



CLARENDON COLLEGE POLICY MANUAL 2015-2016

Adopted By Board of Regents
August 20, 2015

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APPENDICES

Appendix A

Clarendon College Organizational Chart

**1000 SERIES
GENERAL INSTITUTIONAL POLICIES**

LEGAL AUTHORITY

1110

Junior or community college districts in the State of Texas have legal authorization as stated in Chapter 130 of the Texas Education Code. A district, taxing authority and a governing board have been provided for Clarendon College by a majority of the voters voting in elections for this purpose. Laws governing the operation of Clarendon College are given in Chapter 130 of the Texas Education Code and elsewhere in other laws of the state. Policies, rules, and regulations respecting Clarendon College and its operation are developed from time to time by the Texas Higher Education Coordinating Board. All authority not vested in the laws of the state or in the Texas Higher Education Coordinating Board is reserved and retained locally by the Board of Regents of Clarendon College.

LEGAL LIMITS

1115

This manual is not to be construed as a contract between Clarendon College and its employees and does not in any way imply or create any rights, contractual or otherwise, on behalf of Clarendon College's employees. The Regents of Clarendon College may at their sole discretion alter or amend this manual or portions thereof at any time.

HARMONY WITH STATE AND FEDERAL LAWS 1120

No item in these policies, rules or regulations shall be operative if it is found to be in contradiction to any of the laws of the State of Texas and/or federal laws.

LEGAL NAME 1125

The official name of this institution and its entire college facilities shall be Clarendon College, and may for legal and other purposes, be referred to as Clarendon College.

CLARENDON COLLEGE SERVICE AREA 1130

The service area of Clarendon College includes the territory within Gray, Donley, Wheeler, Armstrong, Collingsworth, Briscoe, Hall, and Childress counties.

LOGO 1135

A distinctive symbol or logo shall be adopted and approved from time to time by the Board of Regents on the recommendation of the President for use on official college stationery and publications. The Clarendon College logo is copy righted and it is unlawful to use any College logo unless approved by the President.

LOCATION OF OFFICES

1140

The principal office of Clarendon College shall be in the County of Donley, State of Texas, at its main campus in the City of Clarendon.

PHILOSOPHY OF CLARENDON COLLEGE

1145

The faculty, Board of Regents, and administrators at Clarendon College are committed to the concept that our College be an open door to learning. With this goal in mind, we extend an educational opportunity to students of all ages who can profit from instruction. Every effort is made to provide equal access to the educational opportunities offered at Clarendon College without regard to age, gender, color, national or ethnic origin, race, religion, creed, and/or disability.

In keeping with this philosophy, Clarendon College recognizes and accepts the responsibility for providing curricula for university-bound students, for students seeking career opportunities in a variety of occupations, and for persons of the community seeking cultural enrichment, short-term skill training, or personal improvement opportunities. The College will seek to achieve these goals within the limits of its legal responsibilities and available fiscal resources.

MISSION STATEMENT

1150

Clarendon College is a comprehensive community college committed to teaching, learning and providing access to opportunities that assist in the holistic development of its constituents and community.

In pursuit of this mission the College provides academic transfer programs, Career/Technical Education, student services, developmental education programs, continuing education/community service courses through a variety of instructional methodology, including but not limited to: face to face, distance education, and hybrid delivery.

Clarendon College strives to provide diverse cultural enrichment opportunities for our constituents.

PURPOSES OF CLARENDON COLLEGE

1155

The purposes of Clarendon College are defined in the Texas Education Code, Section 130.003, and shall be to provide:

- (1) technical programs up to two years in length leading to associate degrees or certificates;
- (2) vocational programs leading directly to employment in semi-skilled and skilled occupations;
- (3) freshman and sophomore courses in arts and sciences;
- (4) continuing adult education programs for occupational or cultural upgrading;

- (5) compensatory education programs designed to fulfill the commitment of an admissions policy allowing the enrollment of disadvantaged students;
- (6) a continuing program of Counseling and guidance designed to assist students in achieving their individual educational goals;
- (7) workforce development programs designed to meet local and statewide needs;
- (8) adult literacy programs and other basic skills programs; and,
- (9) such other purposes as may be prescribed by the Texas Higher Education Coordinating Board or the Clarendon College Board of Regents, in the best interest of postsecondary education in Texas.

Clarendon College exists to serve these purposes as they relate first to the local service areas, then to the State of Texas, and finally, to the nation offering career, technical/workforce, and academic courses for certificates or associate degree. Continuing education, remedial and compensatory education consistent with the open admissions policies, and a program of Counseling and guidance shall also be provided. It has accepted the challenge of providing the resources, curricula, instructional support, and personnel required to best serve the many educational needs of its students.

DEGREES GRANTED

1160

Clarendon College grants the:

- (1) Associate in Arts Degree
- (2) Associate in Science Degree
- (3) Associate in Applied Science Degree

- (4) Certificate of Completion
- (5) Marketable Skills Achievement Award

The Associate in Arts and the Associate in Science Degrees are awarded for successful completion of a two-year program designed for students planning to transfer to a senior college or university.

The Associate in Applied Science Degree is awarded for successful completion of a two-year prescribed occupational curriculum. The Certificate of Technology is awarded to those who complete the technical competencies of a one to two-year TSI (Texas Success Initiative) required occupational curriculum.

The Certificate of Completion is awarded for successful completion of a specialized curriculum in a TSI exempt occupational program of less than two years in length.

The Marketable Skills Achievement Award is awarded for short term enrollment (9-14 sch) through continuing ed. or career/technical education.

POLICIES AND BYLAWS OF THE BOARD OF REGENTS

1210

(Updated 7-21-2011 TACC BBC)
(Updated 8-16-2012 TACC BBA)

Section 1. Composition. The Board of Regents shall consist of nine members elected at large by the qualified voters of the Clarendon College District; each member will be elected for a term of six years, and three members will be elected on even-numbered years.

Section 2. Election of Regents. The College Board election shall be held on the First Saturday in May each even-numbered year in accordance with the election laws of

the State of Texas. To be eligible to be a candidate for, or elected or appointed to, the office of College Regent, a person must:

- Be a United States citizen
- Be 18 years of age or older on the first day of the term to be filled at the election or on the date of appointment, as applicable.
- Have not been determined by a final judgment of a court exercising probate jurisdiction to be:
 - a. Totally mentally incapacitated and the person's mental capacity has not subsequently been completely restored by a final judgment of a court exercising probate jurisdiction; or
 - b. Partially mentally incapacitated without the right to vote and the person's guardianship has not been modified to include the right to vote or the person's mental capacity has not been completely restored by a subsequent final judgment of a court exercising probate jurisdiction.
- Have not been finally convicted of a felony from which the person has not been pardoned or otherwise released from the resulting disabilities.
- Be a resident of Texas.
- Reside in the territory from which the office is elected.
- Be a qualified registered voter. A person may not be elected a board member unless the person is a qualified voter. *Education Code 130.082 (d)* "Qualified voter" means a person who:
 - 1. Is 18 years of age or older;
 - 2. Is a United States citizen;

3. Has not been determined by a final judgment of a court exercising probate jurisdiction to be:
 - a. Totally mentally incapacitated and the person's mental capacity has not subsequently been completely restored by a final judgment of a court exercising probate jurisdiction; or
 - b. Partially mentally incapacitated without the right to vote and the person's guardianship has not been modified to include the right to vote or the person's mental capacity has not been completely restored by a subsequent final judgment of a court exercising probate jurisdiction;
4. Has not been finally convicted of a felony or, if so convicted:
 - a. Has fully discharged his or her sentence, including any term of incarceration, parole, or supervision;
 - b. Has completed a period of probation ordered by any court; or
 - c. Has been pardoned or otherwise released from the resulting disability to vote.

For purposes of determining a qualified voter, a person is not considered to have been finally convicted of a felony if criminal proceedings are deferred without an adjudication of guilt.
5. Is a resident of this state; and
6. Is a registered voter. *Election Code 1.020,11.002*

Any legal resident ("Residence" defined in *election code 1.015 TACC*) of this district may become a candidate for a place on the Board of Regents by filing written

application with the Board of Regents, asking that his/her name be placed on the official ballot; similar petitions may be filed requesting that certain names be placed on the ballot. Such requests or petitions may be filed not later than thirty days prior to the date of the election. An individual seeking election or appointment to the office of board member must have been a resident of the state for 12 months, and a resident of the district from which the office is elected for six months, prior to the last date on which the candidate could file to be listed on the ballot or in case of appointment six months prior to the day on which the appointment is made.

“Residence” shall mean domicile, one’s home and fixed place of habitation to which one intends to return after any temporary absence. A person does not acquire a residence in a place to which the person has come for temporary purposes and without the intention of making that place the person’s home. A person elected to serve as a board member must remain a resident of the college district throughout the term of office. A board member who ceases to reside in the college district vacates his or her office.

Official Oaths: A member of the board must take the proper oath of office before taking up the duties of the office. *Education code 130.082(d)*

The members of the Board of Regents shall hold office for a period of six years, or until their successors are elected and qualified.

A board member may resign by delivering written notice, signed by the board member, to the presiding officer of the board. The Board may not refuse to accept a resignation.

If a board member submits a resignation, whether to be effective immediately or at a future date, a vacancy occurs on the date the resignation is accepted by the board or on the eighth day after the date of its receipt by the Board, whichever is earlier.

A board member shall continue to perform the duties of their office until their successors shall be duly sworn in. Until that time, the board member continues to serve and have the duties and powers of office and continues to be subject to the nepotism provision. A holdover board member may not vote on the appointment of his or her successor.

When a vacancy occurs on the Board of Regents, the remaining members of the board shall be authorized to fill this vacancy by appointment until the next regular election of members to the Board as provided by law.

Section 3. Election of Officers. The Board of Regents at its first regular meeting following the date of the election shall organize by electing a Chairperson, Vice-Chairperson, and Secretary-Treasurer from among its members, each of whom shall serve for a period of two years or until a successor is elected and qualified. Each official shall be elected by majority vote of the members present.

Section 4. Regular Meetings. The Board of Regents shall meet regularly on the third Thursday of each month, at 11:45 AM in the Bairfield Activity Center on the campus of Clarendon College, Clarendon, Texas.

Section 5. Special Meetings. Special meetings may be called by the Chairperson of the Board of Regents at a time permitting compliance with laws governing public meetings, and/or by any two members of the Board upon notices either written or oral to

all members of the Board at a time permitting compliance with laws governing public meetings.

Section 6. Executive Committee. The Chairperson, the Vice-Chairperson, and the Secretary constitute the Executive Committee of the Board of Regents.

Section 7. Special Committees. Special committees may be appointed by the Chairperson of the Board. Such committees shall be appointed to perform specific duties. When the work of the committee has been completed, the committee shall be automatically dissolved.

The work of all such special committees shall be fact-finding and advisory, and only in exceptional cases legislative or administrative, and only then by majority vote of the Board.

No committee shall have power to act administratively unless specifically empowered to act by the Board of Regents, and the committee shall report its action to the Board at its next regular meeting after action has been taken.

Fact finding and advisory committees shall report their findings and recommendations first to the Board of Regents, either through a written report or at a regular or special meeting. Committees shall not publish or release any such reports to others prior to presentation to the members of the Board.

Section 8. Conflict of Interest/Disclosure. The presiding officer of the board must have no contractual, employment, or personal or familial financial interest in the institution. The majority of other voting members of the board must have no contractual, employment, or personal or familial financial interest in the institution.

If a Regent or a person related to a Regent in the first degree by either affinity or consanguinity has a substantial interest in a business entity or in real property, the Regent, before a vote or decision on any matter involving the business entity or the real property, shall file an affidavit with the Secretary of the Board of Regents stating the nature and extent of the interest and shall abstain from further participation in the matter. *(Local Gov't Code 171.004)*

The Board shall take a separate vote on any budget item specifically dedicated to a contract with a business entity in which a Regent has a substantial interest. The affected Regent shall not participate in that separate vote, but may vote on the final budget if he/she has filed the affidavit and the matter in which he/she is concerned has been resolved. *(Local Gov't Code 171.005)*

A Regent who is a stockholder, officer, director, or employee of a bank that has bid to become a depository for the College shall not vote on the awarding of a depository contract to said bank. *(Education Code 45.204)*

If a Regent has a substantial interest in a bank with which the District is considering entering into a loan or other transaction besides a depository contract, then the Regent must comply with the affidavit and abstention requirements. *(Atty. Gen Op. JM-1082 (1989); Local Gov't Code 171.004)*

Section 9. Quorum Requirements. The presence of five members of the Board of Regents shall constitute a quorum and a majority vote of those members present shall be required on all matters voted upon by the Board. If a quorum shall not be present at any meeting, the Regents present may recess the meeting without notice other than announcement at the meeting, until a quorum shall be present.

Section 10. Voting. Voting shall be done by the show of hands; each member's vote, or failure to vote, shall be recorded. The Chairperson of the Board of Regents shall have a vote. The President of Clarendon College is not a member of the Board and does not have a vote.

Section 11. Removal from Office. Board members may be removed from Board membership for incompetency, official misconduct, intoxication, non attendance of regularly scheduled board meetings, or conviction by a jury for any felony or for misdemeanor official misconduct. "Official misconduct" includes conviction of an offense relating to violation of purchase procedures. Actions for removal of Board members must be brought before the district judge holding jurisdiction, except that any court convicting a Regent of a felony or official misconduct shall order immediate removal. *Tex. Const., Art V, Sec. 24; Loc. Gov't. Code 87.011, 87.012, 87.013, 87.031; Education Code 44.032 (e).*

DUTIES AND RESPONSIBILITIES OF THE BOARD OF REGENTS

1220

The chief duty of the Board of Regents is to provide for the progress and welfare of the College, and to establish the policies which govern the College's organization and operation.

The Board functions only when it is convened in meetings. An individual Board member speaks for the Board only when the Board has delegated such authority. As the governing body, the Board of Regents chief duties and responsibilities include:

1. To preserve institutional independence and to defend its right to manage its own affairs through chosen administrators and employees.

2. To work to enhance the public image of Clarendon College.
3. To interpret the community to the campus and interpret the campus to the community.
4. To nurture Clarendon College to the end that the College achieves its full potential within its role and mission.
5. To insist on clarity of focus and mission of the College.
6. To act as a policy-making body. To discuss and take action on the policies as presented by the President. While new policies will usually be presented by the President, it is understood that policies may originate with the board.
7. To act as an appraisal body sitting in judgment upon recommendations that may come to it through the President of the College, his/her designated representative, or from a duly-authorized Board committee.
8. To appoint a President of the College, to designate the President as the chief executive officer of the board and the faculty, and to invest in that person all such powers as may be legally delegated to the office. Only the President of the College shall be directly responsible to the Board. All other administrators, faculty members, and other employees shall be indirectly responsible to the Board through the President of the College, and they shall report or confer with the Board through the President of the College.
9. To consider the budget presented by the President, recommend any changes thought necessary, and adopt the budget, with revisions, when it

meets with the approval of the board on or before September 1 of each year.

10. Review and consider upon recommendations of the President of the College for capital outlay and determine the means of financing them.
11. Elect or reject the personnel recommendations of the President of the College.
12. Consider major financial concerns of the College.
13. To adopt salary schedules for faculty and other employees.
14. The Board of Regents shall employ an independent auditor who shall be directly responsible to the Board, with the President of the College or his/her designated agent given the authority to call upon the auditor for professional opinions.
15. The Board of Regents shall seek legal assistance as needed, with the President of the College or his/her designated agent given the authority to call for professional opinions.
16. The Board of Regents may employ a professional architect or engineer, as needed. The architect may work with the College President and others. Once the plans are completed the Board may pass upon the architect's plans for buildings which have been authorized.
17. To cooperate with the President to carry on the public relations program; to represent the needs of the College and give active support to them before the public and the press.
18. Approve the financial statements.

19. Act as a body of final appeal for College personnel and the public in cases which may be appealed from the decision of administrative officers. Such appeals shall be made to the Chairperson of the Board of Regents in accordance with Board policy.
20. Fill vacancies on the Board, created by death, resignation, or removal, in accordance with the laws of the State of Texas.
21. Approve tuition and fees in accordance with statutory requirements and the needs of the institution.
22. Approve the College Catalog and other official College publications upon the recommendation of the President of the College.
23. To approve an organizational structure of the college upon the President's recommendation.
24. To levy and collect taxes and issue bonds in accordance with the law, and to provide for the assessing and collecting of taxes.
25. To exercise the right of eminent domain to acquire property.
26. To adopt a tax rate each fiscal year as required by Tax Code 26.05.
27. To select a depository for College District funds. *Education Code 51.003*
28. To order elections as required by law. *Education Code 130.082(f), 130.122(b).*
29. To execute, perform, and make payments under a contract for the use or purchase or other acquisition of real property or an improvement to real property.

30. To execute, perform, and make payments under contracts, which may include leases, lease with option(s) to purchase, or installment purchase, with any person for the use, acquisition, or purchase of any personal property, or the financing thereof. The contracts shall be on terms and conditions that are deemed appropriate by the Board in accordance with state law.

To complement and extend the statements of legal duties, the Board has the responsibility of formulating broad public policy in community college education for the District. It shall function as the legislative and policy-making body charged with oversight and control of the District's activities. The Board will delegate to the President the function of implementing policy, specifying the required actions, and designing the detailed arrangements under which the District will be operated.

All authority not vested by the laws of the state in the Texas Higher Education Coordinating Board or the Texas Education Agency shall be reserved and retained locally in the College District or in the Board of Regents as provided in the laws applicable.
(Education Code 130.002)

POWERS AND DUTIES OF THE BOARD OFFICERS

1230

Powers and Duties of the Board Chairperson

The Chairperson shall preside over meetings of the board and shall have power to call special meetings of the board at his or her own discretion. The Chairperson shall exercise all the ordinary duties of a chairperson, shall perform such work duties as may

be required by law or imposed by the Board, and shall vote on all matters coming before the Board.

Duties of the Vice Chairperson

The Vice-Chairperson of the Board of Regents shall perform the duties of the Chairperson in case of absence, resignation, or disability of the Chairperson. The Vice-Chairperson of the Board shall perform other functions as designated by the Board of Regents.

Duties of the Secretary

The Secretary shall record the actions of the Board and cause the same to be preserved in a safe place. The Secretary shall perform the duties of the office as required by state law and as directed by Board of Regents.

The official minutes of the Board of Regents shall be kept in the office of the President of the College and shall be made available to any citizen desiring to examine them.

In the absence of the Chairperson and the Vice Chairperson, the Secretary shall call the meeting to order and a Chairperson Pro-Temp shall be chosen by a majority of the members present.

TRANSACTION OF BOARD BUSINESS

1240

Official Business of the Board

Official business of the Board can be transacted only at regular meetings of the Board, or in special meetings called for that purpose, or through a special committee,

approved and empowered to act by the Board and appointed by the Chairperson of the Board.

Order of Business

The order of business at any regular or special meeting of the board shall be as follows:

1. Call to order
2. Reading and approval of the minutes (Regular meetings only).
3. Approval of Financial Statements.
4. Unfinished Business
5. New Business
6. Personnel Considerations
7. Reports
8. Adjournment

Appearance of Citizens Before the Board

Citizens who wish to appear before the Board of Regents at a regular meeting should state the purpose of their appearance and submit a short brief of their testimony to the College President in sufficient time to allow the College to comply with Texas open meeting laws.

PROCEDURE: Board members understand that it is reasonable and expected that from time to time a member of the college or community will want to bring certain issues or matters of concern before the Board of Regents. In instances involving a complaint or grievance, the following procedures shall be used:

1. Complaints shall be initially discussed with the appropriate administrator.

2. If issue has not been resolved, the person shall refer the complaint to the next higher administrative level.
3. A person has the right to appeal to the Board after exhausting all administrative levels, including the College President or designee.
4. If the outcome of the conference with the College President or designee is not to the person's satisfaction, the person may submit a written request to place the matter on the agenda of the next Board of Regents meeting.
5. Appeals to the Board shall be submitted to the College President or designee in writing and shall include:
 - a. An outline of the problem and circumstances related thereto.
 - b. A proposal or recommendation offered as a possible solution.
 - c. A review of prior discussions with administrators and of their decisions.
6. The College President or designee shall inform the person of the date, time and place of the meeting.
7. The Board Chairperson shall establish a reasonable time limit for presentations. If the issue before the Board is an appeal of an administrative action, the Board's consideration shall be based on the complaint record developed at the administrative reviews and no new evidence shall be received by the Board. Each side shall be entitled to make oral arguments based on the complaint record, within the time restrictions established by the Board.

8. The Board shall listen to the person's presentation or complaint and take whatever action it deems appropriate.

EXECUTIVE SESSION: If the complaint involves a matter that may properly be heard in executive session, the College President shall make any necessary arrangements. In cases involving the appointment, employment, reassignment, discipline, or dismissal of an employee, or to hear complaints or charges involving an employee, the employee shall be notified and given the option of having the meeting held in public.

If a group requests to be heard on a matter that may properly be discussed in executive session, the Board may exclude other group members while hearing each individual.

EXCEPTIONS: Complaints for which other resolution procedures are provided shall be directed through those channels. The Board shall not grant an appearance before the Board for any of the following purposes until all administrative appeals have been exhausted. Examples of such matters include, but are not limited to the following:

1. Appeal of an administrative decision;
2. Appeal of an academic decision;
3. Offer of a complaint or suggestion to change a college policy or procedure;
and/or,
4. Offer of a complaint concerning college personnel.

Amendment of the Rules

The rules and regulations of the Board may be amended by majority vote of the Board of Regents at any proper meeting.

Employment of the College President

The President of Clarendon College shall be elected by the Board of Regents. The term of employment for the President shall be for a time set at the discretion of the Board at the time of employment, in accordance with the laws of Texas, and at an annual salary of such amount as may be fixed by the Board. The Board shall evaluate the President annually.

In the event of a vacancy in the office of President of the College, the Board shall employ a successor thereto at the earliest convenient opportunity, seeking whatever assistance is desired from professional consultants, employment firms, faculty, students, ex-students, present administrators of the College, or others.

Meetings

1. All meetings of the Board of Regents shall be open to the public, and adequate notice of such meetings shall be given to the public as prescribed by law.
2. Closed sessions may be held for the legal purposes as specified by the laws of the State of Texas. However, closed sessions may be called only in open meetings by a resolution passed by the Board, and such resolution shall state the purpose of the closed session. Action within the closed session shall be confined to the purpose for which it was called.
3. Board committees appointed for fact finding or advisory purposes shall conduct their meetings in accordance with the Texas Open Meeting Law,

and shall report their findings and recommendations to the Board only, either in writing or in a Board meeting.

4. Committees empowered to act administratively by the Board shall conduct meetings in accordance with the Texas open meeting laws.

COLLEGE BOARD MEMBER ORIENTATION

1250
(Updated Local Policy 8-16-2012)

The Board and the College President shall assist new Board members to understand the Board's function, policies, and procedures. Assistance given in the orientation of new Board members may include the following, as appropriate or available:

1. Copies of the Board's policies, administrative regulations, annual plan, other official publications, documents, and information currently in use by other Board members.
2. Selected materials on the responsibilities of being a contributing member of the Board.
3. Material pertinent to meetings and an explanation of its use.
4. Training regarding the responsibilities of the Board and its members under Chapter 551 of the Texas Government Code (Open Meetings Act) and the (Public Information Act) shall be completed within 90 days after taking the oath of office.
5. Invitations to meet with the College President and other administrative personnel designated by the College President to discuss services the administration performs for the College and the Board.

6. Information regarding appropriate meetings and workshops.
7. Other information and activities as the Board or the College President deems useful in fulfilling the role of Board members.

COLLEGE BOARD MEMBERS CONVENTIONS,
CONFERENCES AND WORKSHOPS

1260
(Update 8-16-2012 TACC BBD)

The Board of Regents encourages its members to participate in meetings and workshops designed to improve their effectiveness and understanding of their responsibilities as Regents.

Each board member shall attend, during the member's first two years of service as a member of the Board of Regents, at least one training program established by the Coordinating Board. The training program must include a seminar held annually in Austin to be conducted by the staff of the Coordinating Board. An alternative training program for members of governing boards for whom attendance at a seminar held in Austin would be a hardship shall be provided by the Coordinating Board by electronic means. Completion of the training program by electronic means is deemed to satisfy the training requirements. *82nd Legislative Session, HB 1206.*

The minutes of the last regular meeting held by the college district board during a calendar year must reflect whether each member of the board has completed any training required to be completed by the member as of the meeting date. *Education Code 61.084(f)*

Board members may attend regional, state, or national conventions or workshops without such gatherings being construed as *meetings* under the Open Meetings Act.

However, no formal action shall be taken at such conventions or workshops concerning College business, and any discussion of public business shall be merely incidental to the convention or workshop. Gov't Code 551.001(4).

BOARD MEMBERS: STATEMENT OF ETHICS

1270

Statement of Ethics: As a member of the Board, I will strive to improve community college education, and to that end I shall adhere to the following ethical standards:

1. Attend all regularly scheduled Board meetings as possible, and become informed concerning issues to be considered at those meetings.
2. Work with other Board members to establish effective Board policies and to delegate authority for the administration of the College to the Chief Executive Officer.
3. Recognize that I should endeavor to make policy decisions only after full discussion at publicly held Board meetings.
4. Render all decisions based on the available facts and my independent judgment, and refuse to surrender that judgment to individuals or special interest groups.
5. Encourage the free expression of opinion by all Board members, and seek systematic communications between the Board and students, staff, and all elements of the community.
6. Communicate to other Board members and the Chief Executive Officer expressions of public reaction to Board policies and college programs.

7. Inform myself about current educational issues by individual study and through participation in programs providing needed information, such as those sponsored by the American Association of Community Colleges and the Association of Community College Trustees.
8. Support the employment of those persons best qualified to serve as college staff, and insist on a regular and impartial evaluation of all staff.
9. Shall not engage in discrimination, racial harassment, and/or sexual harassment.
10. Avoid being placed in a position of conflict of interest, and refrain from using my Board position for personal or partisan gain.
11. Take no private action that will compromise the Board or administration, and respect the confidentiality of information that is privileged under applicable law.
12. Remember always that my first and greatest concern must be the educational welfare of the students attending the College.

GUIDELINES FOR VIDEOTAPING, RECORDING,
OR OTHERWISE RECORDING MEETINGS

1280

The Texas Open Meetings Act allows any person in attendance at a school board meeting to record the public portion of a meeting by means of a "recorder, video camera, or any other means of electronic reproduction."

The Act further authorizes the Board to adopt reasonable rules to maintain order at its meetings, in accordance with Article 6252-17, 2(l).

The Board encourages the press, the media, and all interested individuals to attend Board meetings and to videotape or record all or any part of the open proceedings. To this end, the district and its staff shall seek to facilitate all reasonable requests relating to videotaping or recording activities. In accomplishing these goals, the Board does not intend to prevent or unreasonably impair camera coverage or recording; however, persons using a recorder, video camera, or any other means of electronic reproduction shall abide by the following rules at all Board meetings:

1. All equipment that requires setting up must be assembled at least fifteen (15) minutes prior to the start of the meeting.
2. No strobes, flash lighting, or other bright lights that would impair the conduct of the meeting shall be used, unless approval has been obtained before the meeting.
3. The Board proceedings shall not be interrupted for the purpose of accommodating any individual's camera coverage or tape recording. Any interviews during meetings shall be conducted outside of the meeting chamber.
4. The presiding officer at the meeting may stop the sound or visual reproduction if the individual operating the equipment or the equipment is being disruptive or in any way interfering with the orderly conduct of the Board meeting.
5. Stationary equipment that requires set-up shall not be taken down during the course of the meeting, but may be removed during a recess or after the meeting is over.

6. No tape recorder or video camera will be allowed in the executive or closed sessions, except as may be authorized by the Board.

CHIEF EXECUTIVE OFFICER

1310

The President as the Chief Executive Officer

The chief responsibilities of the President of the College shall include the following:

1. To be the chief executive officer of the College and attend all board meetings, participating in its deliberations.
2. To act as the chief advisor to the Board in all matters pertaining to the educational and business policies of the College.
3. To administer the College in conformity with the approved policies of the Board, the rules and regulations of the Texas Higher Education Coordinating Board and all applicable state and federal laws.
4. To be the professional leader of the Board and Faculty, and to have general responsibility over the educational and business matters of the College and over all persons employed therein.
5. The President shall report to the Board from time to time, or upon request of the Board, on the educational and business affairs of the College.
6. To present to the Board of Regents such information as is needed in the formation of college policies; to present proposed policies to the Board for its deliberation.

7. To recommend to the board an appropriate administrative and organizational structure, and to recommend reorganization when it seems appropriate.
8. To recommend for employment all faculty, administrators, and other personnel.
9. To be responsible for the development of position descriptions and the responsibilities of the faculty, administrators, and other personnel for the approval of the Board, and to provide for the annual evaluation of all employees of the College.
10. To prepare an annual college budget and present it to the board for approval. Report the condition of the budget regularly and systematically.
11. Based on the budget approved by the Board of Regents the President shall have power to approve purchases and expenditures for the operation of the College.
12. The President shall investigate the needs of facilities for the College, and make such recommendations to the Board as will meet these needs. He/she shall further review the architect's plans and specifications for new facilities, and if appropriate, recommend them to the Board.
13. To make all reports where required by law and by the rules and regulations of the Board of Regents.
14. To see that policies and activities approved by the Board are carried to completion.

15. To attend the appropriate professional meetings, such as the Texas Association of Community Colleges, the American Association of Community Colleges, SACSCOC, and/or any others that will help enhance development in the field of college administration.
16. To represent Clarendon College and the needs of the College to the legislature and to the Texas Higher Education Coordinating Board, while keeping Clarendon College abreast of new policies, rules and regulations of the state.
17. To see that Clarendon College meets all requirements that will place it in high professional standing with accrediting associations.
18. To direct institutional research and planning.
19. The President shall represent the College to external constituencies, including the general public, professional organizations, and other individuals and groups, as appropriate.

POSITION DESCRIPTIONS

1320

To achieve the purposes of Clarendon College, every employee will have a job responsibility which is described in a written position description. This position description shall be in the Personnel Handbook.

COLLEGE COMMITTEES

1330

The President, or his/her appointee shall develop a system of committees as a means of involving faculty, administrators, college staff, and students in decision making within broad areas of college life. He/she shall have responsibility for monitoring the work and progress of each committee to insure maximum productivity and involvement. The work of each committee shall conform to Board policy and to the written procedures contained in the Personnel Handbook.

STANDING COMMITTEES OF THE COLLEGE

- | | |
|------------------------------|-----------------------------------|
| Admissions | Catastrophic Leave |
| Curriculum | Energy |
| Institutional Effectiveness | Investment |
| Learning Resources | Marketing, Recruiting & Retention |
| Professional Development | (Faculty) Rank Screening |
| Records Management | Student Appeals & Grievance |
| Scholarships & Financial Aid | Student Life |
| Safety & Risk Management | On-Line Instruction |
| President’s Cabinet | Grievance |

ADVISORY COMMITTEES 1340

Clarendon College is committed to serving the educational needs of its service area. To remain responsive to these needs, a variety of advisory committees may be utilized to improve communication between the College and the people. General guidance and advice will be sought through one or more advisory committees while more specific assistance will be provided by work force education advisory committees.

Membership on advisory committees shall be open to all adults within the community who have a potential for service to the College without regard to age, gender,

color, national or ethnic origin, race, religion, creed, and/or disability. All advisory committee members shall be approved by the President.

Minutes of advisory committee meetings related to the instructional program and the membership of each instructional advisory committee are maintained in the Office of the Vice President of Instruction. Minutes of general advisory committee meetings are maintained in the Office of the President and/or the appropriate Vice President.

Advisory committees must meet in person a minimum of twice a year (once each semester).

Procedures and guidelines for advisory committees are published in the Personnel Handbook.

INSTITUTIONAL EFFECTIVENESS

1410

The emphasis in evaluating educational institutions has shifted over the past several years to attempt to judge institutional effectiveness, i.e., the success of an institution in achieving delineated and stated purposes and objectives that are outgrowths of a clearly defined institutional mission and purpose. As stated in the College's statement of mission and purpose, the primary responsibility of Clarendon College is to deliver a quality education and/or job training to its students. In order to assure that this responsibility is met, a comprehensive, structured process will be established that will ensure periodic review of the institutional statement of purpose and the goals and objectives that arise from that purpose. Procedures will be instituted that will allow formal evaluation of institutional effectiveness in fulfilling the purpose and achieving the stated goals and objectives.

These procedures will encompass guidelines for institutional research, planning, and evaluation of Clarendon College's success in fulfilling its stated purpose.

MASTER PLAN 1420

Development of a master plan for the College shall be the responsibility of the President who will involve a wide spectrum of participants. Once the master plan has been developed, the President shall present it to the Board of Regents for final adoption.

Assessment of the Master Plan

An evaluation and review of the Master Plan will be conducted annually and is the responsibility of the President.

PERFORMANCE REPORT 1430

In accordance with institutional effectiveness, institutional planning and evaluation, and the Texas Education Code, Section 130.0035, Clarendon College shall as soon as practicable after the end of each academic year prepare an annual performance report for that academic year. The performance report shall be presented to the Board of Regents, and thereafter, to any person on request. The report at a minimum shall include the rate at which students completed courses attempted, the number and types of degrees awarded, percentage of graduates who passed licensing exams, the number of students or graduates who transfer to a public university, the passing or success rates

of students who participate in remediation, the percentage of students enrolled who are academically disadvantaged, the percentage of students enrolled who are economically disadvantaged, the racial and ethnic composition of the College's student body, and the percentage of contact hours taught by full-time faculty.

SUBSTANTIVE CHANGE

1440
(New Policy 8-16-12)

Clarendon College is responsible to comply with Southern Association of Colleges and Schools Commission on Colleges SACSCOC Substantive change policy <http://www.sacscoc.org/pdf/081705/Substantive%20change%20policy.pdf> as a condition of its continued accreditation by SACSCOC. It is the responsibility of the Vice President of Instruction working with the Administrative council and in conjunction with the SACS accreditation liaison to ensure timely submission of substantive change information to SACSCOC.

POSTED MATERIALS

1510
(Updated 8-15-2013 TACC Policy Update #28 EDA)

Clarendon College shall provide access to college information through electronic signage, bulletin boards and electronically at the College website. Bulletin boards are located at convenient locations in most building frequent by students and employees.

Bulletin boards are the property of the College, and all materials posted are considered official business of the College. Students, faculty, and non-college personnel must submit information to be posted on College bulletin boards to Marketing Coordinator or designee for approval. Each item will be stamped and will be given a date of approval

and an expiration date. All materials will be removed after the expiration date.

Electronic Signage is currently available in limited locations on the Clarendon College Campus. All materials posted to digital signage is considered official college business. Digital signage will also be used, as one of multiple, methods to inform faculty, staff and students in the event of urgent issues pertaining to them. Posting to digital signage is responsibility of the Coordinator of Public Information and Marketing.

The College website is located at <http://www.clarendoncollege.edu>. This digital publication of the College mirrors information contained in other official publications of the College as well as current information and announcements. It is updated and maintained by the Coordinator of Public Information and Marketing through the President's Office. Students, faculty, and staff are granted posting privileges based on various criteria including but not limited to course load or job description.

The College website will also be used, as one of multiple, methods to inform faculty, staff, students, and the community of urgent issues which might pertain to them.\

At a minimum the College website shall post the following:

1. Annual Performance Measures Reports [AFA]
2. Customer Service Reports [AFA]
3. Affordability and Access Reports [AFA]
4. Student Enrollment Status Reports [AFA]
5. A link to the College District Online Resume on the THECB website. [AFA]
6. The latest Institutional and Financial Assistance Information [AFA]

7. Minutes of the last regular calendar year meeting of the Board of Regents indicating the completion of required training as required under Education Code 61.084 [BBD]
8. Summary of Investment Reports [CAK]
9. On the “home page”, the prescribed statement if the college proposes to increase the amount of taxes to fund maintenance and operation expenditures. [CAI]
10. A link to the State of Texas Expenditure Database which is clearly identifiable. [CDA]
11. Utility use and the aggregate costs for those utility services. [CH]
12. Code of ethics for College officers, employees, and agents. [DBD]
13. The course syllabi for each course offered not later than the seventh day after the first day of classes for the semester or term during which the course is offered. [EFA]
14. The ISBN and retail price of required and recommended college text-books and supplemental materials for each course listed in the course schedule used for pre-registration and registration purposes. [EDA]
15. An aggregate average of each courses End-Of-Course student evaluations of instruction.
16. The College’s policy for credit by examination and/or experience [EGA]
17. The College’s guidelines for transfer of credit both to the College and to offer institutions of higher education. [EGA]

- 18. On the financial aid “home page” a list of work-study employment opportunities available to students [FH}
- 19. An easily identifiable link to the Annual Security Report including the last three years of campus crime statistic. [GAC]
- 20. A link on the “homepage” crimes which the college considers a threat to students and employees. [GAC]

MAIL 1520

Mail and inter-office communications are distributed through assigned institutional post office boxes. Outgoing college mail must be deposited for stamping and mailing in the location(s) designated by the business office. Information on the preparation of outgoing college mail, bulk mailing procedures, and other special instructions is available through the Administrative Assistant to the Vice President of Instruction/Receptionist’s office.

All outgoing college mail must be identified with an office name, individual name, or account number so proper charges can be made for postage.

IN-HOUSE DUPLICATIONS 1530

Clarendon College provides copy machines at convenient locations for use by employees of the College. Copies made on photocopy machines will be accounted for and charged against budget accounts. Care should be exercised to eliminate waste and to hold down excessive use of materials in all copying operations. Under no

circumstances are college supplies and machines to be used for other than official college business except as provided for in procedures to sell copying services to individuals and/or groups outside the College.

The copyright law of the United States (Title 17, United States Code) governs the making of photocopies or other reproductions of copyrighted material. The person using this equipment is liable for any infringement.

TELEPHONE SERVICE

1540
(Updated 7-21-2011 Local)

Clarendon College shall provide appropriate and adequate telephone service to support the College's educational programs and to adequately support the institution's management and administrative functions. The Director of Information Systems and Computer Operations through the Vice President of Administrative Services and the President is responsible for the College's telephone systems and service.

Telephone messages may be left via the college's electronic voice mail system, or if voice mail is not available, messages for college personnel who are not available to receive an incoming call may be taken and placed in the employee's mailbox by the switchboard operator.

CELL PHONE USE

1541
(Updated 7-21-2011 Local)

The carrying and use of cell phones, pagers, and other personal electronic devices are allowed on the Clarendon College Campus, Pampa Center, Childress Center, and Amarillo Center. Users of these devices, however, must be attentive to the needs,

sensibilities, and rights of other members of the College community. Furthermore, the use of these devices must not disrupt the functions of the College overall and its classrooms and laboratories. Students participating in off-campus course related activities must follow the electronic devices policies of the agency or organization where they are visiting or working.

Cell phones, pagers, and other personal electronic devices must be off and out of sight in classrooms, laboratories, the library, study spaces, and other academic settings and during such events as plays, concerts, lectures, and College ceremonies. The term “laboratories” includes computer laboratories. These electronic devices may be turned on and set on silent mode only with the expressed consent of the instructor. In addition, cell phones and other personal electronic devices incorporating a camera must be turned off and out of sight in any area in which an individual has a reasonable expectation of privacy such as restrooms, locker rooms, showers and other locations. Beyond the basic College policy stated herein, faculty members, may have individual policies related to cell phones, pagers, and other personal electronic devices outlined in their syllabi in order to provide and maintain a classroom environment that is conducive to learning and the respect of others. These policies may include penalties for violation. If cell phones, pagers, calculators, recorders, digital cameras, PDA’s, MP3 players or other personal electronic devices are used inappropriately for the purposes of cheating or academic dishonesty, then students who do so will be penalized appropriately under the Academic Honesty policy of Clarendon College.

Cell phone and social media use by college employees will be limited to college business and/or emergency calls only.

Presenting a positive image of Clarendon College to current and prospective students, their parents, and the public is an important part of our jobs. To that end, Clarendon College employees are expected to use good judgment in the type of clothing that is appropriate for their workstation. Employees must present a clean and neat appearance. Dress, grooming, and personal cleanliness contribute to the morale of all employees and affect the professional and academic image that Clarendon College presents to students and visitors. Supervisors are responsible for determining appropriate dress for their department(s). It is important to remember the appearance of our employees is the image that we present to our students and the public.

Clarendon College exhibits and maintains high and proper moral and ethical standards in its institutional advertising, student recruitment, institutional and student publications, and representation of accreditation status. Clarendon College does not discriminate on the basis of age, gender, color, national or ethnic origin, race, religion, creed, and/or disability.

Student Publications

Clarendon College supports student publications. Publications are produced for student use and for promotion of the institution. Production responsibility rests with the Office of the Vice President of Student Services.

Institutional Publications

A number of publications are produced regularly by the College for the purpose of providing needed information to the public.

College Catalog. This publication presents information about the total college: its staff, facilities, curriculum, regulations, and other information. It is published annually and made available to prospective students and various educational and governmental institutions. Production of the College Catalog is the responsibility of the Vice President of Instruction.

Student Handbook. This handbook includes information on the institution, facilities, services, academic regulations, conduct regulations, student housing, and extracurricular activities. Responsibility for publishing the Student Handbook rests with the Vice President of Student Services.

Consumer Guide and Financial Aid Guide. A publication aimed at potential students, the Consumer Guide attempts to describe financial aid at Clarendon College as completely as possible. Information is provided on admission standards, educational programs, academic regulations, degree requirements, costs and financial aids, and other items pertinent to prospective students. From time to time the Consumer Guide and Financial Guide may be published or included as part of the College Catalog or the Student Handbook.

Annual Security Report: The Annual Security report is published electronically by the Vice President of Student Services for the benefit of the student body, faculty, staff, and the general public. The report is a combination of the Annual Security Report and the Annual Fire Safety Report as required by the Higher Education Reauthorization Act

and the Cleary Act. The report safety-and security-related policy statements and crime statistics. The report is published annually in October to all students and employees.

Clarendon College Web Site. The web site is located at www.clarendoncollege.edu. This digital publication of the College mirrors information contained in other official publications of the College as well as current information and announcements.

Clarendon College Policy Manual. It is the responsibility of the President, and his/her executive council of the College to collect, index, and publish a manual listing all the institutional policies of Clarendon College as established by the Board of Regents.

The Policy Manual will be reviewed annually and presented to the Board of Regents for approval.

Personnel Handbook. The President and his /her executive council are responsible for publishing and revising the Personnel Handbook. This manual includes information on staff, personnel procedures, position descriptions, job classifications, institutional procedures, and financial considerations.

The Personnel Handbook will be reviewed annually and presented to the Board of Regents for approval.

USE OF COLLEGE NAME, SEAL, LOGO

1560
(Updated 8-15-2013 Local)

The use of the name "Clarendon College" is prohibited to any individual, group, or organization not under the direct legal control of the Board of Regents unless officially appointed as a designated representative of the College for specific purposes by the

Board. Likewise, the use of the College letterhead, seal, logo, and other distinctive symbols is restricted to properly designated College employees and for official College business only. The College logo and seal are copy righted and may not be used for political activities or in commercial publicity in such a manner as to indicate institutional endorsement of commercial products, political candidates, or causes.

Proper use of the College name, logo, and seal are outlined in the Clarendon College Graphic Standards Manual, which is available on the college's website or by contacting the Marketing Department. The standards are intended to aid in the proper use of Clarendon College's name, logo, and seal in order to maintain a consistent and professional brand.

RECORDS MANAGEMENT

1570

(Updated 7-21-2011 TACC CIA & Local)

Clarendon College shall develop and maintain a comprehensive system of student records and reports dealing with all facets of the College program operation. These data and records shall be stored in a safe and secure manner and shall be conveniently retrievable for use by authorized College personnel.

Custodian of Records

The Registrar, and the successive holders of said office, shall serve as Records Management Officer for Clarendon College. The Registrar is custodian of all records for currently enrolled students and for all official academic records. The Vice President of Student Services is custodian of all other student records.

Definition of Clarendon College Records

All documents, papers, letters, books, maps, photographs, sound or video recordings, microfilm, magnetic tape, electronic media, or any other media, regardless of physical form or characteristic and regardless of whether public access to it is open or restricted under the laws of the state, created or received by Clarendon College or any of its officers or employees pursuant to the law or in the transaction of public business are hereby declared to be records of Clarendon College and shall be created, maintained, and disposed of in accordance with established record control schedules.

Clarendon College Records Declared Public Property

All Clarendon College records are hereby declared to be the property of Clarendon College. No Clarendon College official or employee has, by virtue of his or her position any personal or property right to such records even though he or she may have developed or compiled said records. The unauthorized destruction, removal from files or use of such records is prohibited.

Disciplinary Records

Clarendon College will maintain an official disciplinary record for any College student who has received a disciplinary penalty through the formal disciplinary process. This record will reflect the nature of the charge, the disposition of the charge, the penalty assessed, if any, and other pertinent information. The disciplinary record shall be separate from the student's academic record and shall be treated as confidential. The contents of the record shall not be revealed except upon the request of the student or in accordance with applicable state or federal laws.

Access by College Officials

For the purposes of this policy, "College officials" shall mean any employees,

Regents, agents of the College, as well as attorneys, consultants, and independent contractors who are retained by the College. "College officials" have a "legitimate educational interest" in a student's records when they are working with the student; considering disciplinary or academic actions, or the student's case; compiling statistical data; or investigating or evaluating programs.

Retention Schedules

In developing the College's records retention schedule, the records management offices, in conjunction with the Records Management Committee, shall ensure the records retention is consistent with the applicable minimum retention schedules adopted by the State Library and Archives Commission www.tsl.state.tx.us/slrn/recordspubs/localrentention.html. Any destruction of records of Clarendon College will be in accordance with these schedules and the Local Government Act.

Electronic Storage

The College's records may be stored electronically in addition to or instead of source documents in paper or other media, subject to the requirements of Chapter 205 of the Local Government Code and the rules adopted by the State Library and Archives commission.

COMPUTER USE - GENERAL

1580

(Updated 8-15-2013 TACC Policy Update #28 EDA & Local)

The computing resources at Clarendon College are provided for the use of Clarendon College students, faculty, and staff to support the educational programs,

instructional activities, academic research, and administrative functions of the College. These resources are intended for the sole use of the College students, faculty, staff, and other authorized users, who are responsible for seeing that these computing resources and facilities are used in an effective, efficient, ethical, and lawful manner. The following policies and guidelines relate to all computing resources and their use.

All Clarendon College systems are subject to periodic, unannounced security audits. A violation of any of these policies subjects the user to disciplinary procedures at Clarendon College and referral to the appropriate law enforcement or investigative agency outside the College.

Ethics and Responsibilities

1. Users may use only the computing resources they are authorized to use and only for the purposes specified when their accounts were issued or permission to use the resources (i.e., microcomputers) was granted.
2. Accounts (IDs and passwords) are approved and issued by Information Technology. Accounts are issued to individuals and are intended for the sole use of that individual. An account assigned to an individual is not transferable and may not be used by others without explicit permission from an instructor, an administrator, or Information Technology. The individual to whom the account has been issued is responsible for the proper use of the account, including password protection. The individual to whom the account has been issued is responsible - and will be held accountable - for ALL usage on that account (including use by other persons). Account holder shall keep their keywords and passwords

confidential to protect themselves and their files. Users shall not give or sell passwords to others.

3. Users shall not access or copy software or data belonging to others or to Clarendon College without prior authorization. Users shall not transport software or data provided by Clarendon College to another computer site without prior written authorization. To do so constitutes theft.
4. Computer software protected by copyright is not to be copied from, into, or by using campus computing facilities, except as permitted by law or by contract.
5. Users shall follow the published procedures for using the College's computing resources and shall not modify any hardware or software provided by the College.
6. Users shall respect the rights of other users. A user shall not hamper or deprive another of access to resources or encroach on another's use of computing facilities. Users shall consider the impact of their conduct on other users.
7. The same standards of intellectual honesty and plagiarism apply to computer resources, computer programs, and files as to other forms of published work.

Computer Security and Privacy

Computer abuse is currently covered by Federal laws:

- Computer Fraud and Abuse Act of 1986
- Electronic and Communications Privacy Act of 1989

The state statute for computer abuse is:

- Chapter 33, Computer Crimes Texas Penal Code

The security policy adhered to by this College is as follows:

1. All faculty/staff employees and students shall be responsible for complying with this policy on computer security and privacy.
2. The College President shall appoint an administrator responsible for developing and maintaining College regulations and procedures regarding security and privacy of computer data, software, and hardware.
3. Any student's or faculty/staff employee's use of College computing facilities is a privilege that shall be revoked for violation of this policy, regardless of the need for computer use in performing assigned duties.
4. Any student or faculty/staff employee (regardless of employment contract or tenure status) found to be involved in infractions of this policy, College policy, or civil or criminal laws regarding College computer security and privacy shall be subject to disciplinary actions including, but not limited to, revocation of computing privileges, suspension, dismissal, prosecution, and restitution for damages. Involvement, as used here, includes, but is not limited to, participating, encouraging, aiding, or failing to report known infractions.
5. Programs and files are confidential unless they have explicitly been made available to other authorized users. However, Information Technology reserves the right to monitor all computer resources to protect the integrity of its computing systems, computing software, workstations, and lab facilities. Information Technology personnel may access others' files when necessary for the maintenance of the computer systems. When performing maintenance, every effort will be made to insure the privacy of a user's files. However, if violations are discovered, the

violation(s) will be reported immediately to the Director of IT and Vice President of Administrative Services.

6. Some jobs or activities of the College involve access to resources critical to computer security and privacy. The College may require faculty/staff employees or students involved in these jobs or activities to disclose personal histories, participate in special training, and/or sign special agreements concerning computer use.
7. All passwords for the College's computing systems will be 8 characters in length and will be composed of both alphanumeric characters. All passwords will be set to expire after 45 days. A password history of the last 6 passwords will be maintained to ensure that no password is continuously repeated.
8. All security privileges will be set to the level as determined by each vice president or department head and implemented by the administrator. If an employee's employment with Clarendon College has been terminated the administrator will be notified by that employee's department head or vice president immediately so the account can be immediately disabled and or deleted.
9. All accounts will be reviewed at the end of the year by the administrator. The administrator will query the various department heads and vice presidents for any personnel changes in their area. The administrator will then check for validity and current security privileges using the queried information. Any additions, changes or deletions to user accounts throughout the year will be made in accordance with the Clarendon College Change Policy.

10. All students and faculty/staff employees shall cooperate with official state and federal law enforcement authorities in aiding the investigation and prosecution of any suspected infraction of security and privacy involving either College personnel or College computing facilities.
11. Clarendon College makes every effort to ensure the integrity of its various systems. All computer systems available to users offer some form of dataset protection which can be modified by an authorized user as needed. However, none of the systems offer absolute security. Therefore, users should not place sensitive information on a publicly accessible system. Clarendon College, nor Information Technology cannot, under any circumstances, be held liable for the consequences of such actions. Further, the College does not take responsibility for the safe storage of student files. Students must keep their own copies of any information that is important to them. Clarendon College is not responsible for any loss of information from college computers or networks, regardless of the cause.

Misuse or Abuse of Computer Network, Equipment, Programs, or Data

Conduct for which disciplinary action may be taken--in relation to computer network, equipment, programs, or data--includes, but is not limited to, the following: *Note: Please refer to Security Breach Notification.*

1. Unauthorized use of computing resources or use of computing resources for unauthorized or nonacademic purposes.
2. Unauthorized accessing or copying of programs, records, or data belonging to the College or another user, or copyrighted software, without permission.
3. Using computer resources to threaten or harass others.

