/11

Dr. Pavel Tsvetkov received a Ph.D. (Nuclear Engineering) from Texas A&M University in 2002. He joined Texas A&M as a tenure track assistant professor in the department of Nuclear Engineering in fall 2005. Dr. Tsvetkov served as a visiting assistant professor in the department of Nuclear Engineering from 2003-2005. Dr. Tsvetkov teaches courses in the areas of nuclear systems design, safety and advanced reactors. He is a prolific and effective teacher. He has taught five undergraduate courses and four graduate courses. Dr. Tsvetkov has developed four out of the nine courses that he has taught. He has supervised the research work of 17 graduate students. Dr. Tsvetkov's teaching activities include publishing papers in nuclear engineering education and serving as a round table panelist on nuclear engineering education at national forums. Dr. Tsvetkov is recipient of the college level *Caterpillar Teaching Excellence Award*. Dr. Tsvetkov's research focuses on advanced reactors. He has published in prestigious journals such as the *Nuclear Engineering and Design*. Dr. Tsvetkov's research is supported by DOE, the Nuclear Regulatory Commission and national laboratories. Dr. Tsvetkov has organized U.S.-Russia Nuclear University Consortium Workshops.

Dr. Tiffani Williams      Computer Science and      Assistant Professor      09/01/11  
Engineering

Dr. Tiffani Williams received a Ph.D. (Computer Science) from the University of Central Florida in 2000. She joined Texas A&M as a tenure track assistant professor in the Department of Computer Science and Engineering in August 2005. Prior to joining Texas A&M, Dr. Williams was a post-doctoral research fellow at the University of New Mexico. Dr. Williams teaches courses in the areas of computational biology and bioinformatics. She has taught two undergraduate and four graduate level courses. Dr. Williams is credited with developing two new graduate courses in the areas of computational phylogenetics and computational bioinformatics. She has supervised the research work of five graduate students and works in the area of computational biology with an emphasis on developing high performance algorithms to reconstruct evolutionary history of organisms. Dr. Williams's research is supported by NSF and the Defense Advanced Research Projects Agency. Her papers have appeared in selective conferences and she serves on the editorial board of *Systemic Biology*, a leading journal in the field of phylogenetics. Dr. Williams has contributed towards advancing diversity in the field of computing by serving as a co-chair of the Technical Program for the *Richard Tapia Celebration in Computing Conference*.

Dr. Xinghang Zhang      Mechanical Engineering      Assistant Professor      09/01/11

Dr. Xinghang Zhang received a Ph.D. (Materials Science and Engineering) in 2001 from North Carolina State University. He joined Texas A&M in January 2005 as a tenure track assistant professor in the Department of Mechanical Engineering after completing two years of post-doctoral experience from Los Alamos National Laboratories. There he held a prestigious director funded, post-



## DWIGHT LOOK COLLEGE OF ENGINEERING (Continued)

doctoral position. Dr. Zhang teaches courses in the general area of materials science and engineering. He has taught two undergraduate and two graduate level courses. Dr. Zhang is credited with developing a new graduate level course on thin films. Dr. Zhang has supervised the research work of 13 graduate students. He has attended several seminars/workshops offered by the Center for Teaching Excellence. Dr. Zhang is viewed as a very effective teacher by his students. Dr. Zhang works in the general area of thin films. In particular, his major impact has been in the areas of mechanical effects of nanotwins and radiation tolerance of multilayers. Dr. Zhang's research is supported by NSF, DOE and the U.S. Army Research Office. Dr. Zhang is a recipient of the prestigious NSF CAREER Award. His peers view Dr. Zhang as the authority on the study of mechanical effects of nanotwins. Dr. Zhang is the chair of *The Minerals, Metals, and Materials Society Technical Committee on Chemistry and Physics of Materials*.

Dr. Jun Zou	Electrical and Computer Engineering	Assistant Professor	09/01/11
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Dr. Jun Zou received a Ph.D. (Electrical and Computer Engineering) from the University of Illinois at Urbana-Champaign (UIUC) in 2002. He joined the Texas A&M Electrical and Computer Engineering Department faculty as a tenure track assistant professor in August 2004. Prior to joining Texas A&M, he was a post-doctoral fellow at UIUC. Dr. Zou has taught courses in the areas of Electric Circuits, Electrical Properties of Materials and *Micro-Electromechanical Systems (MEMS)*. Dr. Zou is credited with developing a graduate level course in MEMS. He is also credited with teaching a sophomore and a junior level required course that is very demanding. Dr. Zou has made use of the Center for Teaching Excellence resources to become an effective classroom teacher. Dr. Zou has developed MEMS devices to aid in early detection of esophageal cancer. His research is supported by NIH through Washington University. Dr. Zou is well published and is a recipient of three patents. One of Dr. Zou's papers won the "First-Place Best Poster Award" in the *Institute of Electrical and Electronics Engineers (IEEE) Sensor Conference* (2008). Dr. Zou was awarded the "Distinguished Paper Award" at the 2010 Digestive Disease Week, a leading medical conference in digestive diseases. One of the papers co-authored by Dr. Zou in the *IOP Journal of Micromechanics and Microengineering (JMM)* was given a rare distinction of being named the feature article which would place it in the top 1% of all papers published in that journal during that year. Dr. Zou has served on several program committees of IEEE conferences on sensors.

## COLLEGE OF GEOSCIENCES

Dr. Sarah Brooks	Atmospheric Sciences	Assistant Professor	09/01/11
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Dr. Sarah Brooks earned her Ph.D. (Atmospheric Chemistry and Climatology) from the University of Colorado in 2002 and joined the Texas A&M atmospheric sciences department in 2005. Her research in atmospheric chemistry focuses on the complex and changing composition of atmospheric aerosols and their role in cloud formation. Dr. Brooks has taught a diverse range of courses, from freshman-level undergraduate classes to graduate seminars in a number of geosciences-related fields. She also created a much-needed course in laboratory methods, giving many students their first exposure to active field research and bridging the gap between the textbook and the real world. Dr. Brooks has also incorporated student participation into her personal research. She has mentored 11 undergraduate students, many of whom have been co-authors in resulting research publications and six graduate students, three of whom she is currently funding. Her area of research is currently one of the least

## COLLEGE OF GEOSCIENCES (Continued)

understood in atmospheric sciences, although it has application in a number of fields, including air quality and climate forecasts. The significance of Dr. Brooks' research is reflected in her excellent funding record, with \$2 million awarded from outside sources in five years, including the prestigious NSF CAREER Award and the Presidential Early Career Award in Science and Engineering. Her funding also reflects an unusually impressive array of sources for such a young researcher. She has received funding from NSF, NOAA, UCAR, USDA, EPA and DOE. Several of these are unusual sources for an atmospheric scientist and reflect her applied-research contributions in areas such as cattle-feed lots, frozen-food technology and regional air quality. As for service, Dr. Brooks' record extends well beyond committee memberships and into the broader scientific community. Notably, she has recruited and mentored a large number of students from underrepresented groups within the atmospheric sciences, often actively recruiting from minority-serving institutions. Dr. Brooks will also soon host an El Salvadorian Fulbright Scholar with the goal of initiating a reliable air-quality monitoring program in San Salvador when the researcher returns to his home country.

Dr. Christopher Houser    Geography

Assistant Professor    09/01/11

Dr. Christopher Houser received his Ph.D. (Geography) from the University of Scarborough in June 2004. He joined the faculty of the Department of Geography at Texas A&M in 2007. His specialty is coastal morphology. In the short time that he has been in the College of Geosciences, he has made a significant impact in teaching, research and mentoring. In the classroom, Dr. Houser's assignments deftly blend content in geography with techniques for collecting and analyzing geographic data. He consistently receives the highest teaching scores, sometimes by a wide measure, among all assistant professors in geography. Furthermore, he engages both graduate and undergraduate students in a wide variety of field courses to provide a high-impact learning experience for students. Last year, he secured a major NSF Research Experience for Undergraduates site award, which gives undergraduates the opportunity to investigate a cloud-forest watershed in Costa Rica, using the Texas A&M Soltis Center as a base. The program involves Texas A&M faculty from four departments in three colleges, which spotlights Dr. Houser's collegiality and ability to work across disciplines. In the area of research, Dr. Houser is establishing a reputation for originality, depth and breadth. His reviewers especially commended him for being one of the few coastal geomorphologists to make fundamental contributions at small and large spatial and temporal scales. As the moderator for the worldwide geomorphology listserv, Dr. Houser facilitates information among the international community. One reviewer noted, his service as moderator has made him a household name among the global geomorphology community. At the college level, Dr. Houser has established a reputation as the "go-to" faculty member for initiatives that help recruit, mentor and provide high-impact experiences for students. He is, for example, the lead professor in GeoX, a weeklong summer program that will bring minority high school students to campus to expose them to the spectrum of geosciences. His ability to recruit other professors, organize field trips and speakers and work with the recruitment director to ensure the program's success demonstrates the respect and confidence that both administrators and faculty members have for him.

Dr. Mark Lemmon    Atmospheric Sciences

Associate Professor    09/01/11

Dr. Mark Lemmon received a Ph.D. (Planetary Sciences) from the University of Arizona in 1994 and joined the College of Geosciences as an associate research scientist 2002. He was promoted to tenure-track faculty in 2005 as an associate professor. His specialty is planetary weather and atmospheric conditions, specifically on Mars and Titan. He is also renowned for designing the latest instruments and data processing for planetary exploration. Specifically, he participated in or led the teams that

## COLLEGE OF GEOSCIENCES (Continued)

developed the Mars Exploration Rover and the Surface Stereo Imager, the “eyes” for the Phoenix Mars Lander that beamed back to Earth images that proved water existed on the red planet. Because of his high visibility in participating on NASA missions and his work in developing instrumentation for JPL, Dr. Lemmon is one of those professors whose experience provides Texas A&M students a learning opportunity unmatched at most other universities. Dr. Lemmon has integrated his interplanetary research and instrumentation expertise into undergraduate course curricula, and he relishes teaching large, introductory classes such as Introduction to Atmospheric Science. “Every day,” he writes, “I present something I find exciting and use it to grab their [students] attention or at least relate to their experiences.” Dr. Lemmon has also directly involved undergraduate students in his research, including one who actively participated in the Phoenix Mars Lander operations. She has now been admitted into the Ph.D. program to study under Dr. Lemmon. As a researcher, Dr. Lemmon’s work has been noted for his “critical scientific contributions to an array of NASA spacecraft missions.” Dr. Lemmon has been awarded approximately \$1.5 million in research grants and contracts while at Texas A&M, and has published over 70 papers, 10 of which have appeared in *Science* and *Nature* often as the lead story or on the covers. Furthermore, he has received eight awards from NASA, including a rare, individual honor in 2010, the NASA Exceptional Public Service Medal, for his science leadership of the Phoenix Mars Lander instrument. The visibility of Dr. Lemmon’s work has brought substantial repute to his department and college and future efforts promise to generate valuable exposure for the University as a whole.

Dr. Julie Newman                      Geology & Geophysics                      Assistant Professor      09/01/11

Dr. Julie Newman received her Ph.D. (Geological Sciences) in 1993 from the University of Rochester and came to Texas A&M the same year as a post-doctoral research fellow in the Department of Geology and Geophysics. She began a tenure-track position as assistant professor at Texas A&M in 2005. Although she has made significant contributions in a highly competitive field, Dr. Newman’s real talent may ultimately lie in the classroom. Not only does she relish teaching courses at all levels, she also has taken a lead in her department to develop several new courses. For instance, she designed and taught two writing-within-the-curriculum courses. All faculty members in the department who teach Principles of Geologic Writing now use the curriculum that Dr. Newman devised. Her most recent recognition for teaching was to be named a Center for Teaching Excellence Montague Scholar. A structural geologist, Dr. Newman investigates the strength and behavior of Earth’s crust and mantle at plate boundaries. She distinguishes herself by an ability to integrate field, theoretical and experimental work to discover new information on how materials deform on a variety of scales. She has made significant findings in helping scientists better understand Earth’s physical processes. After reviewing Dr. Newman’s tenure package, Dr. Kate Miller, dean of the College of Geosciences, notes, “As a scientist whose research background is related, I can personally add that her research has strong potential to redirect existing thought on lithospheric deformation.” Her mentoring and service record is equally stellar, and she has received three highly competitive NSF grants. Another component in her portfolio is to organize wildly popular geology field days for local fifth graders, an event attracting up to 400 students and their teachers. As one reviewer notes, “Dr. Newman represents exactly the foundational-type scholar on which any major university stands and succeeds: dedicated to excellence and authority in scholarship, to distinction and creativity in teaching and attentive to building and maintaining the academic community.”

## COLLEGE OF GEOSCIENCES (Continued)

Dr. Kathleen O'Reilly    Geography

Assistant Professor    09/01/11

Dr. Kathleen O'Reilly earned her Ph.D. (Geography) from the University of Iowa in 2002 and came to the College of Geosciences as an assistant professor in 2006. Her specialty is in human geography. As a teacher, Dr. O'Reilly has led a large number of undergraduate classes, often with 250 to 350 students in a given semester. She has a history of strong student evaluations, and has a range of courses, including introductory-level and upper-level undergraduate and graduate courses. Classroom observations by peers indicate that Dr. O'Reilly is a highly organized and exceptionally well-prepared instructor who engages students and demands a focused educational environment. As a researcher, Dr. O'Reilly studies the spatial, societal and economic aspects of water resource development and sanitation in South Asia, as well as the political ecology of development NGOs. A peer reviewer characterized Dr. O'Reilly as "one of the five most important, up-and-coming development geographers today." Her past research, indicating that women's involvement in water resource NGO projects is largely superficial, even when female participation is an explicit goal, received significant attention and, as a result, Dr. O'Reilly received a \$436,000 NSF CAREER Award to continue her study. Receiving a CAREER award is a formidable accomplishment for any researcher, but especially for one in the social sciences, including human geography. Through the award, Dr. O'Reilly will extend the educational impact of her research to her students, supporting four graduate students and establishing a graduate course focusing on the political ecology of water resources in the global south. In addition to teaching and research, Dr. O'Reilly has a "consistent and stellar" history of service involvement with the University, according to her peers. She has served on faculty search committees and is an active member of the department's Undergraduate Curriculum and Instruction Committee. Dr. O'Reilly also contributes as the geography department's representative to the Glasscock Center for Humanities Advisory Board and has served as a mentor for gay students and with the Aggie Allies service organization.

Dr. Steven Quiring    Geography

Assistant Professor    09/01/11

Dr. Quiring earned his Ph.D. (Geography) from the University of Delaware in 2005. He joined the faculty of the Department of Geography at Texas A&M University as an assistant professor that same year. In 2006, he also joined the faculty of the interdisciplinary graduate-level Water Management and Hydrological Sciences program. Dr. Quiring is known among his colleagues for his extraordinary energy and enthusiasm for teaching. His mentoring skills are evidenced by having graduated one Ph.D. and two master's students. He is currently mentoring four doctoral students and one master's student. Dr. Quiring's commitment to enhancing undergraduate student experiences prompted him to organize a spring-break study trip for undergraduates to the Texas A&M Soltis Center in Costa Rica. This summer he and a colleague will return to the Soltis Center for a longer period as part of an NSF Research Experience for Undergraduates (REU) grant. Dr. Quiring's dedication to students has been rewarded by a Teaching Excellence Award and recognition as a Center for Teaching Excellence Montague Scholar. A geographer focusing on hydroclimatology, Dr. Quiring studies how the climate system causes time and space variations in the hydrologic cycle. His specific research interests are in drought processes and prediction. He develops, tests, and compares methods and tools for monitoring and modeling hydroclimatic conditions in order to more objectively quantify drought onset and drought severity. His long-term goals are to be able to both understand what causes drought and find ways to better forecast seasonal droughts. Since coming to Texas A&M, he has developed expertise in forecasting hurricane impacts on electric power systems. Working with Texas A&M faculty in civil

## **COLLEGE OF GEOSCIENCES (Continued)**

engineering, Dr. Quiring and his colleagues have developed systems that can predict the number of power outages and customers affected before a hurricane makes landfall. His work is a valuable tool for corporate and government decision-makers that contributes directly to the well-being of Texans. A colleague notes that Dr. Quiring is “among the top handful of climatologists” in his generation. Another adds that he is establishing a national reputation for his drought research. He brings his research interests into the classroom to demonstrate how basic research can translate to improving real-world problems.

Dr. Shari Yvon-Lewis      Oceanography                                  Assistant Professor      09/01/11

Dr. Shari Yvon-Lewis received her Ph.D. (Marine and Atmospheric Chemistry) from the University of Miami in 1994 and came to Texas A&M in 2004. Dr. Yvon-Lewis is a chemical oceanographer whose work is directed toward detecting changes in ocean and atmospheric circulation and how changes in climate affect ocean processes. She has taught multiple undergraduate courses and has been active in creating courses that help students achieve university requirements. She regularly teaches a one-credit course in climate change and the introductory oceanography course and has revised an upper-division course in chemical oceanography to meet to help environmental studies students fulfill the university’s writing-skill requirements. Dr. Yvon-Lewis has merited strong student evaluations in courses that reach students from across majors. As her department chair says, “She takes good care of her students.” She has also included her two Ph.D. students on several international research cruises and as co-authors in publications. Her research has garnered more than \$645,000 in funding from NSF and NOAA, and she has been the lead or co-author for seven publications in prestigious journals, including *Science*. Dr. Yvon-Lewis had to develop complex technical equipment before conducting research and has spent 187 days at sea in the past six years. The extensive amount of data collected by Dr. Yvon-Lewis indicates the capacity to publish over the coming years and enhance her status as an international leader in her scientific field. Dr. Yvon-Lewis’ strong reputation in the academic community was demonstrated when she was included as an invited author in the 2006 World Meteorological Organization international assessment of stratospheric ozone depletion, prepared for the Montreal Protocol (the international agreement to reduce anthropogenic ozone-depleting substances). Dr. Yvon-Lewis has balanced these commitments with additional service for the University, as a member the Environmental Faculty, College of Geosciences and chair of the Graduate Recruiting/Academic Advisory Committee in Oceanography.

