Section 5	Faculty Policies	11/01/95	-Originated
Subject 5.3	Academic Freedom, Rights and Responsibilities	08/07/01	-Reviewed w changes -Reviewed w/o changes
Policy 5.3.1	**System Policy on Faculty and Designated Appointments**	President's Office	-Author

System Policy on Faculty and Designated Appointments

Audience

The information in this document is for use by all employees.

Policy

The Board of Regents, upon the recommendation of the Chancellor, shall elect or appoint, as the case may be, all of the officers, faculty members, and other employees of the System and of the component institutions and agencies of the System, fixing, subject to state and federal laws, the duties, rights, and privileges of each employee or each class or group of employees.

Delegation of Appointment Authority

The Board of Regents' has delegated to the Chancellor, and the Chancellor through the appropriate Executive Vice Chancellor, to the President of UTMB, the authority to appoint employees in certain designated classes or categories.

Appointment Criteria

All appointments shall be made on the basis of merit and shall comply with the provisions of Texas Education Code, Section 51.946 which requires that any agreement with higher education administrators be executed only after a finding that the agreement is in the best interest of UTMB or UT System. Authority to make such findings is delegated to the president or vice president for business and administration and to the Chancellor for employees not covered by Part One, Chapter I, Subdivision 9.293 of the Regents' Rules.

The President shall investigate thoroughly the character, integrity, scholastic attainment, and other qualifications of prospective member of their faculties and staffs before exercising any delegated authority for making appointments.

The President shall not nominate or appoint, nor will the Board approve the appointment of, any person whose qualifications and conduct are not exemplary.

As provided in the Constitution of the State of Texas, Article I, Section 4, and by statute, no religious qualification shall be required for appointment to any office or position connected with the System or UTMB.

There shall be full compliance with statutory provisions requiring notification to employees.

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Appointment Criteria (cont'd)

The institution may require X-rays of the chest and certain other health screenings based on job-specific criteria for applicants to be employed in regular positions. Employees whose duties will require the handling of food or the care of patients must pass a physical examination indicating fitness for the position for which application is made. The examination may be made at the Employee Health Center. Reports of physical examination shall be filed as determined by the President.

Reference

Regents' Rules and Regulations, Part One, Chapter III, Section 1.1