4. Attempted or actual breach of the security of another user's account, depriving another user of access to College computing resources, compromising the privacy of another user, or disrupting the intended use of computing or network resources.
5. Attempted or actual use of the College's computing resources for personal or financial gain.
6. Attempted or actual transport of copies of College programs, records, or data to another person or computer site without written authorization.
7. Attempted or actual destruction or modification of programs, records, or data belonging to the College or another user or destruction of the integrity of computer-based information.
8. Attempted or actual use of the computing facilities to interfere with the normal operation of the College's computing systems; or, through such actions, causing a waste of such resources (people, capacity, computer).
9. Allowing another person, either through one's personal computer account, or by other means, to accomplish any of the above.
10. The following types of activities are some examples (the list is not meant to be inclusive) of behavior that are considered unethical and unacceptable, and in some cases may violate state or federal law:
 - a. Attempting to alter system software or hardware configurations.
 - b. Attempting to deliberately degrade the performance of the computer system and/or depriving authorized users of resources or access to any college computer system.

- c. Owning, using, or attempting to introduce worms, viruses, or Trojan horses.
- d. Creating and/or running programs that are designed to identify security loopholes and/or decrypt intentionally secure data.
- e. Accessing or seeking access to another individual's account, private files, or e-mail without permission of the owner.
- f. Misrepresenting one's identity in electronic communication.
- g. Violating copyright and/or software agreements.
- h. Using computer resources to threaten or harass others.
- i. Using the College's computer resources for commercial or profit-making purposes without written permission from the Vice President of Administrative Services.
- j. Violating rules and codes set by services subscribed to by the College.
- k. Disobeying or disregarding computer lab rules and/or computer system rules, policies, procedures, and protocols.

Security Breach Notification

This policy is intended to ensure that all Clarendon College personnel are aware of the college's responsibilities under the law.

This policy governs the actions of any Clarendon College official (defined below) who discovers or is notified of a breach or possible breach of the security of unencrypted personal information collected and retained by Clarendon College as computerized data.

This breach can be the result of a compromise of a Clarendon College computing system or network, the loss or theft of any physical device in which personal information is stored, or the loss or theft of any storage medium upon which personal information is maintained.

Clarendon College maintains computerized data on various college systems which includes personal information. If the security of any Clarendon College system storing or processing computerized data that includes unencrypted personal information is compromised, the owner or licensee of that information must be notified by the college of the breach of the system if the information was, or is reasonably believed to have been, acquired by an unauthorized person.

This disclosure shall be made as expeditiously as possible following discovery or notification of the breach—without unreasonable delay and consistent with any measures taken to determine the scope of the breach and restore the integrity of the affected data system. This notification may be delayed if a law enforcement agency determines that the notification will impede a criminal investigation. In that case, the notification may be made after the law enforcement agency determines that such notification does not compromise an ongoing investigation.

Good faith acquisition of personal information by a Clarendon College official with a legitimate educational interest in the data or information is not a breach of the security of the system when the personal information is not used or subject to further unauthorized disclosure. Clarendon College is not required to disclose a technical breach of system security which does not seem reasonably likely to subject the owners of personal information stored on those systems to a risk of criminal activity.

RESPONSIBILITIES

All college officials have a duty to comply with and to understand their responsibilities as expressed in this policy. Certain Clarendon College administrative personnel also have additional responsibility for maintenance and for execution of this policy. These additional

responsibilities include:

Policy Maintenance

1. Director of Information Technology (IT)

Primary responsibility for maintenance and administration of this policy rests with the Director of Information Technology or designee. IT is responsible for drafting any updates and changes to the policy and procedures, with input from the Vice President of Administrative Services. After appropriate campus review and final approval by the college president, IT will publish the new or revised policy to the campus, providing a brief description of the policy and its implications for employees and other affected individuals or groups.

2. Vice President of Administrative Services

The Vice President of Administrative Services is responsible for reviewing any updates or changes to this policy and for providing input on the policy and its implications for employees and other affected individuals or groups.

DEFINITIONS

Breach of the Security of the System

- Unauthorized acquisition of computerized data that compromises the security, confidentiality, or integrity of personal information maintained by Clarendon College.

Personal Information

- Defined by statute as an individual's first name or first initial, and last name in combination with any one or more of the following data elements:

- a. Social Security number;
- b. Driver's license number or government issued ID number, or;
- c. health care information, such as information about an individual's physical or mental health, or;
- d. Account number or credit or debit card number, in combination with any required security code, access code, or password that would permit access to an individual's financial account.

Personal information does not include publicly available information that is lawfully made available to the general public from federal, state, or local government records.

College Official

- Clarendon College defines a college official as:
 - a. A person employed by the college in an administrative, supervisory, academic or research, or support staff position.
 - b. A person appointed to the board of regents.
 - c. A person assigned, employed by or under contract to the college to perform a special task, such as an attorney or auditor.
 - d. A person who is employed by public safety.
 - e. A student serving on an official committee, such as a disciplinary or grievance committee, or who is assisting another college official in performing his or her tasks.

Legitimate Educational Interest

- Clarendon College defines a college official who has a legitimate educational interest as one who is:
 - a. Performing a task that is specified in his or her position description or contract agreement.
 - b. Performing a task related to a student's education.
 - c. Performing a task related to the discipline of a student.
 - d. Providing a service or benefit relating to the student or student's family, such as health education, Counseling, advising, student employment, financial aid, or other student service related assistance.
 - e. Maintaining the safety and security of the campus.

PROCEDURES

Any college official who discovers or is notified of a breach of the security of any Clarendon College technology system will report it. The initial report of a potential security breach involving computerized data will likely be made in one of three ways:

1. A report to the Clarendon College Director of IT of the theft of a computing or storage device.
 - a. If the presenting incident is a theft, the Director of IT will:
 - b. Report it to law enforcement, and act as liaison with any law enforcement agency involved in the situation;
 - c. Notify the Vice President of Administrative Services of the incident, and
 - d. Notify the Director of Institutional Research (or designee) of the incident.
 - e. Follow normal computing services inventory procedures regarding loss or theft of technology;

2. The discovery of a breach of security of a computer or the Clarendon College network by support staff.
 - a. If the presenting incident is discovery of a network breach, the Director of IT will:
 - 1) Begin network and computer technical investigations following the guidelines articulated in the Clarendon College IT security standard addressing intrusion detection and incident response. This will continue until the security and technical aspects of the situation are resolved.
 - 2) Notify the Vice President of Administrative Services of the incident, and
 - 3) Notify the Director of Institutional Research (or designee) of the incident.
 - b. In some circumstances, it may be appropriate to report a breach of the security of the network or Clarendon College computers to law enforcement, as well.
 - 1) The Director of IT (or designee) and the Vice President of Administrative Services (or designee) will consult regarding the nature and scope of the security breach and to determine whether law enforcement needs to be notified.
 - 2) The Director of IT (or designee) will notify the Vice President of Institutional Research (or designee) regarding the incident and will have responsibility for guiding the initial investigation by IT technical representatives into the situation and determining the nature of any unencrypted data which may have been compromised.

Incident Response Team

If it is determined that a breach may have compromised the security, confidentiality, or

integrity of Clarendon College-managed personal information, the Director of Information Technology (or designee) will initiate a meeting as soon as possible of the college's Incident Response Team, consisting of the following or their designees:

1. Vice President of Administrative Services (chair)
2. Director of Institutional Research
3. Registrar (if student data may be involved)
4. Payroll/Benefits Coordinator (if staff data may be involved)
5. Director of IT

The Vice President of Administrative Services will notify the president of the college that the Incident Response Team has been activated and will provide updates regarding actions taken, as appropriate.

Institutional Response

The Incident Response Team will:

1. Assign from the team membership a scribe responsible for maintaining notes, minutes and a final written report to the college president regarding the incident, its resolution and the institutional response.
2. Gather information regarding the situation and the type and nature of the unencrypted data that has potentially been compromised.
3. Determine if a legal responsibility exists to notify individuals that their personal information has or may have been disclosed.
4. Determine who is affected by the breach and should be notified.
5. Determine which of the methods of disclosure (below) prescribed by law is appropriate.

6. Assign appropriate tasks to team members based on their institutional responsibilities and expertise. These tasks will be determined by the team based on the specific situation.
7. Conduct a debriefing meeting once the situation is resolved to review and approve the report to the college president.

Methods of Disclosure

Notification of disclosure of personal information may be made in one of the following methods:

1. Written notice
2. Electronic notice consistent with the provisions regarding electronic records and signatures set forth in 15 U.S.C. Sec. 7001
3. Substitute notice. This is allowed if the cost of providing notice to all affected individuals would exceed a reasonable amount or if Clarendon College does not have sufficient contact information. Substitute notice is defined as ALL of the following:
 - a. E-mail notice when Clarendon College has an e-mail address for the subject persons,
 - b. Conspicuous posting of a notice on Clarendon College's web site, and
 - c. Notification to major statewide media.

Email Usage

Purpose and Scope

To prevent tarnishing the public image of Clarendon College. When email goes out from Clarendon College, the general public may view that message as an official statement from Clarendon College.

This policy covers appropriate use of any email sent from a Clarendon College email address and applies to all employees, students, vendors, and agents operating on behalf of Clarendon College.

Policy

- Prohibited Use
 - The Clarendon College email system should not be used for the creation or distribution of any disruptive or offensive messages, including but not limited to offensive comments about race, gender, personal appearance, disabilities, age, sexual orientation, pornography, religious beliefs and practice, political beliefs, or national origin. Employees who receive any emails with this type of content from the email community member should report the matter to their supervisor immediately. Students should report the matter to the Vice President of Student Services Office.
- Personal Use
 - Using a reasonable amount of Clarendon College resources for personal emails is acceptable, but non-work related email shall be saved in a separate folder from work related email. Sending chain letters or joke emails from a Clarendon College email account is prohibited. Virus or other malware warnings and mass mailings from Clarendon College shall be approved by Clarendon College management before sending. These restrictions also apply to the forwarding of mail received by a Clarendon College employee.
- Monitoring
 - Email Community members shall have no expectation of privacy in anything they store, send or receive on the college's email system. Clarendon College may monitor messages without prior notice. Clarendon College is not obliged to monitor email messages.
- Official Communications
 - Only Clarendon College email accounts will be used for official information sent for all faculty, staff, and student communications. Personal email accounts from outside, i.e. AOL, Hotmail, Gmail, will not be used.

- Email accounts are used for official student communications, as such must be actively monitored by students.
- Usage of Mass Email Functionality
 - Mass emails will only be sent through the Clarendon College servers for batches less than 5,000. Batches greater than 1000 should be coordinated with Computer Services to avoid email bottlenecks. Outside services should be used for larger volume.
 - Mass emails should only be used for official administrative purposes when sending to Clarendon College email accounts. Official administrative purposes do not include items falling into student activities and clubs; aliases should be used for items such as these.
 - Mass email may be used to non-Clarendon College email accounts, within the following guidelines. All communications must receive approval before being sent. All communications must be approved by the department manager. Any communications that will include alumni must also be approved by the Alumni Director. Any communications that will include prospective and deposited students must be approved by the Director of Admissions.
- Email Account Maintenance
 - Email Account – Email Community
 - Clarendon College email accounts will become deactivated because of excessive quota or inactivity. Procedures will be in place to try to limit deactivations.
 - Clarendon College email accounts can have forwards created, but maintenance and delivery accuracy is the responsibility of the student. Information Technology (IT) does discourage this practice.
 - Email accounts will be deactivated after 30 days for over quota.
 - Email accounts will be deactivated after 180 days of inactivity.
 - Email records will be retained for 30 days after deactivation.
 - Email Account - Students

- An email account will be generated for all Clarendon College students. The account will be created with an original ID and password and that information will be communicated to the student.
- The college has contracted Microsoft Office 365 service as the provider of all student email accounts.
- All students will retain their email accounts even when completing their education at Clarendon College.
- Student Office 365 email accounts are subject to Microsoft's policy guidelines and are the property of the student.
- A student email account will be part of the @bulldogsmail.com domain not the college's native @clarendoncollege.edu domain.
- Email Account – Faculty/Staff
 - All faculty and staff will receive an email account.
 - Full time faculty and staff are expected to actively monitor their email account.
 - An email account will be removed upon notice of termination from Human Resources, unless the Director of Human Resources requests an extension. An extension can either be 30 days, in cases where departments need the ability to transfer information, or on further notice if the person involved will have an on-going relationship with Clarendon College.
- Enforcement
 - Any employee found to have violated this policy may be subject to disciplinary action, up to and including termination of employment.

Definitions

- Email - The electronic transmission of information through a mail protocol such as SMTP or IMAP.
- Forwarded email - Email resent from an internal network to an outside point.

- Chain email or letter Email sent to successive people. - Typically the body of the note has direction to send out multiple copies of the note and promises good luck or money if the direction is followed.
- Sensitive information - Information is considered sensitive if it can be damaging to Clarendon College or its students' reputation. FURPA related guidelines must also be considered in regards to sensitive information
- Virus warning Email containing warnings about virus or malware. - The overwhelming majority of these emails turn out to be a hoax and contain bogus information usually intent only on frightening or misleading users.
- Unauthorized disclosure - The intentional or unintentional revealing of restricted information to people, both inside and outside Clarendon College, who do not have a need to know that information.
- Email community - Employees, students, vendors, and agents operating on behalf of Clarendon College and making use of the @ClarendonCollege.edu email system.
- Email account - Email accounts are those with a @ClarendonCollege.edu extension.

Change Process

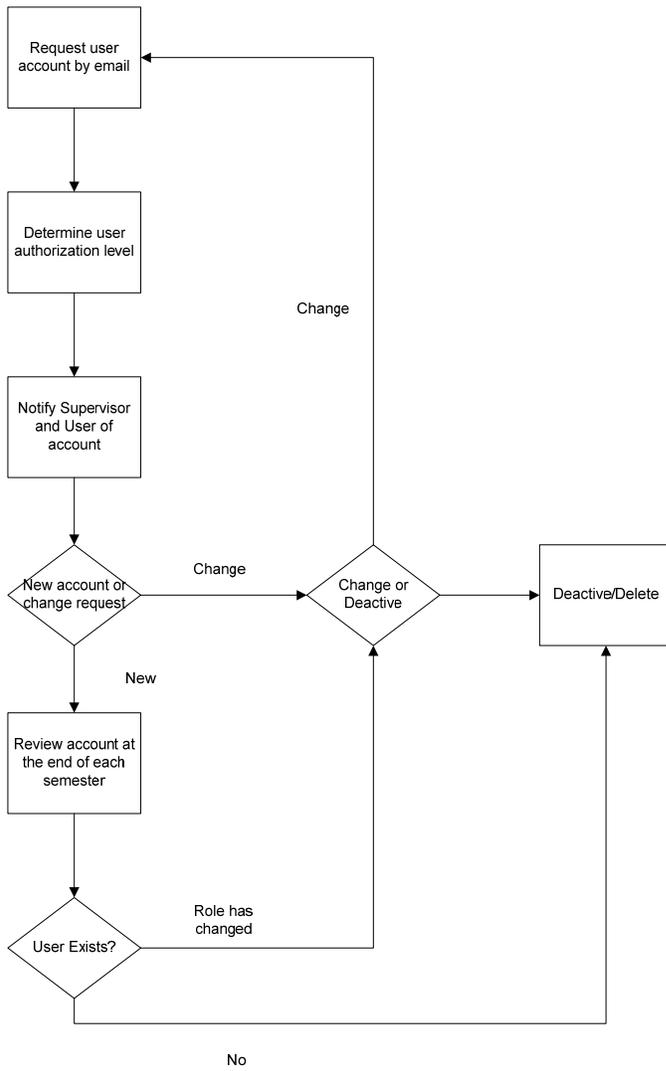
The primary goal of the IT change management policy is to accomplish Information Technology (IT) changes in the most efficient manner while minimizing the business impact, costs, and risks. All IT change with Clarendon College will be documented in the college's selected technology platform. To achieve this, the change management process includes the following primary steps (note that all information collected in the steps below is documented in a Change Record created in the college's selected technology platform):

1. Formally Request a Change. All requests for change will be communicated to the Director of IT within the college's selected platform.

2. Categorize and Prioritize the Change. The Director of IT will assess the urgency and the impact of the change on the infrastructure, end user productivity, and budget.
3. Analyze and Justify the Change. The Director of IT works with the change requestor to develop specific justification for the change and to identify how the change may impact the infrastructure, business operations and budget. The Director of IT uses this information to further research and develops a risk and impact analysis. When completing the analysis of the change, the Director of IT must ensure they consider the business as well as the technical impacts and risks.
4. Approve and Schedule the Change. The Director of IT will discuss the change request with the change requester's supervisor and the Vice President of Administrative Services for approval or rejection of the change.
5. Plan and Complete the Implementation of the Change. The process included developing the technical requirements, reviewing the specific implementation steps and then completing the change in a manner that will minimize impact on the infrastructure and end users.

A diagram of the Change Management process is noted below.

Clarendon College Review, Removal and Change Process



Purpose and Scope

- The purpose of this policy is as follows:
 - To safeguard the information assets of Clarendon College
 - To prevent the loss of data in the case of an accidental deletion or corruption of data, system failure, or disaster.
 - To permit timely restoration of information and business processes, should such events occur.
 - To manage and secure backup and restoration processes and the media employed in the process.
- This policy applies to all servers in the Information Technology (IT) Data and Telephone Centers, including the Network Attached Storage (NAS)
- The retention periods of information contained within system level backups are designed for recoverability and provide a point-in-time snapshot of information as it existed during the time period defined by system backup policies.
 - Backup retention periods are in contrast to retention periods defined by legal or business requirements.
 - System backups are not meant for the following purposes:
 - Archiving data for future reference.
 - Maintaining a versioned history of data.

Policy

- Systems will be backed up according to the schedule below:
 - Data stored on the NAS appliance will be regularly backed up as follows:
 - All data is backed up to a local set of disks using Microsoft Data Protection Manager 2007. For both Clarendon and Pampa.
 - Files based backups run every four hours.
 - All data is backed both locally and remotely.
 - Locally the data is backed up to a large box of disks.
 - The data is then copied over the VPN to the other remote site for offsite storage.
 - Local Clarendon data is copied to Pampa for remote storage and local Pampa data is copied to Clarendon for remote storage.
 - Exchange Mailbox stores will be regularly backed up as follows:
 - All data is backed up to a local set of disks using Microsoft Data Protection Manager 2007. For both Clarendon and Pampa.
 - All necessary system states are backed up for domain controllers and Exchange servers.
 - Exchange mailboxes are backed up.
 - All data is backed both locally and remotely.
 - Locally the data is backed up to a large box of disks.
 - The data is then copied over the VPN to the other remote site for offsite storage.
 - Local Clarendon data is copied to Pampa for remote storage and local Pampa data is copied to Clarendon for remote storage.

- Exchange backups run nightly. Offsite replication runs nightly.
- WebCT/Blackboard will be regularly backed up as follows:
 - All data is backed up to a local set of disks using Microsoft Data Protection Manager 2007. For both Clarendon and Pampa.
 - WebCT is backed up through a file backup.
 - All data is backed both locally and remotely.
 - Locally the data is backed up to a large box of disks.
 - The data is then copied over the VPN to the other remote site for offsite storage.
 - Local Clarendon data is copied to Pampa for remote storage and local Pampa data is copied to Clarendon for remote storage.
 - Files based backups run every four hours.
- POISE will be regularly backed up as follows:
 - Incremental daily (Mon.-Fri.) and data located on-site.
 - Full back up monthly data is backed up the first working day of the month.
- Windows Servers will be regularly backed up as follows:
 - All data is backed up to a local set of disks using Microsoft Data Protection Manager 2007. For both Clarendon and Pampa.
 - All necessary system states are backed up for domain controllers and Exchange servers.
 - All file shares are backed up that have Clarendon College day to day business purposes.

- Files based backups run every four hours.
- All SQL DBs are backed up. SQL includes CAMS and Great Plains accounting.
- SQL backups run nightly. Offsite replication runs nightly.
- The Virtual Machine Server will have its VM data drive regularly backed up as follows:
 - All data is backed up to a local set of disks using Microsoft Data Protection Manager 2007. For both Clarendon and Pampa.
 - All virtualized servers are backed up using Hyper-V snapshot technology.
 - Image backups of virtual machines will be taken nightly. These image backup files will be stored off-site.
 - Weekly file and folder full backup will be taken on Sunday. These backup files will be stored off-site.
 - These image backups will include the following server applications; CAMS, PLATO, CLEP and WebCT as well as all user data files.
 - Hyper-V backups run nightly. Offsite replication runs nightly.
- The Telephone system will backed up as follows
 - Regularly on the first Monday of each month.
 - In certain circumstances when many changes have been made.
 - Backup is made to a flash drive and is stored in the Business Office vault.

- POISE Backup tapes will be transported and stored as described below:
 - Currently all backups will be written to reusable DDS3 media with capacity of 12 GB uncompressed (24 GB compressed) and a transfer rate of 60 MB/Sec (native).
 - Media will be clearly labeled and stored in a secure area that is accessible only to IT staff or employees of the contracted secure off-site media vaulting vendor used by IT.
 - During transport or changes of media, media will not be left unattended.
 - Daily and monthly backups will be stored on-site in a physically secured fire-proof safe located in the Business Office.
 - Daily backups will be maintained for two weeks.
 - Monthly backups will be maintained for one month.
 - The most recent backup will be stored in a physically secured, off-site media vaulting location maintained by a third party.
 - After the next day, the tapes will be returned to IT and will be either re-used or destroyed.

- Media will be retired and disposed of as described below:
 - Prior to retirement and disposal, IT will ensure that:
 - The media no longer contains active backup images
 - The media's current or former contents cannot be read or recovered by an unauthorized party.
 - With all backup media, IT will ensure the physical destruction of media prior to disposal.

- Backups will be verified periodically.
 - On a daily basis, logged information generated from each backup job will be reviewed for the following purposes:
 - To check for and correct errors.
 - To monitor the duration of the backup job.
 - To optimize backup performance where possible.
 - IT will identify problems and take corrective action to reduce any risks associated with failed backups.
 - Random test restores will be done once a week in order to verify that backups have been successful
 - IT will maintain records demonstrating the review of logs and test restores so as to demonstrate compliance with this policy for auditing purposes.
- Data Recovery
 - DPM 2007 has restore capability.
 - If a file/folder is deleted accidentally or becomes corrupted we can easily restore it in its entirety from the local set of disks.
 - Server restores depend on the server needing restored.
 - If it is a hyper-v server we can restore the entire server from the set of disks as we backup entire snapshots of virtualized servers.
 - If the server is a physical server then we will procure new hardware, reinstall the OS, restore system state from DPM, and then restore the data from DPM.

- In the event of a catastrophic system failure, off-site backed up data will be made available to users within 3 working days if the destroyed equipment has been replaced by that time.
- In the event of a non-catastrophic system failure or user error, on-site backed up data will be made available to users within 1 working day.
- Restoration Requests
 - In the event of accidental deletion or corruption of information, requests for restoration of information will be made to Run Biz or Will Thompson.

Methodology

- This is a tapeless backup strategy. So there is no rotation methodology.
- The first backup is the initial backup. All subsequent backups are incremental.
- Incremental backups are then consolidated with the initial backup to make a new "full" backup.
- A backup log is maintained and reviewed regularly by Run Biz for problems and job completion.

Responsibilities

- Backups and Data Recovery, Run Biz, 322-2150
- POISE and Telephone System Backups, Will Thompson, 874-4816
- Verification, Run Biz, 322-2150
- Log Maintenance, Run Biz 322-2150

Policy Statement

Maintaining the security, confidentiality, integrity, and availability of information stored in the College's computer networks and data communications infrastructure ("College systems") is a responsibility shared by all users of those systems. All users of Clarendon College systems are responsible for protecting those resources and the information processed, stored or transmitted thereby as set forth in this policy. Violations of this policy may result in disciplinary action up to and including termination or expulsion.

Reason for Policy/Purpose

Information is a vital College asset and requires protection from unauthorized access, modification, disclosure or destruction. This policy sets forth requirements for incorporation of information security practices into daily usage of College systems.

Policy/Procedures

Users of College systems are responsible for protecting the information processed, stored or transmitted over or on those systems, and for incorporating the following practices into their daily activities.

Maintaining the Integrity of Information

The soundness and completeness of information on College systems must be maintained during its transmission, storage, generation, and/or handling. Information that is corrupted or modified may be impossible to use or lead to errors in decision-making. To maximize the integrity of data, information technology (IT) computing resource users

shall adhere to the following:

- Screen all non-text files downloaded from the Internet with anti-virus software prior to usage to minimize the risk of corruption, modification or loss of data.
- Notify the Director of Information Systems and Computer Operations in the Division of Information Technology (IT) immediately if passwords or other system access control mechanisms are lost, stolen or disclosed, or are suspected of being lost, stolen or disclosed.
- Forward information pertaining to security-related problems to the Director of Information Systems and Computer Operations immediately. DO NOT further distribute this information.
- Use information obtained from the Internet with caution. Before using free Internet-supplied information for business decision-making purposes, corroborate and confirm the information by consulting other reliable sources.

Protecting Confidential Information

All members of the College community are obligated to respect and protect confidential data, and to follow the Data Classification Security Policy. The College strongly discourages storage of any confidential or sensitive data on any computer or network-attached device that has not been explicitly approved by personnel from the Director of Information Systems and Computer Operations within the Division of IT. IT computing resource users must adhere to the following:

- Employ adequate information security technology and techniques for sensitive or critical information such as educational records, Social Security Numbers, identification numbers (GWID), and credit card numbers. For specific information

regarding encryption technology options, e-mail the Division of IT at administrator@clarendoncollege.edu.

- Notify the Director of Information Systems and Computer Operations if sensitive or critical College information is lost or disclosed to unauthorized parties, if any unauthorized use of College systems has taken place, or if there is suspicion of such loss, disclosure or unauthorized use.
- DO NOT post College material such as software, internal memos, or other non-public information on any publicly-accessible computer or website unless first approved by the appropriate authority.
- DO NOT store Confidential Data in any computer unless the persons who have access to that computer have a legitimate need-to-know the information involved.
- DO NOT save fixed passwords in web browsers or e-mail clients when using a College system. This may allow unauthorized users to access critical or sensitive information such as that contained in CAMS or Microsoft Dynamics Accounting System.
- DO NOT distribute critical or sensitive College communications to external entities. Only distribute to internal entities on a need to know basis.
- DO NOT establish Internet or other external network connections that could allow non-College users to gain access to College systems with critical or sensitive information unless prior approval has been received from the appropriate authority.
- DO NOT discuss information security-related incidents with individuals outside of the College, or with those inside the College who do not have a need-to-know.

Utilizing Strong Passwords

Passwords are an integral part of overall security. To minimize the risk of a password being compromised and data being lost due to unauthorized access, follow the guidance in the Computer Resources - Acceptable Use policy of this manual.

Securing Information on Workstations

Users of College systems must adhere to the following procedures to minimize the potential for theft, misuse, or corruption of data:

- Always use a security cable or locking device with laptop computers and secure mobile devices particularly when away from their office or work space.
- Secure personal computers by requiring a password when the computer is turned on and when the screen saver is deactivated (public computers with no critical or sensitive information, such as those in the library or in labs, are excluded).
- Log out of the system when finished working.
- Use secure means to transmit confidential data. Email is not a secure means to deliver information. Information that is sent by email is at risk. Avoid using e-mail to transmit confidential data.
- Keep all computer software up to date with the latest software maintenance releases.
- DO NOT intentionally damage, alter, or misuse any College-owned or maintained hardware, software, or information.
- DO NOT test security controls in place at the College or any other location (including ethical hacking) without authorization from the Director of Information Systems and Computer Operations in the Division of IT.
- All workstations shall have a working and update anti-virus/threat detection

application.

- Though not required, use of a personal firewall also is recommended.

Securing Information on Network

The Director of Information Systems and Computer Operations or delegated authority must adhere to the following procedures to minimize the potential for theft, misuse, or corruption of data:

- Adhere to password policies as outlined in the policy manual.
- Insure correct folder privileges and rights are maintained.
- Correct Group Policies and Active Directory account settings are maintained and applied.
- All firewall and outside electronic intrusion security systems or properly maintained and updated.
- All network data backups are protected for outside intrusion and are physically secured from unauthorized access.
- Student Information System databases and records are secured by username and password access and utilize proper user right assignment. User right assignments will be based on a need-to-know basis appropriate to the user's functional area.
- Email filtering is employed and monitored to insure all phishing and snooping attempts are minimized to the highest extent possible.
- Individual divisions, centers or departments may impose additional information security requirements beyond those set forth in this policy. For further information on reporting security incidents and implementing security practices see Computer

Policy Statement

All members of the College community have a responsibility to protect College data from unauthorized generation, access, modification, disclosure, transmission or destruction, and are expected to be familiar with and comply with this policy. Violations of this policy can lead to disciplinary action up to and including dismissal, expulsion, and/or legal action. Any known violations of this policy are to be reported to the Director of Information Systems and Computer Operations.

Reason for Policy/Purpose

To educate the College community about the importance of protecting data generated, accessed, transmitted and stored by the College, to identify procedures that should be in place to protect the confidentiality, integrity and availability of College data, and to comply with local and federal regulations regarding privacy and confidentiality of information.

Policy/Procedures

RESPONSIBILITY FOR DATA MANAGEMENT

Data is a critical asset of the College. All members of the College community have a responsibility to protect the confidentiality, integrity, and availability of data generated, accessed, modified, transmitted, stored or used by the College, irrespective of the medium on which the data resides and regardless of format (such as in electronic, paper

or other physical form).

Departments are responsible for implementing appropriate managerial, operational, physical, and technical controls for access to, use of, transmission of, and disposal of College data in compliance with this policy. Data owned, used, created or maintained by the College is classified into the following three categories:

- Public
- Official Use Only
- Confidential

Departments should carefully evaluate the appropriate data classification category for their information.

When provided in this policy, examples are illustrative only, and serve as identification of implementation practices rather than specific requirements. Nothing in this policy is intended to identify a restriction on the right of departments to require policies and/or procedures in addition to the ones identified in this document.

DATA CLASSIFICATIONS

PUBLIC DATA

Public data is information that may or must be open to the general public. It is defined as information with no existing local, national or international legal restrictions on access or usage. Public data, while subject to College disclosure rules, is available to all members of the College community and to all individuals and entities external to the College community.

By way of illustration only, some examples of Public Data include:

- Publicly posted press releases

- Publicly posted schedules of classes
- Publicly posted interactive College maps, newsletters, newspapers and magazines

OFFICIAL USE ONLY DATA

Official Use Only Data is information that must be guarded due to proprietary, ethical, or privacy considerations, and must be protected from unauthorized access, modification, transmission, storage or other use. This classification applies even though there may not be a civil statute requiring this protection. Official Use Only Data is information that is restricted to members of the College community who have a legitimate purpose for accessing such data.

By way of illustration only, some examples of Official Use Data include:

- Employment data
- College partner or sponsor information where no more restrictive confidentiality agreement exists.

Internal telephone books and directories Official Use Only data:

- Must be protected to prevent loss, theft, unauthorized access and/or unauthorized disclosure.
- Must be stored in a closed container (i.e. file cabinet, closed office, or department where physical controls are in place to prevent disclosure) when not in use.
- Must not be posted on any public website.
- Must be destroyed when no longer needed subject to the College's Records Management Policy. Destruction may be accomplished by:

- "Hard Copy" materials must be destroyed by shredding or another process

that destroys the data beyond either recognition or reconstruction. After destruction, materials may be disposed of with normal waste.

- Electronic storage media shall be sanitized appropriately by overwriting or degaussing prior to disposal.

CONFIDENTIAL DATA

Confidential Data is information protected by statutes, regulations, College policies or contractual language. Managers may also designate data as Confidential.

Confidential Data may be disclosed to individuals on a need-to-know basis only. Disclosure to parties outside the College should be authorized by the President or administrative management.

By way of illustration only, some examples of Confidential Data include:

- Medical records
- Student records and other non-public student data
- Social Security Numbers
- Personnel and/or payroll or records
- Bank account numbers and other personal financial information
- Any data identified by government regulation to be treated as confidential, or sealed by order of a court of competent jurisdiction.

Confidential data:

- When stored in an electronic format, must be protected with strong passwords and stored on servers that have protection and encryption measures provided by Division of Information Technology (IT) in order to protect against loss, theft, unauthorized access and unauthorized disclosure.

- Must not be disclosed to parties without explicit management authorization.
- Must be stored only in a locked drawer or room or an area where access is controlled by a guard, cipher lock, and/or card reader, or that otherwise has sufficient physical access control measures to afford adequate protection and prevent unauthorized access by members of the public, visitors, or other persons without a need-to-know.
- When sent via fax must be sent only to a previously established and used address or one that has been verified as using a secured location.
- Must not be posted on any public website.
- Must be destroyed when no longer needed subject to the College's Records Management Policy. Destruction may be accomplished by:
 - "Hard Copy" materials must be destroyed by shredding or another process that destroys the data beyond either recognition or reconstruction. After destruction, materials may be disposed of with normal waste.
 - Electronic storage media shall be sanitized appropriately by degaussing prior to disposal.

The Director of Information Systems and Computer Operations must be notified in a timely manner if data classified as Confidential is lost, disclosed to unauthorized parties or suspected of being lost or disclosed to unauthorized parties, or if any unauthorized use of the College's information systems has taken place or is suspected of taking place.

DATA CLASSIFICATION ROLES AND RESPONSIBILITIES

The Division of Information Technology is the primary entity charged with developing policy and procedures subordinate to and in support of this policy.

The Director of Information Systems and Computer Operations is charged with the promotion of information security awareness within the College community, as well as responsibility for the creation, maintenance, enforcement and design of training on relevant security standards in support of this policy. The Director of Information Systems and Computer Operations will receive and maintain reports of incidents, threats and malfunction that may have a security impact on the College's information systems, and will receive and maintain records of actions taken or policies and procedures developed in response to such reports. The Director of Information Systems and Computer Operations will assist the Administrative Council, as appropriate, in conducting periodic audits to determine College compliance with this policy.

The Office of the President and Administrative Council will facilitate distribution of this policy; will assist in the investigation of policy breaches.

The Office of the President and Administrative Council will review procedures issued under authority of this policy for compliance with applicable regulations. The President will also respond to court ordered releases of information.

Retention and Maintenance of Records

The College requires that its records be maintained in a consistent and logical manner and be managed so that the College:

1. Meets legal standards for protection, storage and retrieval;
2. Protects the privacy of faculty, staff and students as required by law;
3. Optimizes the use of space;
4. Minimizes the cost of record retention; and
5. Destroys outdated records in an appropriate manner.

Departments that maintain College records are responsible for establishing appropriate records management procedures and practices. Each department's administrative manager or a designee must:

1. Be familiar with the College's Records Management Policy;
2. Develop the department's and/or office's record management procedures and practices, consistent with this policy;
3. Educate staff within the department in understanding sound record management practices;
4. Restrict access to confidential records and information; and
5. Coordinate the destruction of records as provided in the applicable departmental procedures.

The Office of the President and Administrative Council, as well as the Registrar, are available to work with individual departments to implement these requirements. Faculty and staff should feel free to address questions about retention and destruction schedules to any of these offices.

Confidentiality Requirement

Many records subject to record retention requirements contain non-public confidential data. Such records are protected by federal, state and local statutes, including the Family Educational Rights and Privacy Act (FERPA), the Gramm-Leach-Bliley (GLB) Act, and the Health Insurance Portability and Accountability Act (HIPAA). In addition to statutory requirements, any record that contains confidential data should be treated in accordance with the College's privacy and security policies.

Electronically Stored Information

Recent years have witnessed a tremendous growth in the use of electronically stored information (“ESI”) by the College. The ease with which ESI may be created, the number of places where ESI may be stored, and new rules regarding the use of ESI in litigation, all require that the College manage its ESI effectively, efficiently and consistent with its legal obligations. Accordingly, all departments must include ESI in the development of their records management plans.

Preservation of Records Relevant to Legal Matters

Any record that is relevant to any pending or anticipated litigation, claim, audit, agency charge, investigation or enforcement action shall be retained at least until final resolution of the matter. In these circumstances, the Office of the President and Administrative Council will notify relevant departments and work with staff to identify and preserve any records (including electronic records) and other information that could be relevant to the matter. This will include a directive that the relevant unit's normal document destruction policies or protocols temporarily be suspended. Employees who become aware that an investigation or legal proceeding has commenced or is anticipated against their department or unit must promptly notify the Office of the President and Administrative Council so that all records with potential relevance to the investigation or legal proceeding can be preserved as necessary.

Disposal and Destruction of Records

If you have determined that, consistent with the College's Records Management Policy, and with the records management practices and procedures applicable to your department, it is appropriate to dispose of any records, they can be destroyed in one of the following ways:

1. Recycle non-confidential paper records;
2. Shred or otherwise render unreadable confidential paper records; or
3. Erase or destroy electronically stored data. (Information Systems and Services can assist you in effectively disposing of this data.)

If you have questions about your responsibilities, please contact the administrative manager or department designee. For additional assistance please contact the Office of the President and Administrative Council or Registrar at (806) 874-4801.

SOCIAL MEDIA

1597

(Updated 8-15-2013 Local)

Introduction

This document outlines the publication policy for Clarendon College's account(s) on social media, including Facebook, MySpace, Twitter, and YouTube. These all are online social utilities that allow individuals, or group of individuals, to create a place for a group of people to come together online to post information, news and events. Clarendon College's social media presence is intended to provide the College community with a venue to share thoughts, ideas, and experiences through discussions, postings, photos, and videos. Publication guidelines will be similar to any other media.

The Clarendon College pages will provide students and other constituents with up-to-date College information and the opportunity to communicate with page administrators and other page users. This policy is intended to outline proper use guidelines in order to ensure the most effective use of the pages.

This policy addresses the College's official presence on social media sites. In general, individual faculty or student pages are not included in this policy; however, if an employee or student group at the College creates a page that could be affiliated with the College, the Office of Marketing & Public Relations should be notified. The College does not take any responsibility for pages developed by others.

Contributors to the Clarendon College pages will follow the generally established employee and student guidelines. Oversight of all Clarendon College-affiliated pages is the responsibility of the Office of Marketing & Public Relations, who will periodically review pages to ensure College policies are followed and that the pages are being produced in accordance with the best interests of the College.

Because the technology that drives Web communication changes rapidly, this policy may be adjusted to reflect issues that may arise in the management and implementation of the page or for any other reason that supports the College's priorities for the page.

Departmental Social Media Sites

Individual departments wishing to develop a social media presence MUST contact the College's Marketing Coordinator at ashlee.estlack@clarendoncollege.edu before developing any pages and/or accounts. Such departments already with Facebook Fan Pages include: Financial Aid, Cheerleading, Ranch Horse Team, Men's Basketball, Women's Basketball, Volleyball, Sluggo the Bulldog, and Ex-Students Association.

The Office of Marketing & Public Relations will maintain a college-level Clarendon

College Facebook fan page. The Marketing Coordinator, Vice President of Student Services, and Enrollment Services Counselor will be included as administrators for the Facebook page. A college-level Clarendon College MySpace page and Twitter account will also be maintained by the Marketing Coordinator.

In regards to Facebook, departments will need to make a Fan Page NOT a profile page. Contacting the Marketing Coordinator beforehand can ensure that proper steps are taken when developing the page. Once the departmental pages are set-up, that department is responsible for content development and maintenance.

Procedures

1. Employees must consult their supervisor in advance of their intention to use their Clarendon College e-mail account on social networking sites or pages on which they are representing the college in an official capacity (non-instructional).
2. Departmental social networking pages will have a minimum of two administrators assigned. If an administrator leaves the college, they will be removed as a page administrator and another person assigned in their place.
3. Because the Clarendon College pages on social media sites are interactive tools, administrators should monitor pages closely and frequently to supervise user conduct.
4. The following types of content are prohibited from Clarendon College social networking sites:
 - Derogatory language or demeaning statements about or threats to any third party.

- Inappropriate or incriminating images depicting hazing, sexual harassment, vandalism, stalking, underage drinking, illegal drug use, or any other inappropriate behavior; or inappropriate language.
 - Content that violates state or federal law.
 - Partisan political activity.
 - Online gambling.
 - Information and images that are obscene or untrue.
 - Content that harasses third parties.
 - Selling goods or services for personal financial profit.
 - Personal social relationships unrelated to Clarendon College business.
5. Administrators for CC Facebook fan pages and other social networking media are responsible for removing comments posted to their fan pages that don't meet the criteria outlined in paragraph 4.
 6. Employees are responsible for the content of social networking sites. Outside parties can take legal action against employees for postings. Clarendon College will not indemnify employees for anything they write on social networking sites under a college e-mail account or a private one.
 7. Material protected by copyright will not be used on Clarendon College social networking pages.
 8. Facebook terms and conditions, found at <http://www.facebook.com/terms.php>, must also be followed strictly.
 9. Official Clarendon College social networking pages will include the following disclaimers:

Site administrator content

The comments and postings on this site are those of the site administrators and don't necessarily reflect Clarendon College opinions, strategies or policies.

User-generated Content and Disclaimer

Clarendon College accepts no responsibility or liability for any data, text, software, music, sound, photographs, images, video, messages, or any other materials or content generated by users and publicly posted on this page.

Inappropriate Content

Anyone who believes that this page includes inappropriate content should report it to the Clarendon College Marketing Coordinator at ashlee.estlack@clarendoncollege.edu.

Disclaimer for content on linked sites

Clarendon College accepts no liability or responsibility whatsoever for the contents of any target site linked from this page.

Terms of Use

By posting content on this page, you represent, warrant and agree that no content submitted, posted, transmitted, or shared by you will infringe upon the rights of any third party, including but not limited to copyright, trademark, privacy; or contain defamatory or discriminatory or otherwise unlawful material.

Clarendon College reserves the right to alter, delete or remove (without notice) the content at its absolute discretion for any reason whatsoever.

Copyright

The content on this page is subject to copyright laws. Unless you own the rights in

the content, you may not reproduce, adapt or communicate without the written permission of the copyright owner nor use the content for commercial purposes.

General Guidelines

Online communities like Facebook, Twitter and MySpace can help Clarendon College connect with its constituencies in many positive ways. At the same time, there are some cautionary lessons that have emerged from participating in online communities. Administrators for official Clarendon College social network sites should be aware of the following:

- You are posting content onto the World Wide Web and you cannot ensure who does and does not have access to your information.
- Information you post online may continue to stay on the World Wide Web even after you erase or delete that information from pages.
- Before participating in any online community, understand that anything posted online is available to anyone in the world. Any text or photo placed online is completely out of your control the moment it is placed online – even if you limit access to your site.
- By agreeing to the terms of use, online communities have your permission to republish your content worldwide and share information with advertisers, third parties, and law enforcement, among others.
- Don't post information, photos, or other items online that could reflect negatively on you, your family, or Clarendon College.
- Be discreet, respectful, gracious and as accurate/factual as you can be in any comments or content you post online. Take particular care of spelling,

punctuation and grammar---it DOES reflect on you professionally, as well as on the College.

COLLEGE CALENDAR

1610

(Updated 8-15-2013 TACC Policy Update #28 EA)

Clarendon College shall adopt a College Calendar or schedule for classes and activities which shall conform in all ways to the Common Calendar provided by the Texas Higher Education Coordinating Board.

Other regulations related to the Common Calendar are listed below:

- (1) Tuition and other income collected from students for the fall semester should be reported as income for the fiscal year beginning September 1, regardless of when the income was actually received.
- (2) A semester normally shall include at least fifteen (15) weeks for instruction and one week for final examinations or a total of sixteen (16) weeks instruction and examination combined. Every fall semester will end before Christmas, but not later than December 23.
- (3) The summer session shall be considered an integral part of the college year and maximum use should be made of the summer sessions. The College may schedule **two** summer enrollment periods of no less than five and one-half calendar weeks including registration, instructions, and final examinations. The College may register students for a six-semester-credit-hour load for each five and one-half weeks summer term without obtaining approval as specified in CC Policy 5455.
- (4) Clarendon College shall

establish its own dates for orientation, registration, holidays, final examinations, and the end of each semester and summer term consistent with Sections (2) and (3) above.

EX-STUDENTS ASSOCIATION

1710

The official organization for former and ex-students is the Clarendon College Ex-Students Association. All former or ex-students of Clarendon College are eligible to join the Ex-Students Association. Its meetings and manner of transacting business are described in its bylaws.

OPEN RECORDS / REQUESTS FOR COLLEGE DOCUMENTS

1720

(Updated 8-15-2013 Local)

For purposes of open records, the President of Clarendon College is hereby designated the custodian of documents, writings, letters, memoranda, or other written, typed, copied, or developed materials possessed, assembled, or maintained by this college district. (For complete State Policy please reference TACC Policy Reference Update #30 GAB)

- A. All requests for public information are forwarded to the President immediately upon receipt.
- B. The President shall thereupon make a determination as to whether or not the information requested is public in nature.
 - 1. If the information is found to be public in nature, it shall be released for reproduction on the premises.

- a. The party requesting the information is to be charged the cost of reproduction and any other expenses entailed in locating and retrieving the information.
 - b. If the information is in active use or otherwise unavailable, the party requesting the information will be notified immediately upon it's becoming available.
2. If it is found the information is NOT to be public in nature, the President shall so inform the requesting party and shall for no reason release such information.
3. If it is impossible to ascertain whether or not the information requested is public in nature, the President is hereby authorized to request, on behalf of the Board of Regents, an opinion from the Attorney General's Office as to the nature of the information.
 - a. Such opinion requests will be made within ten (10) days of the original request for the information.
 - b. The President shall notify the person requesting such information that an opinion is to be requested of the Attorney General and shall notify such person immediately upon receipt of an answer from the Attorney General.

The basic purpose of public information at Clarendon College is the development of strong positive attitudes among the public toward the college through all avenues of

communication over a long period of time. The total responsibility for public information rests with the President of the College and his/her appointed representative(s). All items of information or news releases will require the approval of the President or his/her appointed representative(s) prior to release. Information for news releases should be reported to the Office of Public Information for dispersion to local and area papers, radio, and television. (For complete State Policy please reference Senate Bill 1368)

COMMUNITY USE OF COLLEGE FACILITIES

1740
(Updated 7-21-2011 Local)

It is the general policy of Clarendon College to provide its buildings and grounds for use by the faculty, staff, and/or student sponsored activities at the College. However, Clarendon College permits groups (such as: non-profit organizations; school districts; and businesses) to rent certain college facilities that are appropriate for special events.

Guidelines for the rental and use of such facilities as the college auditorium, gymnasium, cafeteria, Bairfield Activity Center; and the Livestock Equine Center by non-profit agencies are as follows:

1. All events using college property MUST be approved through the Office of the President.
2. Any college event will have the highest priority in terms of facility usage. (i.e., credit classes, workforce education classes, intercollegiate sports, credit-free classes, and student activities have prior claim on all facilities)
3. Facilities for events other than those sponsored by the College will be reserved on a first-come, first-serve basis. Requests to rent any college

facility must be provided in writing to the President's Office at least two weeks prior to the event.

4. No event is permitted on/in college property that is in conflict with any institutional policy, practice, and/or tradition or community standards of good taste, etc. The College reserves the right to not rent its facilities to any group or individual. Generally, no alcohol is permitted on campus under any circumstances; however, the Board of Regents may grant exceptions to the no alcohol rule for certain events on a case by case basis.
5. Rental charges for facility usage (except the Livestock Equine Center) are:
 - a. Non-Profit Groups/Agencies holding an event from which no revenues are derived - a non-refundable fee of \$125.00 per day.

Example: City Council holding a town hall meeting on an upcoming bond issue.

- b. Non-Profit Groups/Agencies holding an event for the purpose of generating revenue - a non-refundable fee of \$200.00 per day.

Example: Chamber of Commerce annual banquet.

- c. Class reunions - a non-refundable fee \$125.00 per day.
 - d. The College may waive the required fees and accept a percentage of the gate or other remuneration in place of the required rental fees.
 - e. Additional fees may be charged for use of the sound and lighting systems. Fees may vary depending on the type of technical assistance needed.

6. Rental Fees must be paid at the time the facility is reserved.

7. The party or parties using any college facility is responsible for any damages inflicted upon that facility, and must sign an acknowledgement of this policy at the time the reservation is made.
8. The party or parties using any college facility must accept all liability for personal injury, damage to the facility, and/or damage to personal property that may be associated with the event, including all members/employees of the agency as well as any participate and/or other person(s) who attend the event. The College advises that the agency using the facility secure liability insurance, as may be appropriate and prudent.
9. No meeting or program of a sectarian nature is permitted in college facilities, although certain events that may have some religious connotation yet are not ritualistic or ceremonial may be permitted. The President may grant exceptions to this rule for certain special events.

Example: A gospel music concert for the purpose of entertainment.
10. No charges will be made to agencies using college facilities as polling places in city, county, state, and/or national elections.
11. The College reserves the right to waive rental charges for certain groups (i.e. Clarendon ISD or other school districts) for the use of facilities when the college administration views the event as having a recruiting benefit to the institution.
12. Clean-up for all events is the responsibility of the party or parties using the facility.

13. No organization, group, or individual may reserve a college facility if that party or parties has an outstanding debt to the College, including delinquent taxes.

14. Use of the college fitness center must be approved by the Athletic Director.

Guidelines for the rental and use of the Livestock and Equine Center by any agency or group are the same as guidelines as rental for all college facilities; however, rental charges are as follows:

Rental charges for facility usage are:

- a. A deposit equal to \$100 per day that the facility is reserved for is required at the time the reservation is made; maximum deposit required is \$500.00.
- b. Non-Profit Groups/Agencies holding an event from which no revenues are derived - a non-refundable fee of \$250.00 per day.
Non-Profit Groups/Agencies holding an event for the purpose of generating revenue - a non-refundable fee of \$250 per day.
- c. For profit groups or entities holding an event - a non-refundable fee of \$250 per day.
- d. The College may waive all or part of the required fees and accept a percentage of the gate and/or other remuneration in place of the required rental fees. (The deposit may not be waived.)
- e. Additional fees may be charged for set up, arena grooming, or use of the sound system. Fees may vary depending on the amount of setup, arena grooming, take down, clean-up, or the type of technical assistance needed.

- f. If the take down costs or the clean-up costs exceed the charged amounts and/or the deposit, the College reserves the right to bill the responsible party for all additional costs.
- g. Outside vendors may be allowed to set up and operate booths during scheduled events as long as the booths are not in conflict with College policy and are not in competition with concessions or other booths operated by the College. Booth rental is \$50 per day - an additional fee may be charged for electricity.

Rental Fees must be paid at the time the facility is reserved.

The party or parties using the facility are responsible for any damage(s) inflicted upon that facility, and must sign an acknowledgement of this policy at the time the reservation is made. Moreover, the College will not be liable for any injuries or claims arising out of the use of a college facility, and this policy, too, must be acknowledged in writing at the time reservation is made.

The party or parties using any college facility must accept all liability for damage to the facility, personal injury, and/or damage to personal property that may be associated with the event, including all members/employees of the agency as well as any participate or other person(s) who attend the event. The College requires the user, at its expense, to provide liability insurance in such amount and limits as the College may prescribe and to furnish a certificate of insurance on execution of the Facility Usage Contract.

TAX ABATEMENT

1750

Clarendon College is committed to the promotion and retention of high quality development in all parts of the City of Clarendon; and to an ongoing improvement of life for its citizens. Insofar as these objectives are generally served by the enhancement and expansion of the local economy, Clarendon College will, on a case-by-case basis, give consideration to providing tax abatements as a stimulation for economic development in Clarendon. Nothing herein shall imply or suggest that Clarendon College is under any obligation to provide tax abatement to any applicant. All applicants shall be considered on a case-by-case basis.