## **COLLEGE OF LIBERAL ARTS**

Dr. Sheela Athreya      Anthropology                                  Assistant Professor      09/01/11

Dr. Sheela Athreya received her Ph.D. (Anthropology) in 2003 from Washington University in St. Louis. She received her M.A. from the University of Pennsylvania in 1996. She came to Texas A&M University in 2003 as a Visiting Assistant Professor of Anthropology, and then joined the Department in 2004 as an Assistant Professor. Dr. Athreya teaches undergraduate and graduate courses in physical anthropology, biological anthropology, human evolution, and human variation. She currently chairs five doctoral committees, is a member of six others, and frequently advises independent study courses or honors theses for undergraduate students. Many of these students have gone on to other prestigious graduate programs. Her courses reflect her passionate interest in evolution and challenge students to think critically about what they understand “race” to be as she instructs them in the “continuum of human biological variation.” Dr. Athreya’s research interests include human evolution in the Middle

## COLLEGE OF LIBERAL ARTS (Continued)

and Late Pleistocene, and the origin of modern humans in Eurasia. She also works on quantitative morphometrics of the skull and modern human cranial variation. Dr. Athreya received National Geographic and National Science Foundation grant awards in 2006, and a National Science Foundation High Risk Research grant in 2009 for her fieldwork in the Lower Narmada Valley in Gujarat, western India. She has given invited lectures on her research in India and South Africa as well as at U.S. universities and other departments at Texas A&M.

Dr. Heidi A. Campbell    Communication

Assistant Professor    09/01/11

Dr. Heidi A. Campbell earned her Ph.D. (Philosophy) in 2002 from the University of Edinburgh. She joined the Department of Communication at Texas A&M University as an assistant professor in 2005. She teaches courses in Digital and Global Media, Popular Culture and Religious Communication. She participated in the College of Liberal Arts Summer Institute in Instructional Technology in 2007 and incorporates innovative technologies (wikis, blogs, and group podcasts) into her teaching. She participated in the Wakonse South Conference on College Teaching in 2007 and the College of Liberal Arts Diversity Learning Community in 2010. Dr. Campbell is a leader in the study of religion online and the influence of new media on religious communities, having published two books (most recently, *When Religion Meets New Media*, Routledge 2010), 13 journal articles, seven book chapters and numerous other articles on these topics. Her work has received grants from the American Academy of Religion and Templeton Foundation. She has been quoted or served as an expert on religion online in over 30 national and international news outlets including the *Los Angeles Times*, *PBS's Religion & Ethics Newsweekly*, *Australian ABC radio* and the *BBC World Service*. Dr. Campbell has delivered plenary or keynote addresses at numerous conferences in the United States and abroad. She is on the editorial boards of the *International Journal of Internet Ethics* and the *Journal of Technology* and is an active member of the Association of Internet Researchers.

Dr. Suzanne L. Eckert    Anthropology

Assistant Professor    09/01/11

Dr. Suzanne L. Eckert received her Ph.D. (Anthropology) in 2003 from Arizona State University, Tempe. She came to Texas A&M University in 2004 as a Visiting Assistant Professor and then joined the Department of Anthropology in 2005 as an Assistant Professor. She teaches courses in the archeology of North America, gender in archeology, the archeology of ceramics and others. She has supervised theses and independent projects for undergraduate anthropology majors and was the faculty sponsor for the department's Society of American Archeology Ethics Bowl Debate Team in 2008 and 2009, guiding the team to first place in the national competition in 2008. Dr. Eckert researches prehistoric cultures in both the Southwestern United States and Western Polynesia, where her research interests include pottery technology and design, economic organization, ethnic identity, religion, and migration. Dr. Eckert runs archaeological projects in both New Mexico and American Samoa; has published peer-reviewed books (most recently *Pottery and Practice: The Expression of Identity at Pottery Mound and Hummingbird Pueblo*, University of New Mexico Press 2008), journal articles and volume chapters; is the recipient of multiple grants including ones from the National Science Foundation and the Wenner-Gren Foundation; and directs the ceramics laboratory in the Department of Anthropology.

## COLLEGE OF LIBERAL ARTS (Continued)

Dr. Katherine Engel      History      Assistant Professor      09/01/11

Dr. Katherine Carté Engel received her Ph.D. (History) in 2003 from the University of Wisconsin-Madison. She joined the Texas A&M University faculty in 2004 as an assistant professor of history. She specializes in and teaches early American history and American religious history. In addition to regular course offerings in these topics at the graduate and undergraduate level (including writing intensive and honors sections) she has advised undergraduate honors theses and offered independent study course for students. She has participated in the Fasken Teaching discussions in the college and has added innovations to her teaching with the use of instructional technology. Dr. Engel is particularly interested in teaching her students how to use primary sources and has worked with the Bush Presidential Library to offer them experience with such material. Her research interests include religion and economic life, the relationship between religious and political identity, evangelicalism, and international Protestantism. Her book, *Religion and Profit: Moravians in Early America* received the Dale W. Brown award for the best book in Pietist and Anabaptist studies. She has received fellowships from the McNeil Center for Early American Studies (2004) and the American Philosophical Society (2009). A highly competitive fellowship from the American Council of Learned Societies (2010) is supporting work her second book, *Breaking Ties: International Protestantism in the Age of the American Revolution*. Dr. Engel is president of the Pietism Studies Group, an affiliate of the American Society of Church History.

Dr. Lisa Geraci      Psychology      Assistant Professor      09/01/11

Dr. Lisa Geraci received her Ph.D. (Experimental Psychology) in 2001 from Stony Brook University and conducted post-doctoral research at Washington University from 2001–2005. She joined Texas A&M University as an assistant professor in 2005. She teaches undergraduate courses in introductory psychology, human cognitive processes and graduate courses on memory and consciousness. Dr. Geraci integrates her research findings into her teaching by showing students how they can improve learning and retention by applying major cognitive theories about memory to their own learning activities. In addition to her regularly scheduled classes, Dr. Geraci supervises independent study and lab work for a large number of students, with whom she meets weekly. Her students have been recognized for their research in a variety of ways, including awards at Texas A&M Student Research Week. Dr. Geraci's research interests include explicit and implicit memory, memory and aging, and metamemory. Dr. Geraci has published numerous journal articles and book chapters that have been cited extensively in the professional literature. She has received research funding from the National Institute on Aging's Alzheimer's Disease Research Center and was a recipient of the American Psychological Association's Dissertation Award in 2001. She has recruited former students for participation in her research on aging and memory. Dr. Geraci is a member of the Faculty Senate and serves on the senate subcommittee on diversity.

Dr. Stefanie Harris      European and Classical  
Languages and Cultures      Assistant Professor      09/01/11

Dr. Stefanie Harris received her Ph.D. (Comparative Literature) in 1999 from Emory University. She joined the Department of European and Classical Languages and Cultures at Texas A&M University in 2008, after serving as an assistant professor of German and Comparative Literary Studies at Northwestern University. She teaches courses on 20th and 21st century German literature, film, and German language and culture and has offered a variety of independent study courses. Dr. Harris takes a multi-media approach to teaching, incorporating literary texts, poems, films, videos, non-fiction

## COLLEGE OF LIBERAL ARTS (Continued)

essays and newspaper accounts, audio files and photographs with her lecture materials. Her students are required to share ideas through discussion in an on-line forum. Dr. Harris is the author of *Mediating Modernity: German Literature and the "New" Media, 1895-1930* (Penn State University Press, 2009), which examines the response of German and American literary authors to the emerging media of photography, film and sound recording. Dr. Harris' research focuses on 20th and 21st century German literature and film. Her scholarship engages interdisciplinary approaches to literature and media, aesthetics and politics, literary theory, media theory and film studies. She is author as well of numerous published articles on twentieth-century German literature, photography and film. Dr. Harris is currently working on a book that examines the use of photographic images and allusions to photography in German fiction after World War II.

Dr. Kirsten Pullen                  Performance Studies                  Assistant Professor      09/01/11

Dr. Kirsten Pullen earned her Ph.D. (Theatre) from the University of Wisconsin in 2001. Before joining the faculty of Texas A&M University in 2008, she taught at the University of Calgary. Dr. Pullen teaches courses in theatre history and intercultural performance and directs main stage productions. In 2008 she received Engaged Teaching and Learning and Investigative Course Grants from Texas A&M University. She incorporates performance of various sorts (sections of plays, historical dance, exercises from political theatre) into her classroom instruction. She offers a number of writing-intensive courses. In the spring of 2009 she directed a site-specific performance of *The Trojan Women* (enacted on the steps of the Williams Administration Building), linking the play and the site to Texas A&M traditions and to the College of Liberal Arts Civil Discourse Initiative. Her area of specialty examines how theatrical, mass media and Internet performance provides models for real-world constructions of self. Her first book, *Actresses and Whores: On Stage and in Society* (Cambridge UP, 2005), demonstrates how some women willingly occupy the whore position to offer alternative narratives of female sexual expression. Her current project, *Like a Natural Woman: Spectacular Female Performance in Classical Hollywood* (Rutgers UP, forthcoming 2012), determines how the embodied nature of performance undermines the assumed conservatism of Naturalism, and the Classical narratives within which it is mobilized. She has published articles on Internet fandom, theatre audiences, and actresses. She currently serves as Director of Graduate Studies for the MA in Performance Studies and is the chair of two award committees of the American Society for Theatre Research.

Dr. Adam R. Seipp                  History                  Assistant Professor      09/01/11

Dr. Adam R. Seipp earned his Ph.D. (European History) from the University of North Carolina-Chapel Hill in 2005. He joined the faculty at Texas A&M the same year as an Assistant Professor of History. He has received several curriculum development grants and participated in competitive teaching workshops through the Fulbright German Studies Program the U.S. Holocaust Memorial Museum and the Paul Nitze School of Advanced Industrial Studies. Dr. Seipp's research focuses on the history of war and European society, 20<sup>th</sup> century Germany, the Holocaust and Europe during the Cold War. He teaches courses in European military history, modern European History, world history, and others, including senior research seminars and writing intensive courses. He is the author of the book *The Ordeal of Peace: Demobilization and the Urban Experience in Britain and Germany, 1917-21* (Ashgate Press, 2009), which examines the responses of urban dwellers and municipal authorities to the challenges of the postwar transition after World War I in Britain and Germany, along with a number of articles and book chapters. He is at work on a new project entitled *1945: A Global History*, under contract to Oxford University Press. His research has been supported by, among others, the



## COLLEGE OF LIBERAL ARTS (Continued)

German Historical Institute – Washington, the German Academic Exchange Service (DAAD) and the United States Holocaust Memorial Museum. He is currently serving as a DAAD Research Ambassador, is on the Board of Directors of the Brazos Valley Fulbright Association and the Faculty Advisory Board of the Scowcroft Institute in the Bush School of Government and Public Affairs.

Dr. Zulema Valdez      Sociology      Assistant Professor      09/01/11

Dr. Zulema Valdez received her Ph.D. (Sociology) from the University of California–Los Angeles in 2002. She joined the Department of Sociology at Texas A&M in 2005 as an assistant professor. She teaches courses in racial and ethnic relations, international migration and grant writing for the social sciences (graduate). In addition to her regular course program, Dr. Valdez supervised five senior theses for students in International Studies and is a member of the committee for numerous Master's and Ph.D. students. Her research interests include racial and ethnic relations, intersectionality, Latino/a sociology and economic sociology. She examines how social group affiliations (based on race, class, gender, nativity and the like) affect the economic life chances of American workers and entrepreneurs. In a second area of research, she challenges the canon of assimilation theory, and in particular contemporary approaches like segmented assimilation theory, by advancing a new theoretical framework rooted in intersectionality. Her work has been published in *The Sociological Quarterly*, *the Journal of Ethnic and Migration Studies*, and *Race, Gender & Class: An Interdisciplinary Journal*. She is the author of the forthcoming book, *The New Entrepreneurs: How Race, Class and Gender Shape American Enterprise* (Stanford University Press, March 2011). She is a recent Ford postdoctoral fellow (2008-2009) and is the recipient of grants from the Social Science Research Council, the National Science Foundation and the Ford Foundation, among others. She served on the council of the Latino/a Sociology Section of the American Sociological Association, 2007-10 and as Newsletter Editor, *World on the Move*. International Migration Section of the American Sociological Association, 2006-9.

Dr. Joan B. Wolf      Women's and Gender Studies      Assistant Professor      09/01/11

Dr. Joan B. Wolf received her Ph.D. (Political Science) in 1997 from the University of Chicago. She joined Texas A&M University in 2002 as a visiting assistant professor of Political Science and then joined the College of Liberal Arts (in Women's and Gender Studies) as an assistant professor in 2006. She teaches courses in motherhood and society, families in contemporary America, and introduction to women's studies. She serves on a number of graduate committees and advised a senior honors thesis for an Aerospace Engineering major. She was recently awarded a SLATE (Student Led Awards of Teaching Excellence) honor for her teaching. Dr. Wolf's research interests are public discourse and politics, women's and gender studies, reproduction and motherhood and health and society. She has published two books, *Harnessing the Holocaust: The Politics of Memory in France*, Stanford University Press (2004) and *Is Breast Best? Taking on the Breastfeeding Experts and the New High Stakes of Motherhood*, New York University Press (2011). Her latest book was featured in a recent online edition of *The Chronicle of Higher Education* and has received other attention in the popular press.

## COLLEGE OF SCIENCE

Dr. Artem Abanov                      Physics    Assistant Professor      09/01/11

Dr. Artem Abanov received his Ph.D. (Physics) from Texas A&M University in 1998. After receiving his Ph.D., he was a postdoctoral fellow at the University of Wisconsin-Madison and at Los Alamos National Laboratory. He joined the Physics faculty at Texas A&M University in 2005 as an assistant professor. Dr. Abanov's classroom teaching has been in the PHYS 208 course for engineering and physical science majors, which is an important foundation course for these students. In his courses he has implemented innovative teaching methods, using interactive and cooperative learning. He is also an excellent research mentor to postdoctoral fellows, graduate students and undergraduates. His area of specialization is theoretical condensed matter physics and materials science. He has made major contributions in three different areas: high-temperature superconductivity, magnetic materials and a study of interfaces. His research contributes to fundamental science and also has technological applications, such as to new materials and to magnetic memory for information storage. Dr. Abanov's research is well-funded by the National Science Foundation and the Welch Foundation. He is active in the international physics community, as an organizer of international conferences and as a reviewer of papers submitted to journals and of proposals submitted to funding agencies. He is also an active participant in departmental committees.

Dr. Lewis Bowen                      Mathematics    Assistant Professor      09/01/11

Dr. Lewis Bowen received his Ph.D. (Mathematics) in 2002 from the University of Texas in Austin. After an assistant professor appointment at the University of Hawaii, he joined the Department of Mathematics as an assistant professor in 2009. Dr. Bowen's teaching portfolio is quite strong and includes extensive undergraduate and graduate teaching experience in his former positions at the University of Hawaii, Indiana University and the University of California at Davis. Since coming to Texas A&M, he has taught Math 251 (Engineering Mathematics III) and Math 401 (Advanced Engineering Mathematics), with students' evaluations praising his teaching effectiveness and recommending him as an instructor. In addition to classroom teaching, Dr. Bowen has also participated in various outreach activities. Last summer, he delivered a splendid presentation to the department's summer camp for middle school students. While at the University of Indiana, he also mentored undergraduates in research projects as part of their NSF Research Experience for Undergraduates (REU) program. He is credited for inventing a new type of entropy theory for actions of free groups leading to important classifications of dynamical systems. His invention has solved a complex problem that has eluded other experts for the past twenty years. His research is supported by an individual investigator grant from the National Science Foundation. He has had several publications appear in top journals including the *Annals of Mathematics* considered by many mathematicians to be the best mathematics journal in the world. His honors include a recent CAREER grant from the National Science Foundation.

Dr. Alan Dabney                      Statistics    Assistant Professor      09/01/11

Dr. Alan Dabney received his Ph.D. (Biostatistics) in 2006 from the University of Washington and joined the Department of Statistics at Texas A&M University that same year. Among his many accomplishments, Dr. Dabney developed media resources for teaching statistics concepts through innovative visualization and storytelling. He led the development of a pilot interactive video- and animation-based introductory statistics episode called Stat Crunchers. The episode content included: (i) green-screen video footage of Dabney teaching, supplemented by animated effects, (ii) a Flash-animated cartoon featuring Aggie student characters learning about statistics, and (iii) a very simple

## COLLEGE OF SCIENCE (Continued)

video game. He is now working with Freeman Publishing to develop an entire suite of green-screen video episodes to supplement an introductory statistics course. Dr. Dabney is also planning to create a graphic novel, basically a cartoon storybook, for introductory statistics, as well as a full-featured video game for teaching statistical concepts through interactive simulation. In addition to his partnership with Freeman Publishing, Dr. Dabney was named the 2009-2010 Texas A&M University College of Science Montague-Center for Teaching Excellence Scholar in which funds were used to initiate the development of a set of video "master lectures" for use by graduate student teachers of the STAT 201 introductory statistics course. He was also awarded a grant from Texas A&M to develop a training tool for beginning statistics education using state-of-the-art multimedia technologies in collaboration with the Epic Software Group in The Woodlands, Texas. Dr. Dabney is one of the top researchers in the area of statistical bioinformatics, in particular, the areas of statistical methods for microarrays and proteomics. Dr. Dabney's research is currently being supported by a two year subcontract from Pacific Northwest Laboratory and he is currently serving as a co-investigator on a five-year grant from the National Institutes of Health.

