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Sunday, November 1, 2015

The regular meeting of the Board of Regents was called to order in open session at 1:20 p.m. on Sunday, November 1, 2015, by Chair Scott Coleman.

PRESENT:

Board Members:       Dr. Scott Coleman, Chair
                     Mr. David Alders
                     Mrs. Nelda Blair
                     Ms. Ryan Brown-Moreno, student member
                     Mr. Alton Frailey
                     Mr. Bob Garrett
                     Ms. Brigettee Henderson
                     Mr. Barry Nelson
                     Mr. Ken Schaefer
                     Mr. Ralph Todd

President:            Dr. Baker Pattillo
Vice-Presidents:     Dr. Steve Bullard
                     Dr. Danny Gallant
                     Ms. Jill Still
                     Dr. Steve Westbrook

General Counsel:      Mr. Damon Derrick

Other SFA administrators, staff, and visitors

The president introduced and the board welcomed newly-appointed regents Mrs. Nelda Blair and Mr. Alton Frailey.

Regent Coleman presented each regent with a gift in celebration of the occasion of the 300th meeting of the Board of Regents.

The meeting was recessed for committee meetings.
The Building and Grounds Committee meeting convened at 1:32 p.m. and recessed at 1:50 p.m. The Academic and Student Affairs Committee convened at 1:50 p.m. and adjourned at 2:54 p.m. The Building and Grounds Committee reconvened at 3:10 p.m. and adjourned at 3:19 p.m. The Finance and Audit Committee reconvened at 3:20 p.m. and adjourned at 5:30 p.m. The Strategic Planning Committee convened at 5:30 p.m. and adjourned at 6:30 p.m.

The chair called to order the Committee of the Whole in open session at 6:30 p.m. and immediately called for an executive session to consider the following items:

Deliberations Regarding the Deployment, or Specific Occasions for Implementation, of Security Personnel or Devices. (Texas Government Code, Section 551.076)
- Update from chief information officer
- Texas Administrative Code Section 202 Information Security Audit

Deliberations Regarding the Purchase, Exchange, Lease, Sale or Value of Real Property. (Texas Government Code, Section 551.072)

Deliberations Regarding Negotiated Contracts for Prospective Gifts or Donations (Texas Government Code, Section 551.073)

Consideration of Individual Personnel Matters Relating to Appointment, Employment, Evaluation, Assignment, Duties, Discipline, or Dismissal of an Officer or Employee, including but not limited to Dr. Michael Stroup, the vice presidents and the president (Texas Government Code, Section 551.074)

Consultation with Attorney Regarding Legal Advice or Pending and/or Contemplated Litigation or Settlement Offers, including but not limited to reported complaints and claims; EEOC complaints; Title IX compliance; and Timothy Dugger v. SFASU. (Texas Government Code, Section 551.071)

The executive session ended at 7:30 p.m. The Board of Regents meeting returned to open session at 7:47 p.m. to consider two items from the Finance and Audit Committee.

**Board Order 16-01**
Upon motion by Regent Schaefer, seconded by Regent Todd, with all members voting aye, it was ordered that the following financial affairs item be approved.

**ACKNOWLEDGE RECEIPT OF AUDIT SERVICES REPORT**

**WHEREAS,** the audit services report included a Texas Administrative Code 202 Information Security Audit, a Department of Human Sciences audit, a Student Publications audit, an annual follow-up audit, a risk assessment and an update on the annual audit plan.

**THEREFORE,** the Board of Regents received the audit services report as presented.
Board Order 16-02
Upon motion by Regent Schaefer, seconded by Regent Henderson, with all members voting aye, it was ordered that the following financial affairs item be approved.

APPROVAL OF ANNUAL AUDIT PLAN, AUDIT CHARTER AND REPORT

The Board of Regents approved the annual audit plan as presented and the audit charter in Appendix 1 and reviewed the annual audit report.

At 7:52 p.m. the board meeting was recessed by the chair to Monday, November 2 at 9:00 a.m.
Monday, November 2, 2015

The regular meeting of the Board of Regents was called to order in open session at 9:00 a.m. Monday, November 2, 2015, in the Austin Building Board Room by Chair Scott Coleman.

PRESENT:

Board Members: Dr. Scott Coleman, Chair
Mr. David Alders
Mrs. Nelda Blair
Ms. Ryan Brown-Moreno, student member
Mr. Alton Frailey
Mr. Bob Garrett
Ms. Brigettee Henderson
Mr. Barry Nelson
Mr. Ken Schaefer
Mr. Ralph Todd

President: Dr. Baker Pattillo

Vice-Presidents: Dr. Steve Bullard
Dr. Danny Gallant
Ms. Jill Still
Dr. Steve Westbrook

General Counsel: Mr. Damon Derrick

Other SFA administrators, staff, and visitors

Regent Nelson led the pledge to the flags and Regent Alders provided the invocation.

SWEARING-IN CEREMONY

Vice Chair Ken Schaefer introduced the three newly-appointed regents, Nelda Blair, Scott Coleman and Alton Frailey. They were sworn in by The Honorable Edwin Klein, Judge of the 420th Texas Judicial District.

RECOGNITIONS

Provost Steve Bullard introduced Dr. Wesley Brown, chair of the Geology Department, who recognized members of the East Texas Geological Society. Dr. Bullard then introduced Mrs. Barbara Stump, who presented her book on azaleas, which has been recently published by the SFA Press. Vice President Steve Westbrook recognized Lacey Claver and students from the Traditions Council. Vice President Jill Still introduced April Smith and students who are Phone
Jacks. Ms. Still then introduced Dr. Shirley Luna and Dr. Trey Turner, members of her staff who have received their doctoral degrees. President Pattillo recognized Dr. Danny Gallant, who has recently earned his doctorate.

**APPROVAL OF MINUTES**

**BOARD ORDER 16-03**

Upon motion by Regent Todd, seconded by Regent Schaefer, with all members voting aye, it was ordered that the minutes of the July 27 and 28, 2015 regular meeting and the August 17, 2015 special telephone meeting be approved as presented.

**PERSONNEL**

**BOARD ORDER 16-04**

Upon motion by Regent Alders, seconded by Regent Schaefer, with all members voting aye, it was ordered that the following personnel items be approved.

**FACULTY APPOINTMENTS**

**BUSINESS**

Ashley Hall, M.B.A. (Stephen F. Austin State University), Visiting Lecturer of Business Communication and Legal Studies at an academic year salary of $40,000 for 100 percent time, effective September 1, 2015.

Whitney Sienko, M.P.A. (Stephen F. Austin State University), Visiting Lecturer of Accounting at an academic year salary of $41,000 for 100 percent time, effective September 1, 2015.

**EDUCATION**

Haley Jameson, M.F.A. (Texas Woman’s University), Associate Professor of Kinesiology and Health Science at an academic year salary of $60,000 for 100 percent time, effective September 1, 2015.

Jodi Jordan, M.S. (Stephen F. Austin State University), Clinical Instructor of Human Services at an academic year salary of $55,000 for 100 percent time, effective September 1, 2015.

Jennifer Newquist, Ph.D. (Texas Woman’s University), Assistant Professor of Human Sciences at an academic year salary of $52,000 for 100 percent time, effective September 1, 2015.

Heather Samuelson, M.F.A. (Sam Houston State University), Assistant Professor of Kinesiology and Health Science at an academic year salary of $56,000 for 100 percent time, effective September 1, 2015.
FINE ARTS

Elaine Bezold, M.F.A. (Massachusetts College of Art and Design), Visiting Assistant Professor of Art at an academic year salary of $47,000 for 100 percent time, effective September 1, 2015.

B. Slade Billew, M.F.A. (Virginia Commonwealth University), Visiting Assistant Professor of Theatre at an academic year salary of $47,000 for 100 percent time, effective September 1, 2015.

FORESTRY AND AGRICULTURE

Yuhui Weng, Assistant Professor of Forestry (Ph.D). University of New Brunswick at an academic year salary of $55,000 for 100 percent time effective January 4, 2016.

LIBERAL AND APPLIED ARTS

R. Nicholas Nelson, Ph.D. (University of North Texas), Visiting Assistant Professor of History at an academic year salary of $46,000 for 100 percent time, effective September 1, 2015.

LIBRARY

Spencer Acadia, Ph.D. (University of North Texas), Librarian II at an annual salary of $55,000 for 100 percent time, effective November 2, 2015.

Edward Iglesias, M.S.L.S. (University of Texas), Librarian II at an annual salary of $54,000 for 100 percent time, effective November 16, 2015.

Anjum Najmi, Ph.D. (University of North Texas), Librarian II at an annual salary of $57,000 for 100 percent time effective December 14, 2015.

SCIENCES AND MATHEMATICS

Keli Barrios, M.S.N. (Northwestern State University), Clinical Instructor of Nursing at an academic year salary of $54,500 for 100 percent time, effective September 1, 2015.

Kesha Becnel, M.S.N. (University of Texas at Tyler), Clinical Instructor of Nursing at an academic year salary of $55,000 for 100 percent time, effective September 1, 2015.

Kimberly Deaton, M.S.N. (Texas A&M Corpus Christi), Clinical Instructor of Nursing at an academic year salary of $54,000 for 100 percent time, effective September 1, 2015.

Christopher Ivancic, Ph.D. (Mississippi State University), Assistant Professor of Computer Science at an academic year salary of $82,500 for 100 percent time, effective September 1, 2015.

Hector Ochoa, Ph.D. (University of Texas at El Paso), Assistant Professor of Physics and Astronomy at an academic year salary of $76,973 for 100 percent time, effective January 1, 2016.
Colin Timmons, M.S. (Stephen F. Austin State University), Visiting Lecturer of Physics and Astronomy at an 4.5-month salary of $22,000 for 100 percent time, effective September 1, 2015.

Stephanie Weatherford, M.S. (Stephen F. Austin State University), Visiting Lecturer of Mathematics and Statistics at an academic year salary of $39,000 for 100 percent time, effective September 1, 2015.

STAFF APPOINTMENTS

ADMISSIONS

Lindsay Callaway, Admissions Regional Coordinator, at an annual salary of $45,376 for 100 percent time, effective September 28, 2015.

Monica Gonzalez-Sanchez, Admissions Counselor, at an annual salary of $34,428 for 100 percent time, effective July 13, 2015.

ATHLETICS

Garrett Altier, Athletic Marketing Coordinator, at an annual salary of $36,720 for 100 percent time, effective July 13, 2015.

Brionne Clark, Assistant Coach Men’s Track, at a 10.5-month salary of $28,572 for 100 percent time, effective July 6, 2015.

Sally Higgins, Athletic Teams Coordinator Women’s Basketball, at an annual salary of $31,300 for 100 percent time, effective July 20, 2015.

Charles Hurley, Assistant Director Athletic Media Relations, at an annual salary of $38,110 for 100 percent time, effective September 21, 2015.

Jonathan McLaughlin, Head Coach Tennis, at a 10.5-month salary of $42,000 for 100 percent time, effective August 17, 2015.

Emily Montana, Athletic Trainer, at an annual salary of $43,600 for 100 percent time, effective August 3, 2015.

Brent Odziana, Athletic Strength and Conditioning Assistant, at an annual salary of $34,144 for 100 percent time, effective August 10, 2015.

EDUCATION

Tatron Crane, Early Childhood Lab Teacher, at an annual salary of $31,500 for 100 percent time, effective August 6, 2015.

Nancy Parr, Early Childhood Lab Teacher, at an annual salary of $31,500 for 100 percent time, effective August 10, 2015.
Anita Spadaro, Outreach Gear Up Coordinator, at an annual salary of $45,000 for 100 percent time, effective August 31, 2015.

FINE ARTS

Michael Tubbs, Gallery Preparator, at an annual salary of $44,000 for 100 percent time, effective July 6, 2015.

HEALTH SERVICES

Kristin Reese, Nurse Practitioner, at an annual salary of $84,000 for 100 percent time, effective August 24, 2015.

INFORMATION TECHNICAL SERVICES

Michael Carmical, Programmer/Analyst I, at an annual salary of $37,103 for 100 percent time, effective July 20, 2015.

Julian Fenison, Programmer/Analyst I, at an annual salary of $37,100 for 100 percent time, effective September 8, 2015.

RESIDENCE LIFE

Kafayat Akapo, Hall Director, at an annual salary of $29,735 for 100 percent time, effective August 17, 2015.

Heather Burns, Hall Director, at an annual salary of $29,735 for 100 percent time, effective July 27, 2015.

Reba Carroll, Hall Director, at an annual salary of $29,735 for 100 percent time, effective July 27, 2015.

Kathleen Morris, Hall Director, at an annual salary of $29,735 for 100 percent time, effective August 10, 2015.

Blane Mynatt, Hall Director, at an annual salary of $29,735 for 100 percent time, effective August 26, 2015.

UNIVERSITY MARKETING COMMUNICATIONS

Kasi Dickerson, Senior Marketing Communications Specialist, at an annual salary of $41,300 for 100 percent time, effective August 10, 2015.
CHANGES OF STATUS

ACADEMIC AFFAIRS

Mary Nelle Brunson, from Associate Provost and Dean of the Graduate School at an annual salary of $149,653 for 100 percent time, to Associate Provost and Vice President of Academic Affairs at an annual salary of $154,890 for 100 percent time, effective September 1, 2015.

ATHLETICS

Lindsey Chronister, from Assistant Director Student Engagement at an annual salary of $44,880 for 100 percent time, to Athletic Academic Services Assistant at an annual salary of $38,500 for 100 percent time, effective August 17, 2015.

Joshua Lammert, from Athletic Trainer at an annual salary of $42,300 for 100 percent time, to Athletic Trainer with a change in responsibilities at an annual salary of $47,628 for 100 percent time, effective August 3, 2015.

BUSINESS

Todd Brown, from Associate Professor and Chair of Economics and Finance at an 11-month salary of $137,429 for 100 percent time, to Associate Professor and Interim Associate Dean at an 11-month salary of $137,429 for 100 percent time, with an additional stipend of $1,000 per month for 11 months, effective September 1, 2015.

Matthew Lindsey, from Associate Professor of Management, Marketing and International Business at an academic year salary of $105,953 for 100 percent time, to Associate Professor and Interim Chair of Business Communication and Legal Studies at an academic year salary of $105,953 for 100 percent time, with an additional stipend of $1,000 per month for nine months, effective September 1, 2015.

Treba Marsh, from Professor of Accounting at an academic year salary of $121,406 for 100 percent time, to Professor and Interim Director of the School of Accountancy at an academic year salary of $121,406 for 100 percent time, with an additional stipend of $1,000 per month for nine months, effective September 1, 2015.

Shirley Ann Wilson, from Professor and Chair of Business Communication and Legal Studies at an 11-month salary of $133,365 for 100 percent time, to Professor and Interim Associate Dean at an 11-month salary of $133,365 for 100 percent time, with an additional stipend of $1,000 per month for 11 months, effective September 1, 2015.

CONTROLLER’S OFFICE

Jennie Blough, from Accounts Payable Clerk II at an annual salary of $29,500 for 100 percent time, to Accounts Payable Manager at an annual salary of $55,000 for 100 percent time, effective July 1, 2015.
EDUCATION

Deborah Cady, from Clinical Instructor of Human Services at an academic year salary of $55,188 for 100 percent time, to Clinical Instructor of Human Services with a change in responsibilities at an annual salary of $75,792 for 100 percent time, effective September 1, 2015.

Heather Munro, from Clinical Instructor of Human Services at an annual salary of $68,000 for 100 percent time, to Instructor of Human Services at an academic year salary of $55,000 for 100 percent time, effective September 1, 2015.

Pamela Vaughan, from Instructor of Elementary Education at an academic year salary of $52,504 for 100 percent time, to Assistant Professor of Elementary Education at an academic year salary of $55,079 for 100 percent time, effective September 1, 2015.

FINE ARTS

Lisa Rodrigues, from Assistant to the Dean at an annual salary of $41,272 for 100 percent time, to Academic Advisor at an annual salary of $41,272 for 100 percent time, effective September 23, 2015.

FORESTRY AND AGRICULTURE

John Michael Mehaffey, from Assistant Professor of Agriculture at an academic year salary of $60,476 for 100 percent time, to Assistant Professor of Agriculture with a change in responsibilities at an 11-month salary of $75,000 for 100 percent time, effective September 1, 2015.

INFORMATION TECHNOLOGY SERVICES

Nathan Armer, from Senior Technical Specialist at an annual salary of $45,370 for 100 percent time to Programmer/Analyst II at an annual salary of 45,370 for 100 percent time, effective June 1, 2015.

Tracey Wilbanks, from Student Information Specialist at an annual salary of $29,456 for 100 percent time to Security Access Specialist at an annual salary of $41,817 for 100 percent time, effective October 12, 2015.

LIBERAL AND APPLIED ARTS

Michael Martin, from Associate Professor and Director of Multidisciplinary Studies at an annual salary of $90,610 for 100 percent time to Associate Professor of English for 100 percent time at an academic year salary of $62,000, effective September 1, 2015.

Shanta Scott, from Adjunct Faculty in Social Work at a 5-month salary of $5,000 for 50 percent time to Visiting Clinical Instructor of Social Work at an academic year salary of $40,000 for 100 percent time, effective September 1, 2015.
POST OFFICE

John Yerger, from Director of Printing Services at an annual salary of $52,158 for 100 percent time to Director of Printing Services and Interim Manager of Post Office at an annual salary of $52,158 for 100 percent time with an additional stipend of $500 per month for four months, effective September 1, 2015.

PROCUREMENT SERVICES

Carol Fountain, from Procurement Card Coordinator at an annual salary of $36,800 for 100 percent time to Assistant Director of Procurement Services at an annual salary of $70,300 for 100 percent time, effective June 1, 2015.

Leah Gentry, from Contracting Specialist at an annual salary of $35,631 for 100 percent time to Contracting Specialist with a change in responsibilities at an annual salary of $37,500 for 100 percent time, effective June 1, 2015.

RESIDENCE LIFE

Matthew Daniels, from Hall Director at an annual salary of $29,704 for 100 percent time to Hall Director with a change in job assignment at an annual salary of $29,735 for 100 percent time, effective July 13, 2015.

Brittany Meservey, from Hall Director at an annual salary of $29,704 for 100 percent time to Hall Director with a change in job assignment at an annual salary of $29,735 for 100 percent time, effective July 13, 2015.

Jayde Nelson, from Hall Director at an annual salary of $29,704 for 100 percent time to Hall Director with a change in job assignment at an annual salary of $29,735 for 100 percent time, effective July 13, 2015.

SCIENCE AND MATHEMATICS

Robert Henderson, from Associate Professor of Mathematics and Statistics at an academic year salary of $58,709 for 100 percent time to Associate Professor with additional responsibilities at an academic year salary of $66,000 for 100 percent time, effective September 1, 2015.

Clint Richardson, from Associate Professor of Mathematics and Statistics at an academic year salary of $67,702 for 100 percent time to Associate Professor and Interim Chair at an 11-month salary of $82,747 for 100 percent time with an additional stipend of $905 per month for 11 months, effective September 1, 2015.
UNIVERSITY MARKETING COMMUNICATIONS

Stephanie Ballard, from Marketing Communications Assistant at an annual salary of $34,680 for 100 percent time to Marketing Communications Specialist at an annual salary of $35,500 for 100 percent time, effective June 1, 2015.

Dixon Cartwright, from Senior Media Producer at an annual salary of $50,000 for 100 percent time to Marketing Communications Coordinator at an annual salary of $51,000 for 100 percent time, effective June 1, 2015.

Rachel Clark, from Editorial Coordinator at an annual salary of $37,740 for 100 percent time to Senior Marketing Communications Specialist at an annual salary of $38,500 for 100 percent time, effective June 1, 2015.

Robin Johnson, from Publication Specialist at an annual salary of $42,743 for 100 percent time to Marketing Communications Coordinator at an annual salary of $50,000 for 100 percent time, effective June 1, 2015.

Jason Johnstone, from University Webmaster at an annual salary of $61,642 for 100 percent time to Assistant Director of Marketing Communications for Web Services at an annual salary of $67,320 for 100 percent time, effective June 1, 2015.

Bryan Patton, from Communications Online Specialist at an annual salary of $47,383 for 100 percent time to Marketing Communications Coordinator at an annual salary of $51,000 for 100 percent time, effective June 1, 2015.

PROMOTIONS

The following were granted promotion to Assistant Professor, effective fall 2015:

Leah Kahn, Elementary Education
Carolyn Stufft, Elementary Education

FACULTY LEAVE OF ABSENCE WITHOUT PAY

Faculty leave of absence without pay was approved for Dr. Norjuan Austin for academic year 2015-2016.

RETIREMENTS

The following retirements were accepted:

Kathleen Belanger, Professor of Social Work, effective December 31, 2015, with 19 years of service.

Wade Carter, Librarian IV, effective August 31, 2015, with 25 years of service.
Donald Clasquin, Post Office Manager, effective August 31, 2015, with 11 years of service.

Steve Condon, Athletic Trainer, effective August 2, 2015, with 3 years of service.

Sandra Delgado, Associate Director of Project CTE (Educational Excellence Career and Technical Education grant) in Human Sciences, effective August 31, 2015, with 4 years of service.

Sheila Dyer, Lecturer of Human Services, effective July 31, 2015, with 21 years of service.

Carol Scamman, Librarian IV, effective August 31, 2015, with 33 years of service.

Virginia Walker, Accounts Payable Manager in the Controller’s Office, effective September 30, 2015, with 18 years of service.

**ACADEMIC AND STUDENT AFFAIRS**

**BOARD ORDER 16-05**
Upon motion by Regent Alders, seconded by Regent Todd, with all members voting aye, it was ordered that the following academic and student affairs item be approved.

