

CAFRT CASE: 2026-01-Luxemburg, Leon

September 23, 2025

Dr. James Hallmark, Acting President
Texas A&M University
1246 TAMU
College Station, TX 77843-1246

Re: Findings and Recommendation of the CAFRT Hearing Panel for Dr. Leon Luxemburg

Dear President Hallmark:

I write to present the findings and recommendations of the members of the Committee on Academic Freedom, Responsibility, and Tenure (CAFRT) Hearing Panel concerning the appeal submitted by **Dr. Leon Luxemburg**, Associate Professor in the Foundational Sciences Department, College of Marine Sciences & Maritime Studies, Texas A&M University at Galveston.

APPEAL

Dr. Luxemburg submitted a letter to President Welsh on **April 28, 2025**, appealing his termination (dismissal for cause) of employment. President Welsh granted his appeal to CAFRT on **May 5, 2025**.

PRE-HEARING CONFERENCE

Pursuant to University Rule 12.01.99.M1, Section 10.3, Dr. Debbie Thomas, Dean of the College of Marine Sciences & Maritime Studies, was officially appointed as President Welsh's CAFRT University Representative. Dr. Thomas McDonald, CAFRT Chair convened a CAFRT Pre-Conference Hearing Panel.

Pursuant to CAFRT Hearing Guidelines, Section 4, the CAFRT Chair conducted a Pre-Hearing Conference on August 27, 2025. Dr. Luxemburg failed to respond to two emails dated, (7/30/25 and 8/15/2025) and did not attend the Pre-Hearing Conference and failed to provide any documents, witness list, or inform the CAFRT Chair and the university representative of being represented by counsel.

Dr. Luxemburg was informed on September 9, 2025, via email from Office of Faculty Affairs that, “your attorney can be present with you; however, only you will be allowed to testify since the deadline for notifying us of legal counsel was August 26, 2025, and no documents or witnesses may be introduced at the hearing as they were not provided to Faculty Affairs by the August 27, 2025, deadline.

At the Pre-Hearing Conference, the university representative provided all documents and lists of witnesses to be presented to the CAFRT Hearing Panel. During the Pre-Conference Hearing the CAFRT Chair reviewed the procedures for the full CAFRT Hearing, including general time allocations with the respect to opening statements, witness testimony, and closing statements.

CAFRT HEARING

The CAFRT Hearing Panel (nine (9) TAMU faculty members) convened hearings on September 10 and September 17, 2025, to consider the appeal of Dr. Leon Luxemburg. Pursuant to University Rule 12.01.99.M1, Section 8.2.3, the burden of proving cause for termination in a CAFRT Hearing “shall rest with the University.” As a reminder, the chair and co-chair are non-voting members and only facilitate the committee discussions.

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CAFRT HEARING PANEL DETERMINATION

The Notice of Termination was sent to Dr. Leon Luxemburg on April 23, 2025. The letter from Dr. Debbie Thomas (Dean of the College of Marine Sciences & Maritime Studies,) stated that the “decision to dismiss you from your employment is based on good cause as per Texas A&M University Rule 12.01.99.M1, *University Statement on Academic Freedom, Responsibility, Tenure, and Promotion*. In particular, your behavior constitutes good cause for dismissal as stated in the following sections of University Rule 12.01.99.M1, specifically sections 6.3.2, 6.3.5, and 6.3.7.

Based on the CAFRT Guidelines (revision date 7-18-2025), the committee considered the question of whether the University’s decision to dismiss Dr. Luxemburg from employment was based on good cause as per Texas A&M University Rule 12.01.99.M1, *University Statement on Academic Freedom, Responsibility, Tenure, and Promotion*. In particular, the university stated that his behavior constituted good cause for dismissal as stated in the following sections of University Rule 12.01.99.M1:

6.3.2 Continuing or repeated failure to perform duties or meet responsibilities to the institution or to students or associates; and

6.3.5 Violation of system policies, system regulations, system academic institution rules, or laws substantially related to performance of faculty duties; and

6.3.7 Unprofessional conduct adversely affecting to a material or substantial degree the performance of duties or the meeting of responsibilities to the institution, or to students or associates, including misconduct or professional misconduct.