Dr. Rainer Fries                      Physics    Assistant Professor      09/01/11

Dr. Rainer Fries received his Ph.D. (Physics) from the University of Regensburg, Germany, in 2001. After receiving his Ph.D. he was a research associate at Duke University and at the University of Minnesota and for a year he was an assistant professor at the University of Minnesota. He joined the Physics faculty at Texas A&M in 2006 as an assistant professor. While on the faculty at A&M he has held a joint appointment as a Relativistic Heavy Ion Collider (RHIC) Fellow at Brookhaven National Laboratory, and he has spent one semester each year at Brookhaven. Dr. Fries's classroom teaching has been in the PHYS 218 and 208 course sequence for engineering and physical science majors which are important foundation courses for these students. The quality of his teaching and his use of innovative teaching methods were recognized by his appointment as a Montague-Center for Teaching Excellence Scholar in 2008-09. He is also an excellent research mentor for postdoctoral fellows, graduate students and undergraduates. His area of specialization is theoretical nuclear physics. Dr. Fries is an internationally recognized expert in the theoretical study of strongly interacting matter at high temperatures, as studied in ultra-relativistic heavy ion collisions. His research is well-funded and contributes to a fundamental understanding of matter and its interactions. In 2009 he received a prestigious National Science Foundation CAREER award. He received the International Union of Pure and Applied Physics (IUPAP) Young Scientist Prize in 2007 and a Fellowship from the Japanese Society for the Promotion of Science for 2009-2010. Dr. Fries is active in the international physics community and has served on an international conference organizing committee, as a referee for physics journals and on a Department of Energy review panel. He has been a leader in the Saturday Morning Physics outreach program and has been a presenter and developer of physics demonstrations for the annual Physics Festivals.

Dr. Keith Maggert                      Biology    Assistant Professor      09/01/11

Dr. Keith Maggert earned a Ph.D. (Biology) at the University of California San Diego. Dr. Maggert came to the Department of Biology in 2004 as an assistant professor after completing postdoctoral training in molecular genetics with Dr. Kent Golic at the University of Utah at Salt Lake City and at the Stowers Institute for Medical Research in Kansas City, Missouri. Dr. Maggert's classroom teaching is focused on undergraduates. For five semesters over the last four years he has been responsible for Biology 213: Cell and Molecular Biology, a required sophomore-level course for all Biology majors. He has incorporated a variety of learning activities that engage the students. Every

## COLLEGE OF SCIENCE (Continued)

semester more than 90% of the students have rated him as the best instructor they have had at Texas A&M. Dr. Maggert has also mentored 12 undergraduates in conducting original research in his lab. Two of these have gone on to graduate school, two to medical school and one to dental school. He advises four Ph.D. students and graduated his first in June 2010. He has served as a member of the graduate advisory committees of 12 Ph.D. and three M.S. students in Biology, Biochemistry and Biophysics, Genetics, Agricultural Education and Nuclear Engineering. Dr. Maggert's research is aimed toward understanding the role of chromosomal architecture in gene expression, which is an emerging field that holds great promise for exposing new mechanisms of gene regulation. Such studies are not only of interest in their own right, but they also are expected to provide information essential for a comprehensive understanding of genetic diseases and for developing methods to cure them through gene manipulation. Dr. Maggert has published three articles solely from his own lab, all in highly respected journals. They have been praised for the high quality of the research both in imagination and thoroughness and its strong impact on his field. He collaborated on research projects with experimentalists in other laboratories that resulted in two additional papers, also recognized as significant. Dr. Maggert's service to the university, the department and the field of biology has been of high value. Particularly notable is his participation on the university's Council of Principal Investigators from 2005 to 2009. He also served on the university level Association of Former Students awards committee. He is an ATM mentor and has been a Regents Scholar mentor.

Dr. Dong Hee Son                      Chemistry    Assistant Professor      09/01/11

Dr. Son obtained his Ph.D. (Chemistry) in 2002 from the University of Texas at Austin and joined the Chemistry Department at Texas A&M University in the fall of 2005. He has been involved throughout his tenure with both graduate and undergraduate students associated with research courses Chemistry 491 and Chemistry 691. Most recently, Dr. Son taught a section of Freshman Chemistry 101 with positive student evaluations. He has recruited six students into his research group since his arrival and several of these students have received departmental awards in the past year. His area of specialization is dynamic structure-property relationship in nanoscale inorganic materials. Dr. Son has diligently worked on the redevelopment of the undergraduate physical chemistry laboratory curriculum. He designed a superb 3-week long experimental module on the Photophysical Properties of Nanocrystals. Dr. Son has been active in seeking research funding with excellent results (National Science Foundation and The Welch Foundation). Dr. Son has excellent research productivity, having published more than 10 papers at Texas A&M, all of which appeared in top journals. Dr. Son has pioneered a new area in physical chemistry and established a strong set of investigations. He has made a number of contributions to the department, university, and the broader scientific community by serving on several graduate and undergraduate committees. Dr. Son is also involved in the recruitment of chemistry graduate students, including reviews of application files, and recruitment trips to undergraduate institutions.

Dr. Matthew Young                      Mathematics    Assistant Professor      09/01/11

Dr. Matthew Young received his Ph.D. (Mathematics) in 2004 from Rutgers University. After a National Science Foundation postdoctoral appointment at Stanford University, he joined the Department of Mathematics as an assistant professor in 2007. Dr. Young has taught mathematics courses at a variety of levels, including undergraduate courses in calculus, differential equations, linear algebra, abstract algebra, set theory and cryptography; and graduate classes in number theory and modular forms. His teaching evaluations at Texas A&M give him high praise as an effective teacher. Dr. Young has also participated in the department's outreach programs by giving public lectures on

## COLLEGE OF SCIENCE (Continued)

cryptography and information security to the middle school summer math camps and to the Mathematics mini-fair as part of Math Awareness Month (in April). His research expertise is in analytic number theory and he has done significant work toward the solution of the Riemann Hypothesis, one of the most famous unsolved problems in all of Mathematics (dating back to 1859). His research program is currently supported by an individual investigator grant from the National Science Foundation. His record of publication clearly indicates the high quality and impact of his research and includes an extensive article in the *Annals of Mathematics*, considered by many mathematicians to be the best mathematics journal in the world.

## COLLEGE OF VETERINARY MEDICINE & BIOMEDICAL SCIENCES

Dr. Joe Arosh                      Veterinary Integrative Biosciences    Assistant Professor    09/01/11

Dr. Joe Arosh received his B.V.Sc. (Veterinary Medicine and Veterinary Sciences; D.V.M. equivalent) in 1995 and M.Sc. (Veterinary Obstetrics and Gynecology) in 1997 from Madras Veterinary College, India. He received his Ph.D. (Reproductive Physiology) in 2003 from Laval University, Quebec, Canada, and joined the faculty of the Department of Veterinary Integrative Biosciences at Texas A&M University in 2004. His mentoring of students in the lab aligns significantly with his philosophy of engaging student learning through research. Dr. Arosh also brings his research experience and enthusiasm to the classroom, where he teaches neuroendocrinology to graduate and undergraduate students, the latter preparing for medical school. Dr. Arosh studies the hormonal and non-hormonal signaling molecules that govern the function of the female reproductive system, especially prostaglandins. Prostaglandins are molecules that help regulate ovulation, fertilization, pregnancy and parturition. However, they also play pathological roles in most inflammatory diseases and cancers. Prostaglandins gained importance in medicine when it was discovered in 1971 that aspirin reduces pain, inflammation and fever by inhibiting prostaglandin synthesis. One of Dr. Arosh's two major interests is to understand how two prostaglandins, PGF $2\alpha$  and PGE $2$ , function in the establishment of pregnancy, with the goal of improving fertility in agriculturally important animals such as cattle, sheep and goats. His other interest is to understand the actions of PGE $2$  in endometriosis, a medical condition in women in which the endometrial cells that line the uterus escape and grow outside it, causing pain and infertility. He has obtained highly competitive research funding from the U.S. Department of Agriculture. One of Dr. Arosh's accomplishments is a new strategy for the treatment of endometriosis, which is described in his 2010 United States Patent Application 20100249125 (Publication #WO/2010/117639). Dr. Arosh also has an excellent publication record in peer-reviewed journals in his field, and several of his graduate and undergraduate students have co-authored the papers. Dr. Arosh was appointed in February 2010 as a Faculty Member of the Faculty of 1000 (Medicine category) in the Diabetes & Endocrinology section. The Faculty of 1000 provides post-publication peer review of research papers to the scientific community at large.

Dr. Christine Budke            Veterinary Integrative Biosciences    Assistant Professor    09/01/11

Dr. Christine Budke obtained her D.V.M. degree from Purdue University in 2001 and Ph.D. (Epidemiology) from the University of Basel in 2004. She is also a member of the Royal College of Veterinary Surgeons. She joined the faculty of the Department of Veterinary Integrative Biosciences at Texas A&M University in July of 2005. Dr. Budke is a researcher and teacher of epidemiology and veterinary public health. Epidemiology is the study of the causes, distribution and control of diseases in populations, while veterinary public health concerns the well-being of humans through an understanding and application of veterinary science. Dr. Budke studies parasitic diseases that are

## COLLEGE OF VETERINARY MEDICINE & BIOMEDICAL SCIENCES (Continued)

transmitted between humans and animals and have global health consequences. Funding for her research has been garnered from the World Health Organization (WHO), the Peruvian National Health Institute and the National Center for Foreign Animal and Zoonotic Disease Defense. She is particularly interested in neglected zoonotic diseases (NZDs), which are endemic in many developing regions of Asia, the Middle East, Central and South America and Africa. Dr. Budke's research on the monetary and non-monetary burden of two parasitic NZDs, cystic echinococcosis and neurocysticercosis, is providing important evidence for advancement of WHO initiatives. As an example, she published the first burden of disease estimates for cystic echinococcosis on both a community and global level, which provided hard evidence for the first time that cystic echinococcosis has a substantial global health and economic impact. Dr. Budke publishes her research in highly respected journals in her field. She brings new knowledge back to veterinary students who take her public health course as a requirement of the curriculum and to Ph.D. students who take a new course she designed on international veterinary epidemiology and public health. Dr. Budke is an outstanding example of the highly dedicated teacher-scholars who comprise the faculty of Texas A&M University. Furthermore, even at this early stage of her career, Dr. Budke holds important service roles. She is an associate editor for the journal *PLoS Neglected Tropical Diseases* and acts as a resource advisor for the World Health Organization's Foodborne Disease Burden Epidemiology Reference Group (FERG).

Dr. Charles Love          Small Animal Clinical Sciences          Associate Professor    09/01/11

Dr. Charles Love obtained his D.V.M. from the University of Missouri-Columbia in 1984 and his Ph.D. (Comparative Medical Sciences) from the University of Pennsylvania in 1995. He joined the Department of Large Animal Clinical Sciences at Texas A&M University in 1998, specializing in Theriogenology, the study of veterinary reproduction. In 1992, he became a Diplomat of the American College of Theriogenologists. Dr. Love uses his expertise in the clinical setting to teach veterinary students, as well. His methodic and patient teaching techniques allow his students to excel in an environment free of fear and anxiety. In addition to learning valuable facts and their application to the field, Dr. Love's students also learn a host of critical-thinking skills and problem-solving education processes. As an international expert in stallion fertility, Dr. Love is an integral part of one of the premier research and clinical teams in this country dedicated to equine reproduction. The translational nature of his research is best exemplified by his work on the sperm chromatin structure assay and acrosome responsiveness assay—both important new tests for stallion fertility. After developing these cutting-edge new tests, Dr. Love delivered a series of continuing education seminars to veterinary practitioners on the clinical application of these tests. Today, these innovations are routinely used worldwide within the equine breeding industry.

Dr. Terje Raudsepp          Veterinary Integrative                          Assistant Professor    09/01/11  
   Biosciences

Dr. Terje Raudsepp obtained her Ph.D. (Molecular Genetics) from the Swedish University of Agricultural Sciences in 1999 and joined the faculty of Department of Veterinary Integrative Biosciences at Texas A&M University in 2005. In addition to being a world-renowned researcher, Dr. Raudsepp also excels as a teacher, allowing students in her classrooms the opportunity to have first-hand experiences with leading edge scientific discoveries. She integrates teaching, research and service in her teaching philosophy, which focuses on maximizing student learning through her direct experience as a bench scientist. In recognition of her ability to merge research and teaching for the enhancement of undergraduate education, Dr. Raudsepp received the 2010 Montague Center for Teaching Excellence Scholar award. Her area of specialization is genome analysis, which includes

## **COLLEGE OF VETERINARY MEDICINE & BIOMEDICAL SCIENCES (Continued)**

determining the DNA sequence of organisms, the location and order of genes on the chromosomes and how the genes function in a network and in cells and tissues. Genome analyses are becoming increasingly important for the development of better diagnosis and treatment of animal disease and management of animal populations. Dr. Rausepp is internationally renowned for her work on mapping and sequencing the equine genome and has published very extensively in top-quality peer-reviewed scientific journals. Her work on the structure of horse sex chromosomes is a major advance over rodent studies in advancing our understanding of mammalian sex chromosome organization and function. She is considered by knowledgeable researchers to be among the top five researchers in the world in animal cytogenetics, the branch of genetics that concerns the number and physical structure of the chromosomes in a species. In both a research and service role, Dr. Rausepp established the first program in the world on genome mapping of the alpaca. Additionally, Dr. Rausepp has developed innovative whole-genome analytical tools necessary for the next generation of scientists to use for new discoveries in mapping specific mammalian genomes. Furthermore, she operates the only clinical chromosome analysis service laboratory in North America for domestic animals and has provided diagnostic cytogenetics services both to faculty in the College of Veterinary Medicine & Biomedical Sciences and to clients around the world.

Dr. Debra L. Zoran      Small Animal Clinical Sciences      Associate Professor      09/01/11

Dr. Debra L. Zoran received her Doctor of Veterinary Medicine degree from Iowa State University in 1990, an MS degree (Clinical Sciences) from the same institution in 1992 and a Ph.D. (Nutrition) from Texas A&M University in 1997. She completed a residency in small animal medicine at Iowa State and was awarded diplomat status in the American College of Veterinary Internal Medicine in 1993. Dr. Zoran is an Associate Professor in the Department of Small Animal Clinical Sciences, where she was employed as a Clinical Assistant Professor in 1996. Dr. Zoran provides over 40 lectures yearly in the veterinary curriculum (years 1, 2, and 3); she teaches senior (year 4) students on clinical rotations for 24 weeks per year—a fulltime commitment to patient care and teaching both by the instructor and the students. Her teaching evaluations are excellent. Dr. Zoran was selected by the graduating class of 2002 to participate in the stage party at graduation, arguably the top honor that a veterinary class can award. She was a candidate for the Montague Center for Teaching Excellence Scholar Award in 2002 and received the Texas Veterinary Medical Association Teaching Award in 1999. She was named Western Veterinary Conference Educator of the Year (Small Animal) for 2009 for CE presentations to practicing veterinarians; she received the Association of Former Students Teaching Award (College Level) in 2009 and the AFS Distinguished Achievement Award in Teaching (University Level) in 2010. She is an expert in canine and feline internal medicine and in nutritional management. Much of her research and many of her publications relate to clinical nutrition in health and disease in dogs and cats. She is respected by her peers as among the top experts in veterinary obesity, nutrition and GI diseases. She has made worthwhile contributions to her specialty and to veterinary medicine in the areas of obesity, diabetes mellitus, and feline medicine and she has “led a movement of intellectual change in the area of feline nutrition.” Dr. Zoran has been recognized twice with Clinical Service Awards (1999, 2005) by the Veterinary Medical Teaching Hospital. She has advised graduate students (10) in nutrition and clinical medicine, residents (6) in internal medicine, and interns (12) in VSCS. Dr. Zoran’s publications are numerous, including over 40 book chapters and many proceedings papers (> 200 presentations). Her works serve as references and resources for our students and for practicing veterinarians.

## TEXAS A&M UNIVERSITY LIBRARIES

Mr. Rustin A. Kimball Libraries

Assistant Professor 09/01/11

Mr. Rustin A. Kimball received his Master of Science Degree (Geology) from the University of Texas at Arlington in 1999 and his Master of Library and Information Science from the University of North Texas in 2003. He joined Texas A&M University Libraries in 2005 as the Geosciences Librarian and has strongly emphasized outreach to his departments. His research interests mirror his degree specialization and numerous facets of geoscience librarianship. Mr. Kimball has proven an effective leader in teaching and librarianship by directly interacting with library users in activities such as reference consultations, classroom instruction sessions and developing new technological applications that enable users to discover and manage information independently. Mr. Kimball's early geology research resulted in journal articles that were the first publications produced about the Carboniferous age strata in Wise County, Texas since 1932. Consequently, they contain modern standard field geology documentation and thorough mapping not present in the original 1917 and 1932 Bureau of Texas Economic Geology publications. These publications correct several key errors, reconcile contradictions between old reports and include Mr. Kimball's formal naming of two limestone strata. They tie the Carboniferous age strata in Wise County in the Trinity River Valley to the same age strata in the Brazos River Valley and add to the geology community's larger picture of the geology of Texas. His research in geoscience librarianship includes the comparison of different vendor's platforms of the geology database, *GeoRef*, as well as similar comparisons of platforms of the petroleum engineering database, *Petroleum Abstracts*. These articles have given valuable new information to academic libraries that will allow them to make far better informed purchase decisions concerning these databases. Mr. Kimball authored the first publication to compare electronic book usage and print book usage of equivalent titles in the physical sciences. This article has been cited in a European publication and has become one of 2010's top ten most downloaded articles for the library journal in which it appeared. Mr. Kimball has recently served as President of the Geoscience Information Society (GSIS), among other GSIS positions and is currently on the Editorial Board of the journal *Science & Technology Libraries*, a reviewer of the geology section of Research College Libraries and a peer reviewer for the journals *Collection Management* and *Science & Technology Libraries*.