EXTERNALLY FUNDED GRANTS AND CONTRACTS

1760

Clarendon College participates in externally funded grants and contracts in an effort to upgrade and improve existing programs, initiate new programs and provide supplemental services which support the stated purposes of the institution. In all instances, the institution is careful to maintain control of its own activities. The continuity of all institutional activities will not be endangered by grants and/or contracts. Grants and contracts are for a given length of time and extreme care is exercised to ensure that the institution does not become dependent on such funds in any manner. Salaries from grants and contracts are based on the established Clarendon College salary and staffing policies. The supervision and control of grant and contract projects are assigned to the

appropriate Clarendon College administrative unit, and the division of obligations are carefully monitored by that administrative unit.

THE CLARENDON COLLEGE FOUNDATION

1770

The Clarendon College Board of Regents recognizes the Clarendon College Foundation and its stated purposes. The Clarendon College Foundation, Incorporated, exists for the purpose of assisting in and contributing to the academic and vocational educational purposes and physical growth and development of Clarendon College. Its control, meetings, manner of transacting business, and membership are described in its Bylaws.

THE CLARENDON COLLEGE PAMPA CENTER FOUNDATION

1780

The Clarendon College Board of Regents recognizes the Clarendon College Pampa Center Foundation and its stated purposes. The Clarendon College Pampa Center Foundation, Incorporated, exists for the purpose of assisting in and contributing to the academic and vocational educational purposes and physical growth and development of Clarendon College Pampa Center. Its control, meetings, manner of transacting business, and membership are described in its Bylaws.

2000 SERIES
BUSINESS AND GENERAL OPERATING POLICIES

BUDGETING

2110

(Updated 7-21-2011 Local)
(Updated 8-16-2012 TACC CDA)

The President of Clarendon College shall be responsible for preparing and presenting to the Board of Regents annually an estimate of income and expenditures for the College for each fiscal year of operation.

Fiscal Year

The fiscal year for Clarendon College shall begin on the first day of September in each calendar year and end on the last day of August of the next succeeding calendar year.

Operating Budget

The estimate of income and expenditures for each fiscal year shall become the operating budget for the College when approved by a majority of all members of the Board of Regents.

The operating budget adopted by the Board of Regents may be amended only by a majority vote of the Board.

The approved budget shall be filed with the Texas Higher Education Coordinating Board, and with other state agencies as required by state law on or before December 1 of the fiscal year for which the budget was adopted.

A public hearing concerning the proposed budget shall be held on or about the third Thursday of August of each year. A notice of the public hearing shall be published in a newspaper of general circulation within the College district.

Responsibility

Responsibility for coordinating the preparation of the College budget and developing the necessary working procedures rests with the Vice President of Administrative Service with assistance from the President. Initial budget proposals will be prepared for each instructional program by members of the college faculty. These program budgets will be consolidated into divisional budgets by the division directors and the Vice President of Instruction. The Vice President of Instruction is responsible for preparing the total instructional budget. Other employees will prepare initial budget proposals for their respective areas. Once complete, these budgets will be forwarded to the appropriate Vice President. The Vice Presidents are responsible for forwarding the budget proposals to the Vice President of Administrative Services. The Vice President of Administrative Services with supervision from the President of Clarendon College shall then take steps to verify all estimates of income and to adjust estimates of expenditures to achieve a balanced operating budget for the College. The President shall make the final budget recommendation to the Board of Regents.

PURCHASING AND ACQUISITION

2120

(Updated 8-16-2012 TACC CF)

Applicable Law

The provisions of Subchapter B, Chapter 44, Education Code, relating to the purchase of goods and services under contract by a school district apply to the purchase of goods and services under contract by a junior college district.

To the extent of any conflict, the provisions of Subchapter B, Chapter 44, prevail

over any other law relating to the purchase of goods and services by a junior college district. *Education Code 130.010, 44.0311*

Board Authority

The Board may adopt rules and procedures for the acquisition of goods and services. *Education Code 44.031(d)*

Delegation of Authority

The Board may delegate its authority regarding an action authorized or required to be taken by the College District by Education Code Chapter 44, Subchapter B to a designated person, representative, or committee.

The Board may not delegate the authority to act regarding an action authorized or required to be taken by the Board by Education Code Chapter 44, Subchapter B. *Education Code 44.0312*

Purchases Valued at or above \$50,000

All Clarendon College contracts, except contracts for the purchase of produce or vehicle fuel, valued at \$50,000 or more in the aggregate for each 12-month period, shall be made by the method that provides the best value for the College:

1. Competitive bidding for services other than construction services.
2. Competitive sealed proposals.
3. A request for proposals for services other than construction services.
4. An inter-local contract.
5. The reverse auction procedure as defined by Government Code 2155.062(d).
6. The formation of a political subdivision corporation under Local Government Code 304.001. *Education Code 44.031(a)*

Note: *Regarding construction of college facilities, bid(s) may take the form of competitive bids; competitive sealed proposals; design/build contracts; contracts using a construction-manager agent; contracts using a construction-manager-at-risk; and/or job order contracts for minor repairs/alterations and must follow other*

applicable state laws. Education Code 44.031(a)

Factors

In awarding a contract, Clarendon College may consider:

1. Purchase price.
2. The reputation of the vendor and of the vendor's goods and services.
3. The quality of the vendor's goods or services.
4. The extent to which the goods or services meet the College's needs.
5. The vendor's past relationship with the College.
6. The impact on the ability of the College to comply with laws relating to historically underutilized businesses.
7. The total long-term cost to the College to acquire the goods or services.
8. Any other relevant factor specifically listed in the request for bids or proposals.

Education Code 44.031(b)

Note: The factors listed above are the only criteria that may be considered by the College in its decision to award a contract. The College District may apply one, some, or all of the criteria, but it may not completely ignore them. R.G.V. Vending v. Weslaco Indep. Sch. Dist., 995 S.W.2d 897 (Tex. App.-Corpus Christi 1999).

Notice of Publication

Notice of when and where bids or proposals or the responses to a request for qualifications will be received and opened shall be published in the county where the College's central administrative office is located, once a week for at least two weeks prior to deadline for receiving bids, proposals, or responses to a request for qualifications. If there is no newspaper in the county, the advertising shall be published in a newspaper nearest to the county seat. In a two-step procurement process, the time and place where the second-step bids, proposals, or responses will be received are not required to be published separately. *Education Code 44.031(g)*

Personal Property Purchases Valued at between \$25,000 and \$50,000

When the College seeks to purchase personal property of a value of at least

\$25,000 but less than \$50,000, in the aggregate, for a 12-month period, the College may either purchase those items in accordance with Education Code 44.031(a) and (b) described above or follow the vendor list procedures described below. *Education Code 44.033(a)*

Notice

For each 12-month period, the College shall publish a notice in two successive issues of any newspaper of general circulation in the county in which the school is located. If there is no newspaper in the county in which the school is located, the advertising shall be published in a newspaper in the county nearest the county seat of the county in which the school is located, specifying the categories of personal property to be purchased and soliciting the names, addresses, and telephone numbers of vendors that are interested in supplying any of the categories to the College. *Education Code 44.033(b)*

Vendor List

For each category, the College shall create a vendor list consisting of each vendor that responds to the published notice and any additional vendors the College elects to include. Before the College makes a purchase from a category of personal property, it must obtain written or telephone price quotations from at least three vendors from the list for that category. If fewer than three vendors are on the list, the College shall contact each vendor. Whenever possible, telephone quotes should be confirmed in writing by mail, fax, or e-mail. The bidding records shall be retained with the College's competitive bid records and are subject to audit. Purchases shall be made from the lowest responsible bidder, except as

provided by Education Code 44.033(f). *Education Code 44.033(b)(c)*

Produce or Fuel Purchases

When the College purchases produce or fuel valued at \$25,000 or more in the aggregate, for a 12-month period, the College must either purchase those items in accordance with Education Code 44.031(a) and (b) described above or follow the vendor list procedures described immediately above. *Education Code 44.033(a)(d)*

Professional Services

The purchasing requirements of Education Code 44.031 do not apply to a contract for professional services rendered, including the services of an architect, attorney, or fiscal agent.

The College may contract for professional services rendered by a financial consultant or a technology consultant in the manner provided by Government Code 2254.003, in lieu of the methods provided by Education Code 44.031. *Education Code 44.031(f)*

Competitive bids shall not be solicited for professional services of any licensed or registered certified public accountant, architect, landscape architect, land surveyor, physician, optometrist, professional engineer, state-certified or state-licensed real estate appraiser, or registered nurse. Contracts for these professional services shall be made on the basis of demonstrated competence and qualifications to perform the services and for a fair and reasonable price. *Gov't Code 2254.002, 2254.003(a)*

Computers and Computer Related Equipment:

The College may acquire (purchase and/or lease) computers and computer-related equipment, including computer software, through the Department of Information Resources (DIR) under contracts with the (DIR) in accordance with Government Code

Chapter 2054 or 2157. *Education Code 44.031(i)*. The College is required to include specific provisions in competitive bids for the purchase or lease of computer equipment and in contracts for the purchase or lease of hardware and software.

Automated Information System

A College District may purchase an automated information system using the purchasing method described by Government Code 2157.068 for commodity items or a purchasing method designated by the comptroller to obtain the best value for the state, including a request for offers method. A College District that purchases an item using a method listed above satisfies any state law requiring the College District to seek competitive bids for the purchase of the item. Gov't. Code 2157.006

Sole Source

Compliance with Education Code 44.031 is not required for purchases that are available from only one source, including:

1. An item for which competition is precluded because of a patent, copyright, secret process, or monopoly.
2. A film, manuscript, or book.
3. A utility service, including electricity, gas, or water.
4. A captive replacement part or component for equipment.

The sole source exception shall not apply to mainframe data processing equipment and peripheral attachments with a single-item purchase price in excess of \$15,000
Education Code 44.031(j)(k)

Impermissible Practices

A Regent, employee, or agent shall not, with criminal negligence, make or authorize separate, sequential, or component purchases to avoid the purchasing requirements set out in Education Code 44.031. An officer or employee shall not

knowingly violate Education Code 44.031 in any other manner.

"Component purchases" means purchases of the component parts of an item that in normal purchasing practices would be made in one purchase. "Separate purchases" means purchases, made separately, of items that in normal purchasing practices would be made in one purchase. "Sequential purchases" means purchases, over a period, of items that in normal purchasing practices would be made in one purchase.

Violation of this provision is a Class B misdemeanor and an offense involving moral turpitude, conviction of which shall result in removal from office or dismissal from employment. A Regent who is convicted of a violation of this provision is considered to have committed official misconduct and for four years after the date of final conviction, the removed person is ineligible to be appointed or elected to public office in Texas, is ineligible to be employed by or act as an agent for the state or a political subdivision, and is ineligible to receive any compensation through a contract with the state or a political subdivision. *Education Code 44.032*

Insurance

A contract for the purchase of insurance is a contract for the purchase of personal property and shall be made in accordance with Education Code 44.031 or 44.033. *Education Code 44.031, 44.033; Atty. Gen. Op. DM-347 (1995)*

Multi-year Contracts

The College may execute an insurance contract for a period longer than 12 months, if the contract contains either or both of the provisions described at COMMITMENT OF CURRENT REVENUE, below. If the College executes a multi-year insurance contract, it need not advertise for insurance vendors until the 12-month period during which the College will be executing a new insurance contract. *Atty. Gen. Op. DM-*

418(1996)

Competitive Bidding

If the College receives two or more bids from responsible bidders that are identical, in nature and amount, as the lowest and best bids, it shall select only one bidder from the identical bids.

If only one of the bidders submitting identical bids is a resident of the District, that bidder shall be selected. If two or more such bidders are residents of the District, one shall be selected by the casting of lots. In all other cases, one of the identical bids shall be selected by the casting of lots.

The Board shall prescribe the manner of casting lots and shall be present when the lots are cast. All qualified bidders or their representatives may be present at the casting of lots. *Local Gov't Code 271.901*

Reverse Auction

A college district that uses the reverse auction procedure must include in the procedure a notice provision and other provisions necessary to produce a method of purchasing that is advantageous to the College District and fair to vendors. *Local Gov't Code 271.906(b)*

Reverse auction procedure means:

1. A real-time bidding process usually lasting less than one hour and taking place at a previously scheduled time and Internet location, in which multiple suppliers, anonymous to each other, submit bids to provide the designated goods or services; or
2. A bidding process usually lasting less than two weeks and taking place during a

previously scheduled period and at a previously scheduled internet location, in which multiple suppliers, anonymous to each other, submit bids to provide the designated goods or services.

Inter-local Agreements

To increase efficiency and effectiveness, the College may contract or agree with other local governments and with state agencies, including the comptroller, to perform some of its purchasing functions. *Gov't Code 791.001, 791.011*

An inter-local contract must be authorized by the Board and the governing body of each contracting party; must state the purpose, terms, rights, and duties of the contracting parties; and must specify that each party paying for the performance of governmental functions or services shall make those payments from current revenues available to the paying party.

An inter-local contractual payment must be in an amount that fairly compensates the performing party for the services or functions performed under the contract. The contract may be renewed annually. *Gov't Code 791.011(d) –(f)*

The College may agree with another local government, including a nonprofit corporation that is created and operated to provide one or more governmental functions and services, or with the state or a state agency, including the comptroller to purchase goods and services reasonably required for the installation, operation, or maintenance of the goods. Such an agreement may not, however, apply to services provided by firefighters, police officers, or emergency medication personnel.

The College may purchase goods and services by agreement with another local government or with the state or state agency satisfying the requirement to seek

competitive bids for the purchase of goods and services.

Gov't Code 791.025(b)(c); Atty. Gen. Op. JC-37 (1999)

State Purchasing Program

Purchasing services performed for the College by the comptroller may include:

1. The extension of state contract prices to the College when the comptroller considers it feasible.
2. Solicitation of bids on items desired by the College if the solicitation is considered feasible by the comptroller and is desired by the College.
3. Provision of information and technical assistance to the College about the purchasing program.

The comptroller may charge the College District its actual costs in providing purchasing services.

College Requirements

The College may participate in the purchasing program, including participation in purchases that use the reverse auction procedure, by filing with the BPC a resolution adopted by the Board requesting that the College be allowed to participate on a voluntary basis, to the extent the BPC deems feasible, and stating that the Board shall:

1. The Vice President of Administrative Services will act for the College in all matters relating to the purchasing program, including the purchase of items from the vendor under any contract.
2. Direct the decisions of its representative.
3. Be responsible for:
 - a. Submitting requisitions to the commission under contract(s) and for payment directly to the vendor; and

- b. Electronically sending purchase orders directly to vendors and electronically sending the comptroller reports on actual purchases.
4. Be responsible for the vendor's compliance with all conditions of delivery and quality of the purchased item.

A purchase made through participation in this program meets any state requirement to seek competitive bids for the purchase of the item.

Electronic Marketplace

If the College has the ability to electronically send purchase orders and information, it may participate in the Department of Information Resources' electronic procurement marketplace, as described in Gov't Code Chapter 2177. *Local Gov't Code 271.083*

Multiple Award Contract Schedule

The BPC shall develop a schedule of multiple award contracts that have been previously awarded using a competitive process by the federal government or any other governmental entity in any state.

The College may purchase goods or services directly from a vendor under a contract listed on a schedule. An authorized purchase satisfies any requirement of state law relating to competitive bids or proposals and satisfies any applicable requirements of Government Code 2157.

The price listed for a good or service under a multiple award contract is a maximum price. The College may negotiate a lower price for goods or services under a contract listed on a schedule. *Govt. Code 2155. Subchapter 1.*

Cooperative Purchasing Program

The College may participate in a cooperative purchasing program with another local government or a local cooperative organization. If the College does so, it may sign an agreement with another participating local government or a local cooperative stating that the College will:

1. The Vice President of Administrative Services will act on behalf of the College in all matters relating to the program.
2. Make payments to another participating local government or local cooperative organization or directly under a contract, as provided in the agreement.
3. Be responsible for the vendor's compliance.

If the College participates in a cooperative purchasing program, it satisfies any law requiring it to seek competitive bids. *Local Gov't Code 271.102; Atty. Gen. Op. JC-37 (1999)*

Commitment of Current Revenue

A contract for the acquisition, including lease, of real or personal property is a commitment of the College current revenue only, provided the contract contains either or both of the following provisions:

1. Retains to the Board the continuing right to terminate the contract at the expiration of each budget period during the term of the contract.
2. Is conditioned on a best efforts attempt by the Board to obtain and appropriate funds for payment of the contract. *Local Gov't Code 271.903*

Group Purchasing Programs

The College is authorized to purchase materials, supplies, or equipment through group purchasing programs that offer discount prices to institutions of higher education.

Gov't Code 2155.134(a)

Criminal History

Before entering into a contract with the College, a person or business must give notice to the College if the person or an owner or operator of the business has been convicted of a felony. The College may terminate a contract with a person or business if the College determines that the person or business failed to give such notice or misrepresented the conduct resulting in the conviction. The College must compensate the person for services performed before the contract terminated. *Education Code 44.034*

Operational Policy

The purchase of supplies, materials, equipment, and services for the operation of Clarendon College shall be accomplished in a controlled and systematic manner which supports the interests of economy and quality. The President shall be responsible for developing and implementing procedures and guidelines consisting of generally acceptable purchasing practice.

General Provisions

1. The general requisition/purchase order procedures described below are to be used for all purchases regardless of the amount of the purchase.
2. Requisitions/purchase orders are to be used by all personnel in ordering supplies, equipment and services.
3. All employees must adhere to institutional purchasing procedures and

policies, as well as state and federal laws.

Purchases of less than \$25,000

1. The originator/requester should secure a requisition/purchase order from his/her supervisor or from the Business Office. The originator should provide the following information on the requisition:
 - a. A description of the item(s) requested. If a specific brand/model is required, it should be noted in the description.
 - b. A recommended vendor should be listed. Price, quality, serviceability, and potential travel and/or freight expenses involved in the purchase should be considered in determining potential vendors.
 - c. An estimate of unit and total cost should be listed.
 - d. A justification for the purchase should be listed on the requisition/purchase order. Additional supporting documentation should be attached, as appropriate.
2. The originator/requestor should present the completed requisition to his/her supervisor/director and the appropriate Vice President for approval. If approved, the originator/requestor or the supervisor/director should assign the budget account number(s) against which the purchase is to be charged. The Vice President should validate the account number and that the requested amount is within budgetary limitations. (Note: The supervisor's and the Vice President's signature will indicate to the Business Office that the supervisor and the Vice President agree that the purchase is necessary

and appropriate. In some cases, the originator/requestor and the budget custodian (supervisor) will be one in the same. In that event, the individual need only sign the requisition as budget custodian. In all cases, the purchase order must be signed by the appropriate Vice President.

3. Once the requisition/purchase order has been approved by the appropriate Vice President, the originator/requestor should present the requisition to the Business Office. At that point, the appropriate administrative approvals will be secured by the Business Office, contingent upon available budget. Only the College President is authorized to provide final administrative approval.
 - a. In the case of any purchase of \$5,000.00 and less than \$25,000 the Vice President of Administrative Services will require that the originator/requestor secure a minimum of three quotes from potential vendors.
 - b. In cases where a department is dealing with a particular vendor on a regular basis (i.e., utility bills, maintenance or office supplies, bookstore) an open purchase order may be established through the same procedures as above. The amount of the open purchase order will be determined by the Vice President of Administrative Services. Once that amount is expended, another open purchase order can be created, budget permitting. Once an open purchase order has been established, departmental employees may make purchases within the established limit without filing individual

purchase orders for each item. However, in each case, the employee must submit all receipts and/or invoices to the Business Office so that expended amounts can be charged against the open purchase order.

- c. Purchases that do not exceed \$200.00 may be made through the College's petty cash fund, upon approval by the Business Office. In the event, an employee makes a purchase with petty cash, all receipts must be returned to the Business Office.
4. Once the purchase order has been approved and a purchase order number assigned, copies of the purchase order will be distributed by the Business Office for the following purposes:
 - a. The originator/requester will receive two copies of the purchase order. One copy to be presented to the vendor and a second copy to be returned to the Business Office after the goods have been received and inspected.
 - b. Two copies will be retained in the Business Office - one for the numerical file and a second for the vendor file.
 5. As stated, a copy of the purchase order should then be presented by the requester to the vendor in a logical fashion (i.e., hand delivered, mailed, or faxed).
 6. Upon receipt of the item(s) purchased, the originator/requestor should examine the item(s) to make certain what was ordered has been received in good condition. Upon inspection/acceptance of the goods, the requester

should return his/her copy of the purchase order to the Business Office with a notation on the purchase order that payment should be made to the vendor. Any invoices, packing slips, or other relevant documentation should be attached to the purchase order by the requester.

- a. In the event the item(s) are not received in good condition and/or the order is short, the originator/requestor should immediately notify the Business Office. The Vice President of Administrative Services or his/her designee will be responsible for contacting and arranging for satisfaction. No payment will be made by the College to the vendor until full satisfaction has been achieved.
- b. Moreover, no payments will be made to the vendor absent adherence to the above procedures. In the event an employee fails to follow the aforementioned procedures, the originator/requester may be held financially liable for the purchase(s).
- c. Any incident deemed an emergency or extraordinary circumstance by the Vice President of Administrative Services and/or the President, may be exempted from the aforementioned procedure until the originator/requester is available to complete the process.
- d. Note: If any warranties are associated with the item(s) purchased, documentation of such, i.e., warranty cards, should accompany the authorization to make payment. A copy of the warranty will be retained by the Business Office.

Purchases of more than \$25,000 and less than \$50,000

When the College seeks to purchase personal property of a value of at least \$25,000 but less than \$50,000, in the aggregate, for a 12-month period, the College may either purchase those items in accordance with Education Code 44.031(a) and (b) described above or follow the vendor list procedures as described.

Purchases of \$50,000 or More

In the case where a purchase is \$50,000 or more in the aggregate for each 12-month period, the College will engage in a purchasing process as set forth by the Texas Education Code, Section 44.031 et seq.

These options include:

1. Competitive bidding.
2. Competitive sealed proposals.
3. A request for proposals for services other than construction services.
4. An inter-local contract.
5. The reverse auction procedure as defined by Government Code 2155.062(d).
6. The formation of a political subdivision corporation under Local Government Code 304.001.

In awarding a contract, the College District is required to consider the following factors:

1. Purchase price.
2. The reputation of the vendor and of the vendor's goods and services.
3. The quality of the vendor's goods or services.

4. The extent to which the goods or services meet the College District's needs.
5. The vendor's past relationship with the College District.
6. The impact on the ability of the College District to comply with laws relating to historically underutilized businesses.
7. The total long-term cost to the College District to acquire the goods or services.
8. Any other relevant factor specifically listed in the request for bids or proposals.

When the College employs a sealed bid request for proposals process, it will advertise for bids in the local newspaper a minimum of two successive weeks. Additionally, in any case in which the College is limited to purchasing from a sole source supplier, appropriate documentation will be filed in the Business Office to that effect.

Items for Resale

Items purchased for resale by the bookstore are not bid.

Emergency Purchases

If College facilities and/or equipment are severely damaged or destroyed and the Board determines that the delay posed by competitive bidding process would prevent or substantially impair the conduct of classes or other essential school activities, then contract(s) for the repair and/or replacement of equipment and/or the repair of College facilities may be made without competitive bidding, as otherwise required. *Education Code 44.031(h)*.

Authority to Obligate Funds

The business office, under the direction of the Vice President of Administrative Services through the President, through the requisition/purchase order system, has sole authority to obligate the funds of the College. The College will assume no liability for payment of obligations undertaken in any other manner or by any other person.

PROPERTY CONTROL

2130

(Updated 8-15-2013 Local)

It shall be the responsibility of the Vice President of Administrative Services of Clarendon College to maintain accurate records of all institutional property, equipment purchases and disposition, and to periodically account for all property and equipment owned by the College.

Definition

Property and/or equipment is defined as being any item of a permanent nature having a useful life of more than one year and costing approximately \$5,000 or more.

Responsibility

Considerable resources have been allocated to the acquisition of items of equipment. Therefore, it is imperative that a system of accounting for this equipment be established in order to fix responsibility for the proper utilization, maintenance and care for those resources. The Vice President of Administrative Services shall function as the Chief Inventory Control Agent and is responsible for keeping all equipment inventory records. He/she carries out these responsibilities under the direct supervision of the

President.

Inventory Records and Control

Once items of equipment have been received, the business office will make an entry in the inventory records showing:

1. Campus location
2. The description, model and serial number
3. Cost, including freight

Equipment Donations

Only the President is authorized to accept equipment donations on behalf of Clarendon College. All offers of equipment donations should be directed through channels to the President's office.

Equipment Transfers

To enable the business office to keep accurate records as to location of equipment items, it is necessary that this office be notified when equipment is moved from one area to another.

Equipment Deletions

Items that have become lost or stolen, obsolete, worn or broken beyond repair, or cannibalized, should be deleted from the inventory records and the business office should be informed.

Items Lost or Stolen

The employee should notify his/her immediate supervisor and the supervisor should notify the business office immediately upon discovery that an item has been lost or stolen. In addition, the supervisor should report the lost or stolen items to his/her Vice

President. The Vice President shall furnish the business office with the inventory number, description and serial numbers of the item. The business office will take appropriate action in an attempt to recover the missing property. The business office will make an entry deleting the item from the inventory records. If the item is found or recovered, it should be returned to the original department, the business office notified and an entry made to reinstate the item on the inventory records.

Responsibility for Equipment

The employee supervising the use of items of equipment holds primary responsibility for its care and safekeeping; thence, responsibility follows through organizational channels to the President. The division director is responsible for maintaining the equipment inventory records for his/her division.

College Equipment May Not Be Used for Private Purposes

Clarendon College equipment shall not be loaned to outside groups and/or to individuals for personal use.

Removal of College Equipment

Items of equipment should not be removed from the campus except with prior written permission from the President. College owned laptops may be removed from campus at user's risk. User of the laptop will be responsible if laptop is stolen or damaged.

Personal Equipment

Clarendon College will not assume responsibility for or the repair of personal equipment. Faculty members are encouraged to request actual needs in the budget process and not bring personal equipment to school.

Annual Equipment Inventory Check

Periodically, the division directors and administrative officers will be given lists of items for the departments under their supervision. At least once during each fiscal year the business office, in cooperation with the faculty, division directors and other supervisors, will match the equipment items to the inventory records for each department and report exceptions to the President, the Vice President of Administrative Services and other appropriate administrators.

CASHIER FUNCTION

2140

All monies collected by Clarendon College are to be collected, deposited daily, and accounted for by the College business office. No faculty member or other employee should collect any money for any purpose unless acting as a duly appointed agent of the business office.

All funds collected for any purpose by and for Clarendon College shall be receipted and accounted for by the Business Office.

CASHIERING AND PURCHASING FOR CLUBS AND ORGANIZATIONS

2150

All funds collected for any reason by any club or organization on the campus of Clarendon College must be accounted for in the Business Office. A separate account will be maintained for each club or organization revealing both receipts and disbursements. Periodic financial reports will be made.

Purchases for a club or organization will follow the same requisition/purchase order

system as used for other college purchases. In no case will a student's signature be acceptable for payment from these funds.

GATE RECEIPTS/ CONCESSIONS

2160

Gate receipts and admissions fees to College-sponsored activities are the responsibility of the Administrator in charge. Adequate procedures shall be developed by the Vice President of Administrative Services to insure the safety of all receipts and to properly account for all receipts collected. The business office shall make the required deposits and shall cause the proper entry to be made crediting the receipts to the proper accounts.

TUITION AND FEES

2170

(Updated 8-15-2013 TACC Policy Update #28 FD)

Tuition and fees are payable at the time of registration, except as provided for under the Installment Payment Plan for Tuition and Fees. A student has not officially enrolled until tuition and fees are paid or an installment payment plan has been executed.

1. A full-time student (12 semester hours or more) may pay for tuition and mandatory fees by one of two methods: (1) payment of tuition and fees in full (one payment) or (2) payment of tuition and fees in installments.
2. All scholarships and awards provided by the College and all federal and state grants and loans will be applied toward the full amount due the College for the payment of tuition, fees, and other charges before installment payments are scheduled.

3. The installment payment plan for tuition and fees and a \$35 service fee is available online through the Clarendon College website www.clarendoncollege.edu and is available for all academic semesters.
4. Payment plan options vary by the date of registration and by the length of the semester.
5. All payments are made electronically, and it is the student's responsibility to ensure the availability of funds.
6. The total installment payment must be paid in full on or before the date due.
7. Students who fail to make the scheduled payments:
 - a. Will have a hold placed on their records;
 - b. Will be prohibited from registering for classes;
 - c. Will still be responsible for the full amount due under the contract; and,
 - d. Will receive no grades, awards, diplomas, and records, including but not limited to official transcripts to which they would otherwise be entitled.
 - e. Upon full payment of the amount due, the hold will be released.
8. Students who fail to make full payment of all charges prior to the end of the semester are subject to the conditions listed above in seven (7) and may be denied credit for the work done that semester.
9. Students adding courses will be required to pay the full cost for the additional courses at the time the courses are added.
10. Students dropping hours will pay installments on the basis of the original

installment contract. Any and all refunds will be applied to the installment payment. (For students receiving Title IV aid, refunds will be applied in accordance with federal refund guidelines.)

11. Students withdrawing from the College must pay all tuition and fees owed. Withdrawal does not cancel or void the installment payment plan contract.
12. Tuition and fees must be paid or be set up on a payment plan on or before the class census date, or the student will be dropped for non-payment as required by state law.

A list of tuition and fees is published each year in the College Catalog.

TUITION AND FEE RATES / WAIVERS / EXEMPTIONS

2175

(Updated 8-15-2013 TACC Policy Update #28 FD & Local)

The Board of Regents of Clarendon College may set and collect with respect to the College any amount of tuition, rentals, rates, charges, or fees the board considers necessary for the efficient operation of the college, except that a tuition rate set must satisfy the requirements of Education Code 54.051(n). The governing board may set a different tuition rate for each program, course, or course level offered by the college, including a program, course, or course level to which a provision of Education Code 54.051 applies, as the governing board considers appropriate to reflect course costs or to promote efficiency or another rational purpose. *Education Code 130.084(b)*

RATES

Tuition for a resident student may not be less than \$8 for each semester credit hour and may not total less than \$25 for a semester.

Tuition for a nonresident student may not be less than \$200 for each semester.

Education Code 54.051(n)

Exemptions / Waivers

Students attending Clarendon College may qualify for a tuition and fee exemption or waiver, including a waiver of nonresident tuition, as allowed by law pending Board of Regents Approval: Current Exemption of Tuition of Fees exist for the following groups of students:

1. Effective January 17, 2011 the Clarendon College Board of Regents will exempt tuition and fees for all full-time employees to enroll in no more than two classes per semester. Full-time employees can only be exempt from payment of tuition and fees upon enrollment in classes which enhances their current job position. Financial Aid, if qualified, will be the primary source of payment utilized and once financial aid is exhausted, the exemption waiver will be applied. No class will be waived that has been taken previously. The employee MUST have approval from his/her supervisor and the President to enroll in classes. All classes MUST be taken during non-working hours. The current Clarendon College President is under no obligation to honor any financial increases to salaries made by previous presidents for hours completed.

REFUND POLICY

2180

Refunds will be made as prescribed by law and as stated in the College Catalog.

It shall be the responsibility of the President of Clarendon College to develop and administer a transportation program for providing student and employee transportation consistent with the laws of the State of Texas and the goals and purposes of Clarendon College.

College-Owned Vehicles

The Board of Regents of Clarendon College may, on the recommendation of the President, authorize the purchase or lease of appropriate vehicles for the transportation of students and employees. Fuel for college vehicles shall be supplied by contract purchase, by the use of college credit cards, and/or by reimbursement of individual purchases. All college travel is to be conducted in college vehicles when available. Use of personal transportation for college business will be authorized only when college vehicles are not available and must be approved in advance by the President or designee. No college vehicle will be used for personal use except the President's vehicle.

Use of Private Automobile

When no college vehicle is available and when the transportation request has prior approval, the use of a private automobile will be reimbursed at a rate per mile established by the Board of Regents. The rate of reimbursement is currently set at \$.49 per mile.

Use of Public Transportation

When approved in advance by the President, the actual costs of travel by public conveyance will be paid by the College.

Reimbursement for Other Travel Expenses

Special trips on college business, or to attend conferences in the interests of the College, may be authorized by the President. For such travel, employees will be reimbursed for actual expenses incurred for transportation, cost of lodging and meals, conference registration fees, college-related telephone calls, and other miscellaneous travel-related expenses. Travel by air will only be allowed for destinations in excess of 350 miles from the College Campus. All such travel and anticipated expenses must be authorized by the President and approved in advance. The College will pay from receipts turned into the business office. Receipts must be in detail.

Non-Reimbursable Expenses

Non-Reimbursable Expenses include, but are not limited to:

1. Expenses that do not relate to official college business.
2. Any expenses, with the exception of parking expenses, that are related to the operation of a personally owned vehicle.
3. Personal expenses such as the rental or purchase of video tapes for personal entertainment, alcoholic beverages, and/or dry cleaning.

Specific Procedures

Detailed guidelines and all forms necessary to implement these policies shall be developed by the Vice President of Administrative Services.

CHIEF FISCAL AGENT

2210

The Vice President of Administrative Services shall be the Chief Fiscal Agent of Clarendon College and shall be responsible for receiving, obligating, and accounting for

all college funds. He/she shall be responsible to the President for developing and implementing procedures which are necessary to insure sound fiscal operation.

ACCOUNTING

2220

The accounts of the College shall be maintained in accordance with generally accepted accounting principles and practices and audited in accordance with accepted rules and regulations for colleges and universities and will be audited annually by an outside firm.

FINANCIAL REPORTING

2230

(Updated 7-21-2011 TACC BI)

The Vice President of Administrative Services shall have responsibility for preparing, submitting, and publishing timely financial reports as required by the laws of the State of Texas and all applicable regulatory agencies. *Note: Listing of Reports by a College District can be found in the TACC Policy Reference Manual for Texas Community Colleges in section BI Legal).*

In addition, he/she shall publish and distribute to the Board of Regents a monthly financial report on the fiscal operation of the College. A year-end report will also be prepared for the Board of Regents giving a final accounting of all income and disbursements for the completed fiscal year.

AUDITING AND CONTROL

2240

(Updated 7-21-2011 TACC BI)

The financial records of Clarendon College shall be audited each year and an

independent audit report shall be prepared and certified by a Texas licensed or certified public accountant. Such independent audit report shall be submitted to the Board of Regents, to the Texas Higher Education Coordinating Board, (in addition an electronic copy shall be posted to the Coordinating Board's collection server), and to other such agencies or offices as may be required by law.

Responsibility for additional and continuous evaluation of fiscal procedures and practices of financial control shall rest with the Vice President of Administrative Services.

DEPOSITORY

2250
(Updated 7-21-2011 TACC CB)

The Board of Regents of Clarendon College may select one or more depositories as places of deposit for the funds enumerated in Education Code 51.002. Depositories shall be selected on the basis of competitive bids. If bids are taken orally, the bids shall be tabulated by the person taking the bids and made a part of the permanent records of the institution. The selection shall be made and the depository bank or banks named at a regular meeting of the Board of Regents.

All funds subject to the control of the Board of Regents shall be deposited in the depository bank daily, but not later than within seven days from the date of collection. Once funds are deposited and accounted for, monies may be invested and/or transferred in a manner consistent with the Clarendon College Investment Policy.

The Board of Regents shall require adequate surety bonds or securities to be posted to secure the deposits and may require additional security at any time it deems the deposits inadequately secured.

The depository shall secure public funds by eligible securities to the extent and in the manner required by the Public Funds Collateral Act. Gov't Code, Ch.2257.

The depository must pay interest on the deposits at a rate agreed on by the depository and the Board of Regents. Maintenance Tax monies collected in Gray County will be deposited into a Bank located in Pampa, Texas. Maintenance Tax monies collected in Childress County will be deposited into a Bank located in Childress, Texas.

TAX RATE AND LEVY 2260

The Board of Regents of Clarendon College elects to have the taxable property of its district assessed and its values equalized by the county-wide appraisal district, and to have its taxes collected by the Donley Appraisal District in a manner and for such compensation as shall be mutually agreed upon. The property of its district shall be assessed and valued on the same basis as that used to assess and value taxable property of Donley County until and unless a different basis is determined and adopted by the Board of Regents.

The tax rate for the support of tax bonds and maintenance tax shall be authorized by a majority of the voters in an election held for such purpose and may not exceed such limit or the limits set by state statutes.

REVENUE BONDS 2270

The Board of Regents may authorize the issue of revenue bonds secured by rentals, rates, charges, fees, or other resources of the Board for the purpose of acquiring,

purchasing, constructing, improving, enlarging, equipping, operating, and maintaining any property, facilities, activities, or operations for and on behalf of Clarendon College. Such issuance of revenue bonds shall be governed by the statutes of the State of Texas and the regulations of the Texas Higher Education Coordinating Board.

INVESTMENTS

2280
(Updated 11-20-2014Local)

This policy shall apply to all Clarendon College funds not needed for current operations. This policy shall be reviewed annually by the Board of Regents. This review and any changes to this policy will be placed on the agenda of a meeting of the Board and formal action of the Board will be taken.

All funds of the District shall be invested in accordance with State and Federal laws and regulations and shall be managed responsibly and in accordance with this policy, for investment and not for speculation.

I. INVESTMENT OBJECTIVES

The investment objectives of Clarendon College shall be:

A. Preservation and safety of the principal.

The primary objective of all College investment activity is the preservation and safety of the principal. Each investment transaction shall ensure that capital losses are avoided, whether from security default, sale of instruments prior to maturity, or erosion of market value.

B. Maintain sufficient liquidity.

The investment portfolio will remain sufficiently liquid to provide adequate

cash flow to meet the operating requirements of the College on a timely basis.

- C. Minimize risks involving interest rates, maturity, and market value. All investments will be made by an investment officer given the investment officer's assessment of the desired investment risk (i.e., credit risk, market risk, opportunity risk) in order to provide the College with the best available yield on instruments or securities that have fixed interest rates and fixed maturities.
- D. Maximize investment income within the above objectives of preservation, liquidity, and risk.

To provide diversification in the investment portfolio with regard to maturity, instruments, and financial institutions permitted under the Public Funds Investment Act. Yields on investments will need to be competitive with an analysis being made to the Board of Regents on a regular basis.

II. INVESTMENT RESPONSIBILITIES

The Board of Regents has the responsibility of designating the College's Investment Officer(s). The Vice President of Administrative Services and the Assistant to the President are the designated investment officers of the College and are responsible for the investment of the College's funds. The Board of Regents also appoints the Investment Committee, which is composed of: the President, the Vice President of Administrative Services, Assistant to the President, and a representative from the Board of Regents.

Guidelines Governing Investments

A. Standard of Care

Investments shall be made with judgment and care, under prevailing circumstances, that a person of prudence, discretion, and intelligence would exercise in the management of the person's own affairs, not for speculation, but for investment, considering the probable safety of capital and the probable income to be derived. Investment of funds shall be governed by the objectives stated in section I above on page 140.

In determining whether an Investment Officer has exercised prudence with respect to an investment decision, the determination shall be made taking into consideration:

1. The investment of all funds or funds under the College's control over which the officer had responsibility rather than a consideration as to the prudence of a single investment, and
2. Whether the investment decision was consistent with the written investment policy of the College.

B. Liquidity of Investments

Liquidity of investments should, in most instances, be within one year, but in no circumstances more than two years. U.S. Treasury Notes should in most circumstances be not less than two (2) years and not more than five (5) years. Diversification within allowable investment instruments to increase investment yields is encouraged.

C. Deposit of Funds and Daily Cash Requirements

All funds of the institution will be deposited daily. (State law requires that

deposits be made into the depository bank within seven days of collection.) The balance of funds not required for daily operation of the College will be invested in short-term certificates of deposit. Monitoring and transferring of these funds will be the responsibility of the College's Vice President of Administrative Services.

D. Bank Depository.

State law requires rebidding the depository bank contract every two years. The Board may select one or more depositories as places of deposit. Depositories shall be selected on the basis of competitive bids. The funds shall either be deposited in the depository bank or banks or invested as authorized by Chapter 2256, Government Code (Public Funds Investment Act). Funds that are to be deposited in the depository bank or banks must be deposited within seven days from the date of collection.

In addition, the Board must require adequate surety bonds to secure the deposits, and the depository must pay interest on the deposits.

E. Types of Funds to Invest.

Investment officers may invest the surplus amounts of all college funds not required for the daily operation of the College. The transfer between the College's bank accounts is the responsibility of the Vice President of Administrative Services and/or the Investment Officers. Investment of funds outside the regular certificate of deposit and/or treasury notes requires approval of the Board of Regents at a regular Board meeting. All investments require the approval of at least two people (i.e., the Vice

President of Administrative Services, the President, or the Assistant to the President).

F. Other Investments

Any investment of College funds or liquidation of such investments other than in the above manner must be approved by the Board of Regents. This Board action must clearly outline any associated risks to principal, maturity, interest rate, or market value.

III. AUTHORIZED INVESTMENTS

Funds are to be invested in accordance with the Public Funds Investment Act of 1995 which requires the investment of funds as follows:

- a. Obligations of the United States or its agencies and instrumentalities;
- b. Certificates of Deposit issued by state and national banks domiciled in this state;
- c. Direct obligations of this state or its agencies and instrumentalities;
- d. Collateralized mortgage obligations directly issued by a federal agency or instrumentality of the United States, the underlying security for which is guaranteed by an agency or instrumentality of the United States;
- e. Other obligations, the principal and interest of which are unconditionally guaranteed or insured by, or backed by the full faith and credit of this state or the United States or their respective agencies and instrumentalities and;
- f. Obligations of States, agencies, counties, cities, and other political subdivisions of any state rated as to investment quality by a nationally recognized investment rating firm not less than A or its equivalent.

- g. Fully collateralized direct repurchase agreements having a defined termination date, and secured by obligations described by this subdivision.

IV. AUTHORIZED AND PROHIBITED TRANSACTIONS

A. Authorized transactions are those within the limits of the Public Funds Investment Act of 1995 as listed in Part III above. Clarendon College normally deals with the following:

1. Certificates of Deposit
2. Treasury Bills or Notes
3. TexPool or Lone Star and any obligation of the State of Texas
4. Any item outside of the Clarendon College depository bank shall require approval by the Investment Committee and required Board action and be recorded in the Board minutes.

B. Prohibited transactions are any that are not within the limits of those listed in Part III. Examples are as follows:

1. Common Stock or any stock in a corporation
2. Investments in a Savings and Loan
3. Bonds other than those listed above (No Junk Bonds)
4. Sales of donated stock are kept until receiving a fair market price.

V. CRITERIA FOR MEASURING INVESTMENT PERFORMANCE

A. Each month the Investment Officer shall prepare a written report of investment transactions for all College funds for the preceding reporting period and submit this report to the President and to the Board of Regents. This report must contain the type of instrument, type of funds invested,

interest accrued, length of time for investment, maturity date, rate of return, projected return, and principal invested. This report must be prepared jointly by all investment officers of the College and be signed by each investment officer.

- B. The College's auditing firm shall perform a compliance audit of management controls on investments and adherence to this investment policy. The audit must include a formal review of the monthly investment reports to the Board. Any findings that result from these audit procedures shall be reported to the Board of Regents in the annual report to the Board by the independent audit.

VI. PERSONNEL AND BOARD TRAINING

- A. The Investment Officer(s) shall attend an investment training session every two years. The training session must be provided by an independent source approved by the Board of Regents.
- B. An annual training program and/or training video will be prepared and presented by the Texas Higher Education Coordinating Board for members of the Board of Regents. This program will be provided within six months of a board member taking office and will include training on investment controls, security risks, strategy risks, market risks, and compliance with the Public Funds Investment Act.

VII. INVESTMENT POLICY ACKNOWLEDGMENT

- A. A written copy of the Clarendon College Investment Policy shall be presented to any person seeking to sell an authorized investment to the

College. The registered principal of the organization seeking to sell an authorized investment shall execute a written instrument substantially to the effect that the organization has:

1. Received and thoroughly reviewed the investment policy of the College; and
2. Acknowledged that the organization has implemented reasonable procedures and controls in an effort to preclude imprudent investment activities arising out of investment transactions conducted between the College and the organization.

B. If the investment officer fails to obtain an acknowledgment from an organization selling securities, securities may not be purchased from the organization.

VIII. FUNDS/STRATEGIES

Investments of the following fund categories shall be consistent with this policy and in accordance with the strategy defined below:

- Operating Funds – Investment strategies for operating funds (including any commingled pools containing operating funds) shall have as their primary objective safety, investment liquidity, and maturity sufficient to meet anticipated cash flow requirements.
- Debt Service – Invest strategies for debt service funds shall have as their objective sufficient investment liquidity to timely meet debt service payment obligations in accordance with provisions in the bond documents. Maturities longer than one year are authorized provided legal limits are not exceeded.

- Debt Service Reserve- Investment strategies of debt service reserve funds shall have as their primary objective the generation of a dependable revenue stream from high quality securities in accordance with provisions in the bond documents. Maturities longer than one year are authorized provided legal limits are not exceeded.
- Capital Projects – Investment strategies for capital projects funds shall have as their objective sufficient investment liquidity to timely meet capital project obligations. If the College District has funds from bond proceeds, they shall be invested in accordance with provisions in the bond documents. Bi-annual checks should be made by the investment officers to check on the rate of bonds. Maturities longer than one year are authorized provided legal limits are not exceeded.
- Endowment Fund – Investment strategies for endowment funds shall have as their objective sufficient investment liquidity to timely meet payment obligations in accordance with the provisions of the donor. Maturities longer than one year are authorized provided legal limits are not exceeded.

VIII. SAFEKEEPING AND COLLATERALIZATION

The laws of the state and prudent treasury management require that all purchased securities be bought on delivery versus payment basis and be held in safekeeping by either the College, and independent third-party financial institution, or the College's designated depository.

All safekeeping arrangements shall be designated by the investment officers. Each safekeeping receipt shall specify security, rate, description, maturity, CUSIP number, and other pertinent information as required by the College's external auditors.

Each safekeeping receipt shall be clearly marked that the security is held for the College or pledged to the College.

GIFTS, BEQUESTS, AND DONATIONS 2290

It shall be the responsibility of the President of Clarendon College to develop appropriate procedures for the handling of gifts, bequests, and donations to Clarendon College. The President or his/her designee shall be responsible for discussions and negotiations with prospective donors regarding gifts to the College, and no other employee of the College has the authority to accept or agree to accept any gift or donation, except as provided for in the establishment of the Clarendon College Foundation.

CONSTRUCTION 2310

Construction practices at Clarendon College shall comply with all state and federal statutes, rules of all applicable regulatory agencies, local building and safety codes, and to commonly accepted standards of construction. All materials used in construction projects shall meet or exceed the architect's standards and specifications.

ACCEPTANCE OF NEW CONSTRUCTION 2320

When the Board of Regents of Clarendon College has been satisfied that all construction contract agreements and conditions have been fulfilled and that the building conforms in all ways to the architect's plans and working drawings, it shall formally accept

the building. Any remaining financial obligations of the College to the architect, contractor, subcontractors, or others shall then be fulfilled.

CERTIFICATE OF MOLD REMEDIATION

2330
(Updated 7-21-2011 TACC CH)

When Clarendon College sells property, the College shall provide to the buyer a copy of any certificate of mold remediation that has been issued for the property during the five years preceding the date the college district sells the property.

OPERATION AND MAINTENANCE OF BUILDINGS AND GROUNDS

2410
(Updated 7-21-2011 Local)

Overall responsibility for the day-to-day operation and maintenance of the buildings and grounds of Clarendon College rests with the Director of Maintenance who reports to the Vice President of Administrative Services. He/she shall develop such organization of personnel, schedules of work, and procedures of operation as will insure the proper discharge of this responsibility.

ROUTINE MAINTENANCE

2420
(Updated 7-21-2011 Local)

Work orders or requests for maintenance should be written, stating the needed repair. Work orders are received by the Vice President of Administrative Services where each one is evaluated, assigned a priority and forwarded to the Director of Maintenance. The Director of Maintenance will assign the work to a member of the maintenance staff. Once work is completed, the work order is returned to the Vice President of Administrative

Services.

Work orders or requests for maintenance at the Pampa Center or the Childress Center should be written, stating the needed repair, and submitted to the Vice President of Administrative Services. Work orders are evaluated, assigned a priority, and forwarded to maintenance. Once work is completed, the work order is returned to the Vice President's office.

CUSTODIAL SERVICES

2430

It is the philosophy of Clarendon College that good custodial care achieves the following desirable results: protects health, promotes safety, eliminates fire hazards, improves morale, extends surface life, protects equipment, improves productivity, and provides good public relations. Based on this philosophy, the housekeeping staff has overall responsibility to provide cleaning services for floors, washrooms, walls and ceilings, doors, windows, walkways, and furnishings in all rooms and buildings of Clarendon College. Special request for custodial services may be requested on the regular work order request form and presented to the Vice President of Administrative Services.

MAINTENANCE AND OPERATION OF MECHANICAL SERVICES

2450

Mechanical services provide comfort conditioning, including heating and cooling, electrical power, gas distribution, and water for all required activities of Clarendon College and are under the direct supervision of the Director of Maintenance. It is the

responsibility of the Director of Maintenance to keep all building mechanical services operating efficiently and in a safe and reliable manner.

SECURITY

2460
(Updated 7-21-2011 Local)

The Vice President of Student Services has overall responsibility for providing a safe and secure environment for all college activities. The College shall provide for a campus security officer, or contract that function with law enforcement agency. At a minimum, additional personnel may be employed during games, dances, or at other critical times.

At least once every three years the College shall conduct a safety and security audit of the College's facilities. To the extent possible, the College shall follow safety and security audit procedures developed by the Texas School Safety Center (TxSSC). The College shall report the results to the Board and the TxSSC in the manner required by the TxSSC. [CG]

The College shall establish a multi-hazard emergency operations plan for use in the College's facilities. The plan must address mitigation, preparedness, response, and recovery as defined by the THECB Commissioner in conjunction with the governor's office of homeland security. The plan at a minimum must provide for:

1. College district employee training in response to an emergency;
2. Measures to ensure coordination with the Texas Department of State Health Services (TDSHS) and local emergency management agencies, law

enforcement, health departments, and fire departments in the event of an emergency; and

The College's policies regarding immediate emergency response and evacuation procedures, including use of electronic and cellular communication if appropriate, shall include procedures to:

1. Immediately notify the campus community upon the confirmation of a significant emergency or dangerous situation involving an immediate threat to the health or safety of students or staff occurring on the campus, unless notification will compromise efforts to contain the emergency;
2. Publicize emergency response and evacuation procedures on an annual basis in a manner designed to reach students and staff; and
3. Test emergency response and evacuation procedures on an annual basis.

[CGC]

COLLEGE KEYS

2470

Faculty and other college employees will be provided keys to their offices and other areas as required by the nature of their work. Requests for keys must be made to the President or designee who will approve the request and forward it to the Director of Maintenance. A record of all keys will be maintained by the Assistant to the President with the aid of the Director of Maintenance and a periodic inventory will be taken to verify key locations.

Requests for building master keys will be honored only in unusual circumstances where the need is clearly established. Final approval of master key requests rests with

the President.

All employees should respect the rights of other employees by carefully protecting their own keys from theft, loss and loan. Under no circumstances are keys to be loaned to students for any reason. Lost keys should be reported to the President immediately.

Each employee who is issued a key assumes responsibility for the area accessed by the key including all equipment and supplies therein.

MEDICAL EMERGENCIES

2510
(Updated 7-21-2011 Local)

Students at Clarendon College being of the age of majority are considered mature enough to seek appropriate relief. When students become ill in class, they should ask to be excused from the classroom. Medical emergencies may occur while a class is in session or in other gathering places. If the person cannot or should not be moved, the following steps should be taken:

1. Move other members of the class and/or other students away from the individual in distress.
2. If the individual is unable to give directions for his/her care, send someone to call 911 for emergency assistance, or notify the President's office to call 911 for emergency assistance. When calling 9-1-1 on a cellular phone, be prepared to provide the following information: your name, cellular phone number, nature of the emergency, and the location of the incident. In cases other than an accident, the individual(s) is/are responsible for all Emergency Medical Service charges incurred as a result of the 911 call.

