

## **To the Texas State Legislature on Senate Bill 18**

**April 14, 2023**

### **WHY TENURE IS IMPORTANT:**

- Tenure enables academic and intellectual freedom, and is essential to higher education. By ensuring that professors are not controlled by outside interest groups, political groups, or corporations, tenure protects scholarly inquiry and fosters a robust learning and campus environment where people holding all viewpoints and ideological positions can pursue scholarly inquiry.
- Tenure combats arbitrary firings, decreases professor turnover, and creates a space where scholars can incorporate their research findings into their pedagogical practice. It is critical for creating a stable and dynamic campus and classroom atmosphere.
- Eliminating tenure would have devastating effects on individual schools and colleges, the University of Texas system, and the state of Texas writ large. Without the protections of tenure, many Black faculty may ultimately seek tenure at other competing institutions that value and protect their research and teaching. This would be detrimental to the ability of Texas institutions to recruit students, win grants and federal funding, and start initiatives and programs, all of which affect national rankings and the system's national and global reputation.

### **WHY MINORITY FACULTY BENEFIT FROM TENURE:**

- POC faculty experience disproportionate discrimination and retaliation.
- Tenure offers protection and security for these professors; in some cases tenure enables POC faculty to research and teach subjects that may be considered controversial, without the possibility of losing their jobs.
- Tenure is especially important for POC faculty who research histories of race and racism, structural inequalities, systemic abuses of power, and other subjects that can, depending on the social and political climate, be deemed contentious or disputed.

### **HOW ELIMINATING TENURE WILL AFFECT UNIVERSITIES AND THE STATE OF TEXAS:**

- Without protection to teach a wide range of topics, faculty would be unable to prepare students to engage in cutting-edge research and development.
- Without tenure, faculty will not have the freedom to conduct long-term or longitudinal studies that benefit the school, the surrounding community, and the state of Texas writ large.
- Eliminating tenure will expose faculty to ideological discrimination and other biases based on race, gender, sexual orientation, disability, class, and religion.
- We will become uncompetitive and ineligible for major private and public grants.
- Individual colleges and universities will be forced to offer larger salaries, research funds, more research leaves, and other benefits in order to entice faculty to work without the protections of tenure. Less well-resourced colleges and universities will not be able to afford to keep talented faculty.
- Many students will choose to attend schools in other states that have more stable faculty and funding. This will lead to significant attrition in undergraduate and graduate programs, and school and college rankings will plummet.

Karma Chavez, University of Texas at Austin  
 Ashley Farmer, University of Texas at Austin  
 Jo Hsu, University of Texas at Austin  
 Mónica Jimenez, University of Texas at Austin  
 Roger Reeves, University of Texas at Austin  
 Ana Schwartz, University of Texas at Austin  
 Monica Martinez, University of Texas at Austin

### **Faculty of Color**

1. Adewole Adamson, University of Texas at Austin
2. Abimbola Adelokun, University of Texas AT Austin
3. Miju Ahn, Southern Methodist University
4. Jeannette Alarcón, University of Houston
5. Frederick Luis Aldama, University of Texas at Austin
6. Sonya M. Alemán, University of Texas at San Antonio
7. Armando C. Alonzo, Texas A&M University
8. Beatriz Alvarado, Del Mar College
9. Stephanie Alvarez, University of Texas Rio Grande Valley

10. Mohan Ambikaipaker, University of Houston
11. Lydia Andrade, University of the Incarnate Word
12. David Arevalo, University of Texas at Austin
13. Elva Arias, The University of Texas Rio Grande Valley
14. Yannick Atouba, The University of Texas at El Paso
15. Lamiyah Bahrainwala, Southwestern University
16. Dawna Ballard, University of Texas at Austin
17. Raquel Barreto, University of Texas at Austin
18. Kanika Batra, Texas Tech University
19. Heather K. Olson Beal, Stephen F. Austin State University
20. Alex Beasley, University of Texas at Austin
21. Sreekumar Bhaskaran, Southern Methodist University
22. Anirban Bhattacharjee, Sul Ross State University
23. Charles Bill, University of Texas at El Paso
24. Carlos Kevin Blanton, Texas A&M University
25. Reiko Boyd, University of Houston
26. Grace Ellen Brannon, University of Texas at Arlington
27. Jenifer Bratter, Rice University
28. Anthony L. Brown, University of Texas at Austin
29. Keffrelyn Brown, University of Texas at Austin
30. Khytie Brown, University of Texas at Austin
31. Tony N. Brown, Rice University
32. Virginia A. Brown, University of Texas at Austin
33. Brielle Bryan, Rice University
34. Esther Calzada, University of Texas at Austin
35. Vanessa M. Camacho, El Paso Community College
36. Laura Quinones Camacho, University of Texas at Austin
37. Elsa Camargo, University of Texas at Arlington
38. Rosemary Candelario, Texas Woman's University
39. Chandra Donnell Carey, University of North Texas
40. Roberto Carlos, University of Texas at Austin
41. Charles Carson, University of Texas at Austin
42. Cyrus Cassells, Texas State University
43. Lina Del Castillo, University of Texas at Austin
44. Margarita Castromán, Rice University
45. Christina Cedillo, University of Houston-Clear Lake
46. Adela Cedillo, University of Houston
47. Nesrine Chahine, Texas Tech University
48. Jennifer Chang, University of Texas at Austin
49. Indrani Chatterjee, University of Texas at Austin
50. Ernesto Chavez, University of Texas at El Paso
51. Rosa Chávez, Texas Tech University
52. Ondine Chavoya, University of Texas at Austin
53. Selfa A. Chew-Melendez, University of Texas at El Paso