Ms. Ana G. Ugaz Libraries

Assistant Professor 09/01/11

Ms. Ana G. Ugaz received her master's degree (Library and Information Science) in 1999 from Dominican University, River Forest, Illinois. In 2004 she joined Texas A&M University Libraries as an Assistant Professor at the Medical Sciences Library. Her area of specialization is collection development for veterinary and human medicine, with emphasis on collection assessment and management of electronic resources. Her teaching and librarianship responsibilities, Ms. Ugaz created innovative approaches to develop the library's marketing and promotion of information and resources; participated in the implementation of a new customer service program for the libraries and provides research support to the faculty and students in the Large Animal Clinic. Her research included methodologies for creating core journal lists, most notably the application of a decision matrix to arrive at a core list of veterinary journals that will serve as a benchmark for assessing basic veterinary collections. She investigated subject area bias inherent in certain journal evaluation criteria to validate the use of multiple criteria for the development of core lists. As libraries continue the shift from print to electronic resources, Ms. Ugaz believes assessment, management and maintaining consistent remote access to electronic resources are vital library functions which ensure users not only have access to the best resources but are able to gather information more efficiently. Her study of library initiatives related to managing user access problems provided new staffing models and helped identify core



## TEXAS A&M UNIVERSITY LIBRARIES (Continued)

competencies necessary for responding to electronic resource problems. She conducted research documenting the shift in user preference from print medical reference books to their e-book equivalents which received a Research Award from the South Central Chapter of the Medical Library Association. In 2007, she earned membership in the Academy of Health Information Professionals, a peer-reviewed professional development and career recognition credentialing program of the Medical Library Association, and in 2009, she earned Senior Member status.

## TEXAS A&M-GALVESTON CAMPUS

Dr. Leon Luxemburg    General Academics    Assistant Professor    09/01/11

Dr. Leon Luxemburg obtained his Ph.D. (Electrical Engineering) from Texas A&M University in 1987 and joined the faculty of Texas A&M at Galveston in 1989 as a part time instructor and in 2005 as a full time faculty. Dr. Luxemburg has been involved in teaching projects outside the University as well. He is using his expertise in engineering to show students applications of mathematics in the real world. He has revised statistics courses to reflect modern calculations and concepts, and focuses his teaching on how math plays a role in technology and other areas of our society. Dr. Luxemburg has been awarded a "Druzhba" medal for his role in translating from Russian for the Texas A&M University at Galveston in connection with collaboration with Odessa Higher Marine Engineering School. His area of specialization is topology (mathematics). He also has publications in complex analysis, signal processing, artificial neural networks, electronics and control theory. As a faculty at Texas A&M, Dr. Luxemburg has received three federal grants including an NSF grant and two NASA grants (fellowships). He has invented an electronic device for the blind, "Neural Eyes", which was featured several times on TV, radio and newspapers and received a Lion's club award. This device can serve as an educational and navigational tool for the visually impaired. He has also solved several long standing open problems in mathematics. Dr. Luxemburg has served as a Texas A&M University Faculty Senator, he also has organized the first mathematics Olympiad at Texas A&M at Galveston and played a major role in the subsequent one. His service to the University also includes organizing and conducting a mathematics seminar, translating for the faculty and participation in several committees. He is also involved in charitable projects outside the University. He has also received Rainey Scholarship award and various best paper awards.

Dr. John A. Sweetman    Maritime Systems Engineering    Assistant Professor    09/01/11

Dr. John A. (Bert) Sweetman obtained his Ph.D. (Civil and Environmental Engineering) from Stanford University in 2001 with emphasis on Civil-Structural Engineering. He remained at Stanford for his Postdoctoral studies and then joined the Department of Maritime Systems Engineering at Texas A&M Galveston in January of 2003. Prior to beginning his Doctoral studies, he had ten years of industrial experience in Ocean Engineering at Mobil Oil. In the classroom, Dr. Sweetman teaches two relatively theoretical courses and two highly applied courses. The theoretical courses are: "Hydrodynamics of Offshore Structures" and "Offshore Random Processes," both of which enable him to relate his research interests to the classroom. The applied courses form the two-course "Capstone Design" sequence, in which his decade of industry experience and broad understanding of offshore structures are invaluable to his undergraduate engineering students. Dr. Sweetman's area of specialization is random vibration theory, with application to offshore structures and to structural health monitoring. More concretely, his scholarship centers on the response of major engineered structures to irregular loading from winds, waves and currents. His research has been funded primarily by the National Science Foundation and the Texas Institute of Oceanography. Among many other accomplishments,

## TEXAS A&M-GALVESTON CAMPUS (Continued)

Dr. Sweetman has expanded the Hermite model of extremes, a statistical transformation widely used in Ocean Engineering, to be applicable to nearly any physical process adequately described by its first four statistical moments. This development has direct application to his work in structural health monitoring for use in quantifying changes in the condition of aging structures. More recently, Dr. Sweetman has been developing new computational methods to predict motions of floating offshore wind turbines subject to large angular motions. These fundamental developments in numerical modeling of structural dynamics will lead to more precise predictions of structural performance, and therefore to safer and less expensive designs.

Dr. Eunjeong Yi            General Academics            Assistant Professor            09/01/11

Dr. Eunjeong Yi obtained her Ph.D. (Mathematics) in 2003 from University of Houston and joined the GACD at Texas A&M University at Galveston (TAMUG) that same year. Dr. Yi has taught various math classes at different levels, ranging from the very basic math courses to courses for engineering majors. She is an enthusiastic teacher who helps her students both in and out of the classroom. In particular, in the fall of 2008, soon after Ike, she jointly produced and made available lecture notes and numerous video clips online and she provided helpful online tools -- such as "white board" for holding office hours -- to help her students succeed during the very challenging Ike semester. Dr. Yi believes that teaching and research are both integral parts of academic life and she is interested in working on research projects with undergraduate students. As an example, she guided a former student in a research project in math which won the Best in Category award at the TAMUG Research Symposium. Her research interests lie in graph theory/combinatorics, dynamical systems, and expository mathematics. Dr. Yi has been active in research as well as in professional activities. She has been working with collaborators in other institutions on research projects that have many real-life applications. She has been a co-organizer for four regional or international conferences recently and she is currently an organizer for the Math and Sciences Seminar at TAMUG.

Agenda Item No.

**AGENDA ITEM BRIEFING**

**Submitted by:** R. Bowen Loftin, President  
Texas A&M University

**Subject:** Granting of Faculty Development Leave for FY 2012,  
Texas A&M University

**Proposed Board Action:**

Authorization to grant Faculty Development Leave.

**Background Information:**

System Policy *31.03, Leaves of Absence*, and System Regulation *12.99.01, Faculty Development Leave*, require that a recommendation for Faculty Development Leave be submitted by the university president to the Chancellor for recommendation to the Board of Regents for approval. At Texas A&M University, applications are reviewed for scholarly merit by a university-wide committee of faculty members and recommended to the provost and president for approval.

As shown in the Exhibit, Texas A&M University requests approval for faculty development leave for fifty-eight (58) faculty members for FY 2012.

Texas A&M University is in compliance with the statutory requirements that no more than six percent of eligible faculty be on development leave at any time.

**A&M System Funding or Other Financial Implications:**

Faculty Development Leave is funded through a combination of central administration funding, departmental funds and funds from The Association of Former Students.

Agenda Item No.

**TEXAS A&M UNIVERSITY**

Office of the President

February 1, 2011

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

Subject: Granting of Faculty Development Leave for FY 2012,  
Texas A&M University

I recommend adoption of the following minute order:

**“The Board of Regents of The Texas A&M University System, in accordance with System Policy 31.03, System Regulation 12.99.01 and Sections 51.101–108 of the Texas Education Code, authorizes faculty development leave to the faculty members as shown in Exhibit , Faculty Development Leave List FY 2012, Texas A&M University.”**

Respectfully submitted,

R. Bowen Loftin  
President

**Approval Recommended:**

**Approved for Legal Sufficiency:**

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Michael D. McKinney  
Chancellor

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Andrew L. Strong  
General Counsel

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Frank B. Ashley III  
Vice Chancellor for Academic Affairs

**FACULTY DEVELOPMENT LEAVE  
FY2012  
TEXAS A&M UNIVERSITY**

Name/ Title/ Department	Years of TAMU Tenured, Tenure- Track Service	Semester of Leave	Location and brief description of Leave
<b>COLLEGE OF AGRICULTURE AND LIFE SCIENCES</b>			
Spencer Behmer Professor Entomology	5.5	Fall 2011	Dr. Behmer will develop new understanding in molecular biology and gene identification in insects by working with colleagues at Max-Planck Institute of Chemical Ecology in Jena, Germany. These efforts will inform research on creating transgenic plants that disrupt insect cholesterol metabolism, creating natural insecticide and crop protections.
Luis Cisneros-Zevallos Professor Horticultural Sciences	6	Spring 2012	Dr. Cisneros-Zevallos will learn new research techniques for drug discovery and biosynthesis of plant secondary metabolites. His research productivity will benefit from work with advanced research groups who have pioneered these new techniques in Murcia and Cartagena, Spain.
John Crompton Distinguished Professor Recreation, Park & Tourism Sciences	33	FY 2011- 2012	Dr. Crompton will focus efforts on completing research and publication of findings related to sustainability of recreation, park and sport agencies in Texas. He will engage agency and municipality officials across Texas in 1) development of strategies for RPS agencies to enhance communities' economic prosperity by evaluating cities' tax bases, and 2) development of alternative revenues to tax funding, especially pricing policies and procedures that increase sustainable revenue streams.
Jianbang Gan Professor Ecosystem Science & Management	9	FY 2011- 2012	Dr. Gan will collaborate with leading colleagues at Yale University to design institutional mechanisms to 1) improve the efficacy of reducing emissions from deforestation and forest degradation and 2) safeguard the sustainability of forest bioenergy. A formal partnership collaboration between the two faculties will expand the breadth and depth of research in climate change and bioenergy.
James Gramann Professor Recreation, Park & Tourism Sciences	27	Spring 2012	Dr. Gramann will revise a case-study course on national park policy and conduct research on the social history of national parks, while being hosted by the Smithsonian Institution in Washington D.C. The updated course will benefit students by using actual cases to create understanding of abstract policy issues. The research on national parks social history will be included in published works and show how social science is applied to real-world problems.
Dirk Hays Assistant Professor Soil & Crop Sciences	10	Spring 2012	Dr. Hays will work with international colleagues to advance his research efforts in methods to counter effects of heat stress on wheat and other cereals. His efforts to develop new heat tolerant wheat by optimizing the leaf cuticle (wax) structure will be enhanced by collaboration with fellow scientists of the Bangladesh Agricultural Research Institute where advances in regulating genetic loci in wheat have been investigated.
Tazim Jamal Assistant Professor Recreation, Park & Tourism Sciences	12	FY 2011- 2012	Dr. Jamal will collaborate with tourism research academics in Queensland, Australia to conduct research which focuses on governance issues: multi-stakeholder management of tourism and climate change impacts, for destination sustainability (economic, social, cultural and environmental well-being). The study area includes communities located within and adjacent to key tourism attractions and will inform his related teaching and service activities.
Carol Loopstra Associate Professor Ecosystem Science & Management	16	Spring 2012	Dr. Loopstra will expand research tools in bioinformatics and next generation high throughput sequencing by working with co-investigators of a USDA project to sequence the genome of the loblolly pine. Her particular role will be to analyze gene expression in response to drought of this regionally economic important pine tree.
Michael Polymenis Associate Professor Biochemistry/Biophysics	11	FY 2011- 2012	Dr. Polymenis will serve as a visiting scientist at the DuPont Central Research and Development-Yeast Metabolic Engineering Unit in Wilmington, Delaware. This partnership with industry will inform his research, teaching and service activities in topical efforts such as production of biofuels and many other chemicals produced by microorganisms.
William Shaw Professor Agricultural Economics	6	FY 2011- 2012	Dr. Shaw will be hosted by the Centre for the Study of Choice (CenSoC), University of Technology in Sydney, Australia, to engage members of their faculty who are world experts in modeling individual choice behavior. These modeling techniques are beneficial for public policy decision making and will be utilized by Dr. Shaw to strengthen research and university support of state decision makers.
<b>COLLEGE OF ARCHITECTURE</b>			
Sherry Bame Associate Professor Landscape Architecture & Urban Planning	26	Fall 2011	Dr. Bame will work with 2-1-1 Disaster Management Programs nationwide to document development and best practices for data utilization. The resulting publication will highlight her research findings from Hurricane Katrina-Rita and will be used by municipalities and disaster planning agencies to measure unmet needs in real time by location for disaster mitigation/ management and to help target high-risk populations and access barriers.

Frederic Parke Professor Visualization	14	Spring 2012	Dr. Parke will complete a foundational textbook on visualization to directly support the teaching of two courses in the Texas A&M Visualization curriculum and address possible adoption needs of other schools and programs across the country. This project will further national acclaim of Texas A&M Visualization programs and solidify leadership of Texas A&M faculty in preparing students for careers in visualization and creative arts fields.
<b>COLLEGE OF EDUCATION AND HUMAN DEVELOPMENT</b>			
R. Malatesha Joshi Professor Teaching, Learning & Culture	10	Spring 2012	Dr. Joshi will continue collaborations with colleagues in two leading research centers in Israel and India. The focus of research is on literacy development in bilingual populations through analyses of brain imaging (fMRI) and written examination. The analysis group includes populations of India and Israel, where a large majority are natural bilinguals (exposed to and conversant in two languages).
Buster Pruitt Professor Health & Kinesiology	19	Fall 2011	Dr. Pruitt will conduct a study of participation factors in students of distance graduate education. He will travel to seven higher education institutions with leading distance education programs to investigate what attracts students, how students learn best, and how graduate professors perform best in this platform. Results will assist in improved course designs, teaching strategies and marketing capabilities for this mode of education delivery.
George Slattery Professor Teaching, Learning & Culture	13	Fall 2011	Dr. Slattery will complete significant projects in support of teaching and research projects. Particular focus on completing grant report and proposal to extend Texas Higher Education Coordinating Board funded grant for TAMU Governor's School in Arts & Humanities for Urban Leadership, completing additional grant proposal for study of social foundations of education and writing third edition of internationally adopted text on curriculum development.
Dennie Smith Professor Teaching, Learning & Culture	7	Spring 2012	Dr. Smith will improve a training program for department heads related to decision making and management. The focus will be to identify and expand case studies that can be particularly useful to department heads at regional universities. A Texas A&M System sponsored activity was highly rated in the past. Travel and collaboration with sitting department heads and administrators at regional universities across the southwest will be required.
<b>COLLEGE OF GEOSCIENCE</b>			
David Cairns Associate Professor Geography	12	Fall 2011	Dr. Cairns will complete findings and prepare publications from previously funded research on the impact of herbivory on deforestation with particular evidence from tree lines in Scandinavia. Work with collaborators in Norway and Sweden will support completion and future funding opportunities.
Robert Hetland Associate Professor Oceanography	10	Spring 2012	Dr. Hetland will collaborate with colleagues at Ocean University of China (OUC) in Qingdaom, China on numerical ocean circulation modeling of coastal regions. This collaboration will build on the existing doctoral student exchange program underway with OUC and Texas A&M Department of Oceanography as well as share best practices for coastal region management between Chinese and Texas/Louisiana coasts.
Courtney Schumacher Professor Atmospheric Sciences	7	Fall 2011	Dr. Schumacher will participate in an international field campaign focused on the study of subseasonal variations in convection, with the ultimate goal to improve multi-week weather forecasts. Her research group will operate the Texas A&M SMART-R, a truck-mounted radar, in the Maldives region of the Indian Ocean. This experience will enhance research data applicable to other regions and provide real world experience to curriculum.
David Wiltchko Associate Professor Geology & Geophysics	25	Fall 2011	Dr. Wiltchko will complete research and prepare publications on fold and thrust belts of Appalachian and Rocky Mountain ranges. This text will cover fundamental concepts, North American examples and energy resources. It will serve as a benchmark text for students and researchers nation wide.
<b>COLLEGE OF LIBERAL ARTS</b>			
Gerianne Alexander-Packard Assistant Professor Psychology	8	Spring 2012	Dr. Alexander-Packard will complete required research for applicable federal NIH and NSF grant support with collaborating faculty at Center for Pregnancy and Newborn Research at the University of Texas Health Science Center at San Antonio. The project includes collecting preliminary data on the effects of hormone disruptors on human development.
Nandini Bhattacharya Professor English	4	Fall 2011	Dr. Bhattacharya will complete research and prepare publication of a in depth review of global popularity and societal impacts of India's Hindi cinema. The documented cultural impact enhances understanding between eastern and western societies. The manuscript has received early interest from publishers and research colleagues.
Julia Blackwelder Professor History	18	Fall 2011	Dr. Blackwelder will complete research and prepare manuscript of a review of the history and industrial impacts of General Electric Company from 1892 through 1966. Of particular focus, the text will analyze GE managers' development of a culture of employee loyalty, and faith in human progress through electrical power and engineering. Archival and interview research will be completed with trips to GE offices in Schenectady, New York.
Charles Conrad Professor Communications	20	Spring 2012	Dr. Conrad will complete research and prepare manuscript of a text that compares impacts of differing political systems and cultural values on health care systems of the U.S. and Canada. Particular focus on the growth in differences, which emerged in the 1960s, will explore forms of political rhetoric and communications from formal health related organizations of the two countries since that time.

