

Meeting No. 759

THE MINUTES OF THE BOARD OF REGENTS

OF

THE UNIVERSITY OF TEXAS SYSTEM

PART ONE

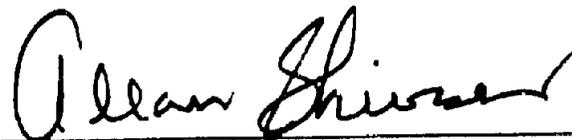
Pages 1-134, 134a-255

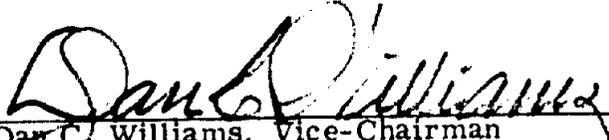
February 7-9, 1979

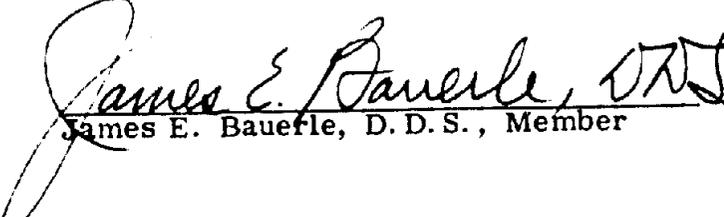
Austin, Texas

We, the undersigned members of the Board of Regents of The University of Texas System, hereby ratify and approve all actions taken at this meeting (February 7, 8 and 9, 1979) to be reflected in the Minutes.

Signed this the 9th day of February A. D. 1979.

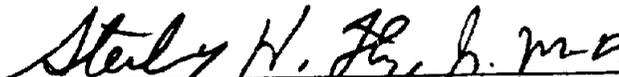

Allan Shivers, Chairman

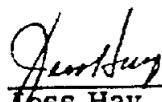

Dan C. Williams, Vice-Chairman

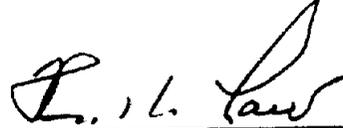

James E. Bauerle, D. D. S., Member


Jane Weinert Blumberg, Member
(Mrs. Roland K.)


Edward Clark, Member


Sterling H. Fly, Jr., M. D., Member


Jess Hay, Member


Thos. H. Law, Member


Walter G. Sterling, Member

MEETING NO. 759

WEDNESDAY, FEBRUARY 7, 1979. -- Pursuant to the Calendar set forth in the Material Supporting the Agenda and published in the Official Notice to the Secretary of State, the Board of Regents convened in regular session at 6:00 p. m. on Wednesday, February 7, 1979, in the Regents' Meeting Room, ninth floor, Ashbel Smith Hall, Austin, Texas, with Chairman Shivers presiding.

ATTENDANCE. --(at all sessions of this meeting)

<u>Present</u>	<u>Absent</u>
Chairman Shivers, presiding	
Vice-Chairman Williams	
Regent Bauerle	
Regent (Mrs.) Blumberg	
Regent Clark	
Regent Fly	
Regent Hay	
Regent Law	
Regent Sterling	

Secretary Thedford

Chancellor Walker

Chairman Shivers called the meeting to order and stated that this meeting was called for the purpose of recessing for an Executive Session of the Committee of the Whole at the Bauer House, 1909 Hill Oaks Court; that at the conclusion of that meeting, the Executive Session would recess until 11:00 a. m. on Thursday, February 8, at which time the Executive Session of the Committee of the Whole would reconvene at the Bauer House; that this second meeting of the Executive Session would recess until 6:30 p. m. on Thursday, February 8, at which time it would again meet at the Bauer House and thereafter recess until the usual Executive Session following the meetings of the Standing Committees on Friday, February 9, in Ashbel Smith Hall; that the Board of Regents would reassemble as a Board at 2:00 p. m. in Ashbel Smith Hall on Thursday, February 8, and recess for a meeting of the Buildings and Grounds Committee and would reconvene as a Board on Friday, February 9, at 9:00 a. m. at its regular meeting place in Ashbel Smith Hall.

Chairman Shivers explained that the meetings of the Executive Session of the Committee of the Whole were for the purpose of interviewing finalists for the U. T. Austin presidency; and that each session would recess until the next session and no action would be taken in any of the Executive Sessions but the discussions in these three Executive Sessions and the usual Executive Session following the meetings of all the Standing Committees would be reported at the meeting of the Board of Regents on Friday, February 9, at which time action would be called for on the items listed on the Agenda for the Executive Session.

RECESS FOR EXECUTIVE SESSIONS. --The Board of Regents then recessed for the Executive Sessions of the Committee of the Whole at the Bauer House as outlined by Chairman Shivers.

THURSDAY, FEBRUARY 8, 1979.--The Board of Regents reconvened at 2:00 p. m. on Thursday, February 8, 1979, in the Regents' Meeting Room, ninth floor, Ashbel Smith Hall, and immediately recessed for a meeting of the Buildings and Grounds Committee.

FRIDAY, FEBRUARY 9, 1979.--On Friday, February 9, 1979, at 9:00 a. m. the Board reassembled in the Regents' Meeting Room.