**NAME CHANGE FOR DEPARTMENT OF ENGLISH IN THE COLLEGE OF LIBERAL AND APPLIED ARTS**

Whereas, the board members considered the following: The College of Liberal and Applied Arts requests a change in name for the Department of English to the Department of English and Creative Writing. The department believes this will better reflect the disciplines within that department.

Therefore, the name change from Department of English to Department of English and Creative Writing was approved.

**BOARD ORDER 16-06**

Upon motion by Regent Alders, seconded by Regent Henderson, with all members voting aye, it was ordered that the following academic and student affairs item be approved.

**ACADEMIC AND STUDENT AFFAIRS POLICY REVISIONS**

The Board of Regents adopted the following policy revisions as presented in Appendix 3:

Authorization for the University President to Suspend Faculty and Staff 11.3
Bookstore Textbook Orders 10.1
Computer and Network Security 14.2
Comprehensive Scholarship Administration (NEW)
Continuing Education 5.3
BOARD ORDER 16-07
Upon motion by Regent Nelson, seconded by Regent Garrett, with all members voting aye, it was ordered that the following item be approved.

AUTHORIZATION TO DEMOLISH UNIVERSITY WOODS APARTMENTS, TODD HALL AND GIBBS HALL FOR STEM BUILDING CONSTRUCTION

WHEREAS, the board members considered the following: One of the stated planning goals of the SFA 2020 Campus Master Plan (CMP) is to reinforce the STEM initiative. In association with that goal, the university has been authorized by the Texas legislature to construct a STEM Building with tuition revenue bond funding. Following that legislative approval, the SFA Board of Regents approved the construction of the STEM Building at a cost of $46,400,000.

The CMP proposed any necessary demolition of University Wood Apartments to construct a Housing Operations Facility. The construction of the Housing Operations Facility was approved by the SFA Board of Regents on July 28, 2015, with the intent to relocate housing operations from Gibbs Hall to the new facility. The CMP further recommended demolition of Todd Hall to construct the new STEM Building. Although the CMP discusses a possible repurpose of Gibbs Hall, the plan also considers the potential demolition of the facility for future development opportunities.

Following an examination of STEM Building site options, the administration has determined that demolitions of University Woods Apartments, Todd Hall, and Gibbs Hall are necessary to
relocate existing housing operations and create the construction and parking site for the new STEM Building.

THEREFORE, authorization was given to demolish the University Woods Apartments, Todd Hall, and Gibbs Hall.

**BOARD ORDER 16-08**
Upon motion by Regent Nelson, seconded by Regent Todd, with all members voting aye, it was ordered that the following item be approved.

**BUILDING AND GROUNDS POLICY REVISIONS**
The Board of Regents adopted the following policy revisions as presented in Appendix 3:

- Campus Facilities for Political Purposes 16.8
- Class Meeting Times 4.12
- Vending 16.35

**BOARD ORDER 16-09**
Upon motion by Regent Nelson, seconded by Regent Todd, with all members voting aye, it was ordered that the following item be approved.

**3034 RAGUET STREET PROPERTY PURCHASE**

WHEREAS, the board members considered the following: The university has an opportunity to purchase real estate located at 3034 Raguet Street. The property is located adjacent to real estate the university currently owns. The source of funds for the real estate and closing costs will be designated funds.

THEREFORE, the purchase of property located at 3034 Raguet Street, Nacogdoches, Texas, was approved. Approval was given to pay necessary closing costs.

**FINANCIAL AFFAIRS**

**BOARD ORDER 16-10**
Upon motion by Regent Schaefer, seconded by Regent Garrett, with all members voting aye, it was ordered that the following financial affairs items be approved.

**GRANT AWARDS**

WHEREAS, board members considered the following: In fiscal year 2015, the university received multi-year grant awards totaling $20,630,322. Of that total, grant awards allocable to fiscal year 2015 were $7,875,832, an increase of $131,849 since the last report.

For fiscal year 2016, the multi-year grant award total is currently $17,806,069. Of this total, grant awards allocable to fiscal year 2016 are currently $6,151,695.
The grant awards result from extensive faculty research and service engagement across many academic disciplines. The grants include direct federal, federal pass through, state and private awards. The grant awards are detailed in Appendix 2.

**THEREFORE,** the additional grant awards allocable to fiscal year 2015 that total $131,849 and grant awards allocable to fiscal year 2016 that total $6,151,695 were approved and ratified.

**APPROVAL OF FINANCIAL AFFAIRS POLICY REVISIONS**

The Board of Regents adopted the following policy revisions as presented in Appendix 3:

- Fraud 2.7
- Private Support Organizations or Donors 3.25
- Property Inventory and Management 17.14

**REPORTS**

The president provided a report to the regents on the following topics:

- Upcoming Dates: November 17 ESPN Marathon SFA basketball game with Northern Iowa; December 12 SFA Gala; December 19 Commencement at 9:30 am and 2:00 p.m. with Dr. John Zerwas, chair of the Higher Education Committee of the Texas House of Representatives, as commencement speaker. The university will be closed December 23 through January 3 for the holidays. The next board meeting will be held on January 25 and 26.
- Dr. Steve Westbrook has been appointed to chair the provost search committee.
- A tobacco policy to reflect the resolutions passed on a tobacco-free campus will be brought to the Board of Regents.
- The president expects to bring a campus carry policy to the board in January or April.
- Marching band will be in the Macy’s Thanksgiving Day parade with several regents in attendance.
- Next year’s fall board meeting will be held on November 6 and 7.

Dr. Karen Embry-Jenlink, faculty senate chair, reported on the following:

- Joint Resolution to Establish SFA as a Tobacco-Free Campus
- Senate Update
- Faculty Accomplishments

Tristian Harris, SGA president, gave a report on the following topics:

- SGA Retreat
- Tobacco Free Campus
- True Lumberjack Challenge
Chair Scott Coleman announced the appointment of the nominating committee for board officers 2016-2017. He appointed Regent Ralph Todd as chair and Regents Bob Garrett and Alton Frailey as members. The committee will report to the board at the January 2016 meeting.

The meeting was adjourned by Chair Coleman at 10:40 a.m.
Purpose

Internal auditing is an independent, objective assurance and consulting activity designed to add value and improve the university’s operations. It helps the university accomplish its objectives by bringing a systematic, disciplined approach to evaluate and improve the effectiveness of risk management, control and governance processes.

The purpose of the Department of Audit Services is to provide the Board of Regents and the President an independent appraisal of the adequacy and the effectiveness of the University's system of internal administrative and accounting controls and the quality of performance when compared with established standards. The primary objective is to assist the Board of Regents, the President and University management in the effective discharge of their responsibilities.

Authority

The Department of Audit Services is an integral part of Stephen F. Austin State University and functions within established policies. The Chief Audit Executive is appointed by the Board of Regents in accordance with the Board of Regents Rules and Regulations. The Chief Audit Executive reports functionally to the Board of Regents and administratively to the President.

The Department of Audit Services will have unrestricted access to all University activities; records, both manual and electronic; property; and personnel relevant to any area being reviewed. Members of the Audit Services’ staff will handle all documents and other information acquired in the course of their duties prudently.

Standards

The Department will operate within the guidelines of the Texas Internal Auditing Act (Article 6252 – 5d., V.A.C.S.), the Institute of Internal Auditors Professional Practices Framework which includes the Definition of Internal Auditing, the Code of Ethics, and the International Standards for the Professional Practice of Internal Auditing as mandatory guidance. In addition, where applicable the Department will follow Generally Accepted Government Auditing Standards.

Principles and Independence

The Department of Audit Services will uphold the principles of integrity, objectivity, confidentiality, and competency. Employees will be independent of the activities or operations they review and free of all operational and management responsibilities that will impair the auditor’s ability to review independently all aspects of the university’s operations.

Responsibility
The Department of Audit Services will fulfill its responsibility to the Board of Regents and the President by:

- developing an audit plan based on a risk analysis which includes consideration of the university’s goals and objectives and the concerns of management and the Board of Regents.
- providing audit coverage that consistently meets the needs and expectations of management and the Board of Regents.
- following up on identified weaknesses, findings and recommendations from previous audit work.
- participating in a program of quality assurance designed to ensure the increasing professionalism of the department and standard of the work performed.
- performing consulting services including advisory and related service activities, the nature and scope of which are agreed upon and which are intended to add value and improve the university’s governance, risk management, and control processes without assuming management responsibility.
- Performing non-audit services such as special projects, policy reviews, facilitation, training, and committee service.

Annually the Chief Audit Executive will submit information on the annual audit plan, work schedule, and staffing plan to the President for his review and to the Board of Regents for their approval. Quarterly the Chief Audit Executive will provide activity reports to the President and the Board of Regents detailing progress against the annual audit plan, audit accomplishments, and highlights of any significant audit findings and recommendations. The Chief Audit Executive will submit reports as required to the State Auditor’s Office, Governor’s Office, Legislative Budget Board and Sunset Advisory Commission.

The scope of audit activities will include all controls, reports and operations of the University. The Department of Audit Services will examine and evaluate:

- The reliability and integrity of financial and operating information and the means used to identify, measure, classify and report information.
- The systems established to ensure compliance with policies, plans, procedures, laws and regulations that could have a significant impact on the University.
- The means of safeguarding assets and verifying their existence.
- The economy and the efficiency with which resources are employed.
- The extent to which the operations and programs of the University are consistent with its objectives and goals.
- The ethics objectives and activities of the University.
- The potential for fraud and the management of fraud risk.
Summary Report – Fiscal Year 2015

<table>
<thead>
<tr>
<th>Amounts allocable to FY15 (detailed in this report)</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Direct Federal</td>
<td>$ 0</td>
</tr>
<tr>
<td>Federal Pass-through</td>
<td>$ 68,056</td>
</tr>
<tr>
<td>State and State Pass-through</td>
<td>$ 39,336</td>
</tr>
<tr>
<td>Private and Local Government</td>
<td>$ 24,457</td>
</tr>
<tr>
<td><strong>TOTAL</strong></td>
<td><strong>$ 131,849</strong></td>
</tr>
</tbody>
</table>

Cumulative amount allocable to FY15

<table>
<thead>
<tr>
<th>New awards (detailed in this report, all project years)</th>
<th>$ 215,508</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cumulative award total, all project years</td>
<td>$ 20,630,322</td>
</tr>
</tbody>
</table>

New, Additional, or Previously Unreported Awards for FY 2015

**Federal Pass-through**

**Title:** *Pilot-scale Implementation of North American Bat Monitoring Program in Texas*

**Sponsor:** Texas Parks and Wildlife (FWS – US Department of the Interior)

<table>
<thead>
<tr>
<th>Award Term:</th>
<th>July 30, 2015 – August 31, 2016</th>
</tr>
</thead>
<tbody>
<tr>
<td>PI/PD:</td>
<td>Dr. Christopher Comer, Forestry</td>
</tr>
<tr>
<td><strong>Total Award:</strong></td>
<td>$40,052</td>
</tr>
</tbody>
</table>

**Amount Allocable to FY 2015:** $28,572

*This project will pilot test protocols used for the North American Bat Monitoring project in East Texas counties in order to monitor the effect of emerging threats on bat populations.*

**Title:** *Onsite Examination of Family and Community Resource Centers*

**Sponsor:** University of Iowa (Dept. of Health and Human Services -HRSA)

<table>
<thead>
<tr>
<th>Award Term:</th>
<th>April 15, 2015 – June 30, 2015</th>
</tr>
</thead>
<tbody>
<tr>
<td>PI/PD:</td>
<td>Dr. Kathleen Belanger, School of Social Work</td>
</tr>
<tr>
<td><strong>Total Award:</strong></td>
<td>$10,000</td>
</tr>
</tbody>
</table>

**Amount Allocable to FY 2015:** $10,000

*This subaward agreement provides funds to examine model family resource centers in school districts in Kentucky through on-site visits and interviews, and to analyze data that will contribute to articles and a policy brief.*

New awards or additional funds added to a current award

1For purposes of this report, the term grant refers to awards in the form of grants, contracts, and other types of agreements from external sponsors. It does not include non-grant scholarships or gifts. Prepared by the Office of Research & Sponsored Programs.
Previously Described Awards

**Visually Impaired Preparation (VIP) Program**  
(Award # TSVBI/SFA, CFDA 84.027)  
Award Total: $552,000  
Additional Amount allocable to FY 2015: *$25,000

**Interlibrary Loan Reimbursement Program**  
(Award # LS-00-14-0044-14, CFDA 45.310)  
Award Total: $16,362  
Amount allocable to FY 2015: *$4,484

Subtotal Current Year Awards (this report) = $68,056
Subtotal New Federal Pass-through Awards (total award) = $79,536

State and State Pass-through Awards

Previously Described Awards

**Disability Services – Reader Services**  
Award Total: $120,076  
Additional Amount allocable to FY 2015: *$34,336

**Disability Services - Telephone Reimbursement**  
Award Total: $10,000  
Amount allocable to FY 2015: *$5,000

Subtotal Current Year Awards (this report) = $39,336
Subtotal New State and State Pass-through Awards (total award) = $39,336

Private Entity and Local Government Awards

**Title:**  
*Evaluating the Suitability of a Reforestation Growth-Medium Prepared by Tractor-Pulled Scraper Pans at an East Texas Lignite Surface Mine*

**Sponsor:**  
Luminant Environmental Research Program

**Award Term:**  
June 1, 2015 – May 31, 2017

**PIs/PDs:**  
Dr. Hans Williams and Dr. Jeremy Stovall, Forestry

**Total Award:**  
$66,081  
Amount Allocable to FY 2015: $8,188

Funds are provided for a graduate student to evaluate chemical and physical properties of soils at separate reclaimed mining sites.

**Title:**  
*Interpretive Study on Facilitated Dialogue & Inclusion at Grand Teton National Park*

**Sponsor:**  
Grand Teton Association

**Award Term:**  
May 21, 2015 – December 31, 2016

**PI/PD:**  
Dr. Pat Stephens-Williams, Forestry

**Total Award:**  
$25,000  
Amount Allocable to FY 2015: $10,714

This project will study dialogue techniques related to interpretive programming at the Grand Teton National Park and determine visitor expectations for such programming.

*New awards or additional funds added to a current award

*For purposes of this report, the term grant refers to awards in the form of grants, contracts, and other types of agreements from external sponsors. It does not include non-grant scholarships or gifts. Prepared by the Office of Research & Sponsored Programs.
Title: *School Psychology (Division 16) Pre-Doctoral Internship Grant for Accreditation*
Sponsor: American Psychological Association
Award Term: July 1, 2015 – June 30, 2016
PI/PD: Dr. Robbie Steward, Department of Human Services
Total Award: $2,000  **Amount Allocable to FY 2015:** $2,000

Funds are provided to support pursuit of accreditation for the Pre-Doctoral School Psychology Internship Program at SFA in partnership with the SFA Charter School.

Title: *Careers, Crossing, and Casual Dining*
Sponsor: All Blind Children of Texas
Award Term: May 27, 2015 – August 31, 2015
PI/PD: Dr. Michael Munro, Department of Human Services
Total Award: $1,000  **Amount Allocable to FY 2015:** $1,000

Funds provided by this award support an opportunity for children with visual impairments from local and regional school districts to develop independent living skills at a dining event.

Previously Described Awards

*Pine Plantations on Reclaimed Minelands: Site Index, Allometry, and Carbon Sequestration in Woody Biomass*
Award Total: $129,468  Additional Amount allocable to FY 2015: *$2,555

*Subtotal Current Year Awards (this report) = $24,457*
*Subtotal New Private and Local Awards (total award) = $96,636*
Fiscal Year 2016 – as of October 9, 2015

Amounts allocable to FY16 (detailed in this report)

<table>
<thead>
<tr>
<th>Source</th>
<th>Amount</th>
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<tbody>
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<td>Direct Federal</td>
<td>$2,795,297</td>
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<tr>
<td>Federal Pass-through</td>
<td>$848,533</td>
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<tr>
<td>State and State Pass-through</td>
<td>$2,141,187</td>
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<tr>
<td>Private and Local Government</td>
<td>$366,678</td>
</tr>
<tr>
<td><strong>TOTAL</strong></td>
<td>$6,151,695</td>
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</tbody>
</table>

Cumulative amount allocable to FY16 $6,151,695

New awards (detailed in this report, all project years) $1,781,922

Cumulative award total, all project years $17,806,069

**Direct Federal**

**Title:** *Science & Mathematics Attraction, Retention & Training for Texas (SMART Texas)*

**Sponsor:** National Science Foundation
Award # 1458520, CFDA 47,076

**Award Term:** September 15, 2015 – August 31, 2020

**PIs/PDs:** Dr. Keith Hubbard, Department of Mathematics and Statistics, and Dr. Jennifer Gumm, Department of Biology

**Total Award:** $623,764  **Amount Allocable to FY 2016:** $68,325

This five-year research project will recruit and study student cohorts to increase retention rates and improve student success in STEM fields, specifically biology and mathematics.

**Title:** *Digital Media Interpretation Development*

**Sponsor:** U.S. Department of the Interior, NPS
Award # P15AC00960 (P12AC51051), CFDA 15.945

**Award Term:** September 15, 2015 – October 31, 2018

**PI/PD:** Dr. Pat Stephens-Williams, Forestry

**Total Award:** $21,500  **Amount Allocable to FY 2016:** $21,500

This project will develop digital products intended to increase awareness in support of national trails, culture, and heritage.

**Title:** *SFA Native Plant Restoration Project*

**Sponsor:** U.S. Department of Agriculture, USFS
Award # 15-PA-11081300-026 (13-PA-11081300-006), CFDA 10.652

**Award Term:** June 16, 2015 – March 21, 2018

**PI/PD:** Dr. Brian Oswald, Forestry

**Total Award:** $12,824  **Amount Allocable to FY 2016:** $12,824

*New awards or additional funds added to a current award

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This project will establish a dependable seed source of native Texas species that can be used for restoration projects on the National Forests in Texas and on other approved conservation lands.

**Title:** *Texas Archeological Society Field School, Archeological Survey, and Site Evaluations*

**Sponsor:** U.S. Department of Agriculture, USFS  
Award # 15-PA-11081300-043 (15-PA-11081300-032), CFDA 10.652

**Award Term:** August 19, 2015 – July 1, 2020

**PI/PD:** Dr. Robert (Zac) Selden, Center for Regional Heritage Research, College of Liberal & Applied Arts

**Total Award:** $12,024  
**Amount Allocable to FY 2016:** $6,012

This project will provide cultural resource management services, such as archeological surveys, evaluations, and excavations, as well as provide oversight of the Texas Archeological Society annual field school.

**Title:** *Center for Regional Heritage Research Collections Processing*

**Sponsor:** U.S. Department of Agriculture, USFS  
Award # 15-PA-11081300-033 (15-PA-11081300-032), CFDA 10.652

**Award Term:** August 19, 2015 – July 1, 2020

**PI/PD:** Dr. Robert (Zac) Selden, Center for Regional Heritage Research, College of Liberal and Applied Arts

**Total Award:** $9,993  
**Amount Allocable to FY 2016:** $4,996

This project will assist with proper collection management of artifacts, soil samples, and geological or ecological materials using approved procedures and techniques.

Previously detailed awards:

**Gaining Early Awareness & Readiness for Undergraduate Programs for Success (GEAR UP)**

**Award Total:** $7,445,050  
**Amount allocable to FY 2016:** $1,184,720

**Research Study to Assess the Impact of Professional Development on English Language Learners (Project CONFIAZNA)**

**Award Total:** $1,988,947  
**Amount allocable to FY 2016:** $400,000

**McIntire-Stennis Cooperative Forestry Research Program**

**Award Total:** $493,212  
**Amount allocable to FY 2016:** $404,755

**Talented Teachers in Training for Texas (T4)**

**Award Total:** $1,449,996  
**Amount allocable to FY 2016:** $333,743

**Certified Orientation and Mobility Instructor Training (COMIT)**

**Award Total:** $750,000  
**Amount allocable to FY 2016:** $150,000

*New awards or additional funds added to a current award*

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Compaction and Seedling Growth and Survival on Reclaimed Mines in the Western Gulf
Award Total: $149,939  Amount allocable to FY 2016: $31,307

National Visitor Use Monitoring (NVUM) Research – Kisatchie National Forest
Award Total: $96,000  Amount allocable to FY 2016: $73,647

Big Thicket National Preserve Archaeological Inventory
Award Total: $94,572  Amount allocable to FY 2016: $38,914

Monitoring Soft Mast Production in Pine Woodland Restoration Areas on the Ouachita National Forest
Award Total: $60,298  Amount allocable to FY 2016: $30,399

Evaluate the Use and Effectiveness of Park Media for Visitors (Yellowstone National Park)
Award Total: $24,426  Amount allocable to FY 2016: $20,937

Sharing Knowledge and Perspectives Gained through Time: Partnering to Develop Indigenous Interpretive Curriculum and Strengthen Indigenous Interpretive Programming
Award Total: $71,435  Amount allocable to FY 2016: $10,718

Prescribed Fire Monitoring
Award Total: $7,500  Amount allocable to FY 2016: $2,500

Subtotal Federal Amounts Allocable to FY 2016 = $2,795,297
Subtotal New Federal Awards = $703,905

Federal Pass-through

Title: Visually Impaired Preparation (VIP) Program
Sponsor: Texas School for the Blind & Visually Impaired (U.S. Dept. of Education)
Award # TSBVI/SFA, CFDA 84.027
Award Term: September 1, 2015 – August 31, 2016
PI/PD: Michael Munro, Department of Human Services
Total Award: $602,000  Amount Allocable to FY 2016: $602,000

Funds are provided to support the preparation of professionals taking classes that will lead to an endorsement in Visual Impairment or certification in Orientation and Mobility by the Academy for Certification of Vision Rehabilitation and Education Professionals.

