Welcome to the Appalachian State University Online Policy Manual. These policies and procedures are periodically updated or revised. Efforts are made to keep this online version current. If any questions arise about the authenticity of the online version, please contact the Office of General Counsel (828-262-2751). In the event of any discrepancy between the online version and printed documents approved by the Chancellor, the printed documents shall govern. Departments have forms on their web pages and at the ASU Electronic Forms page. Many departments have provided the forms related to the associated policies and procedures in Portable Document Format (.pdf). To view PDF documents, you must have Acrobat Reader installed on your computer. Acrobat Reader is available from Appalachian State University's application explorer icon on university-owned computers.

Comments, suggestions or questions regarding the Policy Manual should be directed to the Office of General Counsel at ogc@appstate.edu or to the department with primary responsibility for implementation.

:NOTE: For purposes of all Appalachian State University policies, references to SPA (subject to the State Personnel Act [former terminology]) shall be interchangeable with SHRA (subject to the State Human Resources Act [current terminology]); and references to EPA (exempt from the State Personnel Act [former terminology]) shall be interchangeable with EHRA (exempt from the State Human Resources Act [current terminology]).

Table of Contents

- 100 Governance and Administration
  - 101 Policy on Policies
  - 102 University Organization and Administration
    - 102.1 University Contracts and Delegation of Signature Authority
  - 103 Board of Trustees
    - 103.1 Bylaws
    - 103.2 Audit Committee Charter
    - 103.3 Naming of Facilities and Programs
    - 103.4 Honorary Degrees
  - 104 Facility Use
  - 105 Records
    - 105.1 Record Retention Policy
    - 105.2 University Archives
    - 105.3 Policy Statement on the Family Educational Rights and Privacy Act of 1974, as Amended
    - 105.5 Identity Theft Prevention Plan
    - 105.6 Public Records Requests
  - 106 Drugs and Alcohol
    - 106.1 Alcohol at University Events
    - 106.2 Tailgating
  - 107 Substantive Change for Accreditation Purposes
  - 108 Equal Opportunity
  - 109 Debt Management
  - 110 Discrimination and Harassment
  - 111 Protection of Minors
    - 111.1 Protection of Minors
    - 111.2 Reporting Suspected Child Abuse and Neglect
  - 112 Title IX and Sex/Gender-Based Misconduct
  - 113 Chalking
- 200 Academic Affairs
  - 201 Faculty Handbook
  - 202 Undergraduate Bulletin
  - 203 Graduate Bulletin
  - 204 Buyout Policy for Externally Sponsored Projects
  - 205 Academic Integrity Code
  - 206 Final Grade Appeal Procedure
  - 207 Intellectual Property Transfer
  - 209 Review of Research Involving Human Subjects
210 Payments to Human Subjects
211 Integrity in Scholarship and Scientific Research
212 Use of Recombinant DNA in Research and Teaching Laboratories
213 Care and Use of Animals for Research Teaching or Demonstration
214 Credit Hours
215 Internet/Web-Based Courses
216 Human Subject Research Recruitment
217 Export Controls Compliance
218 Policy on Independent Studies
219 Policy on Faculty Workload
220 Facilities and Administrative Cost Policy
221 Fellowship Policy
222 Global Learning Management System Policy
223 Campus Survey Policy

300 Public Safety
301 Police
   301.1 Special Services
   301.2 University Police Services
   301.3 Criminal Trespass Warning
   301.4 Clery Act Compliance Policy
   301.5 Bicycle Helmets
   301.6 University Security Camera Policy
302 Emergency Management
   302.1 Emergency Management Program
   302.2 Communication Guidelines for Emergencies and Campus Issues
   302.3 Emergency Operations Plan
   302.4 Building Emergency Plans
   302.5 Pandemic Infectious Disease Plan
   302.6 International Crisis Management
   302.7 Emergency Notification System
303 Environmental Health and Safety
   303.1 Office of Occupational Safety and Health Introduction
   303.2 OSHA Regulations
   303.3 Safety Committees
   303.4 Personal Protective Equipment
   303.5 Accident Reports
   303.6 Safety Hazards
   303.7 Hazardous Communication Program
   303.8 Exposure Control Plan for Bloodborne Pathogens
   303.9 Chemical Hygiene Plan
   303.10 Open Flame Policy
   303.11 Fall Protection Plan
   303.12 Respiratory Protection Program
   303.13 Multi-Passenger Vehicles
   303.14 Lockout/Tagout Procedures
   303.15 Pre-Purchase Review of Products
   303.16 Hazardous Chemical Spill Response
   303.17 Automated External Defibrillator Protocol
   303.18 Safety Inspections
   303.19 Fire Prevention and Emergency Action
   303.20 Industrial Hygiene Assistance Request Form
   303.21 Emergency Telephone Numbers
   303.22 Radiation Safety Manual
   303.23 Confined Space Program
   303.24 Animals On Campus
   303.25 Tobacco and Related Product Restrictions on University Property
   303.26 Unmanned Aircraft Systems Policy
   303.27 Theatrical Simulated Firearms Policy
   303.28 Controlled Substance Research Policy