BOARD OF REGENTS: APPROVAL OF MINUTES OF REGULAR MEETING ON NOVEMBER 30 - DECEMBER 1, 1978 AND SPECIAL MEETING ON JANUARY 6, 1979.--Upon motion of Regent Bauerle, seconded by Vice-Chairman Williams, the Minutes of the regular meeting of the Board of Regents of The University of Texas System held on November 30 - December 1, 1978, and the special meeting of the Board of Regents of The University of Texas System held on January 6, 1979, were approved without objection as circulated by Secretary Thedford. The official copies of these Minutes are recorded in the Permanent Minutes, Volume XXVI, Pages 920 - 1637 .

INTRODUCTIONS INCLUDING FACULTY AND STUDENT REPRESENTATIVES.--Chairman Shivers called on the chief administrative officers of the component institutions to introduce their respective faculty and student representatives.

Faculty Representatives

Student Representatives

U. T. Austin - President Rogers introduced:

Dr. Karl Galinsky, Chairman
Graduate Assembly

Mr. Glenn Karisch, President
Student Publications, Board
of Operating Trustees

U. T. Arlington - President Nedderman introduced:

Professor Harry Hanks
Chairman, Faculty Senate

Mr. John Ostdick, News Editor
Student Publications
Mr. Mark Clayton, Reporter
the Shorthorn

U. T. Dallas - President Jordan introduced:

Dr. John J. Wiorowski
Speaker of the Faculty

Ms. Sandy Shafto, President
Student Government
Ms. Nancy Miller, Vice President
Student Government

U. T. Permian Basin - President Cardozier introduced:

Dr. Scott Irwin, President of
the Faculty Senate
Dr. Tom Wolf, newly appointed
Faculty Member

U. T. San Antonio - President Wagener introduced:

Dr. William G. Mitchell, Secretary
to the University Assembly and
General Faculty

FEB 9 1979 1640

Dallas Health Science Center - President Sprague introduced:

Dr. Joan Pelsch, Assistant Professor
Medical Computing Resources Center,
Southwestern Medical School

Galveston Medical Branch - President Levin introduced:

Dr. Alexander Kurosky, Associate
Professor, Department of Human
Biological Chemistry and Genetics

Mr. Russell Saneto, Graduate
Student in Human Genetics

Houston Health Science Center - President Bulger introduced:

Dr. Dianna Redburn, Assistant
Professor, Neurobiology and
Anatomy

Mr. James Allen, President
Medical School Student Council
and member of Health Science
Center Intercouncil

San Antonio Health Science Center - President Harrison introduced:

Ms. Barbara R. Floyd, Instructor
Dental Hygiene Education, School
of Allied Health Sciences
Dr. Martha Wood, Assistant to
the President

Mrs. Shirley Menard, Vice
President, Graduate Student
Nurses Association

University Cancer Center - President LeMaistre introduced:

Richard G. Martin, M. D.
Professor of Surgery

Dr. Robert Fernandez
Fellow in Surgery

Tyler Health Center - Dr. Hurst introduced:

W. T. Matlage, M. D.
Clinical Director
Mr. Bob Haywood
Director of Development

Mr. Roy Vaughan, Executive Director of the Ex-Students' Association at U. T. Austin, and Dr. Robert D. Moreton, Chairman of the Texas Board of Health, were recognized by Chairman Shivers.

At other times during the meeting on February 9, the following were introduced: Dr. William Livingston, Chairman, Faculty Senate at U. T. Austin, and the two student representatives on the Advisory Committee for the Selection of a President at U. T. Austin, Mr. Kenneth A. Allen and Mr. John Walton Craddock, Jr. The two students were commended for their excellent input in the selection process.

FEB 9 1979

1641

RECESS TO PROCEED WITH COMMITTEE MEETINGS AND THE EXECUTIVE SESSION OF THE COMMITTEE OF THE WHOLE. --Chairman Shivers announced that the Board would recess (9:20 a. m.) for meetings of the committees and that following the open session of the Committee of the Whole, the Board would reassemble in the Fifth Floor Conference Room of Ashbel Smith Hall as a Committee of the Whole in Executive Session pursuant to Article 6252-17, Sections 2(e), (f) and (g), V.T.C.S., to discuss:

1. Pending and Contemplated Litigation - Section 2(e)
2. Land Acquisition and Negotiated Contracts - Section 2(f)
 - a. U. T. El Paso: Land Adjacent to Campus
 - b. San Antonio Health Science Center: Office Building (withdrawn)
 - c. University Cancer Center: Smithville Acreage
 - d. U. T. Austin: Red River Property
3. Personnel Matters - Section 2(g)
 - U. T. Austin: Selection of President

RECONVENE. --At 1:20 p. m. , when all committees had concluded their business, the Board reconvened.

REPORTS OF STANDING COMMITTEES

Chairman Shivers called for the reports of the Standing Committees.

REPORT OF SYSTEM ADMINISTRATION COMMITTEE (Pages 5 - 29). -- Vice-Chairman Williams, Chairman of the System Administration Committee, submitted the following report. He stated that the recommendations in the System Administration Committee had been approved in open session and moved that the report be adopted. This motion prevailed without objection:

Report

The System Administration Committee in open session this morning considered each of the recommendations of the administration. After discussion and without objection unless otherwise indicated, these recommendations were approved in the form as set out below and are herewith submitted for formal adoption by the Board.