*New awards or additional funds added to a current award
¹For purposes of this report, the term grant refers to awards in the form of grants, contracts, and other types of agreements from external sponsors. It does not include non-grant scholarships or gifts. Prepared by the Office of Research & Sponsored Programs.
Title: *State Leadership Educational Excellence for CTE in Education & Training, Hospitality and Tourism, and Human Services*

Sponsor: Texas Education Agency (U.S. Dept. of Education)
Award # 164200177110001 (V048A150043), CFDA 84.048

Award Term: September 1, 2015 – August 31, 2016
PI/PD: Dr. Lynda Martin, School of Human Sciences

Total Award: $60,000  
Amount Allocable to FY 2016: $60,000

This grant provides continued funding to help independent school districts implement rigorous TEKS curriculum standards and for professional development to improve teacher effectiveness.

Title: *Special Education Consolidated Grant (IDEA-B)*

Sponsor: Texas Education Agency (U.S. Dept. of Education)
Award # 166600011748016600 (H027A150008), CFDA 84.027

Award Term: August 4, 2015 – September 30, 2016
PI/PD: Lysa Hagan, SFA Charter School, Department of Elementary Education

Total Award: $25,905  
Amount Allocable to FY 2016: $25,905

This grant provides continued funding to support special education services for Charter School students.

Title: *NAO National Training Center – HPV Immunization Project*

Sponsor: National AHEC Organization (U.S. Dept. Health and Human Services) (1HP23IP000960-01), CFDA 93.733

Award Term: May 4, 2015 – September 29, 2015
PI/PD: Mark Scott, Texas AHEC East, Piney Woods Region, College of Sciences and Mathematics

Total Award: $16,000  
Amount allocable to FY 2016: $16,000

This grant provides for training events targeting 150 health care professionals.

Previously detailed awards with modifications:

**Spatially Explicit Model of Black Bear Natural Recolonization of East Texas**

Award Total: $175,568  
Amount allocable to FY 2016: $99,571

**Identifying Habitat Features Supporting Eastern Wild Turkey Populations in Texas**

Award Total: $400,518  
Amount allocable to FY 2016: $26,288

**Assessing Dynamics of Introgression and Behavioral Mechanisms of Hybridization between Invasive Cyprinodon variegatus and the Endemic Cyprinodon rubrofluviatilis**

Award Total: $37,538  
Amount allocable to FY 2016: $18,769

Subtotal Federal Pass-through Amounts Allocable to FY 2016 = $848,533

Subtotal New Federal Pass-through Awards = $678,000

*New awards or additional funds added to a current award

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State and State Pass-through Awards

Title: *Texas AHEC East, Piney Woods Region (State Portion)*
Sponsor: University of Texas Medical Branch - Galveston
Award Term: September 1, 2015 – August 31, 2016
PI/PD: Mark Scott, AHEC East, Piney Woods Region, College of Sciences and Mathematics
Total Award: $110,000  
Amount allocable to FY 2016: $110,000
The purpose of the award is to continue to build and maintain the community-based, regional organization in east Texas that is tied to a statewide network of Area Health Education Centers (AHEC) to promote health careers and to build healthy communities.

Title: *Control of Giant Salvinia molesta with an Endocide*
Sponsor: Texas Parks and Wildlife Department
Award Term: August 13, 2015 – December 31, 2016
PI/PD: Dr. Shiyou Li, National Center for Pharmaceutical Crops, College of Forestry and Agriculture
Total Award: $80,000  
Amount allocable to FY 2016: $64,000
This grant provides funds to assist in the collection and extraction of substances from giant salvinia for the purpose of aiding in its control.

Title: *Characterization of Karst and Geology along RM625, Culberson County, TX*
Sponsor: The University of Texas – El Paso (Texas Department of Transportation)
Award Term: August 15, 2015 – August 31, 2016
PI/PD: Dr. Kevin Stafford, Department of Geology
Total Award: $61,397  
Amount allocable to FY 2016: $61,397
This subaward provides funds to provide a characterization of a karst formation associated with RM 662 to determine the potential for road failure.

Previously detailed awards with modifications:

*SFA Charter School (ADA, non-grant)*
Award Total: $1,812,968  
Amount allocable to FY 2016: $1,812,968

*Disability Services – Reader Services*
Award Total: $154,412  
Amount allocable to FY 2016: $16,000

*Using Virtual Simulation to Replace and Enhance Selected Pediatric Experiences in the Second and Third Semesters of a BSN Program*
Award Total: $120,019  
Amount allocable to FY 2016: $52,219

*Pilot-scale Implementation of North American Bat Monitoring Program in Texas*
Award Total: $40,052  
Amount allocable to FY 2016: $11,480

*New awards or additional funds added to a current award

¹For purposes of this report, the term grant refers to awards in the form of grants, contracts, and other types of agreements from external sponsors. It does not include non-grant scholarships or gifts. Prepared by the Office of Research & Sponsored Programs.
Joint Admission Medical Program (JAMP)

Total Award: $13,123  
Amount allocable to FY 2016: $13,123

Subtotal State and State Pass-through Amounts Allocable to FY 2016 = $2,141,187
Subtotal New State and State Pass-through Awards = $264,520

Private Entity and Local Government Awards

Title: *Herbaceous Perennial Species Trial Garden at Stephen F. Austin State University*
Sponsor: Fred C. Gloeckner Foundation
Award Term: September 1, 2015 – August 31, 2016
PI/PD: Dr. Jared Barnes, Department of Agriculture
Total Award: $11,842  
Amount allocable to FY 2016: $11,842

The purpose of this grant is to fund a trial garden for tender perennials and ornamental edibles and to evaluate elephant ear cultivars.

Title: *Outdoor Nation Campus Challenge (SFA Foundation award)*
Sponsor: Outdoor Nation
Award Term: June 30, 2015 – October 31, 2015
PI/PD: Mr. Steven Whitman, Campus Recreation
Total Award: $1,000  
Amount allocable to FY 2016: $1,000

The purpose of this grant is to assist with planning, preparation, and participation in the 2015 Outdoor Nation Campus Challenge.

Title: *National Association of Math Circles Mentorship Program*
Sponsor: National Association of Math Circles
Award Term: July 24, 2015 – May 31, 2016
PI/PD: Dr. Jane Long, Department of Mathematics and Statistics
Total Award: $550  
Amount Allocable to FY 2016: $550

The purpose of this grant is to fund a one-year mentorship and partnership program to support Novice Math Circles.

Previously detailed awards:

Finding, Evaluating, and Promoting Salt- and Hurricane-tolerant Plants for Galveston, Island, Texas (SFA Foundation award)

Award Total: $251,969  
Amount allocable to FY 2016: $83,990

Gilbert I. “Buddy” Low Scholarship Program

Award Total: $120,000  
Amount allocable to FY 2016: $120,000

*New awards or additional funds added to a current award

†For purposes of this report, the term grant refers to awards in the form of grants, contracts, and other types of agreements from external sponsors. It does not include non-grant scholarships or gifts. Prepared by the Office of Research & Sponsored Programs.
Mr. Developing a Management Tool to Assist Companies in the Promotion of Harvesting Regimes and the Selection of Properties that Promote the Conservation of Biodiversity
Award Total: $70,268  
Amount allocable to FY 2016: $33,922

Tallow Control on the Greens Bayou Wetlands Mitigation Bank
Award Total: $60,000  
Amount allocable to FY 2016: $30,000

Avian Diversity of Early-to Mid-rotation Eucalyptus benthamii Plantations in LA and TX
Award Total: $82,924  
Amount allocable to FY 2016: $25,733

Evaluating the Suitability of a Reforestation Growth-Medium Prepared by Tractor-Pulled Scraper Pans at an East Texas Lignite Surface Mine
Award Total: $66,081  
Amount allocable to FY 2016: $24,565

Interpretive Study on Facilitated Dialogue and Inclusion at Grand Teton National Park
Award Total: $25,000  
Amount allocable to FY 2016: $14,286

Guest Speakers, Undergraduate Research, and Reading Group
Award Total: $40,000  
Amount allocable to FY 2016: $8,500

Field Trials of Giant Salvinia Extracts as an Endocide to Control Giant Salvinia near Lake Claiborne, LA
Award Total: $20,533  
Amount allocable to FY 2016: $4,899

Jefferson, Texas Paddle Fish Restoration Evaluation
Award Total: $8,782  
Amount allocable to FY 2016: $4,391

Economics Reading Group
Award Total: $26,140  
Amount allocable to FY 2016: $3,000

Subtotal Private Amounts Allocable to FY 2016 = $366,678  
Subtotal New Private and Local Awards = $133,392

Note: Amounts are based on award notices as they are received from the funding entity, not on expenditures or balances in funds/accounts. To reflect the approximate availability of funds in a given fiscal year, some current year awards are estimates based on the total amount awarded spread over the award period.

*New awards or additional funds added to a current award
1For purposes of this report, the term grant refers to awards in the form of grants, contracts, and other types of agreements from external sponsors. It does not include non-grant scholarships or gifts. Prepared by the Office of Research & Sponsored Programs.
<table>
<thead>
<tr>
<th>Policy Name</th>
<th>Policy Number</th>
<th>BOR Cte</th>
<th>Action/Change</th>
<th>Page</th>
</tr>
</thead>
<tbody>
<tr>
<td>Authorization for the University President to Suspend Faculty and Staff</td>
<td>11.3</td>
<td>ASA</td>
<td>Reviewed with no changes.</td>
<td>P-4</td>
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<tr>
<td>Bookstore Textbook Orders</td>
<td>10.1</td>
<td>ASA</td>
<td>Policy title changed. Defined basis for timeline.</td>
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<tr>
<td>Campus Facilities for Political Purposes</td>
<td>16.8</td>
<td>B&amp;G</td>
<td>Reviewed with no changes.</td>
<td>P-9</td>
</tr>
<tr>
<td>Class Meeting Times</td>
<td>4.12</td>
<td>B&amp;G</td>
<td>Addition of non-lecture classes. Expansion of daytime hours. Approval process for variations.</td>
<td>P-11</td>
</tr>
<tr>
<td>Comprehensive Scholarship Administration</td>
<td>3.31</td>
<td>ASA</td>
<td>New policy. Replaces Scholarship Disbursement (6.17)</td>
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<tr>
<td>Computer and Network Security</td>
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<td>ASA</td>
<td>New guidelines for training.</td>
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<td>5.3</td>
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<td>Retention records responsibilities and timelines added.</td>
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<td>Faculty Workload</td>
<td>7.13</td>
<td>ASA</td>
<td>Clarified workload calculation and compensation determination.</td>
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<td>Final Examination Scheduling</td>
<td>7.14</td>
<td>ASA</td>
<td>Classes must be held during finals week; exceptions process added.</td>
<td>P-32</td>
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<tr>
<td>Food Services</td>
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<td>ASA</td>
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<td>P-34</td>
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<td>Fraud</td>
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<td>Title updates and minor wording changes.</td>
<td>P-36</td>
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<td>Meeting and Conducting Classes</td>
<td>7.18</td>
<td>ASA</td>
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<tr>
<td>Misconduct in Scholarly or Creative Activities</td>
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<td>Clarified corrective actions for violations.</td>
<td>P-45</td>
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<td>Notary Public</td>
<td>2.8</td>
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<td>Reviewed with no changes.</td>
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<td>Organized Work Stoppage</td>
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<td>ASA</td>
<td>Reviewed with no changes.</td>
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<td>Reviewed with no changes.</td>
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<td>17.14</td>
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<tr>
<td>Sick Leave</td>
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<td>P-83</td>
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POLICY REQUEST FORM

Policy Name: Authorization for the University President to Suspend Faculty and Staff
Policy Number: 11.30

Is this policy new, being reviewed/revised, or deleted? Review/Revise

Date of last revision, if applicable: 10/22/2012

Unit(s) Responsible for Policy Implementation: President

Purpose of Policy (what does it do): Authorizes the president to suspend faculty/staff without prior notice or hearing under defined circumstances.

Reason for the addition, revision, or deletion (check all that apply):

- [x] Scheduled Review
- [ ] Change in law
- [ ] Response to audit finding
- [ ] Other, please explain:

Please complete the appropriate section:

Specific rationale for new policy:

Specific rationale for each substantive revision: Policy modified to more accurately reflect the authority of the president after consideration of other university policies and current law.

Specific rationale for deletion of policy:

Additional Comments:
Authorization for the University President to Suspend Faculty and Staff

**Original Implementation:** April 27, 1970  
**Last Revision:** October 22, 2012

Without prior notice or hearing, the president of the university may suspend *with or without pay* and immediately remove from the university, or assign to other duties with pay, any employee who:

1. poses a continuing danger to persons or property;
2. disrupts the orderly operation of the university;
3. endangers the education of students;
4. has been convicted by a trial court of any felony or a crime of moral turpitude.

The president shall immediately notify the general counsel of such action. In such cases the president will set a hearing before the appropriate administrator or committee on the employee's case as soon thereafter as is practical unless otherwise waived by the employee.

**Cross Reference:** Board of Regents Rules and Regulations

**Responsible for Implementation:** President

**Contact for Revision:** President

**Forms:** None

**Board Committee Assignment:** Academic and Student Affairs
POLICY REQUEST FORM

Policy Name: Bookstore Textbook Orders
10.10

Is this policy new, being reviewed/revised, or deleted?  Review/Revise

Date of last revision, if applicable: 10/1/2012

Unit(s) Responsible for Policy Implementation: University Affairs


Reason for the addition, revision, or deletion (check all that apply):
- [ ] Scheduled Review
- [ ] Change in law
- [ ] Response to audit finding
- [ ] Other, please explain:

Please complete the appropriate section:

Specific rationale for new policy:

Specific rationale for each substantive revision: Defines basis for timeframe included

Specific rationale for deletion of policy:

Additional Comments:
The purpose of this policy is to increase the availability of affordable course materials by decreasing costs to students and enhancing transparency and disclosure with respect to the selection, purchase, sale, and use of course materials. Timely adoption of course textbooks and other relevant materials enables the university’s contracted bookstore (bookstore) to secure adopted items at more favorable prices as well as meets the institution’s requirements under the Higher Education Opportunity Act (HEOA).

Prior to the publishing of the course schedule for each semester, the textbook manager in the Barnes and Noble University Bookstore sends each academic department chair the materials and support needed to facilitate timely adoption of textbooks and course materials. Every semester the textbook information forms, instructions for completion, and a list of adopted books with new editions in print. Required textbooks are selected and optional books are recommended by each department chair for the following semester. Approximate due dates for departmental adoptions selections to be returned to the university bookstore are listed below:.

1. Fall semester - March 1
2. Spring semester - October 10
3. Summer semesters - March 1

As the HEOA requires that required textbooks and other course materials be included with the course schedule when it is made available to students, the actual adoption due dates may be different from those shown.

Following internal checks of textbook inventories, buy-back quantities, and quantities sold in previous semesters, the bookstore places purchase orders with publishers. If problems arise during the purchasing process, the bookstore notifies the appropriate department chair and if necessary, new textbook selections are made.

Cross Reference: None 20 U.S.C. § 1015b

Responsible for Implementation: Vice President for University Affairs

Contact for Revision: Director of Student Services/Director of Student Center

Forms: None
**Board Committee Assignment:** Academic and Student Affairs
POLICY REQUEST FORM

Policy Name: Campus Facilities for Political Purposes  
Policy Number: 16.80

Is this policy new, being reviewed/revised, or deleted?  Review/Revise

Date of last revision, if applicable: 10/22/2012

Unit(s) Responsible for Policy Implementation: President

Purpose of Policy (what does it do): Specifies when a university facility may be used for political purposes; governs use of influence of political opinions

Reason for the addition, revision, or deletion (check all that apply):
- ✔ Scheduled Review  
- □ Change in law  
- □ Response to audit finding  
- □ Other, please explain:

Please complete the appropriate section:

Specific rationale for new policy:

Specific rationale for each substantive revision: Reviewed with no changes recommended.

Specific rationale for deletion of policy:

Additional Comments:

No change.


**Campus Facilities for Political Purposes**

**Original Implementation:** April 27, 1970  
**Last Revision:** October 22, 2012

While the use of the facilities of the university for partisan political assemblies and meetings is not normally encouraged, the faculty and administration, as members of a learned and honorable profession, may properly exercise their acknowledged individual rights and obligations of citizenship free of university discipline or censorship.

Individual political candidates and their election organizations are not permitted to reserve a university facility for campaign activities. However, if a candidate is invited by a university group, then he/she may appear in the facility, provided that the group extending the invitation is responsible for reserving the facility and meeting the costs related to the event.

No member of the Board of Regents shall undertake to influence the political opinions of personnel subject to the board’s jurisdiction, but such personnel are requested to exercise their individual rights or citizenship or academic freedom in a responsible manner reasonably calculated not to identify or associate with the university.

A university employee may not use his/her official authority or influence to coerce the political action of a person or body.

**Cross Reference:** Board of Regents Rules and Regulations; Tex. Gov’t Code § 556.004

**Responsible for Implementation:** President

**Contact for Revision:** President

**Forms:** None

**Board Committee Assignment:** Building and Grounds
POLICY REQUEST FORM

Policy Name: Class Meeting Times  Policy Number: 4.12

Is this policy new, being reviewed/revised, or deleted?  Review/Revise

Date of last revision, if applicable: 7/29/2014

Unit(s) Responsible for Policy Implementation: Provost & VP for AA

Purpose of Policy (what does it do): Establishes the standardized start times for course offerings

Reason for the addition, revision, or deletion (check all that apply):

☐ Scheduled Review  ☐ Change in law  ☑ Response to audit finding

☐ Other, please explain:

Please complete the appropriate section:

Specific rationale for new policy:

Specific rationale for each substantive revision: This policy establishes the standardization of scheduling classes for fall and spring terms and provides the mechanism for exceptions to the policy.

Specific rationale for deletion of policy:

Additional Comments:
Class Meeting Times

**Original Implementation:** Unpublished

**Last Revision:** None November 2, 2015

This policy governs class scheduling for all academic sessions. Standard scheduling times for classes (course sections) provide students with maximum scheduling flexibility, allow academic units to meet unique needs, and efficiently utilize instructional space. Courses exempt from standard class meeting times are: (1) specialized programs (e.g., non-university credit training sessions, workshops, conference courses, certificate programs, grant-related courses, and off-campus courses) that do not conflict with the use of campus space; (2) distance learning courses; and (3) graduate classes that begin at 4:00 p.m. or later (i.e., 500 and 600-level courses) that do not need access to classroom or class laboratory space; and upper level (i.e., 300 and 400-level) non-lecture classes, such as laboratory, field based, clinical, student teaching, studio, and performance classes that meet one or more days per week for extended periods of time.

**Fall and Spring Terms:** Day classes (course sections starting between 7:00 a.m. and 3:30 p.m.) offered on the main campus of Stephen F. Austin State University (SFA) on a Monday, Wednesday, and/or Friday schedule must abide by the following guidelines:

- Lecture classes that have start times between 8:00 a.m. and 12:00 noon (inclusive) begin on the hour and have a 50-minute maximum meeting time each day.

- Lecture classes that run for more than 50 minutes cannot begin before 1:00 p.m.

- 100 and 200-level non-lecture classes (such as laboratory, studio, and performance classes) that meet one or more days per week for extended periods of time must start on the hour and no single section class of this type can have a start time before 1:00 p.m.

Classes offered on Tuesday and/or Thursday schedule must abide by the following guidelines:

- Lecture classes begin at 8:00 a.m., 9:30 a.m., or 11:00 a.m. and have a 75-minute maximum meeting time each day.

- Lecture classes that run for more than 75 minutes cannot begin before 12:30 p.m.

- Non-lecture classes (such as laboratory, studio, and performance classes) that meet one or more days per week for extended periods of time must start at 12:30 p.m., 2:00 p.m. or 3:30 p.m. No single section class of this type can have a start time before 12:30 p.m.

Non-lecture block classes (such as field based, clinical, and student teaching classes) may be exceptions to this policy.

Evening classes offered on the main campus of SFA start at or after 4:00 p.m. Academic units should coordinate the scheduling of night evening classes to allow students to take two classes on the same night.
Three-hour lecture classes that meet one night per week are scheduled at 4:00 p.m. - 6:30 p.m. and/or 6:45 p.m. - 9:15 p.m.

One and two-hour lecture classes that meet one night per week cannot overlap with class sessions in Table 1.

Non-lecture night evening classes (such as laboratory, studio, and performance classes) may be exceptions to this policy.

Classes meeting at remote locations should be scheduled at times that meet the requirements of the locations and the needs of the students.

Variations to this policy must be approved by the requesting academic unit’s dean and the provost and vice president for academic affairs.

**Maymester:** Each three-credit hour class meets for three hours and 15 minutes each day for 11 days, Monday through Friday plus the final examination (see Table 2).

**Summer Terms:** Each three-credit hour class meets for one hour and 55 minutes each day, Monday through Thursday for 5 weeks plus the final examination (see Table 3).

