



EAST TEXAS A&M
UNIVERSITY

Interim Guidance Navigating GA-48 and International Summer Travel/Teaching

Governor Abbott's Executive Order GA-48

On November 19, 2024, Governor Greg Abbott directed all state agencies and public institutions of higher education to harden state systems and safeguard critical infrastructure, intellectual property, and personal information from being accessed by hostile foreign nations that attempt to infiltrate Texas. Read the executive order here: [EO-GA-48 Hardening State Government FINAL 11-19-2024.pdf](#)

As of this date, the [U.S. Department of Commerce](#) lists the following countries as foreign adversaries: China (including Hong Kong and Macau), Cuba, Iran, North Korea, Russia and Venezuelan Nicolas Maduro (Madura regime).

The directive provides that all employees (faculty, staff, student workers and Graduate assistants)

1. are prohibited from accepting any gifts, regardless of value, from an entity associated with the countries listed above;
2. are prohibited from traveling on behalf of ETAMU to the countries listed above; and
3. Any employee traveling for *personal* reasons to designated foreign adversary countries (China, Cuba, Iran, North Korea, Russia and Venezuela) must submit pre- and post-trip certifications through Workday. (Job aid is attached.) ***Export Control restrictions apply, including taking your university computer or a loaner from CITE. Personal computers cannot be used for any university activity, including email.***

This requirement enhances security measures and ensures compliance with state regulations.

International Travel/Teaching Summer 2025 Guidance

Faculty who will be traveling internationally with or without teaching appointments are prohibited from performing any work from the adversarial countries listed above.

Personal travel out of country while on appointment (working), and not to a GA-48 country, should be entered in Emburse on a pre-approval document for \$1. The dollar value triggers the appropriate routing to ensure the review by the export control office.

We will follow the System Policy Flexible Work Arrangements, 33.06.01.

Faculty may teach less than 60 days outside the United States without a review from the System Office and Office of General Counsel. If the teaching assignment is 60 days or over while located internationally, the request must be sent for review. Most times outside counsel must be hired to advise on the business, tax and benefit implication of the particular country. Costs associated with this review is between \$5,000 - \$7,500 and can take several weeks for completion. If faculty accept teaching appointments over 60 days (such as Summer 1 and 2) but do not exceed 60 days outside of the country, a review is not needed.

The following are exempted from additional System review: (i) Faculty Development Leave, (ii) study abroad, (iii) Fulbright awards, (iv) highly prestigious and prestigious international fellowship awards, (v) travel to international conferences, (vi) ongoing grant-funded international collaborations with foreign institutions for 60 days or less, or (vii) employees on leave without pay.

We understand this policy may affect ongoing or planned activities, and we are committed to working with you to navigate these changes. A university committee will be tasked with creating a university procedure in fall 2025.

Frequently Asked Questions:

1. Are parents and/or family members allowed to purchase plane tickets or provide other personal gifts under GA-48?

GA-48 restricts gifts for business and/or professional purposes. If these gifts are personal, then GA-48 restrictions do not

apply. Gifts from universities, companies, etc. offered because of an employees position at the university would be considered a “gift” under GA-48.

NOTE: Universities or other entities from the restricted counties paying for publishing costs is considered a “gift” that would then be prohibited under GA-48.

2. If there is a conference in China or other restricted country, does GA-48 prohibit a faculty or staff member from participating virtually (e.g. via ZOOM) as a participant and/or presenter?

Attending virtually is not prohibited via GA-48 but it would require a 15.05.04 review as it meets the definition of “high risk international collaboration.” The Research Office should be notified with details of the conference, and will initiate the internal and System export control review.

3. Does GA-48 permit faculty to collaborate with individuals in China or other restricted countries?

As with the previous question, GA-48 does not prohibit faculty collaborating with individuals in foreign adversary countries but they would meet the definition of a “high risk international collaboration” and would be subject to a 15.05.04 review. The Research Office should be notified with details of the collaboration, including names and affiliations of the collaborators, and will initiate the internal and System export control review.

4. If a faculty member remains overseas but gets someone else to teach 3 or more days at the end of Summer 2, would that meet requirements?

No, the appointment letter is binding on the employee that signed it. The employee would have to return to the U.S. prior to the 60th day of employment.

The System Research Security Office is creating FAQs, and that information will be posted very soon.