1. Board of Regents: Proposed Amendment to Regents' Rules and Regulations, Part Two, Chapter IX, Subsection 1.1 (Authorization Regarding PUF Securities)(1-CW-79). --It is recommended that Subsection 1.1 of Section 1, Chapter IX, Part Two of the Regents' Rules and Regulations be amended to read as follows:

Authority to Purchase, Exchange, and Sell Securities for and on Behalf of the Permanent University Fund of The University of Texas (hereinafter sometimes referred to as "PUF") and the Board. --The Chancellor or his delegate, the Vice Chancellor for Business Affairs, and the Executive Director for Investments and Trusts are authorized to purchase, exchange and sell any and all securities for and on behalf of the PUF or the Board, and to execute any and all documents necessary to the consummation of any purchases or exchanges.

This amendment, upon motion of Regent Law, was withheld in order that it could be considered in the Committee of the Whole with other proposed amendments to the Regents' Rules and Regulations. (Page 134a.)

2. U. T. System: Proposed Modifications to the Minimum Faculty Teaching Requirement (Faculty Workload) for General Academic Institutions as Required by Section 51.402(b) of the Texas Education Code (2-CW-79). --It is recommended that The University of Texas System Minimum Faculty Teaching Requirement (Faculty Workload) for general academic institutions as required by Section 51.402(b) of the Texas Education Code be adopted as set out on Pages 6 - 9 . For the purpose of clarification and upon motion of Regent Law, seconded by Regent Blumberg, Section 9 under "Adjustments" on Page 8 was amended to reflect that three semester hours of teaching load credit may be given for each of two semesters during the first year.

THE UNIVERSITY OF TEXAS SYSTEM
MINIMUM FACULTY TEACHING REQUIREMENTPREAMBLE

In general the duties of faculty members in The University of Texas System are summarized in Section 8 of Chapter III of Part One of the Regents' Rules and Regulations:

- "8.1 Common practice has fixed the greater duties of a member of the teaching staff so clearly that many institutions do not even list them among their regulations. They are:
- 8.11 Teaching in the classroom, laboratory, seminar, or ward.
 - 8.12 Studying, investigating, discovering, and creating.
 - 8.13 Performing curricular tasks auxiliary to teaching and research, e.g., serving on faculty committees, attending to administrative and disciplinary tasks, promoting diligence and honest work in the student body.
 - 8.14 Influencing beneficially students and citizens in various extracurricular ways.
- 8.2 Performance as a teacher, as a scholar, as an administrator, and as an individual is valued greatly by any university, for in these four ways its work is chiefly done.
- 8.5 A state university being a public enterprise of maximum social importance, it is the duty of all persons connected with it to be as civic-minded as possible...."

All the above duties are inherent in the nature and life of the University and all are taken into account in the promotion, tenure, and salary levels of faculty members. However, the duties specified under Item 8.11 of Sub-section 8.1 have become in recent years a matter of special attention by the Board of Regents and the State Legislature, in large part because these duties provide the principal basis for the funding of the academic activities of the University.

These and related factors led the Board of Regents on July 21, 1972, to adopt a minimum faculty workload standard. This standard provided a four organized course standard load, and through a system of exceptions and waivers attempted to gauge, within that standard load, the total workload of a faculty member (i.e., it attempted to quantify all of the activities noted in Items 8.11, 8.12, 8.13, and 8.14 quoted above). Regrettably, the system of exceptions and waivers introduced by the workload standard of 1972 has caused confusion and misunderstanding concerning faculty teaching load requirements both internally and externally. Therefore, in order to clarify the minimum teaching obligation required of University of Texas faculty, The University of Texas System enunciates a minimum faculty teaching requirement which quantifies the minimum faculty obligation for participation in the instructional effort.

No two institutions in The University of Texas System (and, indeed, no two teaching units within a particular institution) are alike in the teaching load required of individual faculty to meet student needs within the funds appropriated by the legislature pursuant to approved faculty salary formulae. It is the responsibility of each institutional head to require teaching in excess of the minimum where such teaching is necessary to meet the institution's obligations to its students. Each university will establish whatever additional standards that are necessary in accordance with its role and scope, so long as they satisfy the minimum given herein, to meet the instructional obligations of the institution to the students and to operate effectively within the faculty salary resources available.

It is further the responsibility of each institutional head, his or her institutional officers, and the faculty of each component institution to ensure that all of the responsibilities noted in Items 8.12, 8.13 and 8.14 as quoted above are carried out and that those responsibilities are as evenly distributed among the several members of the institutional faculty as possible.

Teaching assistants shall be used only when given proper guidance and supervision to ensure quality instruction. The minimum faculty teaching load established below does not apply to graduate teaching assistants or assistant instructors who are pursuing degrees. The institutional head is responsible for assuring that all teaching assistants are carefully supervised.

MINIMUM FACULTY TEACHING LOAD

Each person paid full time from the appropriations item "Faculty Salaries" shall teach a minimum of nine semester credit hours of instruction in organized undergraduate classes each long term semester with adjustments permitted for the teaching load equivalencies listed below.

Adjustments

1. One semester credit hour of graduate instruction is equal to one and one-half semester credit hours of undergraduate instruction.
2. Instruction of regularly scheduled laboratory and clinical courses, physical activity courses, studio art, studio music instruction, and primary music performance organizations such as ensembles and marching bands shall provide teaching load credit at the rate of one semester hour of teaching load credit for each one and one-half contact hours of instruction per week per long term semester.
3. Supervision of student teachers, clinical supervision, and intern supervision, shall be credited such that 12 total student semester credit hours taught is equivalent to one semester credit hour of teaching load credit.
4. Supervision of student practicum and individual instruction courses such as honors programs and individual research projects shall provide teaching load credit at the rate of one-tenth semester hour of teaching load credit for each student semester hour of undergraduate instruction and one-fifth semester hour of teaching load credit for each student semester hour of graduate instruction per long term semester. In no case will individual instruction in a single course generate more teaching load credits than if the course were taught as a regularly-scheduled, organized course.

