

Columbia State to TBR Policy Crosswalk

Columbia State Policy		Referenced TBR Policy/Guideline	
01.01.20	College Organizational Structure	1.03.02.20	Delegation of Authority/Signature Authorization
01.02.00	Development, Revision and Communication of Policies and Procedures	1.03.10.00	Student & Faculty Participation in Development of Campus Policies & Programs
01.03.00	Committee Structure	1.03.10.00	Student & Faculty Participation in Development of Campus Policies & Programs
01.04.00	Advisory Committees		No TBR Policy Referenced
01.05.00	Memberships and Subscriptions	G-080	Membership and Subscriptions
01.06.00	Complaint Tracking	4.01.05.50	Preventing and Reporting Fraud, Waste or Abuse
		3.02.00.01	General Policy on Student Conduct & Disciplinary Sanctions
		3.02.01.00	Student Due Process Procedure
		P-080	Discrimination & Harassment-Complaint & Investigation Procedure
		05.01.02.00	Equal Employment Opportunity
01.07.00	Delegation of Authority/Signature Authorization	1.03.02.20	Delegation of Authority Signature Authorization
01.08.00	Freedom of Speech and Expression	1.03.02.60	Freedom of Speech and Expression
01.09.00	Animals on Campus	1.03.02.55	Animals on Tennessee Board of Regents Campuses
01.10.00	Workforce & Continuing Edu Advisory Committees		No TBR Policy Referenced
01.12.00	Mass Communication Policy	9.01.06.00	Mass Communications
		1.03.02.60	Freedom of Speech and Expression
01.13.00	Texting Privacy Policy		No TBR Policy Referenced
01.14.00	College Wall of Service, Legacy and Distinction		No TBR Policy Referenced
01.15.00	Institutional Neutrality	1.03.02.70	Institutional Neutrality
02.01.00	Academic and Student Policy and Procedures Changes	1.03.10.00	Student & Faculty Participation in Development of Campus Policies & Programs
02.02.00	Associate Degree and Certificate of Credit Requirements	2.01.00.00	General Education Core and Degree Requirements
		2.00.01.06	Articulation and Transfer
		2.01.00.02	Awarding Posthumous Academic Credentials
02.03.00	Curriculum Development and Revision	A-010	Program Modifications and New Academic Programs
		2.01.01.00	Approval of Academic Program, Units, and Modifications
02.04.00	Selection of Textbooks - Student Materials	2.07.00.00	Cost of Textbooks
02.05.00	Course Syllabi	P-080	Discrimination & Harassment- Complaint & Investigation Procedure
02.06.00	Enrollment Verification Requirements		No TBR Policy Referenced
02.07.00	Student Academic Integrity	1.06.00.05	Contested Cases Subject to the Uniform Administrative Procedure Act
		3.02.00.01	General Policy on Student Conduct & Disciplinary Sanctions
02.08.00	Establish and Specify Grades Being Awarded	2.03.01.01	Undergraduate Academic Retention & GPA Standards
02.10.00	External Credit	2.00.01.06	Articulation and Transfer
		2.01.00.04	Awarding of Credits Earned Through Extra Institutional Learning to Community Co
		2.01.00.05	Early Postsecondary Opportunities
		2.03.00.00	Admission at the Community College
02.11.00	Evaluation of Student Performance		No TBR Policy Referenced
02.12.00	Faculty Proficiency Oral and Written English	5.02.01.03	Faculty Proficiency in Oral & Written English
02.13.00	Full-time Faculty Selection Criteria and Process	5.02.01.00	Definition of Faculty
		5.02.07.00	Faculty Appointments at Community Colleges
		5.02.01.03	Faculty Proficiency in Oral & Written English
		5.02.03.10	Academic Tenure for College of Applied Technology

Columbia State Policy		Referenced TBR Policy/Guideline	
		5.02.03.70	Academic Tenure for Community Colleges
		5.02.03.30	Academic Freedom and Responsibility
		P-010	Personnel Transactions & Recommended Forms
02.14.00	Part-time Faculty Selection and Evaluation		No TBR Policy Referenced
02.15.00	Commencement Attendance		No TBR Policy Referenced