54. Wynne Chin, University of Houston
55. Derek Chiou, The University of Texas at Austin
56. Karen Chow, De Anza College
57. Dalia Chowdhury, University of North Texas
58. Danielle Clealand, University of Texas at Austin
59. Cary Cordova, University of Texas at Austin
60. Jennifer Correa, Texas A&M University
61. Marisol Cortez, University of Texas at San Antonio
62. Maria Cotera, University of Texas at Austin
63. David Cruz, University of Texas at Austin
64. Mabel Cuesta, University of Houston
65. T. Cuevas, University of Texas at Austin
66. Mayukh Dass, Texas Tech University
67. Joanna Davis, McElligatt, University of North Texas
68. Amira Rose Davis, University of Texas at Austin
69. Perla Delgado, St. Edward's University
70. Jared Dmello, Sam Houston State University
71. Karen M Douglas, Sam Houston State University
72. Audrey Duarte, University of Texas at Austin
73. Christine Duvauchelle, University of Texas at Austin
74. Alejandro Echeverry, Texas Tech University
75. Erika Edwards, University of Texas at El Paso
76. Amarilys Estrella, Rice University
77. Brian L. Evans, University of Texas at Austin
78. Miriam D. Ezzani, Texas Christian University
79. Chantal Fahmy, The University of Texas at San Antonio
80. Nesselte Falu, University of Texas at Austin
100. Caroline Faria, University of Texas at Austin
101. Sherecce Fields, Texas A&M University
102. Tracey T. Flores, University of Texas at Austin
103. Maxime Foerster, Southern Methodist University
104. Rhoda Freelon, University of Houston
105. Jairo Fúnez-Flores, Texas Tech University
106. Marlene Galván, University of Texas Rio Grande Valley
107. Denisa Gandara, The University of Texas at Austin
108. Liliana M. Garces, University of Texas at Austin
109. Claudia García-Louis, University of Texas San Antonio
110. Ray Garza, Texas A&M International University
111. Lyndon Gill, University of Texas-Austin
112. Gareth Gingell, Dell Medical School at The University of Texas at Austin
113. Trinidad Gonzales, South Texas College
114. Trinidad Gonzales, South Texas College
115. Jerry Gonzalez, University of Texas San Antonio
116. John Gonzalez, University of Texas at Austin

117. John Moran Gonzalez, The University of Texas at Austin
118. Gloria González-López, University of Texas at Austin
119. Zenzi Griffin, University of Texas at Austin
120. Sumit Guha, University of Texas at Austin
121. Angela Gutierrez, University of Texas at Austin
122. Laura G Gutiérrez, The University of Texas at Austin
123. Manuel Gutiérrez, University of Houston
124. Chantal Hailey, University of Texas at Austin
125. Michael Hames-Garcia, University of Texas at Austin
126. Rebecca Hankins, Texas A&M University
127. Alex Hanson, University of Texas at Austin
128. Patrick Harris, University of Texas at Austin
129. Jasmine Harris, University of Texas at San Antonio
130. Tamia Harris-Tryon, University of Texas Southwestern Medical Center
131. Maki Hatanaka, Sam Houston State University
132. Yuan He, Stephen F. Austin State University
133. Diana Hechavarria, Texas Tech University
134. Howard Henderson, Texas Southern University
135. Bryce Henson, Texas A&M University
136. Roberto Heredia, Texas A&M International University
137. Sonia Hernandez, Texas A&M University
138. Marie Theresa Hernandez, University of Houston
139. Elisa Herrmann, Sam Houston State University
140. Illya V. Hicks, Rice University
141. Alex Hidalgo, Texas Christian University
142. Felipe Hinojosa, Texas A&M University
143. Anna LaQuawn Hinton, University of North Texas
144. Madeline Hsu, University of Texas at Austin
145. Haiying Huang, University of Texas Arlington
146. Yasmiyn Irizarry, The University of Texas at Austin
147. John Ishiyama, University of North Texas
148. Huriya Jabbar, University of Texas at Austin
149. Craig L. Jackson, Thurgood Marshall School of Law, Texas Southern University
150. Omar Valerio Jiménez, University of Texas at San Antonio
151. Kuruvilla John, University of North Texas
152. Olivia Johnson, University of Houston
153. Vanessa L. Johnson, University of Houston - Clear Lake
154. Ronald Angelo Johnson, Baylor University
155. Kevin L. Jones, Stephen F. Austin State University
156. Elias Jordan, Texas Tech University
157. Tony E. Carey Jr., University of North Texas
158. Cong X. Kang, Texas A&M University, Galveston
159. Anupama M Kapadia, University of Texas at Austin
160. Ana Louise Keating, Texas Woman's University