5. Supervision of graduate thesis is provided teaching load credit only to the chairperson of the thesis or dissertation committee and at the rate of one semester hour of teaching load credit for each six total student semester hours of thesis research credit and at the rate of one semester hour of teaching load credit for each three total student semester hours of dissertation credit.
6. A faculty member who coordinates several sections of a single course shall be given one semester hour of teaching load credit for each 6 sections coordinated up to a maximum of 3 semester hours of teaching load credit.
7. Credit may be proportionally increased for teaching a large class, which requires extensive grading or evaluation of students' work by the faculty member according to the following weighting factors:

Class Size	59 or less	60-69	70-79	80-89	90-99	100-124	125-149	150-174	175-199	200-249	250 or more
Weighting Factor	1.0	1.1	1.2	1.3	1.4	1.5	1.6	1.7	1.8	1.9	2.0

8. Credit for teaching may be granted for a faculty member who is head of a department or head of a comparable administrative unit up to a maximum of six semester hours of teaching load credit. When justified by department/unit head and approved by the institutional head, an additional three hours of teaching load credit may be given to faculty members who provide academic services to the unit head, but in no case will the total for departmental administration, including the head, exceed nine teaching load credits.
9. At the discretion of the head of the department or comparable unit, and upon approval of the institutional head, up to three semester hours of teaching load credit for each of two semesters may be given to a newly-appointed faculty member during the first year of employment for the purpose of developing instructional materials for the course he or she will teach. *

When more than one teacher participates in the instruction in a single course, the teaching load credit is proportioned according to the effort expended. Also, when a faculty member is paid partially from a source of funds other than the "Faculty Salaries" line item, the minimum teaching workload shall be proportioned to the percentage of salary paid from the appropriations item "Faculty Salaries."

Exceptions

1. A reduced teaching load may be granted temporarily if classes do not materialize because of insufficient enrollment and when additional classes cannot be assigned to the faculty member. This exception may only be granted for two consecutive long term semesters for any particular faculty member.
2. Limited faculty teaching load credit may be granted with approval of the institutional head for major academic advising responsibilities, for preparing major documents in the fulfillment of programmatic needs or accreditation requirements, or for duties performed in the best interest of the institution's instructional programs as determined by the head of the institution. Teaching load credit granted by the head of the institution for such purposes is limited to 1/10 of 1% of the total semester credit hours taught at the institution during the

*As amended and approved.

comparable (fall or spring) semester in the previous year. (NOTE: This is one 3-hour undergraduate course teaching load credit per semester for each 3,000 total semester credit hours taught.)

Salary payments for intercollegiate coaching activities may not come from the appropriation item "Faculty Salaries."

The institutional head shall designate the officer of the institution who will monitor workloads, review workload reports, and submit the reports to the institutional head for approval and comment as appropriate prior to submitting the reports to the Board of Regents through System Administration following the standard reporting format and deadlines as provided by the Coordinating Board in accordance with Section 51.402 of Subchapter H, Chapter 51 of the Texas Education Code and any riders in the current legislative Appropriations Bill.

OUTSIDE EMPLOYMENT AND CONSULTING

The University of Texas System's guidelines for institutional policies pertaining to consulting and outside employment were established in January 1978. The policy states, in part, that each institution's Handbook of Operating Procedures should include statements emphasizing that (1) outside employment is in addition to normal U.T. institution employment; (2) outside employment is considered an overload and must not interfere with the individual's full-time obligation to the institution; (3) outside employment must not involve conflict with the individual's obligation to the U.T. institution or the University's objective; and (4) prior approval for outside employment must be obtained from either the President or the President's designee. Copies of the policy have been provided to the Coordinating Board.

3. U. T. El Paso - Sun Bowl Stadium: Proposed Expansion of Seating Capacity (3-B&G-79) WITHDRAWN. --In view of the fact that the bond issue that was voted on in the County of El Paso on January 23, 1979, failed to pass, it is requested that the proposed expansion of seating capacity of the Sun Bowl Stadium at The University of Texas at El Paso be withdrawn. The funds from this issue were to have been used by the County of El Paso to increase the seating capacity of the stadium.

4. University Cancer Center: Request for Chairman to Execute Agreement and Deed for the Sale of Certain Lands from the Estate of Bertha and Earl Carpenter (2-L&I-79). --The System Cancer Center is a beneficiary of the estate of Bertha and Earl Carpenter to receive 3/16 of the unappointed trust property after certain distributions. At the time of death of Earl Carpenter, there was an agreement for contract for sale of certain lands from that estate to Mr. Charles L. Ottinger, who was named as independent executor in Mr. Carpenter's will. Mr. Ottinger could decline the appointment as independent executor and enforce this sale but the estate would save approximately \$100,000 if Mr. Ottinger serves. It is recommended that the Chairman of the Board be authorized to execute the necessary agreement and deed for the sale of this land to Mr. Ottinger. This will consummate the agreement for contract of sale that was outstanding at Mr. Carpenter's death.