3. While waiting for the emergency medical assistance to arrive, provide whatever comfort and aid the individual appears to need. If no one has first aid training, do not attempt to provide assistance beyond making the individual comfortable and clearing the area of furniture or other equipment that may be in the way of removing the individual from the room.
4. When the ambulance arrives, provide the emergency workers with whatever information you may have about the person's illness or injury.
5. As soon as practical, contact an administrator who may be able to provide necessary insurance or other information, or to contact parents, spouse, or other emergency contact.

EVACUATION PROCEDURES

2520

During an emergency evacuation, all faculty and staff present are responsible for assisting in the safe evacuation of the building. College employees have the responsibility for preventing panic and providing calm leadership. The following guidelines should be observed:

The shortest route from the classroom or laboratory to the nearest exit(s) is posted in each room. Students and visitors should be directed to those exits and then to an area of safety.

Do not return to the building until instructed to so by appropriate authorities or until all danger has clearly passed.

Only the President or the administrator in charge in his/her absence has the authority to determine the institution's response to severe weather. In general, the following guidelines are to be followed:

TORNADO

If, in the judgment of the President or administrator in charge, the threat of impending danger warrants it, the following actions may be taken:

Dismiss all classes and assemble students and employees into storm shelters or other safe areas.

Everyone should remain in these "safe" areas until, in the opinion of the President or the administrator in charge, the threat of danger is past.

FLOODING

Buildings at Clarendon College are not likely to flood; however, during a period of flooding, the President or administrator in charge will remain in contact with appropriate authorities and will keep both students and employees advised of local road conditions.

ICE AND SNOW

In the event that ice and/or snow threatens to make highway travel hazardous, the President or administrator in charge may dismiss classes to allow commuters to return home safely.

Should the College remain open during severe weather, students and employees should use their own discretion for travel as to the severity of road conditions.

Only the President or administrator in charge in his/her absence has the authority to close the College. When this action is to be taken, the President will notify the appropriate administrators. Notice of the closing will be sent out through the Bulldog Alert System, and area radio and television stations will be notified to broadcast the notice of closing. In addition, a notice will be placed on the College's weather hotline (806-874-4850), website, Facebook Page, and Twitter Feed.

Students are automatically registered for notification through the Bulldog Alert Notification System. Students may opt out of this notification after the first day of class by contacting the Vice President of Student Services

- [Homepage - www.clarendoncollege.edu](http://www.clarendoncollege.edu)
- [Facebook Page - www.facebook.com/clarendoncollegetexas](http://www.facebook.com/clarendoncollegetexas)
- [Twitter Feed - www.twitter.com/ccdawgs](http://www.twitter.com/ccdawgs)

No student will attempt to attend classes and no employee will report to work if, in their opinion or on the warning of law enforcement officials, travel conditions in their area are unsafe or if other circumstances would place their lives or health in jeopardy.

Clarendon College operates an online college bookstore for the convenience of students, employees, and guests for the purchase of all textbooks and supplies.

The College Bookstore on campus is operated for the purchase of selected apparel items.

Clarendon College will provide an appropriate food service enterprise for the benefit of students, employees, and guests. This function is provided by a private company and is the responsibility of that company. The company shall develop and recommend policies to the Vice President of Student Services and the President for the following operations:

- (1) The hours at which meals will be served.
- (2) The price at which food and other merchandise will be sold.
- (3) Determination of method and manner of service.
- (4) Methods of providing food quality testing, sanitation, and inspection of facilities.
- (5) The work schedule of food service employees.
- (6) Method of handling banquet and college function services.

HOUSING

2630
(Updated 8-15-2013 Local)

The Director of Student Life has overall responsibility for student housing at Clarendon College. It is his/her responsibility to provide general supervision of residents, enforce rules and regulations, hear complaints, provide for safety and comfort of residents, to report needed facility repair or adjustments.

The purposes of college housing include providing a safe and supportive environment where students can learn and develop life skills necessary for both academic and career success. The campus living environment should allow students to develop lasting relationships, experience cultural diversity, and increase social skills as well as complete their academic requirements.

VENDING

2640

All vending services at Clarendon College are operated as part of the auxiliary enterprises program and are under the authority of the Vice President of Administrative Services. He/she will exercise his/her authority to determine numbers and kinds of machines, location of machines, charges, collection procedures, accounting practices, and record keeping.

STUDENT SOLICITATION AND SELLING

2650

As used in this policy, the words "student solicitation" shall mean the sale or offer

for sale of any property or service, whether for immediate or future delivery, and the receipt of or request for any gift or contribution by a student or registered student organization.

No student solicitation shall be conducted in or on any property either owned or controlled by the District, except in accordance with the following provisions when they do not violate a sole-source vendor contract clause:

1. The sale or offer for sale of any newspaper, magazine, or other publication in an area designated in advance by the President for the conduct of such activity.
2. The sale offer for sale of any food or drink item in an area designated in advance by the President or a designated representative for the conduct of such activity.
3. The collection of membership fees or dues by registered student organizations at meetings of such organization scheduled in accordance with the College's regulations on use of facilities.
4. The collection of admission fees for the exhibition of movies or other programs that are sponsored by a student or registered student organization, and are scheduled in accordance with college regulations.
5. The activities of a student or registered student organization that can present to the President written evidence from the Internal Revenue Service that the organization has been granted an exemption from taxation under 26 U.S.A. 501(c)(3), Internal Revenue Code. No organization may solicit under this section for more than a total of fourteen days, whether continuous or intermittent, during each fiscal year.
6. No solicitation shall be conducted in the buildings, on the grounds, sidewalks, or

streets of any property either owned or controlled by the College district, except as approved by the President or his/her designee.

7. No student organization may solicit in the community or service area of the College, unless such solicitation has been approved by the College President or his/her designee.

Solicitation made pursuant to the terms of this policy must be conducted according to the following:

1. The solicitation will not disturb or interfere with the regular academic or institutional programs being conducted in buildings or on property owned or controlled by the District.
2. The solicitation will not interfere with the free or unimpeded flow of pedestrian and vehicular traffic on sidewalks and streets and at places of access and exits to and from buildings owned or controlled by the District.
3. The solicitation will not harass, embarrass, or intimidate the person or persons being solicited.

If, after a reasonable investigation, the President determines that a solicitation is being conducted in a manner violating this policy, the President may prohibit the offending student or registered student organization from soliciting on the campus for such period or periods of time determined to be appropriate. In the case of a registered student organization, the President or his/her designee may cancel the registered status of the organization. A student in violation of this policy shall also be subject to disciplinary measures as authorized by Board policies and administrative regulations. Any investigation shall afford the accused student or registered student organization every

right guaranteed by the due process clause of the United States and the Texas Constitutions.

FUNDRAISING PROJECTS

2660

Any outside organization that raises money under the school's name to aid or assist a program, a student organization, or other activities carried on by the school must first receive permission from the President or his/her designee.

SAFETY

2710

No safety rule is a complete substitute for common sense, nor can safety rules be devised to cover every situation. For these reasons, good judgment must be used in every situation.

Individual Responsibility

Follow the approved practices and procedures or standards which apply on any work you perform for the College.

Use only the appropriate protective equipment and devices. Use such equipment or devices whenever the hazard justifies their use or when so instructed by a supervisor.

It is the responsibility of everyone to make frequent inspections of tools and other equipment used to make sure such tools and equipment are in good physical condition.

Report to his/her supervisor any condition which might injure any person or damage any property. The hazard should also be pointed out to others exposed to it in order to correct or avoid it before an accident occurs.

Any injury which occurs at work, no matter how slight, or any accident which causes damage to property shall be reported immediately to the person in charge. All injuries and accidents should be reported to the supervisor by the end of the day and to the Assistant to the President or the Vice President of Administrative Services within forty-eight (48) hours.

If anyone observes another who is about to endanger themselves, another person, or property while at the College, he/she should intervene immediately.

Alcoholic beverages are not allowed on college property and the use of such is prohibited. No one is to report for work evidencing any effects of alcohol consumption.

Controlled substances, such as marijuana or cocaine, are illegal by state and federal law. Their use and possession are prohibited.

Water, oil or other liquids, or excessive dust, dirt or any other debris spilled on floors represent serious slipping hazards and should be cleaned up immediately upon observation.

Accident Investigation and Reporting

Anyone who suffers an injury during work shall promptly report such injury to their supervisor no later than the end of the work period on the day in which the injury occurred.

Every accident shall be investigated to determine the cause and the steps needed to prevent a recurrence. It shall be the responsibility of the supervisor to obtain the complete detailed facts of the accident as soon as possible after it occurs and to see that the required reports are made.

The department in which an injured person works shall notify as soon as practicable the Vice President of Administrative Services of all injuries. Details of the

injury and required reports should be in the Vice President of Administrative Services' office within forty-eight (48) hours.

ILLEGAL WEAPONS

2715

(Update 8-15-2013 TACC Policy Update #28 GFA)

Firearms, ammunition, explosives, illegal knife, firearm silencer, club or other weapons as listed in Penal Code 46.05 are prohibited on college property unless pursuant to written regulations or written authorization of the college. A person may not explode or ignite fireworks within 600 feet of the college property, unless the person receives authorization in writing from the College President.

Exceptions to this policy are limited to:

- Individuals with a valid concealed handgun license, including students enrolled at Clarendon College, may store a legal firearm or ammunition in their locked vehicle while parked on campus.
- Department of Public Safety and other law enforcement agencies in performance of their normal duties may carry firearms or weapons on college property.
- And, other instances as detailed in the TACC Policy Reference Manual section FLBF & DG under Employee Rights and Privileges.

GOOD HOUSEKEEPING

2720

Good housekeeping is essential to safe operation. It will result in fewer accidents and will reduce fire hazards. Oil and chemical spills should be cleaned up promptly to

eliminate slipping and fire hazard. All work areas must be kept free of tools, materials, draped hoses, extension cords, and other objects which create hazards. Cleaning up the work area is part of the job. A job is not completed until the area is cleaned up. It is the responsibility of each employee to maintain his/her work area in a neat and orderly manner.

TOOLS AND EQUIPMENT

2725

Many accidents are caused by the improper use of tools and equipment, and by the use of defective tools and equipment. No one should be allowed to operate equipment unless they have been properly instructed in such use and are qualified to use it.

Tools and equipment shall be kept in proper operating condition and used only for the purpose for which they were designed.

Tools and equipment should be inspected at regular intervals and any tool which develops defects while in use should be taken from service, tagged and not used again until restored to proper working condition.

No one should tamper with or render inoperative safety guards and switches on machinery.

Eye protection should be used when operating any grinding, cutting, drilling or power driven tool.

All chemicals and solvents are treated as potential hazards from initial delivery to ultimate use and require the use of safe practices at all times.

Anyone handling flammable liquids or chemicals of any type should wear appropriate protective clothing and will comply with industry safe practice and the safety instructions on the container label in regards to both the use and storage of these materials.

Chemicals and materials with toxic fumes are to be used only in well-ventilated areas.

In compliance with the Hazard Communication Act, the College, at a minimum, shall:

1. Post and maintain notices promulgated by the Texas Board of Health in the workplace.
2. Provide appropriate training for employees using and handling hazardous chemicals.
3. Compile and maintain a work-place chemical list that includes required information for each hazardous chemical normally present in the workplace in excess of 55 gallons or 500 pounds, or as determined by the Texas Board of Health for certain highly toxic or dangerous hazardous chemicals.

4. Maintain a legible copy of the most current manufacturer's material safety data sheets (MSDS) for each hazardous chemical.
5. Provide employees with appropriate personal protective equipment.

RESPONSIBILITY

2740

It is the responsibility of everyone to be aware of the hazards related to the use of solvents, chemical cleaning materials, water treatment and other chemicals, and enforce the rules related to their use.

Hazards to be considered in the use of solvents, chemical cleaning materials, water treatment and other chemicals are as follows:

- Contact with a hazardous material which can cause skin rash or dermatitis, corrosive burns or eye damage.
- Potential explosive or fire hazard.
- The ingestion of a poisonous, corrosive or other hazardous substance through the mouth or absorbed through the skin.
- The inhalation of a volatile solvent, gas or toxic dust which may produce asphyxiation, intoxication, or damage to mucous membrane and internal organs.

FIRST AID

2745

While there are several first aid kits available throughout the campus, it is the college policy that anything other than a very minor injury should be treated at the local

clinic or a nearby hospital.

FIRE PREVENTION

2750

Everyone should exercise good judgment and conduct themselves in a manner that would prevent fires while on college property.

The following chart describes the different types of fires normally encountered and the proper extinguisher to use in each case.

<u>TYPES OF FIRES</u>	<u>TYPES OF EXTINGUISHER AND AGENT</u>
Ordinary Combustible Materials Such As Paper, Wood and Trash	Water (Preferred) And Multi-Purpose
Flammable Liquid And Gases Such As Gasoline, Lubricating Oils and Natural Gas	Dry Chemical (Preferred) And Carbon Dioxide
Electrical Such As Electronic Instruments and Switchgear Installations	Halon, (Preferred) Carbon Dioxide, and Dry Chemical

STORAGE OF FLAMMABLE LIQUIDS

2755

Appropriate storage cabinets, metal containers, and/or safety cans equipped with flame arresters and spring-actuated caps should be used for the storage and handling of all flammable liquids with a flashpoint of less than 100 degrees F.

Emergency response and evacuation procedures shall be tested in each building on an annual basis. Records of response and evacuation drills shall be kept in the Vice President of Student Services Office.

Modes of Transportation

Modes of Transportation used for student travel shall include, but not be limited to cars, pickup's, buses, and/or motor coaches. Travel arrangements for student groups shall be made in accordance with the College's operational procedures and administrative regulations.

Driver Requirements

A driver who is transporting students in a College-owned or -leased vehicle must:

1. Be an employee of the College.
2. Be at least 18 years of age;
3. Be approved by the College;
4. Hold a valid driver's license appropriate for the vehicle to be driven; and, (A driver of a commercial vehicle must have a valid commercial driver's license with appropriate certifications for the vehicle to be driven.)
5. Obey all rules and laws governing the roadways and be subject to losing their eligibility to drive a college vehicle if a violation occurs. (Note: The College

will not be responsible for the payment of any fine levied by law enforcement against a driver of a college-owned or -leased vehicle. The fine is strictly the personal responsibility of the individual driver.)

Safety Standards

1. The driver shall ensure that the number of passengers does not exceed the designed capacity of the vehicle and that each passenger is secured by a safety belt, if provided.
2. Drivers of College-owned vehicles should not use a cell phone, unless equipped as a hands free device, while the College-owned vehicle is in motion.
3. The driver should check to make sure the vehicle is in safe operating condition before starting each trip. (Such things as lights, brakes, tires, spare tire, gas, etc. should be checked.) Any suspected problem with the vehicle must be reported before starting the trip.
4. Smoking and the use of any other tobacco product, including smokeless or chewing tobacco, is prohibited at all times in all college-owned vehicles.
5. Students participating in college sponsored trips are subject to the College's Code of Student Conduct at all times during the sponsored trip.

Driver Fatigue

A driver of a college owned vehicle shall not drive for more than three consecutive hours without taking a 15 minute break or relief from driving.

Modes of Transportation

Modes of Transportation used for travel shall include, but not be limited to cars, pickup's; buses; and/or motor coaches. Travel arrangements shall be made in accordance with the College's operational procedures and administrative regulations.

Driver Requirements

A driver who operates a College-owned or -leased vehicle must:

1. Be an employee of the College;
2. Be at least 18 years of age;
3. Be approved by the College;
4. Hold a valid driver's license appropriate for the vehicle to be driven; and,
(A driver of a commercial vehicle must have a valid commercial driver's license with appropriate certifications for the vehicle to be driven.)
5. Obey all rules and laws governing the roadways and be subject to losing their eligibility to drive a college vehicle if a violation occurs. (Note: The College will not be responsible for the payment of any fine levied by law enforcement against a driver of a college-owned or -leased vehicle. The fine is strictly the personal responsibility of the individual driver.)

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4. Smoking and the use of any other tobacco product, including smokeless or chewing tobacco, is prohibited at all times in all college-owned vehicles.

Driver Fatigue

A driver of a college owned vehicle shall not drive for more than three consecutive hours without taking a 15 minute break or relief from driving.

ACCIDENT REPORTS

2820
(Updated 7-21-2011 Local)

Any accident, regardless of the extent of damage, involving a college vehicle, should be investigated by a police officer, and the Office of the President and the Vice President of Administrative Services must be informed.

SERVICE OF COLLEGE VEHICLES

2830

The service of all college-owned vehicles will be the responsibility of the Motor Pool Specialist. It is the responsibility of the Specialist to regularly inspect, service, and/or repair (or arrange for the repair of) all college vehicles, to promote safety, to make

certain no vehicle is used that is not absolutely roadworthy, and to make certain all vehicles have cell phones made available to the driver of the vehicle in the event an emergency occurs.

**3000 SERIES
PERSONNEL AND HUMAN RESOURCE POLICIES**

EQUAL EMPLOYMENT OPPORTUNITY

3110

(Updated 8-16-2012 Local)

It is the objective of Clarendon College to provide equal opportunity to all employees with regard to all institutional activities related to employment. This policy includes the following points:

Non-discrimination

Clarendon College shall adhere to a policy of equal employment opportunities for all employees, and shall not discriminate against any individual because of an individual's age, gender, color, national or ethnic origin, race, religion, creed, and/or disability. The College shall not fail or refuse to hire or discharge, nor shall it otherwise discriminate against any individual with respect to compensation, terms, conditions, or privileges of employment; nor shall the College limit, segregate, or classify its employees, or applicants for employment, in any way that would deprive any individual of employment opportunities or otherwise adversely affect the individual's status as employee.

Disability

No qualified disabled person shall, on the basis of disability, be subject to discrimination in employment at Clarendon College.

With respect to employment, a "qualified disabled person" is a disabled person who, with reasonable accommodation, can perform the essential functions of the job in question.

Compliance Coordinator

The President of Clarendon College shall have full responsibility for implementing the institution's EEO/OCR policy. The Vice President of Student Services will serve as the compliance coordinator for the College to insure compliance with this policy, Title II, Subtitle A of the Americans with Disabilities Act, Title VII, Title IX, Section 504 of the Vocational Rehabilitation Act of 1973, and the implementing regulations.

Notice

Clarendon College shall take appropriate continuing steps in conformity with the disability regulations to notify applicants and employees that it does not discriminate on the basis of disability in violation of Title II of the Americans with Disabilities Act, in violation of Section 504 of the Vocational Rehabilitation Act of 1973, and in the implementing regulations. The notification shall include identification of the designated coordinator.

RECRUITING AND SCREENING APPLICANTS FOR PROFESSIONAL POSITIONS

3210
(Updated 8-15-2013 Local)

All policies and practices of Clarendon College for recruiting, selecting, and appointing members of the professional staff shall insure equal employment opportunities for all applicants regardless of age, gender, color, national or ethnic origin, race, religion, creed, and/or disability.

Vacancies

When a new position is created or a vacancy occurs in an existing position, at the discretion of the President, an announcement of the available position may be announced in-house or opened immediately to the general public. If announced in-house, the

announcement of the available position is posted in the Clarendon College Administration Building in Clarendon and in the administration offices at the Pampa Center and Childress Center for three days.

Any qualified College employee (full- or part-time) may apply for the vacant position during the three-day in-house posting. If any College employee who applies is interviewed and determined to be a qualified and an acceptable candidate for the position, and is offered the position and accepts the position; the position is not advertised to general public. If the position is to be advertised to the general public, the following steps shall be taken:

1. President authorizes budgetary allocation for the position to be filled.
2. The appropriate Vice President, in conjunction with the President, shall develop a detailed position description with the assistance of the division director and/or program coordinator.
3. The Office of the President shall distribute a position announcement to a broad range of possible employee sources. All qualified applicants who have credentials and inquiries on file will be notified of the opening.
4. Each candidate shall fill out a standard application for employment form and shall list at least three references.
5. A committee of not fewer than three members shall be recommended by the appropriate Vice President to the President to act as an ad hoc search and screening committee.
6. This committee shall review all written materials, and on the basis of apparent qualifications and job requirements, narrow the field to those that

will be asked to come for an interview.

7. References may be interviewed by phone and/or asked to submit a written evaluation of the candidate's abilities. Other supporting materials may be collected.
8. The candidate(s) (normally two to five applicants) shall be invited to the campus to meet with the committee, faculty and staff members, and administrators.
9. The appropriate administrator shall then recommend the finalist(s), (normally three) to the President.
10. Prior to the offer of employment, a background check will be made on the applicant.
11. After reviewing all documentation of the finalist(s) and interviewing the finalist(s), the President will then make a final recommendation to the Board of Regents.

RECRUITING AND SCREENING APPLICANTS FOR
CLASSIFIED POSITIONS

3220
(Updated 7-21-2011 Local)

All policies and practices of Clarendon College for recruiting, selecting, and appointing members of the classified staff shall insure equal employment opportunities for all applicants regardless of age, gender, color, national or ethnic origin, race, religion, creed, and/or disability.

Vacancies

When a new position is created or a vacancy occurs in an existing position, at the

discretion of the President, an announcement of the available position may be announced in-house or opened immediately to the general public. If announced in-house, the announcement of the available position is posted in the Clarendon College Administration Building in Clarendon and in the administration offices at the Pampa Center and Childress Center for three days.

Any qualified College employee (full- or part-time) may apply for the vacant position during the three-day in-house posting. If any College employee who applies is interviewed and determined to be a qualified and acceptable candidate for the position, and is offered the position and accepts the position; the position is not advertised to general public. If the position is to be advertised to the general public, the following steps shall be taken:

1. President authorizes budgetary allocation for the position to be filled.
2. A detailed position description will be developed.
3. The Office of the President shall distribute a position announcement to a broad range of possible employee sources.
4. Applicants who have previously completed applications for similar positions may be notified of the opening. Applications will be kept on file for twelve (12) months.
5. Each candidate shall fill out a standard application for employment and shall list at least three references.
6. References may be interviewed by phone or asked to submit a written evaluation of the candidate's ability.
7. Other supporting materials, as appropriate, will be gathered.

8. Prior to the offer of employment, a background check will be made on the applicant.
9. The President shall make the recommendation on employment.

ACCESS TO POLICE RECORDS

3225

The College District may obtain criminal history record(s) pertaining to an applicant for employment in a security-sensitive position. A security-sensitive position shall include positions which handle currency, have access to a computer terminal, have access to a master key, or work in any other areas of the College that have been designated as a security-sensitive area. The College may use the information obtained for the purpose of evaluating an applicant's suitability for employment in a security-sensitive position. In addition, the College may deny employment to any applicant who fails to provide a complete set of finger prints upon request. (Education Code 51.215)

DRUG AND ALCOHOL SCREENING/TESTING

3226

The primary purpose for drug or alcohol screening shall be to ensure that public safety and the personal safety of College employees and students are not endangered as a result of drug or alcohol use by College employees. The College has determined that a healthy and productive workforce and safe working conditions free from the effect of drugs and alcohol are important to employees, students of the College, and the general public. College policy therefore balances the interests of its students and employees together with the welfare of the general public in administering fair and equitable drug and

alcohol testing procedures in accordance with this policy in the best interest of all parties.

The College is committed to maintaining a drug- and alcohol-free environment, especially in "safety sensitive employment areas" defined as physical plant operations; maintenance; building and grounds maintenance; custodial services; safety and security; areas involving confidential and/or classified data; transportation involving College activities; supervision of students in situations involving working with and/or handling dangerous chemicals, high voltage electrical equipment, and physical education, intramural, or athletic activities.

College employees shall be required to be alcohol- and drug-free during working hours. Current College employees in safety sensitive employment areas and employees employed from and after the effective date of this policy in safety sensitive employment areas may be required to be tested if the College has a reasonable suspicion that the employee is using illegal drugs, controlled substances, or prescription drugs beyond the directions of a physician, or is under the influence of alcohol during working hours (i.e., having any level of alcohol concentration in the bloodstream).

Applicants for employment in safety sensitive employment areas, to whom an offer of employment is made may be required to submit to urine or blood tests to demonstrate that they are alcohol- and drug-free. The College shall not require an employee to undergo drug or alcohol testing on an arbitrary or capricious basis.

Drug and Alcohol Screening/Testing may be triggered by any one of the following events:

1. An applicant applies for employment, transfer, or is promoted to employment within the College involving a "safety sensitive employment

area."

2. There is reasonable suspicion of impairment based upon visible evidence of erratic job behavior including, but not limited to, decline in an employee's productivity, repeated lateness or absence from work, violent behavior, emotional unsteadiness, sensory or motor skill malfunctions, or possession of a controlled or dangerous substance. A reasonable suspicion may also be based upon evidence of any kind that an employee may be impaired or presents a safety risk to himself/herself or another person.
3. An employee is involved in an accident or damages College equipment while on duty.
4. An employee is criminally charged with selling drugs or charged with illegal drug or alcohol consumption or illegal possession of drugs.
5. An employee has violated policy #3670, Drug Free Workplace, that prohibits the use, possession, sale, or transfer of drugs by an employee upon the College premises.
6. The employee has sustained a personal injury or caused another employee to sustain a personal injury.

Providing Policy to Employee or Applicant

Before requiring an employee or job applicant subject to this policy to submit to drug or alcohol testing, the College shall provide the employee or applicant with a summary of this drug testing policy. The employee or applicant shall acknowledge in writing that he/she has received a copy of the summary of such policy. At the time of testing, the employee or prospective employee shall be afforded the opportunity to list all

over-the-counter and/or prescription medicines and any other information that they may consider relevant to reliability of the testing results. (See Procedure for Testing)

Notice of Policy

The College shall, within 30 days after adoption of this policy, deliver a copy of it to each employee subject to the policy at that time. Copies of the policy will be made available on the College's Web Site. Application forms shall advise applicants that Clarendon College is a drug/substance, alcohol free workplace and of the College's drug testing policy.

Rights of Employees and Job Applicants

An employee or job applicant who is asked to submit to drug or alcohol testing under this policy is entitled to refuse to undergo such testing. However, should an employee refuse a blood or urinalysis test, the refusal will be treated as insubordination and failure to obey a direct order. The refusal will furthermore be considered good cause for termination of an existing employee and good cause not to employ a job applicant. The College shall not use an initial drug-screening test's positive result, unverified by a confirmatory test, as outlined below, as grounds to refuse to employ a job applicant or dismiss or otherwise discipline an employee.

Procedure for Testing

On the occurrence of one of the conditions set forth above, the employee's supervisor may recommend to Human Resources that the employee submit to a drug or alcohol test. Human Resources will arrange for testing to be performed in accordance with the following conditions:

1. The collection of samples shall be performed under reasonable and sanitary

conditions.

2. Samples shall be collected with due regard to the privacy of the individual being tested, and in a manner reasonably calculated to prevent substitutions or interference with the collection of reliable samples.
3. The employee or job applicant shall, under circumstances consistent with verifying the origin of the sample, give a urine or blood sample.
4. Sample collections shall be documented, and the documentation procedures shall include the following:
 - a. The sample shall be sealed and clearly marked to show the name of the donor, the social security number of the donor, the date and time of taking, and the names of any witnesses to the taking.
 - b. Each person responsible for the sample shall record on a label on the sample the date and time of receipt and the person to whom it is delivered together with the date and time of delivery.
 1. Each employee or prospective employee shall be afforded an opportunity to provide notification of any information which he or she considers relevant to the test, including identification of currently or recently used prescription or nonprescription drugs, or other relevant medical information.
 2. All sample collection, storage, and transportation to the place of testing shall be performed so as reasonably to preclude the probability of sample contamination or adulteration.
 3. Sample testing shall conform to scientifically accepted analytical

methods and procedures. In the event the test results are positive, a second test using gas chromatography/spectrometry or a generally accepted scientifically equivalent method shall be conducted within 24 hours. The testing laboratory shall preserve all positive samples for 90 days to allow accurate retesting.

4. All fees for any tests performed under this policy shall be paid by the college, except, of course, any retest of a positive sample requested by the employee as stated below.

Preservation of Sample

The independent laboratory testing for the College shall provide Human Resources with the following information about any employee drug or alcohol test:

1. The name and social security number of the employee.
2. The results of the test.
3. In case of positive test results:
 - a. The name of the drug or drugs.
 - b. The level of such drug(s) or alcohol.

Before any action may be taken against any employee, both tests must be positive.

An employee shall be given the opportunity to explain any positive tests and to present medical evidence justifying the use of therapeutic drugs. An employee shall be allowed, at the employee's expense, to retest any positive sample. Any employee whose confirmation test is positive shall be informed within 72 hours of the final confirmation test result.

Grounds for Termination

If the results of a confirmatory test are positive, the employee shall be subject to immediate termination, and the job applicant will not be employed. However, employees may:

1. Offer a written explanation for the positive results which may be considered in any employment decision concerning the employee.
2. Be allowed to participate in a voluntary drug abuse treatment and rehabilitation program as provided by College policy.

Employees who enter a College-approved voluntary drug abuse treatment and rehabilitation program outlined below and do not follow the preventive maintenance prescribed by their drug or alcohol Counselor or physician, or fail to remain drug- or alcohol-free or engage in drug or alcohol abuse, shall be subject to immediate termination. Employees will have only one opportunity to go through such a voluntary rehabilitation program.

On-premises or on-duty use, possession, or distribution of illegal drugs or alcohol by College employees will be good cause for termination. All employees are required to report for duty free of prescription drugs (beyond the direction of a physician), controlled substances, dangerous drugs, and alcohol. Failure to meet this job requirement shall constitute good cause for termination.

Voluntarily and Rehabilitative Treatment

After or prior to detection of drug or alcohol abuse as provided under this policy, all employees who admit they have a substance abuse problem and who agree to go through a drug or alcohol rehabilitation program may be conditionally reinstated to their previous positions after successfully completing a College-approved substance abuse

rehabilitation program and maintaining the preventive course of conduct prescribed by the employee's drug or alcohol counselor or physician including, but not limited to, regular attendance at Alcoholic Anonymous (AA) or Narcotics Anonymous (NA) meetings and rehabilitation aftercare programs.

PERSONNEL APPOINTMENTS

3230

The President of Clarendon College shall serve as the chief executive officer of the College. All other administrative Officers, all full-time instructors, and other professional employees shall be employed upon recommendation of the President. All administrative officers, all faculty members, and other professional employees shall be dismissed upon recommendation of the President, with concurrence on the part of the Board of Regents. The President shall have the authority to fill temporary vacancies without the approval of the Board and to make emergency appointments with the subsequent approval of the Board of Regents.

EMPLOYMENT REQUIREMENTS AND SELECTION

3240

Selection for employment at Clarendon College will be based on knowledge, skills, abilities, and other qualities required for the position. In addition, at a minimum, all faculty members (full- and part-time) at Clarendon College must meet the qualifications and comply with the guidelines outlined by the Texas Higher Education Coordinating Board and the Southern Association of Colleges and Schools Commission on Colleges.

MEMBERS OF THE SAME FAMILY

3250

Two or more members of the same family may be employed by Clarendon College provided one family member does not supervise the other. In addition, no employee may be involved, either directly or indirectly, in the process of screening, selecting, or employing another member of the employee's family. All procedures designed to ensure equal employment opportunity must be followed in each employment decision, and all applicants must be judged on their qualifications.

For purposes of definition, members of the same family include grandparents, father, father-in-law, mother, mother-in-law, brother, sister, spouse, child, or other members of the family living in the same household.

EMPLOYMENT OF MINORS

3260

Clarendon College will not employ anyone under the age of sixteen. Under no circumstances will minors, under the age of eighteen, be allowed to operate or work in the area of operation of machinery which might present a hazard or risk of injury.

NEPOTISM

3270

No person shall be employed in the district who is by blood relation (consanguinity) within the third degree or by marriage relation (affinity) within the second degree to a member of the Board. However, this policy shall not affect any person who has been employed by the district for a continuous period of two years prior to the date of the

election or appointment of the Board member to whom that person is related.

Continuous Employment

Although an employee with two continuous years of service may continue in the position after election of a relative to the Board, such employee may not be appointed to a different position.

Trading Prohibited

It is illegal to evade the provisions of this policy by trading. An example of trading would be if a Board member employed the relative of a person covered by the nepotism policy, in return for which that person employed a relative of the Board member, given the fact that neither employer could legally employ his/her own relative.

Federal Funds

The rules against nepotism apply to employees paid with public funds, regardless of the source of those funds. Thus, the rules apply in the case of an employee paid with funds from a federal grant.

FORMER BOARD MEMBER EMPLOYMENT

3280
(Updated 7-21-2011 TACC DC)

The College district may not employ or contract with an individual who was a board member of the board of the college district before the first anniversary of the date the individual ceased to be a member of the board.

CONTRACTS

3310
(Updated 8-10-2015 Local)

All professional employees of Clarendon College, including instructors, Vice

Presidents, and the President, shall be appointed by written contract.

Professional employees shall be elected each year on an annual basis. Faculty shall be elected during a regular Board of Regents meeting in April of each year. The administration shall be elected in March. Non-teaching personnel, such as custodians, grounds and building maintenance personnel, business office, and all other employees not under contract, will be considered employed until such time as either party, with thirty days' notice, terminates their service.

Special Assignments

All part-time, extra assignment, and overload work shall be governed by a letter of appointment which defines the nature of the task, inclusive dates, rate of compensation, and other pertinent details. A letter of appointment will also be used to define the relationship between the institution and an employee whose salary is funded by any source outside the College. The letter of appointment shall be signed by the employee and the President with copies routed to the employee, payroll office, and personnel file.

CONTRACTUAL AGREEMENTS

3315

(Updated 8-15-2013 TACC Policy Update #28 DMAB)

It is the policy of Clarendon College that all employees serve at will or pursuant to term contracts. Employees who are paid on an hourly basis or as a classified employee serve at will and shall not be considered contractual employees.

Notification of intent not to renew an employment contract shall be made by April 1 of each year for faculty.

The deadline for acceptance of a contract shall be stated in the contract. The

offer of employment shall be void if the contract is not signed and returned on or before the deadline specified in the contract.

Commensurate with this policy, a termination of the contractual employment relationship with Clarendon College may occur by resignation, by non-renewal of the term contract upon its expiration, or through suspension and dismissal procedures as provided for in this policy manual.

The Board may decide by vote or inaction not to offer any employee further employment with the College District beyond the term of the contract for any reason or no reason.

PRELIMINARY EMPLOYMENT REQUIREMENTS

3320

Prior to assuming the duties of the appointed position, all employees will complete the following requirements:

1. File an IRS withholding tax form (W-4) and I-9 with the payroll office;
2. Complete all required forms for enrolling in the Teachers Retirement System or an alternative retirement plan;
3. Complete the necessary forms for participation, if desired, in the hospital-surgical and group life insurance plans sponsored by the College;
4. Complete the institutional questionnaires and required forms;
5. File with the proper office all official transcripts of college work and any other documentation necessary for to verify previous training and experience.

PERSONNEL RECORDS

3325

The personnel records of each faculty member, of each professional employee,

and each staff member are maintained by the appropriate office.

These records contain confidential information and are protected from public disclosure by Art. 6252-17a of the Texas Civil Statutes.

As a minimum, each professional personnel file shall contain a completed application form, a resume, and an official transcript(s) showing all credits earned and degrees granted, and reference materials. In addition, all correspondence, evaluations, and other information relative to re-employment or advancement will be placed in this file.

The personnel file is the property of Clarendon College and shall be kept indefinitely. An employee may review his/her file at any time under the supervision of the President or his/her designee. With reasonable notification, employees may request copies of all documents in the file.

The personnel folder will be available to those persons within the institution who have authority to recommend and approve employment, re-employment, and/or advancement.

Statistical information may be compiled from personnel records and made available for research purposes. However, no individual will be identified in any way without his/her written consent.

The names, gender, ethnicity, salaries, title, and dates of employment of all employees of Clarendon College shall be public information.

ASSISTANCE TO FACULTY WHOSE PRIMARY LANGUAGE IS NOT ENGLISH 3330

New Personnel

In accordance with the Texas Education Code, candidates will be asked to identify

his or her primary language. Once the selection process is complete and the employment paperwork is processed, candidates who identified their primary language as a language other than English will be asked to take the "Test of Spoken English" of the Educational Testing Service or other similar test as may be approved by the Texas Higher Education Coordinating Board. Faculty who do not self-identify and/or who cannot prove English to be their primary language shall be tested with an approved assessment instrument. Any instructor who fails to achieve a satisfactory score on the test will be required to take one or more appropriate courses to remove the deficiency.

The instructor will continue to participate in the course or courses until he or she achieves a satisfactory score on the test.

ABSENCES

3335
(Updated 8-15-2013 Local)

Employees of Clarendon College are expected to fulfill all contractual requirements including attendance to required duties and work schedules. Absences from work must be reported promptly.

Classified personnel will report all work absences directly to their supervisor. The supervisor is responsible for reporting absences to the appropriate Vice President who is responsible for informing the Payroll Office. The Payroll Office, in conjunction with the appropriate Vice President, will make the appropriate adjustment to the employee's salary, if required.

Salaried employees, including faculty and administrators, must report all absences.

Faculty members will not allow a class to meet without supervision or without proper and timely notification of the division director and/or the Vice President of Instruction.

In the event of unauthorized absence by a faculty member for any reason after the beginning date of the contract, the absence may cause forfeiture of the entire remuneration for the period of such absence.

When faculty members are ill, they shall report to their division chairperson. It is the responsibility of the absent instructor to give teaching instructions to the administrative assistant to the DOI.

HOLIDAYS

3340
(Updated 7-21-2011 Local)

Clarendon College provides several holidays throughout the working year for the benefit and pleasure of its employees. The following procedures have been established to support the taking of holiday leave.

1. **ADMINISTRATIVE AND OFFICE PERSONNEL** employed on a twelve-month basis will observe and receive pay for the following holidays. All college offices will be closed for official business according to this schedule:

Labor Day

First Monday in September

Thanksgiving

Wednesday, Thursday (Thanksgiving Day) and Friday

**Christmas and
New Year's**

**Close of Fall Semester through
New Year's Day (or as adjusted**

and adopted by the Board of Regents)

Spring Break

As set in College Calendar

Easter

Good Friday

Memorial Day

Last Monday in May

Independence Day

4th of July (if it falls on a work day)

2. **FACULTY MEMBERS WITH TEACHING ASSIGNMENTS** will observe student holidays as published in the current College Calendar. Faculty contracts will govern the beginning and end of the contract year.
3. **MAINTENANCE AND HOUSEKEEPING PERSONNEL** employed on a twelve-month basis will be expected to work during certain periods observed as holidays by other employees in order to perform required maintenance, repair, and custodial services. At a minimum, these personnel will observe and receive pay for the holidays listed below. Additional holidays, similar to administrative and office personnel may be granted by the President if all routine maintenance and between-semester deep-cleaning projects have been completed or are on schedule to be completed.

Labor Day

First Monday in September

Thanksgiving

Thursday (Thanksgiving Day) and Friday

Christmas

Christmas Eve and Christmas Day

New Year's

New Year's Eve and New Year's Day

Easter

Good Friday

Memorial Day

Last Monday in May

Independence Day

4th of July (if it falls on a work day)

5. **PART-TIME PERSONNEL.** All classified personnel working less than 30 hours per week are part-time. Part-time personnel will observe all holidays taken by the department of employment. Pay will be based on actual hours worked.

TERMINATION OF EMPLOYMENT

3345

The strength of any institution, and especially of an educational institution, depends in large measure on the quality, integrity, and productivity of its employees. It is the policy of Clarendon College to recruit, select, and retain the most effective employee possible. Every effort will be made to insure that each employment experience is a successful one both for the employee and for the institution. Any termination of employment will be carried out with sensitivity to the rights and emotions of the employee and to the demands of the institution.

RESIGNATIONS

3350
(Updated 8-15-2013 Local)

1. Any employee of Clarendon College holding a professional, tenured, probationary, continuing or special contract may relinquish the position and leave the employment of the College at the end of any contract year without penalty by (a) not returning a signed contract offering employment for the subsequent academic

year within the time specified on the offered contract or (b) by written resignation addressed to and filed with the President of the College not later than June 1, preceding the end of the fiscal year in which the resignation is to be effective.

2. Any employee holding a professional, probationary, continuing or special contract may resign, with the consent of the Board of Regents of Clarendon College, at any other time which is mutually agreeable.
3. Any employee who fails to resign within the time and in the manner allowed under Subsections (1) and (2) of this policy shall be regarded to have committed a breach of contract and will not receive a favorable recommendation for subsequent employment and shall not be eligible for reemployment with the College.
4. Any employee terminating employment must contact the appropriate Vice President and complete an employment termination form and satisfy that all equipment and keys have been returned prior to receiving final pay check.

SUSPENSION AND DISMISSAL

3355

(Updated 8-15-2013 TACC Policy Update #28 DMAB)

1. Dismissal and Reassignment of Non-Tenured Personnel.

The President may, at his discretion, terminate the employment of any non-tenured employee at the end of the contract period, or where there is no contract, with notice of at least one month, unless such termination is for cause, in which case no notice shall be required.

The President, at his discretion, may reassign a person to duties other than those for which he was employed pending termination of employment.

2. Suspension for Cause.

After considering charges and/or evidence, the President may suspend any employee, if in his/her judgment formal inquiry is likely to provide the basis for disciplinary action. Such suspension shall follow the President's careful preliminary inquiry and deliberation and shall come after failure of his/her informal efforts to bring about a satisfactory adjustment of the matter, which efforts shall include informing the employee in writing of specific charges.

Justifiable cause for disciplinary action and/or causes for termination shall include, but not be limited to, the following:

- a. Fraud in securing employment.
- b. Inefficiency or neglect of professional responsibilities.
- c. Incompetency.
- d. Inexcusable neglect of duty.
- e. Insubordination.
- f. Dishonesty.
- g. Being under the influence of alcohol or controlled substances while on duty.
- h. Inexcusable absences and/or abuse of the sick leave policy.
- i. Conviction of a felony or conviction of a misdemeanor involving moral turpitude.
- j. Discourteous treatment of the public or other employee.
- k. Misuse of college property.
- l. Refusal to take and subscribe to any oath or affirmation which is

required by law in connection with his or her employment.

- m. Unprofessional/unethical conduct.
- n. Behavior which is of such a nature that it causes discredit to the College.
- o. Failure to adjust to college organization, failure to abide by its policies, rules, and regulations, or failure to comply with Board and/or administrative directives.
- p. Sexual harassment.
- q. Racial harassment.
- r. Financial exigency.
- s. Violation of the conditions stipulated in the annual employment contract.
- t. Failure to actively and successfully recruit for a program or activity, as required.

Suspension of an employee on contract shall be effected by the President by written notice. The notice shall state the charge(s) against the employee. The effective date and hour of suspension shall be recorded in the notice. This notice shall be delivered or forwarded to the employee by registered mail with receipt requested. The attempt to notify the employee prescribed above satisfies the requirement of notification. Failure of the employee to receive notification does not invalidate the suspension nor its effective date. It shall be incumbent upon the President to see that a continuing effort is made to effect notification.

3. Action by the President

The President shall see that a thorough investigation is made of charge(s) against the employee. He/she may form a committee of three members of the professional staff of the College to investigate all charges and submit to him/her a transcript of the committee findings. The President, after reviewing the findings of the committee, may elect one of the following actions:

- a. Reinstatement
- b. Reinstatement with appropriate Counseling.
- c. Recommendation to the Board of Regents of the immediate dismissal of the employee.

Within ten (10) working days of receiving the findings of the committee, the President shall notify the employee in writing of his/her action. A copy of this communication shall be forwarded to the Chair of the Board of Regents.

If the President's action is other than reinstatement, the President shall, at the same time, inform the employee of his/her right to appeal to the Board of Regents.

If the Board of Regents is not satisfied with the action of the President, it may initiate other action as it may deem necessary in the matter.

4. Appeal to the Board of Regents.

The employee shall have the right to appeal the action of the President to the Board of Regents within ten (10) working days of the date of the action of the President. He/she may exercise the right of appeal by filing a request in writing with the President for transmission to the Chair of the Board of Regents.

The Chair of the Board of Regents shall appoint a hearing committee of

three members of the Board to receive and review the record of the case, to identify and examine additional evidence and witnesses, to hear the employee involved, and to recommend final disposition of the case to the Board of Regents.

The Board Committee shall keep an accurate record of its deliberations.

The Board Committee may, at any time, go into executive session and exclude persons not directly involved.

The public release and/or publication of the Board Committee's recommendations shall be deferred until the Board of Regents has considered and disposed of such recommendations.

5. Report of the Committee.

The Committee shall keep a record of the proceedings for review by members of the Board of Regents.

The Board Committee shall, at the completion of the hearing, transmit to the Chairman of the Board of Regents its recommendations and the complete record of the case.

6. Review and Disposition of Committee Recommendations.

The Chairman of the Board of Regents shall review the case with the Board of Regents. The Board shall take such final action as it may deem just and proper and shall notify the employee and the President in writing of its decision.

The Board's final action shall be taken within fifteen (15) working days of the receipt of the report of the hearing committee.

If the Board of Regents, in reviewing the case, calls before it witnesses or other persons as may have information or bearing, the accused employee, if

he/she desires, may be present. The Board may request the employee to testify, in which case he/she shall be entitled to be represented by Council, present additional evidence and testimony, and cross-examine witnesses called by the Board of Regents.

7. Action of the Board of Regents to be Final.

Action of the Board of Regents shall be final and shall become effective immediately; in the event of dismissal, pay shall cease immediately.

8. Disposition of Record.

If the final decision is to reinstate the employee, the complete record of the case shall be sealed and placed in the employee's file.

If the final action is to dismiss the employee, the complete record of the case shall become a part of the employee's personnel file.

REDUCTIONS IN FORCE

3360

Definitions:

1. "Reduction in force (RIF)" means the dismissal of an instructor, professor, administrator, or other professional employee before the end of a contract term for reasons of financial exigency or program change. Non-renewal of a employee's in term contract is not a "reduction in force" as used in this policy.

2. "Financial exigency" means any decline in the college's financial resources brought about by decline in enrollment, cuts in funding, decline in tax revenues, or any other actions or events that create a need for the District to reduce financial expenditures for personnel.

4. "Program change" means any elimination, curtailment, or reorganization of a curriculum offering, program or school operation because of a lack of student response to particular course offerings, legislative revisions to program funding, or a reorganization or consolidation of two or more divisions or departments.

General Grounds:

All contracts shall, unless exempted by the Board, contain a provision that a reduction in force may take place when the Board determines that a financial exigency or program change requires that the contract of one or more teachers, administrators, or other professional employees be terminated. Such a determination constitutes the necessary cause for dismissal.

Employment Areas:

A reduction in force may be implemented in one, several, or all employment areas.

Employment areas shall be defined as:

1. Administration.
2. Associate degree programs.
3. Certificate degree program.
4. Remedial and other programs.
5. Academic support programs, such as library or computer programs.
6. Counseling and support programs.

Reductions in Force: Classified Employees

Definitions:

1. "Reduction in force (RIF)" means the dismissal of a classified employee before the end of the normal term of employment for reasons of financial exigency

or program change.

2. "Financial exigency" means any decline in the College's financial resources brought about by decline in enrollment, cuts in funding, decline in tax revenues, or any other actions or events that create a need for the District to reduce financial expenditures for personnel.

3. "Program change" means any elimination, curtailment, or reorganization of a curriculum offering, program or school operation because of a lack of student response to particular course offerings, legislative revisions to program funding, or a reorganization of consolidation of two or more divisions or departments.

Employment Areas:

A reduction in force may be implemented in one, several, or all employment areas of classified employment.

Criteria For

Using the following criteria, the College President shall determine which positions shall be eliminated and shall submit the recommendation to the Board. These criteria are listed in order of importance; the College President shall apply them sequentially to the selected employment areas until the number of staff reductions necessary have been identified i.e. if all necessary reductions can be accomplished by applying the work/trade skills, criteria, it is not necessary to apply the performance or subsequent criteria.

1. Work/trade Skills: Appropriate work/trade skills required by the college for support of the operation of the institution.
2. Performance: Employee's effectiveness as reflected by the most recent written evaluations and/or other appraisal documentation.

3. Seniority: Years of service in the College District.
4. Experience: Accumulated trade and work experience related to the current assignment.

Board Action

After considering the College President's recommendation, the Board shall determine which employees shall be dismissed.

MANDATORY RETIREMENT	3370
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Clarendon College shall not impose a mandatory retirement age on any employee.

SALARY ADMINISTRATION	3410
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It is the policy of Clarendon College to determine a structure of job requirements and compensation which shall adequately reward the individual for work performed and provide opportunities for advancement, promotion, and transfer. All individuals shall be informed of compensation matters affecting the employee to ensure that the individual is treated equitably and consistently with respect to salary.

In order to provide for an effective and well qualified staff, Clarendon College shall make every effort to maintain competitive salary relationships with other agencies and organizations for similar job classifications.

Eligible (nonexempt) employees of the College are entitled to receive overtime pay at the rate of one and one-half times the regular rate, or compensatory time off at 1-1/2 hours for each hour worked over 40 hours per week. The work week begins at midnight Sunday and extends through midnight the following Sunday, unless otherwise defined by the administration.

Employees may be asked to work overtime from time to time in order to carry out the functions of the College. Overtime will be rotated, when possible, among employees who wish to work overtime. Proper notice will be given, if practicable, whenever overtime is anticipated.

Hours accounted for funeral leave, vacation time, sick time, court appearances or holiday pay are not considered a day worked for purposes of calculating overtime. There is no extra pay for employees scheduled to work Saturdays or Sundays as part of a work week.

Overtime must be approved in advance by the supervisor and the appropriate Vice President. Supervisors must keep clear and accurate records. Any overtime earned during a pay period must be turned in during that pay period. Time sheets and other records must be kept a minimum of four years.

An employee may elect to be awarded compensatory time in lieu of overtime pay. The choice must be made at the time payroll records are submitted each pay period. Compensatory time off may be taken in collaboration with the supervisor so as to not disrupt the efficient functioning of the College. No more than seventy-five hours of

compensatory time may be accumulated. Compensatory time must be used in the current fiscal year (September 1 - August 31).

An employee who is *called out* to work outside his or her regular 40 hour work schedule will be compensated for actual time worked. However, there is no compensation for being *on call* or *on standby* to be called to work.

PAY DATES AND METHOD OF PAYMENT 3430

Pay checks for all regular full- and part-time employees of Clarendon College will be distributed twice monthly in accordance with a schedule to be formulated annually by the college President. Generally speaking, wage payments will be distributed on or about the 1st and the 15th of each month during the school year, although institutional holidays and other considerations (such as closing out college financial records at the end of the fiscal year) may cause some exceptions to this rule.

Adjunct or part-time faculty may be paid at the culmination of each semester of employment or in thirds with the last third paid at the culmination of the semester.

PAYROLL DEDUCTIONS 3440

The following payroll deductions will be made by the payroll clerk for all full-time employees. Only federally-required and state-required deductions will be made for part-time employees. All employees employed after March 1986 will be required to pay Medicare.

Required by Federal Government

1. Income Tax Withholding
2. Medicare

Required by Employer

1. Teacher Retirement System or
2. Alternative Retirement Plan
3. PARS (Public Agency Retirement Services)

Authorized by Employee

1. Insurance, including group health, group life, disability plan, cancer plan, and annuities.
2. Teacher Credit Union
3. Clarendon College
4. Charitable Donations
5. Others, as authorized

BENEFITS AND SERVICES

3450
(Updated 8-15-2013 Local)

Clarendon College strives to provide appropriate benefits and services to all full-time employees as a means of attracting and holding able men and women employees. The benefits and services available at the present time are listed below.

