

# TEXAS TECH UNIVERSITY HEALTH SCIENCES CENTER

## Operating Policy and Procedure

**HSC OP:** 72.05, **Determination of Employee or Independent Contractor Status**

**PURPOSE:** The purpose of this Health Sciences Center Operating Policy and Procedure (HSC OP) is to establish the status of a TTUHSC worker, whether the individual is considered an employee or independent contractor, in compliance with federal regulations relating to payment for services rendered. Each person affected by this HSC OP is responsible for developing job procedures and/or other appropriate methods of complying with these requirements.

**REVIEW:** This HSC OP will be reviewed on July 1 of each odd-numbered year (ONY) by the

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- e. The institution benefiting from the services hires, supervises, and pays the person performing the services.
- f. There is a continuing relationship between the person performing the services and the organization for which the services are performed. Services may be considered continuing even though they are performed at irregular intervals, on a part-time basis, seasonally, or over a short term.
- g. The person performing the services is under the control of the institution (employer) as exhibited by, but not limited to, the following:
  - 1)