5. U. T. Arlington, U. T. Austin, U. T. San Antonio, Institute of Texan Cultures, Dallas Health Science Center (Dallas School of Allied Health Sciences), Galveston Medical Branch and its Galveston Medical School, Houston Health Science Center (Houston Medical School), San Antonio Health Science Center and its San Antonio Medical School, and Tyler Health Center: Amendments to the 1977-78 and 1978-79 Budgets (4-B-79 and 5-B-79). --

RECOMMENDATION

It is recommended by the appropriate chief administrative officers, concurred in by System Administration, that their respective 1977-78 and 1978-79 Operating Budgets be amended as indicated on the pages set out below:

- The University of Texas at Arlington, Page 11
- The University of Texas at Austin, Pages 11-16
- The University of Texas at San Antonio, Page 17
- The University of Texas Institute of Texan Cultures at San Antonio, Page 17
- The University of Texas Health Science Center at Dallas (Dallas School of Allied Health Sciences), Page 18
- The University of Texas Medical Branch at Galveston and its Galveston Medical School, Pages 19-23
- The University of Texas Health Science Center at Houston (Houston Medical School), Pages 24-26
- The University of Texas Health Science Center at San Antonio and its San Antonio Medical School, Page 27
- The University of Texas Health Center at Tyler, Pages 28-29

The source of funds will be from departmental appropriations unless otherwise specified.

THE UNIVERSITY OF TEXAS AT ARLINGTON

1978-79 BUDGET

Item No.	Explanation	Present Status	Proposed Status	Effective Dates
10.	Mo-Shing Chen (Tenure) Electrical Engineering Academic Rate Source of Funds: Unallocated Salaries and Grant Funds	Professor \$ 33,000	Professor \$ 35,000	12-1-78

THE UNIVERSITY OF TEXAS AT AUSTIN

- 11 -

Item No.	Explanation	Present Status	Proposed Status	Effective Dates
47.	Darwin Klingman (Tenure) General Business Salary Rate - 9 Mos. Academic Rate: \$28,000 Source of Funds: College of Business Administration Foundation - Graduate School Faculty Excellence Fund	Professor \$ 28,000	Professor \$ 30,000	11-1-78
48.	Paul C. Trickett Student Health Center Salary Rate Source of Funds: Auxiliary Enterprises - Student Health Center Salaries	Director and Physician General Medicine \$ 44,500	Director and Physician General Medicine \$ 46,500	11-1-78

FEB 9 1979

1648

Item No.	Explanation	Present Status	Proposed Status	Effective Dates
49.	Ben A. Shoulders Chemistry and Research Instruments Laboratory Salary Rate Source of Funds: Unallocated Salaries	Research Scientist \$ 25,400	Research Scientist \$ 27,500	12-1-78
50.	Henry R. Bose, Jr. (Tenure) Microbiology Academic Rate Source of Funds: Unallocated Faculty Salaries	Associate Professor \$ 23,500	Associate Professor \$ 26,000	12-1-78
51.	David F. Rohde Applied Research Laboratories Salary Rate Source of Funds: Government Contract Funds - Payroll Clearing Account	Research Engineer Associate V \$ 24,564	Research Engineer Associate V \$ 27,156	12-1-78
52.	Speech and Hearing Clinic (Designated Funds) Transfer of Funds Amount of Transfer	From: Speech and Hearing Clinic Unappropriated Balance via Estimated Income \$ 32,882	To: Speech and Hearing Clinic - Classified Salaries \$26,526 Other Operating Expenses 6,356 <u>\$32,882</u>	---

- 12 -

FEB 9 1979 1649

THE UNIVERSITY OF TEXAS AT AUSTIN

Item No.	Explanation	Present Status	Proposed Status	Effective Dates
53.	Division of Continuing Education - Continuing Education Activities (Designated Funds) Transfer of Funds	From: Continuing Education Activities Unappropriated Balance via Estimated Income	To: Continuing Education Activities Classified Salaries \$12,000 Wages 500 Other Operating Expenses 27,055 Unallocated 445 <u>\$40,000</u>	---
	Amount of Transfer	\$ 40,000		
54.	Auxiliary Enterprises - Gregory Gymnasium Store Transfer of Funds	From: Recreational Sports - Non- Student Services - Unappropriated Balance	To: Gregory Gymnasium Store - Special Equipment	---
	Amount of Transfer	\$ 10,000	\$ 10,000	
<p>This transfer from Income will establish an outdoor equipment rental service as a function of the Gregory Gymnasium Store. The basic purposes of the service will be: 1.) to provide high quality outdoor equipment on a rental basis to members of the University community and 2.) to serve as a potential source of additional income for the Gregory Gym Store.</p>				
55.	Auxiliary Enterprises - Special Events Center Transfer of Funds	From: Special Events Center Unappro- priated Balance via Estimated Income	To: Special Events Center - Adminis- trative and Professional Salaries \$ 1,280 Classified Salaries 95,076 Other Operating Expenses 109,265 <u>\$ 205,621</u>	---
	Amount of Transfer	\$ 205,621		

Item No.	Explanation	Present Status	Proposed Status	Effective Dates
56.	Auxiliary Enterprises - Winedale Historical Center Transfer of Funds	From: Winedale Historical Center Unappropriated Balance via Estimated Income \$ 37,000	To: Winedale Historical Center - Other Operating Expenses \$ 37,000	---
57.	U. T. Austin Plant Funds Transfer of Funds	From: Available University Fund (Original Budget Allocations): Updating Teaching and Labora- tory Equipment \$1,500,000 Academic and Research Development Projects 1,035,000 Operation and Capital Improvements <u>1,200,000</u> <u>\$3,735,000</u>	To: U. T. Austin Plant Funds - Allocation for Building and Labora- tory Modifications and Updating Teaching and Laboratory Equipment \$ <u>3,735,000</u>	---

The original allocations included in the Available Fund budget (pink sheet summary page 4) are by this item being transferred to U. T. Austin Plant Funds. Details of individual projects, as appropriate, will be reported to the Board through the Docket or submitted as Agenda items through the Board Committee concerned.