02.16.00	Non-credit (CEU) and Economic/Workforce Development Classes	2.00.01.06	Articulation and Transfer
02.17.00	Textbook - Instructional Materials & Potential Conflict of Interest	1.02.03.10	Conflict of Interest
02.18.00	Instructional Recording	1.02.03.10	Conflict of Interest
		2.00.01.06	Articulation and Transfer
		2.01.00.00	General Education Core and Degree Requirements
02.19.00	Transfer Credit	2.01.00.04	Awarding of Credits Earned Through Extra Institutional Learning to Community Co
		3.08.10.00	Development & Operation of Global Studies Programs
		2.08.20.00	TBR System Faculty & Academic Staff Abroad
02.20.00	International Education	P-080	P-080 Discrimination & Harassment-Complaint & Investigation Procedure
02.21.00	Dual Enrollment Admissions	2.01.00.05	Early Postsecondary Opportunities
02.22.00	Readmission Requirements for Returning Service Members	2.03.01.04	Admission, Enrollment, and Readmission of Service Members
02.22.01	Ethical Recruitment of Prospective Students and Military Affiliated Individuals		No TBR Policy Referenced
02.22.02	Unearned Tuition Assistance Refund Policy for Service Members		No TBR Policy Referenced
		2.03.00.00	Admission at the Community College
02.23.00	Admissions Policy	2.01.00.05	Early Postsecondary Opportunities
			Student Organizations
		3.01.01.00	
03.01.00	Student Organizations and Clubs	1.06.00.05	Contested Cases Subject to Uniform Administrative Procedure Act
		S-030	Student Advisor Guideline
03.02.00	Student Travel	4.03.03.00	General Travel
		4.03.03.50	Athletic and other Student Group Travel
		4.03.03.50	Athletic and other Student Group Travel
03.03.00	Athletics and Athletic Admissions	3.04.01.00	Student Scholarships, Grants, Loans & Financial Aid Programs
		8.01	Participation in Intercollegiate Athletics
03.04.00	Off-Campus Speakers	1.03.02.50	Access to and Use of Campus Property and Facilities
		G-030	Contracts Guideline
		4.01.03.00	Tuition, Fees, Charges, Refunds, and Payments-Community Colleges
03.05.00	Student Activity Fee		Collection of Accounts Receivable
		B-010	Collection of Accounts Receivable
		4.01.03.00	Tuition, Fees, Charges, Refunds, and Payments-Community Colleges
03.05.01	Student Government Fee	3.01.01.00	Student Organizations
		S-030	Student Advisor Guidelines
		3.02.03.00	Confidentiality of Student Records
03.06.00	Confidentiality of Student Records	S-020	Confidentiality of Student Records
03.08.00	Student Worker Assignments	3.04.01.00	Student Scholarships, Grants, Loans & Financial Aid Programs
03.09.00	Student Financial Aid Policy on Overpayment		No TBR Policy Referenced

Columbia State Policy		Referenced TBR Policy/Guideline	
03.10.00	Student Anti-Harassment		1.03.02.60 Freedom of Speech and Expression
		5.01.02.00	Equal Employment Opportunity
		6.01.00.00	Sex, Discrimination, Sexual Harassment for Sexual Misconduct
		6.03.00.00	Sexual Misconduct
		P-80	Freedom of Speech and Expression
03.11.00	Student Conduct and Discipline	3.02.00.01	General Policy on Student Conduct & Disciplinary Sanctions
		1.06.00.05	Contested Case Subject to the Uniform Administrative Procedure Ace
		6.03.00.00	Sexual Misconduct
		6.04.00.00	Pregnancy, Childbirth, and Related Medical Conditions
03.12.00	Accomodations for Pregnant Students	6.01.00.00	
			Sex Discrimination, Sexual Harassment or Sexual Misconduct
		6.000.00.00	Sex Discrimination and Sexual Harassment
		P-80	Discrimination & Harrassment-Complaint & Investigation Procedure
04.01.00	Approval of Agreements	4.02.01.00	Approvals of Agreements and Contracts
		G-030	Contracts Guideline
04.02.00	Grant Proposals and Management	4.02.01.00	Approvals of Agreements and Contracts
		G-030	Contracts Guideline
04.02.01	Grant Work Extra Compensation		5.01.05.00 Outside Employment and Extra Compensation for Additional Assignments