<table>
<thead>
<tr>
<th>Table 1. Standard Day Meeting Times Fall and Spring Terms</th>
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</thead>
<tbody>
<tr>
<td><strong>MWF 07:00 – 07:50 a.m.</strong></td>
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<tr>
<td><strong>MWF 08:00 – 08:50 a.m.</strong></td>
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<tr>
<td><strong>MWF 09:00 – 09:50 a.m.</strong></td>
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<tr>
<td><strong>MWF 10:00 – 10:50 a.m.</strong></td>
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<tr>
<td><strong>MWF 11:00 – 11:50 a.m.</strong></td>
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<tr>
<td><strong>MWF 12:00 – 12:50 p.m.</strong></td>
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<tr>
<td><strong>MWF 01:00 – 01:50 p.m.</strong></td>
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<tr>
<td><strong>MWF 02:00 – 02:50 p.m.</strong></td>
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<tr>
<td><strong>MWF 03:00 – 03:50 p.m.</strong></td>
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<tr>
<td><strong>MWF 04:00 – 04:50 p.m.</strong></td>
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<tr>
<td><strong>MWF 05:00 – 05:50 p.m.</strong></td>
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<tr>
<td><strong>MWF 06:00 – 06:50 p.m.</strong></td>
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<tr>
<td><strong>MWF 07:00 – 07:50 p.m.</strong></td>
</tr>
<tr>
<td><strong>MWF 08:00 – 08:50 p.m.</strong></td>
</tr>
<tr>
<td><strong>MW 01:00 – 02:15 p.m.</strong></td>
</tr>
<tr>
<td><strong>MW 02:30 – 03:45 p.m.</strong></td>
</tr>
<tr>
<td><strong>MW 04:00 – 05:15 p.m.</strong></td>
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<tr>
<td><strong>MW 05:30 – 06:45 p.m.</strong></td>
</tr>
<tr>
<td><strong>MW 07:00 – 07:15 p.m.</strong></td>
</tr>
<tr>
<td><strong>MW 07:30 – 08:45 p.m.</strong></td>
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<tr>
<td><strong>MW 08:30 – 09:45 p.m.</strong></td>
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</tbody>
</table>

<table>
<thead>
<tr>
<th>Table 2. Standard Meeting Times for Maymester</th>
</tr>
</thead>
<tbody>
<tr>
<td>MTWRF 08:00 – 11:15 a.m.</td>
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<tr>
<td>MTWRF 11:30 – 02:45 p.m.</td>
</tr>
<tr>
<td>MTWRF 03:00 – 06:15 p.m.</td>
</tr>
</tbody>
</table>
MTWRF 05:00 – 08:15 p.m.

<table>
<thead>
<tr>
<th>Table 3. Standard Meeting Times for Summer</th>
</tr>
</thead>
<tbody>
<tr>
<td>MWTR 08:00 – 09:55 a.m.</td>
</tr>
<tr>
<td>MWTR 10:15 – 12:10 p.m.</td>
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<tr>
<td>MTWR 12:30 – 02:25 p.m.</td>
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<tr>
<td>MTWR 02:45 – 04:40 p.m.</td>
</tr>
<tr>
<td>MTWR 05:00 – 06:55 p.m.</td>
</tr>
<tr>
<td>MTWR 07:15 – 09:10 p.m.</td>
</tr>
</tbody>
</table>

Cross Reference: Course Credit and Contact Hours (5.4)

Responsible for Implementation: Provost and Vice President for Academic Affairs

Contact for Revision: Provost and Vice President for Academic Affairs

Forms: None

Board Committee Assignment: Building and Grounds
POLICY REQUEST FORM

Policy Name: Comprehensive Scholarship

Is this policy new, being reviewed/revised, or deleted? New

Date of last revision, if applicable:

Unit(s) Responsible for Policy Implementation: Financial Aid

Purpose of Policy (what does it do): set guidelines for administering scholarships

Reason for the addition, revision, or deletion (check all that apply):

- [ ] Scheduled Review
- [X] Change in law
- [X] Response to audit finding
- [ ] Other, please explain:

Please complete the appropriate section:

Specific rationale for new policy: to set guidelines in direct response to audit

Specific rationale for each substantive revision:

Specific rationale for deletion of policy:

Additional Comments:
Comprehensive Scholarship Administration

**Original Implementation:** November 2, 2015  
**Last Revision:** None

Scholarships are one form of financial aid. SFA scholarships are provided through four primary sources: Stephen F. Austin State University (SFA), SFA Alumni Association, SFA Alumni Foundation, and the SFASU Foundation. The scholarship team, within the Office of Financial Aid, is responsible for the oversight of the university’s comprehensive scholarship program and acts as a liaison between academic departments, the SFA Alumni Association, the SFA Alumni Foundation, the SFASU Foundation, the Office of Financial Aid and the Office of Enrollment Management. The scholarship team will set deadlines, ensure departments adhere to scholarship guidelines, and verify funds are spent accordingly. This will ensure compliance with the funding sources agreements and that institutional, state and federal regulations are met.

An outside entity not affiliated with the university who controls the funding and selection of applicants is not subject to this policy. Any funds received in this manner will be processed according to donor requirements and treated as an outside scholarship.

**Scholarship Database System**

The Office of Financial Aid is the primary owner and is responsible for the management and maintenance of the scholarship database. The database provides a consolidated source for scholarship criteria, electronic scholarship applications, committee assignments, and reports. For any scholarship award that is provided to an SFA student, it must be documented in the scholarship software database. This includes, but not limited to, endowed, pass-through and departmental scholarships.

**Scholarship Establishment**

It is the responsibility of the entity to coordinate with the scholarship team and to ensure that both the donor and the university objectives are met. The entity is responsible for sending all required documentation to the Office of Financial Aid when a scholarship is created or modified. The scholarship team is responsible for maintaining procedures to monitor scholarship funds.

**Distribution of Scholarship Funds**

To maximize scholarship funding and aid in the recruiting of top students, all university scholarship awards must be distributed (fully-awarded) to the best of the ability of the responsible department. For Alumni Association scholarships, refer to policy 3.11. In order for a scholarship award to be made all documentation must be provided to the Office of Financial Aid and a disbursement form completed.
Scholarship Processing

Any student wishing to receive scholarship awards must complete the official SFA scholarship application. All students awarded scholarship funds will be required to complete a Conflict of Interest and Disclosure form. This information is recorded in the scholarship database and is accessible to the committees in order for them to make the candidate selection. It is the responsibility of the Office of Financial Aid to coordinate all access and provide the procedures to the scholarship committee.

A post disbursement report is generated and sent to the appropriate parties. This report will contain each recipient, the scholarship fund name, award amount, amount disbursed, and enrollment hours. This report is used as notification that the scholarship has been disbursed to the student.

The account manager of the scholarship program shall determine whether funds should be repaid if the student withdraws from the university or no longer meets the eligibility criteria. In such situations, the account manager must notify the Office of Financial Aid whether to charge back the funds and issue a bill to the student.

Employee Conflict of Interest and Confidentiality

A conflict of interest can occur when personal interests affect the performance of a professional obligation to the university. All SFA employees must report anything that may have a potential to be a conflict of interest. All SFA employees who are part of a scholarship committee or have access to the scholarship software will be required to annually disclose potential conflicts of interest.

Cross Reference: Ethics (2.6); Distribution of SFA Alumni Foundation Scholarships (3.11); Gifts, Loans, Endowments, and Bequests (3.17); Memorandum of Agreement between Stephen F. Austin State University and Stephen F. Austin State University Alumni Foundation, Inc. dated August 16, 2013; Tex. Educ. Code § 51.969

Responsible for Implementation: Provost and Vice President for Academic Affairs and Vice-President for University Advancement

Contact For Revision: Director of Financial Aid

Forms: SFA Scholarship application; Scholarship Authorization and Disclosure form; Employee Disclosure; Disbursement Form

Board Committee Assignment: Academic and Student Affairs Committee
POLICY REQUEST FORM

Policy Name: Computer & Network Security
Policy Number: 14.2

Is this policy new, being reviewed/revised, or deleted? Review/Revise

Date of last revision, if applicable: 1/27/15

Unit(s) Responsible for Policy Implementation: ITS

Purpose of Policy (what does it do): define personnel that need to complete training (not ALL personnel)

Reason for the addition, revision, or deletion (check all that apply):
- □ Scheduled Review
- □ Change in law
- ✓ Respond to audit finding
- □ Other, please explain:

Please complete the appropriate section:

Specific rationale for new policy:

Specific rationale for each substantive revision: to set guidelines in direct response to audit

Specific rationale for deletion of policy:

Additional Comments:
Computer and Network Security

Original Implementation: January 24, 1995
Last Revision: November 2, 2015

This policy establishes the conditions and security requirements for the use of computing equipment and networks at Stephen F. Austin State University (SFA). Computing equipment includes desktops, laptops, servers, handheld devices, and printers. In order to comply with state requirements (Information Resources Management Act, Tex. Gov’t Code Ch. 2054, and Tex. Admin. Code, Title 1, Part 10, Ch. 202), the chief information officer serves as the information resources manager for the university.

Definitions:

Information Technology (IT) Security Sensitive Positions – Employees with application security permissions allowing access to information other than their own personal employee information.

Scope:

This policy applies at all university locations or data centers and represents the minimum requirements that must be in place. Individual areas with computers and networks may have additional controls and security.

Policy:

1. Each vice president, dean or director will designate staff (not student employees) or the technical services group of Information Technology Services (ITS) as responsible for the support, maintenance and security of the computing equipment within their purview. For organizational units that designate local staff as their support provider, ITS will provide computing support guidelines specifying the level of support that ITS will provide as the secondary support provider.
2. Each organizational unit will implement local security procedures to include:
   a. Protection of the privacy of confidential information;
   b. Protection of information against unauthorized modification;
   c. Protection of systems against unauthorized access and use;
   d. Display of the security banner from the ITS security web page on organization computers;
   e. Use of the university’s central authentication source for user authentication on servers and desktop computers, where feasible;
   f. Use of the standard university antivirus software in a managed configuration, where feasible.
3. Each organizational unit of SFA that maintains a local area network(s) must develop a local security procedures document that is subject to approval by ITS. In order to mitigate and manage risk, each organizational unit maintaining servers will participate in the annual information systems security risk assessment. The president or designee will make the final security risk management decisions either to accept exposures or to protect the data according to their value or sensitivity.

4. SFA will not be liable for the loss of data or interference with files resulting from the university’s efforts to maintain the privacy and security of the university’s computer, information, and network facilities. In order to maintain network security, the university reserves the right to:
   a. Limit, restrict, or terminate an account holder's usage;
   b. Inspect, copy, remove, or otherwise alter any data, file, or system resource that threatens the security of a system or network, with or without prior notice to the user;
   c. Check systems periodically and take the necessary actions to protect university computers, information, and networks.

5. Individuals will exercise responsible, ethical behavior when using the university's information resources. The university reserves the right to limit, restrict or extend privileges and access to its resources.
   a. Access to certain university information resources is provided through the establishment of an account. Computer accounts must be approved in writing through the respective dean or director (or designated representative) of the administrative unit.
   b. Since the university permits access to copyrighted data through the Internet, each user is responsible for complying with university policy 9.3, Digital Millennium Copyright. Disciplinary action, including termination of service, may be taken on any reported copyright infringements that have been investigated and determined valid.
   c. Computer systems provided by SFA are reserved only for university-related activities (See Chapter 39 of the Texas Penal Code for provisions dealing with the misuse of state property). The intentional deletion or alteration of information or data of others, intentional misuse of system resources, and misuse of system resources by others are prohibited.

6. All employees will have security awareness training commensurate with their role at the university. All employees, including student employees in IT Security Sensitive Positions must complete online security awareness training annually. Each department head or academic unit head is responsible for ensuring employees are correctly identified as being in IT Security Sensitive Positions and the employees identified participate in security awareness training.

7. Each user is responsible for complying with university policies 16.32, Use of
Electronic Information Resources and 9.1, Computing Software Copyright.

Sanctions for Policy Violations:

Violations of any provision of this policy may result in, but are not limited to:

a. a limitation on a user's access to some or all university computer systems;

b. the initiation of legal action by the university;

c. restitution by the violator for any improper use of service; and/or

d. disciplinary sanctions, which may include dismissal.

Many academic courses and work-related activities require the use of computers, networks, and systems of the university. In the event of an imposed restriction or termination of access to some or all university computers and systems, a user enrolled in courses or involved in computer related work activities may be required to use alternative facilities. However, users are advised that if alternative facilities are unavailable or not feasible, users are responsible for the failure to complete requirements for course work or work responsibilities.

Cross Reference: Use of Electronic Information Resources (16.32); Computing Software Copyright (9.1); Digital Millennium Copyright (9.3); Texas Information Resources Management Act, Tex. Gov’t Code Ch. 2054; 1 Tex. Admin. Code §§ 202.1-.2, .70-.76; Tex. Penal Code §§ 39.01-.02.

Responsible for Implementation: Provost and Vice President for Academic Affairs

Contact for Revision: Chief Information Officer

Forms: None

Board Committee Assignment: Academic and Student Affairs
POLICY REQUEST FORM

Policy Name: Continuing Education

Policy Number: 5.3

Is this policy new, being reviewed/revised, or deleted? Review/Revise

Date of last revision, if applicable: 10/22/2012

Unit(s) Responsible for Policy Implementation: President & Provost & VP for AA

Purpose of Policy (what does it do): To clarify the differences between continuing education (CE) and community/public service activities (CP); to establish a procedure for direct oversight of CE and CP activities

Reason for the addition, revision, or deletion (check all that apply):

☑ Scheduled Review ☐ Change in law ☐ Response to audit finding

☐ Other, please explain:

Please complete the appropriate section:

Specific rationale for new policy:

Specific rationale for each substantive revision: Reviewed with no changes recommended.

Specific rationale for deletion of policy:

Additional Comments:
Continuing Education

Original Implementation: March 9, 1978
Last Revision: October 22, 2012
November 2, 2015

The purpose of continuing education and community/public service activities is to support the public service and outreach responsibilities of Stephen F. Austin State University.

Definitions

Continuing education (CE) activities are defined as organized public activities sponsored by the university, or a constituent unit of the university, that provide participants some type of non-academic credit, continuing education credit or certification. Continuing education activities may include short courses, seminars, workshops, training sessions, conferences or institutes.

Community/public (CP) service activities are organized public educational activities, sponsored by the university or a constituent unit of the university, that do not offer any type of credit or certification. Community/public service activities may include camps, speaker series, travel experiences or leisure learning.

Class projects/assignments, internships/practicums, class guest lectures, individual faculty presentations for community organizations, student activity programs or student organization service projects are not covered by this policy.

Responsibility

Units offering CE/CP activities shall have administrative, assessment and programming responsibilities. All activities must be submitted by the administrator to his or her supervisor for approval.

A reasonable fee may be charged for CE/CP activities.

To bear the name of the university or any of its units, fees must be received and accounted for by university accounting procedures.

Facilities for CE/CP activities must be reserved in accordance with university policies covering Use of University Facilities (16.33) and Academic Space Facilities for Non-Academic Activities (16.1). Academic programs will always be given priority for the use of university facilities.

Oversight

Direct oversight of CE/CP activities is the responsibility of the units offering the activity. Deans
and non-academic directors must approve CE/CP activities before these activities are conducted. The Continuing Education and Community/Public Service Activities Approval form is posted at the Academic Affairs website; this form should be submitted to the appropriate dean or director’s office at least two weeks before the activity occurs. Deans and non-academic directors are responsible for collecting copies of the records of CE/CP activities offered within their areas of responsibility and for submitting these records annually to the office of the vice president to whom they report. The appropriate vice president will ensure that all ongoing CE/CP activities are assessed on a regular basis and that assessment results are used to improve the programs.

**Awarding Continuing Education Units**

When activities result in the awarding of non-academic credit, such as Continuing Education Units, it is the responsibility of the unit offering the continuing education activity to meet the guidelines established by the Texas Higher Education Coordinating Board and the Southern Association of Colleges and Schools. It is the responsibility of the unit awarding the non-academic credit to establish a transcript and keep the records on file.

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**Cross Reference:** Use of University Facilities (16.33); Academic Space-Facilities for Non-Academic Activities (16.1); Tex. Educ. Code § 54.545

**Responsible for Implementation:** President and Provost and Vice President for Academic Affairs

**Contact for Revision:** Provost and Vice President for Academic Affairs; Vice President for University Affairs; Vice President for Finance and Administration

**Forms:** Continuing Education and Community/Public Service Activities Approval

**Board Committee Assignment:** Academic and Student Affairs
POLICY REQUEST FORM

Policy Name: Course Fees

Is this policy new, being reviewed/revised, or deleted? Review/Revise

Date of last revision, if applicable: 7/29/2014

Unit(s) Responsible for Policy Implementation: Provost & VP for AA

Purpose of Policy (what does it do): Establish guidelines for requesting/approving course fees and establishing retention/review guidelines.

Reason for the addition, revision, or deletion (check all that apply):

☑ Scheduled Review ☐ Change in law ☒ Response to audit finding

☐ Other, please explain:

Please complete the appropriate section:

Specific rationale for new policy:

Specific rationale for each substantive revision: To communicate retention responsibilities and the records retention length of time.

Specific rationale for deletion of policy:

Additional Comments:
Course Fees

Original Implementation: April 30, 2001
Last Revision: July 29, 2014; November 2, 2015

Each course, other than a laboratory class, offered by the university may charge a course fee. Laboratory classes charge a fee for the purpose of providing materials and supplies in the laboratory (see policy 3.22, Laboratory Fees).

The course fee charged must reasonably reflect the actual cost to the university of the materials and services for which the fee is collected. These funds will be used to cover the cost of materials, supplies, and/or services that result in a direct educational benefit to the students currently enrolled, including such things as guest lecturers or travel expenses to off-campus locations.

Course fees recommended by the academic unit chair/director must be approved by the dean of the college and the provost and vice president for academic affairs. All fees will be reviewed annually at the academic unit level for appropriateness and accuracy. New and changed fees will be submitted to the Board of Regents for approval. All course fees will be published in the appropriate media and will be collected by the controller's office through student billings. The Course Fee Request forms, with appropriate justification, will be retained in the Office of Academic Affairs as long as the fee exists plus three years.

Cross Reference: Tex. Educ. Code § 54.504; Laboratory Fees (3.22)

Responsible for Implementation: Provost and Vice President for Academic Affairs

Contact for Revision: Provost and Vice President for Academic Affairs

Forms: Lab and Course Fees

Board Committee Assignment: Academic and Student Affairs
POLICY REQUEST FORM

Policy Name: Faculty Workload

Policy Number: 7.13

Is this policy new, being reviewed/revised, or deleted? Review/Revise

Date of last revision, if applicable: 1/27/2015

Unit(s) Responsible for Policy Implementation: Provost & VP for AA

Purpose of Policy (what does it do): Establish workload expectations and a procedure for determining workload.

Reason for the addition, revision, or deletion (check all that apply):

☐ Scheduled Review       ☐ Change in law       ☐ Response to audit finding

☒ Other, please explain: The Deans Council requested a clarification in II. Workload Allocations, D.

Please complete the appropriate section:

Specific rationale for new policy:

Specific rationale for each substantive revision: Need for clarity in shifting workload calculation to an academic year and establishing when additional compensation for an overload is determined.

Specific rationale for deletion of policy:

Additional Comments:
Faculty Workload

Original Implementation: November 4, 1977
Last Revision: January 27, November 2, 2015

I. General Policy

The faculty workload policy is intended to balance student, institutional, and professional interests in an equitable manner. Stephen F. Austin State University (SFA) is, above all, focused on teaching excellence. Individual workload responsibilities should be designed to support this priority. The workload policy applies to all full-time university personnel who hold faculty rank and whose positions are listed in the annual budget. The same calculations shall also apply to part-time instructional personnel.

The normal faculty workload assumes the performance of teaching, research/scholarly/creative, and service activities. The distribution of effort among these three categories is reviewed on an annual basis by the department/school/division (hereafter referred to as “department”) chair/director (hereafter referred to as “chair”). In all cases, student instructional needs shall be the determining factor in arranging workload schedules. Faculty must fulfill departmental expectations in all categories. The provost and vice president for academic affairs may allow departures from workload standards when in the interest of the university.

II. Workload Allocations

A. The standard full-time teaching load is 24 Teaching Load Credits (TLC) for the combined fall and spring semesters. Additionally, faculty members are expected to engage in research/scholarly/creative and service activities at levels that are appropriate to their rank and departmental tenure/merit criteria. By agreement with chair and dean, non-tenure track faculty members may add 3 TLCs per semester in lieu of research/scholarly/creative activities. Within reasonable limits, certain supplemental instructional activities—such as independent studies, supervision of internships advising, and thesis/dissertation supervision—are also considered part of a regular workload. Faculty members are also required to maintain at least five office hours per week, during which they will be available for meetings with students and faculty and staff colleagues. For faculty members whose teaching assignment includes online delivery, office hours may be adjusted appropriately by agreement with chair and dean.

B. Any work that substantially exceeds normal expectations in the categories of research/scholarly/creative accomplishment and service constitutes an opportunity to request a course load reassignment with the department chair. Reassignment is not automatic but depends upon student and departmental needs. Each reassignment, whether for a single semester or an academic year, must be approved by the appropriate dean and the provost and vice president for academic affairs. The written request for reassignment must identify the work that shall be produced and demonstrate that an amount of work equivalent to the instruction of a three credit hour course shall be performed. A faculty member is not limited to a single reassignment request per semester if adequate justification exists.
C. A dean may also propose a reduction in teaching load for a faculty member in other circumstances, including:

- for chairing an academic department or division;
- for performing administrative duties in support of a department/college/university;
- for preparing course material during the first semester and/or year when included as part of the initial tenure-track contract.

All teaching load reductions must be approved by the provost and vice president for academic affairs.

D. The instruction of a course overload for the academic year, when at the invitation of a department/division chair, may qualify a faculty member for additional compensation if the overload is equivalent to at least 0.25 FTE during a semester. An individual who accepts an overload assignment will fulfill the responsibility beyond normal contractual work-load.

III. Teaching Load Credit Equivalencies

A. Lecture, seminar, and laboratory course types

When the semester credit hour (SCH) value of the course is equal to or more than the contact hour value, undergraduate courses generate 1 TLC per SCH; 500- level courses generate 1.5 TLC per SCH; and 600- level courses generate 2 TLC per SCH.

When the contact hour value of the course exceeds the SCH value, contact hours are used for the calculation of TLC. Undergraduate lecture or seminar courses in this category generate .667 TLC per contact hour; graduate lecture or seminar courses generate 1 TLC per contact hour. Laboratory courses generate 1 TLC per contact hour.

In undergraduate courses where the student enrollment is over 100, a rate of 1.5 TLC per SCH will be used.