Susan Egenolf Associate Professor English	8	Spring 2012	Dr. Egenolf will complete research and a book manuscript titled "Josiah Wedgwood and the Cultivation of Romantic Taste," the first book-length study to explore Wedgwood's methods and products in relation to the literary works of the 18th century. Research of the Wedgwood Archive in England and the Birmingham Museum of Art will inform the text and enhance understanding of how the Industrial Revolution and artistic creation were inherently linked.
April Hatfield Associate Professor History	12	FY 2011-2012	Dr. Hatfield will complete research and a book manuscript titled "Anglo-Spanish Borders on Land and at Sea: the Southwestern Caribbean and Southeastern North America, 1670-1720." Findings from research of these regions where early modern Spanish and English empires boarded one another, hope to show how behaviors of people in these settings impacted future legal, political, economic and religious affiliations and actions.
Christopher Menzel Associate Professor Philosophy & Humanities	24	FY 2011-2012	Dr. Menzel will complete research and a book manuscript that details and synthesizes his 20 years of research and teaching on a class of logical systems of philosophy as applied to knowledge engineering and intelligent systems. As an invited guest of the Munich Center for Mathematical Philosophy at Ludwig-Maximilians-Universität, one of Germany's premier research universities, he will collaborate with leading experts in these fields.
Sarah Misemer Assistant Professor Hispanic Studies	6	Spring 2012	Dr. Misemer will complete research and a monograph entitled: "Theatrical Topographies: Spatial Crises in Uruguay, 2000-2010." Specifically, the work will analyze the notion of place (and therefore its image in landscape) and its relevancy in the world. Particular focus on the review of Uruguayan theater of the past decade where neoliberalism and globalization are the dominant socio-economic discourses in Uruguayan culture.
Cemalettin Pulak Associate Professor Anthropology	13	Fall 2011	Dr. Pulak will continue his leading work on conservation and study of over 20,000 artifacts from the discovered wreckage of the world's oldest sea-going ship, the Uluburun ship. Working with international collaborators he will prepare for the shipwreck artifacts upcoming exhibitions in Germany, the Metropolitan Museum of Art in New York, and the British Museum in 2013. His participation provides recognition of Texas A&M's leadership in these fields as this work continues to be featured in documentary, feature stories and publications.
Linda Radzik Associate Professor Philosophy & Humanities	14	FY 2011-2012	Dr. Radzik will complete research and a book manuscript on the role bystanders and observers to wrongdoing play in enforcing and promulgating moral norms. She will benefit from research collaboration with world-renowned experts in Kantian moral theory and the study of moral emotions at the University of Tubingen in Germany. The findings will aid her in redesigning her graduate and undergraduate courses which focus on punishment and forgiveness.
Sally Robinson Associate Professor English	12	Fall 2011	Dr. Robinson will complete research and a book manuscript that continues her teaching and research in gender and American studies. This work will focus on an interdisciplinary study of anti-consumerist critique in the late 20th and early 21st centuries.
Brandon Schmeichel Associate Professor Psychology	5	Spring 2012	Dr. Schmeichel will enhance graduate and undergraduate training efforts in Psychology by advancing his understanding and utilization of technologies on emotion regulation. Interaction with pertinent technologies and laboratory advancements with colleagues and industry representatives in Cleveland and Toronto will enhance understanding and help to explore possible funding opportunities.
Adam Seipp Assistant Professor History	6	Spring 2012	Dr. Seipp will conduct research for a book manuscript, "1945: A Global History," which is under contract with Oxford University Press. This project explores the transition period between the end of Second World War and the early Cold War by examining the end of the war in Europe, Africa, and Asia. Research trips to India and South Africa will further evidence to be used in the publication.
Robert Shandley Associate Professor European & Classical Languages & Culture	15	FY 2011-2012	Dr. Shandley will complete book manuscript and advance expertise related to the contributions of immigrant authors and filmmakers to German culture. The book is an extension of a National Endowment for the Humanities seminar that he conducted with colleagues from Lawrence University.
Teresa Wilcox Assistant Professor Psychology	10	Spring 2012	Dr. Wilcox will collaborate with colleagues at Harvard Medical School to develop standardized procedures for the collection, processing and analysis of optical imaging data in infants and to implement these procedures in her laboratory at Texas A&M. This will improve the quality of the research conducted, increase the number of high impact publications, and enhance funding opportunities. This will also facilitate education and training of undergraduate and graduate students.
<b>COLLEGE OF SCIENCE</b>			
Wolfgang Bangerth Associate Professor Mathematics	5	Spring 2012	Dr. Bangerth will collaborate with colleagues to advance expertise and knowledge in the field of inverse problems utilization to infer information non-destructively from indirect measurements. Efforts will focus on developing more efficient and accurate techniques, as well as expand methods to educate the field's future workforce.
Katrin Becker Professor Physics	5	Fall 2011	Dr. Becker will collaborate with colleagues at the School of Natural Sciences of the Institute for Advanced Study (IAS) at Princeton University to perform research on string theory and its applications to fundamental aspects of particle physics and cosmology. As one of the worlds leading physics faculty, exposure to their methods and insights will enhance Dr. Becker's teaching and research activities.

Kim Dunbar Distinguished Professor Chemistry	11	Fall 2011	Dr. Dunbar will be a Visiting Professor & Fellow at both the University of Strasbourg in France and at the University of Melbourne in Australia. In this capacity she'll bring back to Texas A&M newly acquired expertise through one-of-a-kind collaborations with world leading teachers and scientists. She looks forward to learning new teaching strategies and implementing them at her return.
Bhaskar Dutta Professor Physics	5.5	Fall 2011	Dr. Dutta will develop theoretical understandings for the origin of dark matter and inflation (rapid expansion) of the early Universe through collaboration with colleagues at International Center for Theoretical Physics in Trieste, Italy and CERN in Geneva, Switzerland. His review of experimental results from Large Hadron Collider will enhance the course on this subject which he recently initiated to be taught jointly between TAMU and UT.
David Goodman Distinguished Professor Chemistry	22	FY 2011-2012	Dr. Goodman will 1) acquire experience in the use of nuclear magnetic resonance for the study of bimetallic catalysts; 2) prepare a proposal for federal funding using the technique for metastable electron impact spectroscopy (MEIS); and 3) complete a textbook on Surface Chemistry which draws from his expertise and will provide better resource for students on the subject.
David Kerr Associate Professor Mathematics	6	Fall 2011	Dr. Kerr will participate in two special programs by invitation of the hosting parties. This includes 1) a program featuring operator algebras hosted by the Research Institute for Mathematical Sciences in Kyoto, Japan; and 2) as a visiting lecturer at the University of Muenster in Germany under the sponsorship of the alumni program of Alexander von Humboldt Foundation.
Thomas Schlumprecht Professor Mathematics	18	Spring 2012	Dr. Schlumprecht will advance knowledge and expertise with devoted study on long standing problems in the structure theory of Banach spaces, their geometric and topological structure and their relation to other areas of mathematics such as set theory, harmonic analysis and approximation theory. His findings will enhance capabilities in these fields of mathematics.
<b>COLLEGE OF ENGINEERING</b>			
N. K. Anand Professor Mechanical Engineering	25	FY 2011-2012	Dr. Anand will complete a graduate level textbook on finite volume techniques and expand his research in the arena of micro-fluidics. Collaboration with junior faculty of the department and a distinguished member of the technical staff at Sandia National Laboratories will enhance strengths in micro-fluidics.
Amine Benzerga Assistant Professor Aerospace Engineering	7	FY 2011-2012	Dr. Benzerga will conduct research on multi-physics materials modeling with colleagues at Universite Paris VI and ONERA, the French aerospace research center. Future collaborations between Texas A&M and institutions in France, including the Aerospace engineering school, SUP'AERO, will enhance efforts of the NSF funded International Materials Institute on Multifunctional Materials for Energy at TAMU.
Joseph Bracci Associate Professor Civil Engineering	17	FY 2011-2012	Dr. Bracci will collaborate with colleagues from European academic institutions and the civil engineering profession of Spain to further research and understanding of deterioration, preservation, and sustainability of civil engineering infrastructure. These interactions will lead to potential funding opportunities. He will also lead study abroad programs for Texas A&M students to Spain.
Sergiy Butenko Associate Professor Industrial Engineering	7	Spring 2012	Dr. Butenko will collaborate with colleagues in industry and at leading research institutions in the US and abroad to broaden expertise in the area of complex networks. These interactions will enhance teaching, research and external funding activities in this field.
Richard Furuta Professor Computer Science & Engineering	17	Spring 2012	Dr. Furuta will examine the effects of multidisciplinary collaboration in the context of digital libraries and computer science. By examining humanists' published descriptions of technological projects and site visits to external research groups studying this field, Dr. Furuta will advance his teaching and research activities.
David Hyland Associate Professor Aerospace Engineering	7	FY 2011-2012	Dr. Hyland will assist lab personnel at the Air Force Research Lab in advancing the revolutionary technology he developed for imaging Geostationary Orbiting Satellites with orders of magnitude. The project located at King Abdulaziz City for Science and Technology supports a partnership with TAMU and NASA to study and prepare for near-Earth asteroid collisions and organize the international team for a space flight demonstration.
Arul Jayaraman Assistant Professor Chemical Engineering	6	Fall 2011	Dr. Jayaraman will establish new research capabilities in collaboration with colleagues at Tuft University's Tissue and Metabolic Engineering laboratory at the Department of Chemical & Biological Engineering. The efforts will establish new protocols and data for his laboratory here at Texas A&M and enhance student and research experiences.
Sunil Khatri Associate Professor Electrical Engineering	6.5	FY 2011-2012	Dr. Khatri will collaborate with colleagues at the Computer Engineering Research Center in the Department of Electrical and Computer Engineering, UT Austin. This interaction will enhance 1) techniques to improve the data transfer rate of the CPU and memory in modern computer systems; and 2) efficient approaches to construct Gene Regulatory Networks (GRNs) for genetic diseases like cancer.
Rabinarayan Mahapatra Professor Computer Science & Engineering	9	Fall 2011	Dr. Mahapatra will collaborate with colleagues at Stanford University to expand research and knowledge in the area of "SoC testing." Additionally he will complete the book manuscript titled "Embedded Microprocessors: Evaluation and Test" to be published by Springer Publishers.



Lewis Ntamo Associate Professor Industrial Engineering	6	Spring 2012	Dr. Ntamo will serve as a Visiting Researcher at the University of Milano "Bicocca," Milan, Italy. In addition to recognition of his expertise, he will also collaborate with colleagues on research focus in stochastic programming models and algorithms for air traffic flow management, which may provide applicable solutions for both US and Europe.
Dennis O'Neal Professor Mechanical Engineering	27	FY 2011-2012	Dr. O'Neal will collaborate with researchers at Sandia National Laboratories in Albuquerque, New Mexico to assist in developing thermal property and heat transfer data for advanced solar thermal energy systems being developed there.
Dezhen Song Associate Professor Computer Science & Engineering	6	FY 2011-2012	Dr. Song will establish joint research project with two world leading research institutions in China in robotics and real time networks. The collaboration will also leverage the ideal/extreme testing conditions offered by the dense population and large transportation infrastructure in China.
Bjarne Stroustrup Professor Computer Science & Engineering	8	FY 2011-2012	Dr. Stroustrup will collaborate with colleagues at Cambridge University, England and Princeton University to further research and knowledge transfer in areas of their faculty expertise in machine architecture, operating systems, and networking and to establish collaborations in his key research areas (programming languages, tools, and techniques).
<b>GEORGE BUSH SCHOOL OF GOVERNMENT AND PUBLIC SERVICE</b>			
Jeffrey Engel Associate Professor Bush School Of Government & Public Service	6	Fall 2011	Dr. Engel will spend a semester in resident at Princeton University to complete research for his comprehensive study of the George H. W. Bush administration's diplomacy and foreign affairs policies by reviewing never-before-declassified materials from the Brent Scowcroft Collection. He will complete the manuscript for "When the World Seemed New: American Foreign Policy in the Age of George H.W. Bush" to be published by Houghton Mifflin-Harcourt.
<b>MAYS BUSINESS SCHOOL</b>			
Murray Barrick Professor Management	5	Fall 2011	Dr. Barrick will collaborate with colleagues from the University of Western Australia Business School to advance his research in "purposeful work behavior." This interaction with other leading scholars will also enhance course design and improvement of his teaching responsibilities.
Wendy Boswell Associate Professor Management	10	Fall 2011	Dr. Boswell will advance current and initiate new research and knowledge transfer including 1) a study linking work-life conflict, job security, and culture among expatriate and rotator employees in Nigeria; 2) research on interpersonal conflict and communication in virtual teams; and 3) a study of how people make sense of mistreatment at work.
Average Years of Service	11.56		
58 FDL Candidates			

Agenda Item No.

## **AGENDA ITEM BRIEFING**

**Submitted by:** F. Dominic Dottavio, President  
Tarleton State University

**Subject:** Authorization to Award an Honorary Degree

### **Proposed Board Action:**

Authorize the President of Tarleton State University (Tarleton) to award an Honorary Doctorate of Humane Letters degree to Mr. Kenneth J. Wyatt.

### **Background Information:**

In accordance with System Policy *11.07, Granting of Honorary Degrees*, Tarleton requests this recognition in tribute to Kenneth Wyatt, a Tarleton alumnus. A summary of Mr. Wyatt's accomplishments is attached.

Kenneth Wyatt is a well-known Western and Christian artist who has painted professionally for 40 years. He has logged more than 9,000 pieces of art which can be seen in state capitals, national museums, foundations and private collections. His artwork is known worldwide and customers include President George W. Bush, the King of Dubai and the Queen of England.

This nomination received the unanimous support of the Honorary Degree Selection Committee, which is comprised of the Provost and Vice President for Academic Affairs, the Vice President of Institutional Advancement, one dean, one professor, an associate professor, Faculty Senate President and a designee from the Vice President of Student Life. This committee forwarded the nomination in accordance with Tarleton Rule *11.07.99.T1, Granting of Honorary Degrees*.

With Board authorization, this degree will be awarded in May 2011 at Tarleton's commencement.

### **A&M System Funding or Other Financial Implications:**

None.

Agenda Item No.

**TARLETON STATE UNIVERSITY**

Office of the President

January 21, 2011

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

Subject: Authorization to Award an Honorary Degree

I recommend approval of the following minute order:

**“Tarleton State University is authorized to award an Honorary  
Doctor of Humane Letters degree to Mr. Kenneth J. Wyatt.”**

Respectfully submitted,

F. Dominic Dottavio, President

**Approval Recommended:**

**Approved for Legal Sufficiency:**

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Michael D. McKinney  
Chancellor

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Andrew L. Strong  
General Counsel

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Frank B. Ashley III  
Vice Chancellor for Academic Affairs

**Kenneth J. Wyatt**

Artist • Speaker • Author • Grandfather  
Tulia, TX 79088

**Education**

- Stephenville High School graduate
- John Tarleton Junior College, Stephenville, Texas 1946
- McMurry College, Abilene, Texas 1954
- Baylor University, Waco, Texas, graduate work
- University of Denver, Denver, Colorado, graduate work
- Iliff School of Theology, Denver, Colorado

**Accomplishments**

- Founder and first President of the Texas Cowboy Artist Association
- Cultural Representative of Texas to the Bicentennial Celebration in Philadelphia, PA
- West Texas Chamber of Commerce Cultural Achievements Award
- Tulia's Man of the Year Award
- 1991 Recipient of the Harry Denman Evangelism Award
- Outstanding Alumnus of the 1940s Decade of Tarleton State University, Stephenville, Texas
- Outstanding Alumnus Award, McMurry University, Abilene, Texas
- 1999 Western Art American Cowboy Culture Award by the National Cowboy Symposium
- 1999 Baptist General Convention of Texas Communications Award

**Clients**

***Political Personalities***

- President George W. Bush
- President Ronald Reagan
- Texas Speaker of the House Pete Laney
- U.S. Congressman George Mahon
- U.S. Congressman and Texas Supreme Court Justice Jack Hightower
- Texas State Senator Bill Sarpalius
- New Mexico State Senator Aubry Dunn
- New Mexico Governor Bruce King
- Queen Elizabeth II of England

***Entertainers***

- Actor/Singer Ken Curtis (Gunsmoke's "Festus" and The Sons Of The Pioneers)
- Actor Wilbur Stone (Gunsmoke's "Doc")
- Actor Vincent Price
- Actress Carol Burnett
- Singer/Songwriter Larry Boone
- Singer Judy Lynn

### ***Official Portraits***

- Texas Supreme Court Justices, Tom C. Clark Building, Austin, Texas
- New York Yankee Mantle, Oklahoma State Capitol, Oklahoma City, Oklahoma
- King of Dubai

### ***Religious Groups and Leaders***

- Focus on the Family, James and Shirley Dobson
- Roy Rogers and Dale Evans
- The Foundation for Evangelism

### ***Nationally recognized Foundations and Collections***

- Shell Oil Company
- Exxon Corporate Office
- U.S. Steel Company
- Gulf Oil Company
- The Hagghi Institute
- Pioneer Natural Gas private collection
- Diamond M. Foundation private collection
- American National Bank Collections

### **Owner**

- Y-8 Bronze Foundry, Tulia, Texas
- Y-8 Publishing Company, Tulia, Texas

### **Ministerial Life**

- Pastored first church at age 14
- Local Preachers License 1944, Stephenville, Texas
- Ordained Deacon 1956
- Ordained Elder 1958
- Pastorates:
  - Huckaby Circuit
  - Brownwood, Texas
  - Turnersville Circuit
  - Bardwell Circuit
  - Texline, Texas
  - Chilicothe, Texas
  - Paducah, Texas
  - Morton, Texas

### **Other Life Experiences**

- Ordained Methodist Minister for 32 years/Evangelist for Methodist Church
- Farm and Ranch Life
- Roofer
- U.S. Navy
- After dinner speaker for the Knife & Fork Clubs of America
- Scout Master
- Director of First State Bank of Tulia, Texas
- Professional Magician

Agenda Item No.

**TARLETON STATE UNIVERSITY**

Office of the President

February 7, 2011

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

Subject: Approval of Academic Tenure, March 2011, Tarleton State University

I recommend adoption of the following minute order.