The CAFRT panel discussed and voted on each of the three University Policy 12.01.99.M1 allegations separately:

- 1) The first allegation asserted by the University is that Dr. Luxemburg behavior constituted good cause for dismissal based on University Policy “6.3.2 Continuing or repeated failure to perform duties or meet responsibilities to the institution or to students or associates”.

One (1) CAFRT committee member voted in favor that the university did meet the burden of proof, the majority of the CAFRT committee members, eight (8), stated that the university did not prove that Dr. Luxemburg’s dismissal was based on good cause based on the documents provided and testimony of the witnesses during the hearings. Discussions centered on using the phrase "repeated offense". The committee discussed the use of the description “repeated” offenses with respect to the various departmental and college SAP rules.

- 2) The second allegation asserted by the University is that Dr. Luxemburg behavior constituted good cause for dismissal based on University Policy “6.3.5 Violation of system policies, system regulations, system academic institution rules, or laws substantially related to performance of faculty duties.”

Nine (9) CAFRT committee members voted in favor that the university did meet the burden of proof with respect to this specific TAMU policy. During discussions, the committee expressed concern over Dr. Luxemburg's repeated failure to fully participate in the post-tenure review process required by the Department and College, which constituted a clear violation of their policies. Additionally, his violation of

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the mediated agreement with Col. Fossum to engage in the post-tenure review represented a serious breach of both Departmental and College rules.

While the committee noted that Dr. Luxemburg submitted a CV and a minimal statement regarding his teaching, research, and service, this documentation did not meet the standards required by the Department and College. It also did not align with the intentions of the post-tenure review process. Moreover, Dr. Luxemburg's participation came after he missed two deadlines, failed to meet an extension, and did not adhere to the terms of the mediated agreement.

- 3) The third allegation asserted by the University is that Dr. Luxemburg behavior constituted good cause for dismissal based on University Policy "6.3.7 Unprofessional conduct adversely affecting to a material or substantial degree the performance of duties or the meeting of responsibilities to the institution, or to students or associates, including misconduct or professional misconduct".

Eight (8) CAFRT committee members voted in favor that the university met the burden of proof with respect to this TAMU policy. One (1) CAFRT committee member stated that the university did not meet the burden of proof that Dr. Luxemburg's dismissal was based on good cause based on the documents provided and testimony of the witnesses during the hearings with respect to this specific TAMU policy. The committee considered the circumstances surrounding Dr. Luxemburg's international trip with a TAMU laptop. The committee noted that Dr. Luxemburg did not complete the required training in export control and information security, nor did he fully engage in the investigation regarding the missing laptop alongside Departmental and College officials. Additionally, the committee observed that Dr. Luxemburg failed to report his arrest to Departmental or College officials, despite reminders from university officials.

Overall, the CAFRT committee agreed with the University that Dr. Luxemburg's dismissal for cause was justified.

CAFRT COMMITTEE DISCUSSIONS OUTSIDE OF THE CENTRAL CHARGE TO THE COMMITTEE

Per University Rule 12.01.99.M1, Faculty members from the College of Marine Sciences & Maritime Studies were not eligible to serve on this hearing panel. The committee wanted to call attention to shortcomings in the college's practices. During discussions, the committee noted a pattern of repeated noncompliance and unprofessional behavior exhibited by Dr. Luxemburg. They also pointed out that Departmental and College officials did not intervene or address his unprofessional conduct. The committee believed that these officials should have taken action to address Dr. Luxemburg's behavior outside of the post-tenure review process. Furthermore, while the University asserted that Dr. Luxemburg's teaching, research, and service were inadequate, the committee noted that the University did not provide teaching evaluations or performance reviews to support this claim.

Sincerely,



Dr. Thomas McDonald, CAFRT Chair

Date: September 23, 2025