Health Insurance

Clarendon College currently pays the cost of the employee's group health insurance plan according to the State Employee Benefits Act. For purposes of this policy, all full-time and permanent part-time employees are eligible for benefits under this

plan. Permanent part-time employees are defined as those employees who are working an average of 21 or more hours per week and have been authorized as permanent part-time by the college President.

Retirement

All employees of Clarendon College, excluding student workers, must participate in a retirement plan. Clarendon College currently offers three options:

1. All full-time and permanent part-time employees are eligible for participation in the Teacher Retirement System of Texas (TRS).
2. Employees meeting specific criteria (as outlined in Rules 25.171 and 25.172 in the TRS Laws & Rules) have a one-time opportunity during the first ninety (90) days of eligibility to exercise their option to participate in the Optional Retirement Plan (ORP). The decision to participate or not to participate in ORP is irrevocable.
3. All employees not meeting the criteria for TRS or ORP participation will automatically be enrolled in an alternative plan.

Additional information concerning retirement plans is available in the Business Office.

Retiree Health and Life Insurance

All persons who retire from service to Clarendon College through the Teacher Retirement System or an optional retirement plan will be eligible for health and life insurance. The total years of retirement service credit/participation must include at least 10 years of service as an eligible employee at an agency/institution authorized to participate in the Texas Employees Group Benefits Program. Employees hired prior to

9/1/01 are grandfathered under the old rule, which required 10 years of service, but only three years of actual service with a GBP-participating agency. Those retirees not having continuing insurance coverage at the time of leaving Clarendon College and wish to obtain insurance are subject to the rules and guidelines in effect at the time of the request.

Payroll Deduction

Clarendon College provides all employees the convenience of payroll deduction for certain approved purposes, including retirement plans, group life insurance, cancer insurance, and income protection plans.

Workmen's Compensation Insurance

Employees of Clarendon College are covered by Workmen's Compensation which provides for the payment of doctor bills and hospital bills, a percentage of the employee's income, and in special cases, a specific cash award, when an employee is injured on the job.

BREAKS

3455
(Updated 7-21-2011 TACC DEA)

Breaks for Nonexempt Employees:

Clarendon College provides breaks (coffee or snack breaks) for nonexempt employees of up to 20 minutes a day.

These are considered rest periods for the employee and must be counted as hours worked.

Breaks for Nursing Mothers:

The College shall provide a nonexempt employee a reasonable break to express

breast milk, each time the employee needs to express breast milk for her nursing child, for one year after the child's birth. The College shall provide a place, other than a bathroom that is shielded from view and free from intrusion from coworkers and the public, which may be used by an employee to express breast milk.

The College is not required to compensate the employee receiving reasonable break time for any work time spent for such purpose.

VACATIONS

3460
(Updated 8-16-2012 Local)

All personnel (other than faculty who accept summer teaching assignments and/or a twelve month contract) employed on a twelve-month basis shall be eligible for two weeks of paid vacation time annually. Vacation time does not accumulate in excess of the two-week period and must be taken each year or forfeited. The two-week vacation period is defined as two work weeks (A normal work week is 40 hours per week). Vacation may be taken at any time during the college as long as it does not conflict with the census date of any semester nor at a time that would interrupt the general business of the college. Personnel must be employed by the College at least six (6) months (in the current fiscal year) prior to taking a one-week vacation and twelve (12) months prior to taking a two-week vacation.

The vacation schedule of eligible employees must be approved two weeks in advance by the appropriate Vice President and the President prior to taking any time off.

The following policies concerning sick leave and leave of absence have been established for all full-time employees of Clarendon College.

Sick Leave

All permanent nine-month to twelve-month full time employees are entitled to sick leave equal to one 8-hour day for each month of service, which may be accumulated on an unlimited basis beginning January 1998. (Employees of record on or prior to January 31, 1998 have a beginning ceiling of 50 days.) Nine- month employees will receive nine (9) days per year plus one day for each month worked during the summer months. Twelve-month employees will receive twelve (12) days per year. Sick leave is not accrued during the first 30 days of employment. All absences with pay must be approved by the appropriate Vice President and the President.

Sick-leave benefits are allowed for the illness of an employee or illness of a member of the employee's immediate family. For purposes of this policy, "immediate family" is defined as: spouse, child, step-child, parent, sibling, or grandparent. Sick leave extending beyond three (3) consecutive working days may require a written statement from a licensed physician. Clarendon College reserves the right to require such evidence for any absence where sick leave is claimed. Salary reduction will be made in the event accrued sick leave is exceeded. Sick-leave time must be reported to the Business Office on an authorized absence form for salaried employees or on the monthly time sheet for hourly employees. Unused sick leave will not be compensated to the employee on any

occasion.

Sick leave must be earned before it can be used. Employees will accrue half their monthly accrual of sick leave if employed on the first (1st) working day of the month and work through the 15th of that month. Employees will accrue half their monthly accrual if employed on the 16th of the month and work through the last working day of that month. (If the 16th falls on a weekend or holiday, accrual begins on the first (1st) working day thereafter.) Employees will not borrow from anticipated future accruals. Employees may not use sick leave accrued by other employees, except in the event of Catastrophic Leave.

An employee may not earn sick leave when on leave without pay for ten (10) or more cumulative days within a calendar month.

Sick leave may be used for only the following purposes:

1. When the employee is unable to work because of sickness, or injury; or for medical, dental, or optical treatment.
2. Death or serious illness of a member of the employee's immediate family. Immediate family is defined as the father, mother, sister, brother, spouse, child, grandparents, grandchildren, mother-in-law, father-in-law, or any individual acting as a parent or guardian of an employee.

The use of sick leave is contingent upon the occurrence of one of the events listed above.

If the event never occurs, the employee is not entitled to the sick leave benefits.

Employees are not entitled to payment for accrued and unused sick leave when they terminate their employment for any reason.

Employees who are on sick leave for three (3) or more consecutive days must furnish a certificate of illness from an attending physician. A certificate from a Christian Science practitioner listed in the Christian Science Journal may be submitted in lieu of a physician's certificate. The administration may also request a certificate of illness if an employee has had two or more absences of fewer than three (3) days, or if the absences are disproportionately more frequent on specific days.

Definitions

Catastrophic Illness – a medical condition of an employee as certified by a physician that requires an employee's absence from duty for a prolonged period of time and which results in a substantial loss of income to the employee because of the exhaustion of all earned sick, annual, holiday, and compensatory leave time.

Catastrophic Leave – paid leave which is transferred to a leave recipient from the college's Catastrophic Leave Bank. Catastrophic leave may be granted only in 8 hour increments. While an employee is on catastrophic leave, he or she will receive normal college benefits such as college contributions to insurance and retirement programs.

Catastrophic Leave Bank – a pool of accrued annual and sick leave donated by employees which may be approved by the President for use by other employees.

Catastrophic Leave Committee – a committee comprised of not less than five members who represent a cross section of the college's work force and who review applications from employees for Catastrophic Leave and make recommendations to the college President relating to such leave.

Employee – a person who is regularly employed by the college in a position and compensated on a full-time basis. A person, who works less than full time is excluded

from this definition, and as such, is not eligible to participate in the Catastrophic Leave Program.

Leave Donor – an employee whose voluntary written request to donate accrued annual or sick leave to the CLBP of the college. The college President must approve the request. No employee shall be allowed to be a leave donor if such donation will reduce that employee's accrued sick leave to less than 90 days unless that employee is terminating employment with the college

Leave Recipient – a current full-time employee for whom the college has approved an application to receive the leave from the Leave Bank.

Medical Condition – when an employee is incapacitated for the performance of assigned duties due to a disability, illness, or injury of the employee and such disability, illness, or injury required the employee's absence from duty for a prolonged period of time as documented by a physician.

Prolonged Period of Time – a continuous period of time whereby a medical condition prevents the employee from performing their duties.

Substantial Loss of Income – a continuous period of time where the employee would not have otherwise been compensated by the college, workers' compensation, or other college benefit program. No substantial loss of income shall occur until the employee has exhausted all earned annual leave, sick leave, holiday leave, and compensatory leave.

Catastrophic Leave Committee

The college program will include a Catastrophic Leave Committee appointed by the President and comprised of not less than five members. Every effort will be made to

ensure that committee members represent a cross section of administration, faculty, and staff. The Director of Human Resources will serve as a standing member of the committee. The committee structure shall include a mechanism for the following:

- For the review of Catastrophic Leave Requests;
- For determining eligibility; and
- For the determination of continuing eligibility, provided no employee shall be eligible to be awarded Catastrophic Leave unless all accrued annual, sick, holiday, and compensatory leave have been exhausted, the employee has been employed by the college or other state agency for at least two years, and the employee has accumulated at least 70% of the sick leave time earned prior to the catastrophic event. *(Exceptions may be recommended by the committee and approved by the President.)*

The committee shall utilize the following guidelines to review Catastrophic Leave Requests:

- No employee shall be eligible for approved Catastrophic Leave in excess of the time required to become eligible for the college's Long Term Disability Program (currently 120 days).
- No employee shall be eligible for Catastrophic Leave when the illness or injury is covered by workers' compensation until such time as this benefit has been exhausted.
- No employee shall be approved for Catastrophic Leave unless the employee has provided an acceptable medical certificate completed by a physician supporting the continued absence certifying that the employee is ill and will continue to be

incapacitated from performing the employee's duties. Information relative to the employee's assigned duties will be made available to the physician.

- In no case shall Catastrophic Leave be granted beyond the date the physician certifies that the Employee is able to return to work.
- Catastrophic Leave which would result in a negative balance in the college's Catastrophic Leave Bank will not be approved.
- Recommendations by the Catastrophic Leave Committee shall be reviewed and approved by the College President.
- The decision of the President shall be final and binding. The President may take into account the impact on the college's operation in granting or denying catastrophic leave or in modifying previously approved leave, if in the judgment of the President such approved leave would seriously impact the college's operation.
- Applications for Catastrophic Leave shall be reviewed on a first-filed, first-considered basis.

Personal Leave

All permanent nine-month to twelve-month full time employees are entitled to Personal Leave equal to (2) 8-hour days with pay per year. These days may not be accumulated beyond the end of the fiscal year. Time off for personal business must be requested at Vice President's level or higher, and should be approved in advance of the days to be taken.

Personal Leave must be reported to the Business Office on an authorized absence form.

Family and Medical Leave

Note: For complete details of the FMLA and Military Leave Policy, please refer to sections DECA (Legal) and DECB (Legal) in the TACC Policy Reference Manual for Texas Community Colleges.

Any employee with at least 12 months of service is entitled to 12 work weeks leave during any 12 month period for:

1. Birth or adoption of a child, or
2. A severe health condition of employee or a member of an employee's immediate family.
3. Because of any qualifying exigency arising out of the fact that the employee's spouse, son, daughter, or parent is a covered military member on covered active duty (or has been notified of an impending call of order to active duty).
4. To care for a covered service-member with a serious injury or illness incurred in the line of duty if the employee is the spouse, son, daughter, parent, or next of kin of the service-member.

Leave may include intermittent leave as the medical situation requires or reduced work schedule - reduced hours per day or hours per week. The college requests 30 days advance notice or notice as soon as practicable. Family/Medical Leave is in a non-pay status and may be used only when accrued sick leave has been exhausted.

Family/Medical Leave is not designed for minor health problems.

Certification from a health care provider is required to include the following information:

1. The date the condition began,
2. Other relevant facts regarding the condition, and
3. A statement of the purpose of the leave.

Upon return from Family/Medical Leave, the employee has a right to the job held

prior to the leave or an equivalent position. The employee may retain the same health benefits enjoyed on the date of departure on leave. If the employee fails to return after the 12-week period, the College may recoup any and all payments for health care paid on behalf of the employee and/or dependents. If an employee is not able to return to work after exhausting all sick leave and family and medical leave, his/her employment with Clarendon College is terminated.

Sick Leave will not be accrued during the employee's absence on Family/Medical Leave.

Jury Duty

An employee will be granted leave with pay and without loss of accumulated leave for jury duty. The employee will be required to present documentation of the service and will retain any compensation for this service.

EMPLOYEE POLITICAL ACTIVITIES 3510

Clarendon College encourages all employees, including faculty members, to become actively involved in political activities so long as these activities do not interfere with their work as members of the College staff. However, no employee of Clarendon College shall represent that any political party, political candidate, political cause, or partisan activity has the official or unofficial support of the College. The College name, seal, logo, or letterhead may not be used to support political activities or candidates. Employees should take care that political positions taken and political statements made are clearly their own and do not represent the official position of Clarendon College.

Faculty status shall be awarded to all full-time professional personnel whose duties and responsibilities are directly related to the instructional program, or to activities directly related to the educational development of students. This definition of faculty is intended to include instructors, division directors. Classified personnel and administrators (unless specifically listed above) are not members of the faculty.

The responsibilities of faculty members arise from their involvements with students, from their professional roles, from their role in educational affairs and participation in governance, and from their institutional relationship with the institution.

A. Student-Related Responsibilities

1. Responsibility to deal seriously and conscientiously with the teaching assignment, including careful planning of courses, preparation of lectures, regularity in meeting scheduled classes, clearly informing students of course requirements, and fair and impartial grading according to standards established by the institution.
2. Recognition that students deserve respect as individuals and have certain rights that must be protected. This encompasses an active interest in individual academics, giving of mature professional advice, courteous treatment of students in class, and keeping in confidence personal

information about students that may come to the faculty member's attention in his/her role as advisor or Counselor.

3. Recognition that the faculty member serves as a model and exercises a great influence in shaping young minds. This being true, he/she must try to set a high standard in academic and scholarly excellence, personal integrity, and professional ethics.
4. Recognition that in his/her influential classroom role he/she is morally bound not to take advantage of his/her position by repeatedly introducing into his/her classes discussions of subject matter outside the scope of the course and not within his/her field of professional competence.

B. Professional Responsibilities

1. Special responsibility to keep up to date with developing knowledge in his/her academic discipline through familiarity with recent publications and journals and participation in local or national professional societies and meetings where appropriate.
2. Responsibility to seek ways of improving his/her effectiveness as a teacher, exploring new ways of presenting academic subject matter, motivating students, and improving methods of evaluating student performance.
3. Responsibility to assist faculty colleagues in academic and college activities including:
 - a. Contributing to curriculum studies.
 - b. Participating in divisional and general faculty meetings for the better operation and strengthening of the educational programs of the

institution.

- c. Carrying a fair share of the burden of special faculty committee assignments, including participation in such bodies as curriculum committees and club sponsorships as well as sharing in joint faculty responsibilities such as registration, advising or Counseling, and examination proctoring.
4. Responsibility to exercise an active role in protecting and enhancing the academic and professional standing of the faculty by:
 - a. Assisting with recruitment of competent new faculty members.
 - b. Giving appropriate recommendations regarding promotion for able faculty colleagues.
 - c. Recommending the removal of colleagues who, after fair hearing, have been proved incompetent, guilty of moral turpitude or gross misconduct, or lacking in personal or professional integrity.
 5. Responsibility to demonstrate respect for the right of others in the College community to hold divergent opinions, including other faculty members, students, and administrators.

C. Responsibilities in Educational Affairs and Governance

The Faculty of the College maintains ultimate responsibility for the assurance of quality for current instructional programs. In addition, the Faculty through leadership and participation in the College's Curriculum Committee maintain ultimate responsibility for the development of new instructional initiatives and/or the enhancement of current efforts.

The Faculty maintains this responsibility through professional obligation and

institutional procedure. The Faculty are also charged with providing input and guidance to a variety of educational affairs including, but not limited to educational policies. The Faculty will accomplish these responsibilities through three distinct processes:

1. First, each faculty member is required to participate in the program area and divisional structure. All curricular changes and initiatives begin with Faculty input through program area and divisional meetings which are convened by the appropriate Program Coordinator and/or Division Director. These recommendations are subsequently forwarded to the Curriculum Committee where changes in academic and student support processes may be made.
2. Secondly, each member of the Faculty is expected to participate in one or more of the College's standing committees. Through leadership and participation in the College's governance structure through the College's standing committees, the Faculty has opportunity to influence institutional policy and are involved in almost every aspect of the operation and governance of the College.

D. Responsibilities to the Institution

1. To conscientiously fulfill all the contractual obligations for the period of time agreed and that he/she will give the institution reasonable notice when resigning to accept another position.
2. To make conscientious use of the funds of the institution entrusted to his/her care, such as those allocated to budgets of academic divisions or special projects.
3. To make every effort to avoid professional and personal actions that may cause economic loss or legal embarrassment to his/her institution.

4. To give reasonable support to general institutional activities.
5. To commit himself/herself to a reasonable amount of service on college committees such as faculty committees, committees on student discipline, or other college committees.
6. In making a public statement of his/her views, to indicate clearly that he/she does not speak as a representative of the institution but as an independent scholar and citizen.

ON-LINE INSTRUCTION

3535

In order for full-time and adjunct faculty to teach courses online, they must attend Clarendon College's distance learning training sessions or show proof of previous training. All faculty teaching online courses must fill out the required online course form and have it approved by the Online committee before they can teach an online course.

ACADEMIC FREEDOM

3540

(Updated 7-21-2011 Local)

Institutions of higher education are conducted for the common good. The following statements rest upon the belief that the common good depends upon a free search for truth and its free expression without intent to do personal harm.

As a function of instruction, each faculty member is entitled to freedom in discussing the subject which he/she teaches. For classroom use limitations to this basic statement exist only within bounds of pedagogy. Faculty should be aware that classroom speech does not occur in a public forum. Outside of the classroom each faculty member

is entitled to speak or write as a citizen of his/her nation, state, and community without fear of institutional censorship or discipline.

ACADEMIC RESPONSIBILITY

3550

The concept of academic freedom must be accompanied by an equally demanding concept of responsibility, shared by the Board of Regents, administration, and faculty members.

The fundamental responsibilities of a faculty member as a teacher and scholar include a maintenance of competence in his/her field of specialization and the exhibition of such competency in lectures, discussions, and publications.

Exercise of professional integrity by a faculty member includes recognition that the public will judge his/her profession and his/her institution by his/her statements. Therefore, he/she should strive to be accurate, to exercise appropriate restraint, to show respect for the opinion of others, and to avoid creating the impression that he/she speaks or acts for his/her college when he/she speaks or acts as a private person.

A faculty member should be selective in the use of controversial material in the classroom and should introduce such material only as it has clear relationship to his/her subject field.

GRIEVANCES

3560

Purpose

The grievance procedure at Clarendon College shall serve the following purposes:

to determine whether an injury alleged by the grievant was the result of an error in the institution's policies and procedures or in their administration; to provide for due process; and if an error is established, to recommend to the President an equitable redress for the grievant.

Grievable Issues

If an employee feels that he/she can file a grievance based on age, gender, race, color, national origin, or disability, he/she may do so. The grievable issues shall also include policies and procedures for the recruitment and selection of all employees, their assignment, working conditions, promotions, salaries, layoffs, terminations, retirement, fringe benefits, and academic freedom. The responsibility of the grievance procedure of Clarendon College is to insure fair and equitable treatment to all persons involved, and to develop a clear documentation trail for each case arising out of institutional conflict.

Mechanism

When the grievant is an employee of Clarendon College, the grievance procedure shall consist of the following sequence of events:

Informal Meeting

All grievances voiced by employees of Clarendon College must first be aired in an informal meeting between the employee and the immediate supervisor. At this meeting a bona fide attempt must be made to resolve the issue(s) involved in a face-to-face meeting. It will be the responsibility of the grievant to:

1. meet with the supervisor within 10 working days of the time the employee first knew, or should have known, of the event or series of events causing the complaint,

2. explain fully the nature of the complaint,
3. when and under what conditions the alleged injustice occurred, and
4. if resolution is not possible at that level, to refer the problem to the grievance committee. It will be the supervisor's responsibility to document the meeting in writing to include date, location, person(s) involved, issues discussed, and results achieved.

Appeal to the Grievance Committee

When attempts at informal resolution of an employee grievance have failed, the employee has the right to appeal the case to the Grievance Committee in the following manner:

1. The employee must file a written complaint with the Vice President of Instruction not later than ten (10) working days after meeting with the supervisor and not later than twenty (20) working days after the occurrence of the incident (injury alleged by the grievant).
2. The written complaint must contain at least:
 - (a) the date(s) of the incident (injury alleged by the grievant),
 - (b) the nature of the grievance or complaint,
 - (c) the person(s) involved, and
 - (d) the type of redress expected.
3. The Vice President of Instruction shall notify the Chairperson of the Grievance Committee of the complaint immediately upon its receipt.
4. The Chairperson of the Grievance Committee shall set the date, time, and place of a hearing within five (5) working days after receipt of the written

complaint with the hearing to be held not later than ten (10) working days after receipt of the written complaint and shall so notify the grievant and all committee members.

- 5, The grievant shall have the right:
 - a. to be accompanied by the advisor of his/her choice,
 - b. to have access to all records pertinent to the case,
 - c. to produce testimony in his/her behalf by calling witnesses or introducing relevant information.
6. The grievant shall receive a copy of all records produced as a result of the hearing before the Grievance Committee.

Appeal to the President

Cases may be appealed by the grievant or referred by the Grievance Committee to the President.

Appeal to the Board

The final appeal may be made to the Board of Regents.

Disposition of Records

If the grievance is found to have no merit, the records shall be sealed and placed in the appropriate files.

If the grievance is found to have merit, the complete record of the grievance shall not be sealed and shall be placed in the appropriate files.

It is the policy of Clarendon College to apply the highest ethical standards to all

members of the College community including the Board of Regents, administration, staff, and faculty in achieving its mission, and in managing its resources efficiently and effectively to reach its goals and objectives. The College seeks to treat each person of the College community as a unique individual and provide a positive, encouraging, and success-oriented environment. College policies and practices that protect the rights and development of each individual in the College community shall be enforced. Protection from unlawful discrimination, including conduct that constitutes sexual harassment, and freedom to develop as a student and/or College employee shall be promoted.

The College accepts its responsibilities to its students, to its employees, and to the members of the community. The College is committed to meet these responsibilities with balance, fairness, accountability, and ethical integrity.

EMPLOYEE ETHICS

3620

The employees of Clarendon College affirm the inherent worth and dignity of all persons and the right of all persons to learn. Learning best occurs in an environment devoted to the pursuit of truth, excellence, and liberty. These flourish where both freedom and responsibility are esteemed.

In order to more adequately express the affirmation of our professional responsibilities, we the employees of Clarendon College hold ourselves and each other subject to, the following Code of Professional Ethics:

1. We shall treat all persons with respect, dignity, and justice, discriminating against no one on any arbitrary basis such as ethnicity, creed, gender, disability, social station, or age.

2. We shall strive to help each student realize his or her full potential as a learner, a scholar, and as a human being.
3. We shall by example and action encourage and defend the unfettered pursuit of truth by both colleagues* and students supporting the free exchange of ideas, observing the highest standards of academic honesty, integrity, and seeking always an attitude of scholarly objectivity and tolerance of other viewpoints.
4. We, recognizing the necessity of many roles in the educational enterprise, shall work in such a manner as to enhance cooperation and collegiality among students, faculty, administrators, and non-academic personnel.
5. We shall recognize and preserve the confidential nature of professional relationships, neither disclosing nor encouraging the disclosure of information or rumor which might damage or embarrass or violate the privacy of any other person.
6. We shall maintain competence through continued professional development, shall demonstrate that competence through consistently adequate preparation and performance, and shall seek to enhance that competence by accepting and appropriating constructive criticism and evaluation.
7. We shall exercise the highest professional standards and shall make the most judicious and effective use of the college's time and resources.
8. We, recognizing the needs and rights of others as embodied in the institution, shall fulfill the employment agreement both in spirit and in fact,

shall give reasonable notice upon resignation, and shall neither accept tasks for which we are not qualified, nor assign tasks to unqualified persons.

9. We shall support the goals and ideals of the institution and shall act in public and private affairs in such a manner as to bring credit to the institution.
10. We shall not engage in sexual harassment of students or colleagues and shall adhere to the College's policy that prohibits sexual misconduct.
11. We shall observe the stated policies and procedures of the College, reserving the right to seek revision in a judicious and appropriate manner.
12. We shall participate in the governance of the College by accepting a fair share of committee and institutional responsibilities.
13. We shall support the right of all to academic freedom and due process, and defend and assist those accused of wrongdoing, incompetence, or other serious offense so long as the individual's innocence may reasonably be maintained.
14. We shall not support a colleague or an individual who is known to be persistently unethical or professionally incompetent.
15. We shall accept all the rights and responsibilities of citizenship, including participation in the formulation of public policy, always avoiding use of the privileges of his or her public position for private or partisan advantage.

*In this code the term "colleague" refers to administrators, teachers, nonacademic personnel, and any other persons employed by the College in the educational enterprise.

Reference: TCCTA, 1997.

STATEMENT OF NONDISCRIMINATION

Clarendon College prohibits discrimination, including harassment, against any student on the basis age, race, color, religion, national origin, gender, disability, genetic information, veteran status, or any other basis prohibited by law.

DISCRIMINATION

Discrimination against a student is defined as conduct directed at a student on the basis of race, color, religion, gender, national origin, disability, age, or on any other basis prohibited by law, that adversely affects the student.

PROHIBITED HARASSMENT

Prohibited harassment of a student is defined as physical, verbal or nonverbal conduct based on the students race, color, religion, gender, national origin, disability, age, or any other basis prohibited by law that is so severe, persistent, or pervasive that the conduct limits or denies a student's ability to participate in or benefit from the College's educational programs

Examples of prohibited harassment may include offensive or derogatory language directed at another person's religious beliefs or practices, accent, skin color, or need for accommodation; threatening, intimidating, or humiliating conduct; offensive jokes, name-calling, slurs, or rumors; physical aggression or assault; display of graffiti or printed material promoting racial, ethnic, or other negative stereotypes; or other kinds of aggressive conduct such as theft or damage to property.

SEXUAL HARASSMENT BY AN EMPLOYEE

Sexual harassment of a student by a College employee includes un-welcome sexual advances; requests for sexual favors; sexually motivated physical, verbal, or nonverbal conduct; or other conduct or communication of a sexual nature when:

1. A College employee causes the student to believe that the student must submit to the conduct in order to participate in a school program or activity, or that the employee will make an educational decision based on whether or not the student submits to the conduct, or
2. The conduct is so severe, persistent, or pervasive that it limits or denies the student's ability to participate in or benefit from the College's educational program.

SEXUAL HARASSMENT BY A STUDENT OR OTHERS

Sexual harassment of a student, including harassment committed by another student, includes unwelcome sexual advances, requests for sexual favors; sexually motivated physical, verbal, or nonverbal conduct when the conduct is so severe, persistent, or pervasive that it limits or denies a student's ability to participate in or benefit from the College's educational programs.

SEXUAL VIOLENCE AND SEXUAL ASSAULT

Sexual violence is a form of sexual harassment. Sexual violence includes physical sexual acts perpetrated against a person's will or where a person is incapable of giving consent due to the victim's use of drugs or alcohol or due to an intellectual or other disability.

Examples of sexual harassment of a student may include unwelcome sexual advances; unwelcome touching of intimate body parts; coercing physical contact that is sexual in nature; jokes or conversations of a sexual nature; rape; sexual assault; sexual battery; sexual coercion; and, other unwelcome sexually motivated conduct, communications, or contact.

Physical contact not reasonably construed as sexual in nature is not sexual harassment.

GENDER-BASED HARASSMENT

Gender-based harassment includes physical, verbal, or nonverbal conduct based on the student's gender, the student's expression of characteristics perceived as stereotypical of the student's gender, or the student's failure to conform to stereotypical notions of masculinity or femininity. For purposes of this policy, gender-based harassment is considered prohibited harassment if the conduct is so severe, persistent, or pervasive that the conduct limits or denies a student's educational ability to participate in or benefit from the College's educational programs.

Examples of gender-based harassment directed against a student, regardless of the student's or harasser's actual or perceived sexual orientation or gender identity, may include offensive jokes, name-calling, slurs, or rumors; physical aggression or assault; threatening or intimidating conduct; or other kinds of aggressive conduct such as theft or damage to property.

RETALIATION

The College prohibits retaliation by a student of College employee against a student alleged to have experienced discrimination or harassment or another student who, in good faith, makes a report of harassment or discrimination, serves as a witness, or otherwise participates in an investigation.

Examples of retaliation may include threats, rumor spreading, ostracism, assault, destruction of property, unjustified punishments, or unwarranted grade reductions. Unlawful retaliation does not include petty slights or annoyances.

FALSE CLAIMS

A student who intentionally makes a false claim, offers false statements, or refuses to cooperate with a College investigation regarding discrimination or harassment shall be subject to appropriate disciplinary action.

PROHIBITED CONDUCT

In this policy, the term “prohibited conduct” includes discrimination, harassment, and retaliation as defined by this policy, even if the behavior does not rise to the level of unlawful conduct.

REPORTING PROCEDURES - STUDENT REPORTS

Any student who believes that he or she has experienced prohibited conduct or believes that another student has experienced prohibited conduct should immediately report the alleged acts to a responsible employee.

REPORTING PROCEDURES - EMPLOYEE REPORTS

Any College employee who suspects and any responsible employee who receives notice that a student or group of students has or may have experienced

prohibited conduct shall immediately notify the appropriate College official listed in this policy and shall take any other steps required by this policy.

A person who holds a professional license requiring confidentiality, such as a counselor, or who is supervised by such a person shall not be required to disclose a report of prohibited conduct without the student's consent.

A person who is a non-professional counselor or advocate designated in administrative procedures as a confidential source shall not be required To disclose information regarding an incident of prohibited conduct that constitutes personally identifiable information about a student or other information that would indicate the student's identity without the student's consent, unless the person is disclosing information as required for inclusion in the College's annual security report under the Clery Act.

For purposes of this policy, a "responsible employee" is an employee:

1. Who has the authority to remedy prohibited conduct;
2. Who has been given the duty of reporting incidents of prohibited conduct; or
3. Whom a student reasonably believes has the authority to remedy prohibited conduct or has been given the duty of re-ported incidents of prohibited conduct.

DEFINITION OF COLLEGE DISTRICT OFFICIALS

For purposes of this policy, the College designates the following persons as responsible employees: any instructor, any administrator, or any College official defined below.

For the purposes of this policy, College officials are the ADA/Section 504 coordinator, the Title IX coordinator, and the College President.

ADA / SECTION 504 CORDINATOR

Reports of discrimination based on disability may be directed to the ADA/Section 504 Coordinator. The College designates the Executive Vice President of Academics and Student Affairs to coordinate its efforts to comply with Title II of the Americans with Disabilities Act of 1990, as amended, and Section 504 of the Rehabilitation Act of 1973, as amended.

Name: Texas Buckhaults
Position: Executive Vice President of Academics and Student Affairs
Address: P.O. Box 968, Clarendon, Texas 79226-0968
Telephone: 806-874-4807

TITLE IX COORDINATOR

Reports of discrimination or harassment, including sexual harassment or gender-based harassment, may be directed to the Title IX Coordinator. The College designates the following person to coordinate its efforts to comply with Title IX of the Education Amendments of 1972, as amended:

Name: Texas Buckhaults
Position: Executive Vice President of Academics and Student Affairs
Address: P.O. Box 968, Clarendon, Texas 79226-0968
Telephone: 806-874-4807

OTHER ANTI-DISCRIMINATION LAWS

The College President or designee shall serve as coordinator for purposes of College compliance with all other antidiscrimination laws.

A student shall not be required to report prohibited conduct to the person alleged to have committed the conduct. Reports concerning prohibited conduct, including reports against the ADA/Section 504 coordinator or the Title IX coordinator, may be directed to the College President.

A report against the College President may be made directly to the Board. If a report is made directly to the Board, the Board shall appoint an appropriate person to conduct an investigation.

TIMELY REPORTING

Reports of prohibited conduct shall be made as soon as possible after the alleged act or knowledge of the alleged act. A failure to immediately report may impair the College's ability to investigate and address the prohibited conduct.

INVESTIGATION OF THE REPORT

The College may request, but shall not require, a written report. If a report is made orally, the College official shall reduce the report to written form.

INITIAL ASSESSMENT

Upon receipt or notice of a report, the College official shall determine whether the allegations, if proven, would constitute prohibited conduct as defined by this policy. If so, the College official shall immediately authorize or undertake an investigation, except as provided below at CRIMINAL INVESTIGATION.

INTERIM ACTION

If appropriate and regardless of whether a criminal or regulatory investigation regarding the alleged conduct is pending, the College shall promptly take interim action

calculated to address prohibited conduct prior to the completion of the College's investigation.

COLLEGE DISTRICT INVESTIGATION

The investigation may be conducted by the College official or a designee or by a third party designated by the College, such as an attorney. The investigator shall have received appropriate training regarding the issues related to complaint and relevant College's policies and procedures.

The investigation may consist of personal interviews with the person making the report, the person against whom the report is filed, and others with knowledge of the circumstances surrounding the allegations. The investigation may also include analysis of other information or documents related to the allegations.

CRIMINAL INVESTIGATION

If a law enforcement or regulatory agency notifies the College that a criminal or regulatory investigation has been initiated, the College shall confer with the agency to determine if the College's investigation would impede the criminal or regulatory investigation. The College shall proceed with its investigation only to the extent that it does not impede the ongoing criminal or regulatory investigation. After the law enforcement or regulatory agency has completed gathering its evidence, the College shall promptly resume its investigation.

CONCLUDING THE INVESTIGATION

Absent extenuating circumstances, such as a request by a law enforcement or regulatory agency for the College to delay its investigation, the investigation should be

completed within ten College business days from the date of the report; however, the investigator shall take additional time if necessary to complete a thorough investigation.

The investigator shall prepare a written report of the investigation. The report shall be filed with the College official overseeing the investigation.

NOTIFICATION OF THE OUTCOME

The College shall provide written notice of the outcome, within the extent permitted by the Family Educational Rights and Privacy Act (FERPA) or other law, to the victim and the person against whom the complaint is filed.

COLLEGE DISTRICT ACTION - PROHIBITED CONDUCT

If the results of an investigation indicate that prohibited conduct occurred, the College shall promptly respond by taking appropriate disciplinary or corrective action reasonably calculated to address the conduct, in accordance with College policy and procedures.

COLLEGE DISTRICT ACTION - CORRECTIVE ACTION

Examples of corrective action may include, but are not limited to, a training program for those involved in the complaint, a comprehensive education program for the College community, counseling for the victim and the student who engaged in prohibited conduct, follow-up inquiries to determine if any new incidents or any instances of retaliation have occurred, involving students in efforts to identify problems and improve the College climate, increasing staff monitoring of areas where prohibited conduct has occurred, and reaffirming the College's against discrimination and harassment.

Examples of institutional disciplinary action may include, but are not limited to, sanctions or conditions as a requirement for continued enrollment (see examples in above paragraph for corrective action), disciplinary probation, disciplinary suspension, and/or disciplinary expulsion.

The College will take disciplinary action against an employee who violates any of the College's policies or procedures or otherwise has employment or performance problems. The following types of corrective action have been established: counseling; written reprimand; suspension without pay; decision making leave; reassignment (including demotion); and termination. The nature and level of severity of performance determines which level of corrective action is appropriate. The levels are recommended step sequences; however the procedures do not dictate that levels must be followed sequentially.

EXCEPTION

The College shall minimize attempts to require a student who complains of sexual harassment to resolve the problem directly with the person who engaged in the harassment; however, if that is the most appropriate resolution method, the College shall be involved in an appropriate manner. Mediation shall not be used to resolve sexual harassment complaints.

IMPROPER CONDUCT

If the investigation reveals improper conduct that did not rise to the level of prohibited conduct, the College may take disciplinary action in accordance with College

policy and procedures or other corrective action reasonably calculated to address the conduct.

CONFIDENTIALITY

To the greatest extent possible, the College shall respect the privacy of the complainant, persons against whom a report is filed, and witnesses. Limited disclosures may be necessary in order to conduct a thorough investigation and comply with applicable law

APPEAL

A student who is dissatisfied with the outcome of the investigation may appeal, beginning at the appropriate level. A student shall be informed of his or her right to file a complaint with the United States Department of Education Office for Civil Rights.

RECORD RETENTION

Retention of records shall be in accordance with the College's records retention procedures.

ACCESS TO POLICY AND PROCEDURES

Information regarding this policy and any accompanying procedures, as well as relevant educational and resource materials concerning the topics discussed in this policy, shall be distributed annually to College employees and students in a manner calculated to provide easy access and wide distribution, such as through electronic distribution and inclusion in major College publications. Information regarding the policy and procedures shall also be prominently published on the College's website. Copies of

the policy and procedures shall be readily available at the College's administrative offices and shall be distributed to a student who makes a request.

CONFLICT IN INTEREST IN EMPLOYMENT

3640

(Update 8-16-2012 Local)

Clarendon College must have first call on the energy, and efforts of the full-time employee. Clarendon College must be your primary employment.

No employee of Clarendon College shall have any interest, financial or otherwise, direct or indirect, or engage in any business, transaction, or professional activity or incur any obligation of any nature that is in substantial conflict with the proper discharge of duties in the college's interest.

No college instructor or employee shall enter into a business transaction with a student or related family member without having it documented and approved by the immediate supervisor and the President of the College.

Employees of the College who wish to hold additional positions or offices are subject to the following rules:

Incompatible Offices

One person may not occupy two legally incompatible offices. A college instructor is an employee and not an officer within the meaning of the Texas Constitution, Art. XVI, Sec. 40; therefore, he/she is not barred from serving in another governmental capacity so long as the two positions are not incompatible. Offices are legally incompatible when the faithful and independent exercise of one would necessarily interfere with the faithful and independent exercise of the other. Whether two positions are legally incompatible is a

question to be determined by those having supervision over one or both of the positions held by the person in question, and ultimately, by the courts. In the case of a college instructor, it is the responsibility of the College President to determine whether any additional position or office is legally incompatible with the teaching position.

Exception

Employees shall not be barred from serving as members of the governing bodies of school districts (other than those in which they are employed), cities, towns, or other local governmental districts; provided, however, that such employees shall receive no salary for serving as members of these governing bodies.

Automatic Resignation of Office

When a person occupies two offices which he/she may not occupy for constitutional reasons or at common law, it is the common law rule that by accepting the second of such positions, the person automatically vacates the first.

Employee Standards of Conduct

The following standards of conduct shall apply to all employees of Clarendon College:

1. No employee shall accept or solicit any gift, favor, or service that might reasonably tend to influence the employee in the discharge of official duties or that the employee knows or should know is being offered with the intent to influence official conduct.
2. No employee shall accept employment or engage in any business or professional activity that the employee might reasonably expect would require or induce the disclosures of confidential information acquired by

reason of the official position.

3. No employee shall accept other employment or compensation that would reasonably be expected to impair the employee's independence or judgment in the performance of official duties.
4. No employee shall make personal investments or knowingly solicit, accept, or agree to accept any benefit for having exercised the employee's official powers or performed official duties in favor of another.
5. All college employees must maintain a professional relationship with college students. Anything other than a professional relationship will not be tolerated and will provide grounds for dismissal of non-professional ethics.
6. No contractual employee shall accept outside employment without disclosing intent to the President.

INTELLECTUAL PROPERTY

3650

Clarendon College recognizes the significant merit of new inventions, increased knowledge and improved instructional materials as developed by College personnel and is mindful of the increased effectiveness, extension of resources, and productivity they afford. Employees of Clarendon College are encouraged to create, publish, invent, copyright, and patent materials of their own creation which will contribute to the advancement of knowledge, increase productivity, and improve efficiency. However, when the intellectual property takes on commercial value, the College has an obligation to the public to share in the benefits derived from College support used in the

development of intellectual property. This policy establishes the criteria concerning the disclosure, classification, ownership, equity, royalty participation, use, licensing, management, and marketing of intellectual property. This policy applies to all College personnel who develop intellectual property. All College personnel, authors, creators, or inventors, who develop intellectual property are free to benefit from royalties and monies accruing from such publications or inventions subject to the following:

- A. Intellectual property is defined as inventions, discoveries, technologies, scientific and technological developments, processes, methods, trade secrets, computer software, instructional materials, publications, literature or literary works, art, dramatic and musical works, all audiovisual materials (including but not limited to video, film, photographs, and audio programs), and other original works and ideas that may have monetary value. Trade secrets are a form of intellectual property and are proprietary information defined as any information, whether or not copyrightable or patentable, that is not generally known or accessible and that gives competitive advantage to its owner. It is not intended that any intellectual property be excluded from this definition, including, but not limited to the definition of trade secrets continued herein.
- B. Clarendon College personnel who, during their affiliation with the College, invent, author, create, or produce intellectual property of commercial value resulting from or through the affiliation shall disclose such developments to their supervisor who will forward the disclosure to the Vice President of

Administrative Services. Employees who, subsequent to their affiliation, produce intellectual property which was supported in part by the College shall disclose the development to the Vice President of Administrative Services. Disclosure in either situation must be initiated within sixty (60) days after notification of the marketability of the intellectual property.

- C. The Vice President of Administrative Services shall review the disclosure, gather necessary information, and recommend appropriate action to the President. The Vice President of Administrative Services or designee may conduct investigations into the substantiality of College support used to develop the property. The Vice President of Administrative Services shall forward a recommendation to the President concerning the intellectual property and the disclosure. The recommendation may include copyrighting, licensing, patenting, and/or royalty, equity, and business management components. Final review and approval of the recommendations shall rest with the Clarendon College Board of Regents.
- D. The College or the employee may relinquish all or a portion of their rights to the property at any time during the entire process covered by this policy.
- E. All classes of intellectual property (as defined in paragraph A) created on the employee's own time, and without the use of college facilities, equipment, materials, or support, shall be the sole property of the inventor, author, or creator (hereinafter "producer").
- F. Subject to the provisions of this policy, intellectual property created where

the College provided the environment, specifically the minimal use of facilities, personnel, equipment, and/or College funds, shall be owned by the producer(s). [The use of the Library (Learning Resource Center) and/or the provision of office space shall not constitute minimal use of College facilities or equipment.] Equity in College-supported property, where minimal use of facilities and equipment is present, shall be divided 75 percent to the producer and 25 percent to the College, after subtracting 15 percent for a protection and infringement shelter.

- G. Subject to the provisions of this policy, the ownership of intellectual property rights reside with the producer unless the work involves the substantial use of College facilities, personnel, equipment or funds. Intellectual property of this type shall be owned in total by the Clarendon College. The producer shall be entitled to an equity share of 50 percent and the College share of equity shall be 50 percent, after subtracting 15 percent for a protection and infringement shelter.
- H. When work is commissioned by the College, the College shall have and retain all rights to and full equity in the intellectual property. College personnel are considered to be conducting commissioned work when they are assigned to do so as part of general satisfactory job performance, when they are relieved of normal duties, or when provided additional compensation (i.e. mini-grants).
- I. The College claims no ownership of popular nonfiction, novels, poems,

musical compositions, or other works of artistic imagination that are not institutional works. However, the College does NOT relinquish equity claims.

Independently developed or College-supported work completed after the producer became affiliated with the College and before the effective date of this policy shall be excluded from this policy. Work described in paragraph G completed by the producer after affiliation with the College shall be considered owned by the College with all rights to equity and use reserved. Property in development at the effective date of this policy shall not be excluded from this policy.

College personnel requesting a leave of absence may request an exemption from this policy as part of the request for a leave of absence. All exemption requests shall be reviewed by the Vice President of Administrative Services, who shall review the request and make a recommendation to the President.

- J. Before any attempt is made to protect the intellectual property, the producer will certify in writing to the Vice President of Administrative Services that to the best of his or her knowledge the materials do not infringe on any existing copyright, or on the rights of others.
- K. If the Board takes action to copyright, license, patent, and/or seek other available protection for the intellectual property, the administration shall proceed to assign all protection rights to Clarendon College. The College

will pay the legal, filing, and all other expenses relating to receiving protection from the protection and infringement shelter. If the College does not exercise this option, the producer(s) is free to deal with the intellectual property at his or her own discretion.

- L. The College shall have no rights to royalties or proceeds in which equity and ownership is held by the producer.

If the College decides to assert its interest in royalties or sale of work which received minimal college support (see paragraph F) and is owned by the individual, the division of royalties or proceeds shall be 75 percent to the producer and 25 percent to the College, after subtracting 15 percent for a protection and infringement shelter. If the proceeds are received directly by the producer, the Vice President of Administrative Services shall be notified and the producer shall pay the appropriate percentage to the College within fifteen (15) working days of receipt. If the College decides to assert its interest in royalties or sale of intellectual property that was College supported (see paragraph G) and which is owned by the College, the division of royalties or proceeds shall be 50 percent to the producer and 50 percent to the College, after subtracting 15 percent for a protection and infringement shelter. If the proceeds are received directly by the College, the producer shall be notified and the College shall pay the appropriate percentage to the producer with fifteen (15) working days of receipt.

College personnel shall have no rights to royalties or proceeds in which

equity and ownership is held totally by the College.

The College portion of the royalties or other related income shall be used first to supplement the product protection and infringement shelter, and thereafter, for the benefit of the College.

- M. If the producer is going to license an external agency to reproduce and sell College-supported (minimal support) property, the terms of any agreement or sale shall be negotiated between the producer, the Vice President of Administrative Services or designee, and the external agency. Income derived shall be divided 75 percent to the producer and 25 percent to the College, after subtracting 15 percent for a protection and infringement shelter. If the producer personally markets the property, the division of the proceeds shall be the same as for licensing to an external agency, unless otherwise recommended by the Vice President of Administrative Services. If the College licenses an external agency to reproduce and sell College-supported (substantial support) property or otherwise transfer rights to an external agency, the terms of any agreement or sale shall be negotiated between the producer, the Vice President of Administrative Services or designee, and the external agency. Income derived shall be divided 50 percent to the producer and 50 percent to the College, after subtracting 15 percent for protection and infringement shelter. If the College markets the property itself, the division of proceeds shall be the same as for licensing to an external agency, unless recommended otherwise by the Vice President

of Administrative Services.

- N. In circumstances where the production and distribution of intellectual property results in enterprise activities and business ventures, the producer shall be allowed a share of equity in the business and/or a share of the equity in fiscal returns and encouraged to participate in managing a business related to developing the intellectual property. Percentages and other details shall be negotiated on an individual basis between the producer and the College.

If more than one individual is entitled to an equity in the intellectual property and there is no agreement between such personnel, the Vice President of Administrative Services will work to negotiate the manner in which the equity award to the producers will be distributed.

- O. The Vice President of Administrative Services or designee will investigate allegations of license or copyright infringement of College-supported property and will recommend appropriate action to the President. If such action is started alone or in concert with the producer, all costs of such action will be borne by the College. All proceeds in excess of such costs will be shared by the College and the producer following the appropriate percentage rate.

If the College decides not to act on an alleged unauthorized use of the property, the producer may initiate action to pursue redress. Costs of such action will be borne by the producer, who shall have the rights to all

recoveries resulting directly from the action.

- P. No College employee shall realize a profit from materials sold exclusively to Clarendon College students.

When instructional materials developed by the faculty of Clarendon College are sold in the College Bookstore for a profit, the publisher of the material must be approved by the College administration.

- Q. Materials produced under an externally funded grant may be guided by the terms of the grant.

- R. The College encourages students who produce intellectual property directly related to course assignments. Course-related activities may be carried out with access to College facilities and equipment provided appropriate channels and guidelines are followed. The student shall adhere to the laws governing the use of copyrighted materials. Students will be governed by the following:

1. Students shall have sole ownership and equity rights to property they produce at their expense.
2. The College will be the sole owner and equity holder of property developed by the student if the College initially agreed to fund, or later, to purchase the student's project. In this case, the student may retain a copy of the project for personal use only and not for sale or distribution.
3. Any and all products of course assignments including paintings,

sculptures, original musical compositions, video and audio productions, photographs, and literary works are the sole property of the student.

USE OF TOBACCO IN COLLEGE FACILITIES

3660

The use of tobacco products (including smokeless products) in college facilities and vehicles is prohibited. Smoking and use of other tobacco products is allowed only in designated smoking areas outside of college buildings.

DRUG-FREE WORKPLACE

3670

General:

The policy of the Clarendon College is to provide all students and employees with an environment that is free of substance abuse. The illegal use of controlled substances on Clarendon College campuses or centers subjects the College, its students, and employees to unacceptable risks of accidents, interferes with the learning and working environments, and is inconsistent with the behavior expected of persons associated with the College.

Purpose:

It shall be the purpose of this policy to establish guidelines for addressing chemical abuse by employees of Clarendon College. The College takes a strong stand against substance abuse and takes the following initiatives to minimize it:

- a. Screening / Testing. (See Policy #3226, Drug and Alcohol

Screening/Testing)

- b. Prevention through education.
- c. Rehabilitation through Counseling and referral.
- d. Discipline.

Policy:

Clarendon College strictly prohibits the use of intoxicating beverages and/or controlled substances by employees while on college property or while representing the college. State law shall be strictly enforced at all times on all property controlled by the District in regard to the possession and consumption of alcoholic beverages.

No employee shall possess, use, transmit, or attempt to possess, use or transmit, or be under the influence of (legal intoxication not required) any of the following substances on any property controlled by the College district.

- 1. Any controlled substance or dangerous drug as defined by law, including but not limited to marijuana, any narcotic drug, hallucinogen, stimulant, depressant, amphetamine or barbiturate, synthetic or otherwise.
- 2. Alcohol or any alcoholic beverage.
- 3. Any abusable glue, aerosol paint, or any other chemical substance for inhalation.
- 4. Any other intoxicant, or mood-changing, mind altering, or behavior-altering drugs.

The transmittal, sale, or attempted sale of what is represented to be any of the above-listed substances is also prohibited under this policy.

An employee who uses a drug authorized by a licensed physician through a prescription specifically for that employee's use shall not be considered to have violated this rule.

Screening/Testing

Drug or alcohol testing of employees shall be administered if there is reasonable suspicion of substance abuse. The College retains the right to screen prospective employees in key employment areas through drug and/or alcohol test. An employee who is determined by testing to be under the influence of a controlled substance, or who is involved in the sale, possession, distribution, purchase, dispensation, manufacture or transfer of controlled substances, as defined by state or federal law, on College property or property under College control will be subject to disciplinary action up to and including termination of employment. Any employee who is convicted of, pleads guilty or nolo contendere, or accepts deferred adjudication to a controlled substance-related violation in the workplace under state or federal laws must notify Human Resources within five days of such a conviction or plea. Failure to notify Human Resources is grounds for suspension and/or termination of employment. Employees who are convicted of, plead nolo contendere, or accept deferred adjudication to such drug related violation and whose employment is not terminated must successfully complete a rehabilitation program approved by the College as a condition of continued employment.

Student behavior with regard to substance abuse will be governed by the provisions contained in the Student Handbook and the Student Code of Conduct.

Prevention - Education:

Primary emphasis is directed at informing employees of the health risks associated with the use of illicit drugs and alcohol.

Discipline:

Employees are not guaranteed chances for rehabilitation should their standards of conduct of job performance drop below tolerable levels. In such cases, and in cases where rehabilitation is referred, disciplinary action could result in termination/dismissal.

Rehabilitation - Referral:

Employees with substance abuse problems may, at the College's sole election, be referred to rehabilitation resources (All rehabilitation expenses to be the responsibility of the employee). In any case, employees will be required to uphold normal standards of conduct and performance.

Substance Abuse Program

Clarendon College strongly believes that the abuse of alcohol and the use of illegal drugs and abuse of other drugs by faculty, staff, and students has a serious effect on their ability to meet the educational goals of the college. Therefore, Clarendon College has implemented a drug education/prevention and assistance program which is available to faculty, staff, and students.