Item No.	Explanation	Present Status	Proposed Status	Effective Dates
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Item 57. (Continued)

President Rogers states at this time that: "Although limited reserve funds will have to be maintained until we are further into the fiscal year, the majority of funds can be now allocated to enhance the development and improvement of our programs.

"I have requests now before me amounting to \$4.3 million for teaching and laboratory equipment. Funds available locally to meet part of these requests amount to only \$850,000 from regularly budgeted special equipment funds of \$350,000 and the \$500,000 budgeted for improvements to undergraduate teaching facilities. At a minimum, I feel we should allocate nearly \$3 million for this purpose immediately, and make additional allocations at a later date if possible from reserve funds. Included within these allocations are equipment matching funds to support proposals written by our faculty in attempts to secure external partial funding to meet our needs.

"For at least the past six years, regularly budgeted special equipment funds have remained at a level of about \$350,000 for undergraduate and graduate teaching equipment. The situation was improved in 1974-75 when the special program to upgrade undergraduate teaching facilities was implemented and continued at a level of \$500,000 per year. With your assistance, we have also in recent years been able to commit certain re-appropriated funds and Available Fund monies to meet these program needs.

"We have capital improvement needs that really cannot be deferred any longer. For example, our joint efforts to get the new Engineering Teaching Center underway have not been successful, and the previous pressures to provide some relief are only intensified by enrollment growth. I believe we are going to have to make at least some minimal improvements to the older portion of Taylor Hall in order to provide for instructional programs in Mechanical Engineering and instructional and research support activities by the Computation Center. Such improvements could easily amount to a half-million dollars even if restricted to minimum improvements for the interim period until ETC-II can be constructed. You will recall that in August we provided \$638,000 to Mechanical Engineering to upgrade teaching and laboratory equipment in some of its programs. The current request is more related to facilities and to other departmental programs. There is some concern that failure to remedy some of the existing problems may jeopardize the full-accreditation status now given to the Department.

"Another needed project involves the child development program in the Department of Home Economics and the developmental psychology program in the Department of Psychology. With completion of the new Music Building and subsequent shifts by Architecture to Wooldridge Hall on a temporary basis pending improvements to Architecture's facilities, we will have an opportunity to relocate the child development activities to the old Lutheran Student Center. This will require improvements and some remodeling of that building.

- 15 -

FEB 9 1979

1652

Item No.	Explanation	Present Status	Proposed Status	Effective Dates
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Item 57. (Continued)

"We also have Main Building spaces which were released by the General Libraries and not reassigned to library uses when the Perry-Castaneda Library was completed. Although all such spaces have now been assigned to other programs, a number of these activities await the remodeling work required before the spaces can be used. We have attempted to hold down renovation costs by careful selection of the new occupants.

"The millimeter wave radio telescope at McDonald Observatory is very much in need of repairs. An engineering study of the situation indicates costs for the work will approach \$100,000.

"Completion of the Welch Hall Addition and the consolidation of several branch libraries into the Science Library in the Main Building have released spaces in Patterson Hall which need to be converted to use by the Department of Zoology. Some minor remodeling may be needed in Experimental Science Building following the release of some spaces by Chemistry at this time. A more major renovation project would follow relocation of Chemistry's organic teaching laboratories in a few years if we are soon able to renovate the old portion of Welch Hall as now planned.

"While the list of projects described above is not exhaustive of our total needs, it does clearly indicate that the funds now requested are needed, and indeed, that even the \$1.2 million will not be adequate to meet all of our needs. The exact scope of each project which can be accommodated within these funds will be determined, and we will work with the System administration, as appropriate, in matters such as securing required approvals by the Coordinating Board. Some of these projects may be best handled by our Division of Physical Plant, while others may require the assistance and involvement of Office of Facilities Planning and Construction. I am certain that through our cooperative efforts we can accomplish some of the needed improvement projects for the benefit of our programs."

THE UNIVERSITY OF TEXAS AT SAN ANTONIO

Item No.	Explanation	Present Status	Proposed Status	Effective Dates
3.	Unallocated Account and Staff Benefits Transfer of Funds	From: Unappropriated Balance	To: Unallocated Departmental Operating Expense \$ 70,000 Accrued Vacation 30,000	
	Amount of Transfer	\$ 100,000	<u>\$100,000</u>	--

INSTITUTE OF TEXAN CULTURES

Item No.	Explanation	Present Status	Proposed Status	Effective Dates
2.	Unallocated Account Transfer of Funds	From: Unappropriated Balance	To: Unallocated Maintenance and Operation	
	Amount of Transfer	\$ 15,218.75	\$ 15,218.75	---
3.	Leonard R. Scotty Administration and General Services Salary Rate Source of Funds: Transfer from Physical Plant Salaries and from the Unallocated Account	Business Manager \$ 22,500	Business Manager \$ 25,000	12-1-78

Mr. Scotty was hired on a temporary basis for three months to handle the fiscal operations of the Institute. The prior Business Manager has now retired due to health problems. Mr. Scotty is to take over the operation of the business office on a permanent basis.

