Office of the Chancellor

THE TEXAS A&M UNIVERSITY SYSTEM

April 16, 2015

MEMORANDUM

TO: Vice Presidents and President's Special Advisors/Special Assistants,
Texas A&M University

FROM: John Sharp
Chancellor, Texas A&M University System

RE: Guidelines on Transition of University President

Michael Young will become the President of Texas A&M University on May 1. This is an important transition for the University and, I believe, the beginning of a great new era in the Flagship's history.

To give President Young the latitude he needs to create his own leadership team that best serves his vision for the University's future, I have directed him to request letters of resignation from all staff currently holding Vice Presidential (including Executive, or Senior, but not Associate or Assistant) or Special Assistant/Special Advisor appointments, with an open-ended date, along with a request for reassignment back to the faculty as entitled or to other staffing duties as available.

I recognize that many of you have done outstanding jobs for the University and have contributed to its many successes in recent years. However, I believe we owe it to our new president to allow him to build a leadership team as he sees fit.

President Young did not request this decision, but I believe it is in the best interests of the University, and I plan to apply it to future transitions at the other System universities and to the Chancellor's office.

Therefore, under the authority of System Policy 1.03 Appointing Power and Terms and Conditions of Employment, Section 2.6 which states, "[w]ith subsequent confirmation of the board, the chancellor may dismiss or reassign vice presidents, deans, deputy directors or associate directors without cause," I am directing that all Texas A&M University Executive Vice Presidents, Vice Presidents, and Presidential Special Advisors (inclusive of those at TAMU Main, TAMHSC, and TAMUG) submit letters offering to resign their current administrative post to Michael Young as of May 1, 2015. This letter may request reassignment or other intended separation from the University if President Young should decide to accept your resignation. The effective date of the resignation should be stated to be open to the President's discretion, and I have asked him to determine no later than May 1, 2016, if he should opt to accept the resignation offered in the letter. Since System policy and our structures make it clear that those holding these offices serve at the pleasure of the President, he would also be able to request these resignations after that date if he believes it would best serve the University.

I appreciate your cooperation in this matter.

cc: Michael Young
Mark Hussey

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