161. Yeonsoo Kim, University of Texas at Austin
162. Neema Langa, University of Houston
163. Maria Langlois, Southern Methodist University
164. Min Kyung Lee, University of Texas at Austin
165. Lorraine Leu, University of Texas at Austin
166. Miguel Levario, Texas Tech University
167. Ophra Leyser-Whalen, University of Texas at El Paso
168. Jeehyun Lim, University of Texas at Austin
169. Rina Little, Texas Tech University
170. Dejun Liu, Prairie View A&M University
171. Jing Liu, Sam Houston University
172. Joey Lopez, Texas A&M
173. Elma Lorenzo-Blanco, University of Texas at Austin
174. Camila Leite Madeira, University of Texas at El Paso
175. Rosa A. Maldonado, University of Texas at El Paso
176. Brandon J. Manning, Texas Christian University
177. Carlos Nicolas Gómez Marchant, The University of Texas at Austin
178. John Edward Martin, University of North Texas
179. Jossianna Arroyo Martinez, University of Texas at Austin
180. Jose Martinez, Texas State University
181. Aja Martinez, University of North Texas
182. Alberto Martinez, University of Texas at Austin
183. Valerie A. Martínez, Our Lady of the Lake University
184. Valerie Martinez-Ebers, University of North Texas
185. DeLinda Marzette, Prairie View A&M University
186. Victoria Massie, Rice University
187. John Mckiernan-Gonzalez, Texas State University
188. Laurel Mei-Singh, University of Texas at Austin
189. Sylvia Mendoza, University of Texas San Antonio
190. Regina Mills, Texas A&M University
191. Raquel Monroe, University of Texas at Austin
192. Ricardo Montelongo, Sam Houston State University
193. Tera Howard MD MPH, University of Texas at Austin
194. Aurelia Lorena Murga, The University of Texas at El Paso
195. Gautam Nayer, Texas Southern University
196. Mary Nelan, University of North Texas
197. Duy Lap Nguyen, University of Houston
198. Anne Nocher, Dallas College
199. Mariela Nuñez-Janes, University of North Texas
200. Bilge O'Hearn, University of Texas at El Paso
201. Angela X. Ocampo, University of Texas at Austin
202. Jeeyun Oh, The University of Texas at Austin
203. Chelsi West Ohueri, University of Texas at Austin
204. Lamba Omar, Texas A & M University

205. Raquel Saenz Ortiz, Southwestern University
206. Abena Dove Osseo-Asare, University of Texas at Austin
207. Julio Cesar Lopez Otero, University of Houston
208. Cynthia Paccacerqua, University of Texas Rio Grande Valley
209. Shyam Pandey, Sam Houston State University
210. Teresa Taylor Partridge, University of the Incarnate Word
211. Snehal Patel, The University of Texas at Austin Dell Medical School
212. Emmy Pérez, University of Texas at Rio Grande Valley
213. Mary Petron, Sam Houston State University
214. Octavio Pimentel, Texas State University
215. Nancy Plankey-Videla, Texas A&M University
216. Louis Porter, Texas State University
217. Emmanuel Quansah, University of Houston, Victoria
218. Rachel Afi Quinn, University of Houston
219. Kenton Ramsby, University of Texas at Arlington
220. Dina Inman Ramgolam, University of Texas at Austin
221. Anthony R. Ramirez, University of Houston-Downtown
222. Christina Ramirez, Texas A&M University at Corpus Christi
223. Alejandra I. Ramirez, University of Texas at Rio Grande Valley
224. Sara A Ramírez, Texas State University
225. Justin Randolph, Texas State University
226. Linda Reed, University of Houston, Central Campus
227. Ashanté Reese, The University of Texas at Austin
228. Tiffany Reese, UT Southwestern Medical Center
229. Rebecca Reid, University of Texas at El Paso
230. Alicia Reyes-Barrientez, Texas A&M San Antonio
231. Josafath Reynoso, University of Texas, Austin
232. Desdamona Rios, University of Houston
233. Crystal Robert, El Paso Community College
234. Gerard Robledo, Palo Alto College
235. Annette M. Rodríguez, University of Texas at Austin
236. Ana Delia Romo, Texas State University
237. Lilia Raquel Rosas, University of Texas at Austin
238. German Rosas-Acosta, University of Texas at El Paso
239. Brenda Rubio, University of North Texas
240. Sharmila Rudrappa, University of Texas at Austin
241. Celina De Sá, University of Texas at Austin
242. Cinthya Michelle Saavedra, University of Texas at Austin Rio Grande Valley
243. Lilliana P. Saldaña, University of Texas at San Antonio
244. Saad Saleh, The University of Texas at Austin
245. Pedro Santacruz, University of Texas at Austin
246. Adrianna Santos, Texas A&M San Antonio
247. Cathy Schlund-Vials, University of Texas at Austin
248. Edward D. Scott, Jr., University of Houston