- 17 -

FEB 9 1979

1654

THE UNIVERSITY OF TEXAS HEALTH SCIENCE CENTER AT DALLAS

Item No.	Explanation	Present Status	Proposed Status	Effective Dates
<u>Dallas School of Allied Health Sciences</u>				
20.	Donna J. El-Din (Tenure) Physical Therapy	Associate Professor and Acting Chairman \$ 21,500	Associate Professor and Acting Chairman \$ 24,000	11-1-78
	Salary Rate			
	Source of Funds: Unallocated			
21.	Marjorie S. Barre (Tenure) Physical Therapy	Assistant Professor \$ 18,900	Assistant Professor \$ 21,500	11-1-78
	Salary Rate			
	Source of Funds: Unallocated			
	Faculty Salaries			

THE UNIVERSITY OF TEXAS MEDICAL BRANCH AT GALVESTON

1977-78 BUDGET

Item No.	Explanation	Present Status	Proposed Status	Effective Dates
31.	Plant Funds Transfer of Funds	From: Unappropriated Balance via Estimated Income	To: Capital Improvements, including Equipment - Customs Building Remodeling Fund \$ 75,000 U.T. Cancer Center- For Central Food Service Facility 250,000 Project Allocation Account 1,175,000	
	Amount of Transfer	\$ 1,500,000	\$1,500,000	---

Customs Building Remodeling Fund (\$75,000) - For completion of the remodeling of the Customs House in accordance with UTMB's agreement with the federal General Services Administration.

Due to UT Cancer Center (\$250,000) - For Central Food Service Facility equipment and supplies; pro rata share of the start-up costs for this facility.

Project Allocation (\$1,175,000) - To be appropriated for special projects as required. Details of the projects, as appropriate, will be presented to the Board at a later date.

1978-79 BUDGET

6.	Auxiliary Enterprises - Capital Equipment Fund Transfer of Funds	From: Auxiliary Enterprises - Unappropriated Balances	To: Capital Equipment Fund	
	Amount of Transfer	\$ 70,000	\$ 70,000	---

THE UNIVERSITY OF TEXAS MEDICAL BRANCH AT GALVESTON

Item No.	Explanation	Present Status			Proposed Status			Effective Dates
		Salary Rate	Augmentation	Total Compensation	Salary Rate	Augmentation	Total Compensation	
<u>Galveston Medical School</u>								
7.	Sau-Wah Kwan (Non-tenure) Human Biological Chemistry and Genetics Assistant Professor	\$ 20,000	---	\$ 20,000	\$ 23,000	---	\$ 23,000	11-1-78
	Source of Funds: Unallocated Salaries							
8.	Joseph M. Shabot (Non-tenure) Internal Medicine Instructor	\$ 30,000	\$ 4,000	\$ 34,000	\$ 33,000	\$ 4,000	\$ 37,000	11-1-78
	Source of Funds: Unallocated Salaries							
9.	Caroline W. Rowe (Tenure) Radiology Associate Professor	\$ 31,200	\$ 15,100	\$ 46,300	\$ 34,667	\$ 17,333	\$ 52,000	11-1-78
	Source of Funds: Unallocated Salaries and MSRDP							

THE UNIVERSITY OF TEXAS MEDICAL BRANCH AT GALVESTON

Item No.	Explanation	Present Status			Proposed Status			Effective Dates
		Salary Rate	Augmentation	Total Compensation	Salary Rate	Augmentation	Total Compensation	
<u>Galveston Medical School (Continued)</u>								
10.	Eugenio G. Amparo (Non-tenure) Radiology Assistant Professor	\$ 28,667	\$ 13,333	\$ 42,000	\$ 30,900	\$ 15,450	\$ 46,350	11-1-78
	Source of Funds: MSRDP							
- 11.	William M. Floyd, Jr. (Non-tenure) Radiology Assistant Professor	\$ 27,334	\$ 13,666	\$ 41,000	\$ 30,234	\$ 15,116	\$ 45,350	11-1-78
	Source of Funds: Unallocated Salaries and MSRDP							
12.	Rajendra Kumar (Non-tenure) Radiology Assistant Professor	\$ 31,000	\$ 15,500	\$ 46,500	\$ 33,900	\$ 16,950	\$ 50,850	11-1-78
	Source of Funds: Unallocated Salaries and MSRDP							

- 21 -

FEB 9 1979

1658

Item No.	Explanation	Present Status			Proposed Status			Effective Dates
		Salary Rate	Augmentation	Total Compensation	Salary Rate	Augmentation	Total Compensation	
<u>Galveston Medical School (Continued)</u>								
13.	Charles B. Wysong (Non-tenure) Radiology Assistant Professor	\$ 28,000	\$ 14,000	\$ 42,000	\$ 30,900	\$ 15,450	\$46,350	11-1-78
	Source of Funds: Unallocated Salaries and MSRDP							
14.	Ivan Siddons (Non-tenure) Radiology Instructor	\$ 16,666	\$ 8,334	\$ 25,000	\$ 19,567	\$ 9,783	\$ 29,350	11-1-78
	Source of Funds: Unallocated Salaries and MSRDP							
15.	Ted T. Huang (Tenure) Surgery Associate Professor	\$ 42,600	\$ 21,300	\$ 63,900	\$ 45,600	\$ 22,800	\$ 68,400	11-1-78
	Source of Funds: Shrine Affiliation Agreement and MSRDP							
16.	Donald H. Parks (Non-tenure) Surgery Assistant Professor	\$ 30,100	\$ 14,200	\$ 44,300	\$ 33,700	\$ 16,850	\$ 50,550	11-1-78
	Source of Funds: Shrine Affiliation Agreement and MSRDP							

