



# TEXAS A&M UNIVERSITY AT QATAR TRANSITION FREQUENTLY ASKED QUESTIONS FACULTY/STAFF

*As Of 21 April 2024*

Texas A&M University is winding down the operations of its Qatar campus (TAMUQ), teaching out the current students enrolled at the university by 31 August 2028. The following frequently asked questions for faculty and staff were last updated on **21 April 2024**, reflecting current information about the campus transition. They will be continually updated throughout the TAMUQ transition to provide faculty and staff with relevant information.

## OVERALL

### 1) **When exactly will the campus be closing?**

We are working toward all TAMUQ activities being complete by 31 August 2028. Individual degree programs and research projects will wind down prior to that date.

### 2) **Will TAMUQ be admitting a freshman class/masters students/etc. in the fall?**

We are not admitting a freshman class. However, we worked with QF to provide Hamad Bin Khalifa University (HBKU) with applicant information for admission to a new set of undergraduate engineering programs through its College of Science and Engineering (CSE) starting in the 2024–2025 academic year. These programs are welcoming students who originally applied to Texas A&M at Qatar.

Additionally, we made the decision for TAMUQ to admit a final class of graduate students to the chemical engineering master's degree program in the fall, reaffirming our commitment to maintaining a vibrant academic environment for our current Texas A&M students.

Maintaining our academic excellence is not only contractually required but a hallmark of our institution, and the transition plan focuses on ensuring that every student's academic experience is of the same caliber as those who came before them.

We will ensure that every current Aggie, including Aggie Gateway Program students who begin their studies in the fall, have ample opportunities to complete their degree at Texas A&M prior to 31 August 2028. To support degree completion in that timeframe, we are exploring offering more courses during regular and summer semesters, enabling students to take courses at Texas A&M's main campus, and even exploring distance education courses as needed.

### 3) **What is the plan to support faculty and staff to ensure you have the right people in place to support your high standards for education?**

Our goal is to help each of our faculty and staff remain part of TAMUQ as long as their position is needed to support our current students and then transition seamlessly to your next opportunity. We are working with HBKU for some faculty and staff to take positions at HBKU, while being able to have visiting or adjunct appointments with TAMUQ in order to support the teach-out needs. Further, we have created an [employee support portal](#) for

employees to express interest in coming to Texas, access employee support resources, and find a wide variety of job boards. Also, we recently launched benefits workshops (schedule available on the portal), so that employees understand what happens when they separate and how to navigate that process.

Additionally, we are working with QF to be able to finalize a staffing plan for the next four years – knowing that after 2026, there are many variables. The goal is to provide faculty and staff with as much advanced notice as possible. Texas A&M will issue modified appointment letters that outline adjusted timeframes for appointment based on the transition staffing plan. These modified letters will revise current appointment letters and will follow all Texas A&M rules regarding appointments and notice. We are working with QF to be able to issue these modified appointment letters as soon as possible, well before July.

## HBKU TRANSITION OPPORTUNITIES

### 4) What is the process of applying for HBKU positions?

Faculty and staff interested in opportunities at HBKU should submit their interest and questions directly to HBKU. Faculty should email a CV and current title to [recruitment@hbku.edu.qa](mailto:recruitment@hbku.edu.qa). Staff, including research support positions, should email a CV and current title to [hbkuhr@hbku.edu.qa](mailto:hbkuhr@hbku.edu.qa). HBKU is not posting job positions at this time to provide preference and priority to TAMUQ employees. However, after the review of interested TAMUQ employees is complete, HBKU will begin posting positions more broadly. TAMUQ employees will continue to be given preference and priority, but positions will not be held, as HBKU is building a new robust set of programs that will need support very quickly.

### 5) For faculty and staff interested in transitioning to HBKU, what is the deadline by which to apply? Will new opportunities be made available in the future?

HBKU is working quickly to build new programs for fall 2024, which requires new support as quickly as possible, and HBKU will be processing interest as it is submitted. HBKU hopes to have many positions filled as early as May. HBKU will continue to build programs over time, and new opportunities may arise that will be posted. However, HBKU is currently positioned to be able to provide preference to TAMUQ employees now before opening positions more widely.

### 6) Will research and instructional positions be available for Division of Arts and Sciences faculty?

HBKU aims to retain many individuals (faculty and staff) and research programs in Qatar. If you are interested in HBKU opportunities, regardless of current position, we encourage you to submit your current title and CV to HBKU HR for consideration. Faculty should email a CV and current title to [recruitment@hbku.edu.qa](mailto:recruitment@hbku.edu.qa). Staff, including research support positions, should email a CV and current title to [hbkuhr@hbku.edu.qa](mailto:hbkuhr@hbku.edu.qa).

### 7) Are positions open rank?

When you submit your CV and current title, HBKU will reach out to discuss potential opportunities.

### 8) Will faculty and staff keep their current titles or be eligible for other opportunities?

HBKU plans to use your current title and CV to determine opportunities. However, there can be opportunities for advancement in the future.

**9) Will promoted individuals be able to keep their promoted titles?**

HBKU plans to use your current title and CV to determine opportunities and future titles.

**10) What are the degree requirements of HBKU's 2024-2025 programs? Will TAMUQ faculty be involved in the process of creating new programs?**

HBKU is in the process of building its new undergraduate programs and introducing a new curriculum. HBKU might involve TAMUQ faculty in the curriculum development process based on faculty expertise and HBKU needs.