B. Practicum course types

Music, art, nursing, and forestry field station practicum courses generate 1 TLC per contact hour value. Undergraduate and graduate rates are the same.

Supervision of student teaching and teaching internships is based on the number of students enrolled. Undergraduate and graduate courses generate 0.5 TLC per student. Each student will count only once per semester under each supervising faculty member.

Other practicum courses generate 0.5 TLC per undergraduate course contact hour and 0.75 TLC per graduate course contact hour.

The maximum value for these types of courses is 6 TLC per course.
C. Private lesson course types

Private lesson course types use a combination contact hours and student enrollment of the generation of TLC. For each course, the contact hours (at a rate of 0.667 per contact hour) are multiplied by the number of students enrolled to equal the TLC generated. Faculty teaching private lessons are required to meet an additional hour each week in studio class. Therefore, an additional 0.667 TLC will supplement the total teaching workload of each faculty member teaching these course types.

D. Thesis and dissertation course types

Masters’ level thesis courses generate TLC at a rate of 0.667 TLC per student enrolled. The maximum TLC for these course types is 3 TLC per semester. For a specific masters requirement, a single student may count no more than twice (one time in two separate enrollment periods) toward a faculty member’s teaching load. Undergraduate thesis courses generate TLC at the rate of .333 TLC per student enrolled.

Dissertation courses in forestry generate 0.667 TLC per student. A student enrolled in dissertation courses may be counted no more than six times (once in each of six different enrollment periods).

Because of the rate of generation of TLCs in doctoral courses in education, dissertation courses in education do not generate TLCs.

E. Variable credit courses

TLCs for variable credit courses will be counted once per semester course assignment using the maximum credit hour for which a student has enrolled.

F. Cross-listed or composite courses

Courses approved for cross-listing will count as a single course generating TLC. In cases where differing TLC are generated per course listing, proportional weight will be calculated using enrollments by listing and reported as a weighted TLC value per course.

Courses assigned to multiple instructors will generate TLC proportional to the percent of assigned responsibility for each instructor.

G. Independent study

Independent study courses should be approved by the chair/director and dean prior to student registration.

Independent study courses generate TLC based on the course SCH and the number of students enrolled. If the course meets the minimum class size requirement (ten students for an undergraduate course and five students for a graduate course), the TLC is equal to the
SCH value for the course. In courses where the minimum class size is not met, no TLC is generated. Faculty providing independent study instruction must be assigned as the faculty of record in order to receive TLC for the course.

H. Summer teaching

When summer teaching load assignments are made (see university policy 7.28, Summer Teaching Appointments), the standard summer full time teaching load is typically two organized classes generating 6 TLC for one term or four organized classes generating 12 TLC for both summer terms combined. Variation from this standard will be made under the same guidelines that apply to fall and spring terms (see section II, B and C, above).

IV. Compliance

A. Department chairs are responsible for assigning faculty workloads according to student instructional needs and for verifying the accuracy of workload reports for each faculty member in the department.

B. Deans monitor and approve faculty workloads under their authority and review workload reports submitted by chairs, and may require department offices to input and update faculty workload data in the university’s administrative software system.

C. The provost and vice president for academic affairs supervises and approves workload reports. If the department chair and dean cannot resolve a dispute over the equity of a workload issue, faculty members may appeal to the provost and vice president for academic affairs for a final decision.

D. A workload report summary is submitted to the Board of Regents annually for its review.

Cross Reference: Tex. Educ. Code § 51.402; Summer Teaching Appointments (7.28); Overload Assignments (7.20); Academic Unit Head Appointments (4.2); and Salary Supplements; Stipends and Additional Compensation (12.16)

Responsible for Implementation: Provost and Vice President for Academic Affairs

Contact for Revision: Provost and Vice President for Academic Affairs

Forms: None

Board Committee Assignment: Academic and Student Affairs
POLICY REQUEST FORM

Policy Name: **Final Examination Scheduling**  
Policy Number: 7.14

Is this policy new, being reviewed/revised, or deleted?  Review/Revise

Date of last revision, if applicable: 1/29/2013

Unit(s) Responsible for Policy Implementation: Provost & VP for AA

**Purpose of Policy** *(what does it do):* Establish the requirement for all faculty to hold class during finals week and to follow the Final Examination Schedule. Provides a mechanism for exceptions.

Reason for the addition, revision, or deletion (check all that apply):  
- [x] Scheduled Review  
- [ ] Change in law  
- [ ] Response to audit finding

- [ ] Other, please explain:

*Please complete the appropriate section:*

**Specific rationale for new policy:**

**Specific rationale for each substantive revision:** To ensure that faculty utilize finals weeks as an important component to the course; establish a process for exceptions to giving a final exam or other instructional activities during finals week.

**Specific rationale for deletion of policy:**

*Additional Comments:*
Final Examination Scheduling

**Original Implementation:** June 16, 1982  
**Last Revision:** January 29, 2013; November 2, 2015

Faculty members shall administer final examinations, will hold class during finals week according to the official schedule, Final Exam Schedule, published in the Final Exam Schedule. Any exceptions must be approved by the academic unit head prior to the start of the semester. Certain classes may be exempt from a final examination if determined appropriate by the academic unit head.

Class meetings during finals week, Final examinations for any courses taught at times not listed in the Final Exam Schedule, including but not limited to distance education courses, online courses, and evening or weekend courses, should be scheduled in consideration of resource availability.

All final examinations or instructional activities must be scheduled to conclude by midnight on the last day of the Final Exam Schedule. Exceptions may be made by the appropriate academic dean.

**Cross Reference:** Faculty Handbook; Dead Week (7.8)

**Responsible for Implementation:** Provost and Vice President for Academic Affairs

**Contact for Revision:** Provost and Vice President for Academic Affairs

**Forms:** None

**Board Committee Assignment:** Academic and Student Affairs
POLICY REQUEST FORM

Policy Name: Food Services  Policy Number: 10.2

Is this policy new, being reviewed/revised, or deleted?  Review/Revise

Date of last revision, if applicable: 10/1/2012

Unit(s) Responsible for Policy Implementation: University Affairs

Purpose of Policy (what does it do): Sets forth an active channel of communication for student participation in the selection and evaluation of food service at SFA.

Reason for the addition, revision, or deletion (check all that apply):
- [x] Scheduled Review  - [ ] Change in law  - [ ] Response to audit finding
- [ ] Other, please explain:

Please complete the appropriate section:

Specific rationale for new policy:

Specific rationale for each substantive revision: Reviewed with no changes recommended.

Specific rationale for deletion of policy:

Additional Comments:

The Food Service Committee generally meets bi-weekly at the call of the Residence Hall Association appointed committee chairperson.
Food Services

Original Implementation: January 20, 1998
Last Revision: October 22, 2012, November 2, 2015

The university is committed to providing students the opportunity to participate in the selection and evaluation of the food service provider. Students are encouraged to participate by attending regularly scheduled meetings of the Food Service Advisory Committee. The advisory committee provides the director of student services and food service provider with immediate feedback on issues and concerns of the students.

Cross Reference: None

Responsible for Implementation: Vice President for University Affairs

Contact for Revision: Director of Student Services/Director of Student Center

Forms: None

Board Committee Assignment: Academic and Student Affairs
POLICY REQUEST FORM

Policy Name: Fraud
Policy Number: 2.70

Is this policy new, being reviewed/revised, or deleted? Review/Revise

Date of last revision, if applicable: 10/22/2012

Unit(s) Responsible for Policy Implementation: VPFA, President

Purpose of Policy (what does it do): Defines fraud and lets persons know how to report fraud

Reason for the addition, revision, or deletion (check all that apply):
- [X] Scheduled Review
- [ ] Change in law
- [ ] Response to audit finding
- [ ] Other, please explain:

Please complete the appropriate section:

Specific rationale for new policy:

Specific rationale for each substantive revision: Only title updates and minor wording changes recommended.

Specific rationale for deletion of policy:

Additional Comments:
Fraud

Original Implementation: January 28, 1997
Last Revision: October 22, 2012
November 2, 2015

INTRODUCTION

This policy establishes procedures and responsibilities for detecting, reporting, and resolving instances of known or suspected fraudulent activity. The intent of the policy is to protect the assets and interests of the university, prescribe a coordinated approach toward investigation and resolution of fraudulent activity, and outline specific responsibilities for individuals responding to the investigation of a fraudulent activity. Retaliation for filing a good faith report regarding suspected fraudulent activity is prohibited by this policy and is cause for disciplinary action, up to and including termination.

DEFINITIONS

A. University - Stephen F. Austin State University (SFA) and all of its components, regardless of the source of funding.
B. Employee - All persons receiving compensation from the university, including faculty, staff, and students. The term also includes any volunteer who provides services to the university through an official arrangement with the university or a university organization.
C. Management - Any administrator, manager, account holder, director, supervisor or other individual who manages or supervises funds, assets, or other resources, including human resources.
D. Fraud - A representation usually of fact about a material point which is intentionally, knowingly, or recklessly false to induce another to act to his or her detriment.
E. Fraudulent Activities/Fiscal Misconduct - Defalcation, misappropriation, and other fiscal irregularities or improprieties meeting the definition of fraud in D) above including but not limited to:
   1. dishonest, illegal, or fraudulent acts involving university property
   2. forgery or alteration of documents including checks, drafts, promissory notes, securities, purchase orders, budgets, etc.
   3. forgery or unauthorized alteration by employees of employee benefit or salary-related items such as time sheets, payroll documents, billings, claims, surrenders, assignments, or changes in beneficiary
   4. forgery or unauthorized alteration by employees of student-related items such as grades, transcripts, loans, fees, financial aid applications, or financial aid records
   5. misappropriation of funds, securities, supplies, or any other asset of the university
   6. illegal or fraudulent handling or reporting of money transactions
   7. employee acceptance or solicitation of any gift, favor, or service that might reasonably
tend to influence the employee in the discharge of his or her official duties
8. theft, destruction, or disappearance of records, furniture, fixtures, equipment, or other assets
9. misrepresentation of information on documents
10. authorizing or receiving payment for goods not received or services not performed
11. knowing, reckless, or intentional inaccuracies in the maintenance of books and records or irregularities in financial reporting
12. any apparent violation of federal, state, or local laws related to dishonest activities or fraud
13. any similar or related activity.

F. Suspected Fraudulent Activity - A reasonable belief or actual knowledge that fraudulent activity has or is occurring. Failure to show an actual diversion of assets or loss shall not be considered unreasonable belief.

MANAGEMENT RESPONSIBILITY

Management is responsible for detecting fraudulent or related dishonest activity in their areas of responsibility. Management is responsible for establishing and maintaining a system of internal control that provides reasonable assurance that improprieties are prevented and detected. Each manager should be familiar with the types of improprieties that might occur in his or her area and be alert for any indication that such a defalcation, misappropriation, or other fiscal irregularity has occurred. When an impropriety is suspected, management should determine if an error or mistake has occurred or if there may be dishonest or fraudulent activity.

Management will support the university's fiduciary responsibilities and will cooperate with auditors and law enforcement agencies in the detection, investigation, and reporting of criminal acts, including prosecution of offenders. Every effort should be made to recover university losses.

REPORTING SUSPECTED IMPROPRIETY OR FRAUDULENT ACTIVITY

Any employee of the university who knows of or suspects fraudulent activity or improprieties has the option to report suspected activity as follows:

- notify his or her immediate supervisor
- notify one of the following university employees: the director of audit services, chief audit executive, the general counsel, the chief of police, or the director of human resources; or
- file a report using the university’s anonymous reporting system coordinated by the Department of Audit Services for reporting dishonest or fraudulent activity. The university’s reporting system, which is hosted by a third party, can be accessed 24 hours a
day by calling 1-866-294-9539 or clicking the “Report Fraud” link on the SFA homepage.

- file a report with the Texas State Auditor’s Office by calling 1-800-TX-AUDIT (892-8348) or visiting their website at http://sao.fraud.state.tx.us/Default.aspx.

All of these reporting options are listed on the university’s website homepage www.sfasu.edu under the report fraud tab at http://www.sfasu.edu/audit/fraudreport.asp.

Great care must be taken in the reporting and investigation of suspected improprieties or irregularities to avoid incorrect accusations or alerting suspected individuals that an investigation or audit is underway, and also to avoid making statements which could provide a basis for a lawsuit for false accusation or other offense. The reporting individual should not:

1. contact the suspected individual to determine facts or demand restitution
2. discuss the facts, suspicions, or allegations associated with the case with anyone, unless specifically directed to do so by the director of audit services, chief audit executive, university police chief, general counsel, or director of human resources. To the extent permitted by the applicable provisions of the Texas Public Information Act, confidentiality of those reporting dishonest or fraudulent activities will be maintained. However, the confidentiality cannot be maintained if that individual is required to serve as a witness in legal proceedings.

INVESTIGATION

Prior to conducting an investigation, the appropriate personnel will communicate as necessary to establish the necessary investigative team.

All affected departments and/or individuals shall cooperate fully with the investigative team to identify whether or not actual fraudulent activity has occurred.

The investigative unit shall update university administration on the progress of all investigations.

All requests for information and assistance related to investigations conducted by auditors of federal and state agencies, which are concerned with potential dishonest or fraudulent activities within the university, shall be forwarded immediately to the director of audit services, chief audit executive for consultation with the general counsel.

All inquiries from the suspected individual, their representative, or their attorney shall be directed to the general counsel without further comment.

All reproduction of documents, evidence, and reports shall be performed within the secured work
area of the University Police Department or Department of Audit Services. Any requests to release or review such documents will be coordinated through the general counsel.

In order to protect the reputations of innocent persons initially suspected of wrongful conduct and to protect the university from potential civil liability, the results of investigations and audits will not be disclosed or discussed with anyone other than authorized representatives of law enforcement and/or regulatory agencies and persons associated with the university who have a legitimate need to know such results in order to perform their duties and responsibilities, subject to provisions of the Texas Public Information Act.

The results of all investigations will be reported to the president of the university or to the chair of the Board of Regents Finance and Audit Committee when considered necessary.

**Allegations of Defalcation, Misappropriation, and other Fiscal Irregularities**

The director of audit services/chief audit executive will supervise all audits of allegations of defalcation, misappropriation, and other fiscal irregularities. The Department of Audit Services will have full and unrestricted access to all necessary records, including e-mail, and personnel. All university equipment, furniture, and contents, including desks and computers, are open to inspection when there is reasonable suspicion of a dishonest or fraudulent activity which makes such inspection appropriate; there is no assumption of privacy. The general counsel shall be contacted before inspection of desks and computers beyond inadvertent or official access. Every effort should be made to effect recovery of university losses.

Pursuant to Section 321.022 of the Texas Government Code, the president shall file a report with the Office of the State Auditor if he has reasonable cause to believe that money received from the state by the university may have been lost, misappropriated, or misused, or that other fraudulent or unlawful conduct has occurred in relation to the operation of the department or entity. All records of a communication by or to the state auditor in this regard are legally considered audit working papers of the state auditor.

**Allegations of Criminal Activity**

When an audit reveals suspected criminal activity, or an audit is initiated due to an allegation of criminal activity, the university chief of police will be notified immediately and the audit will proceed under his direction. The Department of Audit Services shall assist the university police in investigations of suspected defalcation, misappropriation, and other fiscal irregularities that require accounting and auditing knowledge of university records.

When suspected criminal activity may constitute a felony offense, the university chief of police
shall, when appropriate, immediately notify the president or his designee. The university chief of police, director of audit services, chief audit executive, and general counsel will coordinate assistance provided to state, federal, and local law enforcement agencies in connection with felony fraud investigations. All requests for information and/or assistance from such agencies, received by any other component of the university, shall be immediately forwarded to the university police for determination and handling. All reasonable assistance will be given to law enforcement agencies when requested.

Audits revealing violations of the Penal Code for which an audit report will be issued shall be reduced to final report form only after consultation by university police with the local prosecutor or the Office of the General Counsel to ensure that appropriate documentation of the facts has been achieved in order to permit appropriate personnel action, protect innocent persons, support appropriate civil or criminal actions, document claims made pursuant to applicable fidelity bonds, preserve the integrity of criminal investigation and prosecution, and avoid unnecessary litigation.

Allegations Involving Employment Conditions

The director of human resources will supervise or assist with all investigations involving allegations that arise by nature of one’s employment that do not otherwise fall into one of the above categories.

AUDIT FINDINGS

Each investigation of possible dishonest or fraudulent activities has the potential to provide valuable insight into university activities. Investigations may disclose control weaknesses or other deficiencies that require additional auditing or attention by management. The Office of Audit Services shall consider the nature and extent of the investigation and complete any additional audit work necessary to provide management with information for appropriate action.

Cross Reference: Ethics Policy (2.6); Discipline and Discharge (11.4); Tex. Gov’t Code § 321.022

 Responsible for Implementation: President

 Contact for Revision: Vice President for Finance and Administration

 Forms: None
Board Committee Assignment: Finance and Audit
POLICY REQUEST FORM

Policy Name: Meeting and Conducting Classes
Policy Number: 7.18

Is this policy new, being reviewed/revised, or deleted? Review/Revise

Date of last revision, if applicable: 1/29/2013

Unit(s) Responsible for Policy Implementation: Provost & VP for AA

Purpose of Policy (what does it do): Establishes expectations for faculty meeting classes and establishes a procedure when faculty cannot meet an expected class.

Reason for the addition, revision, or deletion (check all that apply):

☑ Scheduled Review ☐ Change in law ☐ Response to audit finding

☐ Other, please explain:

Please complete the appropriate section:

Specific rationale for new policy:

Specific rationale for each substantive revision: To eliminate the academic lore that students must remain in the classroom for an established amount of time. This is a policy directing faculty behavior, not a policy directing student behavior.

Specific rationale for deletion of policy:

Additional Comments:
Meeting and Conducting Classes

**Original Implementation:** June 16, 1982  
**Last Revision:** January 29, 2013, November 2, 2015

Faculty members will meet their assigned classes at the officially scheduled times and places. When a faculty member cannot meet an assigned class, the faculty member will notify the department academic unit head prior to the scheduled class meeting, or as soon as possible after the start time of the class, so that a timely announcement can be made to the students. Students are required to wait at least ten minutes after the scheduled start time before leaving.

Courses will be conducted in accordance with the descriptions contained in the university’s General Bulletin and Graduate Bulletin.

Exceptions to the above may be made with appropriate academic unit head approval.

**Cross Reference:** General Bulletin, Graduate Bulletin, Faculty Handbook

**Responsible for Implementation:** Provost and Vice President for Academic Affairs

**Contact for Revision:** Provost and Vice President for Academic Affairs

**Forms:** None

**Board Committee Assignment:** Academic and Student Affairs
POLICY REQUEST FORM

Policy Name: Misconduct in Scholarly or Creative Activities
Policy Number: 7.19

Is this policy new, being reviewed/revised, or deleted? Review/Revise

Date of last revision, if applicable: 7/17/2012

Unit(s) Responsible for Policy Implementation: Provost & VP for AA

Purpose of Policy (what does it do): To establish the conditions for a climate that promotes faithful adherence to high ethical standards in scholarship/research/creative activities and to establish the procedures for investigating allegations of misconduct in scholarly activity.

Reason for the addition, revision, or deletion (check all that apply):

☑ Scheduled Review  ☐ Change in law  ☐ Response to audit finding

☐ Other, please explain:

Please complete the appropriate section:

Specific rationale for new policy:

Specific rationale for each substantive revision: To clarify corrective actions should faculty be found to have violated ethical standards related to scholarly activities.

Specific rationale for deletion of policy:

Additional Comments:
Misconduct in Scholarly or Creative Activities

Original Implementation: July 17, 2012
Last Revision: None

I. Introduction

Stephen F. Austin State University (SFA) strives to create a climate that promotes faithful adherence to high ethical standards in scholarly and creative activities without inhibiting the productivity and creativity of the academic community.

Faculty, staff, and students at SFA are expected to comply with generally understood and accepted standards of professional conduct, which include following accepted practices of scholarship and acknowledging collaborators and sources used in reports, publications, and presentations.

Any inquiry or investigation of allegations of misconduct in scholarly or creative activity must proceed promptly and with due regard for the reputation and rights of all individuals involved.

The university shall take all reasonable steps to assure that the persons involved in evaluating allegations and evidence have appropriate expertise and that no person involved in the procedures is either biased against the accused person(s) or has a conflict of interest.

II. Scope

This policy applies to all non-federally funded research and other scholarly or creative activities (hereafter referred to as “scholarly activity”). Furthermore, this policy applies to any person paid by and/or subject to the rules and policies of SFA, including faculty, research scientists, trainees, technicians and other staff members, students, and visiting professors.

Misconduct in scholarly activity includes fabrication, falsification, or plagiarism in proposing, performing, reviewing, or reporting scholarly results, or in conducting, reporting, and/or publishing scholarly activities. This includes improprieties of authorship, abuse of confidentiality, violation of generally accepted research practices, failure to comply with university requirements affecting research (such as use of human subjects, care and use of animals, and use of hazardous materials), misuse of funds for personal gain, and misrepresentation of qualifications.

Misconduct in scholarly activities does not include honest error or differences of opinion. Procedures for misconduct in research funded by federal agencies are outlined in
Misconduct in Federally Funded Research (8.7). Student academic dishonesty is covered under Academic Integrity (4.1).

III. Procedures

This policy and its procedures shall apply when a university official receives an allegation of possible misconduct in scholarly activity. Circumstances in individual cases may require variation from normal procedures to meet the best interest of the university or an external sponsor, if applicable. Deviation from the normal procedures must ensure fair treatment of the subject of the allegation. Any significant variation should be approved in advance by the scholarly misconduct officer (SMO).

The SMO is the associate provost and graduate dean and has primary responsibility for implementing the university’s policies and procedures for allegations of scholarly misconduct. Responsibilities of the SMO include: (1) assessing allegations of scholarly misconduct to determine if they fall within the definition of scholarly misconduct and warrant an inquiry on the basis that the allegation is sufficiently credible and specific so that potential evidence of scholarly misconduct may be identified; (2) overseeing inquiries and investigations; and (3) handling other responsibilities as described in this policy.