		5.02.04.10	Faculty Compensation During Summer Session
		1.02.03.10	Conflict of Interest
		P-055	Faculty Compensation for Teaching Credit Courses
04.03.00	Travel	4.03.03.00	General Travel
		4.03.02.00	Motor Vehicles
04.04.00	Collection of Accounts Receivable	B-010	Collection of Accounts Receivable
04.05.00	Compensatory Time and Overtime	5.01.00.00	General Personnel Policy
04.06.00	Equipment Capitalization and Security	B-110	Capital Assests and Sensitive Minor Equipment
04.07.00	Solicitation and Acceptance of Gifts	4.01.04.00	Solicitation and Acceptance of Gifts
		4.01.07.02	Foundations
		P-140	Charitable Organization Deduction
04.08.00	Service of Process as Parties in Civil Cases		No TBR Policy Referenced
04.09.00	Electronic Signature Policy	1.08.00.00	Information Technology Resources
		B-095	Use of Electronic Signatures & Records
04.10.00	Purchasing Policy	4.02.10.00	Purchasing Policy
05.01.00	EEO. AA, Discrimination and Nepotism	5.01.02.00	Equal Employment Opportunity
		5.01.00.00	Employment Classification
		6.01.00.00	Sex Discrimination, Sexual Harassment or Sexual Misconduct
		6.02.00.00	Sex Discrimination and Sexual Harassment
		P-010	Personnel Transactions & Recommended Forms
		P-080	Discrimination & Harassment-Complaint & Investigation Procedure
		P-090	Nepotism

Columbia State Policy		Referenced TBR Policy/Guideline	
05.02.00	Background Checks	P-010	Personnel Transactions & Recommended Forms
05.03.00	Employment Eligibility Verification	No TBR Policy Referenced	
05.04.00	Faculty and Staff Orientation	No TBR Policy Referenced	
05.05.00	Admin/Professional Classification Compensation Plan	5.01.00.00	General Personnel Policy
		P-043	Compensation
05.06.00	Academic Freedom and Responsibility	5.02.03.30	Academic Freedom and Responsibility
05.07.00	Faculty Evaluation and Forms	No TBR Policy Referenced	
		5.01.00.00	General Personnel Policy
		05.02.04.10	Classification of Benefits for Fees & Tuition
05.08.00	Faculty Workload	P-020	Procedures for Implementation of the 37.5 hour Work Week
		P-055	Faculty Compensation for Teaching Credit Courses as an Overload
05.09.00	Inter-Session and Summer Employment Faculty	5.02.04.10	Faculty Compensation During Summer Session
05.10.00	Faculty Compensation Plan	5.01.00.00	General Personnel Policy
		P-043	Compensation
		5.01.05.00	Outside Employment and Extra Compensation for Additional Assignments
05.11.00	Outside Employment and Extra Compensation	5.02.04.10	Faculty Compensation During Summer Sessions
		P-050	Faculty Compensation for Teaching Credit Courses as an Overload
		5.02.02.30	Faculty Rank & Promotion at Community Colleges
05.12.00	Awarding of Academic Rank and Promotion in Rank	5.02.03.70	Academic Tenure for Community Colleges
		7.01.00.00	Firearms and Other Weapons
		5.01.01.01	Annual Leave
		5.01.01.10	Holidays
		5.01.01.03	Leave or Absence
		5.01.01.11	Days of Administrative Closing
		5.01.01.04	Military Leave Policy
		5.01.01.12	Voting Leave
		5.01.01.05	Civil Leave
		5.01.01.06	Leave Transfer Between the State Universities & The College System of Tennessee & State and Local Education Agencies
05.13.00	Employee Leave	5.01.01.14	Family, Medical, Service Member, and Hospice Leave
		5.01.01.07	Sick Leave
		5.01.01.15	Transfer of Sick Leave Between Employees
		5.01.01.08	Parental Leave
		5.01.01.17	Disaster Relief Service Leave
		5.01.01.09	Bereavement Leave
		P-020	Procedures for Implementation of the 37.5 hour Work Week
		P-060	Formation & Operation of Faculty Sick Leave Banks
		P-061	Formation & Operation of Staff Sick Leave Bank
		5.02.02.30	Faculty Rank & Promotion at Community Colleges
05.14.00	Tenure	5.02.03.70	Academic Tenure for Community Colleges
		5.02.03.30	Academic Freedom and Responsibility
		5.02.07.00	Faculty Appointments at Community Colleges
		5.01.00.00	General Personnel Policy

