Required Training for Employees and Affiliates

Approved: January 6, 2020
Next Scheduled Review: January 6, 2025

Procedure Summary

System regulation 33.05.02, Required Employee Training states in section 2.1 “[m]ember chief executive officers may develop guidelines to require their employees to complete additional training not specified in this regulation…” This procedure establishes the roles, responsibilities, and processes associated with university-wide required training for Texas A&M University-Corpus Christi (TAMU-CC) employees and affiliates. This procedure supplements and does not replace the requirements of system regulation 33.05.02, Required Employee Training.

Definitions

Employee – For the purpose of this procedure, this term encompasses all employees, including full-time, part-time, and student employees.

Affiliate – This refers to an individual, other than a student or employee, with a relationship to TAMU-CC such that they receive an IslandID or other login granting access to electronic information resources governed by TAMU-CC. Other related terms include contractor and contingent worker.

University-wide required training – This training is required by TAMU-CC for all university employees regardless of department, job title, or responsibilities.

Role-based required training – This training is required for specific campus members due to the department for which they work or the job functions they perform.

Procedure

1. UNIVERSITY-WIDE REQUIRED TRAINING

   1.1. The official roster of approved university-wide required training (“the roster”) may be found on the Employee Development and Compliance Services (EDCS) website. This roster shall list for each course at least:
EDCS shall administer the roster. The roster is required to list only university-wide required training and does not necessarily list training required by other law or policy (e.g. system regulation 33.05.02, Required Employee Training).

1.2. All requests for changes to university-wide required training shall be sent to EDCS. EDCS shall assess these requests and provide a recommendation to the President.

1.3. The following must be approved by the President:

(a) Addition of a new university-wide required training course
(b) Elimination of a university-wide required training course
(c) Significant changes to the content or length of an existing university-wide required training course

2. ROLE-BASED REQUIRED TRAINING

2.1. Department heads and supervisors may require their employees or affiliates to complete additional role-based training based on job duties of the employee or affiliate.

2.2. Responsible offices may require additional role-based training for employees and affiliates with job duties in areas under the purview of the responsible office. For example, the Comptroller’s Office has authority over credit-card operations and thus may require Payment Card Industry training for all employees and affiliates who process credit card activities regardless of the specific department or supervisor for whom they work.

3. OVERDUE REQUIRED TRAINING

3.1. Employees may be subject to disciplinary action and may not be eligible for merit pay for failing to complete required training by the required deadline.

3.2. Supervisors are responsible for ensuring completion of required training. Supervisors may be subject to disciplinary action and may not be eligible for merit pay for failure to take actions to ensure their employees’ compliance.
3.3. At least quarterly, EDCS shall provide to President’s Cabinet a list of all employees who are overdue on required training along with each employee’s supervisor and department/division.

3.4. If the employee or affiliate is overdue on any relevant training required by this procedure or system regulation 33.05.02, Required Employee Training, EDCS or the responsible office may withhold or revoke an employee’s or affiliate’s access to university resources (e.g. computer access).

4. ADDITIONAL INFORMATION

Users with questions about required training shall contact EDCS or the respective course owner listed in the roster.

Related Statutes, Policies, or Requirements

System Policy 32.02, Discipline and Dismissal of Employees
System Regulation 32.02.02, Discipline and Dismissal Procedure for Nonfaculty Employees
System Regulation 33.05.02, Required Employee Training

Appendix

Official Roster of Approved University-Wide Required Training

Contact Office

Contact for clarification and interpretation: Employee Development and Compliance Services
(361) 825-2765