249. Tamar Sella, Rice University
250. Oishani Sengupta, University of Texas at El Paso
251. Dennis Sepper, University of Dallas
252. Gautami Shah, University of Texas at Austin
253. Aayna Shamsi, University of Houston
254. Ledric Sherman, Texas A&M University
255. Dr. Katie Jean Shinkle, Sam Houston State University
256. Bassam Sidiki, University of Texas at Austin
257. Jacqueline Sierra, The University of Texas at El Paso
258. Michael Sierra-Arévalo, University of Texas at Austin
259. Andrea Silva, University of North Texas
260. Kerry Sinanan, University of Texas at San Antonio
261. Rashim Singh, University of Houston
262. Sumanta Singha, Texas Tech University
263. Christina Sisk, University of Houston
264. Cherise Smith, Professor, University of Texas at Austin
265. Kimberly Smith, Southwestern University
266. Robert Smith, University of North Texas
267. Angela Smith, University of Texas at Austin
268. Miriam Sobre, University of Texas at San Antonio
269. María Elena Soliño, University of Houston
270. Miriam Solis, University of Texas at Austin
271. Elisabeth Sommer, University of Texas at El Paso
272. Evelyn Soto, Sam Houston State University
273. Brandilyn Stigler, Southern Methodist University
274. Lei Su, University of Texas at Dallas
275. Eric Tang, University of Texas at Austin
276. Carlos Tarin, The University of Texas at El Paso
277. Ashley Coleman Taylor, University of Texas at Austin
278. Roberto Tejada, University of Houston
279. David Bowles University of Texas, Río Grande Valley
280. Katina Thomas, Prairie View A&M University
281. Shirley Thompson, University of Texas at Austin
282. Idia Thurston, Texas A&M University
283. Sangeeta Tiwari, University of Texas at El Paso
284. ToniAnn Treviño, Texas Lutheran University
285. Luis Urrieta, University of Texas at Austin
286. Carmen Valdez, The University of Texas at Austin
287. Nancy Valdez-Gainer, Texas State University
288. Louie Dean Valencia, Texas State University
289. Angela Valenzuela, University of Texas at Austin
290. Anna Skidis Vargas, St. Edward's University
291. Fatima Varner, University of Texas at Austin
292. Rebecca Vasquez, UT Southwestern Medical Center



293. Pavithra Vasudevan, University of Texas at Austin
294. Amanda Venta, University of Houston
295. Jacqueline Vickery, University of North Texas
296. Amanda Vickery, University of North Texas
297. Christina Villarreal, University of Texas at El Paso
298. Charlotte Vines, University of Texas at El Paso
299. Quenette Walton, University of Houston
300. Pingle Wang, University of Texas at Dallas
301. Pingle Wang, University of Texas at Dallas
302. Jessica Dixon Weaver, Southern Methodist University
303. Kelsey Wei, University of Texas at Dallas
304. Rebecca Weir, West Texas A & M University
305. Julie Weng, Texas State University
306. Jennifer Wilks, University of Texas at Austin
307. Jeannetta Williams, St. Edward's University
308. Michael Williams, University of Houston
309. Michael Vinson Williams, University of Texas at El Paso
310. Han Xia, University of Texas at Dallas
311. Steven Chong Xiao, University of Texas at Dallas
312. Priscilla Ybarra, University of North Texas
313. Shuo Yu, Texas Tech University
314. Emilio Zamora, University of Texas at Austin
315. Mengqi Monica Zhan, University of Texas at Arlington
316. Feng Zhao, University of Texas at Dallas
317. Maria Laura Zubiate, University of Houston

### **Allies of Faculty of Color**

1. Judy Abbott, Stephen F. Austin State University
2. Amelia Acker, University of Texas at Austin
3. Kym Acuna, Midwestern State University
4. Jennifer Keys Adair, University of Texas at Austin
5. Vladimir Ajaev, Southern Methodist University
6. Rosa Alcalá, University of Texas at El Paso
7. Megan Alrutz, University of Texas at Austin
8. Tom Alter, Texas State University
9. Britta Anderson, Texas Tech University
10. Sue Anderson, Texas Christian University
11. Jeff Andrews, University of Texas at Austin
12. Christopher Andrews, Texas A&M University, Corpus Christi
13. Leslie Anglesey, Sam Houston State University
14. Deb Armintor, University of North Texas
15. Richard Armstrong, University of Houston
16. Sabri Ates, Southern Methodist University

17. Pauli Badenhorst, The University of Texas Rio Grande Valley
18. Barbara L. Baker, University of Texas at Dallas
19. Joshua Barbour, University of Texas at Austin
20. Alexandra Barron, St. Edward's University
21. Daniel Bartholomay, Texas A&M University, Corpus Christi
22. John Bartkowski, University of Texas at San Antonio
23. Jake Batsell, Southern Methodist University
24. Heather Olson Beal, Stephen F. Austin State University
25. Sarah Kate Bearman, University of Texas at Austin
26. Kathryn Beebe, University of North Texas
27. Jennifer Beer, University of Texas at Austin
28. Margaret Beier, Rice University
29. Kristin Bennett, Sam Houston State University
30. Kelly Bezio, Texas A&M University, Corpus Christi
31. Robert Biles, Sam Houston State University (Emeritus)
32. Colin A. Bill, The University of Texas at El Paso
33. Kelli Bippert, Texas A&M University- Corpus Christi
34. Caroline Bishop, Texas Tech University
35. R M Bittick, Sam Houston State University
36. Jeff Blodgett, University of Houston, Victoria
37. Julie Bloxson, Stephen F. Austin State University
38. Hans Boas, University of Texas at Austin
39. Richard A. Bond, University of Houston
40. Michael Borshuk, Texas Tech University
41. Stefanie S. Boswell, University of the Incarnate Word
42. Casey Boyle, University of Texas at Austin
43. Daniel Braaten, Texas A&M University, San Antonio
44. Aaron Braver, Texas Tech University
45. Jeremy Brett, Texas A&M
46. Lauren E. Brewer, Stephen F. Austin State University
47. Christopher Brown, University of Texas at Austin
48. Melissa Brown, Texas Woman's University
49. Laura Brown, University of Texas at Austin
50. Jimmy Bryan, Lamar University
51. Erika Bsumek, University of Texas at Austin
52. Erica Buchberger, University of Texas Rio Grande Valley
53. Rhonda R Buckley, Texas Woman's University
54. John Burghduff, Lone Star College
55. Patrick Burkart, Texas A&M University
56. Melissa Byrnes, Southwestern University
57. Angela Calcaterra, University of North Texas
58. Craig Campbell, University of Texas at Austin
59. Mary Campbell, Texas A&M University
60. Eloi Camprubi, University of Texas Rio Grande Valley

