

TEXAS LAWS

AREA	REQUIREMENTS	AUTHORITY
EDUCATION		
	Pertains to reports to the Texas Higher Education Coordinating Board in the "CBM Reporting Series." Student and faculty social security numbers (SSNs) must be disclosed in reports to the Coordinating Board with respect to data that institutions of higher education are required to report. The reporting manual permits an assigned 9-digit number if the student does not have a SSN. The reporting manuals are on the board's website at: http://www.txhighereddata.org/ReportingManuals.cfm	Texas Education Code Ch. 61 CBM Reporting Manual
	An institution's report to the Texas Higher Education Coordinating Board must include the student's name and SSN in order to commit specific award amounts to students in the Board's Texas Grant II Program.	Texas Education Code § 56.351, et seq.; 19 Tex. Admin. Code § 22.254
	Complaints involving improper conduct against an educator within a school, including a charter school, addressed to the State Board for Educators Certification must include the educator's name; and certificate number, if any, or SSN.	Texas Education Code § 21.041; 19 Tex. Admin. Code § 249.14(e)
EMPLOYMENT		
	Requires all state agencies to enroll in the E-Verify program as of September 1, 2015. E-Verify enrollment requires the collection of SSNs on all Form I-9 documents. TTUHSC is enrolled in the E-Verify program.	Texas Government Code Ch. 673 §673.001
	Entitles institutions of higher education to obtain criminal history record information for evaluating applicants for employment in security sensitive positions. The Department of Public Safety may require institutions of higher education to submit an individual's SSN for identification purposes.	Texas Government Code Ch. 411 §§ 411.094, 411.086
	Requires employer to report to the State Comptroller the name and SSN of the employee from whose salary or wages a deduction for the employee's membership in employee organizations is made.	Texas Government Code Ch. 403; 34 Tex. Admin. Code § 5.46
	Requires an employer to furnish to the State Directory of New Hires a report of all new hires that contains certain information from the employee's W-4 form, including SSN.	Texas Family Code § 234.103; 1 Tex. Admin. Code § 55.303
	Requires payroll reports to the State Comptroller for agencies that do not use Uniform Statewide Payroll/Personnel System to include employee's name and SSN.	Texas Government Code Ch. 403; 34 Tex. Admin. Code § 5.41
	Requires agencies that allow deductions for payment to credit unions to include in report to the State Comptroller the name and SSN of each employee for whom deductions were made.	Texas Government Code Ch. 403; 34 Tex. Admin. Code § 5.47
	Deduction for contributions to charitable organizations from employee to employer must include SSN. Cancellation also requires that the employer provide the employee's SSN to the State Comptroller.	Texas Government Code Ch. 403; 34 Tex. Admin. Code § 5.48
	Employers interested in shared work programs must obtain approval from the Texas Workforce Commission and include the names and SSNs of employees involved in the plan.	Texas Labor Code § 215.022
HEALTH CARE EDUCATION		
	Complaints about nurses must be forwarded to the Texas Board of Nursing and must include the name and SSN of the nurse. The nursing program must maintain records to include SSN of enrolled students in nursing program.	Texas Occupations Code § 304.008; 22 Tex. Admin. Code §§ 213.13, 215.8

FEDERAL LAWS

EMPLOYMENT		
	Authorizes an employer to examine an alien's social security number for verification of eligibility for employment.	8 U.S.C. §1324a(b); 8 C.F.R. §274a.2
	An employer must furnish the SSN of each employee for the State Directory of New Hires for child support enforcement purposes.	42 U.S.C. § 653
	An employer must keep records of payment made to state government employees and requires SSN to be included in record.	20 C.F.R. § 404.1225
	Employees must provide the employer with his/her SSN.	26 C.F.R. § 31.6011(b)-2
	Employers must include the employee's SSN on the Form W-2.	26 C.F.R. § 31.6051-1
	Employers must use the employee's SSN on required reports pertaining to deferred vested retirement programs.	26 C.F.R. § 301.6057-1
HEALTH CARE EDUCATION		
	Hospitals that incur indirect costs for graduate medical education programs must furnish the SSN for each resident.	42 C.F.R. § 412.105
	Hospitals that receive Medicare payment for direct graduate medical educational activities must identify residents by SSN.	42 C.F.R. § 413.75
STUDENT LOANS		
	An institution of higher education must verify the borrower's SSN. They must use a common financial aid form to collect the information on the form, including the SSN of parents of dependent children seeking federal financial assistance. A student must submit his/her SSN to receive any grant, loan or work assistance. Institutions of higher education must verify SSN in the national student loan database and include the SSN in certain reports and in loan assignments.	20 U.S.C. §§ 1078, 1078-2(f), 1090(a)(7), 1091(a)(4)(B), 1092, 1092b; 34 C.F.R. §§ 668.16, 668.33, 668.36, 674.41, 674.42, 674.50, 682.604, 685.304
	Requires SSN for certain student loan applications for the health professions, such as doctors and nurses participating in the Health Education Assistance Loan Program (HEAL). Schools must give notice regarding any change in status of a student, identify students by SSN, and maintain current records on students, including verification of SSN and the student's citizenship.	42 C.F.R. §§ 57.206, 57.306, 60.51, 60.53, 60.56