



**Institutional Handbook of Operating Procedures**  
**Policy 05.03.01**

Section: Faculty Policies	Responsible Vice President: Executive Vice President and Provost
Subject: Academic Freedom, Rights, and Responsibilities	Responsible Entity: Council of Deans

**I. Title**

*Faculty and Designated Appointments by the President*

**II. 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 University of Texas System (U.T. System) and of the component institutions and agencies of the U.T. System, fixing, subject to state and federal laws, the duties, rights, and privileges of each employee or each class or group of employees.

**III. 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.

**IV. Appointment Criteria**

All designated appointments shall be made on the basis of merit and shall comply with the provisions of Texas Education Code, Section 51.948 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 U.T. System. Authority to make such findings is delegated to the President and to the Chancellor for employees not covered by *Regents' Rules and Regulations, Series 31001*.

The President shall investigate thoroughly the character, integrity, scholastic attainment, and other qualifications of all prospective members of UTMB faculty and staff 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 U.T. System or UTMB.

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

The institution may require health screenings based on job-specific criteria for applicants to be employed in regular positions. The examination may be made at the Employee Health Center. Reports of physical examination shall be filed as determined by the President.

**V. Relevant Federal and State Statutes**  
[Texas Education Code Section 51.948](#)

**VI. Relevant System Policies and Procedures**  
[Regents' Rules and Regulations, Rule 30102, General Appointment Information.](#)

**VII. Dates Approved or Amended**

<i>Originated: 11/01/1995</i>	
<i>Reviewed with Changes</i>	<i>Reviewed without Changes</i>
05/02/2014	11/05/2018

**VIII. Contact Information**  
Council of Deans  
(409) 747-9083