61. Charlotte Canning, University of Texas at Austin
62. Constantine Caramanis, The University of Texas at Austin
63. Marcus Tyler Carey, Texas A&M International University
64. Robert Carley, Texas A&M University
65. Jara Carrington, University of North Texas
66. Robin Carstensen, Texas A&M University-Corpus Christi
67. Derek Catsam, University of Texas at Permian Basin
68. Alec Cattell, Texas Tech University
69. Kate Catterall, University of Texas at Austin
70. Jessica Chambers, University of Texas at Austin
71. Frances Champagne, University of Texas at Austin
72. Erica Ciszek, The University of Texas at Austin
73. Deb Clark, University of Houston, Clear Lake
74. Geoff Clegg, Midwestern State University
75. Gregory M Clines, Trinity University
76. Hillary Coenen, Midwestern State University
77. Judith Coffin, University of Texas at Austin
78. Paul Conrad, University of Texas at Arlington
79. Jason Cons, University of Texas at Austin
80. Douglas H. Constance, Sam Houston State University
81. Jonathan Coopersmith, Texas A&M University (retired)
82. Gary Coulton, Texas A&M University-San Antonio
83. Brian La Cour, University of Texas at Austin
84. M. Lynn Crismon, University of Texas at Austin
85. Dr. Lisa N. D'Amico, Weatherford College
86. Penelope Davies, University of Texas at Austin
87. Diane Davis, University of Texas at Austin
88. Janet M. Davis, University of Texas at Austin
89. Jason Lee Davis, Texas A&M University-Commerce
90. Katie Dawson, University of Texas at Austin
91. Andrew Dell'Antonio, University of Texas at Austin
92. Sandra McGee Deutsch, University of Texas at El Paso (Emerita)
93. Yoav Di-Capua, University of Texas at Austin
94. Sara DiCaglio, Texas A&M University
95. Scott Dittloff, University of the Incarnate World
96. Hana Dobrovolny, Texas Christian University
97. Kimberly Dodson, University of Houston-Clear Lake
98. Sinan Dogramaci, University of Texas at Austin
99. Michael Domjan, The University of Texas at Austin
100. Edward Donnay, McMurry University
101. Scot Douglas, Southern Methodist University
102. Diane Dowdey, Sam Houston State University
103. Melissa Barden Dowling, Southern Methodist University
104. Eric Drott, University of Texas at Austin

105. Ira Dworkin, Texas A&M University, College Station
106. Sarah Dwyer, Texas A&M University, San Antonio
107. Paul Eaton, Sam Houston State University
108. Jen Ebbeler, Associate Professor of Classics at UT Austin
109. Reid Echols, Temple College
110. Paul Edison, University of Texas at El Paso
111. Paul Ehrlich, University of Texas at Austin, Dell Medical School
112. Marian Eide, Texas A&M
113. Dr. Suzanne Enck, Chair of Communication Studies at U of North Texas
114. Karen Engle, University of Texas at Austin
115. Eric Englert, University of Texas at Austin
116. Eliza Epstein, The University of Texas at Austin
117. Jennifer Erdely, Prairie View A&M University
118. Mattan Erez, The University of Texas at Austin
119. Gabriela Estrada, University of Houston
120. Bill Fagelson, University of Texas at Austin
121. Joshua Fairbanks, Texas Tech University
122. Joe Falocco, Texas State University
123. Majie Fan, University of Texas at Arlington
124. Flora Farago, Stephen F. Austin State University
125. Michael J. Faris, Texas Tech University
126. Helena Fietz, Rice University
127. Karen Fingerman, University of Texas at Austin
128. James Finley, Texas A&M University, San Antonio
129. Anthony Di Fiore, The University of Texas at Austin
130. Annie Gray Fischer, University of Texas at Dallas
131. George Flaherty, University of Texas at Austin
132. Lisa Flanagan, Temple College
133. Christopher Flynn, St. Edward's University
134. Laura Fonken, University of Texas at Austin
135. Jamie Forcelini, Sam Houston State University
136. Jeff Forret, Lamar University
137. Scott Frankowski, University of Texas Rio Grande Valley
138. Katherine Freer, University of Texas at Austin
139. Oliver Freiburger, University of Texas at Austin
140. Don Fussell, University of Texas at Austin
141. Jeffrey Gardner, Sam Houston State University
142. Devin Garofalo, University of North Texas
143. Andrew Gaudet, University of Texas at Austin
144. Bertram Gawronski, University of Texas Austin
145. Andreas Gerstlauer, University of Texas at Austin
146. Anne M. Giangiulio, The University of Texas at El Paso
147. Nora Gilbert, University of North Texas
148. Katherine Gillen, Texas A&M University– San Antonio