A. Reports of alleged misconduct in scholarly activity may be submitted to any university official, including department chairs, college deans, graduate school dean, the director of the Office of Research and Sponsored Programs, the associate provost, and graduate dean, and the provost and vice president for academic affairs. The allegation should be submitted in writing and should detail the nature of the allegation and state if any efforts have been made to address the complaint, as applicable.

B. All proceedings shall be confidential and shall protect the rights and reputations of the individuals involved.

C. Within 10 working days of receipt of an allegation of misconduct in scholarly activity, the written allegation shall be forwarded to the SMO who, in consultation with appropriate individuals, shall determine whether misconduct in scholarly activity may have occurred and whether an inquiry is warranted.

D. If an inquiry is warranted, the SMO will inform the individual of the allegation and will determine if a formal review is required or if the allegation can be resolved by the SMO with the parties involved.

E. If the need for a formal review is determined, the SMO will establish a three-member investigative committee consisting of one member appointed by the SMO and one member selected by the individual in question. These two members will select the third member. In all cases, the individuals selected should not create, or create the appearance of, a conflict of interest.
F. The committee shall hear from the complainant and any witnesses, and after reviewing the evidence, shall hear from the individual and review evidence they may provide. Upon conclusion of these activities, the committee shall draft a report of findings to the SMO that states whether in its judgment, misconduct in scholarly activity has occurred, shall detail the evidence that supports the conclusion, and shall make recommendations for appropriate corrective actions.

G. A copy of the draft report of findings shall be presented to the complainant and the individual for review. The complainant and individual have five working days upon receipt of the report to submit written comments to the committee.

H. Within 30 calendar days of receiving the draft report, a final report shall be prepared by the committee, including any comments provided by the complainant and the individual.

I. The final report with recommendations and outcomes shall be reviewed and considered for approval by the SMO. Once approved, the complainant and the individual shall receive a copy of the final report.

J. Corrective actions may include but are not limited to:
- notification to involved parties, as appropriate;
- withdrawal or correction of all pending or published abstracts and papers involving the misconduct;
- removal of the responsible person from the particular project, letter of reprimand, special monitoring of future work, probation, suspension, salary reduction, or initiation of procedures leading to revocation of tenure, possible rank reduction or termination of employment;
- restitution of funds to a grantor agency or other entities; and
- other actions appropriate to the misconduct.

The individual may appeal the decision to the provost and vice president for academic affairs within ten working days of receipt of the final report. In considering the appeal, the provost and vice president for academic affairs shall consider the final report, comments submitted by the individual, and any other evidence deemed relevant.

Cross Reference: Academic Integrity Student Academic Dishonesty (4.1); Financial Conflicts of Interest in Sponsored Activities (8.2); Misconduct in Federally-funded Research (8.7); Ethics (2.6).

Responsible for Implementation: Provost and Vice President for Academic Affairs

Contact for Revision: Provost and Vice President for Academic Affairs

Forms: None
Board Committee Assignment: Academic and Student Affairs
POLICY REQUEST FORM

Policy Name: Notary Public
Policy Number: 2.80

Is this policy new, being reviewed/revised, or deleted? Review/Revise

Date of last revision, if applicable: 10/22/2012

Unit(s) Responsible for Policy Implementation: President

Purpose of Policy (what does it do): Provides procedure to ensure adequate number of notary publics on campus

Reason for the addition, revision, or deletion (check all that apply):

☑ Scheduled Review    ☐ Change in law    ☐ Response to audit finding

☐ Other, please explain:

Please complete the appropriate section:

Specific rationale for new policy:

Specific rationale for each substantive revision: Reviewed with no changes recommended.

Specific rationale for deletion of policy:

Additional Comments:
Notary Public

Original Implementation: Unpublished
Last Revision: October 22, 2012, November 2, 2015

It is the responsibility of each vice president to ensure that a sufficient number of public notaries are present, as needed to conduct university business, in each major university division.

Each vice president shall establish procedures for approving, in writing, an employee’s application for notary commission, and be responsible for communicating the state’s notary application process. University funds may be used to purchase the necessary supplies. Employees shall obtain all required supplies (notary seal or stamp, notary public record book, etc.) through procurement and property services.

Cross Reference: Tex. Gov’t Code Ch. 406

Responsible for Implementation: President

Contact for Revision: President

Forms: Special Application, State Employee Notary Acknowledgement Form

Board Committee Assignment: Academic and Student Affairs
POLICY REQUEST FORM

Policy Name: Organized Work Stoppage
Policy Number: 11.18

Is this policy new, being reviewed/revised, or deleted? Review/Revise

Date of last revision, if applicable: 10/22/2012

Unit(s) Responsible for Policy Implementation: President

Purpose of Policy (what does it do): States an employee may not engage in an organized work stoppage and steps to be completed if such action is suspected

Reason for the addition, revision, or deletion (check all that apply):

☒ Scheduled Review ☐ Change in law ☐ Response to audit finding

☐ Other, please explain:

Please complete the appropriate section:

Specific rationale for new policy:

Specific rationale for each substantive revision: Reviewed with no changes recommended.

Specific rationale for deletion of policy:

Additional Comments:
Organized Work Stoppage

Original Implementation: October 21, 1978
Last Revision: October 22, 2012

Participation by any employee in an organized work stoppage has been declared to be against the public policy of the state of Texas. In any case when there is substantial evidence to indicate that an organized work stoppage exists in any division or department of the university, an employee reporting ill shall send to the administrative head of his/her department or division a doctor's certificate showing the cause or nature of the illness to be entitled to sick leave pay.

Cross Reference: Tex. Gov’t Code Ch. 617

Responsible for implementation: President

Contact for Revision: President

Forms: None

Board Committee Assignment: Academic and Student Affairs
POLICY REQUEST FORM

Policy Name: Outside Employment  Policy Number: 11.19

Is this policy new, being reviewed/revised, or deleted?  Review/Revise

Date of last revision, if applicable: 1/25/2015

Unit(s) Responsible for Policy Implementation: President

Purpose of Policy (what does it do): Requires prior approval of all outside employment by full time employees.

Reason for the addition, revision, or deletion (check all that apply):

☐ Scheduled Review  ☐ Change in law  ☐ Response to audit finding

☒ Other, please explain: Change in university procedure

Please complete the appropriate section:

Specific rationale for new policy:

Specific rationale for each substantive revision: University has changed its procedure to now require an annual disclosure of outside employment, among other items, on a single form. Policy also amended to require HR to provide a summary report to dean/director and VP on an annual basis of all those previously approved for outside employment.

Specific rationale for deletion of policy:

Additional Comments:
Outside Employment

Original Implementation: April 21, 1981
Last Revision: November 2, 2015

Outside employment, for purposes of university policy, is engagement in any activity other than for Stephen F. Austin State University for a fee, salary, or wages. Examples include: establishing or joining a firm, private business, or engaging in the private practice of some professional skill, or working at another job. Such employment must be approved annually in writing and in advance by the appropriate academic dean, director or vice president. This policy applies to all full-time employees of Stephen F. Austin State University, including officers of the University Police Department.

University employees who propose to engage in outside employment must adhere to the following guidelines and any applicable laws.

1. Proper performance of the employee's university assignment is paramount and outside work will assume a position secondary to university duties.
2. The employee may not use any materials or facilities of Stephen F. Austin State University in the course of outside employment.
3. The employee will make a reasonable effort to assure that his/her outside employment is not identified with Stephen F. Austin State University.

An individual desiring permission to engage in outside employment must complete the Request for Approval for Outside Employment form and route it through administrative channels to the appropriate academic dean, director or vice president (or president if no vice president oversees the office) for approval, prior to beginning outside employment and annually at the beginning of the fiscal year. Each academic dean or director will provide a summary report of individuals approved for outside employment to the vice president by mid-term of the fall semester. Each vice president will provide the president with a summary report from each respective division. After initial approval of the outside employment, the employee will annually disclose or update such outside employment in the Employee Annual Conflict of Interest Disclosures. The department of human resources will provide a summary report of individuals approved for outside employment to the dean or director and appropriate vice president or the president by October 31 of each year.

Cross Reference: Faculty Handbook

Responsible for Implementation: President

Contact for Revision: President
Forms: Request for Approval of Outside Employment form is available on the human resources website; Employee Annual Conflict of Interest Disclosures.

Board Committee Assignment: Academic and Student Affairs
POLICY REQUEST FORM

Policy Name: Private Support Organizations or Donors

Is this policy new, being reviewed/revised, or deleted? Review/Revise

Date of last revision, if applicable: 10/22/2012

Unit(s) Responsible for Policy Implementation: President

Purpose of Policy (what does it do): Serves as the rules of the university required to be established by state law governing private support organizations

Reason for the addition, revision, or deletion (check all that apply):
- [x] Scheduled Review
- [ ] Change in law
- [ ] Response to audit finding
- [ ] Other, please explain:

Please complete the appropriate section:

Specific rationale for new policy:

Specific rationale for each substantive revision: Reviewed with no changes recommended.

Specific rationale for deletion of policy:

Additional Comments:
Pursuant to Chapter 2255 of the Texas Government Code, the university will recognize only those private support organizations that meet the requirements of this policy as being formed and designated to further the purposes and duties of the university.

Any organization or donor (whether existing as a corporation or as an unincorporated association) that is formed to further the purposes and duties of the university must enter into a written agreement with the university, approved by the Board of Regents. If the board declines to enter into such an agreement, the private support organization or donor is deemed not to further the purposes and duties of the university, and the board expressly forbids the use of the name, property, or employees of the university in any actions or activities on the part of the private support organization or donor. The agreement will address and govern all aspects of conduct of the university and its employees in the relationship between the private support organization or donor and the university and its employees including, but not limited to, the following:

A. administration and investment of funds received by the organization for the benefit of the university;
B. use of an employee or property of the university by the donor or organization;
C. service by an officer or employee of the university as an officer or director of the donor or organization; and
D. monetary enrichment of an officer or employee of the university by the donor or organization.

Nothing in this policy requires that the university include only the above provisions as subject matter in the agreement between the university and the private support organization or donor. The board has the responsibility to enter into that form of agreement which the board, in the exercise of its statutory authority, determines is in the best interest of the university.

Neither this policy nor any agreement entered into by the university may conflict or supersede a requirement of a state or federal statute regulating the conduct of a university employee or regulating the policies and procedures of the university.

Cross Reference: Tex. Gov’t Code § 2255.001

Responsible for Implementation: President
Contact for Revision: President

Forms: None

Board Committee Assignment: Finance and Audit
POLICY REQUEST FORM

Policy Name: Property Inventory and Management
Policy Number: 17.14

Is this policy new, being reviewed/revised, or deleted? Review/Revise

Date of last revision, if applicable: 1/28/2014

Unit(s) Responsible for Policy Implementation: Vice President for Finance and Administration

Purpose of Policy (what does it do): Provides guidance for the handling of property

Reason for the addition, revision, or deletion (check all that apply):

☐ Scheduled Review  ☐ Change in law  ☑ Response to audit finding

☑ Other, please explain: Eliminating restrictive language regarding surplus funds, giving the vice president more flexibility to make a determination

Please complete the appropriate section:

Specific rationale for new policy:

Specific rationale for each substantive revision:

In response to several audits we're attempting to make revise the policy to emphasize that the property custodian should be responsible to locate equipment upon request, rather than focus on whether the location has been updated in property records because property movement on campus can be fluid. Spot checks and annual property inventory will continue to include updating permanent locations of property.

--In addition we're modifying language in the policy to ensure that the property custodian named on property records is the employee who uses and/or is entrusted with property on a day to day basis.

--Proceeds from surplus sales are deposited to the surplus account; however, the vice president can approve deposits to a different account. Restrictive language regarding the vice president's options are being removed to give the vice president more flexibility in considering the impact of such requests.

Specific rationale for deletion of policy:
Additional Comments:
Property Inventory and Management

Original Implementation: September 28, 1996
Last Revision: January 28, 2014, November 2, 2015

Stephen F. Austin State University will comply with Texas Government Code § 403.2715, university policies, and procedures outlined in the property management manual. Property acquired under federal or state grants and contracts will be identified and maintained according to the same guidelines as the university's centralized property management and control described herein, except as otherwise stipulated by the grant.

PROPERTY RESPONSIBILITY AND ACCOUNTABILITY

Director of procurement and property services and property manager - The president has delegated to the director of procurement and property services and the property manager responsibility for the overall management of university property, maintenance and control of centralized property records, and disposition of surplus and salvage property.

Equipment manager - The chair or administrative head of a department is designated equipment manager for the department. The equipment manager may not delegate this responsibility. The equipment manager is liable for any property listed on his/her department property records.

Designee - The equipment manager may name a designee to receive and submit property communications on his/her behalf. The designee does not assume property responsibility or liability in lieu of the equipment manager. The designee may sign property documents on behalf of the equipment manager. The equipment manager is responsible to assign property responsibility to the employee who uses and/or is entrusted with property on a daily/regular basis.

Property Custodian - The property custodian is any employee who is listed on property records as entrusted with the care and safekeeping of specific pieces of property, and is liable for any university property assigned to him/her. If the equipment manager or his/her designee, fail to assign property to a property custodian, the equipment manager shall be listed on property records as the property custodian. The property manager will contact the department to determine the employee who uses and/or is entrusted with property on a daily/regular basis.

All University Employees - All employees are required to sign the property liability acknowledgement form advising that he/she may be entrusted with university property. The property liability acknowledgement described in Property Liability (16.22) advises the employee that he/she will be held financially responsible for any property determined to be damaged, destroyed, missing, or stolen due to employee negligence, regardless of whether the employee is identified as a property custodian on property records.
PROPERTY DEFINITIONS

Property is defined and will be accounted for in accordance with Texas Government Code § 403.272. The property manager, in conjunction with the director of procurement, and with appropriate administrative approval may define additional equipment to be tracked in property records. Property definitions include purchased or donated property. The department is responsible to notify the property manager of any donations to determine if the property must be added to property records.

PROPERTY VALIDATION

Each equipment manager and property custodian is to exercise care and control over the property for which he/she is responsible. Property is to be monitored on a perpetual basis both by the property office and by university employees.

**Annual Property Inventory Audit** - Once per year a property inventory audit will be conducted one of two ways: 1) physical count by department, or 2) RFID scan by the property office. An official property report and certification must be returned to the property manager by the deadline stated in the annual property inventory instructions. Reports in campus mail will not be considered received.

Departments failing to return the official property report and certification to the property manager by 5:00 p.m. on the deadline date will be given a 2nd deadline and will have all ordering, including p-cards, shut down until the official property report and certification are received in the property manager's office. Reports in campus mail will not be considered received.

Failure to return the official property report and certification to the property manager by 5:00 p.m. on the 2nd deadline will result in all ordering continuing to be shut down until the official property report and certification are received in the property manager’s office. In addition, department information, including, but not limited to, department name, department head and property values will be reported to the Board of Regents at the next regularly scheduled meeting. Reports in campus mail will not be considered received.

**Computer Inventory** - Departments must complete an annual computer inventory to facilitate the purchase of campus-wide software licenses and annual analysis of computers for the university computer replacement plan.

**Spot-Check Audit** - Spot-check audits will be conducted by property personnel throughout the year except during annual property inventory.
Monthly Transaction Statements - Transaction information for all additions and deletions to each department's property records will be emailed monthly to the equipment manager and his/her designee, along with a request to update location and custodian information.

Adjustment Of Property Records - Employees are to advise the property office throughout the year as changes occur in the following information.

1. Equipment Manager - procedures apply to both outgoing and incoming department heads (interim or permanent); information regarding the change must be completed within 30 days of assuming or relinquishing duties.

2. Property Custodian - procedures apply at any time there is a change in the employee who uses and/or is entrusted with property; the Change in Property Custodian form upon transfer or termination of any employee listed as a property custodian on department property records; information regarding the change must be completed within 30 days of the change.

3. The property custodian is responsible to be able to locate all equipment for which he/she is responsible during the annual property inventory audit, spot-check audit, or audits by audit services or state auditors. Permanent location changes including building room number and/or transfer to another department.

Detailed Department Property Control Plan – Departments may be required to write a detailed plan for monitoring and accounting for department property. A template for the plan will be provided by the property manager.

USE OF STATE PROPERTY

In accordance with Texas Government Code § 2203.004 university property may be used only for state/university purposes. University property in the custody of any Stephen F. Austin State University employee may not be loaned, sold, traded, thrown away, cannibalized, or disposed of in any manner without the prior authorization of the property manager.

Removal of Property from Campus – University property may be taken off campus only for official business of the university or another state agency. The individual taking equipment off campus assumes financial responsibility and must complete a removal of property from campus form.

Items containing potentially sensitive, private or confidential information are not to be stored in any leased premises unless specifically authorized in writing by the President. These items include but are not limited to computers, electronic or digital storage devices, and paper documents. Certain off-campus facilities may lack the security necessary to protect such
sensitive information.

**Loaning Property to Another Agency** – University property may be loaned to another state agency or institution of higher education. The president must approve the loan of the property in writing and receipt of the property must be acknowledged in writing by the head of the borrowing agency.

**TRAINING**

Mandatory training is required for all equipment managers, designees, and property custodians. After initial training, refresher training is required every two (2) years. All training is documented in the university’s myTraining system.

Failure to complete training within 30 days of notification (equipment manager, designee, or property custodian) will result in having the individual’s p-card inactivated. Failure to complete training within 60 days of notification will result in all ordering for the department, including p-cards, being shut down until the employee completes training.

The property manager may extend the training timeframes for employees on FMLA leave, out of the country, or as otherwise deemed appropriate and approved by the director of procurement and property services/HUB coordinator.

**SALVAGE AND SURPLUS PROPERTY**

**Salvage Property** – Salvage property is any personal property which through use, time or accident is so depleted, worn out, damaged, consumed, or outdated that it is obsolete and/or can no longer serve the purpose for which it was originally intended. Salvage property may be discarded or retained for cannibalization of parts, but should be identified for deletion from property records with appropriate documentation and property manager approval. Data processing equipment can never be declared salvage.

**Surplus Property** – Surplus property is any personal property that is in excess of the needs of the department and which is not required for its foreseeable future. Surplus property may be new or used but must have additional useful life. Surplus property may be traded in, transferred to another department or transferred to surplus with appropriate documentation.

**PROPERTY DISPOSAL**

University property is to be disposed of as described in the property management manual, with the exception that disposition of property acquired through federal or state grants and contracts must respect the terms of the grant or contract under which it was acquired. The property manager will determine the disposal option that complies with Texas Government Code §
2175.304 and § 2175.905 and best meets the needs of the university.

All property sales, including scrap metal, are to be overseen by the property office. All sale proceeds will be deposited to the surplus sales account, unless otherwise approved by the vice president for finance and administration. Such approval will be restricted to situations where the proceeds will be returned to an income generating department such as the soils lab, agriculture farms, etc. or where the proceeds will provide an offset to a large project purchase such as a road bus, etc.

Where possible hard drives (“loose”, internal or external), memory cards from printers or scanners, or copiers must have all data removed before final disposal of the property.

- Memory cards from printers or scanners will be destroyed by the property manager.
- Hard drives will be degaussed, destroyed, or overwritten and the disposal will be documented in accordance with Title 1, Texas Administrative Code Section 202.78.
- Procurement will work with departments to document that data stored on copiers is removed before a copier leaves the campus.

MISSING OR STOLEN PROPERTY

Stolen Property – Stolen Property is any personal property that has disappeared by known theft, whether by forced removal, burglary, theft by employee, or other criminal act. Stolen property must be reported immediately to the property manager in conjunction with immediately filing a stolen report with university police.

A missing or stolen property report must be completed within 24 hours of reporting the stolen property. The property office will make a determination of negligence on the part of the equipment manager and/or property custodian, or any other employee; see Property Liability (16.22). Failure to report stolen property to the property manager and/or university police immediately may result in a determination of negligence.

Missing Property – Missing property is any personal property that has disappeared with no explanation, the loss of which must be reported immediately to the property manager.

A missing or stolen property report must be completed within 24 hours of reporting the missing property. The property office will make a determination of negligence on the part of the equipment manager and/or property custodian, or any other employee; see Property Liability (16.22). Failure to report missing property to the property manager immediately may result in a determination of negligence.

DEPARTMENTAL FINES AND REQUIREMENTS

The following fines and requirements will be imposed for missing property:
1. The department will be fined as follows:
   a) $1000 – for two items valued at $500 or more each, reported missing in the same fiscal year
   b) $2500 – for three to five items of any value reported missing in the same fiscal year
   c) $5000 – for more than five items of any value reported missing in the same fiscal year
   d) in the following fiscal year if additional property is reported missing the above fines will double
   e) if missing property is found within 30 days of the fine’s being assessed, the value of the equipment will be refunded up to a maximum of $500 per item, but never exceeding the amount of the original fine

2) Within 30 days of notification of a fine, all employees identified by the property office will be required to complete property training. The employees identified may include equipment manager, designee, property custodian, or any other employee. Failure to complete the training within 30 days of notification will result in all ordering (requisition and p-card) being shut down for the entire department until the training is completed by all identified employees. Extensions of the 30-day limit may be made by the property manager as deemed appropriate and approved by the director of procurement & property services.

3) Within 60 days of notification of a fine, the equipment manager will be required to prepare a detailed department property control plan using the template provided by the property office. Failure to complete the plan within 60 days of notification will result in all ordering (requisition and p-card) being shut down for the entire department until the plan is received.

4) Any appropriations withheld from the university due to exceeding the allowed value threshold of missing property, as defined in the General Appropriations Act, will be deducted from the budget of the department responsible for the property.