**“The Board of Regents of The Texas A&M University System, in accordance with System Policy 12.01, *Academic Freedom, Responsibility and Tenure*, hereby authorizes the granting of tenure to the following faculty members at Tarleton State University as set forth in Exhibit , Tenure List No. 11-04.”**

Respectfully submitted,

F. Dominic Dottavio  
President

**Approval Recommended:**

**Approved for Legal Sufficiency:**

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Michael D. McKinney  
Chancellor

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Andrew L. Strong  
General Counsel

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Frank B. Ashley III  
Vice Chancellor for Academic Affairs

**TARLETON STATE UNIVERSITY  
RECOMMENDATIONS FOR TENURE  
TENURE LIST NO. 11-04**

<b><u>Name</u></b>	<b><u>Present Rank</u> <u>Department</u></b>	<b><u>Years Teaching</u> <u>Univ. / Other Inst.</u></b>		<b><u>Effective</u> <u>Date/Tenure</u></b>
<b>COLLEGE OF AGRICULTURAL AND ENVIRONMENTAL SCIENCES</b>				
Dr. Hennen Cummings	Assistant Professor Environmental and Agricultural Management	6	0	09/01/11
<b>COLLEGE OF SCIENCE AND TECHNOLOGY</b>				
Dr. Keith Emmert	Assistant Professor Mathematics	6	1	09/01/11

**TARLETON STATE UNIVERSITY  
BACKGROUND OF FACULTY  
RECOMMENDED FOR ACADEMIC TENURE**

**COLLEGE OF AGRICULTURAL AND ENVIRONMENTAL SCIENCES**

<u>Name</u>	<u>Department</u>	<u>Present Rank</u>	<u>Effective Date</u>
Dr. Hennen Cummings	Environmental and Agricultural Management	Assistant Professor	09/01/11

Dr. Hennen Cummings earned a B.S. in Public Health from the University of North Carolina-Chapel Hill in 1989 where he majored in Environmental Science. Dr. Cummings worked for a groundwater consulting firm writing risk assessments for five years. In 1995, he enrolled in the Turfgrass Management Program at North Carolina State University where he earned a B.S. in 1998 with a class rank of number one out of 6,451 students. He continued his studies at NCSU and earned an M.S. and Ph.D. in Crop Science studying Weed Management in Turfgrasses in 2001 and 2004, respectively. In 2004, Dr. Cummings became an assistant professor and the Director of Golf Course Management at Tarleton State University. His publications include two refereed journal articles and ten refereed reviews. Dr. Cummings is a member of various professional societies including the Crop Science Society of America, Golf Course Superintendents Association of America, Texas Turfgrass Association, West Texas Golf Course Superintendents Association, Texas Turfgrass Irrigation Association, Lone Star Irrigation Association, Sport Turf Managers Association and Texas Sports Turf Managers Association. He is active on many university-wide, college and departmental committees as well as the Stephenville Water Conservation Committee.

**COLLEGE OF SCIENCE AND TECHNOLOGY**

<u>Name</u>	<u>Department</u>	<u>Present Rank</u>	<u>Effective Date</u>
Dr. Keith Emmert	Mathematics	Assistant Professor	09/01/11

Dr. Keith Emmert received a B.S. in Applied Mathematics (1996) from Southeastern Louisiana State University, a M.S. in Mathematics (1999) from Louisiana State University and a Ph.D. in Biomathematics (2004) from Texas Tech University. Before coming to Tarleton State University, Dr. Emmert taught as an instructor for one year at Louisiana Tech University. His publications include three refereed journal articles. He has directed five masters theses and five undergraduate research projects. Dr. Emmert is a member of various professional societies, including the Texas Section Project NextT, Mathematical Association of America, and Pi Mu Epsilon. He is active on many university-wide, college and departmental committees.



Agenda Item No.

**AGENDA ITEM BRIEFING**

**Submitted by:** F. Dominic Dottavio, President  
Tarleton State University

**Subject:** Granting of Faculty Development Leave for FY 2012,  
Tarleton State University

**Proposed Board Action:**

Authorization to grant Faculty Development Leave.

**Background Information:**

System Policy 31.03, *Leaves of Absence*, and System Regulation 12.99.01, *Faculty Development Leave*, require that a recommendation for Faculty Development Leave be submitted by the university president to the Chancellor for recommendation to the Board of Regents for approval. At Tarleton State University, the application is submitted with support of the academic department, college dean, university development leave committee (elected by the faculty senate), provost and vice president for academic affairs and president.

As shown in the Exhibit, Tarleton requests approval for faculty development leave for one (1) faculty member for the fall semester of FY 2012.

Tarleton is in compliance with the statutory requirement that no more than six percent of eligible faculty be on development leave at any time.

**A&M System Funding or Other Financial Implications:**

No additional funding is required. Department faculty members are assuming the recommended faculty members' teaching loads by adjusting course offerings over the fall semester in the next academic year.

Agenda Item No.

**TARLETON STATE UNIVERSITY**

Office of the President

January 14, 2011

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

Subject: Granting of Faculty Development Leave for FY 2012,  
Tarleton State University

I recommend adoption of the following minute order:

**“The Board of Regents of The Texas A&M University System, in accordance with System Policy 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 Exhibit , Faculty Development Leave List FY 2012, Tarleton State University.”**

Respectfully submitted,

F. Dominic Dottavio, President

**Approval Recommended:**

**Approved for Legal Sufficiency:**

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Michael D. McKinney  
Chancellor

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Andrew L. Strong  
General Counsel

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Frank B. Ashley III  
Vice Chancellor for Academic Affairs

**FACULTY DEVELOPMENT LEAVE LIST  
FY 2012  
TARLETON STATE UNIVERSITY**

<b>Name/ Title/ Department</b>	<b>Years of Tarleton State University Tenured, Tenure-Track Service</b>	<b>Semester of Leave</b>	<b>Location and Brief Description of Leave</b>
Carol Key Associate Professor Sociology	9	Fall 2011	Leave will be spent finalizing research in Belize, Central America, where Dr. Key has been gathering information for a longitudinal study for the completion of a book titled "The Social Marine Landscape." The center of focus for this research consists of two villages, Placencia and Seine Bight located in the southern district of Stann Creek. While the villages are only seven miles apart, each contains a different cultural group who, until recently, pursued different ecological niches. Thus, the book will examine social changes over time and will help facilitate our understanding of development issues such as the effects of assimilation, ethnicity, cultural change, environment, homogenization and democratic practices emerging in the villages due to globalization. Upon returning to the university, presentations will be given through the College of Liberal and Fine Arts, and the book's manuscript will be submitted for publication.

Agenda Item No.

**TEXAS A&M INTERNATIONAL UNIVERSITY**

Office of the President

February 8, 2011

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

Subject: Approval of Academic Tenure, March 2011, Texas A&M International University

I recommend adoption of the following minute order.

**“The Board of Regents of The Texas A&M University System, in accordance with System Policy 12.01, *Academic Freedom, Responsibility and Tenure*, hereby authorizes the granting of tenure to the following faculty members at Texas A&M International University as set forth in Exhibit , Tenure List No. 11-04.”**

Respectfully submitted,

Ray M. Keck, III  
President

**Approval Recommended:**

**Approved for Legal Sufficiency:**

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Michael D. McKinney  
Chancellor

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Andrew L. Strong  
General Counsel

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Frank B. Ashley III  
Vice Chancellor for Academic Affairs

**TEXAS A&M INTERNATIONAL UNIVERSITY  
RECOMMENDATIONS FOR TENURE  
TENURE LIST NO. 11-04**

<u>Name</u>	<u>Present Rank Department</u>	<u>Years Teaching Univ./Other Inst.</u>		<u>Effective Date/Tenure</u>
<b>A.R. SANCHEZ, JR. SCHOOL OF BUSINESS</b>				
Dr. Andres Rivas-Chavez	Assistant Professor International Banking and Finance Studies	5	2	09/01/11
Dr. Haibo Wang	Assistant Professor International Business and Technology Studies	5	0	09/01/11
<b>COLLEGE OF ARTS AND SCIENCES</b>				
Dr. Yu-Mei Huang	Assistant Professor Fine and Performing Arts	5	0	09/01/11
Dr. Runchang Lin	Assistant Professor Engineering, Mathematics and Physics	5	0	09/01/11
Dr. Jose Agustin Martinez-Samos	Assistant Professor Language and Literature	5	2	09/01/11
<b>COLLEGE OF EDUCATION</b>				
Dr. Jennifer Coronado	Assistant Professor Curriculum and Instruction	5	1	09/01/11

**TEXAS A&M INTERNATIONAL UNIVERSITY  
BACKGROUND OF FACULTY  
RECOMMENDED FOR ACADEMIC TENURE**

**A.R. SANCHEZ, JR. SCHOOL OF BUSINESS**

<u>Name</u>	<u>Department</u>	<u>Present Rank</u>	<u>Effective Date</u>
Dr. Andres Rivas-Chavez	International Banking and Finance Studies	Assistant Professor	09/01/11

Dr. Andres Rivas-Chavez is currently an assistant professor without tenure at Texas A&M International University (TAMIU). He joined the faculty in the Division of International Banking and Finance Studies in fall of 2005. Dr. Rivas-Chavez earned his B.S. in Business Administration from the Universidad de Oriente in Anzoategui, Venezuela in 1993, a MBA from Edgewood College in 1997 and a Ph.D. in International Business Administration from the University of Texas-Pan American in 2003. Dr. Rivas-Chavez was a lecturer at the University of Texas at Brownsville from 2002-2004 and a visiting assistant professor at TAMIU for the 2004-2005 academic year. Dr. Rivas-Chavez is an outstanding teacher and mentor. He has been the recipient of the Chancellor's Teaching Excellence award. Additionally, he was named a Sam Walton Fellow in recognition of his mentoring work with Students in Free Enterprise (SIFE). Dr. Rivas-Chavez has an excellent record of scholarship and is developing a reputation in international finance. Since arriving at TAMIU, he has authored or co-authored four peer-reviewed publications and one book chapter. He also has two manuscripts accepted for publication. Among his many invited addresses and conference presentations, Dr. Rivas-Chavez was invited to be a keynote speaker at the Federal Reserve in Dallas. Dr. Rivas-Chavez is actively involved in college and divisional committees. He is the advisor to SIFE, a student organization that is involved with the local business community. Under his mentorship, SIFE had gained national recognition, winning many regional and national awards.

Dr. Haibo Wang	International Business and Technology Studies	Assistant Professor	09/01/11
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Dr. Haibo Wang is currently an assistant professor without tenure at Texas A&M International University (TAMIU). He joined the faculty in the Division of International Business and Technology Studies in 2005. Dr. Wang earned his B.S. in Biochemical Engineering at South China University of Technology in 1991, as well as M.S. in Chemistry (1996), M.S. in Computer and Information Systems (1997) and a Ph.D. in Business Administration (2004) from the University of Mississippi. Dr. Wang was on the faculty at the Hearin Center for Enterprise Science at the University of Mississippi from 2004 to 2005. Dr. Wang has a reputation of being an exceptional teacher. He has demonstrated an effective teaching style across a broad range of students and topics. In addition, he has developed a very popular and effective study abroad program where he takes students to China to experience, first hand, international business. For his outstanding work with study abroad, Dr. Wang was named the International Faculty of the Year in 2009. Dr. Wang has an outstanding record of scholarship. Since arriving at TAMIU in 2005, he has authored or co-authored 20 peer-reviewed publications. He has an additional 12 manuscripts under review. Dr. Wang has been asked to review manuscripts for a number of journals as well as been asked to serve as program and session chairs at several national and international conferences. Dr. Wang is active in several professional societies, including IEEE and

## **A.R. SANCHEZ, JR. SCHOOL OF BUSINESS (Continued)**

Dr. Haibo Wang (cont'd.)

serves as a board member of the Risk Analysis Council of China. He is also active in many university-wide, college and divisional committees.

## **COLLEGE OF ARTS AND SCIENCES**

<b><u>Name</u></b>	<b><u>Department</u></b>	<b><u>Present Rank</u></b>	<b><u>Effective Date</u></b>
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Dr. Yu-Mei Huang	Fine and Performing Arts	Assistant Professor	09/01/11
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Dr. Yu-Mei Huang is currently an assistant professor without tenure at Texas A&M International University (TAMIU). She joined the faculty in the Department of Fine and Performing Arts in the fall of 2005. Dr. Huang earned a Doctor of Music (DMA) in 2005 from the University of Miami. She also holds undergraduate (1999) and Master's (2002) degrees in music from Florida International University. Dr. Huang has developed a reputation as an outstanding music instructor. She has successfully merged eastern and western pedagogical approaches to teaching music. Dr. Huang also has an excellent record of creative activity. Since arriving at TAMIU, she has been invited to give six solo performances in the United States, Taiwan and China. She is currently the Concert Mistress for the Laredo Philharmonic Orchestra and has performed with them as a soloist. In addition, she has arranged and performed several pieces of music. Dr. Huang has provided educational concerts and workshops for local regional and state-wide music organizations. She is actively involved in university-wide, college and departmental committees.

Dr. Runchang Lin	Engineering, Mathematics and Physics	Assistant Professor	09/01/11
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Dr. Runchang Lin is currently an assistant professor without tenure at Texas A&M International University (TAMIU). He joined the faculty in the Department of Engineering, Mathematics and Physics in fall of 2005. Dr. Lin earned a Ph.D. in applied mathematics in 2005 from Wayne State University. Dr. Lin has developed a reputation as outstanding mathematics teacher and mentor for undergraduate students. Dr. Lin has an outstanding record of scholarship. Since arriving at TAMIU, he has authored or co-authored eight peer-reviewed articles in applied mathematics and has three manuscripts under review. He has been successful in obtaining external grant support for his research and outreach efforts. Dr. Lin was named the College of Arts and Sciences Scholar of the Year in 2010. Dr. Lin is actively involved in college and departmental committees and currently is the departmental undergraduate and graduate advisor. He has been instrumental in TAMIU's efforts to increase the number of students who chose STEM fields.

Dr. Jose Agustin Martinez-Samos	Language and Literature	Assistant Professor	09/01/11
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Dr. Jose Agustin Martinez-Samos is currently an assistant professor without tenure at Texas A&M International University (TAMIU). He joined the faculty in the Department of Language and Literature in the fall of 2005. Dr. Martinez-Samos earned a Ph.D. in Hispanic literature from the University of Texas at Austin in 2004. From 2003-2005, he was an assistant professor of Spanish at

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

Dr. Jose Agustin Martinez-Samos (cont'd.)

Slippery Rock University. Dr. Martinez-Samos has developed a reputation as an outstanding Spanish teacher and mentor for undergraduate students. He has been recognized by students for his teaching, selecting him twice as a recipient of the Chancellor's Teaching Excellence award. He has been actively involved in the study abroad program, taking students every summer to Spain to study literature, art and Spanish history. Dr. Martinez-Samos has an excellent record of scholarship. Since arriving at TAMIU in 2005, he has authored four peer-reviewed articles, a book chapter and the forward to another book. He has a second book chapter that is due to be published this month. He has multiple conference presentations, both nationally and internationally. Dr. Martinez-Samos is a member of several professional organizations, including the Modern Language Society. He is actively involved in university-wide, college and departmental committees.

## **COLLEGE OF EDUCATION**

<b><u>Name</u></b>	<b><u>Department</u></b>	<b><u>Present Rank</u></b>	<b><u>Effective Date</u></b>
Dr. Jennifer Coronado	Curriculum and Instruction	Assistant Professor	09/01/11

Dr. Jennifer Coronado is currently an assistant professor without tenure at Texas A&M International University (TAMIU). She joined the faculty in the Department of Curriculum and Instruction in fall of 2005. Dr. Coronado earned her B.S. in Education from Eastern Michigan University in 1992, a MEd from Houston Baptist University in 1996 and a Ph.D. in Teaching and Learning in 2005 from Capella University. Dr. Coronado was an Instructor in Curriculum and Instruction at Texas A&M International University from 1998-2004 and a visiting assistant professor at TAMIU for the 2004-2005 academic year. Dr. Coronado is an outstanding teacher and mentor. She was the recipient of the Chancellor's Teaching Excellence award in 2010. Dr. Coronado has produced an excellent record of scholarship. Since arriving at TAMIU in 2005, she has authored or co-authored five peer-reviewed articles and has a manuscript accepted for publication. Dr. Coronado has been active in professional societies, presenting her research at multiple conferences, including AERA. In addition, she has been the PI or co-PI on a number of grants. Dr. Coronado has actively participated in university, college and department committees. In 2006, she served as the interim chair of the Department of Teacher Preparation.



Agenda Item No.

**TEXAS A&M UNIVERSITY-CORPUS CHRISTI**

Office of the President

January 21, 2011

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

Subject: Approval of Academic Tenure, March 2011, Texas A&M University-Corpus Christi

I recommend adoption of the following minute order.