149. Amber Godwin, Sam Houston State University
150. Lisa Goering, St. Edward's University
151. Mark Goldberg, University of Houston
152. Tony Gonzalez, University of Texas at Austin
153. Andrea Gore, University of Texas at Austin
154. Darren Grant, Sam Houston State University
155. Ezra Greenspan, Southern Methodist University
156. Kathleen Griesbach, University of Texas at Austin
157. Greg Griffin, The University of Texas at San Antonio
158. Elizabeth Gross, Sam Houston State University
159. Julia Guernsey, University of Texas at Austin
160. Joshua Gunn, University of Texas at Austin
161. Robert Gunn, University of Texas at El Paso
162. Susan Gunn (retired), St. Edward's University
163. Rachel Gunter, Collin College
164. Lauren Gutterman, University of Texas at Austin
165. Michelle Habeck, The University of Texas at Austin
166. Dennis Hall, Angelo State University
167. Hollis Hammonds, St. Edward's University
168. Dinah Hannaford, University of Houston
169. Brad Harden, Lamar University
170. Lorie Harper, University of Texas at Austin Dell Medical School
171. Monica Smith Hart, West Texas A&M University
172. Molla Hasan, UT Permian Basin
173. Amy Hay, University of Texas Rio Grande Valley
174. Carina Heckert, University of Texas at El Paso
175. Pat Heintzeman, Lamar University
176. Craig Henderson, Sam Houston State University
177. Jeanette Herman, University of Texas at Austin
178. Alison Hadley Hilburn, Texas A&M International University
179. Roman Hlatky, University of North Texas
180. Madeleine Holland, University of Texas at Austin
181. John Hollins, Texas Tech University
182. M. Clay Hooper, Prairie View A&M University
183. Laura Hooton, Angelo State University
184. Heather Houser, University of Texas at Austin
185. Kate A. Houston, Texas A&M International University
186. Ada Hubrig, Sam Houston State University
187. Gabriel Huddleston, Texas Christian University
188. Valerie M. Hudson, Texas A&M University
189. Matthew Hunter, Texas Tech University
190. Tahir Hussain, University of Houston
191. Mary Elizabeth Ibarrola, University of Texas at Austin
192. Mark Jackson, Angelo State University

193. Crystal A. Jackson, Texas Christian University
194. Brad Jacobson, University of Texas at El Paso
195. Kevin James, University of Texas at Tyler
196. Dakshina Jandhyala, University of Houston
197. Ann Johns, University of Texas at Austin
198. Daphne Johnson, Sam Houston State University
199. Jamie Johnson, University of North Texas
200. Matthew Johnson, Texas Tech University
201. Timothy Scott Johnson, Texas A&M University-Corpus Christi
202. Jeff Jones, Texas A&M University
203. Alison Kafer, University of Texas at Austin
204. Lee Ann Kahlor, University of Texas at Austin
205. John Kainer, University of Incarnate Word
206. Mark J. Kaswan, University of Texas Rio Grande Valley
207. Ward Keeler, University of Texas at Austin
208. Macabe Keliher, Southern Methodist University
209. Angela Kelling, University of Houston Clear Lake
210. Mark Kerins, Southern Methodist University
211. Michael Kesden, University of Texas at Dallas
212. Alexandra Kieffer, Rice University
213. James King, University of Mary Hardin-Baylor
214. Melanie Kinskey, Sam Houston State University
215. Edith Kirk, Lamar University
216. James Klein, Del Mar College
217. Teresa Klein, Del Mar College
218. Kim Knight, The University of Texas at Dallas
219. Marisa Palacios Knox, University of Texas Rio Grande Valley
220. Jason Konefal, Sam Houston State University
221. Anveeksh Koneru, UT Permian Basin
222. Joseph A. Kotarba, Texas State University
223. Daniel G. Krutka, University of North Texas
224. Marta Kvande, Texas Tech University
225. Roger W. Landes, Texas Tech University
226. Patrick Larkin, Texas A&M University-Corpus Christi
227. Sam Lavigne, University of Texas at Austin
228. Eric Leake, Texas State University
229. Simon Lee, Texas State University
230. Cristine Legare, University of Texas at Austin
231. Charles Francis Leinberger, The University of Texas at El Paso
232. Holly Levin-Aspenson, University of North Texas
233. Randolph Lewis, University of Texas at Austin
234. Paul Lewis, University of the Incarnate Word
235. Jun Li, University of Texas at Dallas
236. Janice Lindstrom, Southern Methodist University