304 Parking and Traffic
   304.1 Rules and Regulations
   304.2 Use of Skateboards and Similar Devices

400 Students
   401 Code of Student Conduct
401 Harassment and Discrimination

402 Student Organizations

402.1 Organizational Student Conduct Policy
402.2 Student Organization Web Sites
402.3 Recognized Student Organization Food Sales

403 Student Health

403.1 Administrative Health Officer
403.2 Rendering Assistance to Students Who Have Attempted Suicide or Who Exhibit Other Life-Threatening Behaviors
403.3 Medical Withdrawals
403.4 Student Death Policy
403.5 Awarding Degrees Posthumously

404 Housing

404.1 Right of Entry/Search and Seizure

405 Miscellaneous Student Policies

405.1 Tunnel Painting

406 Student Withdrawal

406.1 Withdrawal Policy

500 Business Operations

501 Management and Use of University Funds

501.7 Departmental Bookkeeping
501.17 Fixed Asset System

502 Bookstore

503 University Treasurer

503.1 State Policies Regarding the Receipt of Funds
503.2 Receipting and Depositing Funds
503.3 Collection of Cash Outside University Cashier's Office
503.4 Storage and Safeguarding of Funds
503.5 Imprest Change Funds
503.6 Collection of Accounts Receivable
503.7 Collection of Checks Returned for Insufficient Funds
503.8 Payment Card Services Policy
503.9 Collection and Write-Off of University Accounts Receivable

504 Central Warehouse

504.1 Warehouse Stock Items
504.2 Central Receiving
504.3 Central Shipping
504.4 Purchasing Items from the Central Warehouse

505 Campus Dining

505.1 APPCARDS
505.2 Catering Service and Special Events

506 Payroll

506.1 ASU Payroll Policies

507 Facilities and Property Management

507.1 Association with other University Departments
507.2 Funding and Types of Services
507.3 Services Provided by the Physical Plant
507.4 Requests for Physical Plant Services
507.5 Emergency Maintenance and Repair Service
507.6 Renovations and Alterations
507.7 Key and Lock Security
507.8 Heating and Cooling/Environmental Control
507.9 Buildings and Grounds Regulations
507.10 Motor Vehicle Management
507.11 Recycling Program
507.12 Surplus Property
507.13 Borrowing Computer Equipment
507.14 University Space Management
507.15 Campus Wayfinding and Signage

508 Post Office

509 Purchasing

509.1 Purchasing Office
509.2 Purchase Authorizations
509.3 Solicitation by Salesmen
509.4 Product and Service Demonstrations by Vendors
509.5 State Purchase Contracts
509.6 Solicitation of Bids and Quotations
509.7 Single Source Purchases
509.8 Purchases from Commercial Vendors
509.9 Changes to Purchase Orders
509.10 Correspondence with Vendors
509.11 Return of Merchandise to Vendors
509.12 Purchases from University Facilities
509.13 Emergency Purchases
509.14 Blanket Purchase Orders
509.15 Rental and Lease of Equipment
509.16 Purchase and Rental of Office Machines
509.17 Service Contracts/Maintenance Agreements
509.18 Purchase or Rental of EDP and Computer Related Equipment
509.19 Excise and Sales Tax
509.20 Personal and Professional Service Contracts
509.21 Indefinite Quantity Contracts
509.22 Small Purchases
509.23 Procurement Card Program
509.24 Pre-Payments

510 Travel, Transportation, and Expense Reimbursements
510.1 Travel and Expense Reimbursement Policy
510.2 Travel to Destinations of Elevated Risk
510.3 International Travel Insurance

511 Printing and Publications
511.1 Printing Responsibilities
511.2 Printing Services and Charges
511.3 Graphic Identity Program