**“The Board of Regents of The Texas A&M University System, in accordance with System Policy 12.01, *Academic Freedom, Responsibility and Tenure*, hereby authorizes the granting of tenure to the following faculty members at Texas A&M University-Corpus Christi as set forth in Exhibit , Tenure List No. 11-04.”**

Respectfully submitted,

Flavius C. Killebrew  
President/CEO

**Approval Recommended:**

**Approved for Legal Sufficiency:**

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Michael D. McKinney  
Chancellor

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Andrew L. Strong  
General Counsel

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Frank B. Ashley III  
Vice Chancellor for Academic Affairs

**TEXAS A&M UNIVERSITY-CORPUS CHRISTI  
RECOMMENDATIONS FOR TENURE  
TENURE LIST NO. 11-04**

<u>Name</u>	<u>Present Rank Department</u>	<u>Years Teaching Univ./Other Inst.</u>		<u>Effective Date/Tenure</u>
<b>COLLEGE OF EDUCATION</b>				
Dr. Karen McCaleb	Assistant Professor Teacher Education	3	4	Upon Approval by the Board
Dr. Corinne Valadez	Assistant Professor Curriculum and Instruction	4	8	Upon Approval by the Board
Dr. Manuel Zamarripa	Assistant Professor Counseling and Educational Psychology	2	4	Upon Approval by the Board
<b>COLLEGE OF LIBERAL ARTS</b>				
Dr. Ross Bernhardt	Assistant Professor Music	2	21	Upon Approval by the Board
Dr. Molly Engelhardt	Assistant Professor English	6	2	Upon Approval by the Board
Ms. Amanda Garcia	Assistant Professor Art	6	0	Upon Approval by the Board
Dr. Melissa Jarrell	Assistant Professor Criminal Justice	5	0	Upon Approval by the Board
Dr. Catherine Quick	Assistant Professor English	5	10	Upon Approval by the Board
Dr. Shawn T. Smith	Assistant Professor Music	5	4	Upon Approval by the Board
Dr. Mary Thornton	Assistant Professor Music	2	9	Upon Approval by the Board

## COLLEGE OF SCIENCE & TECHNOLOGY

Dr. Diane Denny	Associate Professor Mathematics and Statistics	6	8	Upon Approval by the Board
Dr. Ahmed M. Mahdy	Assistant Professor Computing Sciences	6	2	Upon Approval by the Board
Dr. Mehrube Mehrubeoglu	Assistant Professor Computing Sciences	6	4	Upon Approval by the Board
Dr. Cherie A. McCullough	Assistant Professor Life Sciences	5	1	Upon Approval by the Board

**TEXAS A&M UNIVERSITY-CORPUS CHRISTI  
BACKGROUND OF FACULTY  
RECOMMENDED FOR ACADEMIC TENURE**

**COLLEGE OF EDUCATION**

<u>Name</u>	<u>Department</u>	<u>Present Rank</u>	<u>Effective Date</u>
Dr. Karen McCaleb	Teacher Education	Assistant Professor	Upon Approval by the Board

Dr. McCaleb joined the faculty at Texas A&M University-Corpus Christi in the fall of 2007. She received her EdD in Special Education: Severe and Profound Disabilities with a minor in Applied Statistics and Research Methods from the University of Northern Colorado in fall 2003. Prior to coming to A&M-Corpus Christi, she was an assistant professor of Special Education at West Texas A&M University. Dr. McCaleb has redesigned some of the special education courses to better meet the needs of special education students. She has a significant publication and presentation track record. She is a committed educator who continues to visit local schools and programs with low incidence disabilities students and a student-centered instructor who demonstrates a commitment to her students. She has made scholarly contributions, including national and state presentations. She has also reviewed manuscripts for a journal, *Current Issues in Education*.

Dr. Corinne Valadez	Curriculum and Instruction	Assistant Professor	Upon Approval by the Board
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Dr. Valadez became a tenure-track faculty member at Texas A&M University-Corpus Christi in the spring of 2006. She defended her Ph.D. in Curriculum and Instruction from Texas A&M University at College Station in the spring of 2006 and graduated in the summer of 2006. She had been a non-tenured visiting professor and lecturer for the College of Education at A&M-Corpus Christi. She returned as a non-tenure track visiting assistant professor in the fall of 2004. She holds several professional certifications that enhance her teaching skills, which focus on literacy and reading. Dr. Valadez received a junior faculty fellowship through the American Association of Hispanics in Higher Education, she is the Membership Chair of Professor of Reading Teacher Educators (PRTE), a Special Interest Group of the International Reading Association (IRA), and served as a member of the IRA's Reading Professional Standards Committee to rewrite the Standards for Teacher Preparation. She has multiple national, state and local publications and presentations.

Dr. Manuel Zamarripa	Counseling and Educational Psychology	Assistant Professor	Upon Approval by the Board
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Dr. Zamarripa joined the faculty at Texas A&M University-Corpus Christi in the fall of 2008 as an Assistant Professor. He received his Ph.D. in Counseling Psychology with a minor in Educational Psychology from the University of Wisconsin-Madison in summer 2005. Prior to coming to A&M-Corpus Christi, he was an Assistant Professor at the University of Texas at Brownsville (UTB) from 2004-2008 in the Counseling and Guidance Program. While at UTB,

## COLLEGE OF EDUCATION (Continued)

Dr. Manuel Zamarripa (cont'd.)

Dr. Zamarripa was a candidate for the University of Texas Chancellor's Award for Teaching Excellence and recipient of the Exceptional Merit Award for exemplary performance and UT System Chancellor's Innovations in Education Award. Dr. Zamarripa has made numerous contributions to his field including refereed scholarly contributions in journals, international and national professional meetings and published conference proceedings. He is currently President of the Texas Counselors for Social Justice, a division of the Texas Counseling Association.

## COLLEGE OF LIBERAL ARTS

<u>Name</u>	<u>Department</u>	<u>Present Rank</u>	<u>Effective Date</u>
Dr. Ross Bernhardt	Music	Assistant Professor	Upon Approval by the Board

Dr. Bernhardt received his undergraduate degree from the University of Missouri-Columbia in 1985, his MM in Choral Conducting in 1988 from the University of North Carolina (UNC) at Greensboro and his DMA in Choral Conducting in 1997 from Michigan State University. Prior to joining the A&M-Corpus Christi music faculty in 2008, he served as teaching assistant at UNC and Michigan. He served as director of Choral Activities and Music Department Chair at Lambuth University for 12 years. At A&M-Corpus Christi, Dr. Bernhardt conducts the University Singers, the Camerata Isla and is Artistic Director and Conductor of the Corpus Christi Chorale. He also teaches studio voice for music majors and minors. Dr. Bernhardt is a published composer and continues to perform vocally with the annual Oregon Bach Festival, where he frequently solos. He serves as a member of the departmental scholarship committee and is an active clinician for area high schools. He performs regularly with the Sparkling City Light Opera as a principal cast member and, at times, as conductor of the orchestra.

Dr. Molly Engelhardt	English	Assistant Professor	Upon Approval by the board
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Dr. Molly Engelhardt received her Ph.D. in English in 2002 from the University of Southern California. Before coming to A&M-Corpus Christi in the fall of 2004, she was an adjunct professor in the English department at the University of Southern California (USC) and a full time instructor in USC's Honors Writing Program. She is a specialist in Victorian literature and culture, gender and sexuality studies, and dance studies. Dr. Engelhardt's first book, *Dancing Out of Line: Ballrooms, Ballets, and Mobility in Victorian Fiction and Culture* was published in 2009 by Ohio University Press. She has also published works on Jane Austen, dance manias and medical inquiry in Victorian fiction, the romantic ballerina Marie Taglioni, and American cheerleaders and second-wave feminists in the 1970's popular press. She is currently working on a new project that explores flower semiotics and female networks in the Victorian knowledge age, which has been partially funded by a research grant from Faculty Teaching Scholarly Creative Activity.

## COLLEGE OF LIBERAL ARTS (Continued)

Ms. Amanda Garcia                      Art                                      Assistant Professor                      Upon Approval  
by the Board

In 2004, Amanda Garcia earned her Masters of Fine Arts degree in Graphic Communication from the Savannah College of Art and Design in Savannah Georgia. She earned her Bachelor's of Environmental Design from Texas A&M University at College Station in 2002. Amanda Garcia has been teaching in the Art Department at Texas A&M University-Corpus Christi since 2004. Since that period of time, she singlehandedly has built a solid Graphic Design program for the Art Department. Ms. Garcia has written all of the course descriptions, curriculum and syllabi for this degree path. Her success in delivering a quality educational experience is apparent in the number of annual Addy Awards her students have won through their design efforts. Ms. Garcia is an award-winning graphic designer who has been recognized for excellence in her field. Her work has been internationally juried and selected for publication in *Logo Lounge, Volume 5* and *Logo Lounge Master Series*. She was also selected by acclaimed artist and scholar, George Bayliss, to design a book of his works.

Dr. Melissa Jarrell                      Criminal Justice                      Assistant Professor                      Upon Approval  
by the Board

Dr. Jarrell received her Ph.D. in Criminology from the University of South Florida in May of 2005. She arrived on the Texas A&M University-Corpus Christi campus in the fall of 2005. Dr. Jarrell has published one book, *Environmental Crime and the Media: News Coverage of Petroleum Refining Industry Violations*. She also has a co-authored book chapter entitled "Martha Stewart: Just Desserts or Just a Victim?" She has also published an article in the *Southwest Journal of Criminal Justice*. She has another co-authored piece accepted for publication in the journal *Environmental Justice*. In the fall of 2009, she was appointed to be Social Science Coordinator. Dr. Jarrell has been active on several different committees and has worked to promote the College of Liberal Arts at several recruiting events and has presented her research to numerous community groups.

Dr. Catherine Quick                      English                                      Assistant Professor                      Upon Approval  
by the Board

Dr. Quick earned her Ph.D. in English with a specialization in Rhetoric & Composition from the University of Missouri-Columbia in 1995. She joined the A&M-Corpus Christi faculty in 2005 and teaches courses and conducts research in English education, young adult literature, rhetoric and composition, and professional writing. Dr. Quick has published four refereed journal articles and is in the process of completing a book manuscript, under contract with a scholarly press, on representations of obesity in young adult literature. In 2008, she was awarded a federal grant from the U.S. Department of Education to bring a National Writing Project site to A&M-Corpus Christi, and in 2010, was awarded continuing funding for the site. The Coastal Bend Writing Project, with Dr. Quick as its Director, is in its second year of operation, working with area K-16 teachers to improve the teaching of writing in local schools.

## COLLEGE OF LIBERAL ARTS (Continued)

Dr. Shawn T. Smith                      Music                      Assistant Professor                      Upon Approval  
by the Board

Dr. Smith received his Bachelor of Music Education in 1998 from Boise State University, his Master of Music in Wind Conducting in 2003 from Louisiana State University (LSU), and his Doctor of Musical Arts in Conducting in 2005 from Arizona State University (ASU). While at LSU and ASU, Dr. Smith served as a teaching assistant with responsibilities for conducting and teaching conducting. He also was drill writer for the ASU Sun Devil Marching Band. Prior to entering graduate school, he taught at Meridian High School in Boise, ID. Dr. Smith joined the A&M-Corpus Christi music faculty in September 2005 where he teaches conducting and music education courses and is director of the Symphonic Winds and Pep Band. His service activities include active student recruiting, developer and administrator of the Islander Band Camp and director of the South Texas High School Honor Band. He presently serves as chair of the departmental scholarship committee. Dr. Smith has published articles in the *Journal of the World Association for Symphonic Bands and Ensembles* and has presented research on the wind music of Brazilian composer, Heitor Villa-Lobos, at national conferences of the College Music Society and the College Band Directors National Association (CBDNA). He was selected to serve as a clinician at the 2007 annual convention of the Texas Music Educators Association and the 2009 Midwest Band and Orchestra Clinic. He has been invited to serve as Conductor/Clinician for numerous South Texas school band programs.

Dr. Mary Thornton                      Music                      Assistant Professor                      Upon Approval  
by the Board

Dr. Mary Thornton received a Bachelor of Music degree in Trumpet Performance from Rice University in 1991, a Master of Music from the Cleveland Institute of Music in 1993 and a D.M.A from the University of Wisconsin-Madison 2002. Dr. Thornton served as Assistant Professor of Trumpet at Del Mar College for seven years and prior to that appointment was an interim faculty member at St. Norbert College in DePere, WI. Active as a performer, Dr. Thornton is a member of the Corpus Christi, Victoria and Mid-Texas Symphonies. She performs often with the San Antonio Symphony and San Antonio Opera. Nationally and internationally, Dr. Thornton has performed on stages as a recitalist and soloist on many different occasions. She presented the World Premiere of "The Trumpeter Dreams of Music" at the International Trumpet Guild Conference in Sydney, Australia in 2010. She has published several articles in the *International Trumpet Guild Journal* and has been a presenter at the Texas Music Educator's Association conference. Dr. Thornton is an active committee member at A&M-Corpus Christi.

## COLLEGE OF SCIENCE & TECHNOLOGY

<u>Name</u>	<u>Department</u>	<u>Present Rank</u>	<u>Effective Date</u>
Dr. Diane Denny	Mathematics and Statistics	Associate Professor	Upon Approval by the Board

Dr. Denny received her Bachelor of Arts degree in History from Wake Forest University in 1975, a Master of Science degree in Mathematics from New York University in 1987 and a Ph.D. in Applied Mathematics from the University of Maryland at College Park in 1997. Before

## COLLEGE OF SCIENCE AND TECHNOLOGY (Continued)

Dr. Diane Denny (cont'd.)

joining A&M-Corpus Christi in 2005, Dr. Denny was an Assistant Professor at the University of Wyoming for five years, a Visiting Assistant Professor at James Madison University for two years and a Lecturer at the University of Maryland for one year. Since arriving in 2005, Dr. Denny has published four major journal articles and has a paper accepted for publication in conference proceedings. Dr. Denny has given ten presentations at regional, national and international venues. Dr. Denny has accomplished her scholarship while teaching three to four classes per semester. Her professional service includes reviews for mathematics publications and the chairing of conference sessions. She has served on committees for her department, college and university. She is a regular volunteer for the Graduate Studies Open House and has volunteered for Island Days events. She oversaw the Math Seminar series for 2010.

Dr. Ahmed M. Mahdy	Computing Sciences	Assistant Professor	Upon Approval by the Board
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Dr. Mahdy received his Bachelor of Science degree in Electronics and Electrical Communications from Airo University in 1998, a Master of Science degree in Computer Science in 2001 and a Ph.D. in Computer Science in 2005 from the University of Nebraska-Lincoln. Prior to joining A&M-Corpus Christi, Dr. Mahdy was a graduate assistant at the University of Nebraska-Lincoln for five years and a lecturer at Cairo University for one and half years. Since arriving in 2005, Dr. Mahdy has published 11 journal articles and eight refereed conference papers. He has been a co-PI on two federal grants of more than \$900,000. He has a CAREER grant pending with the National Science Foundation and is co-PI on roughly \$2 million in other proposals. Dr. Mahdy has held a range of committee appointments for the department, college and university including being a member of the Faculty Senate (2008-2010), the University Internationalization Committee and served on the university's WebCT/Blackboard Task Force in 2009. He has served on the College Scholarship Committee (2006-2009), and has served his department on more than a dozen committees from 2006-2010, chairing three of them. For his profession he has been a reviewer or panelist for more than a dozen journals and conferences and for the National Science Foundation. He has served as a program committee member for nine international conferences and is Associate Editor-in-Chief of the Journal of Convergence Information Technology.

Dr. Mehrube Mehrubeoglu	Computing Sciences	Assistant Professor	Upon Approval by the Board
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Dr. Mehrube Mehrubeoglu received her Bachelor of Science in Electrical Engineering from the University of Texas at Austin in 1993, a Master of Science in Bioengineering in 1995 and a Ph.D. in Electrical Engineering in 2000 from Texas A&M University at College Station. Prior to coming to A&M-Corpus Christi in 2007, she was a Visiting Assistant Professor for two years at both A&M-Corpus Christi and Texas A&M University-Kingsville. She also was an Assistant Professor and Department Chair at Cyprus International University for two years. Since arriving in 2005, she has published two papers, twenty-nine conference proceedings/presentations in her field and has a patent pending for scanning mirror control. She has aggressively sought external funding. She has received more than \$500,000 as PI and more than \$2 million when considering



## COLLEGE OF SCIENCE AND TECHNOLOGY (Continued)

Dr. Mehrube Mehrubeoglu (cont'd.)

her role as co-PI. She currently has another \$1 million in funding requests under review. She has been active in department retention and recruitment efforts and devised a strategic plan for department recruitment and retention in 2006.

In addition to department faculty search committee duties, she has chaired the department's Recruitment and Retention Committee, the Computing Sciences Faculty Seminar Series Committee, the University's Faculty Renaissance Committee and served on the Faculty Senate. She has made a major contribution to the development of the Mechanical Engineering Bachelor of Science program by stepping in to assist as program coordinator when the position became vacant. Her service to the community has ranged from Science Fair judge to organizing seminars for the Corpus Christi section of the Institute of Electrical and Electronics Engineers. Her professional service has included many reviews of journal manuscripts and conference submissions. She has also served as a panel reviewer for the National Science Foundation, the National Institutes of Health and US Department of Education. She has been active with conference participation—chairing sessions and serving on technical committees.

Dr. Cherie A. McCullough	Life Sciences	Assistant Professor	Upon Approval by the Board
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Dr. Cherie A. McCullough received her Bachelor of Science degree in Education (Biology/Earth Science) in 1994 and a Master of Science degree in Biology in 1999 from Baylor University and a Ph.D. in Science Education from the University of Texas at Austin in 2005. Before coming to A&M-Corpus Christi, she was a teaching assistant at Baylor University for three years, an instructor of Biology at Central Texas College for a year and a graduate research assistant at the University of Texas at Austin for 3 years. She has had four papers published by peer-reviewed journals and has given numerous presentations in her field since arriving in 2006. She has been very active in collaborations with colleagues for external funding. She is co-PI on more than \$2 million in externally funded grants and has been a Principal Investigator for another \$140,000 in funds. She is co-PI on about \$8 million in pending grants at this time. She is a member of ten committees on campus and four state/national committees. She is also a member of five external advisory boards, four on campus and one at Del Mar College. Dr. McCullough serves as a reviewer of conference proposals for two different national professional organizations and is a member of two editorial boards – *The Journal of Science and Technology Education* and *Electronic Journal of Science Education*. She is also actively engaged in the community from serving as a judge for science fairs to serving as a Board Member for the Coastal Bend Audubon Society.

Agenda Item No.

