

## 01.03 Appointing Power and Terms and Conditions of Employment

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### Policy Statement

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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.

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### Reason for Policy

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This policy explains the appointment of 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).

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### Procedures and Responsibilities

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#### 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 (HSC) 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 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. PRESIDENTIAL SEARCH

- 3.1 The board shall act as a search committee of the whole for all presidential searches.
- 3.2 The board may at its discretion appoint a presidential search advisory committee (committee) to fill a vacancy for the position of president of a system member university or the HSC. The board may replace committee members as it deems necessary. The advisory committee shall consist of at least two members of the board and the vice chancellor for academic affairs. The remainder of the committee will be comprised of the following representatives: four members of the faculty, two students (1 graduate and 1 undergraduate), one staff member, two former students and two members of the community. The chair of the committee will be named by the board chair.

### 3.3 Responsibilities of the Advisory Committee

The committee shall determine the candidates' academic, administrative, and business abilities.

The committee may interview candidates as a part of its selection process. Interviews should be conducted on the basis that the confidentiality of the process is critical to its ultimate success.

The committee shall submit to the board, through the chancellor, a list of no fewer than three candidates in no rank order.

The board shall determine which candidates (if any) will be interviewed by the board prior to naming a finalist(s). If none of the names submitted by the committee is satisfactory to the board, the board may either name a new committee or proceed to select a finalist(s) under such other procedures as it may deem proper and appropriate at its sole discretion.

The board shall not be limited under any circumstances to only consider candidates previously vetted by the advisory committee.

## 4. APPOINTMENT OF INTERIM SYSTEM OFFICIALS, FACULTY AND OTHER EMPLOYEES AND AWARD OF TENURE

### 4.1 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.

### 4.2 Appointment of Faculty and Award of Tenure

4.2.1 With confirmation of the chancellor, the CEO shall appoint and approve promotion of all members of the faculty except as provided in Section 4.2.3.

4.2.2 With confirmation of the chancellor, the appointing CEO shall set initial salaries and conditions of employment for persons appointed in Sections 4.1 through 4.3.

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

### 4.3 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.

### 4.4 Appointment of Faculty as Administrators

- 4.4.1 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.
- 4.4.2 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.
- 4.4.3 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.

## 5. BOARD OF REGENTS' REVIEW

Annually, the board shall review the performance of the chancellor of the system and the system member CEOs.

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## **Related Statutes, Policies, or Requirements**

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[System Policy 02.01, Board of Regents](#)

[System Policy 02.02, Office of the Chancellor](#)

[System Policy 25.07, Contract Administration](#)

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## **Contact Office**

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