512 Budget Administration

600 Human Resources
601 Hiring and Separation
601.1 SHRA Employee Hiring
601.2 SHRA Employee Merit-Based Recruitment and Selection Plan
601.3 SHRA Employee Requesting Position Actions
601.4 SHRA Employee Separation from Service
601.5 SHRA Employee Terminating Employment
601.6 SHRA Grievance and Appeal
601.7 SHRA Employee Reduction-in-Force
601.8 EHRA Employees
601.9 Student Employees

602 Terms and Conditions of Employment
602.1 Equal Opportunity See Policy #108
602.2 Harassment, Discrimination and Retaliation See Policy #110
602.3 Employee Abuse of Alcohol and Other Drugs
602.4 Use of Software on Non-State Owned Personal Computers
602.5 Age Limitation for Employment and Employee Retention
602.6 Position Management
602.7 Personnel Records and Information Disclosure
602.8 Pay and Compensation
602.9 In-Range Adjustment
602.10 Supplemental Pay
602.11 Employee Responsibilities
602.12 Work Schedule
602.13 Changes Affecting Employment
602.14 Employee Relations
602.15 Employee Safety
602.16 Disciplinary Action, Suspension and Dismissal
602.17 Disciplinary Suspension Without Pay
602.18 Demotion
602.19 Pre-Disciplinary Conference
602.20 Appeal to State Human Resource Commission
602.21 Improper Relationships between Students and Employees
602.22 Mediation for Faculty and EHRA Administrative Personnel
- 602.23 EHRA Non-Faculty Grievances
- 602.24 Evaluating Staff Employees
- 602.25 Daylight Savings Time
- 602.26 Adverse Weather and Emergency Closing
- 602.27 EHRA Non-faculty Employment
- 602.28 Critical and Essential Staff (Repealed)
- 602.29 On-Call/Emergency Callback Pay
- 602.30 Criminal Background Reports
- 602.31 EHRA Non-Faculty Performance Management
- 602.32 Workplace Violence
- 602.33 Sponsorship of Employees For United States Permanent Residence
- 602.34 Non-Salary and Deferred Compensation
- 602.35 Employee Relocation Expenses
- 602.36 Flexible Work Arrangements
- 603 Benefits
  - 603.1 Leave
  - 603.2 Voluntary Shared Leave Program
  - 603.3 Insurance and Retirement Benefits
  - 603.4 Tuition Waiver
  - 603.5 Tuition Reimbursement
  - 603.6 Filing the Supervisor's Accident Report Form
  - 603.7 Filing Worker's Compensation Claims
  - 603.8 EHRA Benefits
  - 603.9 SHRA Benefits
  - 603.10 Vacation Leave
  - 603.11 Sick Leave
  - 603.12 Leave without Pay Administration
  - 603.13 Holiday Leave Administration
  - 603.14 FMLA Leave Administration
  - 603.15 Family Illness Leave Administration
  - 603.16 Community Service Leave
  - 603.17 Military Service Leave and Differential Pay Procedures
  - 603.18 Emergency Loan Fund
  - 603.19 Services to Employees
- 604 Conflicts of Interest and Commitment
  - 604.1 Dual Employment
  - 604.2 Processing Dual Employment Assignments
  - 604.3 External Professional Activities of Faculty and Other Professional Staff
  - 604.4 Secondary Employment
  - 604.5 Staff (SHRA) Employee Request for Approval to Engage in Outside Work
  - 604.6 Conflict of Interest and Commitment
  - 604.7 Political Activities and Public Office Holding
- 700 Athletics
  - 701 Department of Athletics Policies and Procedures Manual
  - 702 Trademark/Service Mark Licensing
- 800 University Communications
  - 801 Responses to Requests
    - 801.1 Media Requests
- 900 Information Technology
  - 901 Information Technology Governance Policy
  - 902 Data Governance
  - 903 Information Security Policy
  - 904 Infrastructure and Architecture Policy
  - 905 Identity and Access Management Policy
  - 906 Acceptable Use of Computing and Electronic Resources Policy
  - 907 General Web Standards
  - 908 E-Mail As Official Means of Communication
  - 909 Digital Accessibility
  - 910 Statement of Confidentiality
  - 911 Privacy and Confidentiality of Individually Identifiable Health Care Information under HIPAA
- 1000 Audits
  - 1001 Financial and Operational Audits
  - 1002 Information Systems Audits
  - 1003 Bank Accounts, Cash Funds, and Investments
- 1004 Accounting Systems and Procedures
- 1005 Audit Follow-Up Policy