INDIVIDUAL EMPLOYEE NEGLIGENCE

In accordance with Texas Government Code § 403.275 all university employees are liable for the State of Texas property that they use. A determination of negligence will result in one or more employees being held liable to replace property or reimburse the university the determined value of property. See Property Liability (16.22) and the property management manual for definitions and requirements associated with negligence.

Cross Reference: Tex. Gov’t Code §§ 403.2715, 403.272, 403.273(h), 403.275; Tex. Gov’t Code § 2054.003(3)(A); Tex. Gov’t Code §§ 2175.304, .905, .908; Tex. Gov’t Code § 2203.004; 1 Tex Admin. Code § 202.78; Department of Information Resources Security Control Standards Catalog; Property Liability (16.22)
**Responsible for Implementation:** Vice President for Finance and Administration

**Contact for Revision:** Director of Procurement and Property Services/HUB Coordinator

**Forms:** Annual Property Inventory Audit Certification (provided with Annual Property Inventory Packet), Certification of Physical Inventory with Change In Equipment Manager (Department Head) (ITS Forms Server), Department Property Control Plan Template (ITS Forms Server), Missing, Damaged or Stolen Property Report (ITS Forms Server), Police Report (available from University Police Department), Change in Property Custodian (ITS Forms Server), Property Liability Acknowledgement (HR), Property Transfer Form – Department to Department (ITS Forms Server), Property Transfer Form – Department to Surplus (ITS Forms Server), Removal of Property from Campus Request (ITS Forms Server), Responsible Party Termination/Transfer (ITS Forms Server), Salvage Property Request (ITS Forms Server)

**Board Committee Assignment:** Finance and Audit
POLICY REQUEST FORM

Policy Name: Reduction In Force of Non-Academic Employees
Policy Number: 11.23

Is this policy new, being reviewed/revised, or deleted? Review/Revise

Date of last revision, if applicable: 10/22/2012

Unit(s) Responsible for Policy Implementation: Human Resources

Purpose of Policy (what does it do): The policy exists to establish a process for effecting a reduction in force or layoff of a segment of the work force due to a lack of work, reduction in funding, or reorganization.

Reason for the addition, revision, or deletion (check all that apply):
- [x] Scheduled Review
- [ ] Change in law
- [ ] Response to audit finding
- [ ] Other, please explain:

Please complete the appropriate section:

Specific rationale for new policy:

Specific rationale for each substantive revision: No policy changes required. Added cross reference to two policies: Financial Exigency and Discontinuance of Program or Academic Unit.

Specific rationale for deletion of policy:

Additional Comments:
Reduction in Force of Non-Academic Employees

Original Implementation: July 28, 1986
Last Revision: October 22, 2012

The purpose of this policy and procedure is to establish a process for effecting a reduction in force. A reduction in force is defined as a layoff of a segment of the work force due to a lack of work, reduction in funding or reorganization. It is an involuntary termination of employment not involving delinquency or misconduct.

The president of the university may implement a reduction in force in order to meet operating expenses and maintain sound reserves without diminishing capital or generating unwise or impermissible indebtedness. Prior to the implementation, the president shall consult with the vice presidents and other administrators of the president's choice. The consultation shall include a discussion of:

1. anticipated income and expenditures;
2. retrenchment measures which have been taken;
3. reasonable alternatives to reduction in force; and,
4. any other matter the president deems appropriate.

Policy

1. Regular, full-time employees will be given preference for retention over probationary, part-time or temporary employees.
2. Length of service with the university, ability to perform the work remaining in the affected department, and critical skills required for the remaining work shall be weighed equally in selecting employees for layoff.
3. The university will make every effort to place potentially affected employees in vacant positions for which they qualify.
4. Employees who are laid off as a result of a reduction in force will be given priority consideration for vacant positions for which they qualify.
5. If there are no suitable job openings at the university, human resources will provide reasonable assistance to affected employees in finding positions outside the university.

Procedure

1. A director or other administrator instructed by the president to accomplish a reduction in force will prepare a work force profile on all employees in the affected department or program. The work force profile shall indicate the number of positions to be abolished, discontinued or vacated, and the names, job titles, length of service and classification
(temporary, probationary, or full-time, regular) of the affected employees.

2. The director or other administrator shall list the employees recommended for separation on a reduction-in-force roster and forward the roster and the workforce profile through the appropriate vice president to the director of human resources.

3. The director of human resources shall review and certify that the reduction-in-force roster complies with the provisions of this policy.

4. After certification, every affected department's roster shall be sent to the president for final approval.

5. Upon approval by the president, the director or other administrator of the department will meet with each affected employee, review the reason for the reduction in force, provide the employee with written notification of separation and refer the employee to human resources. Whenever possible, a written notification should be given at least sixty (60) days prior to the effective date of the reduction in force.

6. Each affected employee will complete a new online application. Human resources will review the application and interview the employee.

7. If there are suitable openings with the university, the employee will be referred to those job vacancies for which the employee is qualified.

8. If there are no suitable openings, the university may replace an employee in one department with an employee who has more seniority in the same or other department. The university may exercise this option in cases where both employees are in the same or similar job classification according to the university's validated job descriptions, or the employee will be provided with placement assistance for positions outside the university. The affected employee who is transferred under this option shall receive the compensation budgeted for the position to which the employee has been transferred.

9. Human resources will provide each affected employee with information regarding unemployment benefits from the Texas Workforce Commission and other available assistance.

10. Employees who are laid off as a result of a reduction in force will be recalled to the next available position for which they qualify. The right to recall shall be granted on a priority basis. Length of service with the university, ability to perform the work in the affected department and critical skills required for the work shall be weighed equally in selecting employees for recall.

11. A notice of recall shall be sent to affected employees at the last known address according to university records.

12. A reasonable period of time not to exceed seven (7) days will be allowed for the affected employee to reply. The university may grant written extension when there are extenuating circumstances.

13. The right to recall shall cease six (6) months after layoff.

14. An employee on layoff from the university who rejects a recall or job offer for a position for which he/she qualifies shall forfeit further rights to recall.

15. Each employee who is laid off as a result of a reduction in force may appeal the decision in Appendix 3.
accordance with the procedure for category I grievances under the Grievance and Appeals Procedure for Non-Academic Employees. The appeal shall begin at step three. The burden of proof is on the employee, and the scope of the review is limited to the opportunity for the employee to establish that the layoff was made on a constitutionally impermissible or unlawful basis or an arbitrary or capricious basis, or that this policy and procedure was substantially violated.

**Cross Reference:** Worker Adjustment and Retraining Notification Act (29 U.S.C. 2101, et seq.); Financial Exigency (3.15); Discontinuance of Program or Academic Unit (5.9).

**Responsible for Implementation:** President

**Contact for Revision:** President

**Forms:** None

**Board Committee Assignment:** Academic and Student Affairs
POLICY REQUEST FORM

Policy Name: Regents Professor

Policy Number: 7.24

Is this policy new, being reviewed/revised, or deleted? Review/Revise

Date of last revision, if applicable: 1/29/2013

Unit(s) Responsible for Policy Implementation: Provost & VP for AA

Purpose of Policy (what does it do): Establishes the criteria for eligibility to apply or be nominated for the honor of the annual Regents Professor recognition.

Reason for the addition, revision, or deletion (check all that apply):

☑ Scheduled Review ☐ Change in law ☐ Response to audit finding

☐ Other, please explain:

Please complete the appropriate section:

Specific rationale for new policy:

Specific rationale for each substantive revision: Reviewed with only minor wording changes.

Specific rationale for deletion of policy:

Additional Comments:
Regents Professor

**Original Implementation:** October, 1979

**Last Revision:** January 29, 2013

The title of Regents Professor is the highest honor that the university may bestow upon a member of the faculty. The honor is reserved for faculty members who are exemplary role models to the university community. The title of Regents Professor is not an academic rank and is held for one academic year.

1. Only tenured full professors are eligible for nomination. They must have served a minimum of ten years at Stephen F. Austin State University, have been in rank for a minimum of five years, and shall *will* remain on active service during the academic year of the award. Previous recipients of the award are ineligible.

2. Faculty members are nominated on the basis of extraordinary merit in teaching, research/scholarly/creative accomplishment, and service. Evidence of exceptional performance must exist in each category.

3. A letter of nomination may be submitted by any tenured member of the faculty to the provost and vice president for academic affairs.

4. Upon acceptance of a nomination, the nominee must prepare a dossier that includes: a current curriculum vitae, evidence of exceptional teaching, evidence of exceptional research/scholarly/creative accomplishment, and evidence of exceptional service.

5. The provost appoints a review panel of six from the ranks of former Regents Professors and deans, with attention to disciplinary balance. The review panel shall *will* examine the dossiers independently and vote by anonymous ballot.

6. The provost shall *will* receive the ballots from the panel and, on the basis of the input, decide whether to recommend a single nominee or none at all to the Board of Regents, through the president.

7. The designation as Regents Professor may be made only by the Board of Regents.

8. The recipient is awarded a Regents medallion and receives a stipend.

9. The Regents Professor shall *will* provide a public lecture scheduled through the University Lecture Committee.

**Cross Reference:** None

**Responsible for Implementation:** Provost and Vice President for Academic Affairs

**Contact for Revision:** Provost and Vice President for Academic Affairs
Forms: None

Board Committee Assignment: Academic and Student Affairs
Policy Name: Scholarship Disbursement

Policy Number: 6.17

Is this policy new, being reviewed/revised, or deleted? Delete

Date of last revision, if applicable: 4/15/2014

Unit(s) Responsible for Policy Implementation: Provost and Vice President for Academic Affairs

Purpose of Policy (what does it do): Describes the process for notifying scholarship recipients and dispersing funds

Reason for the addition, revision, or deletion (check all that apply):

☐ Scheduled Review ☐ Change in law ☒ Response to audit finding

☒ Other, please explain: Federal audit

Please complete the appropriate section:

Specific rationale for new policy:

Specific rationale for each substantive revision:

Specific rationale for deletion of policy: We are recommending replacing this policy with the new Comprehensive Scholarship Administration (3.31) policy.

Additional Comments:
Title 20, Subchapter IV of the U.S. Code (Title IV of the Higher Education Act of 1965 as amended) governs federal student financial aid programs. This law requires participating institutions to have a central source to coordinate all financial awards to its students. All disbursements of financial assistance at the university, other than student employment or graduate assistantships, are coordinated by the Office of Student Financial Assistance.

All scholarships will be recorded on and distributed through the financial aid management system. Prior to disbursement of any financial aid, debt owed by the student to the university will be deducted from the amount of the scholarship.

1. The committee or academic unit selecting a scholarship recipient must send a notification that contains the necessary information to the Office of Student Financial Assistance.
2. The academic unit must provide any special criteria associated with the scholarship.
3. Once disbursement is made, the scholarship is credited to the student’s account. Any remaining funds will be issued to the student.
4. In order to credit scholarship funds to accounts of students who have pre-registered, requests for disbursement must be received by the Office of Student Financial Assistance at least ten business days before the first class day of each semester.
5. If a student withdraws from the university or no longer meets eligibility criteria, the scholarship program account manager will determine whether funds should be repaid and notify the Office of Student Financial Assistance.


Responsible for Implementation: Provost and Vice President for Academic Affairs

Contact For Revision: Director of Student Financial Assistance

Forms: Disbursement Request Form, email or memo

Board Committee Assignment: Academic and Student Affairs
POLICY REQUEST FORM

Policy Name: Second Baccalaureate Degrees
Policy Number: 6.18

Is this policy new, being reviewed/revised, or deleted? Review/Revise

Date of last revision, if applicable: 1/29/2013

Unit(s) Responsible for Policy Implementation: Provost & VP for AA

Purpose of Policy (what does it do): Establish the requirements for earning a second baccalaureate degree.

Reason for the addition, revision, or deletion (check all that apply):

☑ Scheduled Review ☐ Change in law ☐ Response to audit finding

☐ Other, please explain:

Please complete the appropriate section:

Specific rationale for new policy:

Specific rationale for each substantive revision: Streamlined the conditions for obtaining a second baccalaureate degree by removing duplicate text; clarifying the procedures.

Specific rationale for deletion of policy:

Additional Comments:
Second Baccalaureate Degrees

Original Implementation: January 25, 2010
Last Revision: January 29, 2013; November 2, 2015

Stephen F. Austin State University (SFA) is committed to facilitating the timely completion of academic degrees and providing opportunities to achieve second degrees at the baccalaureate level.

Students who hold a baccalaureate degree from an accredited institution, including SFA, may receive a second baccalaureate degree from SFA after being conferred a first baccalaureate degree. Students who received the first baccalaureate degree from SFA must reapply for admission to the university for the second degree.

The following conditions apply to a second baccalaureate degree:

- Students must earn a minimum of 30 semester hours in addition to the hours required for the first degree.
- Students must satisfy all prerequisites, co-requisites, and major requirements for the second degree program.
- Students who earned a first baccalaureate degree from SFA may apply up to 12 hours in transfer credit to the second degree.
- Students who earned a first baccalaureate degree from another accredited institution must complete all 30 semester hours at SFA with at least 15 hours taken in the major field at the 300 level or above.
- Students seeking a second bachelor’s baccalaureate degree requiring a minor may use the major completed in the first bachelor’s degree in lieu of a minor.
- At the discretion of the major advisor or academic unit head, courses completed successfully in the first bachelor’s degree may be applied to the requirements for the second bachelor’s degree.

Students who hold a baccalaureate degree from another accredited institution may earn a second baccalaureate degree at SFA by meeting the following requirements:

- Complete a minimum of 30 semester hours at SFA with at least 15 hours taken in the major field at the 300 level or above.
- Meet all prerequisite and course requirements in the major field and degree requirements for the second baccalaureate degree program.
- Earn a cumulative grade point average of 2.0 or higher in coursework that applies to the degree program.
- Earn a cumulative grade point average of 2.0 or higher in all coursework at SFA that applies...
to the second bachelor degree.

Cross Reference: None

Responsible for Implementation: Provost and Vice President for Academic Affairs

Contact for Revision: Provost and Vice President for Academic Affairs

Forms: None

Board Committee Assignment: Academic and Student Affairs
POLICY REQUEST FORM

Policy Name: Selection of Vice Presidents, Athletic Director, and Head Coaches
Policy Number: 1.80

Is this policy new, being reviewed/revised, or deleted? Review/Revise

Date of last revision, if applicable: 10/22/2012

Unit(s) Responsible for Policy Implementation: President

Purpose of Policy (what does it do): Requires notification of the BOR in the event of a vacancy of the listed positions; specified BOR may participate in selection of individual for one of these positions at its discretion.

Reason for the addition, revision, or deletion (check all that apply):
- [x] Scheduled Review
- [ ] Change in law
- [ ] Response to audit finding
- [ ] Other, please explain:

Please complete the appropriate section:

Specific rationale for new policy:

Specific rationale for each substantive revision: Reviewed with no changes recommended.

Specific rationale for deletion of policy:

Additional Comments:

No change.
Selection of Vice Presidents, Athletic Director, and Head Coaches

Original Implementation: April 21, 1998
Last Revision: October 22, 2012

The chair of the Board of Regents shall be notified in the event of a vacancy in the positions of vice president, athletic director, and head coaches. The Board of Regents may participate at its discretion in the selection of the vice presidents, athletic director and head coaches prior to the obligation of those positions.

Cross Reference: None

Responsible for Implementation: President

Contact for Revision: President

Forms: None

Board Committee Assignment: Academic and Student Affairs Committee
POLICY REQUEST FORM

Policy Name: Sick Leave  
Policy Number: 12.18

Is this policy new, being reviewed/revised, or deleted? Review/Revise

Date of last revision, if applicable: 1/28/2014

Unit(s) Responsible for Policy Implementation: Human Resources

Purpose of Policy (what does it do): The policy exists to describe the accrual and utilization of sick leave for faculty and staff employees.

Reason for the addition, revision, or deletion (check all that apply):
- [x] Change in law
- [ ] Response to audit finding
- [ ] Other, please explain: Combining the Sick Leave policy 12.18 with the Sick Leave Pool policy 12.19

Please complete the appropriate section:

Specific rationale for new policy:

Specific rationale for each substantive revision: Recommending minor wording changes in the sick leave section of the policy. Adding in a new section regarding "donation of sick leave to another employee" due to new legislation that became effective 9/1/2015. Recommending combining the sick leave pool policy with this one so that all information is located in one policy for easier reference for employees. Minor wording changes are also being recommended to the sick leave pool policy for clarification purposes.

Specific rationale for deletion of policy:

Additional Comments:
Sick Leave

Original Implementation: Unpublished
Last Revision: January 28, 2014

Regular, consistent attendance and punctuality is expected of all university faculty and staff, as well as the proper use of leave time when an absence is necessary.

Accrual of Sick Leave

Employees of the university, whose positions do not require student status as a condition of employment that they be enrolled and regularly attending classes, shall, without deduction in salary, be entitled to sick leave subject to the following conditions. Employees of the SFA Charter School will earn sick leave according to charter school policy.

Sick leave entitlement shall be earned, beginning on the first day of employment, at the rate of eight (8) hours for each month or fraction of a month of employment, and shall accumulate with the unused amount of such leave carried forward each month. An employee who is on leave the first day of the month may not use the sick leave that the employee accrues for that month until after a return to duty. Such leave accrual shall terminate on the last day of duty. An employee's accrued sick leave balance will be transferred when an employee moves from employment in one state agency to another, provided the employment is uninterrupted. Part-time employees working at least 20 hours per week accrue sick leave proportionately to their FTE.

Employees employed by multiple agencies cannot accrue sick leave at a rate that exceeds that of a full-time, 40-hour-per-week employee.

Separation from Employment

Employees of the university who separated from employment under a formal reduction in force are entitled to have their sick leave balances restored if they are re-employed by the state within 12 months. Employees separated from the university, for reasons other than a formal reduction in force, and re-employed by SFA may have their sick leave balances restored only if:

1. The employee is re-employed by the university within 12 months after the end of the month in which the employee separates from employment, but only if there has been a break in employment from the university of at least 30 calendar days; or
2. The employee is re-employed by a different state agency or institution of higher education within 12 months after the end of the month in which the employee separated from the university.

The university has no authority to pay out an employee's accrued but unused sick leave balance upon termination. An employee who is restored to employment at the university following
military service is entitled to have his or her sick leave balance restored. Employee Retirement System (ERS) retirees who return to state employment will not have their sick leave balances restored.

Funds appropriated for salaries and wages may be paid for all of the employee's accumulated vacation leave and for one-half of his/her accumulated sick leave, or for 336 hours of sick leave (whichever is less), to the estate of an employee when said employee dies while employed by the university. The employee must have had continuous employment with the university for at least 6 months at the time of death. The payment shall be calculated at the rate of compensation being paid the employee at the time of death.

Sick Leave Utilization

Sick leave with pay may be taken when sickness, injury, or pregnancy and confinement prevent the employee's performance of duty, or when a member of the employee's immediate family is actually ill. For purposes relating to regular sick leave, immediate family is defined as those individuals related by kinship, adoption or marriage who are living in the same household or, if not in the same household, are totally dependent upon the employee for personal care or services on a continuing basis. An employee who is the legal guardian of a child by court appointment may use sick leave to care for the child. Sick leave may be used for the adoption of a child under the age of three. An employee who must be absent from duty because of illness shall notify their supervisor or cause the supervisor to be notified of that fact at the earliest practical time.

To be eligible for accumulated sick leave with pay during a continuous period of more than three (3) working days, an employee absent due to illness shall send to the administrative department head a doctor's certificate verifying the employee was out due to medical reasons. If an illness results in the absence of three (3) working days or less, the administrative head has the discretion to require documentation verifying the employee was out due to medical reasons of the illness. Upon returning to duty after sick leave, an employee shall immediately complete a “Request for Vacation, Compensatory Time, Sick Leave Taken” form.

An employee may use sick leave while he or she is on annual leave.

Participation by any employee in an organized work stoppage has been declared to be against the public policy of the state of Texas. In any case when there is substantial evidence to indicate that an organized work stoppage exists in any division or department of the university, an employee reporting ill shall send to the administrative head of his/her department or division a doctor's certificate showing the cause or nature of the illness to be entitled to sick leave.

Sick leave utilization for faculty:

Faculty must submit leave forms for all sick leave the faculty member takes if the absence
occurs during the normal workday for regular employees, even if no classes are missed.

Faculty are allowed to use their sick leave for personal or family illness and for personal leave within these guidelines:

- If a faculty member needs to take time off to handle personal business, personal leave may be used for that purpose with prior approval from their department head.
- If a faculty member misses a class, even if a substitute covers the class, the time missed is to be reported.
- If a faculty member is out on a continuous basis, two days or more, they must turn in leave for 8 hours for each day.
- If a faculty member misses office hours, due to illness or personal business, they must turn in leave for the time missed.

Extension of Sick Leave:
Pursuant to sections 661.202(i) and (j) of the Texas Government Code, an extension of sick leave may be granted through the university policies of Sick Leave Pool (12.19), Family and Medical Leave (12.9), or Leave of Absence (12.12 or 12.11) or utilization of the sick leave pool.

Sick Leave for Educational Activities:
An employee may use up to eight (8) hours of sick leave each calendar fiscal year to attend school sponsored educational activities of the employee's children who are in pre-kindergarten through 12th grade, including a parent-teacher conference, tutoring, volunteer program, field trip, classroom program, school committee meeting, academic competition, and athletic, music or theater program.

Donation of Sick Leave to an Employee
Employees may donate any amount of their accrued sick leave to another employee who:

- Is employed by the university;
- Is eligible to accrue and use sick leave; and
- Has exhausted all of their sick leave, including time the employee may be eligible to receive as an award from the sick leave pool.

Employees may not provide or receive remuneration or a gift in exchange for a sick leave donation.

The use of sick leave donated to the recipient employee must follow the same conditions as normal accrued sick leave as outlined in this policy.

