

01.03 Appointing Power and Terms and Conditions of Employment

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Policy Statement

The Board of Regents (board) of The Texas A&M University System (system) appoints all officers, faculty members and other employees of the system, but the board may delegate this authority to the chancellor in accordance with system policy.

Reason for Policy

This policy explains the appointment of A&M system officers and employees made by the board and those delegated to the chancellor, including those the chancellor may delegate to system member chief executive officers (CEOs).

Procedures and Responsibilities

1. GENERAL

The board appoints all of the officers, faculty members and other employees of the system. The board, however, may delegate to the chancellor, and the chancellor may delegate to the respective CEO the authority to appoint, promote, transfer and terminate employees subject to the limitations provided in system policy, including System Policy 25.07, *Contract Administration*. The CEO of the universities and the health science center shall be its president. The CEO of an agency shall be its director.

2. APPOINTMENT OF SYSTEM OFFICERS BY THE BOARD OF REGENTS

2.1 The board shall select and appoint the chancellor as the CEO of the system. The chancellor is responsible for the management and operation of the system under

the direction of the board. The board may dismiss or reassign the chancellor without cause.

- 2.2 The board shall appoint the university and health science center (HSC) presidents and the agency directors. Prior to appointment, the chancellor shall make recommendations for the position. With prior approval of the board, the chancellor may dismiss or reassign a CEO without cause.
 - 2.3 The board shall appoint deputy chancellors and vice chancellors. Prior to appointment, the chancellor shall make recommendations for the position. With subsequent confirmation of the board, the chancellor may dismiss or reassign a deputy chancellor or a vice chancellor without cause.
 - 2.4 The board shall appoint the general counsel. Prior to appointment, the chancellor shall make recommendations for the position. With prior approval of the board, the chancellor may dismiss or reassign the general counsel without cause.
 - 2.5 The board shall appoint the chief auditor. Prior to appointment, the chancellor shall make recommendations for the position. The chief auditor shall report to the board through the Committee on Audit of the Board, with access to the chancellor. The board may dismiss or reassign the chief auditor without cause.
 - 2.6 The board shall appoint vice presidents, deans of system member universities and the HSC, and deputy and associate directors of agencies. Prior to appointment, the CEO shall make recommendations to the chancellor for the position. With subsequent confirmation of the board, the chancellor may dismiss or reassign vice presidents, deans, deputy directors or associate directors without cause.
 - 2.7 The board may select and appoint an interim chancellor. Upon the recommendation of the chancellor, the board may make interim appointments of deputy chancellor, vice chancellor, general counsel, chief auditor, and CEO.
 - 2.8 The board shall set the initial salary and the conditions of employment for each person appointed under Sections 2.1 through 2.7.
3. APPOINTMENT OF INTERIM SYSTEM OFFICIALS, FACULTY AND OTHER EMPLOYEES AND AWARD OF TENURE
 - 3.1 Appointment of Interim System Member Officials

Upon recommendation of the CEO, the chancellor may make interim appointments to the position of vice president, dean of a university or the HSC, and deputy or associate director of an agency.
 - 3.2 Appointment of Faculty and Award of Tenure
 - 3.2.1 With confirmation of the chancellor, the CEO shall appoint and approve promotion of all members of the faculty except as provided in Section 3.2.3.

3.2.2 With confirmation of the chancellor, the appointing CEO shall set initial salaries and conditions of employment for persons appointed in Sections 3.1 through 3.3.

3.2.3 Upon recommendation of the university or HSC president and with approval of the chancellor, the board may award tenure to a faculty member.

3.3 Other Appointments

The chancellor may delegate authority to the CEOs to appoint, promote, transfer and dismiss all other employees not covered in the preceding sections.

3.4 Appointment of Faculty as Administrators

3.4.1 The appointing authority may dismiss an administrator, who holds tenure on the faculty of a member university or the HSC, from the administrative position without cause.

3.4.2 The actions or conduct of an administrator may be used as grounds for dismissal as a tenured faculty member. Unless dismissed as a tenured faculty member, an administrator who holds tenure may return to a tenured faculty position.

3.4.3 The CEO shall adjust the salary of a faculty member who returns to the faculty after serving in an administrative position to an amount that does not exceed the salary of other persons with similar qualifications performing similar duties.

4. BOARD OF REGENTS' REVIEW

Annually, the Board of Regents shall review the performance of the chancellor of the system and the system member CEO.

Related Statutes, Policies, or Requirements

System Policy 02.01, *Board of Regents*

<http://www.tamus.edu/offices/policy/policies/pdf/02-01.pdf>

System Policy 02.02, *Office of the Chancellor (proposed)*

<http://www.tamus.edu/offices/policy/policies/proposed/02-02.pdf>

System Policy 25.07, *Contract Administration*

<http://www.tamus.edu/offices/policy/policies/pdf/25-07.pdf>

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