PHYSICAL EXAMINATIONS AND COMMUNICABLE DISEASES

3675

Pre-employment Examination and Inquiries

The College District shall not conduct a medical examination or make inquiries of a job applicant as to whether such applicant is an individual with a disability or as to the

nature or severity of a disability, except as provided below. However, the College District is permitted to make pre-employment inquiries into the ability of an applicant to perform job-related functions, such as asking an applicant to describe or demonstrate how, with or without reasonable accommodation; the applicant will be able to perform job-related functions. *42 U.S.C. 12112(d)(2); 29 CFR 1630.14(a)*

The College District may require a medical examination (and/or inquiry) after an offer of employment has been made to a job applicant and prior to the beginning of employment duties and may condition the offer on the results of such examination (and/or inquiry), provided all entering employees in the same job category are subjected to such an examination (and/or inquiry) regardless of disability.

The results of a pre-employment medical examination shall be used only to determine the applicant's ability to perform job-related functions. Information obtained regarding the medical condition or history of the applicant shall be collected and maintained on separate forms and in separate medical files and shall be treated as confidential medical records. However, supervisors and managers may be informed regarding necessary restrictions on the employee's work or duties and necessary accommodation; first aid and safety personnel may be informed, when appropriate, if the disability might require emergency treatment. *42 U.S.C. 12112(d)(3); 29 CFR 1630.14(b)*

Examination and Inquiries of an Employee

The College District may require a medical examination (and/or inquiry) of an employee that is job-related and consistent with business necessity and may make

inquiries into the ability of an employee to perform job-related functions.

The results of an employee's medical examination shall be used only to determine the applicant's ability to perform job-related functions. Information obtained regarding the medical condition or history of the applicant shall be collected and maintained on separate forms and in separate medical files and shall be treated as confidential medical records. However, supervisors and managers may be informed regarding necessary restrictions on the employee's work or duties and necessary accommodation; first aid and safety personnel may be informed, when appropriate, if the disability might require emergency treatment. 42 U.S.C. 12112(d)(4); 29 CFR 1630.14(c)

Communicable Diseases

Communicable diseases include, but are not limited to, measles, influenza, viral hepatitis-A (infectious hepatitis), viral hepatitis-B (serum hepatitis), human immunodeficiency virus (HIV infection), AIDS, AIDS-Related Complex (ARC), leprosy, and tuberculosis, and staph infection. For the purposes of this policy, the term "HIV infection" shall include AIDS, AIDS-Related Complex (ARC), and a positive test for the antibody to human immunodeficiency virus. Employees with communicable diseases, whether acute or chronic, shall be subject to the following provisions.

Confirmation

The information that an employee has a communicable disease shall be confirmed by one of the following methods:

1. The employee brings the information to the College's attention.
2. The employee confirms the information when asked.

3. If the College President or designee has reason to believe that the employee has a communicable disease and is unable to perform the job or poses a threat to self or others, the employee may be asked to submit to a medical examination to determine whether the employee's physical condition interferes with the performance of regular duties or poses a threat to self or others. The results of such an examination shall be kept confidential except that the College President or designee shall be informed. Managers and/or supervisors may also be informed of restrictions in duties and necessary accommodations. First aid and safety personnel may also be informed to the extent appropriate if the condition may require emergency treatment.

Medical Factors

The College President or designee shall obtain medical advice from local health authorities or private physicians on:

1. The nature of the risk, i.e., how the disease is transmitted.
2. The duration of the risk, i.e., how long the employee will be infectious.
3. The severity of the risk, i.e., what is the potential harm to third parties.
4. The probabilities that the disease will be transmitted and will cause varying degrees of harm.
5. Whether the employee's condition interferes with the performance of regular duties. This determination shall be made by a physician who has performed a medical examination of the employee.

Qualified Disabled Person

If the College President or designee determines that work restrictions, reassignment, or exclusion may be appropriate, the College President or designee shall determine whether the employee is a "disabled person." If it is determined that an employee is disabled, the College President or designee shall also determine whether the employee is otherwise qualified for employment. With respect to employment, a "qualified disabled person" is a disabled person who, with reasonable accommodation, can perform the essential functions of the job in question. Before any reasonable accommodation is determined the employee must provide a "Certificate of Need for Accommodation" issued by a medical authority or governmental agency. If it is determined that an employee is a "qualified disabled person," the employee must be reasonably accommodated. Accommodation is not reasonable if it poses undue financial or administrative burdens or fundamental alterations in the nature of the job.

Modifications or Reassignment

Whether an employee is disabled or not, the College President designee, based on the medical information and the requirements of the job, shall determine what exclusion or modification in job duties or assignments are appropriate, if any.

Exclusion from Work

An employee may be excluded from work if the College President or designee, in accordance with this policy, determines that the employee poses a risk of contagion to other employees or students, the employee poses a threat to his or her own health by remaining on the job, or the employee's physical condition interferes with the performance

of regular duties.

Leave of Absence

The employee may present evidence to the College President or designee on any information relevant to the employee's fitness to continue the performance of regular duties. Employees who are excluded from work may be placed on any sick leave or temporary disability leave to which they are entitled.

Termination of Employment

Employees who are excluded from the work place in accordance with this policy may have their employment terminated when any sick leave or temporary leave to which they are entitled has expired, in accordance with appropriate policies and disability discrimination restrictions.

AMERICANS WITH DISABILITIES

3680

Whereas the U.S. Congress has enacted the Americans with Disabilities Act, the Board of Regents of Clarendon College intends to comply with the requirements of this act. Compliance with the ADA is an institutional priority. Clarendon College will prepare, publish, and distribute statements and procedures, as necessary, to comply with the letter and the spirit of ADA.

The President or his/her designee is designated as the ADA Coordinator for the institution. The Coordinator shall have the responsibility for the compliance with the ADA in all academic areas, student services, services to the public, extension activities, transportation, facilities, all other non-employment programs and services, Title I and Title

II of the Americans with Disabilities Act for all employees, including administrative support, temporary employees, faculty, and student employees.

ASSIGNMENT AND SCHEDULES

3710

All employees shall be subject to assignment and reassignment by the College President at any time.

TEACHING ASSIGNMENTS AND TEACHING LOADS

3720

(Updated 7-21-2011 Local)

A teaching load for full-time, academic faculty at Clarendon College is normally fifteen (15) instructional load hours or thirty instructional load hours for an academic year. The expected teaching load for full-time work force education (technical/occupational) faculty at Clarendon College is normally equal to the hours required of students for "normal" progress through a program. A teaching load for full-time developmental studies faculty is 30 hours in the developmental laboratory each week (which may include a combination of lecture, laboratory, individualized instruction, and computer assisted instruction) of each semester. The combination of teaching hours, office hours, and other professional responsibilities must total a minimum of 40 hours per week.

Final determination regarding an individual faculty member's workload will be dependent upon specific variations and requirements of the assignment, including but not limited to the number of instructional load hours, number of student contact hours per week, number of preparations, and the nature of the subject. Teaching assignments and

teaching loads are contingent upon approval by the appropriate division director and the Vice President of Instruction.

Part-time Instructors

The maximum teaching load per semester for part-time faculty is nine (9) instructional load hours. Part-time instructors will be compensated at a rate established by the Board of Regents. On an emergency basis the Vice President of Instruction in consultation with the President may authorize a part-time faculty member to teach more than nine instructional load hours during a given semester and, if necessary, to be compensated at a rate up to the equivalent of a beginning full-time instructor. Part-time faculty members employed on an emergency basis to teach more than nine instructional load hours in a long semester are (during this time term of employment) still regarded as temporary or part-time faculty. Assignments for part-time faculty are made on a semester-to-semester basis.

Division Directors

Division Directors will teach at least twelve instructional load hours during each long semester or at least twenty-four instructional load hours during the academic year.

Load Calculation

Computation of instructional load hours for full-time and part-time faculty members include the following: a lecture hour equals one instructional load hour and a laboratory hour equals .50 instructional load hour.

If two or more courses are taught in the same time period, load credit will be given for only one class. In cases where the load value of two classes is different, the class

having the higher load value will be used to calculate the load.

Overload Assignments and Limitations

Some situations demand that full-time faculty be asked to teach an overload. And, whereas it is understood that overloads require additional class preparation time, additional teaching time, and additional office time for students, the following guidelines are designed to prevent faculty effectiveness from being diminished by overloads.

1. A one-course (3 instructional load hours) overload assignment must be approved by the Division Director.
2. The assignment of a two-course overload (6 instructional load hours) requires the approval of the Vice President of Instruction.
3. Multiple overloads created by assignments outside the academic department (i.e., Continuing Education) or overloads greater than 6 instructional load hours will be considered on an individual basis and require the approval of the Vice President of Instruction and the President.
4. Instructional load hours should not exceed eight (8) instructional load hours per summer term or more than fourteen (14) instructional load hours for both summer sessions.
5. Overloads for full-time faculty will be compensated at a rate set by the Board of Regents.
6. Restrictions on class size for some classes are governed by state requirements, room size, and availability of equipment. Classes not

meeting a minimum enrollment may be closed based on administrative discretion.

7. All classes taught during a special or summer session by faculty members on a nine-month contract will be handled as part-time or overload assignments and compensated on a per instructional load hour basis. Employees on ten-, eleven-, or twelve-month contracts may be assigned summer teaching during the contract period at no additional compensation.

Class Size

Restrictions on class size for some classes are governed by state requirements, room size, and availability of equipment. Classes not meeting the minimum enrollment of eight (8) students will be offered based on administrative discretion and paid at a pro-rated rate.

Faculty Schedules and Conference Hours

1. Full-time Faculty: Each faculty member should determine, following publication of his/her teaching assignment, the best hours for student advising and student conferences, and post these outside his/her office. Class schedules and office hours should be posted outside the office door and should be on file with the Vice President of Instruction. It is important that all students have the opportunity for assistance and Counseling outside of the classroom.
2. Part-time Faculty: For each class taught, part-time faculty will be available one hour per week, i.e., thirty minutes before and thirty minutes after class.

ADMINISTRATIVE OFFICE HOURS

3730

Administrative offices at all Clarendon College locations (Clarendon College campus, Pampa Center campus, and Childress Center campus) are normally open from 8:00 a.m. until 4:30 p.m. Monday through Thursday and 8:00 a.m. until 4:00 a.m. on Fridays.

Alternate or flexible work schedules and alternate hours may be established by the President each semester in order to provide appropriate support services to students who attend class at other than traditional times.

FACULTY ORGANIZATION

3810

An organization for faculty has been established at Clarendon College. The organization, known as the Clarendon College Faculty Senate, functions in the manner prescribed in its by-laws and/or constitution. Any changes made to its by-laws and/or constitution must be approved by the Board of Regents.

FACULTY MEETINGS

3820

As a rule, the general faculty should meet two or more times per semester. Any member of the College faculty or administration may suggest agenda items by submitting them in writing to the Vice President of Instruction. Any item of business which may impact the affairs of the faculty or the well-being of the institution is a proper topic for

discussion at the meetings.

Faculty meetings require the attendance of all faculty members. Prior approval of the Vice President of Instruction will be required for absences from faculty meetings; otherwise, financial forfeiture of pro rata share of the teacher's salary may occur.

FACULTY RANK	3830
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Instructor - Individuals who are eligible for full-time employment to the faculty of Clarendon College will be designated by the rank of Instructor.

Assistant Professor -

1. Master's degree and five years' experience (FB)
2. Master's degree and three years' experience, plus 12 graduate semester hours (FC)
3. Master's degree and two years' experience, plus 24 graduate semester hours (FD)
4. Master's degree with no experience, plus 36 graduate hours (FE)

Associate Professor -

1. Master's degree and 20 years' experience (FB)
2. Master's degree and 10 years' experience, plus 12 graduate hours (FC)
3. Master's degree and 5 years' experience, plus 24 graduate hours (FD)
4. Master's degree and 3 years' experience, plus 36 graduate hours (FE)
5. Master's degree and 2 years' experience, plus 48 graduate hours (FF)

6. Doctorate and no experience (FG)

Professor -

1. Master's degree and 20 years' experience, plus 36 graduate hours (FE)
2. Master's degree and 10 years' experience, plus 48 graduate hours (FF)
3. Doctorate and 6 years' experience (FG)

Distinguished Professor - The rank of Distinguished Professor may be awarded by the administration without regard to the above standards to a person who has brought distinction to himself or herself and the College by outstanding / unusual scholarly teaching, research, publication, and/or achievement.

Professor Emeritus -

1. Complete 20 years of service to the College having earned the rank of Associate Professor or Professor.
2. Be retired from the College.
3. Be nominated by a current faculty member.
4. The Rank Screening will review the nomination and forward the nomination along with their recommendation to the Vice President of Instruction and to the President.
5. The President will consult with the Vice President of Instruction, review the nomination, the recommendation of the Rank Screening Committee, and forward his/her recommendation to the Board of Regents.
6. The title of Professor Emeritus is conveyed only by official action of the Board of Regents.

7. No more than one Professor Emeritus designation will be conveyed per year.

Other Titles -

Other titles are used at Clarendon College only when they are descriptive of the work performed, i.e., counselor, division director, program coordinator, associate dean, or Vice President. These titles are assigned at the time of appointment by the President.

RANK PROCEDURE

1. Rank promotions require an application process and must be approved by the Rank Screening Committee, the Division Director, and the Vice President of Instruction. These recommendations are forwarded to the President who may forward with his or her recommendation it to the Board of Regents for approval. Rank is granted only upon the recommendation by the President to the Board of Regents and the approval of the Board of Regents.

Faculty members may be nominated by an individual division within the College or may file an application for rank directly with the Rank Screening Committee.

Each eligible faculty member who desires to advance in rank will complete the rank application form and submit it with other required documentation to the Rank Screening Committee. These steps should be completed by the last day of the fall semester. It will be the responsibility of the applicant

to meet the deadlines as set forth by the committee.

2. The Rank Screening Committee is appointed by the President on annual basis. The committee will consist of at least five faculty members and others, including instructional administrators as appointed by the President. The Committee must make a qualitative and quantitative evaluation of each candidate. A simple majority decision shall be sufficient for approval at the Committee level.
3. The recommendation of the Committee will be communicated to the applicant by the Vice President of Instruction.
4. The Rank Screening Committee will review each application during the months of January and February of each year. The committee may request additional information that it deems pertinent to the consideration of a specific application. In addition, the committee may request a personal interview with the applicant. Additionally, the committee may request information and/or interviews from the Division Director and/or the Vice President of Instruction.
5. After reviewing the application, the committee will send its recommendation to the Vice President of Instruction. After consulting with the Division Director, the Vice President of Instruction will review each application, make recommendation, and forward his/her recommendation to grant rank or rank promotion or to deny rank or rank promotion to the President.
6. After reviewing each application and all accompanying responses and

recommendations, the President will make his/her recommendation for each application to the Board of Regents.

7. After the Board of Regents has made their decision, the College President will communicate the decision in writing to the applicant.

ASSUMPTIONS

1. It should be kept in mind that stated rank requirements are minimum requirements and a person(s) rank increase is not based solely on these standards as the committee must make both a qualitative and quantitative evaluation of each candidate.

The application for rank should include at a minimum the following:

- completed application form
- teaching portfolio, including such items as syllabi, exams, in-class worksheets, homework assignments, grading policies, student learning outcomes and assessment reports, and program evaluation reports.
- copies of student evaluations, including summary reports
- copies of evaluations, including the self-evaluation, the peer / supervisor evaluation, and classroom observation evaluation
- a list of college service (committees, outreach activities, etc) and community service activities that you have taken part in
- a list of any professional development activities, including presentations and/or publications.
- letters of support from peers and/or colleagues.

2. Equivalencies developed for the Full-time Faculty Teaching Salary Schedule shall be applicable within the Rank System.
3. Full-time teaching experience served at another accredited college or university is worth half the value for academic rank at Clarendon College. Adjunct / part-time teaching at Clarendon College is credited in a manner consistent with the Full-time Faculty Teaching Salary Schedule.
4. Faculty ranks of other than Instructor are available only to full-time faculty members.
5. There is no requirement that individual faculty members petition or accept rank.
6. There is no financial or material benefits derived from rank.
7. The designation of rank does not include tenure. (Clarendon College Policy #3365 - Clarendon College no longer offers tenure to faculty members.)
8. The rank of Distinguished Professor may be awarded by the administration without regard to the above standards to a person who has brought distinction to himself or herself and the College by outstanding/unusual scholarly teaching, research, publication, and/or achievement.
9. The administration has the authority to employ teachers at any rank desired by the administration.
10. The administration has the right to reward worthy teachers by promotion to a rank without regard to the standards previously outlined. In giving

recognition to worthy teachers, consideration should be given to additional training (whether formal college credit training or not), professional activities, non-academic experience, and such other subjective factors as may be pertinent to the job performance.

11. The administration shall review periodically the functioning of the rank system, using such committees and/or individuals as desirable for consultation and advice.
12. The administration and the Board of Regents reserve the right to make changes in the Rank System and in this plan when such changes seem to be in the best interest of Clarendon College.

PROFESSIONAL GROWTH AND DEVELOPMENT

3840

Continuing professional growth and development for the faculty and other employees is recognized at Clarendon College as an institutional and individual responsibility. Individual faculty members (both full- and part-time) should take the initiative in promoting their own growth as teachers and scholars. Faculty members are expected to be actively involved in a program of professional development which addresses a variety of improvement goals. In an effort to support the professional development of all faculty members, The Vice President of Instruction, with assistance from the Professional Development Committee, on behalf of the institution shall coordinate a planned program of professional improvement activities.

PROFESSIONAL DEVELOPMENT PART-TIME FACULTY

3850

Clarendon College supports and encourages all part-time faculty to participate in all faculty meetings, assignments, and activities. Each part-time faculty member is encouraged to participate in as many activities as possible, especially, faculty meetings and in-service training programs.

PROFESSIONAL MEMBERSHIPS

3870

All employees are encouraged to maintain membership and to be a part of their professional groups. Personal membership fees are the responsibility of the individual employee. Institutional membership fees will be the responsibility of the college and will require the approval of the President.

Employees are strongly urged to become members or maintain membership in the Texas Community College Teachers Association and to attend the meetings.

FACULTY AND STAFF EVALUATIONS

3880

The performance of all members of the faculty and staff shall be evaluated annually. For members of the faculty, the Vice President of Instruction shall have responsibility for developing and administering a comprehensive plan of performance evaluations. Results of the evaluations shall be shared with the faculty member. A summary of evaluation results shall be placed in an appropriate depository.

The performance of all professional employees, administrators, and staff members shall be evaluated on an annual basis. Evaluations shall be carried out by the employee's immediate supervisor and/or the appropriate Vice President. Results of the evaluation shall be shared with the employee and a summary of the results shall be placed in an appropriate depository.

DUAL CREDIT FACULTY EVALUATION

3881

1. All dual credit instructors must meet the requirements of the College and the minimal requirements of the College and the minimal requirements as specified by the Commission on Colleges of the Southern Association of Colleges and Schools.
2. The College will select, supervise, and evaluate dual credit instructors for courses which result in the award of college credit.
3. Dual Credit Instructors teaching courses which result in the award of college credit will be regularly employed faculty members of the College or must meet the same standards, review, and approval procedures used by the College to select faculty responsible for teaching the courses at the main campus of the College. All faculty selected by the College to teach early admission or concurrent enrollment classes will be considered employees of the College and will be compensated by the College in accordance with College policy, procedures and guidelines.
4. Applications for employment and official transcripts from each college or university attended will be kept on file at the College.

5. The instruments found in the Clarendon College Personnel Handbook and the instruments are attached to this document (Attachment B) are the criteria against which the performance of individual faculty members is measured. These instruments require three independent evaluations of the performance of individual faculty members: self, student, and peer (or supervisory). A level or average of "Expected performance; meets expectations" on each criteria is considered satisfactory on each of the evaluation instruments.

a. **Frequency, Elements, and Guidelines:**

(1) The major elements of the classroom faculty evaluation system shall include:

- (a) student evaluations,
- (b) classroom observation and
- (c) the individual faculty member's Faculty Self Evaluation.

b. **Student Evaluations:**

(1) Student evaluations shall be administered for each fall and spring semester for all dual credit courses.

(2) All student evaluations shall be conducted between the beginning of the ninth week (after 50% of the class has been completed) and the end of the twelfth week of a semester (before 75% of the class has been completed), or during the equivalent time frame in a summer term or in a class of irregular length. As a matter of practice, the Student Evaluation of Instruction shall be administered by a third party (i.e., a member of the peer

evaluation group, the Program Coordinator, the Division Director, the Vice President of Instruction, or a student selected in advance and approved by the peer evaluation group or the Vice President of Instruction, etc.).

(3) A summary which provides the distribution of and the average scores for each item will be prepared. A summary of the distribution of and the average scores for each item, as well as student comments will be distributed to the instructor, to the peer evaluation group, to the Division Director, and to the Vice President of Instruction.

c. **Peer Evaluation and Classroom Observation:**

(1) At the beginning of the Fall Semester, an appointed faculty as determined by the Vice President of Instruction will evaluate dual credit faculty.

(2) A copy of each faculty member's Peer Evaluation Report will be placed into his/her personnel file.

d. **Faculty Self Evaluation and Performance Report:**

(1) By December 1, each dual credit faculty member will submit a Faculty Self-Evaluation to the Vice President of Instruction.

e. **Appraisal Sessions:**

(1) Following the classroom evaluation the dual credit faculty member will be provided with feedback.

(2) All evaluation materials, along with conclusions, commendations, and/or recommendations, shall be forwarded to the Vice President of Instruction for review and approval. As appropriate, the Vice President

will forward to the President his/her conclusions, commendations, and recommendations, along with the appropriate materials.

(3) If the instructor disagrees with the evaluation of the Classroom Evaluation Group or the Appraisal Session, the instructor may submit a written statement to the Vice President of Instruction which must outline the reasons for the disagreement. The Vice President of Instruction is responsible for working to resolve the issue.

g. **Disposition of Evaluation Materials:**

The following instruments will be filed in an appropriate depository:

- 1) Summary of Student Evaluation of Instruction
- 2) Classroom Observation and Peer Evaluation
- 3) Faculty Self-Evaluation and Performance Report
- 4) Student Data: grade distributions, program enrollments and retention rates, and other such data as developed by the instructor or the institution.

All evaluation materials, along with conclusions, commendations, and/or recommendations, shall be forwarded to the Vice President of Instruction for review and approval.

h. **Failure to Comply with the Evaluation Process**

If a dual credit faculty member fails to comply with the evaluation process, he/she is subject to disciplinary action. Disciplinary action may include, but is not limited to, the withholding of the annual salary schedule credit, and/or

considered good cause for dismissal.

**4000 SERIES
STUDENT SERVICES POLICIES**

EQUAL OPPORTUNITY

4110

With respect to the admission of students; the availability of student loans, grants, scholarships, and job opportunities; the opportunity to participate in student activities or athletic programs sponsored by the College; the provision of student services; and the use of college student housing, Clarendon College shall not discriminate either in favor or against any person because of age, gender, color, national or ethnic origin, race, religion, creed, and/or disability (P.L. 88-352, Title VI and P.L. 92-318, Title IX)

STUDENT ADMISSIONS, RESPONSIBILITY FOR

4115

(Updated 7-21-2011 TACC FBC)
(Update 8-16-2012 Local)

The Admissions Coordinator is responsible for student admissions and the day-to-day operations of the Office of Admissions, including the enforcement of admission policies and other related activities. The Admissions Coordinator is the Residence Determination Officer and all inquiries regarding student admission should be directed to the Office of Admissions.

Clarendon College maintains an open admissions policy and constantly works to provide programs beneficial to all students.

Applications for admission and other documents necessary for admission should be addressed to the Office of Admissions. Students may be admitted to Clarendon College by any one of the following methods:

1. **High School Graduate.** Graduates of accredited high schools will be admitted upon completion of an Application for Admission and presentation of an official transcript. Clarendon College defines an accredited high school as a Texas public high school authorized through the Texas Education Agency, the Texas Private School Accreditation Commission, the Southern Association of Colleges and Schools, or if located in a state other than Texas, that state's comparable agencies and/or regional accrediting association. Graduates from a non-accredited high school may be admitted under item 3 or 4 below.
2. **College Transfer.** Transfer students must be eligible for readmission to the institution in which the student was last enrolled and must meet the academic requirements of Clarendon College. Only credits from accredited institutions will be accepted.
3. **General Education Development Test.** A individual who has passed the General Education Development Test (GED) will be admitted.

4. **Individual Approval.** A person who is at least eighteen (18) years of age and who did not graduate from a accredited high school, or an individual who graduated from a high school program not recognized by the Texas Education Agency, Texas Private School Accreditation Commission, or the Southern Association of Colleges and Schools, or an individual who graduated from a home school program may be considered for admission by Individual Approval. A request for admission by Individual Approval should be submitted to the Admissions Office. The student's ability to benefit from the college's curricular offerings may be considered. Individuals graduating from an unaccredited high school or home school must submit a transcript or listing of studies. Other limitations and conditions of admission may be established by the College. Students admitted under Individual Approval shall be subject to the same policies and regulations as all other students.

5. **Early Admission of High School Students.** Students who are currently attending high school may apply for the Early Admissions program at Clarendon College by completing an Application for Admission, submitting a recommendation from their high school principal or designee, and a current copy of their high school transcript. Other admission requirements apply: See Specialized Admissions - Early Admissions Program. For additional information interested individuals should contact the Office of Admissions.

6. **Readmission.** A Clarendon College student who has not attended the previous long semester (fall or spring) must apply for re-admission through the Office of Admissions. If the student has attended another college since his/her previous enrollment at Clarendon College, a current transcript of all college credits is required.
7. **Readmission after Military Service.** This applies only to a student who withdraws from the College to perform active military service as a member of the United States Armed Forces or the Texas National Guard, except that this does not apply to a student who withdraws from the College solely to perform one or more training exercises as a member of the Texas National Guard.

For any academic term that begins after the date a student is released from active military service but not later than the first anniversary of that date, the College shall readmit the student, without requiring reapplication or charging a fee for readmission, if the student is otherwise eligible to register for classes at the College. On readmission of the student under this subsection, the College shall:

- Provide to the student any financial assistance previously provided by the College to the student before the student's withdrawal if the student meets current eligibility requirements for the assistance, other than any requirement directly affected by the student's services, such as continuous enrollment or another similar timing

requirement; and

- Allow the student the same academic status that the student had before the student's withdrawal, including any course credit awarded to the student by the College.

The College may adopt rules requiring reasonable proof from a student of the fact and duration of the student's active military service. *Education Code 51.9242*

8. International Students. Clarendon College is authorized under federal law to enroll non-immigrant students. International students seeking admissions should submit the following:

- a. Application for Admission. The Application should be submitted at least ninety (90) days prior to the beginning of registration for any given semester.
- b. An official transcript of the last four years of secondary school. The official transcript must be an original copy translated into English and must show each course completed and the grade earned.
- c. An official transcript from each college or university attended (translated into English).
- d. Test of English as a Foreign Language (TOEFL). The minimum acceptable score for this test is 60. An application and a list of test centers for the test of English as a Foreign Language may be obtained by writing to:

Test of English as a Foreign Language

Testing Service, Box 899

Princeton, New Jersey 08540, U.S.A.

- e. Statement of financial support.
- f. Individuals must have proof of insurance (medical and life) or purchase appropriate insurance.
- g. Upon acceptance for admission, an international student applicant must complete an application for the residence hall and forward a \$150 residence hall deposit. All items must be on file 60 days prior to the beginning of registration. A decision cannot be reached on the application for admission until each of the items requested above are on file in the Office of Admissions.
- h. All international students are required to live on campus. Any exception must be approved by the Vice President of Student Services.

Applicants not eligible for enrollment under one of the methods listed above should contact the Admissions Coordinator. The Admissions Coordinator may refer the applicant to the Admissions Committee and/or the Vice President of Instruction for further review.

SPECIALIZED ADMISSIONS

4125

(Updated 8-15-2013 TACC Update #28 EFCA & Local)

Admission to Clarendon College does not guarantee admission or placement in

specific courses or programs of study. Prerequisites are required for some courses and some programs of study require special approval. In addition, program approval/accreditation requirements, program costs, and/or availability of facilities make it necessary for some programs to require specialized admission procedures in addition to those outlined above for general enrollment at the College.

Ranch and Feedlot Operations (RFO)

In addition to the general admission requirements to Clarendon College, applicants to the Ranch and Feedlot Operations Program must meet the following requirements:

1. Applicants must complete an application form for the Ranch and Feedlot Operations Program.
2. As part of the application, applicants should be able to: a) demonstrate a background in agriculture (i.e. preference is given to those who can demonstrate a background in Agriculture); b) demonstrate an ability to benefit from the program; and, c) demonstrate an aptitude.
3. Applicants must participate in an interview with the Ranch and Feedlot Program Selection Committee.

Clarendon College maintains an open admission policy; however, the Ranch and Feedlot Operations Program is a limited enrollment program. Since there are often more applicants for the program than spaces available, applications for the program will be screened by a selection committee. Students will be recommended for admission to the program by the selection committee. Applicants are notified of their acceptance into the program, placement on a waiting list, or rejection of their application on or about June 1

of each year. Clarendon College reserves the right to refuse admission to the program to any applicant.

Vocational Nursing (VN)

In addition to the general admission requirements to Clarendon College, applicants to the vocational nursing program must meet the following requirements:

Any individual making application to the Clarendon College Vocational Nursing Program must have completed high school or have a General Educational Development Certificate (GED). An official transcript/copy of certificate must be on file in the Office of Admission and Records.

1. Students must meet requirements for entrance to the college including taking the college entrance exam (if applicable) and achieve the minimum score set by the college.
2. Complete the application for admission to the VN program.
3. An official transcript from all colleges attended must be on file in Office of Admission and Records and a copy of all transcripts on file in the Nursing Department.
4. Students must submit to a background verification which includes criminal history and Medicare/Medicaid Sanction Screen.
5. All applicants must take all four sections of the ATI – TEAS test and achieve the acceptable scores.
6. Must submit three letters of reference. Reference letters **should not** be from friends or relatives and **should not** be hand delivered.

7. Applicants must participate in a personal interview with the nursing faculty.
8. Upon acceptance applicants shall present evidence of being in good physical and mental health and show proof of a physical examination, dated not more than three months prior to acceptance.
9. Provide proof of immunizations. (MMR, Hepatitis B, Tetanus, Varicella, & TB)

WECM courses with equivalent or greater clock hours may be transferred at the discretion of the Clarendon College Vocational Nursing Program Director.

Clarendon College maintains an open admission policy; however, the number of nursing students that can be accepted is limited by the Texas Board of Nurse Examiners and the availability of clinical instruction facilities. Since there are often more applicants for the nursing program than spaces available, applications for the nursing program will be screened by a selection committee. Students will be recommended for admission to the nursing program by the selection committee. Clarendon College reserves the right to refuse admission to the nursing program to any applicant whose application is deemed unsatisfactory.

Note: The Board of Nurse Examiners (BON) may refuse to approve persons to take the licensure examination, may refuse to issue or renew a license or certificate of registration, or may refuse to issue a temporary permit to any individual that has been convicted of a felony, a misdemeanor involving moral turpitude, or engaged in conduct resulting in the revocation of probation imposed pursuant to such a conviction.

Students may seek additional clarification from the director of the nursing program.

Associate Degree of Nursing (ADN)

In addition to the general admission requirements to Clarendon College, applicants to the registered nursing program must meet the following requirements:

Any individual making application to the Clarendon College Registered Nursing Program must have completed high school or have a General Educational Development Certificate (GED). An official transcript/copy of certificate must be on file in the Office of Admission and Records.

2. Students must meet requirements for entrance to the college including taking the college entrance exam (if applicable) and achieve the minimum score set by the college.
3. Complete the application for admission to the RN program.
4. An official transcript from all colleges attended must be on file in Office of Admission and Records and a copy of all transcripts on file in the Nursing Department.
5. Students must submit to a background verification which includes criminal history and Medicare/Medicaid Sanction Screen.
6. All applicants must take all four sections of the HESI test and achieve the acceptable scores.
7. Must submit three letters of reference. Reference letters **should not** be from friends or relatives and **should not** be hand delivered.
8. Applicants must participate in a personal interview with the nursing faculty.

9. Upon acceptance applicants shall present evidence of being in good physical and mental health and show proof of a physical examination, dated not more than three months prior to acceptance.
10. Provide proof of immunizations. (MMR, Hepatitis B, Tetanus, Varicella, & TB)

WECM courses with equivalent or greater clock hours may be transferred at the discretion of the Clarendon College ADN Program Director.

Clarendon College maintains an open admission policy; however, the number of nursing students that can be accepted is limited by the Texas Board of Nurse Examiners and the availability of clinical instruction facilities. Since there are often more applicants for the nursing program than spaces available, applications for the nursing program will be screened by a selection committee. Students will be recommended for admission to the nursing program by the selection committee. Clarendon College reserves the right to refuse admission to the nursing program to any applicant whose application is deemed unsatisfactory.

Note: The Board of Nurse Examiners (BON) may refuse to approve persons to take the licensure examination, may refuse to issue or renew a license or certificate of registration, or may refuse to issue a temporary permit to any individual that has been convicted of a felony, a misdemeanor involving moral turpitude, or engaged in conduct resulting in the revocation of probation imposed pursuant to such a conviction.

Students may seek additional clarification from the director of the nursing program.

Early Admissions Program

Clarendon College sponsors an Early Admissions Program for the benefit of qualified high school students. Students who participate in the Early Admissions Program have the opportunity to accelerate their college program to save both time and money. Students enrolled in high school may be admitted under the following conditions:

Dual Credit Enrollment: High school students who have demonstrated college readiness, may apply for dual credit enrollment. Dual credit students must also submit a high school transcript prior to enrollment and official college transcript(s) from any other colleges attended.

- A. High school students are eligible to enroll in dual or concurrent credit courses if the student demonstrates college readiness by achieving the minimum passing standards under the provisions of the Texas Success Initiative plan test scores (including, but not limited to):

Courses to be taken:	SAT scores— valid 5 years from test date Composite=Critical Reading plus Math	ACT scores— valid 5 years from test date	TAKS scores— Valid 3 years from test date	TSI Assessment	STAAR – End of Course
Writing based courses: ENGL 1301, 1302, 2311, 2322, 2323.	Composite score of 1070* & Critical Reading 500	Composite score of 23 & English 19	English Language Arts 2200 & Writing Essay 3 or higher	Writing Essay score of 5 or Essay score of 4 & Multiple Choice of 363	English III Level 2 min. score

Reading based courses: ENGL 2311, 2322, 2323; HIST 1301 & 1302; GOVT 2305 & 2306; & PSYC 2301.	Composite score of 1070* & Critical Reading/Verbal 500	Composite score of 23 & English 19	English Language Arts 2200 & Writing Essay 3 or higher	Reading 351	English III Level 2 min. score
All MATH courses	Composite score of 1070* & Math 500	Composite score of 23 & Math 19	Math 2200	Mathematics 350	Algebra II Level 2 min. score

An eligible high school student who has enrolled in dual or concurrent credit courses will not be required to demonstrate further eligibility to enroll in dual or concurrent credit courses.

- B. Students may enroll for CTE courses in the pursuit of a Level I or below certificate prior to being deemed college ready.
- C. Students seeking dual credit are expected to be enrolled in four or more instruction clock hours (i.e., four 50 minute periods) of high school credit only courses.
- D. Students coming from a non-traditional program of study (i.e., a home school or a non-accredited high school) must make application to the Clarendon College Dual Credit department and meet the following conditions:
 - 1. Provide an official high school transcript and/or official college transcript (only if the student has attended another college previously).
 - 2. Students must have a letter of recommendation from a high school principal or equivalent.
 - 3. Must take, pass, and submit approved assessment test scores unless exempt by ACT or SAT scores.

E. All students who participate in the dual/concurrent enrollment program must maintain at least a 2.0 GPA to remain in good standing. Students will be enrolled provisionally on a semester basis. Credit will be awarded according to state, local, and institutional policies in effect at the time of enrollment.

All students who enroll in the Early Admissions Program must meet all of the College's regular prerequisite requirements designated for a particular course (e.g., successful completion of a specific course prerequisite, a minimum score on a specified placement test, minimum grade in a specified previous course, etc.). All students who participate in the Early Admission Program must maintain at least a 2.0 GPA to remain in good standing. Students will be enrolled provisionally on a semester-by-semester basis. Credit will be awarded according to state, local, and institutional policies in effect at the time of enrollment. Students participating in the Early Admission Program must submit a final high school transcript upon graduation from their high school, or a GED certificate.

Veterans

Veterans are admitted on the same basis as other students. Clarendon College is approved for Veterans Training under the GI Bill of Rights, Public Laws 358 and 550, and under the Vocational Rehabilitation Laws.

ACADEMIC FRESH START FOR ADMISSIONS DECISIONS

4130

Texas Senate Bill 1321 (1993) allows students who were enrolled in a postsecondary institution 10 or more years ago to seek admission to Clarendon College without consideration of that work. Should the student seek admission under this option,

then no college courses or credits ten (10) years or older will be evaluated. (A student's TSI exemption based on work completed prior to the Fall of 1989 is retained regardless of any election of Academic Fresh Start.) This option does not relieve students from notifying the college of attendance at previous institutions, nor of the need to submit transcripts indicating all previous course work attempted. For additional information on Academic Fresh Start, contact the Office of Admissions.

VETERAN'S BENEFITS AND SERVICES

4135

Veteran's Benefits and Services

Clarendon College is approved for Veterans Training under the GI Bill of Rights, Public Laws 358 and 550, and under the Vocational Rehabilitation Laws. The Office of Admissions, the Office of Student Services, and the Business Office are prepared to render assistance to the veteran in applying for his/her educational benefits. Veterans should make arrangements for admission to Clarendon College and application for veteran's benefits as far in advance of the contemplated registration date as possible.

Benefits for Texas Veterans

Honorably discharged Texas veterans whose educational benefits from the Veterans Administration have been used up or lapsed may be entitled to free tuition under the state law. Texas Veterans who have exhausted their educational benefits may attend Clarendon College under the Hazelwood Act. All students qualifying for the Hazelwood Veteran's benefits will be exempt from tuition and educational related fees up to a maximum of 150 credit hours. Hazelwood benefits may be denied for certain

programs or courses of study in a manner consistent with Texas law. Student service fees and late charges will be the responsibility of the student and are to be collected at registration.

Requirements:

1. Currently qualified as a Texas resident for enrollment purposes,
2. Was a Texas resident at the time of entrance into the service,
3. Have served at least 180 days active military service (excluding training),
4. Have an honorable discharge,
5. Have a copy of discharge papers (DD214) on file in the Financial Aid office,
6. Must not be in default status on a guaranteed student loan,
7. Present proof of ineligibility for educational benefits from the Veteran's Administration, and
8. Present proof of ineligibility for the Pell Grant or Supplemental Education Opportunity Grant.

Veterans should contact the Office of Financial Aid for application procedures and to determine eligibility.

CONTINUING EDUCATION

4140

Clarendon College is committed to the educational and cultural development of citizens throughout its service area. The Continuing Education Program is a major

expression of the college's orientation toward our mission and public service. It recognizes that people do not outgrow their need and desire to learn, but rather continue throughout life to want and to seek new knowledge, understanding, and skills. The specific goals of the program are to:

1. Provide opportunities for people of all ages to enrich their cultural lives and pursue their personal interests;
2. Provide workforce education and training to adults to assist them in acquiring or upgrading vocational-technical skills leading to employment or job advancement;
3. Sponsor in-service training opportunities for area employers and professionals to satisfy organizational needs, educational requirements for licensing or credentialing, and/or continuing professional development; and,
4. Provide other instruction as required to meet community needs.

These programs typically consist of non-credit experiences such as short courses, seminars, workshops, and lectures. They can be custom tailored for the convenience of the student or an employer and may be offered at a variety of locations. Enrollment is open to all interested individuals regardless of education background; however, some certification courses may have additional admission requirements. These include certain specialized courses. Each continuing education course normally requires the payment of a fee which is determined by the length and nature of the learning activity.

The procedures for entering Clarendon College are as follows:

1. Complete and submit to the Office of Admissions the following items:
 - a. A completed Application for Admission – visit <http://application.clarendoncollege.edu/>
 - b. All required official transcripts. If you are a first-time college student, request your high school transcript be sent to the Office of Admissions at Clarendon College. If you are a transfer student, request each college attended to send a complete transcript of credits directly to the Office of Admissions at Clarendon College. (If not a high school graduate, send your G.E.D. scores)
 - c. Request any scores on the Texas Higher Education Assessment (THEA), American College Testing Program (ACT), the Scholastic Aptitude Test (SAT), or any approved alternative assessment be forwarded to Clarendon College.
2. Depending on the student's status, additional forms and/or documents may be necessary. Applicants should complete and forward appropriate documents.
 - a. A residence hall application and residence hall deposit (\$150.00).
 - b. A completed residence hall exemption form, if applicable.
 - c. International Students - see Admission Requirements - International

Students.

Any exceptions to the aforementioned requirements must be approved in advance by the appropriate Vice President. Any individual admitted by individual approval by the Vice President will be on academic probation, and must achieve a minimum grade point average of 2.0 in the first 12 credit hours of coursework to be eligible for continued enrollment.

TRANSFER OF CREDIT FROM ANOTHER COLLEGE

4150

Credit for courses in which a passing grade (D or better) has been earned may be transferred to Clarendon College from a post-secondary institution that is accredited by one of the regional accrediting bodies. It is the responsibility of each transfer applicant to arrange for an official transcript to be sent to Clarendon College from each institution previously attended. A course from a regionally accredited institution will be accepted in lieu of a specific course at Clarendon College only if evidence indicates the course is equivalent.

Although all passing grades are accepted in transfer, students whose overall grade point average is less than 2.0 on a 4.0 scale, may only be admitted by the appropriate Vice President. Transfer students who are admitted by the Vice President and whose GPA is less than a 2.0 will be placed on academic probation. Failure to achieve a minimum grade point average of 2.0 for the first 12 credit hours taken at Clarendon College while on academic probation will result in academic suspension.

Course work completed at colleges and universities outside the United States will

be considered for transfer on an individual basis. All foreign credentials submitted to Clarendon College must include the original transcript plus a certified English translation.

REGISTRATION

4155

(Updated 8-16-2012 Local)

Registration for college credit courses scheduled for the any semester or term must be completed during the designated priority, regular, or late registration periods at the beginning of each semester or summer term. Registration includes completion of required forms, preparation of a class schedule, and payment of all tuition and fees (or completion of a Tuition and Fee Installment Plan Agreement). Registration for courses beginning at irregular times during the semester or terms is completed at the time specified for the particular course(s).

ARTICULATION AND TRANSFER

4160

Clarendon College is accredited by the Southern Association of Colleges and Schools Commission on Colleges to award associate degrees. Because of this recognition, Clarendon College credits are regarded as equivalent to courses of the same description at other colleges and universities. Transfer problems typically occur only when students change their planned educational objectives. Examples of transfer difficulties include those encountered by students who change majors or who change from a two-year career education program to an academic transfer program.

Counselors, advisors, and faculty advisors have access to a wide range of

information on credit transfer. Students should work with an academic advisor or Counselor to design an educational plan consistent with their educational goals. Changes in plans should be discussed with the academic advisor or Counselor to avoid potential transfer problems.

In order to assist students transferring to other institutions within the State of Texas, Clarendon College has joined with other junior/community colleges and universities in the State of Texas and has adopted a common course numbering system. The purpose of the numbering system is to improve articulation and assist students who are transferring between institutions.

RESOLUTION OF TRANSFER DISPUTES FOR LOWER-DIVISION COURSES 4165

In accordance with rules and guidelines established by the Texas Higher Education Coordinating Board, if a Texas public institution does not accept a lower-division course credit earned by a student at another Texas public institution, the institution is required to provide a written notice to the student and the sending institution that the transfer of the course credit was denied. The two institutions and the student shall attempt to resolve the transfer of the course credit in accordance with Board rules and regulations. If the transfer dispute is not resolved to the satisfaction of the student or the sending institution within 45 days after the date the student received written notice of denial, the institution whose credit is denied for transfer shall notify the commissioner of the denial.

The Commissioner of Higher Education or the commissioner's designee shall

make the final determination about the dispute concerning the transfer of course credit and give written notice of the determination to the involved student and the institutions.

COLLEGE CREDIT GRANTED FOR NON-TRADITIONAL EDUCATION

4170

(Updated 7-11-2011 EGA)

Clarendon College supports the concept that learning can and does occur outside the traditional college classroom. In today's world, many students acquire substantial education through intensive reading, travel, correspondence courses, television, and other non-traditional avenues of learning. A maximum of 30 semester hours of credit may be earned at Clarendon College by examination or other non-traditional forms of education and applied towards the degree. Clarendon College awards credit based on the following:

Evaluated Credit - (Evaluation of Credentials)

Students may earn credit by an evaluation of various credentials, including but not limited to:

1. State or national board exams/certifications, (LVN, R.N., Cosmetology, Criminal Justice, etc....)
2. Non-traditional transcripts, (Hospital schools, cosmetology, etc....)
3. Nationally recognized tests or certifications.
4. Formal Military Training.

The course number, the course title, and the number of semester hours of credit will be recorded on the transcript. No grade points are earned; credit may not be used to meet residency requirements.

Advanced Placement Examinations (AP)

Entering freshmen who have participated in advanced placement courses in a secondary school and who present scores of 3 or higher on the appropriate Advanced Placement Examination may be granted, on request, credit or placement for comparable courses at Clarendon College following enrollment. The course number, course title, and the number of semester credit hours earned will be recorded on the transcript. No grade points are earned. Credit may not be used to meet residency requirements. Credit will not be posted until the student has completed 12 semester hours at Clarendon College. Requests for additional information on Advanced Placement (AP) credit at Clarendon College should be directed to the Office of the Registrar.

College Level Examination Program (CLEP)

Students who believe that they already possess the knowledge and/or skills taught in certain courses or programs offered by the college may obtain credit for one or more courses by successful taking of an examination. The College Level Examination Program (CLEP) is a national testing program administered by the Educational Testing Service. Clarendon College is a test center for CLEP. Clarendon College awards credit for students who successfully complete one or more CLEP subject examinations; however, Clarendon College does not grant credit on the basis of the College Board CLEP General Examination Scores. Successful performance on CLEP Subject Examinations is set by Clarendon College after considering the College Board's score recommendations and is published in the College Catalog. Credit will not be posted until the student has completed 12 semester hours at Clarendon College. Requests for

additional information on CLEP credit at Clarendon College should be directed to the Office of the Registrar.

Scholastic Aptitude Test I (SAT I)

Students who present SAT I scores of 680 or better on the verbal portion of the SAT I may be awarded six (6) semester hours of credit in English, ENGL1301 and ENGL1302. Students scoring between 580 and 679 on the verbal section may be awarded three (3) semester hours of credit in English, ENGL1301. A score of 560 or above on the mathematics section of the SAT I may qualify a student for three (3) semesters of credit in mathematics, MATH1314. Credit will not be posted until the student has completed 12 semester hours at Clarendon College. Requests for additional information credit for the SAT at Clarendon College should be directed to the Office of the Registrar.

American College Test (ACT)

Students who present an ACT score of 32 or better on the English section of the ACT may be awarded six (6) semester hours of credit in English, ENGL1301 and ENGL1302. Students scoring between 29 and 31 on the English section may be awarded three (3) semester hours of credit in English, ENGL1301. A score of 27 or above on the mathematics section of the ACT may qualify a student for three (3) semesters of credit in mathematics, MATH1314. Credit will not be posted until the student has completed 12 semester hours at Clarendon College. Requests for additional information credit for ACT at Clarendon College should be directed to the Office of the Registrar.

Course Challenge Examinations

Students are eligible to apply for this examination if they earned predominately "A" grades in the subject in high school, scored exceptionally high on a nationally recognized test and/or if they can demonstrate to the division director significant and relevant experience in the subject area and a CLEP exam is not available in the course. Final approval for a Course Challenge Exam must be obtained through the Vice President of Instruction.

Once approval for the test is obtained, the student is required to pay a fee. The fee is a testing fee, payable in advance, and is non-refundable, regardless of the grade earned on the test. A grade of "B" (85) or better must be earned on the exam in order to receive credit for the course. The course number, course title, and the number of semester credit hours earned will be recorded on the transcript. No grade points are earned. Credit may not be used to meet residency requirements. Credit will not be posted until the student has completed 12 semester hours at Clarendon College.

Articulated and Tech Prep Courses

A high school student graduating with one or more years in a technical program may receive advanced placement or advanced credit in a parallel college program at Clarendon College. Advanced placement or advanced credit at Clarendon College can be awarded based on any one or any combination of the following:

1. A Tech Prep Articulation Agreement,
2. Evaluation of the student's vocational program competency profile and a recommendation from the high school vocational instructor or the high

school vocational director, and/or

3. A Clarendon College departmental examination.

A student should apply within a period of one year after high school graduation. A maximum of 12 semester hours of college credit can be awarded for courses, provided the student has not enrolled in the same course or in a higher level sequential course at Clarendon College or another college. The student will be allowed to apply for advanced placement or advanced credit only one time. Credits earned in this manner will not become a part of the student's permanent record until an equivalent number of semester hours have been earned in regular classes at Clarendon College.

Students desiring credit by this means and who expect to transfer to another institution are advised to check with the receiving institution concerning the transferability of credit obtained by this method.

International Baccalaureate

Clarendon College recognizes credit for international baccalaureate scores. With a minimum exam score of four in each subject area, CC will grant 24-semester hours of college credit to entering freshmen who have successfully completed the International Baccalaureate Diploma Program. Non-IB diploma holders with appropriate higher-level scores will have their courses evaluated for credit eligibility. Credit determinations are made on an individual basis. Contact the Office of Admissions for more information. Information for IB credit at Clarendon College should be directed to the Office of Admissions.

A. Upon request, any enrolled student or ex-student may access his/her educational record.

B. Definition of educational records.

The term 'educational records' means those records, files, documents, and other materials that contain information directly related to a student and are maintained by the College or by a person acting for the College. The term "educational records" does not include:

1. Records that contain only information about a student after he or she is no longer a student at the College.
2. Records made by the College personnel that are kept in the sole possession of the maker and are not accessible or revealed to any one other than a temporary substitute for the maker of the record.

C. Information not available to student.

1. Financial records of the parents of the student or any information contained therein.
2. Confidential letters and statements of recommendation which were placed in the educational records prior to January 1, 1975, if such statements are used only for the purpose for which they were specifically intended.
3. Confidential statements or recommendations for which a student has

signed a waiver in matters respecting:

- a) admission to any educational institution,
- b) an application for employment,
- c) the receipt of an honor or honorary recognition.

Providing that:

- a) upon request, the student shall be notified of the names of all persons making confidential recommendations,
 - b) all recommendations protected in this manner must be used solely for the purpose for which they were specifically intended,
 - c) such waivers may not be required as a condition for admission to, receipt of financial aid form, or receipt of any other services or benefits from the College.
4. The records maintained by institutional, supervisory and administrative personnel and educational personnel ancillary thereto, which are not in the sole possession of the maker thereof and which are not accessible or revealed to any other person except a substitute.
5. Records on a student which are created or maintained by a physician, psychiatrist, psychologist, or other recognized professional or paraprofessional acting in his/her professional or paraprofessional capacity or assisting in that capacity and which are

created, maintained or used only in connection with the provision of treatment of the student, and are not available to anyone other than persons providing such treatment; provided, however, that such records can be personally reviewed by a physician or other appropriate professionals of the student's choice.

6. Records of persons who have not officially attended Clarendon College; a student must have been enrolled on the official date of record to be considered as having officially attended.
- D. A request for access to records must be granted within a reasonable period of time, but in all cases within forty-five (45) days after the request has been made.

ACCESS RIGHTS

4220

- A. A list of the types of educational records which are maintained may be obtained in the Registrar's Office.
- B. The student shall go to the office having primary responsibility for the record in which he/she is interested and submit a written request for the desired records. All access to a student's educational records maintained by the College must be requested in writing through the Office of the Registrar.
- C. The student shall have the right to make reasonable requests for explanations and interpretations of records reviewed.
- D. The student shall have a right to obtain copies of records requested at a

reasonable cost.