Columbia State Policy		Referenced TBR Policy/Guideline	
05.15.00	Retirement, Resignation & Other Separation from Employment	5.01.03.00 P-010 P-160	Retirement Personnel Transactions & Recommended Forms Post Retirement Service Program for Tenured Faculty
05.16.00	Classified Staff Compensation Plan	5.01.00.00 P-043	General Personnel Policy Compensation
05.17.00	Staff Performance Evaluation	5.01.00.10	Personnel Records
05.18.00	Employee Educational Assistance	P-130	Educational Assistance for TBR System Employees
05.18.01	Educational Assistance for Spouse & Dependents of College Employees	P-131	Educational Assistance for Spouse & Dependents of TBR Employees
05.19.00	Non-renewal - Termination or Transfer of Faculty Appointments	1.02.11.00 5.02.03.70 5.02.06.00 5.02.07.00	Appeals to the Chancellor and the Board Academic Tenure for Community Colleges Financial Exigency Faculty Appointments at Community Colleges
05.20.00	Faculty Professional Development		No TBR Policy Referenced
05.21.00	Instructional Workload Equivalencies	5.01.00.00 A-052	General Personnel Policy Assignment of Non-instructional Faculty Time
05.22.00	Employee Conduct	1.06.00.05 5.01.00.00 5.01.00.01 5.02.03.30 5.02.03.70 P-110	Contested Cases Subject to the Uniform Administrative Procedure Act General Personnel Policy Prevention of Workplace Violence Academic Freedom and Responsibility Academic Tenure for Community Colleges Employee Grievance-Complaint Guide
05.23.00	Employee Grievance and Complaint Procedures	1.06.00.05 1.02.11.00 5.01.00.00 P-110 P-080 P-111	Contested Cases Subject to the Uniform Administrative Procedure Act Appeals to the Chancellor and the Board General Personnel Policy Employee Grievance-Complaint Guideline Discrimination & Harassment-Complaint & Investigation Procedure Support Staff Grievance
05.24.00	Anti Harassment Policy	5.01.02.00 6.01.00.00 6.02.00.00 6.03.00.00 P-080	Equal Employment Opportunity Sex Discrimination, Sexual Harassment or Sexual Misconduct Sex Discrimination and Sexual Harassment Sexual Misconduct Discrimination & Harassment-Complaint & Investigation Procedure
05.25.00	Degree Related Salary Increases		No TBR Policy Referenced
05.26.00	Columbia State Leadership Program		No TBR Policy Referenced
05.27.00	Drug-Free Workplace and Campus		No TBR Policy Referenced
05.28.00	Intellectual Property	5.01.06.00 1.02.11.00	Intellectual Property Appeals to the Chancellor and the Board
05.29.00	Grant-Funded Positions		No TBR Policy Referenced
06.02.00	Bloodborne Pathogens Exposure		No TBR Policy Referenced
06.03.00	Lockout-Tagout		No TBR Policy Referenced
06.04.00	Waste Management Policy		No TBR Policy Referenced
06.04.01	Hazardous Communication		No TBR Policy Referenced
06.05.00	Campus Medical Emergencies, Accidents/Injuries		No TBR Policy Referenced

Columbia State Policy		Referenced TBR Policy/Guideline	
06.07.00	Sexual Misconduct	5.01.02.00	Equal Employment Opportunity
		6.01.00.00	Sex Discrimination, Sexual Harassment or Sexual Misconduct
		6.02.00.00	Sex Discrimination and Sexual Harassment
		6.03.00.00	Sexual Misconduct
		P-080	Discrimination & Harassment-Complaint & Investigation Proc
06.08.00	Timely Warning	No TBR Policy Referenced	
06.09.00	Hearing Conservation Program	No TBR Policy Referenced	
06.10.00	Confined Space Program	No TBR Policy Referenced	
06.11.00	Security Camera Access	No TBR Policy Referenced	
06.12.00	Laboratory Chemical Hygiene Plan	No TBR Policy Referenced	
06.13.00	Automated External Defibrillators Program	No TBR Policy Referenced	
06.14.00	Vehicle Use on Intercampus Pathways and Green Spaces	No TBR Policy Referenced	
06.15.00	Infectious Disease	7.03.00.00	Infections Diseases
06.16.00	Firearms and Other Weapons	7.01.00.00	Firearms and Other Weapons
07.01.00	Media Relations	No TBR Policy Referenced	
