Chap	<u>ter</u>				Page
V.	COMPONENT PERSONNEL				
	1.	COMPONENT EMPLOYEES			1
		1.1	Definitions		1
			1.11 1.12 1.13	Faculty Employees Staff Employees Special Employment Contracts	1 1 1
	2.	General			2
		2.1	Employment		2
	3.	2.2 2.3 2.4 2.5 2.6 2.7 2.8	2.12 2.13 2.14 2.15 Appoint Retire Stand Abser Power Insurar Payro	intment of Relatives (Nepotism Rule) ement and Recognition of Service ards of Conduct nces r to Bind the System in Fixing Its Policies	2 2 3 3 4 4 6 7 8 8 8 8
	.2.	3.1		oyment Hiring Salaries Vacancies	9 9 9 9
		3.2	Term	inations	9
			3.21 3.22	Limited Right to Hearing Tenured Faculty as Administrators	9 10
		3.3	Sexua	al Misconduct	10

<u>Chap</u>	ter				Page
V.	COMPONENT PERSONNEL (continued)				
	4.	Faculty			10
		4.1	Employment		10
			4.13 4.14	Board Goals for Faculty Nominations Appointments Reappointments Vacancies Salary Authority	10 10 10 10 11 11
		4.2	Tenur	e	11
			4.22 4.23	Non-tenured Faculty Non-reappointment and Denial of Tenure	11 12 12 12 14 14 14 14
		4.3	Promo	otion	15
			4.31 4.32	Discretionary Nature of Promotion Guidelines	15 15
		4.4	Faculty Grievances of Non-renewal or Termination of Employment		16
			4.41 4.42 4.43 4.44 4.45 4.46	Faculty Member Defined Grievable Issues Termination Prior to End of Contract Period Grievance Process Not a Due Process Proceeding Component Procedures	16 16 16 16 17
		4.5	Term	ination and Due Process Procedures	17
			4.51	Grounds	17

Chapt	<u>er</u>			<u>Page</u>
V.	COMPONENT PERSONNEL (continued)			
		4.52	Suspension	19
		4.53	Summary Dismissal	19
		4.54 4.55	Hearing Tribunal Review by President	19 20
		4.56	Appeal to the Board	20
		7.50	Appear to the Board	20
	4.6	Termination of Faculty Employment Under Special		
		Circumstances		20
	4.7	Rights	and Responsibilities as a Teacher and as a Citizen	22
		4.71	Classroom	22
		4.71	Research and Publication	22
			Licenses and Permits	22
			Speaking as a Citizen	22
		4.75		22
		4.76	Non-competitive Use of Employee-owned,	22
		1.70	Mediated Courseware	23
	4.0	Т	and Candidians of Franciscus and	22
	4.8	1 erms	s and Conditions of Employment	23
		4.81	Faculty Development Leaves	23
		4.82	Absences	23
		4.83	Outside Employment	24
		4.84	Textbooks and Other Course Materials	25
		4.85	Acceptance of Money from Students	26
		4.86	Knowledge of These Rules & Regulations	26
	4.9	Hono	rary Titles and <i>Emeritus</i> Faculty	26
		4.91	Honorary Titles	26
		4.92	Regents' Professor	26
		4.93	University (College or Institute) Distinguished	— -
			Professor	27
		4.94	Emeritus (or Distinguished Emeritus) Status	27
		4.95	Privileges and Perquisites of <i>Emeritus</i> Status	27
		4 96	Duration of Honorary Titles	28

Chapte	<u>er</u>			Page
V.	COMPONENT PERSONNEL (continued)			
		4.10	Miscellaneous Provisions	28
			4.10(1) Faculty Organizations4.10(2) Recruitment and Resignation of Faculty Members4.10(3) Retired Faculty	28 29 29
		4.11	Sexual Misconduct	30
	5.	Unclassified Employees (Excluding Administrative Officers) and All Classified Employees.		30
		5.1	Employment	30
			5.11 Hiring 5.12 Salaries	30 31
		5.2 5.3 5.4 5.5 5.6	Terminations Absences Outside Employment Acceptance of Money from Students Sexual Misconduct	31 31 31 31 32
	6.	Employee Training		32
		6.1 6.2 6.3 6.4	Seminars and Workshops Continuing Professional Education (CPE) College Courses Training Subject to Subchapter D, Chapter 656, Title 6, Texas Government Code (Restrictions on Certain Training	32 32 33 33
W	CTI II	NENIT C	PEDVICES AND ACTIVITIES	1
VI.	STUDENT SERVICES AND ACTIVITIES			1
	1.	General Provisions		1
		1.1 1.2 1.3	Application of Policies, Rules and Regulations The "Chief Student Affairs Officer" Definition of Campus	1 1 1