- E. The student shall have the right to challenge the content of his/her educational records. *This right includes the right to an informal hearing before the originator of the record and if necessary, a formal hearing before the appropriate college official(s). (*Challenges to grades must be conducted according to College rules and procedures.)

DIRECTORY INFORMATION

4230

Clarendon College is required to give public notice of the categories of information. The College has designated "directory information." The categories are as follows: the student's name, address, telephone listing, e-mail address, date and place of birth, number of hours enrolled in for the current semester, classification major and minor field of study, participation in officially recognized activities and sports, weight and height of members of athletic teams, photographs, dates of attendance, degrees and awards received, and the most recent previous educational agency or institution attended by the student.

After each regularly scheduled registration, a period of five (5) working days will be provided each registrant to indicate that any or all of the above information is not to be released to anyone outside of the College. The student may indicate the item(s) not to be released by completing a form in the Registrar's Office.

Clarendon College has a policy of not releasing or providing access to any personally identifiable information in educational records other than directory information or as is permitted under Section 4220 unless:

- A. There is written permission of the student specifying records to be released, the reasons for such release, and to whom the information is to be released.
- B. A copy of the record(s) to be released must be furnished the student upon request. Records will be furnished students at reasonable cost.
- C. If information from a student's record is furnished in compliance with judicial order, or pursuant to any lawfully issued subpoena, the student is to be notified of all such orders or subpoenas in advance of the compliance therewith by the College.
- D. Authority for responsibility and maintenance of student records is delegated from the Board of Regents through the President to the Registrar. Each operating unit within the College which is assigned the responsibility for specific student records shall maintain a record, kept with the education records of each student, which will indicate all individuals, agencies, or organizations (other than those specified in Section 4250-A) which have requested or obtained access to a student's educational records maintained by the institution, and which will indicate specifically the legitimate interest that each such person, agency, or organization has in obtaining this

information. Such record of access shall be available only to the student, to the school official and his/her assistants who are responsible for the custody of such records, and to persons or organizations authorized in, and under the conditions of, clause B of Section 4250 as a means of auditing the operation of the system.

- E. Personal information shall be transferred to a third party outside of the College only on the condition that such a party will not permit any other party to have access to such information without the written consent of the student. The third party is expected to adhere to the FERPA guidelines upon receipt of this information.
- F. Educational institutions shall include with any information released, a written statement which informs the receiver of the information and conditions of paragraph E above.

ENTITLEMENT TO ACCESS WITHOUT PERMISSION

4250

- A. Other school officials, including instructors within the educational institution who have been determined by the institution to have legitimate educational interests.
- B. Authorized representatives of Federal agencies or authorized state and local educational authorities (34 CFR 99.31, 99.35).
- C. In connection with a student's application for, or receipt of, financial aid.
- D. State and local officials or authorities to which such information is

specifically required to be reported or disclosed pursuant to State statute adopted prior to November 19, 1974.

- E. Organizations conducting studies for, or on behalf of, educational agencies or institutions for the purpose of developing, validating or administering predictive tests, administering student aid programs, and improving instruction, if such studies are conducted in such a manner as will not permit the personal identification of students and/or their parents by persons other than representatives of such organizations and such information will be destroyed when no longer needed for the purpose which it is conducted.
- F. Accrediting organizations in order to carry out their accrediting functions.
- G. Parents of a dependent student or such parents as defined in Section 152 of the Internal Revenue Code of 1954.
- H. Subject to regulations of the Secretary in connection with an emergency, appropriate persons, if the knowledge of such information is necessary to protect the health or safety of the student or other persons.
- I. Court order.

ASSURANCES REQUIRED BY COMMISSIONER OF EDUCATION

4260

A. Assurances required - general.

Every application, proposal, and plan submitted to the Commissioner by Clarendon College (for a grant, contract, loan, or any other type of funding under the programs referenced in PR 99.1 (a) shall, as a condition to the approval and the extension

of the Federal funding pursuant to the application, (b) contain or be accompanied by an assurance that the educational institution making such application is in compliance and will continue to comply with the provisions of Section 438 of the Act and the regulations in this part, or (c) make specific reference to such an assurance previously filed with the Secretary by that institution.

B. Assurance required - subgrants and subcontractors.

Any educational institution which receives funds under a federal program referenced in PR 99.1(a) shall, as a condition to making any of such funds available to another educational institution (whether by subgrant, contract, subcontract, or otherwise), require such second institution to submit to it an assurance that the other institution is in compliance and will continue to comply with the provisions of Section 438 of the Act and the regulations in this part.

COUNSELING SERVICES

4310

Clarendon College will provide a continuing program of academic advising, career planning, and guidance designed to assist students in achieving their individual educational goals. This program will operate under the authority of the Vice President of Student Services or designee and will consist of student academic assessment and advising (including course placement and/or selection), and assistance in the occupational decision-making process.

Assessment and advisement are interdependent, with assessment information serving as the basis of advisement activities.

Clarendon College, may refer a student to developmental coursework as considered necessary to address a student's deficiencies in the student's readiness to perform freshman-level academic coursework, except that the institution may not require enrollment in developmental coursework with respect to a student previously determined under Education Code 51.3062(q-1) or determined by an institution of higher education to have met college-readiness standards. An institution that requires a student to enroll in developmental coursework must offer a range of developmental coursework, including online coursework, or instructional support that includes the integration of technology to efficiently address the particular developmental needs of the student.

Clarendon College will base developmental coursework on research-based best practices that include the following components:

1. Assessment;
2. Differentiated placement and instruction;
3. Faculty development;
4. Support services;
5. Program evaluation;
6. Integration of technology with an emphasis on instructional support programs;

7. Non-course-based developmental education interventions; and
8. Course pairing of developmental education courses with credit-bearing courses.

Education Code 51.3062 (i), (i-2)' 19 TAC 4.62 (See Policy 4320 for information on the Texas Success initiative EFAC)

THE TEXAS SUCCESS INITIATIVE

4320

(Updated 8-15-2013 TACC Policy Update #28 EI)

In accordance with 19 Administrative Code 4.56 and effective August 28, 2013, Clarendon College shall assess, by The TSI ASSESSMENT offered by the College Board, the academic skills of each entering undergraduate student to determine the student's readiness to enroll in freshman-level academic coursework prior to enrollment of the student. TSI Assessment scores not used for initial placement shall only be valid for a period of five (5) years from the date the TSI Assessment was administered.

Clarendon College will not use the assessment or the results of the assessment as a condition of admission to the College or as a condition of admission to a specific program offered by the College. *TAC 4.55(d)*

Exemption From Assessment TAC 4.54:

The following entering undergraduate students are exempt from the assessment:

1. For a period of five (5) years from the date of testing, a student who is tested and performs at or above the following standards:
 - a. ACT: Composite score of 23 with a minimum of 19 on the English test shall be exempt from the reading and writing sections of the TSI Assessment,

and/or a 19 on Mathematics test shall be exempt from the mathematics sections of the TSI Assessment.

- b. SAT: A combined critical reading (formerly verbal) and mathematics score of 1070 with a minimum of 500 critical reading test shall be exempt from both the reading and writing sections of the TSI Assessment, and/or a 500 on the mathematics test shall be exempt from the mathematics section of the TSI Assessment.
2. For a period of five (5) years from the date of testing, a student who is tested and performs at or above the following standards.
 - a. on the Eleventh grade exit-level Texas Assessment of Knowledge and Skills (TAKS) with a minimum scale score of 2200 on the math section and/or a minimum scale score of 2200 on the English Language Arts section with a writing subsection score of at least a 3, shall be exempt from the assessment required for those corresponding assessment sections.
 - b. STAAR end-of-course (EOC) with a minimum score of 2 on the English III shall be exempt from the TSI Assessment required for both the reading and writing sections of the TSI Assessment, and a minimum score of Level 2 on the Algebra II EOC shall be exempt from the mathematics section of the TSI Assessment.
 3. A student who has graduated with an associate or baccalaureate degree from an institution of higher education.

4. A student who transfers to an institution from a private or independent institution of higher education or an accredited out-of-state institution of higher education and who has satisfactorily completed college-level coursework as determined by Registrar's Office at Clarendon College.
5. A student who has previously been determined to have met Texas Success Initiative Standards by an institution of higher education.
6. A student who is enrolled in a certificate program of one year or less (Level-One Certificate, 42 or fewer semester credit hours or the equivalent) at a public college, public technical college or a public state college.
7. A student who is serving on active duty as a member of the armed forces of the United States, The Texas National Guard, or as a member of a reserve component of the armed forces of the United States and has been serving for at least three years preceding enrollment.
8. A student who on or after August 1, 1990, was honorably discharged, retired, or released from active duty as a member of the armed forces of the United States or the Texas National Guard or service as a member of a reserve component of the armed forces of the United States.
9. A temporary waiver may be granted from the required assessment for a student with a demonstrated limited English proficiency in order to provide appropriate ESOL/ELS coursework and interventions. The waiver must be removed prior to the student attempting 15 semester credit hours of development ESOL coursework

or attempting entry-level freshmen coursework, whichever comes first, as which time the student will be required to take the TSI Assessment.

10. An institution may exempt a non-degree-seeking or non-certificate-seeking student.

Any student who has been determined to be exempt in mathematics, reading, and/or writing under items 1-9 shall not be required to enroll in developmental coursework and/or interventions in the corresponding area(s) of exemption.

Under exceptional circumstances a student may be permitted to enroll in freshmen-level academic coursework without assessment but the student shall be required to be assessed not later than the end of the first semester of enrollment in freshmen-level academic coursework. *19 TAC 4.55(a)*

Prior to the administration of an approved instrument, Clarendon College shall provide to the student a pre-assessment activity(ies) that addresses at a minimum the following components in an effective and efficient manner, such as through workshops, orientations, and/or online modules:

1. Importance of assessment in students' academic career.
2. Assessment process and components, including practice with feedback of sample test questions in all disciplinary areas.
3. Developmental education options including course-pairing, non-course-based, modular, and other non-conventional interventions.
4. Institutional and/or community student resources (e.g., tutoring, transportation, childcare, and financial aid). *19 TAC 4.55(b)*

Passing Standards: TAC 4.53(21) & 4.57(b)(c)

The passing standards of the TSI ASSESSMENT are as follows:

Phase 1 – Effective August 28, 2013 through the day before first day of class Fall 2017.

- Reading: 351
- Writing:
 - An Essay score of 5; or;
 - An Essay score of 4 with a writing score of 363
- Mathematics: 350

Phase 2 – Effective the first day of class Fall 2017 through the day before the first day of class Fall 2019.

- Reading: 355
- Writing:
 - An Essay score of 5; or;
 - An Essay score of 4 with a writing score of 363
- Mathematics: 356

Final Phase – Effective the first day of class Fall 2019 with no expiration date;

- Reading: 359
- Writing:
 - An Essay score of 5; or;
 - An Essay score of 4 with a writing score of 363
- Mathematics: 369

The following standards on the TSI ASSESSMENT may be used for consideration of courses and/or intervention addressing the educational and training needs of students at the Adult Basic Education levels: (as or below the following cut scores, with no phase-in period):

- Reading: 342
- Writing: 350
- Mathematics: 336

Placement: TAC 4.55

For holistic placement of students not meeting passing standards Clarendon College shall use for determination of appropriate courses and/or interventions the TSI Assessment Results and accompanying Diagnostic Profile, along with consideration of one or more of the following:

5. High School Grade Point Average and/or class ranking
6. Prior academic coursework and/or workplace experiences;
7. Non-Cognitive factors (e.g. motivation, self-efficacy); and
8. Family-life issues (e.g., job, childcare, transportation, finances)

Determination of College Readiness TAC 4.59(a)

Clarendon College shall determine when a student is ready to perform Entry-Level Freshman coursework using:

1. Developmental education coursework and/or intervention learning outcomes developed by THECB and based on the Texas College and Career Readiness Standards; and

2. Student performance on one or more appropriate assessments, including scores resulting from a student's retake of the TSI Assessment. A student may retake the TSI Assessment at any time, subject to availability, to determine the student's readiness to perform entry-level freshman coursework.
3. Indicators of student readiness to be considered shall include, as appropriate:
 - a. Performance in developmental education.
 - b. Performance in appropriate non-developmental coursework.

Evaluation and Reporting TAC 4.60

Clarendon College shall report to the THECB on a schedule determined by the Commissioner of Higher Education the fiscal and/or instructional impacts of the following on student outcomes:

1. Technological delivery of developmental education courses that allow students to complete course work;
2. Diagnostic assessment to determine a student's specific educational needs to allow for appropriate developmental instruction;
3. Modular development education course materials;
4. Use of tutors and instructional aides to supplement developmental education course instruction as needed for particular students;
5. Internal monitoring mechanisms used to identify a student area(s) of academic difficulty;

6. Periodic updates of developmental education course materials; and
7. Assessments after completion of a developmental education intervention to determine a student's readiness for entry-level academic course work.

Required Components of Developmental Education Program: TAC 4.62

Clarendon College will base all developmental coursework on research-based best practices that include all of the following components:

1. Assessment;
2. Differentiated placement and instruction including, by the spring of 2015 Integrated Reading and Writing (IRAW) course/intervention.;
3. Faculty development;
4. Support services;
5. Program evaluation;
6. Integration of technology with an emphasis on instructional support programs;
7. Non-course-based developmental education interventions; and
8. Course pairing of development education courses/interventions with entry-level freshman courses, also known as mainstreaming or co-enrollment of developmental education with entry-level freshman courses.

SUPPORT SERVICES FOR STUDENTS WITH DISABILITIES

4325

Clarendon College is aware of and deeply concerned with the unique challenges that face a student with a disability. The College is committed to reducing and/or

eliminating the barriers that these students encounter. The Office of Student Services coordinates the physical and academic support services for any student who has special needs because of a temporary or permanent disability. The Office of Student Services works closely with The Texas Rehabilitation Commission, The Texas Commission for the Blind, related federal agencies, and other organizations that provide service and aid to the disabled in order to provide the fullest range of services possible.

Section 504 of the Rehabilitation Act of 1973 and the Americans with Disabilities Act (ADA) of 1990 prohibit discrimination in the recruitment, admission, and treatment of students. Students with qualified and documented disabilities may request reasonable accommodations which will enable them to participate in and benefit from educational programs and activities. Students requesting a reasonable accommodation must provide appropriate documentation of the disability (as appropriate), complete an application for support services, and the student must schedule and participate in an interview in order to review the request for accommodation, determine appropriate services and/or reasonable accommodations, and plan an educational program.

Successful accommodation requires advance planning. Students are encouraged to make early contact with the Office of Student Services at the Clarendon Campus in order to identify needs and to ensure that services will be available in an effective and timely manner.

ORIENTATION

4330

Freshman Orientation is offered by the College, and fulltime first time students new

to Clarendon College will enroll with the exception of workforce programs. The course is designed to provide an overall orientation to college life including self-awareness, vocational interests, college opportunities, use of the Library and other available resources, and the development of good study habits. Special emphasis shall be placed on the student's understanding of academic rules and regulations, standards of progress, disciplinary procedures and code of conduct, financial aid, and student self-government.

TESTING

4335

(Updated 8-15-2013 TACC Policy Update #28 EI & Local)

Clarendon College is a testing center for the General Educational Development (GED) Program, the American College Testing (ACT) Program, and the College Level Examination Program (CLEP). In addition, the College offers a variety of aptitude, academic, interest, and vocational preference tests. Counseling and consultation with students concerning test results are also provided.

HEALTH SERVICES

4340

It is the college policy that anything other than a very minor injury should be treated at a clinic or nearby hospital. Except in cases of severe illness or medical emergencies, students are considered mature enough to seek appropriate relief. To seek help or not to seek help is a decision of personal responsibility.

Clarendon College is committed to providing an environment free from illegal drugs and alcohol. The College has established a program to prevent the illicit use of drugs and the abuse of alcohol by both students and employees, as well as to inform all persons associated with the College concerning the health risks and potential legal penalties associated with substance abuse. Complete copies of the College's policy are published in Clarendon College's Student Handbook available from the Vice President of Student Services Office.

The Director of Student Life or designee has overall responsibility for student housing. The purposes of college housing include providing a safe and supportive environment where students can learn and develop life skills necessary for both academic and career success. The campus living environment should allow students to develop lasting relationships, experience cultural diversity, and increase social skills as well as complete their academic requirements.

The relationship of resident students to the College including fees, room assignments, hours, rules and regulations, emergency procedures, care of property, and other information is described in the Student Handbook which is given to all students.

The College, if requested, will help students who were formerly under the conservatorship of the Department of Family Protective Services find housing between

regular long semester terms.

A signed residence hall contract, including college food service, is required of all students who reside in one of the College's residence halls.

MISSING STUDENT NOTIFICATION

4355

This policy outlines the official notification procedures of Clarendon College for missing students who reside in on-campus housing, in accordance with the requirements of the Higher Education Opportunity Act of 2008. The purpose of this policy is to promote the safety and welfare of members of the College Community through compliance with the requirements of the HEOA.

If a member of the College Community has reason to believe that a student who resides in on-campus housing is missing, he or she should immediately contact the Office of Student Services.

Upon receiving information that a student cannot be located and may be missing, Student Services personnel will initiate an investigation which will include the following:

- Conduct a welfare check into the student's room
- Call known contacts (parents, guardians, roommates, and friends).
- Contact employers and associates, if known.
- Contact the student's professor to ascertain the student's recent attendance in class.
- If the student has a vehicle, Student Services Staff will attempt to locate the vehicle.

If the student cannot be located after reasonable efforts, Student Services

personnel will then contact the student's emergency contacts no later than 24 hours after the student has been determined to be missing. Student Services will file appropriate reports with the Donley County Sheriff's Office to initiate an investigation.

STUDENT ACTIVITIES

4360

The Vice President of Student Services or designee has overall responsibility for student activities. The Vice President shall be responsible for maintaining a current student activities calendar and for planning and implementing a broad activities program. This program shall have as its goal the provision of healthful and stimulating activities to enhance individual development, to promote desirable social interactions, and to provide recreational activities.

The Vice President shall develop procedures for planning, approving, conducting, supervising, scheduling, and carrying out all student activities. These procedures shall be reviewed and approved by the President.

All student activities must be approved by the Vice President of Student Services or his/her designee and placed on the Master Calendar two weeks prior to the activity.

COMMUNICABLE DISEASES

4365

(Updated 8-15-2013 TACC Policy Update #28 FFAC)

Clarendon College shall post a statement through publication in the Clarendon College Student Handbook that the educational pamphlet on HIV infection developed by the Texas Department of State Health Services is available upon request as well as a brochure regarding bacterial meningitis is available upon request. [FFAC]

Students review and verify receipt of bacterial meningitis information as part of the admissions process. Information regarding ways to prevent bacterial meningitis is also available on the Clarendon College website as well as bulletin boards located at instructional sites in Clarendon, Childress, and Pampa.

The Vice President of Student Services shall have responsibility to report to the local health authority or the Texas Department of State Health Services a suspected case of a reportable disease and all information known concerning the person who has or is suspected of having the disease if a report is not made as required by a certified health official.

A complete list of reportable diseases is available at:

www.dshs.state.tx.us/idcu/investigation/conditions/

IMMUNIZATION REQUIREMENTS

4366

(Updated 8-15-2013 Local)

All first time students must provide evidence the student has been vaccinated against bacterial meningitis least ten (10) days prior to the student attending classes The Director of Admissions shall be the College's designated official responsible for receiving student evidence of bacterial meningitis. (*Schanbaum / Willis Act 2011 SB1107 82(R)*)
[FDAB]

Evidence of immunizations may be in the form of an affidavit signed by a duly registered and licensed physician (M.D. or D.O.) or an official immunization record.

A student may be exempt from this requirement provided:

1. The student is 22 years of age or older;

2. Previously attended an institution of higher education prior to January 1, 2012;
3. Enrolls only in online coursework;
4. The student provides to the admitting official:
 - a. An affidavit or a certificate signed by a physician who is duly registered and licensed to practice medicine in the United States in which it is stated that, in the physician's opinion, the vaccination required would be injurious to the health and wellbeing of the student; or
 - b. An affidavit signed by the student or, if a minor, the student's parent or guardian stating that the student declines the vaccination for bacterial meningitis for reasons of conscience, including religious belief. This affidavit will be valid for a two-year period. A conscientious exemption form from the Texas Department of State Health Services must be used.
 - c. Proof the student is a member of the armed forces of the United States and is on active duty.

Other Immunizations:

Students enrolling in health-related courses may be provisionally enrolled if in addition to the bacterial meningitis immunization the student has received at least one dose of each specified vaccine prior to enrollment and goes on to complete each vaccination series in accordance with the Centers for Disease Control and Prevention's Recommended Adult Immunization Practices (ACIP). Provisionally enrolled students may not participate in coursework with patient contact (direct or proximal). [FDAB]

Students must have completed the following vaccinations before they may

participate in coursework with patient contact (direct or proximal):

1. One dose of a tetanus-diphtheria toxoid (Td) is required within the last ten years. The booster dose may be in the form of a tetanus-diphtheria-pertussis containing vaccine (Tdap).
2. Students born on or after January 1, 1957, must show acceptable evidence of vaccination of two doses of a measles-containing vaccine administered since January 1, 1968, preferably MMR vaccine.
3. A complete series of hepatitis B vaccine or show serologic confirmation of immunity to hepatitis B virus. This requirement only applies to student enrolled in a course of study that involves potential exposure to human or animal blood or bodily fluids.
4. Each student is required to have received one dose of varicella (chickenpox) vaccine or a statement from a parent, legal guardian, managing conservator, school nurse, or physician attesting to the student's positive history of varicella disease (chickenpox) or varicella immunity.

CLUBS AND ORGANIZATIONS

4370

(Updated 8-15-2013 TACC Policy Update #28 FL)

Clarendon College encourages the formation of student clubs and organizations in order to promote and encourage social interactions and social development, develop and promote leadership, to provide recreational opportunities, and to enhance the

educational/learning environment of Clarendon College.

Any student or group of students may petition the Vice President of Student Services or designee for approval to establish a new club or organization. Any such organization must be compatible with the philosophy and purposes of Clarendon College.

No student organization may establish admission criteria, operating practices, officer selection criteria or other standards which discriminate on the basis of ethnicity, age, creed, gender, disability, or national origin.

All student clubs and organizations must have a faculty or college employee sponsor nominated by the Vice President of Student Services or designee and approved by the President.

At least once during each academic year, Clarendon College will provide a risk management program with mandatory attendance required for the sponsors and student officers of all student organizations registered through the Student Services Office. Any member of a student organization who is not otherwise required to attend may attend the program. (FL)

The Office of Student Services shall distribute during the first three weeks of each semester a list of organizations that have been disciplined for Hazing or convicted of Hazing on or off campus during the previous three years. The list shall also be published in the Clarendon College Student Handbook. (FLBC)

STUDENT PARTICIPATION IN INSTITUTIONAL DECISION MAKING	4375
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The primary route of Clarendon College students in decision making shall be through participation in the Student Government Association. Students may also

become involved by serving on many of the various institutional committees. In addition, students may serve on the preliminary committees which establish goals and objectives leading to the publication of the institutional long range plan.

Student opinions on food services, residence halls, student activities, etc. are gathered from a number of surveys. Former students are polled by follow-up studies for their opinions and suggestions regarding Clarendon College.

All student input, whether it be through organized clubs, committees, or questionnaires, is given serious consideration as suggestions for change in and improvement of the College.

ATHLETICS

4380

(Updated 7-21-2011 Local)

Clarendon College believes that the primary aim of student-athletes should be to obtain an education and complete a college program or degree, and that the principal goal of the athletic department should be to promote and encourage this purpose and the mission and purpose of the institution. The specific objectives and goals of the athletic program are to:

1. Promote academic success for each student-athlete and help each student to develop personal goals reflecting a desire for academic success;
2. Promote the physical and emotional well-being of each student athlete;
3. Promote citizenship, good character, and ethical behavior through proper role modeling and the demonstration of high standards in ethical behavior by athletic department personnel;

4. Provide a positive environment in which the social interaction that the student experiences daily in the classroom and the campus setting will provide enrichment for them as they strive to strengthen their citizenship skills;
5. Provide opportunities for student-athletes to participate in varsity level competition;
6. Field teams that will be as competitive as possible within the guidelines set by institutional policies and procedures, and to field teams that fully comply with the rules and operate within the legal boundaries prescribed by the Western Junior College Athletic Conference and the National Junior College Athletic Association; and,
7. Present athletic skill improvement activities for the athlete through individual and team practice sessions.

The College abides by the policies and regulations of the National Junior College Athletic Association (NJCAA) and the Western Junior College Athletic Conference (WJCAC) in all sports.

The Athletic Director supervises all intercollegiate programs and reports directly to the President. Athletic programs are reviewed and evaluated annually by the Athletic Director with the assistance of the President. The annual evaluation along with any findings, suggestions, and/or recommendations shall be forwarded to the President.

Clarendon College shall post in a conspicuous location in each gymnasium and exercise and/or fitness center the following notice. *Education Code 51.921*

NOTICE REGARDING STEROIDS

Education Code 51.921

Anabolic steroids and growth hormones are for medical use only. State law prohibits possessing, dispensing, delivering, or administering an anabolic steroid or growth hormones in any manner not allowed by state law. State law provides that body building, muscle enhancement, or increasing muscle bulk or strength through the use of an anabolic steroid is not a valid medical purpose. Only a medical doctor may prescribe an anabolic steroid or human growth hormone for a person. A violation of state law concerning anabolic steroids or human growth hormones is a criminal offense punishable by confinement in jail or imprisonment in the Texas Department of Criminal Justice.

DRUG AND ALCOHOL RULES

Clarendon College shall also publish in the Clarendon College Student Handbook the following information:

- a. Standards of conduct that clearly prohibit, at a minimum, the unlawful possession, use, or distribution of illicit drugs and alcohol by students and employees on the institution's property or as part of any of the institution's activities;

- b. A description of the applicable legal sanctions under local, state, or federal law for the unlawful possession or distribution of illicit drugs and alcohol;
- c. A description of the health risks associated with the use of illicit drugs and the abuse of alcohol;
- d. A description of any drug or alcohol counseling, treatment, or rehabilitation or re-entry programs that are available to employees or students; and
- e. A clear statement that the institution will impose sanctions on students and employees (consistent with local, state, and federal law), and a description of those sanctions, up to and including expulsion or termination of employment and referral for prosecution, for violations of the standards of conduct required above.

BIENNIAL REVIEW

Clarendon College will conduct a biennial review of the Drug and Alcohol programs to:

- a. Determine the program's effectiveness and implement changes to the program if the changes are needed;
- b. Determine the number of drug- and alcohol-related violations and fatalities that occur on the institution's campus, as defined in 20 U.S.C. 1092(f)(6), or as part of any of the institution's activities; and are reported to campus officials;
- c. Determine the number and type of sanctions described in 20 U.S.C. 1011i(a)(1)(E) that are imposed by the institution as a result of drug- and alcohol-related violations and fatalities on the institution's campus or as part of any of the institution's activities; and

- d. Ensure that the sanctions required by 20 U.S.C. 1011i(a)(1)(E) are consistently enforced.

ALCOHOL AND DRUG TASK FORCE

To evaluate alcohol consumption by students both on and off campus Clarendon College may:

1. The president of the institution should appoint a task force consisting of school administrators, faculty, students, and others to conduct a full examination of student and academic life at the institution. The task force should make recommendations for a broad range of policy and program changes that would serve to reduce alcohol and other drug-related problems. The institution should provide resources to assist the task force in promoting the campus policies and proposed environmental changes that have been identified.
2. The institution should provide maximum opportunities for students to live in an alcohol-free environment and to engage in stimulating, alcohol-free recreational and leisure activities.
3. The institution should enforce a “zero tolerance” policy on the illegal consumption of alcohol by students at the institution.
4. The institution should vigorously enforce the institution's code of disciplinary sanctions for those who violate campus alcohol policies. Students with alcohol or other drug-related problems should be referred for assistance, including on-campus counseling programs if appropriate.

5. The institution should adopt a policy to discourage alcoholic beverage-related sponsorship of on-campus activities. It should adopt policies limiting the advertisement and promotion of alcoholic beverages on campus.
6. The institution should work with the local community, including local businesses, in a “Town/Gown” alliance to encourage responsible policies toward alcohol consumption and to address illegal alcohol use by students. 20 U.S.C. 1011h

STUDENT FINANCIAL AID

4410
(Updated 7-11-2011 Local)

In order to provide educational opportunity beyond the high school level to the greatest number of people within the Clarendon College service area, the Board of Regents will adopt policies and direct the administration to develop guidelines and procedures for operating a comprehensive system of student financial aid. Under the direction of the Board of Regents, Student Financial Aid reviews and updates their policy and procedures manual annually. A list of available financial aid along with current guidelines and procedures is published in the college catalog and/or the consumer guide/financial aid manual.

Satisfactory Academic Progress (SAP) Policy for Financial Aid – The student must complete at least 75 percent of the hours attempted and have an overall college grade point average (GPA) of at least 2.0 on a 4.0 scale.

Student Appeals Process:

Students placed on financial aid suspension due to lack of satisfactory academic progress (SAP) may appeal the denial of financial aid if an unusual or extraordinary

situation affected the student's progression toward the successful completion of his or her program of study. Some examples of unusual circumstances include injury or illness of the student or family member, death of a relative of the student, maximum time limit exceeded, or other documented special circumstance. The appeal must be submitted in writing to the financial aid office and must include supporting documentation. Appeals submitted without supporting documentation is considered incomplete and will be denied. The appeal must explain why the student failed to meet satisfactory progress standards, this includes, what has changed in the student's situation that would allow the student to meet satisfactory academic progress at the next financial aid SAP evaluation. An appeal may be approved only if the financial aid office has determined that the student will be able to meet SAP minimum standards after the subsequent semester. The financial aid office also has the option to develop an academic plan with the student that, if followed, will ensure that the student is able to meet financial aid SAP standards by a specific point in time. Students who are appealing the maximum time frame limit must provide a copy of their degree plan that has been signed by the students' academic advisor. The financial aid office will notify students in writing and/or email of the results in a timely manner after receiving all required/requested documentation. Students whose appeal is denied has the option to submit a second appeal in writing to the Scholarship Committee. The second appeal should be submitted to the financial aid office who will, in turn, submit it to the Scholarship Committee. The Scholarship Committee's decision will be final and will be reported to the student in writing and/or by email in a timely manner. Students who successfully appeal their financial aid suspension status will be placed on financial aid probation. Clarendon College can require that a student on probation fulfill specific terms

and conditions, such as taking a reduced course load or enrolling in specific courses. A student on financial aid probation may receive financial aid for one semester only. At the end of that semester, the student must meet Clarendon College's financial aid satisfactory academic progress standards or the requirements of the established individual academic plan to maintain financial aid eligibility. Failure to do so will result in the student being placed on financial aid suspension.

AUTHORIZATION

4420

The administration of Clarendon College is directed to enter into agreements with appropriate agencies and/or individuals who may provide aid funds, and to comply with local, state and federal legislation enacted for the purpose of securing funds for use in providing grants, employment, loans and scholarships for deserving students.

SATISFACTORY ACADEMIC PROGRESS STANDARDS FOR RECIPIENTS OF
FEDERAL TITLE IV FUNDS

4430

It is the policy of Clarendon College to comply with all state and federal guidelines regarding the academic satisfactory progress standards for recipients of federal Title IV Funds. These standards of progress shall be published in the Clarendon College Catalog and the Consumer Guide and Financial Aid Guide (or as incorporated into the Student Handbook).

Each individual student is considered to be a responsible adult and is expected to act accordingly. Emphasis will be placed on standards of student conduct rather than on limits or restrictions on students.

A student's enrollment is subject to acceptance of standards of conduct which are developed and published in the Student Handbook, the College Catalog, and/or the Policy Manual, and which may be explained and clarified in other codes or statements prepared and published by the College. Non-compliance with these standards will be sufficient cause for suspension from the College. Authority for suspension of a student is vested with the Vice President of Student Services or designee.

All applicable state laws and city ordinances are in effect and enforceable on the premises of Clarendon College.

The conduct of persons on the premises of Clarendon College must not interfere with the orderly processes and governance of Clarendon College.

Any violation of the ordinances and laws referred to above that occur on the premises of Clarendon College shall, upon conviction, be punishable by the same penalties provided for in said ordinances or applicable laws.

Clarendon College is an educational institution committed to the philosophy that a community college should open its doors to all citizens of its area who can profit from its educational programs. The Board of Regents and the College administration will not condone or tolerate acts calculated to disrupt the continuing educational functions of the College, or to deny to any person or persons their opportunity to participate in the

educational program of the College.

STUDENT DISRUPTIONS

4515

Student demonstrations and similar activities including gang related shall be prohibited when there is evidence that may reasonably lead College officials to forecast substantial disruption of, or material interference with, normal school operations or approved school activities.

Students who participate in any prohibited activities described above are subject to disciplinary action, based on the severity of the violation.

The following procedures will be followed in case of an act that, in the opinion of the President of the College or his/her designee, threatens to disrupt the educational function or deny its benefits to any person:

- (1) The Vice President of Student Services or a designated representative will request that those engaging in the disruptive act cease his/her actions immediately.
- (2) Should the disruption continue, the College administration may call upon appropriate law enforcement officials to restore order or obtain an injunction from proper legal authority, demanding an end to the disruptive acts, and will call upon the appropriate law enforcement official to present such injunction.
- (3) Thereafter, those persons continuing in the act of disruption of the educational process are in contempt of the court. Contempt of court normally results in whatever action is necessary to enforce compliance with

the court order.

STUDENT RIGHTS & RESPONSIBILITIES

4520

The role of Clarendon College is to encourage individuals of all ages to develop their skills and talents based on their abilities and interests, so that collectively they may contribute to the growth and development of this democracy. College policies, procedures, and regulations are formulated to promote an appropriate teaching and learning environment where each student has the freedom to learn and where the constitutional rights of others are protected.

The concept of rights and freedom, no matter how basic or widely accepted, carries with it corresponding responsibilities. Students, as well as other members of the college community, enjoy the same constitutional and civil rights guaranteed all citizens; at the same time, they are subject to the laws of the nation, the State of Texas, and the local community. All members of the college community have a strong responsibility to protect and maintain an academic climate in which the freedom to learn can be enjoyed by all. To this end, certain basic regulations and policies have been developed to govern the behavior of students as members of the college community.

Violations of student conduct regulations will be handled through the Office of the Vice President of Student Services. Violations of federal, state, and/or local laws make a student subject to civil or criminal action in addition to disciplinary action by the College. Each student is responsible for knowing the policies and regulations of the College.

Freedom of Expression

The rights of free speech and peaceable assembly are fundamental to the democratic process. The College supports the rights of students of the college community to express their views and opinions on actions or ideas, to associate freely with others, and to assemble peacefully.

Whether expressing themselves as individuals or in organized groups, members of the college community are expected to conduct themselves responsibly, according to law, and to respect the basic educational goals of the College. Accordingly, the College insists that free expression not violate the rights of others. Disruption of the educational process and functions of the College, or violation of law, would constitute such a violation.

Students wishing to assemble must complete an official request with the Vice-President of Student Services. The institution reserves the right to determine the time and location of such assemblies in order to ensure that the educational process is not disrupted. The use of amplified equipment is prohibited in student assembly and speech. The institution will not tolerate hate speech, defined as "...the lewd and obscene, the profane, the libelous, and the insulting or 'fighting' words – those which by their very utterance inflict injury or tend to incite and immediate breach of the peace." (Chaplinsky vs State of New Hampshire, 315 U.S. 568, 1942)

Freedom of Access

Within the limits of its resources, Clarendon College shall be open to all applicants who are qualified according to current admission requirements. Clarendon

College does not discriminate on the basis of race, creed, color, national origin, mental or physical disabilities, age, or sex in any of its policies, practices, or procedures. This includes, but is not limited to, admissions, employment, financial aid, and educational services, programs, and activities.

Freedom of Association

Students are free to associate to promote their common interests. They have the right to seek, through official procedures, and establish organizations of their choosing so long as such are not in conflict with the educational purposes of the College.

Students have the right to affiliate with officially recognized campus organizations of their choice, within the requirements of those organizations relative to membership.

Academic Rights of Students

The College has the responsibility of providing a program of quality education in keeping with its financial resources; students have protection through campus-designed procedures against prejudiced or capricious academic evaluation. Student performance shall be evaluated solely on an academic basis, not on opinions or conduct in matters unrelated to academic standards. Students are responsible for completing their academic program, being familiar with all requirements of the College Catalog, and for maintaining their grade point average for degree requirements.

Student Records

Student records are maintained in confidence and in compliance with the Texas

State Library and Archives Commission retention schedule. Student records are used to promote the instruction, career development, guidance, and educational progress of the student. In accordance with the Family Educational Rights and Privacy Act of 1974, Public Law 93-380, as amended, the student has access to specific information contained in his or her official records as specified by that act. Student records may be released to other persons, agencies, or institutions with a demonstrated interest in the student only if a written release has been signed by the student. College staff shall have access to student records when there is a demonstrated educational interest in the student.

Student Participation in Institutional Decision-Making

The primary route of Clarendon College students in decision-making is through participation in the Student Government Association (SGA). Students also may be invited to serve on one of the various institutional committees. Student opinion of food services, student housing, student activities, etc., are gathered from a number of surveys. All student input, whether it be through organized clubs, committees, or questionnaires, is given serious consideration as suggestions for change in and improvement of the College.

Student Responsibilities

The Board of Regents of Clarendon College expects employees, students, visitors, and guests of the College to accept the following responsibilities:

- (1) Compliance with and support of duly constituted civil authority,

- (2) Respect for the rights of others and cooperation to ensure that such rights are maintained, whether or not one agrees with the views of those exercising such rights.
- (3) Cooperation to ensure that the will of the majority is implemented after due consideration, but not to include the suppression of the minority,
- (4) To exercise disagreement in a responsible manner and within a framework compatible with the orderly resolution of differences.
- (5) Knowledge of and active support of college regulations.
- (6) A person who is required to register under the Code of Criminal Procedures 62.152 must register not later than the seventh day after the date on which the person begins to attend school to the Director of Student Life as well as any other local law enforcement agencies as required by Chapter 62, Code of Criminal Procedure. (FL)

PROHIBITED ACTIVITIES

4530

(Updated 8-15-2013 TACC Policy Update #28 FLBA & Local)

The Board of Regents of Clarendon College has declared that the following actions constitute an interference with the lawful and orderly use of college premises, facilities and activities to accomplish the objectives of the College. These actions are therefore strictly prohibited on the Clarendon College campus and other college property and facilities and during all college- sponsored activities wherever occurring.

- (1) Disrupting or obstructing, or attempting to disrupt or obstruct, any lawful activity of the College, or violating H.B. 141, as enacted by the 61st Texas

Legislature.

- (2) Interfering with, or attempting to interfere with, the lawful exercise of freedom of speech, freedom of movement, freedom of peaceable assembly, or other rights of individuals or groups.
- (3) Illegally possessing, using, selling, or being under the influence of dangerous drugs or narcotics, in useable quantity or not.
- (4) Possessing, using, selling or being under the influence of alcoholic beverages. Alcohol is strictly prohibited anywhere on campus. A student in violation is subject to a \$250 fine and will be required to participate in alcohol awareness class (at the student's expense) for the first offense, and subject to suspension for a second offense.
- (5) Possessing or using firearms, weapons, or explosives on the College campus, unless authorized by the College. *Note: Individuals with a valid concealed handgun license, including students enrolled at Clarendon College, may store a legal firearm or ammunition in their locked vehicle while parked on campus.*
- (6) Threatening by force or violence the overthrow of any legally constituted governmental body or system, or any local, state or federal law, or any rule, regulation or policy of the Board of Regents and administrative officials of the College.
- (7) Engaging in any obscene, profane, reckless, tumultuous, destructive, or unlawful course of conduct.
- (8) Hazing in all forms, as defined and prohibited in the Texas Penal Code,

Articles 1152, 1153, 1154, and 1155. Hazing in all forms, as defined and prohibited in the Texas Penal Code, Articles 1152, 1153, 1154, and 1155 as well as Texas Education Code 37.152(a) 51.936(a).

- (9) Academic cheating or plagiarism: willfully submitting false information with the intent to deceive: forgery, alteration, or misuse of college documents or records.
- (10) Providing false information to a College official.
- (11) Racial or sexual harassment.
- (12) Misusing the College's computing and informational resources.
- (13) Malfeasance in an elective or appointive student office of any college endeavor.
- (14) Refusing or failing to comply with a lawful order of any college or public official acting in the performance of duties in the administration and enforcement of these policies.
- (15) Arson or attempted arson.

The Vice President of Student Services, or a designated representative, shall be responsible for implementing and enforcing this policy.

STUDENT DISCIPLINE

4540
(Updated 8-16-2012 Local)

The following statement has been prepared to increase the student's understanding of the disciplinary policies and procedures of Clarendon College.

Supervision of student conduct is the responsibility of the Vice President of Student

Services or designee. The Vice President shall investigate and gather information concerning a reported incident of student misconduct. After investigating the incident and considering the evidence (its accuracy, credibility, and sufficiency), The Vice President of Student Services or designee may administer any of the penalties listed below in dealing with student misconduct.

1. Warning or reprimand.
2. Imposing of specified fines and/or restrictions.
3. Campus work assignments or community service.
4. Disciplinary probation (with or without other restrictions)
5. Suspension.
6. Expulsion.

Any student charged with an offense for which he/she could be suspended or expelled, shall be entitled to a hearing before the Student Appeals and Grievance Committee.

Any order suspending or expelling a student shall be final, unless, within three (3) working days following the entry thereof, the student lodges a written appeal with the Vice President of Student Services or designee.

STUDENT APPEALS AND GRIEVANCE PROCEDURE

4545

The grievance procedure at Clarendon College shall serve two purposes: to determine whether an injury alleged by the grievant was the result of an error in the institution's policies and procedures or in their administration, and if an error is established, to determine an equitable redress for the grievant.

Grievable Issues

The grievable issues shall include selection and admission policies for students, a discriminatory action, racial or sexual harassment, along with policies for attendance, grading, discipline, extracurricular activities, and athletes. The purpose of the grievance procedure of Clarendon College is to insure to all persons involved fair and equitable treatment and to develop a clear documentation trail for each case arising out of institutional conflict.

Mechanism

When the grievant is a student of Clarendon College, this grievance procedure shall consist of the following sequence of events:

Informal Meeting

All grievances voiced by students of Clarendon College must first be aired in an informal meeting between the student and the college representative directly involved (i.e., teacher, coach, administrator). At this face-to-face meeting, a bonafide attempt must be made to resolve the issue(s) in question. It shall be the responsibility of the student grievant to:

- (1) explain fully the nature of the grievance,
- (2) when and under what conditions the alleged injustice occurred, and
- (3) what redress is expected.

The College representative (teacher, coach, administrator, etc.) involved in the dispute shall have the responsibility to:

- (1) hear the grievance,
- (2) make an honest attempt to resolve the issue, or

- (3) if resolution is not possible at that level, to refer the problem to the Vice President of Student Services or designee.

It shall also be the responsibility of the College representative to document the meeting in writing to include the date, location, person(s) involved, issues discussed, and results achieved.

Student Due Process

When attempts at informal resolution of a student complaint have failed, a student may appeal a college policy or its administration in the following manner:

- (1) a written appeal, grievance, or complaint must be filed with the Vice President of Student Services or designee not later than three (3) days after the occurrence of the event;
- (2) the written complaint must include at least:
 - (a) date of the incident (injury alleged by the grievant),
 - (b) nature of the grievance or the complaint,
 - (c) person(s) involved, and
 - (d) type of redress sought;
- (3) The Vice President shall notify the chairperson of the Student Appeals and Grievance Committee of the complaint immediately upon receipt;
- (4) The chairperson of the Student Appeals and Grievance Committee shall set the date, time and place of a hearing to be held not later than seven (7) school days after receipt of the written complaint, and shall so inform the student grievant and all committee members.

Before formal charges are presented in cases where students may be suspended

or expelled, students are informed of the following rights:

1. May be accompanied by the advisor of his/her choice. It is the policy of the College that legal counsel not become involved in such matters unless the case is handled in a court of law.
2. To be informed of the nature of the allegation, charges, or reports brought against him/her.
3. No person should be required to testify against himself/herself.
4. To present testimony or witnesses with respect to the complaint.
5. To be notified of decisions reached regarding his/her case.
6. To appeal the decision to the Student Appeals and Grievance Committee.

Additional information desired concerning the process or the procedures may be obtained by contacting the Vice President of Student Services or designee.

Appeal to the President

All cases may be appealed by the student or referred by the Committee to the President. An appeal submitted by the student must be submitted to the College President within three (3) working days after the Student Appeals and Grievance Committee has rendered its decision.

Appeal to the Board

The final appeal may be made to the Board of Regents.

TRAFFIC RULES AND REGULATIONS

4610

All state laws and Clarendon College traffic rules and regulations governing the use of motor vehicles must be complied with on all parts of the campus through all hours

of the day and night. The maximum speed limit on all parts of the campus is 20 miles per hour, unless otherwise posted. Pedestrians shall, at all times, have the right of way.

Clarendon College assumes no responsibility for the care and/or protection of any vehicle or its contents while the vehicle is operated or parked on campus. The College reserves the right to impound, or have impounded any vehicle which is in violation of college traffic regulations. The vehicle owner will be responsible for the cost involved in removing, impounding and storing such vehicles.

STUDENT PARKING PERMITS	4620
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It is the responsibility of the students to obtain a student vehicle parking permit sticker for the vehicle he/she plans to operate on campus. These may be obtained during registration at the beginning of each semester and at other times from the Office of Student Services.

A parking permit will not be honored unless it is properly affixed to the LEFT SIDE OF THE REAR BUMPER or the LEFT LOWER CORNER OF THE REAR GLASS.

GENERAL PARKING AND TRAFFIC VIOLATIONS	4630
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1. Failure to display a valid Clarendon College Parking Permit.
2. Failure to affix parking permit properly or in proper place.
3. Parking in a fire lane or in an area marked for the disabled.
4. Parking in Loading Zones, unlined areas, driveways, sidewalks, on the wrong side of the street, or in other unauthorized areas.

5. Speeding.
6. Failure to make disposition of ticket in required time (5 class days from issuance).
7. Failure to furnish or to furnish the correct vehicle license number on parking permit application.
8. Displaying fictitious or defaced parking permit.
9. Moving a vehicle without the owner's consent.

**5000 SERIES
EDUCATIONAL POLICIES**

DIVISIONS OF INSTRUCTION 5110

Responsibility for instruction at Clarendon College is lodged within three broad interdisciplinary divisions. Each division is supervised by a division director who, in turn, answers to the Vice President of Instruction. These divisions are listed below:

Division of Liberal Arts

Division of Science and Health

Division of Agricultural Programs

EDUCATIONAL REQUIREMENTS OF INSTRUCTORS 5210

At a minimum, all faculty members (full- and part-time) at Clarendon College must meet and comply with the guidelines outlined by the Texas Higher Education Coordinating Board and the Southern Association of Colleges and Schools Commission on Colleges. Other requirements may apply.

OPEN DISCUSSION POLICY 5220

The Board of Regents adopts the position that in a world of rapid change and recurrent crises, a college best serves its community, not as a stronghold of rigid tradition, but as an open intellectual forum where varying opinions may be freely expressed and freely debated.

The Board holds the following assumptions to be basic to college policy:

- a. That a free society functions efficiently only if its citizens have a right to discuss, to debate, and to agree or disagree constructively.
- b. That an educated citizenry, fully aware of all the evidence, is best able to preserve the valuable heritage of American-democratic institutions. The College has an obligation to its community to promote healthy discussion as an educative force.

Policy Statement

- a. The Board endorses the principle of open discussion and free inquiry on the College campus.
- b. The Board seeks to enlist a faculty whose members subscribe to high standards of professional conduct, who are specialists in the various subject matter areas, and who are fair and constructive in presenting ideas and issues to the students.
- c. The Board desires to foster in students a respect for differing points of view, the ability to discriminate between opinion and fact, and to think intelligently.
- d. The College may invite visits from outside speakers representing diverse points of view. In return, it reserves the right to impose specific conditions insuring that opportunity be provided for students to hear opposing sides of a question.

The vigor of any educational institution depends, in large measure, upon the

quality, relevance, breadth, and timeliness of its curriculum. As the society and culture change, new courses and programs must be added and old curriculum components must be revised and deleted. Adequate curriculum development requires the commitment of all faculty members and the administration as well. It should be systematic, on-going, and well planned. The policy for curriculum development at Clarendon College is given below:

Responsibility

The Faculty of the College maintains ultimate responsibility for the assurance of quality for current instructional programs. The Faculty in partnership with the Vice President of Instruction and the Curriculum Committee have responsibility for the development of new instructional initiatives. The Vice President of Instruction will work with the faculty, the program coordinators, division directors, the curriculum committee, and others as may be required.

COURSE SYLLABI

5320
(Updated 7-11-2011 Local)

Each course in the Clarendon College curriculum will be taught from a current course syllabus. This syllabus is intended to communicate basic course information and course expectations to students, teaching colleagues, administrators, and accrediting personnel. Normally, the syllabus is prepared by the instructor teaching the course.

Each approved syllabus must be available on the College's Web site and an electronic copy distributed as follows:

Vice President of Instruction -- 1 copy

Division Director -- 1 copy

Faculty Member -- 1 copy

Additionally, faculty shall be responsible for providing their syllabi to students through the college's course management system and/or as a hard copy.

The Vice President of Instruction shall have overall responsibility to insure that syllabi are developed for all courses taught. He/she shall maintain a set of course syllabi in his/her office. The Vice President of Instruction shall work with the Division Directors, Program Coordinators, the Curriculum Committee, and the faculty to ensure that syllabi are updated on a regular basis and that this policy is implemented in an appropriate manner.

CATALOG COURSE DESCRIPTIONS

5330

(Updated 7-21-2011 Local)

All courses taught at Clarendon College will be identified with a short narrative description or course description. This course description will follow a uniform format and contain the following information: Course prefix and number, course title, credit hours, number of lecture and lab hours per week, and the Texas Higher Education Coordinating Board approval number and a capital letter indicating the type of course (T) for Technical/workforce credit, (C) Core curriculum academic credit, (E) for Elective academic credit, and (N) for Non Transferable Developmental / Remedial. This information should be followed by a narrative description of sufficient length to describe the course content and other pertinent information. The final entry should list any required prerequisites and/or co-requisites. Only the approved catalog description shall

appear in the College catalog, program guides, the syllabus, brochures, or other college publications.

COURSE OBJECTIVES

5340

It shall be the policy of Clarendon College to state clearly what is expected of students, what the level of acceptable performance is, and how students will be evaluated for all courses taught at Clarendon College. Pursuant to this policy, instructors at Clarendon College are expected to develop a set of printed course objectives which fully describe the expectations for each course. These course objectives and outcomes shall be communicated through the course syllabus to all students enrolled in the course and available for inspection by all potential students.

TEXTBOOK SELECTION

5350

(Updated 8-16-2012 Local)

Courses taught at Clarendon College are generally supported by a carefully selected textbook. The same textbook will be used for all sections of the same course in the same semester - both on and off campus. Selection of textbooks therefore should be done cooperatively by all full-time faculty members teaching the same course. Where possible, part-time faculty members should also contribute to textbook selection discussions. If no consensus can be reached within the department or the division, the Vice President of Instruction will evaluate the disputed texts and choose the textbook.

When a textbook has been selected, instructors are expected to explain to students how the textbook will be used to support learning. Copying of materials for a

class must comply with existing copyright laws and college policy.

The college virtual bookstore will order and offer for sale all student textbooks. Faculty members are expected to contact the Bookstore Manager for current publisher representative contact information in order to obtain "desk" copies, which are generally provided free to those teaching a particular course. Instructor resources are classified as controlled item; therefore, it is the responsibility of the faculty to obtain instructor materials directly from the publisher.