237. Beth Link, University of North Texas
238. Alex Lippert, Southern Methodist University
239. Noah De Lissovoy, University of Texas at Austin
240. Matthew Lockard, Southern Methodist University
241. Lisa Lockhart, University of the Incarnate Word
242. Lauren Locklear, Texas Tech University
243. Kirsten Lodge, Midwestern State University Texas
244. Drew M. Loewe, St. Edward's University
245. Jane Long, Stephen F. Austin State University
246. Ernest Lundelius, Jr., University of Texas at Austin
247. Aurolyn Luykx, University of Texas - El Paso (retired)
248. Allen MacDuffie, The University of Texas at Austin
249. Martin Malandro, Sam Houston State University
250. Anne Marcoline, University of Houston at Clear Lake
251. Diana Marculescu, The University of Texas at Austin
252. Radu Marculescu, University of Texas at Austin
253. Jason Martin, The University of Texas at El Paso
254. Andrew Martin, Texas Tech University
255. Kristi Martin, Sam Houston State University
256. Nara Martirosyan, Sam Houston State University
257. Allison Master, University of Houston
258. Neill Matheson, University of Texas at Arlington
259. Elizabeth Matsui, University of Texas at Austin
260. Tracie Matysik, University of Texas at Austin
261. Daniel McCleary, Stephen F. Austin State University
262. Erin McElroy, University of Texas at Austin
263. Ann McGlashan, Baylor University
264. Jo McIntosh, Concordia University Texas
265. Marci McMahan, University of Texas Rio Grande Valley
266. Mary Meagher, Texas A&M University
267. Mona Mehdy, University of Texas at Austin
268. Esther Melamed, University of Texas at Austin, Dell Medical School
269. Olivia Mena, University of Texas at Austin
270. Mark Mengerink, Lamar University
271. Dr. Brandon Metroka, University of the Incarnate World
272. Nicki Michalski, Lamar University
273. Julia Mickenberg, University of Texas at Austin
274. Melinda Miller, Sam Houston State University
275. Sarah Mills, University of Texas at Austin
276. Andrew Milson, University of Texas at Arlington
277. Julie Minich, University of Texas at Austin
278. Barbara Minsker, Southern Methodist University
279. Brian Molanphy, Southern Methodist University
280. Lisa Moore, The University of Texas at Austin

281. Lin Moore, Texas Woman's University
282. Robin Moore, University of Texas at Austin
283. Rachel Moran, University of North Texas
284. Chris Moriates, University of Texas at Austin
285. Susan Morrison, Texas State University
286. Megan Morrissey, University of North Texas
287. Russell G Moses, Texas State University
288. Sarah Mosher, Baylor University
289. Todd Moye, University of North Texas
290. Laura Mueller, West Texas A&M university
291. Katherine Muenks, University of Texas at Austin
292. Stephennie Mulder, University of Texas at Austin
293. Chandra Muller, University of Texas at Austin
294. Kirstin Munro, University of Texas Rio Grande Valley
295. Marilyn Murphy, Texas's Woman's University
296. Richard Murphy, University of Texas at Austin
297. Erin Murreh-Mandril, UT Arlington
298. Luis Natividad, University of Texas at Austin
299. Mary Neuburger, University of Texas at Austin
300. Pamela Neumann, Texas A&M International University
301. Martha Newman, The University of Texas at Austin
302. Beth Newman, Southern Methodist University
303. Jennifer Nish, Texas Tech University
304. Judith Norman, Trinity University
305. Aliza Norwood, University of Texas at Austin
306. Christina Novakov-Ritchey, University of Houston-Clear Lak
307. Jessica Nowlin, University of Texas at San Antonio
308. April O'Brien, Sam Houston State University
309. Catherine O'Brien, Texas A&M University-San Antonio
310. Chris O'Kane, University of Texas Rio Grande Valley
311. Eli Olinick, Southern Methodist University
312. Lisa Olstein, University of Texas at Austin
313. Ruby Oram, Texas State University
314. Fred Oswald, Rice University
315. Benjamin Park, Sam Houston State University
316. Dr. Michelle Parker, Sam Houston State University
317. Mary Elizabeth Paulk, UT Southwestern Medical Center
318. Barbara Pazez, University of North Texas
319. Kim Pernell, University of Texas at Austin
320. Jonna Perrillo, University of Texas at El Paso
321. Sarah Perry, University of North Texas
322. Marina Peterson, University of Texas at Austin
323. Elizabeth Petrick, Rice University
324. Liana Petruzzi, The University of Texas at Austin



325. Read Pierce, University of Texas at Austin, Dell Medical School
326. Beau Pihlaja, Texas Tech University
327. Samantha Pinto, University of Texas at Austin
328. Nadya Pittendrigh, University of Houston-Victoria
329. Joshua Plank, Southern Methodist University
330. Bethanie Pletcher, Texas A&M University - Corpus Christi
331. Deidre Popovich, Texas Tech University
332. Francesca di Poppa, Texas Tech University
333. Keaton Powers, Texas A&M International University
334. John Pruit, Stephen F. Austin State University
335. Amanda Pruit, Stephen F Austin State University
336. José C. de la Puente, Texas State University
337. Adam Rabinowitz, University of Texas at Austin
338. Megan Raby, University of Texas at Austin
339. Catherine Rainwater, St. Edward's University
340. Christopher Randle, Sam Houston State University
341. Rebecca Raphael, Texas State University
342. Chelsea Ratcliff, Sam Houston State University
343. Billy Jack Ray, Sul Ross State University
344. Rosalie Singerman Ray, Texas State University
345. Virginia Raymond, University of Texas at San Antonio
346. Josiah Rector, University of Houston
347. William Reilly, Sam Houston State University
348. Susan Reily, Stephen F Austin State University
349. Kimberly Reinhardt, Texas A&M University, Corpus Christi
350. Susanne Ressler, University of Texas at Austin
351. Daniel Reynolds, Southern Methodist University
352. Jacqueline Rhodes, University of Texas at Austin
353. Anna Christina Ribeiro, Texas Tech University
354. Tim Richardson, University of Texas at Arlington
355. John Richburg, University of Texas at Austin
356. Elizabeth Richmond-Garza, University of Texas at Austin
357. Thorsten Ries, University of Texas at Austin
358. Jakob Karl Rinderknecht, University of the Incarnate Word
359. Alexandra Robinson, St. Edward's University
360. Sally Robinson, Texas A&M University
361. Marcel Roman, University of Texas at Austin
362. Bonnie Roos, West Texas A&M University
363. Katie Rose, Texas Woman's University
364. Lisa Rosen, Texas Woman's University
365. Dr. Rebecca Rossen, University of Texas at Austin
366. Dr. Linda Rubin, Texas Woman's University
367. Chay Runnels, Stephen F. Austin State University
368. Elizabeth Russ, Southern Methodist University