Donated sick leave cannot be used towards ERS retirement service credit.

Donated sick leave cannot be transferred to another state agency.

Donated sick leave cannot be paid out to the estate of an employee if the recipient employee passes
Donated sick leave hours will be lost when the recipient employee leaves employment and will not be reinstated if the recipient is rehired by the university at a later date.

Donated sick leave hours do not get returned to the donor if the recipient does not use them all.

**Sick Leave Pool**

The university maintains a sick leave pool to benefit certain regular employees who suffer a catastrophic injury or illness. A sick leave pool has been established and is maintained to provide for the alleviation of the hardship caused to an employee and the employee's family if a catastrophic illness or injury forces the employee to exhaust all accrued leave (including compensatory time, if applicable) and lose compensation with the state.

**Definitions:**

1. A catastrophic injury or catastrophic illness is defined as a severe condition or combination of conditions affecting the mental or physical health of the employee, or the employee's immediate family, that requires the services of a licensed practitioner for a prolonged period of time and that forces the employee to exhaust all leave time earned by the employee and lose sick leave compensation from the state.

2. A severe condition or combination of conditions is one that:
   a. will result in death or is a severely debilitating condition that will result in the individual not meeting the essential functions of their job if not treated promptly or at regularly scheduled intervals (e.g. chemotherapy treatments, radiation treatments, etc.);
   b. has been designated as terminal; or
   c. fully incapacitates the employee from working for a continuous period of thirty (30) calendar days or more.

3. Licensed practitioner means a practitioner, as defined in the Texas Insurance Code, who is practicing within the scope of his/her license.

4. Immediate family is defined as those individuals related by kinship, adoption, or marriage, or foster children who are so certified by the Texas Health and Human Services Commission who are living in the same household. If not in the same household, an immediate family member is strictly limited to the employee's spouse, child or parent who needs care and assistance as a direct result of a documented catastrophic medical condition. Employees may use sick leave pool hours to care for an immediate family member only under circumstances for which an employee would be eligible to use regular sick leave, if available.

**Eligibility and Other General Provisions:**

1. All regular faculty and non-probationary staff members' eligible to accrue and use sick leave in accordance with university sick leave policy 12.18 may apply to use sick leave
from the sick leave pool.

2. Employees may use sick leave pool for their own catastrophic illness or injury or for one in their immediate family, as defined above.

3. An employee may submit only one request for sick leave from the sick leave pool per fiscal year for each catastrophic illness or injury.

4. An employee must exhaust all available leave before being eligible to receive sick leave from the sick leave pool.

5. An employee utilizing sick leave from the sick leave pool continues to accrue vacation and sick leave entitlement as if on regular sick leave, provided he or she returns to work following the leave.

6. Employees who are not covered by FMLA (policy 12.9) and who are offered a bona fide job offer under the university's Return to Work (policy 11.24) must accept the offer or sick leave pool benefits will end.

7. Employees who file for Worker's Compensation Benefits are not eligible to use sick leave from the sick leave pool. In no case may sick leave pool time be used in conjunction with a worker's compensation claim.

8. A routine pregnancy is not considered a catastrophic illness or injury.

9. A regular part-time employee is granted pool leave on a pro-rated basis.

10. One sick leave pool will be administered for all regular faculty and staff employees of the university.

**Requesting Sick Leave from the Pool**

1. A regular employee may apply for sick leave from the sick leave pool by completing a Request for Sick Leave from the Sick Leave Pool form and routing the form to the pool administrator in human resources.

2. Medical certification is required before the sick leave pool request can be reviewed by the administrator. Weekly documentation of appointments and/or treatment must be submitted to the pool administrator. Failure to return the required certification and documentation may result in loss of pool benefits.

3. The pool administrator will approve all or part of the request, or deny the request. All practitioner's statements and medical updates are subject to be referred to and reviewed by a university medical review board.

4. The amount of the pool leave granted for each catastrophic illness or injury will be determined by the pool administrator. The amount granted cannot exceed one-third of the balance of hours in the pool. However, in no case may an employee use more than 90 work days from the pool. Initiation and/or renewal of approval for use of such leave shall be subject to review of a current medical report for each approval period, and subject to availability of appropriate balance in the fund.

5. Medical updates are required every 30 days, unless otherwise indicated. Failure to return required medical documentation may result in delay or loss of pool benefits.

6. Any unused balance of leave granted to an employee from the sick leave pool returns to the
pool if the employee returns to work prior to using all days granted.

7. The estate of a deceased employee is not entitled to payment for unused leave requested from the sick leave pool.

8. Employees on sick leave pool who return to work on a part-time basis are not eligible to continue on pool leave to make up the difference between their part-time employment and regular full-time employment.

9. An employee's sick leave pool award will immediately stop once the catastrophic medical condition for which it was granted ceases.

**Contributing Sick Leave to the Pool**

1. An employee with accrued sick leave may contribute to the sick leave pool in increments of eight hours, with the exception of a retiring employee who may contribute accrued sick leave in increments of less than eight hours.

2. Sick leave contributed to the pool reduces the accrued sick leave balance of the employee making the contribution.

3. Contributions to the pool are strictly voluntary.

4. An employee contributing sick leave to the sick leave pool may not stipulate who is to receive the contribution.

5. An employee who contributes sick leave to the sick leave pool cannot reclaim the contribution unless entitled to use leave from the sick leave pool. An employee who contributes sick leave to the sick leave pool and then exhausts his or her sick leave balance in the same fiscal year may receive the number of hours he or she contributed to the pool in that fiscal year without suffering a catastrophic illness or injury.

6. An employee desiring to contribute sick leave to the sick leave pool should complete an Application to Contribute Sick Leave form, provide a copy to his or her department head, and route the form to the pool administrator in human resources.

**Administration of the Pool**

1. The pool administrator in the Human Resources Department is responsible for the administration of the sick leave pool. Decisions of the pool administrator may be appealed to the appropriate vice president.

2. Requests for sick leave from the sick leave pool will be forwarded to the pool administrator. Requests will be considered by the pool administrator on a first-come, first-serve basis. Employees may submit a request for sick leave pool hours when they are running out of accrued leave. The request will be considered when they have exhausted all accrued time.

3. The pool administrator will have five working days from the date a request is received in which to approve all or part of the request or deny the request.

4. The amount of sick leave granted for each catastrophic illness or injury will be determined by the pool administrator. The amount cannot exceed one-third of the balance of hours in the pool, or 90 working days, whichever is less. The pool administrator shall approve the use of not more than thirty (30) days of such leave by one individual at one time. Initiation
and/or renewal of approval for use of such leave will be subject to review of a current medical report for each thirty (30) day approval, and is subject to availability of appropriate balance in the fund.

5. The pool administrator shall design and implement a system of records management and reporting of sick leave pool activity. The total leave time available in the sick leave pool shall be reported annually to the director of human resources and be available upon request to faculty and staff.

Cross Reference: Tex. Gov’t Code §§ 661.001-.038, .201-206; Tex. Gov’t Code Ch. 617; Non-Academic Employee Handbook; Organized Work Stoppage (11.18); Sick Leave Pool (12.19); Family and Medical Leave (12.9); Leave of Absence (Non-Academic) (12.12); Leave of Absence (Faculty and Staff) (12.11); Tex. Educ. Code § 51.961.

Responsible for Implementation: Vice President for Finance and Administration

Contact for Revision: Director of Human Resources

Forms: Request for Vacation, Compensatory Time, Sick Leave Taken (available from Human Resources)

Board Committee Assignment: Academic and Student Affairs
POLICY REQUEST FORM

Policy Name: Sick Leave Pool

Policy Number: 12.19

Is this policy new, being reviewed/revised, or deleted? Delete

Date of last revision, if applicable: 10/22/2012

Unit(s) Responsible for Policy Implementation: Human Resources

Purpose of Policy (what does it do): The policy exists to describe utilization of sick pool leave for employees

Reason for the addition, revision, or deletion (check all that apply):

- [ ] Scheduled Review  
- [ ] Change in law  
- [ ] Response to audit finding  
- [X] Other, please explain: Combining the Sick Leave Pool policy 12.19 with the Sick Leave policy 12.18.

Please complete the appropriate section:

Specific rationale for new policy:

Specific rationale for each substantive revision:

Specific rationale for deletion of policy: Recommending moving the content of this policy into the sick leave policy so that all information is located in one policy for easier reference for employees.

Additional Comments:
Sick Leave Pool *(POLICY TO BE DELETED)*

**Original Implementation:** September 17, 1982  
**Last Revision:** October 22, 2012

**Purpose:**

Pursuant to Texas Government Code Sections 661.001-661.008, the university shall maintain a sick leave pool to benefit certain regular employees who suffer a catastrophic injury or illness. A sick leave pool shall be established and maintained to provide for the alleviation of the hardship caused to an employee and the employee's family if a catastrophic illness or injury forces the employee to exhaust all accrued leave (including compensatory time, if applicable) and lose compensation with the state.

**Definitions:**

1. **A catastrophic injury or catastrophic illness** is defined as a severe condition or combination of conditions affecting the mental or physical health of the employee, or the employee's immediate family, that requires the services of a licensed practitioner for a prolonged period of time and that forces the employee to exhaust all accrued leave and lose compensation from the state.

2. **A severe condition or combination of conditions** is one that:
   a. will result in death or is a severely debilitating condition that will result in the individual not meeting the essential functions of their job if not treated promptly or at regularly scheduled intervals (e.g., chemotherapy treatments, radiation treatments, etc.);
   b. has been designated as terminal; or
   c. fully incapacitates the employee from working for a continuous period of thirty (30) calendar days or more.

3. **Licensed practitioner** means a practitioner, as defined in the Texas Insurance Code, who is practicing within the scope of his/her license.

4. **Immediate family** is defined as those individuals related by kinship, adoption, or marriage, or foster children who are so certified by the Texas Health and Human Services Commission who are living in the same household. If not in the same household, an immediate family member is strictly limited to the employee's spouse, child or parent who needs care and assistance as a direct result of a documented catastrophic medical condition.

**Eligibility and Other General Provisions:**

1. All regular faculty and non-probationary staff members eligible to accrue and use sick leave in accordance with university sick leave policy 12.18 may apply to use sick leave from the sick leave pool.
2. Employees may use sick leave pool for their own catastrophic illness or injury or for one in their immediate family, as defined above.

3. An employee may submit only one request for sick leave from the sick leave pool per fiscal year for each catastrophic illness or injury.

4. An employee must exhaust all accrued leave before being eligible to receive sick leave from the sick leave pool.

5. An employee utilizing sick leave from the sick leave pool continues to accrue vacation and sick leave entitlement as if on regular sick leave, provided he or she returns to work following the leave.

6. Employees who are not covered by FMLA (policy 12.9) and who are offered a bona fide job offer under the University's Return to Work (policy 11.24) must accept the offer or sick leave pool benefits will end.

7. Employees who file for Worker's Compensation Benefits are not eligible to use sick leave from the sick leave pool. In no case may sick leave pool time be used in conjunction with a worker's compensation claim.

8. A routine pregnancy is not considered a catastrophic illness or injury.

9. A regular part-time employee is granted pool leave on a pro-rated basis.

10. One sick leave pool will be administered for all regular faculty and staff employees of the University.

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**Requesting Sick Leave from the Pool**

1. A regular employee may apply for sick leave from the sick leave pool by completing a "Request for Sick Leave from the Sick Leave Pool" form and routing the form to the pool administrator in Human Resources.

2. Medical certification is required before the sick leave pool request can be reviewed by the administrator. Weekly documentation of appointments and/or treatment must be submitted to the pool administrator. Failure to return the required certification and documentation may result in loss of pool benefits.

3. The pool administrator will approve all or part of the request, or deny the request. All practitioner's statements and medical updates are subject to be referred to and reviewed by a university medical review board.

4. The amount of the pool leave granted for each catastrophic illness or injury will be determined by the pool administrator. The amount granted cannot exceed one-third of the balance of hours in the pool. However, in no case may an employee use more than 90 workdays from the pool. Initiation and/or renewal of approval for use of such leave shall be subject to review of a current medical report for each approval period, and subject to availability of appropriate balance in the fund.

5. Medical updates are required every 30 days, unless otherwise indicated. Failure to return required medical documentation may result in delay or loss of pool benefits.
6. Any unused balance of leave granted to an employee from the sick leave pool returns to the pool if the employee returns to work prior to using all days granted. The estate of a deceased employee is not entitled to payment for unused leave requested from the sick leave pool.

7. Employees on sick leave pool who return to work on a part-time basis are not eligible to continue on pool leave to make up the difference between their part-time employment and regular full-time employment.

8. An employee's sick leave pool award will immediately stop once the catastrophic medical condition for which it was granted ceases.

**Contributing Sick Leave to the Pool**

1. An employee with accrued sick leave may contribute to the sick leave pool in increments of eight hours, with the exception of a retiring employee who may contribute accrued sick leave in increments of less than eight hours.

2. Sick leave contributed to the pool reduces the accrued sick leave balance of the employee making the contribution.

3. Contributions to the pool are strictly voluntary.

4. An employee contributing sick leave to the sick leave pool may not stipulate who is to receive the contribution.

5. An employee who contributes sick leave to the sick leave pool cannot reclaim the contribution unless entitled to use leave from the sick leave pool. An employee who contributes sick leave to the sick leave pool and then exhausts his or her sick leave balance in the same fiscal year may receive the number of hours he or she contributed to the pool in that fiscal year without suffering a catastrophic illness or injury.

6. An employee desiring to contribute sick leave to the sick leave pool should complete an "Application to Contribute Sick Leave" form, provide a copy to his or her department head, and route the form to the pool administrator in Human Resources.

7. Terminating employees who are not transferring to another state agency and who have a sick leave accrual are encouraged to donate the balance of their sick leave.

**Administration of the Pool**

1. The pool administrator in the Human Resources Department is responsible for the administration of the sick leave pool. Decisions of the pool administrator may be appealed to the appropriate vice president.

2. Requests for sick leave from the sick leave pool will be forwarded to the pool administrator. Requests will be considered by the pool administrator on a first-come, first-serve basis. Employees may submit a request for sick leave pool hours when they are running out of accrued leave. The request will be considered when they have exhausted all accrued time.
3. The pool administrator will have five working days from the date a request is received in which to approve all or part of the request or deny the request.

4. The amount of sick leave granted for each catastrophic illness or injury will be determined by the pool administrator. The amount cannot exceed one-third of the balance of hours in the pool, or 90 working days, whichever is less. The pool administrator shall approve the use of not more than thirty (30) days of such leave by one individual at one time. Initiation and/or renewal of approval for use of such leave will be subject to review of a current medical report for each thirty (30) day approval, and is subject to availability of appropriate balance in the fund.

5. The pool administrator shall design and implement a system of records management and reporting of sick leave pool activity. The total leave time available in the sick leave pool shall be reported annually to the director of human resources and be available upon request to faculty and staff.

Cross Reference: Tex. Gov’t Code §§ 661.001-.008

Responsible for Implementation: Vice President for Finance and Administration

Contact for Revision: Director of Human Resources

Forms: Application to Contribute Sick Leave, Family Medical Leave Request (both available in Human Resources)

Board Committee Assignment: Academic and Student Affairs
POLICY REQUEST FORM

Policy Name: Ticket Office Services
Policy Number: 16.29

Is this policy new, being reviewed/revised, or deleted? Review/Revise

Date of last revision, if applicable: 10/1/2012

Unit(s) Responsible for Policy Implementation: University Affairs

Purpose of Policy (what does it do): This policy sets forth the basics of SFA ticket sales and the sale of tickets for outside groups by SFA.

Reason for the addition, revision, or deletion (check all that apply):

☑ Scheduled Review ☐ Change in law ☐ Response to audit finding

☐ Other, please explain:

Please complete the appropriate section:

Specific rationale for new policy:

Specific rationale for each substantive revision: Reviewed with no changes recommended.

Specific rationale for deletion of policy:

Additional Comments:
Ticket Office Services

**Original Implementation:** May 6, 1985  
**Last Revision:** October 22, 2012 November 2, 2015

The services of the SFA Ticket Office (Ticket Office) are primarily for the use of campus organizations and campus departments. Services may be offered to non-university groups if there is a benefit to the university. There may be a fee charged for services provided to non-university groups.

To request use of Ticket Office services, an official representative of the organization, department or group making the request must complete a Consignment Ticket Agreement. The Ticket Office manager will notify this representative if the request is approved and when tickets can be delivered for sale. The request for service must be made at least 24 hours prior to the time sales are requested to begin. Tickets should go on sale no earlier than three (3) weeks prior to an event.

Once tickets are delivered for sale, the number of tickets consigned must be verified and agreed upon by the group representative and the Ticket Office.

For general admission events, tickets must be consecutively numbered. For reserved seat events, tickets must be accompanied by a seating plan (chart). Prices must be printed on the face of the ticket.

The Ticket Office is responsible only for the number and type of tickets it accepts. Deposits will be made into a university account. Final accounting will take place within two (2) working days following the event. Payments for tickets sold for groups without university accounts will be made by university check no earlier than two weeks following the acceptance of the final accounting by an authorized representative of the group. A final Ticket Office statement will be provided to the official representative of the group upon request.

**Refunds**

The Ticket Office sells tickets on a no refund and no exchange basis unless the event for which the ticket was purchased is cancelled. In the case of a cancellation, refunds processed by the Ticket Office will be only for those tickets originally sold or placed on consignment in other outlets by the Ticket Office. Tickets may not be refunded by consignment outlets.

**Cross Reference:** None

**Responsible for Implementation:** Vice President for University Affairs
Contact for Revision: Director of Student Services

Forms: Consignment Ticket Agreement

Board Committee Assignment: Academic and Student Affairs
POLICY REQUEST FORM

Policy Name: Vending

Policy Number: 16.35

Is this policy new, being reviewed/revised, or deleted? Review/Revise

Date of last revision, if applicable: 10/1/2012

Unit(s) Responsible for Policy Implementation: University Affairs

Purpose of Policy (what does it do): Sets forth the provision of vending services on campus

Reason for the addition, revision, or deletion (check all that apply):

☑ Scheduled Review    ☐ Change in law    ☐ Response to audit finding

☐ Other, please explain:

Please complete the appropriate section:

Specific rationale for new policy:

Specific rationale for each substantive revision: Modified to specify that vending placements will be as negotiated and specified in the applicable contract.

Specific rationale for deletion of policy:

Additional Comments:
Vending

**Original Implementation:** Unpublished  
**Last Revision:** October 22, 2012

The food and beverage vending machines located on campus are the responsibility of the respective contract vendors. This responsibility shall include furnishing, servicing and maintaining machines, purchasing goods for resale, and collecting funds. These vendors shall routinely place vending machines in locations it deems desirable and economical, including academic buildings, **accordance with the negotiated contract.** Specific exceptions to this policy are:

1. Coin-operated copy machines, which are the responsibility of the individual department; and
2. Coin-operated game machines, which are the responsibility of the director of student services.

Other exceptions or requests shall be considered on an individual basis, and should be addressed in writing to the vice president for university affairs.

**Cross Reference:** None

**Responsible for Implementation:** Vice President for University Affairs

**Contact for Revision:** Director of Student Services

**Forms:** None

**Board Committee Assignment:** Building and Grounds
POLICY REQUEST FORM

Policy Name: Workplace Accommodations for Lactation/Breastfeeding
Policy Number: 11.33

Is this policy new, being reviewed/revised, or deleted?  New

Date of last revision, if applicable:

Unit(s) Responsible for Policy Implementation: Human Resources

Purpose of Policy (what does it do): Describes the university's commitment to providing and promoting a work environment that is supportive of nursing mothers.

Reason for the addition, revision, or deletion (check all that apply):

☐ Scheduled Review  ☑ Change in law  ☐ Response to audit finding

☐ Other, please explain:

Please complete the appropriate section:

Specific rationale for new policy: The university is required to have a policy in place that describes the rights of nursing mothers.

Specific rationale for each substantive revision:

Specific rationale for deletion of policy:

Additional Comments:
Workplace Accommodations for Lactation/Breastfeeding

Original Implementation: November 2, 2015
Last Revision: None

The university is committed to providing and promoting a work environment that is supportive of nursing mothers. The university will provide reasonable accommodations for employees for the purposes of expressing breast milk during the workday.

Accommodation of Leave Time

Nursing mothers may take a reasonable amount of break time as needed for the expression of breast milk. The frequency and duration of these breaks may vary as determined by the needs of the mother. Ideally, this break time will run concurrently with an employee’s paid break time. Supervisors will make separate or additional time available if it is not feasible for the lactation time to correspond with regular breaks. The additional time may be unpaid. If need or desired, vacation time, compensatory time, or flexible scheduling may be used for this accommodation. If leave balances are used or if the time is unpaid, this time may count towards an employee’s family and medical leave (FMLA) entitlement.

Available Space

The university will provide appropriate and accessible space for employees to breastfeed or express milk in private. This location may be the employee’s regularly assigned workspace if there is adequate privacy to perform the activity. The location provided must be shielded from view and free from intrusion from other employees and the public. Areas such as restrooms or open cubicles are not considered appropriate spaces for the university to provide under this policy.

Employee Responsibilities

Supervisors are to ensure accommodations are administered consistently, equitably, and fairly. Supervisors may not deny a lactating employee the right to express milk during the workday.

Employees are to plan and organize their time to meet the job responsibilities established by their supervisor. Employees are expected to complete or account for the required number of work hours in their respective workweek, unless otherwise agreed to by their supervisor or limited by their healthcare provider. Employees are to notify their supervisor of any changes needed to the agreed upon schedule in advance.
Retaliation

An employee may not be discriminated against, harassed, or otherwise retaliated against for asserting their right to express breastmilk.


Responsible for Implementation: Vice President for Finance and Administration

Contact for Revision: Director of Human Resources

Forms: None

Board Committee Assignment: Academic and Student Affairs