



**STUDENT, FACULTY, AND STAFF  
CAMPUS LIFE COMMITTEE  
THE UNIVERSITY OF TEXAS SYSTEM  
BOARD OF REGENTS  
AGENDA**

January 6, 2003  
3:30 p.m. – 5:00 p.m.  
Board Room, 9<sup>th</sup> Floor, Ashbel Smith Hall  
Austin, Texas

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|-----------|---|--|
| 3:30 p.m. | 1. <b>Welcome and Opening Remarks and<br/>Distribution of Committee Work Plan</b> | <i>Chairman Judith Craven</i>  |
| 3:40 p.m. | 2. <b>Campus Speech and Assembly Issues</b>                                       | <i>Professor Douglas<br/>Laycock, U. T. Austin<br/>School of Law</i> |
| 4:25 p.m. | 3. <b>Privacy Issues – Use of Social Security<br/>Numbers</b>                     | <i>Florence Mayne, U. T.<br/>System</i>                              |
| 4:45 p.m. | 4. <b>Informational Item</b><br>Update on Campus Visits                           | <i>Chancellor Mark G. Yudof</i>                                      |



**Student, Faculty, and Staff  
Campus Life Committee**

**THE UNIVERSITY OF TEXAS SYSTEM  
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January 6, 2003

**Overview of Topics for Future Meetings  
of the Student, Faculty, and Staff  
Campus Life Committee**

The committee will meet quarterly and will include at least one Special Dinner Meeting with Presidents of U.T. Components.

Topics to be discussed at future meetings include:

- Grievance Processes and Procedures; Ombudsman models
- Campus Speech and Assembly Issues
- Update: Campus Committees on the Advancement of Women and Minorities
- Privacy Issues – Use of Social Security Numbers
- Educational Access (Including Tuition Reimbursement or Assistance for Employees, and Tuition Waiver or Tuition “Assistance”/Reimbursement for Graduate Assistants)
- Campus Security Issues
- Campus-Based Child Care
- Faculty Satisfaction Survey
- Sharing of Best Practices and Special Initiatives



**THE UNIVERSITY OF TEXAS SYSTEM  
BOARD OF REGENTS**

**Student, Faculty, and Staff Campus Life Committee**

**January 6, 2003**

**Agenda Item:** Campus Speech and Assembly Issues

Discussion Item

**Presenter:** Professor Douglas Laycock, The University of Texas at Austin School of Law

**Purpose:**

The University of Texas at Austin established a Task Force on Assembly and Expression to conduct a general review of the University's rules affecting freedom of speech. The purpose of this presentation is to summarize the broader findings and conclusions underlying the recommendations of the Task Force, and to highlight those findings that may be of most interest to other System components.

**Outline of Key Points/Policy Issues:**

Free inquiry and debate are essential to the University's purpose and function. The University does not regulate the viewpoints expressed by its students, faculty, or staff, save for very narrow constitutional exceptions, such as incitement to imminent violence.

Neutral regulation of the time, place, and manner of some forms of speech can ensure that teaching, research, and administration continue uninterrupted, and that all those desiring to speak receive a fair opportunity to speak and to be heard.

The Task Force found a lack of clarity in the existing rules regulating speech, with resulting confusion on the part of students, faculty, and even administration. Such rules must be clearly stated, be readily available to the university community, and be scrupulously implemented without regard to the viewpoint of different speakers. The Task Force proposed a combination of deregulation and clarification of the existing rules to achieve this end.

**Background Information:**

In December 2002, the Board of Regents adopted several Regents' Rules changes related to campus speech and assembly.



# Social Security Numbers

Federal and State Laws

UT Austin's Project

UT System Administration's Role

# Federal and State Laws



# Federal Privacy Act

- ◆ Cannot deny to any individual any right, benefit, or privilege provided by law because the individual refuses to disclose his Social Security number.
- ◆ Must give statutory notice each time a Social Security number is requested.

(Section 7 of Pub. L. 93-579 in Historical Note, 5 U.S.C. § 552a)

# Social Security Act

- ◆ Disclosure or use of the Social Security number in violation of the laws of the United States is a felony punishable by a fine or imprisonment up to five years or both.

(42 U.S.C. § 408(a)(8))

- ◆ A Social Security number is confidential and may not be disclosed.

(42 U.S.C. § 405(c)(2)(C)(viii)(I))



# Family Educational Rights and Privacy Act

- ◆ No disclosure of confidential information, including Social Security number, without written consent, unless the disclosure falls within a specified exception.

(20 U.S.C. § 1232g)





# Texas Public Information Act

- ◆ Each employee must choose whether to allow public access to information relating to the person's Social Security number and other personal information.

(Texas Gov't Code § 552.024)

# UT Austin's Project

# Policy Committee

- ◆ Draft a policy for the use of Social Security numbers at The University of Texas at Austin that will best serve the constituents of the institution, with consideration given to UT System components.
  - Draft policy reiterates legal requirements, requires the use of another identifier unless use of the SSN is permitted by law, and sets requirements for secure transmission and disposal.

# Policy Committee

- ◆ Develop a phased implementation plan and time table for the SSN policy and provide a cost estimate and approximate time table for the various phases of the implementation plan.
  - Usage survey is being designed to assess technical needs and costs in terms of hours and infrastructure.

# Policy Committee

- ◆ Submit the draft policy, implementation plan, cost estimates and time table for review by the executive officers of UT Austin.
  - Submission should occur in first quarter of 2003.

# UT System Administration's Role



# Issues

- ◆ Mobility of students, faculty, employees, and alumni.
- ◆ Public perception and the confidence of the public, legislators, students, faculty, and employees regarding the handling of Social Security numbers.
- ◆ Consistent policy towards and treatment of Social Security numbers.
- ◆ Unique aspects of each institution.

# University of Illinois Model

- ◆ A system-wide policy.
- ◆ Implemented over five years.
- ◆ Developed by a committee with members who represented different institutions and different areas of expertise.
- ◆ [www.ssn.uillinois.edu](http://www.ssn.uillinois.edu)



# A Proposal

- ◆ Creation of a system-wide task force to recommend a strategy that complies with the law, protects the privacy of the individual and permits business to be transacted efficiently.



# What to Expect

- ◆ Use of a unique identification number not derived from the Social Security number.
- ◆ Changes in business and other processes.
  - Decreased reliance on Social Security numbers.
  - Grades posted by other means.
  - Decreased display of Social Security numbers on reports, screens, etc.
  - Use of Social Security numbers on systems as data elements and not as keys to databases.



# Conclusion

◆ Questions?

Florence Mayne

(512) 499-4517

[fmayne@utsystem.edu](mailto:fmayne@utsystem.edu)