369. Michael R. Ryan, Texas Tech University
370. Isaac Sabat, Texas A&M University
371. Matthew Sachs, Texas A&M University
372. Miranda Sachs, Texas State University
373. Claire Sahlin, Texas Woman's University
374. Briana Salas, Our Lady of the Lake University
375. Jokubas Salyga, University of Texas Rio Grande Valley
376. Paula Sanders, Rice University
377. Sandrine Sanos, Texas A & M University - Corpus Christi
378. Kathryn Vomero Santos, Trinity University
379. Mary Scherer, Sam Houston State University
380. Ryan Schmitz, Texas Christian University
381. Stephanie Schoellman, University of Texas at San Antonio
382. Susanne Scholz, SMU Perkins School of Theology
383. Leah Schwebel, Texas State University
384. Craig Scott, University of Texas at Austin
385. Bryant W. Sculos, University of Texas Rio Grande Valley
386. April Shemak, Sam Houston State University
387. Ari Sherris, Texas A&M Kingsville
388. Mel Sipko, St. Edward's University
389. Jeffrey Sirkin, University of Texas at El Paso
390. Elizabeth Skerpan-Wheeler, Texas State University
391. Patrick Smith, Texas State University
392. Christopher J Smith, Texas Tech University
393. D. Max Snodderly, University of Texas at Austin
394. David Soloveichik, University of Texas and Austin
395. Jenny Sorensen, Texas A&M Corpus Christi
396. Frank Sottile, Texas A&M University
397. Lisa Sousa, Sul Ross University
398. Stacey Sowards, University of Texas at Austin
399. Sarah Sprouse, West Texas A&M University
400. David Squires, Texas A&M University-Corpus Christi
401. Tanja Stampf, University of the Incarnate Word
402. Marcella Stark, Texas Christian University
403. Kathleen Staudt, University of Texas at El Paso
404. Dr. Jeanne Stevenson-Moessner, Southern Methodist University
405. Gina Stocks, Sul Ross University
406. Louise Stoehr, Stephen F Austin State University
407. Peter Stone, University of Texas at Austin
408. Rolf Straubhaar, Texas State University
409. Pauline Strong, University of Texas at Austin
410. Circe Sturm, University of Texas at Austin
411. John Suder, UT Health Science Center San Antonio
412. William Swann, University of Texas at Austin

413. Abigail Swingen, Texas Tech University
414. Michelle Tabit, University of the Incarnate Word
415. Daniel Tague, Southern Methodist University
416. Gina McDaniel Tarver, Texas State University
417. Lynn Tatum, Baylor University
418. Johannes Tausch, Southern Methodist University
419. Stephanie Peebles Tavera, Texas A&M University, Central Texas
420. Rabun Taylor, University of Texas at Austin
421. Betty Jeanne Taylor, University of Texas at Austin
422. Edison Thomaz, University of Texas at Austin
423. Ellen D Tillman, TX State University
424. Ufuk Topcu, University of Texas at Austin
425. Paul D. Travis, Texas Woman's University
426. Mark D. Tschaepe, Prairie View A&M University
427. Richard Tuerk, Texas A&M - Commerce
428. Roger Tuller, Texas A&M University-Kingsville
429. Michael Boucher Texas A&M University, San Antonio
430. Don Vandewalle, Southern Methodist University
431. Beverly M. Van Note, Temple College
432. Linda Veazey, Midwestern State University
433. Gabriela Vokic, Southern Methodist University
434. Kenneth Walker, University of Texas at San Antonio
435. Hannah Walker, University of Texas at Austin
436. Cara Wallis, Texas A&M University
437. James Warren, University of Texas at Arlington
438. Leslie Waters, The University of Texas at El Paso
439. Wendy Watson, University of North Texas
440. Scott Weedon, Texas Tech University
441. Abbie Weiser, University of Texas at El Paso
442. Mat Wenzel, Texas Christian University
443. Laura Mueller West, Texas A&M University
444. Melissa Wetzel, University of Texas at Austin
445. Chris Whitman, University of Texas at Austin
446. Allison Whitney, Texas Tech University
447. Grant Wiedenfeld, Sam Houston State University
448. Cory Wimberly, University of Texas Rio Grande Valley
449. Jen Wingard, University of Houston
450. Cary D. Wintz, Texas Southern University
451. Joan Wolf, Texas A & M University
452. Anna Wolfe, Texas A&M University
453. Qiao Xu, University of Houston, Victoria
454. Surya B Yadav, Texas Tech University
455. Yiran Yang, university of Texas at Arlington
456. Andria Young, University of Houston, Victoria

457. Elyse Zavar, University of North Texas
458. Jessica Zeller, Texas Christian University