07.02.00	Planning and Evaluation	No TBR Policy Referenced	
07.03.00	Allocation of Information Technology Resources	No TBR Policy Referenced	
07.04.00	Use of Information Technology Resources	1.08.00.00	Information Technology Resources
		1.08.01.00	Enterprise Information Systems Updates
		1.08.03.00	Digital Identity, Authentication Management, and Access Control
		1.08.04.00	Personally Identifiable Information
		1.08.05.00 IT	Acceptable Uses
		1.06.00.05	Contested Cases Subject to the Uniform Administrative Procedure Act
		5.01.06.00	Intellectual Property
		3.02.00.01	General Policy on Student Conduct & Disciplinary Sanctions
07.04.01	Computer Use by Campus Visitors and Continuing Education Students	No TBR Policy Referenced	
07.04.02	Acceptable Use Policy (AUP) for State Owned Equipment	1.08.00.00	Information Technology Resources
		1.08.01.00	Enterprise Information Systems Updates
		1.08.03.00	Digital Identity, Authentication Management, and Access Control
		1.08.04.00	Personally Identifiable Information
		1.08.05.00	IT Acceptable Uses
		1.06.00.05	Contested Cases Subject to the Uniform Administrative Procedure Act
		5.01.06.00	Intellectual Property
		5.01.000.00	General Personnel Policy
		3.02.00.01	General Policy on Student Conduct & Disciplinary Sanctions
07.04.03	Bring Your Own Device	No TBR Policy Referenced	
07.05.00	Web Pages Policy and Guidelines	1.08.00.00	Information Technology Resources
07.06.00	Disposal of Records	1.08.00.00	Information Technology Resources
		1.12.01.00	Records Retention and Disposal of Records
		G-075	Litigation Hold Notice

Columbia State Policy		Referenced TBR Policy/Guideline	
07.06.01	Requests for Public Records	1.12.00.00	Public Record Policy
07.06.02	Data Retention and Destruction Policy	1.08.00.00	Information Technology Resources
		1.12.01.00	Records Retention and Disposal of Records
		G-075	Litigation Hold Notice
07.08.00	Use of Copyrighted Materials	5.01.06.00	Intellectual Property
		2.05.00.00	Distance Education
07.09.00	Library Circulation, Fines and Encumbrances	B-010	Collection of Accounts Receivable
07.10.00	Surveys		No TBR Policy Referenced
07.11.00	Visitors on Campus	1.03.05.50	Access to and Use of Campus Property and Facilities
07.11.01	Minors on Campus	7.04.00.00	Programs for Minors on Campus
07.12.00	Long Distance Telephone Use		No TBR Policy Referenced
07.13.00	Parking	7.05.00.00	Traffic and Parking
07.14.00	Key Control		No TBR Policy Referenced
07.15.00	Space Assignments		No TBR Policy Referenced
07.16.00	Equipment Service Calls		No TBR Policy Referenced
07.17.00	Smoking and Tobacco Use	3.05.01.00	Policy for Classifying Students in State & Out-of-State for Paying College Fees & Tuition & for Admission Purposes
07.18.00	Maintenance Shop Use and Access		No TBR Policy Referenced
07.19.00	Data Collection, Analysis and Reporting		No TBR Policy Referenced
07.20.00	Publications, Forms, Printing, Letterhead and Business Cards	9.01.02.00	Publications
		G-090	Letterhead Stationary
07.21.00	Institutional Review Board For Research	2.08.00.00	Research Compliance Security
		A-110	Institutional Review for Research
07.22.00	Campus Tree Care Policy		No TBR Policy Referenced
07.23.00	Social Media Policy		No TBR Policy Referenced
07.24.00	Password Policy	1.08.03.00	Digital Identity, Authentication Management, and Access Control
07.25.00	Campus Facilities Policy	1.03.02.50	Access to and Use of Campus Property and Facilities
		1.07.00.05	General Policy on Alcoholic Beverages
		7.01.00.00	Firearms and Other Weapons
07.26.00	Furnishing and Decorating Offices and Reception Areas Policy	4.02.10.00	Purchasing Policy
07.27.00	Foreign Talent Recruitment Policy	A-115	Foreign Talent Recruitment Programs
07.28.00	College Motor Pool Policy		No TBR Policy Referenced