**11) Will HBKU offer multi-year contracts?**

Individual contracts can be negotiated.

**12) What is included in the benefits packages for HBKU?**

Benefits packages will be discussed on an individual basis.

**13) If I transfer to HBKU and am continuing my teach-out requirements for TAMUQ, do I maintain financial controls over my indirect costs associated with my teach-out responsibilities?**

No. "Visiting" or "Adjunct" faculty members do not have financial controls over TAMUQ budgets or accounts. The program chair (or dean) will oversee the financial controls and can provide funding from IDC accounts to Visiting or Adjunct faculty members to support teach-out responsibilities.

## **TEXAS A&M UNIVERSITY MAIN CAMPUS OPPORTUNITIES**

**14) To be considered an adjunct for TAMUQ, don't you have to be paid by TAMUQ?**

No. We are looking at an adjunct/visiting faculty model for those who transition to HBKU that would include compensation for their teach-out duties.

**15) Would adjunct positions still be able to access IDC research accounts from main campus? If they're tied to students, can they keep the internal funding if moving over to HBKU?**

Texas A&M intends to provide faculty with "Visiting" or "Adjunct" titles the ability to use IDC research accounts under the oversight and with the approval of their Program Chairs (or Dean). As budget discussions continue and the visiting/adjunct faculty appointment model is finalized, we will have more clarity on the use of internal funding tied to students. IDC account funding cannot be used to supplement a visiting/adjunct faculty member's salary.

**16) Will new appointment letters be issued before July?**

Texas A&M is working to issue modified appointment letters as soon as possible, well before July.

**17) Will Texas A&M honor the current rolling contracts until 2026 and provide at least a one-year notice to those who have served over 5 years if they are not reappointed?**

As a result of the plans to close the campus, Texas A&M will issue modified appointment letters that outline adjusted timeframes for appointment based on the transition staffing plan. These modified letters will revise current appointment letters and will follow all Texas A&M rules regarding appointments and notice. Texas A&M is working with QF to be able to issue

these modified appointment letters as soon as possible, well before July, in order to provide as much advanced notice to employees as possible.

**18) What are the expected course loads for adjunct appointments?**

Course loads will differ based on teach-out needs and will be determined on a case-by-case basis.

**19) Are HBKU students traditionally taught by TAMUQ faculty included in current student teach-out needs?**

The TAMUQ and QF transition teams are working through this question as the staffing plan is reviewed and finalized.

**20) Can we keep the technology purchases we made under TAMUQ FRAs (i.e. iPads, laptops, etc.)?**

Personal equipment purchased with personal funds is your property. All equipment and software purchased for work with TAMUQ funding will need to be turned over upon the completion of TAMUQ duties.

**21) Will the repatriation allowance promised by TAMU be used for transition purposes, whether to the US or Qatar?**

Repatriation allowances assume you are returning to your home country, so no repatriation funds would be provided to someone remaining in Qatar. Additionally, repatriation allowances are only available if they are part of an appointment letter and will be honored as part of the transition.

## **RESEARCH**

**22) Will A&M work with industry partners to ensure projects have a chance to be completed by 2027?**

Texas A&M Engineering leadership are engaging industry partners in Qatar and the United States to seek their continued support. As part of that outreach, all active partners have committed to supporting their projects through to completion.

**23) Are TAMUQ faculty eligible for QRDI grants?**

QRDI will continue to fund ongoing awarded projects with regular reviews to ensure the successful completion of those projects. Additionally, faculty can still apply for and collaborate on short-term, student-focused and event-based awards (UREP, HSREP, CWSP, etc.), as long as the date of the award is before the campus's closure.

TAMUQ faculty who have transitioned to HBKU or another local entity are eligible to apply for or collaborate on applications to any current and future calls, including the recently launched ARG02, PPM07, FSC05, AICC06 and ESC01.

**24) Will TAMUQ faculty who transition to main campus also be able to apply for QRDI grants?**

We are looking into guidance regarding TAMU employees seeking QRDI opportunities. The current guidance from QRDI indicates that TAMUQ faculty who have transitioned to HBKU or another local entity are eligible to apply for or collaborate on applications to any current

and future calls, including the recently launched ARG02, PPM07, FSC05, AICC06 and ESC01.

**25) If my research is funded internally (start-up fund and Research Impact), will I be able to keep my work, software and researchers if I choose to go HBKU, or will I need to start from scratch?**

The transition teams are working to ensure continuity of research and are discussing this question. Additional guidance will be provided when it has been resolved.

**26) Given the announcement from QRDI, what options do I have for future research?**

The transition teams are working to ensure continuity of research and are discussing this question. Additional guidance will be provided when it has been resolved.

In the meantime, QRDI will continue to fund ongoing awarded projects with regular reviews to ensure the successful completion of those projects. Additionally, faculty can still apply for and collaborate on short-term, student-focused and event-based awards (UREP, HSREP, CWSP, etc.), as long as the date of the award is before the campus's closure.

TAMUQ faculty who have transitioned to HBKU or another local entity are eligible to apply for or collaborate on applications to any current and future calls, including the recently launched ARG02, PPM07, FSC05, AICC06 and ESC01.

**27) If a faculty member transfers to HBKU, what will happen to their research lab and researchers?**

All TAMUQ physical infrastructure in Doha is owned by QF, and therefore, access to labs may transfer with the faculty member transitioning to HBKU. As faculty members explore options at HBKU, they should raise their specific needs related to research.