



August 21, 2023

**MEMORANDUM**

**TO:** Annie McGowan  
Vice President for Diversity  
Associate Professor of Accounting  
Gina and William H. Flores Endowed Professor in Business

**FROM:** Alan Sams  
Provost and Vice President for Academic Affairs   
  
N.K. Anand  
Vice President for Faculty Affairs 

**SUBJECT: Terms for Transition to Faculty Role**

To comply with Texas Senate Bill 17 (SB-17), the Office for Diversity at Texas A&M University will be closed effective September 1, 2023. To facilitate a smooth transition, we offer the following terms:

1. We have discussed your return with Dean Nate Sharp of the Mays Business School. You will have a light classroom teaching load in Academic Year 2023-24. The details of your teaching assignments for the fall 2023 and spring 2024 semesters will be decided by the dean of the Mays Business School or his designee.
2. Your title will return to your faculty rank of Associate Professor.
3. To restart your research, Mays Business School will cover two (2) months of your 2024 summer salary. Faculty Affairs will cover two (2) months of your 2025 summer salary.
4. We strongly encourage you to apply for Faculty Development Leave (FDL) to begin in fall 2024 and as an administrator returning to your faculty role, you are eligible for a 9-month leave (September 1, 2024-May 31, 2025) with full pay. As a standard practice, Mays Business School will cover 4.5 months of your FDL and Faculty Affairs will cover the other 4.5 months of your FDL. Please note that Faculty Development Leave is contingent upon approval by the Board of Regents.
5. Effective September 1, 2023, the administrative stipend associated with your role in the Office for Diversity will cease and be removed.
6. Effective September 1, 2023, you will receive a 5% salary increase in recognition of your performance (merit) and to address equity issues you will receive an additional 5%. Your monthly base rate of pay, effective on September 1, 2023, will be \$26,508.61.

We sincerely appreciate your efforts to promote excellence across Texas A&M University and we wish you continued success.

c: Mark A. Welsh III, Interim President  
Nate Sharp, Dean, Mays Business School

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