**TEXAS A&M UNIVERSITY-KINGSVILLE**

Office of the President

February 8, 2011

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

Subject: Approval of Academic Tenure, March 2011, Texas A&M University-Kingsville

I recommend adoption of the following minute order:

**“The Board of Regents of The Texas A&M University System, in accordance with System Policy 12.01, *Academic Freedom, Responsibility and Tenure*, hereby authorizes the granting of tenure to the following faculty member at Texas A&M University-Kingsville as set forth in Exhibit , Tenure List No. 11-04.”**

Respectfully submitted,

Steven H. Tallant  
President

**Approval Recommended:**

**Approved for Legal Sufficiency:**

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Michael D. McKinney  
Chancellor

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Andrew L. Strong  
General Counsel

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Frank B. Ashley III  
Vice Chancellor for Academic Affairs

TEXAS A&M UNIVERSITY-KINGSVILLE  
RECOMMENDATION FOR TENURE  
TENURE LIST NO. 11-04

<u>Name</u>	<u>Present Rank</u> <u>Department</u>	<u>Years Teaching</u> <u>Univ./Other Inst.</u>	<u>Effective</u> <u>Date/Tenure</u>
<b>DICK AND MARY LEWIS KLEBERG COLLEGE OF AGRICULTURE, NATURAL RESOURCES AND HUMAN SCIENCES</b>			
*Dr. David Wester	Professor of Animal, Rangeland and Wildlife Sciences	0      28	Upon Approval by the Board and Faculty Arrival

\*Tenure on Arrival

**TEXAS A&M UNIVERSITY-KINGSVILLE  
BACKGROUND OF FACULTY  
RECOMMENDED FOR ACADEMIC TENURE**

**DICK AND MARY LEWIS KLEBERG COLLEGE OF AGRICULTURE, NATURAL  
RESOURCES AND HUMAN SCIENCES**

<b><u>Name</u></b>	<b><u>Department</u></b>	<b><u>Present Rank</u></b>	<b><u>Effective Date</u></b>
Dr. David Wester	Animal, Rangeland and Wildlife Sciences	Professor	Upon Approval by the Board and Faculty Arrival

Dr. David Wester currently holds the position of Professor with tenure in the Department of Natural Resources Management at Texas Tech University. He will be joining Texas A&M University-Kingsville on June 1, 2011, as a Professor in the Department of Animal and Wildlife Sciences. He holds a B.S. degree in Range-Forest Management (1976) from Colorado State University and a M.S. degree in Range Science (1979) and a Ph.D. degree in Range Science (1984) from Texas Tech University. Dr. Wester worked at Texas Tech University for 28 years as a Research Scientist/Lecturer, Assistant Professor, Associate Professor and Professor. While at Texas Tech University, Dr. Wester published over 75 refereed articles, five book chapters and special publications, and 20 proceedings/symposia. Dr. Wester received over four million dollars in funding for various research grants. Awards include the President's Excellence in Teaching Award (1989), the President's Academic Achievement Award (2007) and Outstanding Service to Agriculture Award, given by *Gamma Sigma Delta* (2010), among others.

Agenda Item No.

**WEST TEXAS A&M UNIVERSITY**

Office of the President

February 8, 2011

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

Subject: Approval of Academic Tenure, March 2011, West Texas A&M University

I recommend adoption of the following minute order.

**“The Board of Regents of The Texas A&M University System, in accordance with System Policy 12.01, Academic Freedom, Responsibility and Tenure, hereby authorizes the granting of tenure to the following faculty members at West Texas A&M University as set forth in Exhibit , Tenure List No. 11-04.”**

Respectfully submitted,

J. Patrick O'Brien  
President

**Approval Recommended:**

**Approved for Legal Sufficiency:**

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Michael D. McKinney  
Chancellor

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Andrew L. Strong  
General Counsel

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Frank B. Ashley III  
Vice Chancellor for Academic Affairs

**WEST TEXAS A&M UNIVERSITY  
RECOMMENDATIONS FOR TENURE  
TENURE LIST NO. 11-04**

<u>Name</u>	<u>Present Rank Department</u>	<u>Years Teaching Univ./Other Inst.</u>		<u>Effective Date/Tenure</u>
<b>SYBIL B. HARRINGTON COLLEGE OF FINE ARTS AND HUMANITIES</b>				
Dr. Bonnie Roos	Assistant Professor English, Philosophy and Modern Languages	6	3	09/01/11
Dr. Stephen Severn	Assistant Professor English, Philosophy and Modern Languages	6	0	09/01/11
Dr. Denise Parr-Scanlin	Assistant Professor Music	13	0	09/01/11
<b>NURSING AND HEALTH SCIENCES</b>				
Dr. Larry Barnes	Assistant Professor Communication Disorders	6	0	09/01/11
Dr. John Lubker	Assistant Professor Sports and Exercise Science	5	0	09/01/11

**WEST TEXAS A&M UNIVERSITY  
BACKGROUND OF FACULTY  
RECOMMENDED FOR ACADEMIC TENURE**

**SYBIL B. HARRINGTON COLLEGE OF FINE ARTS AND HUMANITIES**

<u>Name</u>	<u>Department</u>	<u>Present Rank</u>	<u>Effective Date</u>
Dr. Bonnie Roos	English, Philosophy and Modern Languages	Assistant Professor	09/01/11

Dr. Bonnie Roos earned her Bachelor of Arts degree in French Literature and Fine Arts (1992) from the University of California at Santa Cruz; Master of Arts degree in Comparative Literature (1997) from the University of Oregon; Master of Arts degree in Art History (2002) from the University of Oregon; and her Doctor of Philosophy degree in Comparative Literature (2002) from the University of Oregon. Dr. Roos was appointed assistant professor of English at West Texas A&M University in 2005. Prior to coming to WTAMU, she was an assistant professor of English at Austin College from 2002-2005. Dr. Roos' student evaluation ratings are quite good with 78% of her former students rating her as "Outstanding." Dr. Bonnie Roos has six published articles, one edited collection, one review, 11 conferences and eight theses directed. In addition, she has a book manuscript currently under review at a publisher. She has served as reader for five journal or book manuscripts and as a copy editor for a journal.

Dr. Stephen Severn	English, Philosophy and Modern Languages	Assistant Professor	09/01/11
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Dr. Stephen Severn earned his Bachelor of Science in Engineering degree in Systems Science and Engineering in 1991 from the University of Pennsylvania; Master of Arts degree in English in 1998 and the Doctor of Philosophy degree in English in 2004 from the University of Maryland, College Park. Dr. Severn was appointed assistant professor of English at West Texas A&M University in 2005 and director of the writing programs in 2007. Prior to his appointment at WTAMU, Dr. Severn was a commissioned officer in the navy's nuclear power program and was a senior technical writer for the Office of the Chief Information Officer, United States Department of Education. Dr. Severn has been recognized by the Chancellor's Teaching Excellence Award and 97.2% of his former students rate him as above average or outstanding in instruction. He has six peer-reviewed publications, has been a reviewer for Technical Communication Quarterly and presents at conferences ranging from literary to technical to pedagogical. Dr. Severn has been a leader within the department directing the writing program and the technical writing program and he has served on numerous committees across campus.

Dr. Denise Parr-Scanlin	Music	Assistant Professor	09/01/2011
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Dr. Denise Parr-Scanlin earned her Bachelor of Music degree in Piano Performance in 1975 and Master of Fine Arts degree in Piano Performance in 1977 from the University of Georgia; Doctor of Musical Arts degree in Piano Performance in 2005 from the University of Texas at Austin

## **SYBIL B. HARRINGTON COLLEGE OF FINE ARTS AND HUMANITIES (Continued)**

Dr. Denise Parr-Scanlin (cont'd.)

School of Music. Dr. Parr-Scanlin was appointed assistant professor of music at West Texas A&M University in 2006. Prior to her appointment, she was instructor of piano at WTAMU from 1998 to 2006 and taught private piano lessons. Dr. Parr-Scanlin's instructional setting differs from those of most faculty, making her evaluation a greater challenge. Seventy-five percent of her former students rated her "Outstanding." Dr. Parr-Scanlin has been an invited performer in venues such as Hong Kong and Gustavus Adolphus College in Minnesota and Georgia as well as many other states. Dr. Parr-Scanlin has provided significant administrative oversight directing the keyboard studies program and has led in curriculum development within the music program. She is a liaison with private music teachers in the area and led WTAMU's efforts to become a "Steinway" campus. She has served on numerous university and department committees.

### **COLLEGE OF NURSING AND HEALTH SCIENCES**

<b><u>Name</u></b>	<b><u>Department</u></b>	<b><u>Present Rank</u></b>	<b><u>Effective Date</u></b>
Dr. Larry Barnes	Communication Disorders	Assistant Professor	09/01/11

Dr. Larry Barnes earned his Bachelor of Science degree in Theology from Baptist Bible College in 1982, Master of Divinity from Denver Seminary in 1987, Master of Science degree in Communication Disorders from West Texas A&M University in 2001, and his Doctor of Speech/Language/Pathology from Nova Southeastern University in 2005. Dr. Barnes holds Texas licensure in Speech-Language Pathology from 2002 to present, Certificate of Clinical Competency from the American Speech-Language-Hearing Association from 2002 to present, and Neuromuscular Electronic Stimulation – Dysphagia from 2005 to present. Dr. Barnes was appointed assistant professor of communication disorders in 2005 and was appointed head of the department in 2009. Dr. Barnes received "Outstanding" ratings in instruction and 87.5% of his former students rate him "Outstanding" (59.4%) or "Above Average" (28.1%). Dr. Barnes has five publications in five different journals, one abstract and six presentations at international, national or regional conferences. He has served on 17 committees and is active in reaching out to the community through the communication disorders program. Dr. Barnes has shown leadership in the department as its head and strives to generate new ideas to move the program forward.

Dr. John Lubker	Sports and Exercise Science	Assistant Professor	09/01/11
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Dr. John Lubker earned his Bachelor of Arts degree in Psychology and History in 2000 from the University of Notre Dame; Master of Arts degree in Community Counseling in 2003 from James Madison University; Doctor of Education in Sport and Exercise Psychology in 2006 from West Virginia University. Dr. Lubker attended the Management Development Program at Harvard University in June 2010. Dr. Lubker was appointed assistant professor of sports and exercise science at West Texas A&M University in 2006. He is a Certified Sport Psychology Consultant through the Association for Applied Sport Psychology since 2007 and is on the Sport Psychology and mental training Registry of the United States Olympic Committee 2010. Dr. Lubker also



## **COLLEGE OF NURSING AND HEALTH SCIENCES (Continued)**

Dr. John Lubker (cont'd.)

serves as associate dean of the College of Nursing and Health Sciences and was Interim Dean for Teaching Excellence Award, and his student evaluation ratings are very high (3.5 to 3.64 on a 4.0 scale). Impressively, 96.8% of his former students rate him “Outstanding” or “Above Average” with 80.7% outstanding. Dr. Lubker has published seven articles, one book chapter and had 21 scholarly presentations while given heavy administrative responsibilities. He has served on over 20 committees and assisted with the preparation for external funding initiatives totaling over \$40K.

# **Consent Agenda Items**

*(Agenda Items 30-A through 30-C)*

30	CONSENT AGENDA ITEMS	
A	(PLACEHOLDER) Approval of Minutes	BOR, A&M System
B	Granting of the Title of Emeritus/Emerita, March 2011	A&M System
C	Confirmation of Appointment and Commissioning of Peace Officers	A&M System

Agenda Item No.

**SYSTEM OFFICES**

Office of the Vice Chancellor for Academic Affairs  
February 11, 2011

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

Subject: Granting of the Title of Emeritus/Emerita, March 2011, The Texas A&M University System

In accordance with System Policy 31.08, *Emeritus/Emerita Titles*, the designation of “Emeritus/Emerita,” to be added to the then current designation of a rank or position upon complete retirement of a person, may be granted by the Board upon the recommendation of the Chancellor.

The Chief Executive Officers of The Texas A&M University System recognize individuals from their respective institutions and agencies, as shown on the attached Emeritus/Emerita lists, who have retired from The Texas A&M University System institutions and agencies and have made outstanding contributions through their dedicated and loyal service.

I recommend adoption of the following minute order:

**“In recognition of long and distinguished service to The Texas A&M University System, the Board of Regents hereby confirms the recommendation of the Chancellor, and confers the title of “Emeritus/Emerita” upon the individuals as shown in Exhibit , Emeritus/Emerita Title List No. 11-04, and grants all rights and privileges of this title.”**

Respectfully submitted,

Frank B. Ashley III  
Vice Chancellor for Academic Affairs

**Approval Recommended:**

**Approved for Legal Sufficiency:**

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Michael D. McKinney  
Chancellor

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Andrew L. Strong  
General Counsel

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R. Bowen Loftin, President  
Texas A&M University

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F. Dominic Dottavio, President  
Tarleton State University

**THE TEXAS A&M UNIVERSITY SYSTEM  
CONFIRMATION OF EMERITUS/EMERITA TITLES  
EMERITUS/EMERITA TITLE LIST NO. 11-04**

<b>System Member Honoree</b>	<b>Years of Service</b>	<b>Current Rank</b>	<b>Title Conferred</b>	<b>Effective Date</b>
<b>TEXAS A&amp;M UNIVERSITY</b>				
Dr. George Robert Blakley, Jr.	40	Professor	Professor Emeritus of Mathematics	Upon Approval by the Board
Dr. Ronald A. Bryan	43	Professor	Professor Emeritus of Physics and Astronomy	Upon Approval by the Board
Dr. David Lane Chapman	37	Professor	Professor Emeritus of Texas A&M Libraries	Upon Approval by the Board
Dr. David A. Church	35.5	Professor	Professor Emeritus of Physics and Astronomy	Upon Approval by the Board
Dr. Francis E. Clark	37	Professor	Professor Emeritus of Teaching, Learning & Culture	Upon Approval by the Board
Dr. Carol Colleen Cook	34	Professor	Professor Emerita of Texas A&M Libraries	Upon Approval by the Board
Dr. Richard Feldman	36	Professor	Professor Emeritus of Industrial and Systems Engineering	Upon Approval by the Board
Dr. Frank E. Gilstrap	36	Professor	Professor Emeritus of Entomology	Upon Approval by the Board
Dr. Richard B. Griffin	34	Associate Professor	Associate Professor Emeritus of Mechanical Engineering	Upon Approval by the Board
Dr. Suzanne D. Gyeszly	24	Professor	Professor Emerita of Texas A&M Libraries	Upon Approval by the Board

<b>System Member Honoree</b>	<b>Years of Service</b>	<b>Current Rank</b>	<b>Title Conferred</b>	<b>Effective Date</b>
<b>TEXAS A&amp;M UNIVERSITY (Continued)</b>				
Dr. Warren M. Heffington	31	Associate Professor	Associate Professor Emeritus of Mechanical Engineering	Upon Approval by the Board
Dr. Chia-Ren Hu	34.5	Professor	Professor Emeritus of Physics and Astronomy	Upon Approval by the Board
Dr. Thomas Johnson	36	Associate Professor	Associate Professor Emeritus of General Academics	Upon Approval by the Board
Dr. Daniel R. Lewis	29	Professor	Professor Emeritus of Mathematics	Upon Approval by the Board
Dr. Ozden Ochoa	30	Professor	Professor Emeritus of Mechanical Engineering	Upon Approval by the Board
Dr. C. O. Patterson	31	Professor	Professor Emeritus of Biology	Upon Approval by the Board
Dr. Vivian Paul	27.5	Professor	Professor Emerita of Architecture	Upon Approval by the Board
Dr. Carl Percy	21	Professor	Professor Emeritus of Mathematics	Upon Approval by the Board
Dr. Don T. Phillips	36	Professor	Professor Emeritus of Industrial and Systems Engineering	Upon Approval by the Board
Dr. Thomas Schmalz	30	Professor	Professor Emeritus of Marine Science	Upon Approval by the Board
Dr. Peter A. Witt	19	Professor	Professor Emeritus of Recreation, Parks and Tourism Science	Upon Approval by the Board
Dr. Ronald Zellner	26	Associate Professor	Associate Professor Emeritus of Educational Psychology	Upon Approval by the Board

**THE TEXAS A&M UNIVERSITY SYSTEM  
CONFIRMATION OF EMERITUS/EMERITA TITLES  
EMERITUS/EMERITA TITLE LIST NO. 11-04**

<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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**TARLETON STATE UNIVERSITY**

Dr. James Konvicka	37	Professor	Professor Emeritus of Biology	Upon Approval by the Board
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Agenda Item No.

**AGENDA ITEM BRIEFING**

**Submitted by:** Christopher M. Meyer, Chief Safety Officer  
The Texas A&M University System

**Subject:** Confirmation of Appointment and Commissioning of Peace Officers

**Proposed Board Action:**

In accordance with System Policy 34.06, *Appointment, Commissioning and Authority of Peace Officers*, the Board of Regents shall confirm the appointment and commissioning of peace officers by the presidents of their respective members of The Texas A&M University System, as shown in the Exhibit.

**Background Information:**

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

**A&M System Funding or Other Financial Implications:**

None.

Agenda Item No.

**THE TEXAS A&M UNIVERSITY SYSTEM**

Office of the Chief Safety Officer

February 17, 2011

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

Subject: Confirmation of Appointment and Commissioning of Peace Officers

I recommend adoption of the following minute order:

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

Respectfully submitted,

Christopher M. Meyer  
Chief Safety Officer

**Approval Recommended:**

**Approved for Legal Sufficiency:**

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Michael D. McKinney  
Chancellor

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Andrew L. Strong  
General Counsel

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Flavius C. Killebrew, President/CEO  
Texas A&M University-Corpus Christi



The Texas A&M University System  
Appointed and Commissioned Peace Officers  
February 17, 2011

<b>University</b>	<b>Officer's Name</b>	<b>Title</b>	<b>Hire Date</b>
<b>TEXAS A&amp;M UNIVERSITY-CORPUS CHRISTI</b>			
	Brannan, Christopher Brian	Police Officer	12/16/10

# **Executive Session Items**

# **Place Holder**

*(this item has not been finalized)*