Once a textbook is adopted, the textbook should generally be in adoption at the College for a period of not less than three academic years. There are exceptions to this guideline, for example technology textbooks and textbooks which are no longer in print and are unavailable for purchase by the bookstore. The deadline for textbook requests for the Spring, Spring Mini, Summer 12 Week, Summer 8 Week, Summer Flex, Summer I & Summer II semesters is October 1. The deadline for the Fall, Fall Mid-Term, Fall Mini, & Fall Mini II semesters is March 1. Each semester all faculty members will complete a textbook selection form and submit it to their Program Coordinator. At the same time, instructors will indicate which existing textbooks will not long be used.

The Program Coordinator will coordinate textbook selection with all instructor within his/her program (including adjunct, dual credit, and online as feasible). The Program Coordinator will then present to the Division Chair a textbook list making note of specific textbook changes. The Division Chair will propose to the Vice President of Instruction a list of textbooks he/she expects to use in the following session.

An approved booklist will then be submitted to the Bookstore Manager. At this time, the Bookstore Manager will obtain availability information on textbooks and a "trouble title"

list will be generated and forwarded to the Division Chairs for any textbook titles that maybe difficult to obtain such as out of print copies. The Division Chairs will discuss textbook options with Program Coordinators. Once a decision is made, the Division Chair will obtain final approval form the Vice President of Instruction and promptly forwarded information to the Bookstore Manager.

All book changes whether changes in editions or in book swill need to be approved through the Vice President of Instruction. In order to ensure that all instructors (including adjunct, dual credit, online, and prison as feasible) promptly receive specific textbook changes will be carefully coordinated with Division Chairs and Program Coordinators. Textbook ordering will commence immediately upon final approval from the Vice President of instruction.

CLASS RECORDS

5360
(Updated 7-21-2011 Local)

Instructors maintain class records that support and document the student's final grade, including accurate attendance records, within the College's course management system. Instructors are expected to retain course records and class documentation for at least one year.

ACADEMIC RECORDS

5405

The record of work taken during the student's enrollment at Clarendon College is cumulative. It shows each course taken and the final result or grade for each semester of attendance.

Clarendon College maintains the following academic records on all students enrolled in credit courses:

1. A permanent record of final grades earned in each subject for each semester a student is enrolled at Clarendon College.
2. A record of withdrawal (enforced or voluntary) from any subject in which a student has been previously enrolled. This record includes the last date of attendance in the course.
3. A record of all student reenrollments in courses from which there was a withdrawal.

Academic records will be retained or disposed of in a manner consistent with the Clarendon College Records Management Policy and procedures.

TRANSCRIPTS

5410
(Updated 7-21-2011 Local)

Clarendon College provides a permanent record or transcript of courses taken and credit earned for all students officially enrolled.

Upon written request by a student, the Registrar's Office will send the student's transcript from Clarendon College to any college, agency, or individual named.

All financial obligations and admissions requirements to the College must be met before a transcript will be issued.

CONTINUING EDUCATION - RECORDS AND CEU TRANSCRIPTS

5415

Clarendon College will maintain a record and issue upon request a record or

transcript of each individual's participation in a continuing education or workforce education program for which Continuing Education Units (C.E.U.) are awarded. The awarding of Continuing Education Units shall follow the Southern Association of Colleges & Schools Commission on Colleges' guidelines for the awarding and recording of CEUs (C.E.U.: Guidelines and Criteria).

Continuing Education transcripts will be maintained by the Registrar. The issuing of continuing education transcripts will follow the same guidelines and procedures as are followed for academic transcripts. At a minimum, the following information should be recorded on the CEU transcript for each course or activity a participant enrolls in:

1. Course number
2. Title of the course
3. Completion date
4. Number of C.E.U.s awarded
5. Grade, assessment results, or other indicators of satisfactory or unsatisfactory completion.

Continuing Education records will be retained or disposed of in a manner consistent with the Clarendon College Records Management Policy and Procedures.

WITHDRAWAL FROM COLLEGE

5420

When a student finds it necessary to withdraw from school before the end of the semester, he or she should obtain a withdrawal form from the Office of the Registrar. Full instructions for withdrawing from college will be given at the time the withdrawal form is picked up. Students may also withdraw from the college by sending a written request

for such action to the Registrar's Office. The request must include the student's signature, the student's current address, social security number, phone number, and course names and numbers of the courses for which the student is currently enrolled. The date postmarked on the envelope will be the official withdrawal date. Students who withdraw after the census date for the semester and on or before the end of the 12th week of a long semester, or on or before the last day to drop a class of a term as designated in the college calendar will be assigned a grade of "W." (Please see Policy #5426 Limited Student Withdrawal).

ADDING AND DROPPING COURSES

5425

(Updated 8-15-2013 TACC Policy Update #28 EI & Local)

Any change in a student's class schedule after registration and prior to the census date of the semester is accomplished by completing the official Add/Drop Form. Students must pay any applicable tuition and fees to the Business Office if they wish to add or drop a course during this period of time. No course(s) may be added after the date designated by the school calendar as the last date to add a course.

A student may drop a course with a grade of "W" any time after the census date for the semester and on or before the end of the 12th week of a long semester, or on or before the last day to drop a class of a term as designated in the college calendar. The request for permission to drop a course is initiated by the student by procuring a drop form from the Office of the Registrar.

International students and students receiving financial aid or veteran's assistance should see the appropriate college official before dropping or withdrawing from any class.

Any student who is considering dropping a course is encouraged to contact his/her instructor prior to initiating a drop or withdrawal.

LIMITED STUDENT WITHDRAWAL

5426

(Updated 8-15-2013 Local)

TEC 51.907 Limits student withdrawal from college coursework; Clarendon College will record and tally student non-completion (withdraw) of courses. Students are allowed six drops (withdraw) throughout their tenure of earning a bachelor's degree. Upon reaching the six course withdrawal limit a student will be required to complete the course and receive the earned grade. Each academic course or course combination (lecture / lab course combinations) will count one unit towards the six withdraw limit unless one of the following conditions apply:

- (1) Complete withdrawal from all course work; or
- (2) course work withdrawn from prior to the published day of record for each semester, mini-term, summer, or flex-term session(s), or;
- (3) course work withdrawn from while the student is counted as a dual credit / enrollment student prior to the students graduation from high school; or,
- (4) course work not eligible for formula funding; or,
- (5) workforce education courses or other courses that would not generate academic credit that could be applied to a degree at the college; or,
- (6) course work classified as ineligible for degree under the Academic Fresh Start program; or,

- (7) course work withdrawals which are classified as “other good cause” as determined by the Vice President of Student Services, or their designee, which may include but are not limited to:
- a. The student is seriously ill; or
 - b. the student is responsible for a seriously ill / injured individual; or,
 - c. there is a death in the student’s family; or,
 - d. there is a change in the student’s work schedule beyond the control of the student.

CLASS ATTENDANCE

5430

Clarendon College believes that one of the single greatest predictors of student success is attendance. Therefore, students are expected to attend all classes in which they are enrolled. Class attendance is the responsibility of the student. It is also the responsibility of the student to consult with all instructors when an absence occurs within the College’s course management septum.

Instructors are responsible for keeping an accurate record of class attendance and informing students of the importance of attendance. Students who experiences attendance problems, for whatever reasons, are strongly encouraged to consult with each of their faculty members as well as their academic advisor and/or counselor.

Each individual instructor is responsible for informing the students in his/her class at the beginning of each semester of the class attendance requirements and what constitutes excessive absences.

NOTE: An excused absence will not factor against a student’s attendance record

in any class. An example of an officially excused absence is pre-approved participation in a school-sponsored activity. However, even when an absence is excused, the student is still responsible for any material covered in class during the time missed.

GRADES AND GRADE POINTS

5435
(Updated 8-15-2013 Local)

The grades used in college reports and records are A (excellent), B (good), C (average), D (poor), F (failure), I (incomplete), and W (withdrawn). The lowest passing grade is D.

Grade point averages are computed by assigning point values to each grade as follows:

<u>Letter Grade</u>	<u>Numeric Grade</u>	<u>Grade Points</u>	
A	90-100	4	Excellent
B	80-89	3	Good
C	70-79	2	Average
D	60-69	1	Poor
F	59 and Below	0	Failure
I		0	Incomplete
W			Withdrawn
CR			Credit Awarded

In calculating the grade-point average under the above system, a student with 12 hours of A's and 3 hours of F's would have 48 grade points divided by 15 semester hours, thus a grade-point average of 3.20 for the semester hours attempted. Under this system a student must have at least 2.00 for the "C" average required for graduation.

When a course is repeated, the highest grade earned will be the grade that will be factored into the student's cumulative grade point average.

In case of illness, death in the family, or other similar emergencies, a grade of

incomplete (I) may be given. The Vice President of Instruction shall have responsibility for developing guidelines and implementing appropriate procedures. If course requirements are not completed during the next long semester, the grade of "F" will be assigned and remain on transcript records.

Grade point averages for the Nursing programs are computed by assigning point values to each grade as follows:

<u>Letter Grade</u>	<u>Numeric grade</u>	<u>Grade Points</u>
A	94-100	4
B	86-93	3
C	78-85	2
F	below 78	0

GRADE REPORTS

5440

Permanent grades are recorded at the end of each semester on each individual student's official transcript. Grade Reports will be available to the student on-line after the end of each semester.

GRADE APPEALS

5441

Students who believe their grade is in error as a result of error on the part of the institution or an instructor error may appeal their grade through the Student Appeals and Grievance Procedure. Students have 3 working days from the time grades are posted in which the course was taken to challenge the assigned grade.

WITHHOLDING GRADES

5445

Official transcripts will be withheld if the student does not have all required student information on file in the Registrar's Office or if any financial obligations to the College have not been paid.

TYPES OF DEGREES AND CERTIFICATES

5450

Clarendon College offers the Associate in Arts Degree, the Associate in Science Degree, the Associate in Applied Science Degree, and Certificates. The requirements for each degree are listed with their respective programs.

A student who fails to graduate at the expected time and completes the remaining requirements at another institution may transfer up to 21 semester hours back to Clarendon College and graduate.

SEMESTER HOURS AND CREDIT

5455

The semester credit hours provides the basis for measuring the amount of engaged learning time expected of a typical student enrolled not only in the traditional classroom settings but also in laboratories, internships, studios, clinical, field work, experimental learning and in distance and correspondence education. Credit hours are the common currency for academic credit used by colleges and universities to calculate, record, and interpret the number of credits students earn to fulfill degree, certificate, and other similar academic requirements. The value of a credit hour can be determined by

contact time, the educational experience, and out-of-class preparation by the student.

A credit hour is an amount of work represented in intended learning outcomes and verified by evidence of student achievement, for the various modes of instruction offered at Clarendon College, in accordance with the following guidelines:

1. For traditionally-delivered courses during traditional long semesters, meet not less than one (1) hour each week during a traditional long semester, approximately sixteen (16) weeks. This includes not less than one (1) hour each week for approximately fifteen (15) weeks of direct faculty instruction, a minimum of two (2) hours out-of-class student work each week for each credit hour; plus additional contact hours for a final examination or final experience.
2. Face-to-face courses that are offered in less than a sixteen (16) week semester will consist of the same number of class contact hours as outlined in item 1 and shall have the same learner outcomes and quality of instruction as regular length semester courses.
3. At least an equivalent amount of work as outlined in item 1 above is required for other academic activities including laboratory courses, internships, clinical, field work, studio work, and other academic work that lead to the award of credit.
4. Online, hybrid and other nontraditional modes of delivery, may not meet the contact hours assigned above. In such instances, the semester credit hour is based upon the learning outcomes and estimated contact hours required to successfully meet those outcomes. Faculty will review these courses to ensure that the learning outcomes and quality of instruction is equivalent to courses offered in a traditional manner.

5. In determining the amount of coursework to achieve learning competencies and outcomes, the college will take into account and consider alternative delivery methods, measurements of student work, academic calendars, disciplines, and degree levels.
6. These definitions and this policy pertain to all courses offered by the College regardless of location or mode of delivery.

CREDIT FOR "LESS THAN SEMESTER LENGTH COURSES"

5460

Occasionally, less than semester length courses are offered to assist individuals for immediate improvement of present proficiencies and/or the establishment of new skills and/or knowledge. The courses are planned in cooperation with business representatives, educators, individuals, and special interest groups to meet the broad range of changing needs and to align these needs with student work schedules.

Courses which are less than semester length shall comply with the following:

1. A less-than-semester-length course shall consist of the same number of class contact hours as similar courses offered in a regular session or a summer session. Courses shall have the same objectives, requirements, and quality of instruction as regular length courses.
2. Students may not carry more courses at a time in a shortened format than will give them total credit of one semester credit hour per week of instruction. The maximum number of credit hours is one semester hour per week per course with a maximum of eight contact hours scheduled per day.

3. No three-credit-hour course shall consist of fewer than nine days of classes offered over not less than three weeks.
4. All requirements for three-credit-hour courses shall apply proportionately to courses for one, two, four, or other credit hour values.

Admission standards for less-than-semester-length courses are the same as those for regular-semester-length courses. The official date of record is established by THECB guidelines. Thus, drop dates for less than semester length courses are set accordingly.

DISTANCE EDUCATION

5461

(Updated 7-21-2011 TACC EBB, EBD)

Distance education is the formal education process that occurs when students and instructors are not in the same physical setting for the majority (more than 50 percent) of instruction.

A distance education course refers to a course in which a majority (more than 50 percent) of the instruction occurs when the student(s) and instructor(s) are not in the same place. Two categories of distance education courses are defined as follows:

- Fully distance Education Course: A course that may have mandatory face-to-face sessions totaling no more than 15 percent of the instruction time. (i.e. orientation, laboratory, etc)
- Hybrid/Blended Course: A course in which a majority (more than 50 percent but less than 85 percent) of the planned instruction occurs when the students and instructor(s) are not in the same place.

Standards and Criteria:

Clarendon College will maintain the same standards and criteria for faculty, courses, and skills in the distant education courses that are required and maintained for all regular faculty members. Faculty and facilities are strengthened to accommodate distance education challenges.

OFF-CAMPUS COURSE

5462
(Updated 7-21-2011 TACC EBB, EBD)

An off-campus course means a course in which a majority (more than 50 percent) of the instruction occurs when the students and instructor(s) are in the same physical location and off-campus locations are outside the service area.

An off-campus degree or certificate program is a program in which a student may complete a majority (more than 50 percent) of the credit hours required for the program through off-campus courses.

Off-campus instruction is the formal educational process in which a majority (more than 50 percent) of the instruction occurs when the students and instructor(s) are in the same physical location and off-campus locations are sites outside the service area.

Standards and Criteria:

Clarendon College will maintain the same standards and criteria for faculty, courses, and skills in the off-campus education courses that are required and maintained for all regular faculty members. Faculty and facilities are strengthened to accommodate off-campus education challenges.

Dual-Credit Education is a cooperative partnership between a local Independent School District (ISD) and Clarendon College through which a student may be earn both college and high school credit in courses that meet the requirements of both institutions. The cooperative partnerships is defined by an agreement between the ISD and Clarendon College approved by the governing boards of both the ISD and the College and is maintained in the Office of the Vice President of Instruction. At a minimum each agreement shall contain the following elements per Title 19, TAC, Section 4.84(b):

- Eligible Courses
 - Pre-requisites
 - Co-requisites
- Student Eligibility;
 - Application
 - College Readiness
 - Permission
- Location of Class
- Student Composition of Class
- Faculty
 - Selection
 - Supervision
 - Evaluation
- Course Curriculum
 - Course equivalencies
 - Manner of Instruction
 - Method of Grading
- Academic Policies relating to the dual credit program
- Student Support Services available to dual credit students
- Transcription of Credit
- Funding

In accordance with the laws of the State of Texas and the guidelines and procedures established by the Texas Higher Education Coordinating Board (THECB), all Texas public colleges and universities are required to establish a core curriculum. The law and the established guidelines indicate that if a student completes the core curriculum at one public college or university within the State of Texas, that block of courses may be transferred to any other public college or university within the State of Texas and must be substituted for the receiving institution's core curriculum. Further, in accordance with the law and the guidelines, a student shall receive academic credit for each of the courses transferred and may not be required to take additional core curriculum courses at the receiving institution, unless the THECB has approved a larger core curriculum for that institution.

Note: Except that a college district may, on a case-by-case basis, approve an accommodation of a specific core curriculum component area requirement for a student with a medically documented learning disability. TACC Policy Reference Manual EFAA & EFCA.

THE ASSOCIATE IN ARTS DEGREE

The Associate in Arts Degree from Clarendon College will be granted to the student who completes the following requirements:

1. The student must complete a minimum of 60 semester hours of college-level credit.*
2. The student must complete all core curriculum / general education requirements for graduation or all courses in a THECB approved Field of Study curriculum.
3. The student must earn at least 25 percent of the credit hours required for the degree at Clarendon College.
4. The student must have a 2.0 cumulative grade point average on all work from Clarendon College.
5. The student must have satisfied the requirements of the Texas Success Initiative, unless exempt.
6. The student must have satisfactorily settled all college financial obligations.
7. The student must complete a sophomore English/2332 or Lit 2333 course.

*Developmental courses may not be counted or used as hours towards the Associate in Arts Degree.

THE ASSOCIATE IN SCIENCE DEGREE

The Associate in Science Degree from Clarendon College will be granted to the student who completes the following requirements:

1. The student must complete a minimum of 60 semester hours of college-level credit.*
2. The student must complete all core curriculum / general education requirements for graduation or all courses in a THECB approved Field of Study curriculum.
3. The student must earn at least 25 percent of the credit hours required for the degree at Clarendon College.

4. The student must have a 2.0 cumulative grade point average on all work from Clarendon College.
5. The student must have satisfied the requirements of the Texas Success Initiative, unless exempt.
6. The student must have satisfactorily settled all college financial obligations.
*Developmental courses may not be counted or used as hours towards the Associate in Science Degree.

THE ASSOCIATE IN APPLIED SCIENCE DEGREE

The Associate in Applied Science Degree from Clarendon College will be granted to the student who completes the following requirements:

1. The student must complete a minimum of 60 semester hours of college-level credit.*
2. As part of the minimum 60 semester hour degree requirement, the student must complete a minimum of 15 semester hours of general education courses. The core of general education courses must include at least one course from each of the following areas: Humanities/Fine Arts, Social and Behavioral Sciences, and natural sciences and mathematics.
3. The student must complete the prescribed competencies and curriculum for a two-year occupational or work force education program as outlined in the degree plan (Clarendon College Catalog).
4. The student must earn at least 25 percent of the total credit hours required for the degree and at least 50 percent of the technical/workforce education courses

required for the degree at Clarendon College.

5. The student must have a 2.0 cumulative grade point average on all work from Clarendon College.
6. The student must have satisfied the requirements of the Texas Success Initiative, unless exempt.
7. The student must have satisfactorily settled all college financial obligations.

*Developmental courses may not be counted or used as hours towards the Associate in Applied Science Degree.

THE CERTIFICATE OF TECHNOLOGY

The Certificate of Technology from Clarendon College will be granted to the student who completes the following requirements:

1. The student must complete a minimum of 43 semester hours.
2. The student must complete the prescribed technical competencies and curriculum for the work force education or occupational program as outlined in the Clarendon College Catalog.*
3. The student must earn at least 25 percent of the total credit hours required for the degree and at least 50 percent of the technical/workforce education courses required for the degree at Clarendon College.
4. The student must have a 2.0 grade point average on all work from Clarendon College applicable to the Certificate Program.
5. The student must have satisfied the requirements of the Texas Success Initiative, unless exempt.
6. The student must have satisfactorily settled all college financial obligations.

*Developmental courses may not be counted or used as hours toward the Certificate of Technology.

THE CERTIFICATE OF COMPLETION

The Certificate of Completion from Clarendon College will be granted to the student who completes the following requirements:

1. The student must complete the prescribed technical competencies and curriculum for the work force education or occupational program as outlined in the Clarendon College Catalog.*
2. The student must earn at least 25 percent of the total credit hours required for the degree and at least 50 percent of the technical/workforce education courses required for the degree at Clarendon College.
3. The student must have a 2.0 grade point average on all work from Clarendon College applicable to the Certificate Program.+
4. The student must have satisfactorily settled all college financial obligations.

*Developmental courses may not be counted or used as hours towards the Certificate of Completion.

+Students completing a Certificate of Completion in Vocational Nursing must earn a “**C**” (78) or better in each nursing course and each related course (including any pre-requisite courses).

A formal graduation exercise is held bi-annually at the end of the spring and fall semester at Clarendon College. This exercise is for those students who are completing requirements during that spring semester or who have completed requirements during the preceding summer or fall semesters.

The student should submit an application for to the Registrar's no later than March 1 in order to participate in the graduation exercise.

AWARDS AND ACADEMIC RECOGNITIONS

5480
(Updated 7-21-2011 Local)

Clarendon College has several means of recognizing students for their outstanding and distinguished academic achievement.

President's Honor Roll

Students who have a 4.0 average and who are taking at least twelve (12) semester hours are listed on the President's Honor Roll at the end of each long semester.

Dean's Honor Roll

Students who make an average of 3.6 grade points per semester hour and who are taking at least twelve (12) semester hours are listed on the Vice President's Honor Roll at the end of each long semester.

Graduation with Honors

Students who are graduating with an Associate Degree, who have at least 24 semester hours in residence, who have completed at least two semesters at Clarendon College, and who have a grade point average of at least 3.5 (on a 4.0 scale) on all work

attempted will graduate *cum laude* (with honors). Students who are graduating with an Associate Degree, who have at least 24 semester hours in residence, who have completed at least two semesters at Clarendon College, and who have a grade point average of at least 3.75 (on a 4.0 scale) on all work attempted will graduate *magna cum laude* (with high honors). Students who are graduating with an Associate Degree, who have at least 24 semester hours in residence, who have completed at least two semesters at Clarendon College, and who have a grade point average of at least 3.9 (on a 4.0 scale) on all work attempted will graduate *summa cum laude* (with highest honors).

Top Honor Graduate

Selection of the top honor graduate will be conducted each long semester.

The top honor graduate is based on the student's grade point average, participation in commencement, and to what extent the student meets the following standards:

- The student must have earned a minimum of 24 semester hours at Clarendon College.
- The student must have completed or have currently in progress all courses required for an associate degree.
- The student must have all courses attempted (including all transfer hours) included for evaluation in his/her grade point average.
- The student must be in compliance with all student conduct rules and regulations as outlined in the Student Handbook and the College Catalog.

Grades from the final semester will not be included in the evaluation for this honor.

Other Awards

Students who have distinguished themselves during the year may be recognized and presented with other awards, as appropriate.

Guarantee for Transfer Credit:

The Clarendon College guarantees to its Associate of Arts and Associate of Science graduates and other students who have met the requirements of a 60-credit-hour transfer plan the transferability of course credits to those Texas colleges or universities which cooperate in the development of Clarendon College Course Selection Guides. If such courses are rejected by the college or the university, the student may take tuition-free alternate courses at Clarendon College which are acceptable to the college or university.

Special Conditions Which Apply to the Guarantee Are As Follows:

1. Transferability means the acceptance of credits toward a specific major and degree. Courses must be identified by the receiving university as transferable and applicable in course Selection Guides dates 2000-2001 or later;
2. Limitations of total number of credits accepted in transfer, grades required, relevant grade point average, and duration of transferability apply as stated in the catalog of the receiving institution; and,
3. The guarantee applies to courses included in a written transfer (degree) plan--which includes the institution to which the student will transfer, the baccalaureate major and degree sought, and the date such a decision was

made--which must be filed with Clarendon College.

4. Only college-level courses with Community College Course Guide Manual approved numbers and a common course number are included in this guarantee.
5. If all conditions are met and course or courses are not accepted by a receiving institution in transfer, the student must notify Clarendon College within 10 days of notice of transfer credit denial so the "Transfer Dispute Resolution" process can be initiated.
6. If it is determined that the course or courses are not transferable, Clarendon College will allow the student to take up to six (6) semester credit hours of comparable courses, which are acceptable to the receiving institution.
7. The guarantee does not imply that the graduate will pass any licensing or qualifying examination for a particular career.
8. The students' sole remedy against this College and its employees for academic deficiencies shall be limited to six (6) credit hours of tuition-free education under conditions described above.

Guarantee for Job Competency:

If a recipient of an Associate of Applied Science degree or Certificate of Completion is judged by his/her employer to be lacking in technical job skills identified as exit competencies for his/her specific degree program, the graduate will be provided up to six (6) tuition-free credit hours of additional skill training by the college under the conditions of the guarantee policy. Special conditions which apply to the guarantee include the following:

1. The graduate must have earned the Associate of Applied Science degree or a Certificate of Completion beginning May, 2000, or thereafter in a workforce education / technical program identified in the college catalog.
2. The graduate must have completed the requirements for the Associate in Applied Science degree or the Certificate of Completion at Clarendon College, with a minimum 75 percent of credits earned at Clarendon College, and must have completed the degree within a four-year time span.
3. Graduates must be employed full-time in an area directly related to the area of program concentration as certified by the Vice President of Instruction.
4. Employment must commence within 12 months of graduation.
5. The employer must certify in writing that the employee is lacking entry-level skills identified by Clarendon College as the employee's program competencies and must specify the areas of deficiency within 90 days of the graduate's initial employment.
6. The employer, division director, counselor, and appropriate faculty member will develop a written educational plan for retraining.
7. Retraining will be limited to six credit hours related to the identified skill deficiency and to those classes regularly scheduled during the period covered by the retraining plan.
8. All retraining must be completed within a calendar year from the time the educational plan is agreed upon.
9. The graduate and/or employer is responsible for the cost of books, insurance, uniforms, fees, and other course-related expenses.

10. The guarantee does not imply the graduate will pass any licensing or qualifying examination for a particular career.
11. The student's sole remedy against the College and its employees for skill deficiencies shall be limited to six credit hours of tuition-free education under conditions described above.
12. The program can be initiated through written contact with the office of the college president.

CLASSIFICATION OF STUDENTS

5490

Students at Clarendon College are classified as follows:

1. Freshmen

Students who have completed fewer than thirty (30) semester hours of work are classified as freshmen students.

2. Sophomores

Students who have completed thirty (30) semester hours or more of work but who do not have an associate degree and who do not have upper division standing at a senior college or university are classified as sophomore students.

3. Special Students

Students at Clarendon College who cannot be classified as freshmen or sophomore students are classified as special students.

4. Part-time Students

Students enrolled in fewer than twelve (12) semester hours of work during a long semester are classified as part-time students.

5. Full-time Students

Students enrolled in twelve (12) or more semester hours of work are classified as full-time students.

ACADEMIC STANDARDS OF PROGRESS

5495

(Updated 7-21-2011 Local)

1. **Measure of Quality.** The records of all students will be reviewed at the end of each semester. Full-time students and part-time students who have attempted 12 or more semester hours will be considered to be achieving satisfactory progress in "Good Standing" if they earn a cumulative 2.0 grade point average or higher (on a 4.0 scale).
2. **Academic Probation.** Students who do not achieve satisfactory progress (cumulative minimum G.P.A. of 2.0) will be placed on Academic Probation for the next long semester. Students on Academic Probation are also on "attendance probation" and are expected to attend every class unless hindered by circumstances beyond their control. No unexcused absences are allowed. Such absences may result in immediate suspension from classes. In addition, students on academic probation will be limited to a maximum of 16 semester credit hours.
3. **Academic Suspension.** Students who are on academic probation and fail to achieve minimum cumulative G.P.A. of 2.0 or higher during the next term will be placed on Academic Suspension (suspended from enrollment for the next long semester). A student may appeal this action through the Admissions Committee if there are extenuating circumstances which might alter the suspension status.

After serving a one-semester suspension these students will be eligible to re-enter on academic probation.

4. Continued Academic Probation. Continued probation instead of suspension will be in effect for students who fail to achieve the cumulative 2.0 G.P.A. but in the current semester earn 12 or more semester hours with current 2.0 or higher G.P.A. When these students attain the cumulative minimum of 2.0 or higher G.P.A., they will be in "Good Standing."
5. Re-entry. Students who have been on suspension may re-enter on academic probation. If they fail to meet the minimum requirements as indicated, they will be placed on academic suspension for one calendar year. After one year the student may be admitted on academic probation. Should the student still not meet the minimum requirements, he/she will be placed on academic suspension again for a calendar year and may be re-admitted only upon approval of the Admissions Committee.

LIBRARY

5510

Clarendon College operates a comprehensive Library for the purpose of supporting classroom learning and promoting student learning outside the classroom. The library collections, including books, copies of bound and current periodicals, electronic/digital materials, and audio-visual materials, shall be of sufficient size and quality to ensure the effectiveness of the instructional program.

Responsibility and Staff

Responsibility for the operation of the Library rests with the Director of the Library,

who answers directly to the Vice President of Instruction. Other staff members are employed to assist with day-to-day operations. In addition, the Learning Resource Committee helps guide the development of the collection, advises in setting policy, and makes recommendations for improvement.

Operational Policies and Procedures

The Director of the Library shall develop, with input from the Learning Resource Committee, those operational policies and procedures as may be appropriate to insure maximum use and smooth operations of the Library.

INSTRUCTIONAL TECHNOLOGY

5520

Clarendon College shall provide adequate and appropriate instructional technology and computing resources to support the college's educational program.

Audio visual equipment and materials, and other learning resource materials are the responsibility of the Library. To make the maximum use of available resources, equipment is kept in a central location and made available to faculty on an as-needed basis.

The Department of Information Technology at Clarendon College and third party IT outsourcing group are responsible for computing resources and information technology support and services. The Vice President of Administrative Services and Vice President of Instruction are responsible for developing procedures and guidelines for technology and computer usage and for balancing services rendered among the different users.

Employees of the College shall comply with the provisions of the United States Copyright Law. Subject to certain specific exceptions, the College understands that the owner of a copyright has the exclusive rights to reproduce, distribute, perform, or display the copyrighted work, or to authorize such reproduction, distribution, performance, or display by others.

One exception to the exclusive rights enjoyed by copyright owners is the doctrine of fair use. The fair use of copyrighted work for purposes of teaching, scholarship, or research is not an infringement of copyright. The following factors shall be considered in determining fair use:

1. The purpose and character of the use, including whether the use is of a commercial nature or for nonprofit educational purposes.
2. The nature of the copyrighted work.
3. The amount, importance, and substantiality of the portion used in relation to the copyrighted work as a whole.
4. The effect of the use upon the potential market for or value of the copyrighted work.

The guidelines for and the distinction between fair use and copyright infringement are unclear and not easily defined; faculty and staff should understand that acknowledging the source when using certain materials in certain ways is not and cannot be a substitute for obtaining permission or appropriate licenses. For additional information concerning copyright law see [Title 17, U.S. Code](#).

EDUCATIONAL MATERIALS

5540

Requests for teaching supplies or other educational materials shall originate with members of the faculty. Purchasing will follow approved institutional purchasing policies and procedures.

OFFICE SUPPLIES

5550

Office supplies are available to faculty and staff through the College Bookstore or may be requested via requisition/purchase order and follow established college purchasing policies and procedures. No college employee has the authority to make purchases or to obligate the College for payment without an approved purchase order. Payment will be made only when an invoice is accompanied by a completed Purchase Order.

FACULTY OFFICES

5560

(Update 8-16-2012 Local)

Every effort will be made to provide all full-time faculty members with office space. Assignment of offices will be made by the Vice President of Instruction and changes in office assignment must be approved in advance by him/her.

EVALUATION OF FACULTY

5610

The Vice President of Instruction shall be charged with the task of developing and implementing an on-going program of faculty evaluation. He/she shall be assisted by the Division Director. In all cases, the faculty evaluation and professional development program shall comply with the Southern Association of Colleges and Schools Commission on Colleges Criteria for Accreditation, Section 3.7.2.

In addition, part-time faculty members shall be evaluated by the same criteria as full-time faculty.

EVALUATION OF STUDENT LEARNING

5620

The academic performance of students in all credit courses will be evaluated and graded. It shall be the responsibility of the instructor to design and administer appropriate tests and assessments to determine the adequacy of student learning in each course taught.

Final Examinations

In an effort to evaluate student learning, a final exam/experience is required in a course as provided for in the course syllabus. Guidelines covering the final examinations are listed below:

1. A final examination is required as stated in the grading section of the course syllabus. (A final exam is defined to include a test, a final project, a portfolio, or other final experience.)
2. An examination schedule will be published each semester by the Vice President of Instruction. All tests should be given at the time scheduled.

3. Students will not normally be allowed to take a final examination at any time other than the assigned period. Exceptions to this policy may be granted in cases of extreme need when approved by both the faculty member and the Vice President of Instruction.

EVALUATION OF CURRICULUM

5630

The evaluation of the curriculum and the instructional programs of the College shall be the responsibility of the Vice President of Instruction. He/she shall be assisted in this duty by the Curriculum Committee, the division directors, and the faculty.

This evaluation shall include the opinions and suggestions of students, faculty, consultants, and others relative to a number of curriculum variables. Assessment shall include course content, course sequencing, course selection within programs, course scheduling, relevance of available programs and courses, mode of presentation, and other criteria which may determine the overall quality of the curriculum.

EVALUATION OF ADMINISTRATION

5640

Evaluation of the effectiveness of the President shall be the responsibility of the Board of Regents. Evaluation of the effectiveness of all other administrators and other staff members shall be the responsibility of the President and/or appropriate supervisors.

EVALUATION OF POLICIES AND PROGRAMS

5650

Evaluation of admissions policies and procedures shall be assigned to the Admissions Committee and to the Vice President of Student Services.

Evaluation of the effectiveness of the athletic program will be conducted annually by the President. The Athletic Director and the other Coaches shall be responsible for the overall effectiveness of the program and shall be accountable to the President.

Evaluation of the continuing education programs shall be the responsibility of the Vice President of Instruction. He/she is to be assisted by the Curriculum Committee and others as appropriate.

Evaluation of student services shall be the responsibility of the Vice President of Student Services with assistance from the appropriate student services committees. These committees shall have membership from the student body, faculty and administration.

Evaluation of Institutional Research shall be the responsibility of the President, with the assistance of the Vice President of Student Services and Institutional Effectiveness Committee.

EVALUATION OF THE LIBRARY	5660
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Evaluation of the library, library resources and the cooperative arrangements for resources and services shall be the responsibility of the Vice President of Instruction with assistance from the Director of the Library and the Learning Resource Committee.

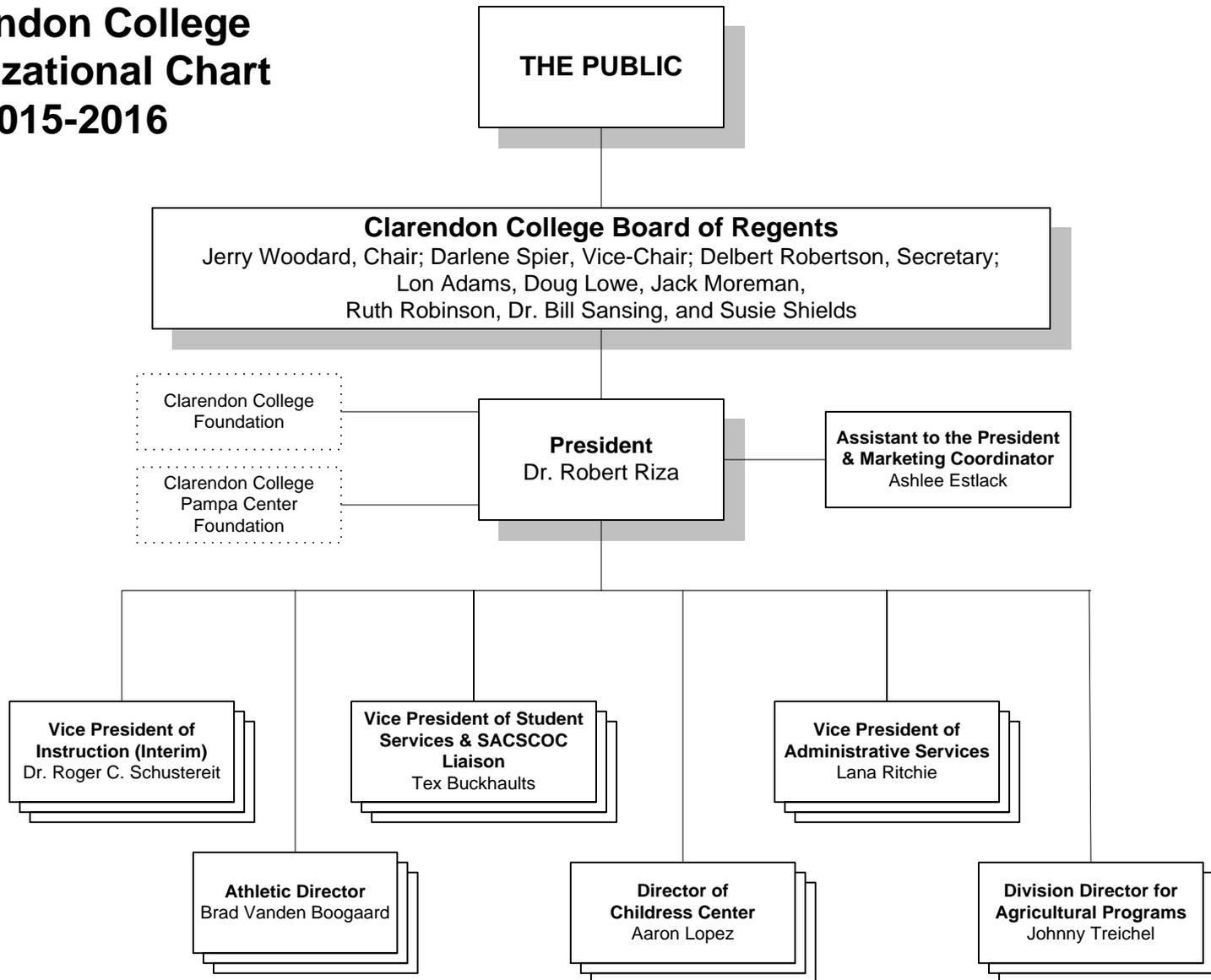
PROGRAM EVALUATION - WORK FORCE EDUCATION PROGRAMS	5670
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All programs will be evaluated periodically according to established procedures.

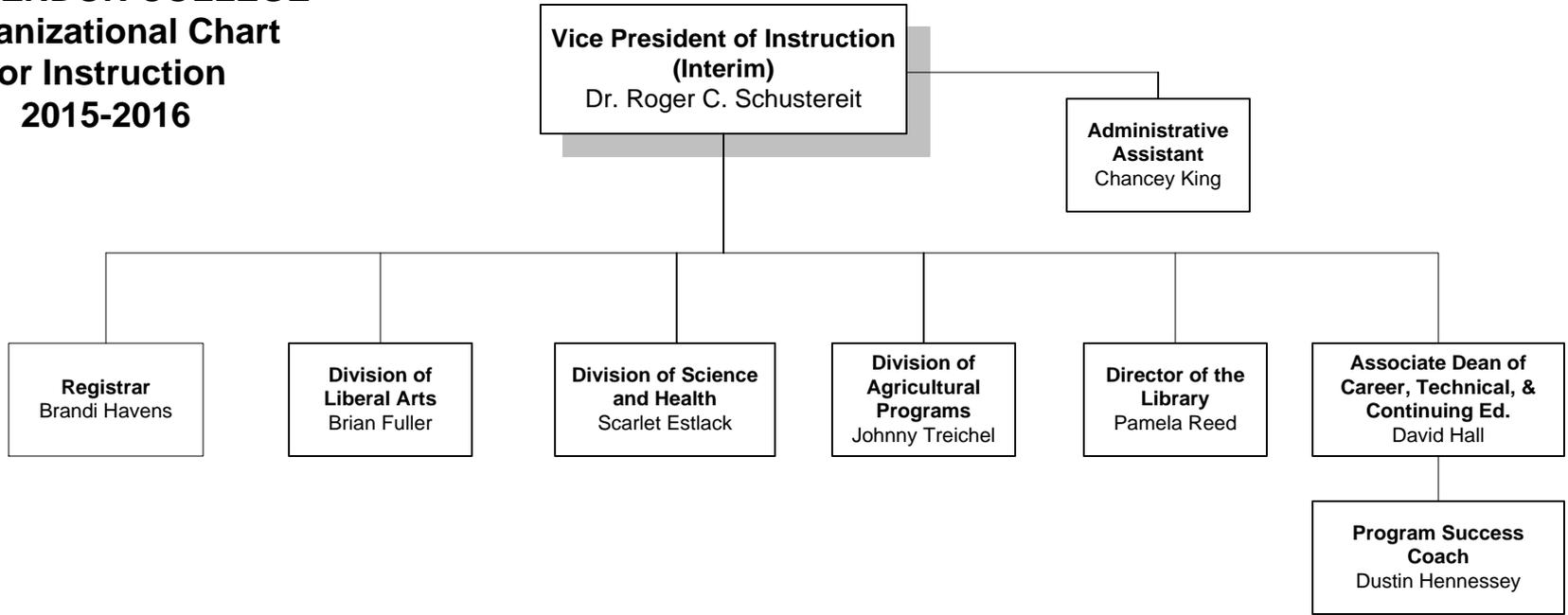
The following evaluation elements should be assessed in terms of both quantitative and qualitative factors, such as: mission, need, curriculum, enrollment, graduates, student placement, follow-up results, program costs, facilities and equipment, articulation agreements, instructional practices, student services, public and private linkages, and qualifications of personnel.

Program evaluation is a continuous process by informal and formal means. The purpose of program evaluation at Clarendon College is to provide an orderly process for program review, improvement, approval or disapproval, revision, deactivation, and/or closure of institutional programs as provided for within institutional policies and procedures and as provided for in established guidelines for state appropriations under Chapter 9, Sub Chapter G of the Texas Higher Education Coordinating Board Rules and Regulations.

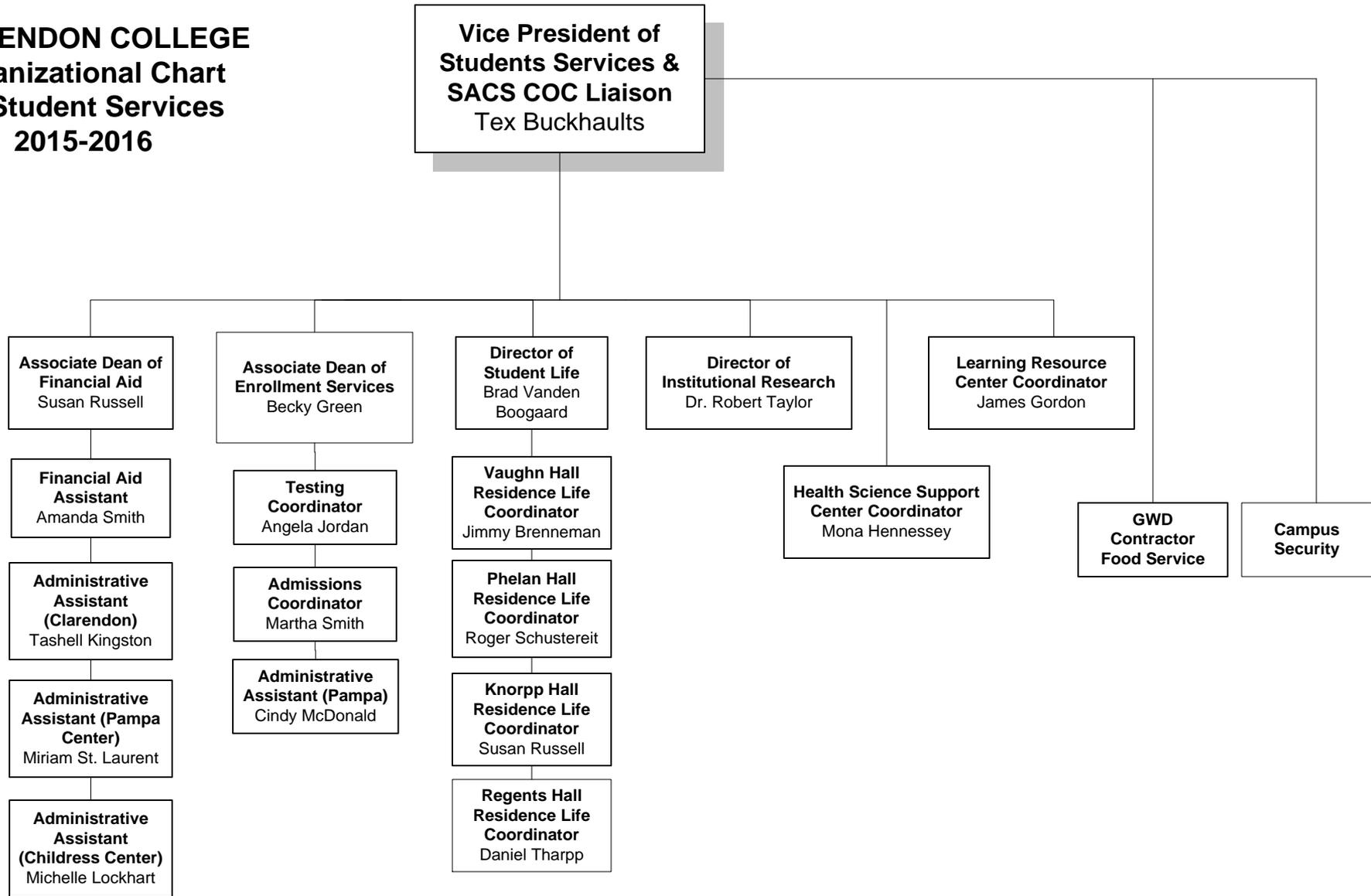
Clarendon College Organizational Chart 2015-2016



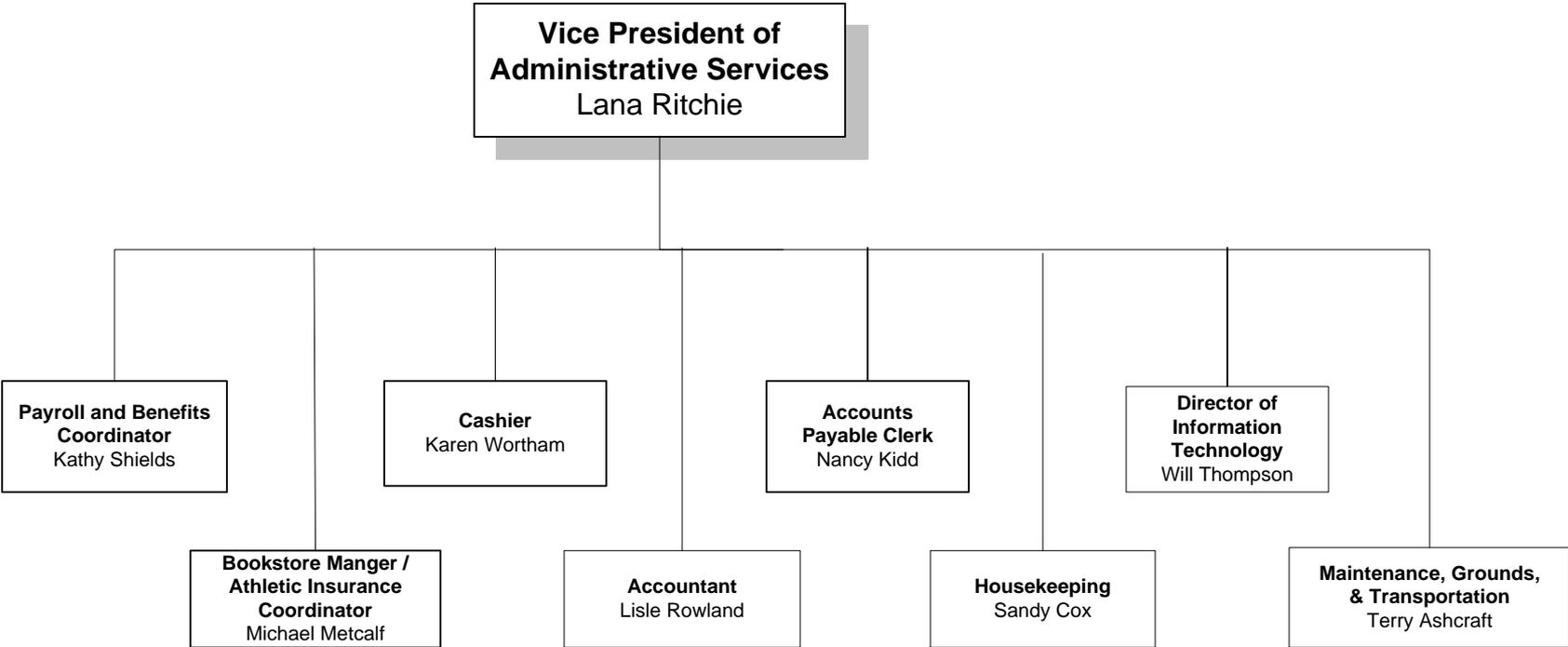
CLARENDON COLLEGE
Organizational Chart
for Instruction
2015-2016



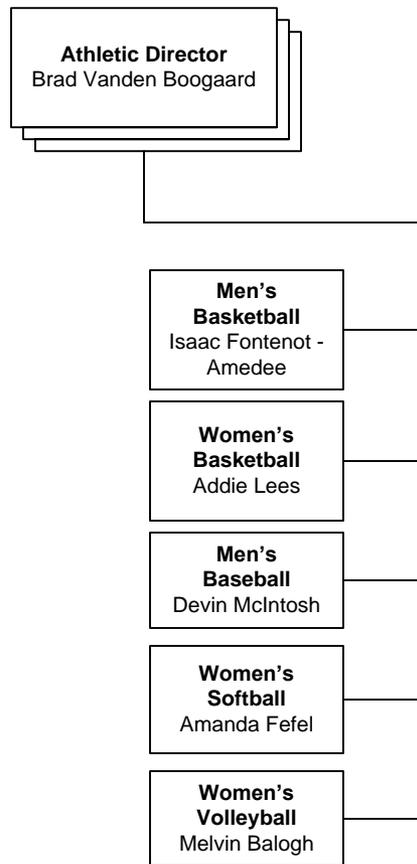
CLARENDON COLLEGE
Organizational Chart
for Student Services
2015-2016



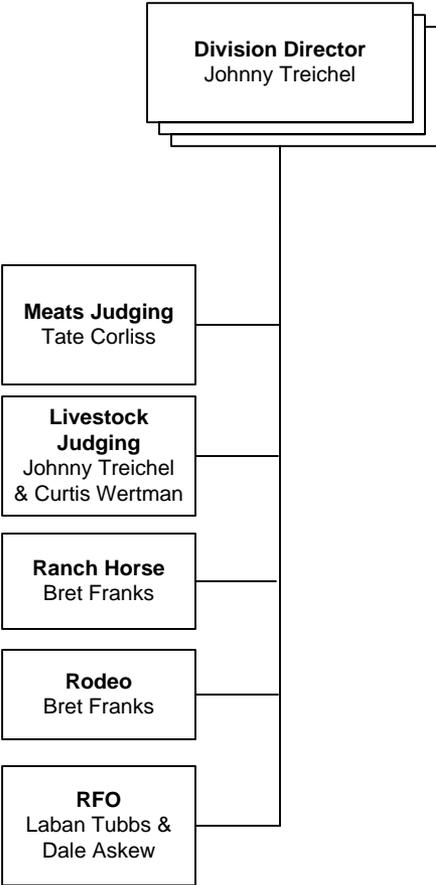
CLARENDON COLLEGE
Organizational Chart
for Administrative Services
2015-2016



CLARENDON COLLEGE
Organizational Chart
for Athletics
2015-2016



CLARENDON COLLEGE
Organizational Chart
for Agricultural Programs
2015-2016



CLARENDON COLLEGE
Organizational Chart
for Maintenance
2015-2016