THE UNIVERSITY OF TEXAS MEDICAL BRANCH AT GALVESTON

Item No.	Explanation	Present Status			Proposed Status			Effective Dates
		Salary Rate	Augmentation	Total Compensation	Salary Rate	Augmentation	Total Compensation	
<u>Galveston Medical School</u>								
17.	Edward V. Hannigan (Non-tenure) Obstetrics and Gynecology Assistant Professor Source of Funds: Dysplasia Clinic and MSRDP	\$ 26,000	\$ 10,000	\$ 36,000	\$ 26,240	\$ 12,560	\$ 38,800	12-1-78
18.	Mary L. Kapner Otolaryngology Communications Specialist Clinician	\$ 12,576	---	\$ 12,576	\$ 14,868	---	\$ 14,868	12-1-78
19.	Janos Lonovics (Non-tenure) Surgery Visiting Instructor Source of Funds: MSRDP Gift Funds	\$ 12,000	---	\$ 12,000	\$ 15,000	---	\$ 15,000	12-1-78
20.	Seymour Fisher (Tenure) Psychiatry and Behavioral Science Professor Source of Funds: MSRDP	\$ 49,500	---	\$ 49,500 (1/5T)	\$ 49,500	\$ 12,000	\$ 62,000 (F.T.)	12-1-78

- 23 -

FEB 9 1979

1960

THE UNIVERSITY OF TEXAS HEALTH SCIENCE CENTER AT HOUSTON

Item No.	Explanation	Present Status			Proposed Status			Effective Dates
		Salary Rate	Augmentation	Total Compensation	Salary Rate	Augmentation	Total Compensation	
<u>Houston Medical School</u>								
14.	Benjamin P. N. Mo (Non-tenure) Anesthesiology Associate Professor Source of Funds: MSRDP	\$ 39,000	\$ 17,500	\$ 56,500	\$ 40,700	\$ 20,300	\$ 61,000	11-1-78
15.	Young S. Kim (Non-tenure) Anesthesiology Assistant Professor Source of Funds: MSRDP	\$ 29,100	\$ 15,800	\$ 44,900	\$ 32,700	\$ 16,300	\$ 49,000	11-1-78
16.	Samia Nazir Khalil (Non-tenure) Anesthesiology Assistant Professor Source of Funds: MSRDP	\$ 33,600	\$ 11,800	\$ 45,400	\$ 33,600	\$ 15,900	\$ 49,500	11-1-78
17.	Eddie K. S. Yip (Non-tenure) Anesthesiology Assistant Professor Source of Funds: MSRDP	\$ 29,500	\$ 16,000	\$ 45,500	\$ 33,000	\$ 16,500	\$ 49,500	11-1-78
18.	Bere1 Held (Tenure) Obstetrics and Gynecology Professor and Chairman Source of Funds: MSRDP	\$ 49,500	\$ 23,000	\$ 72,500	\$ 50,400	\$ 25,100	\$ 75,500	11-1-78

- 24 -

FEB 9 1979

1961

THE UNIVERSITY OF TEXAS HEALTH SCIENCE CENTER AT HOUSTON

Item No.	Explanation	Present Status			Proposed Status			Effective Dates
		Salary Rate	Augmentation	Total Compensation	Salary Rate	Augmentation	Total Compensation	
<u>Houston Medical School (Continued)</u>								
19.	Vaseem Ali (Non-tenure) Obstetrics and Gynecology Assistant Professor Source of Funds: MSRDP	\$ 29,000	\$ 4,000	\$ 33,000	\$ 29,000	\$ 7,500	\$ 36,500	11-1-78
20.	Patti J. Ross (Non-tenure) Obstetrics and Gynecology Assistant Professor Source of Funds: MSRDP	\$ 32,500	\$ 4,900	\$ 37,400	\$ 32,500	\$ 8,500	\$ 41,000	11-1-78
21.	Louis A. Faillace (Tenure) Psychiatry and Behavioral Sciences Professor and Chairman Source of Funds: MSRDP	\$ 51,000	\$ 24,000	\$ 75,000	\$ 52,000	\$ 26,000	\$ 78,000	11-1-78
22.	Stanley J. Dudrick (Tenure) Surgery - General Professor and Chairman Source of Funds: MSRDP	\$ 53,000	\$ 27,000	\$ 80,000	\$ 54,000	\$ 29,000	\$ 83,000	11-1-78

THE UNIVERSITY OF TEXAS HEALTH SCIENCE CENTER AT HOUSTON

Item No.	Explanation	Present Status			Proposed Status			Effective Dates
		Salary Rate	Augmentation	Total Compensation	Salary Rate	Augmentation	Total Compensation	
<u>Houston Medical School (Continued)</u>								
23.	James H. Duke, Jr. (Tenure) Surgery - General and Office of the President Professor and Special Assistant to the President for Clinical Affairs Source of Funds: NSRDP	\$ 51,000	\$ 25,000	\$ 76,000	\$ 51,500	\$ 27,000	\$ 78,500	11-1-78
24.	Edward M. Copeland, III (Tenure) Surgery - General (Houston Medical School) and Surgery (M.D. Anderson) Professor Source of Funds: MSKDP	\$ 47,250	\$ 25,750	\$ 73,000	\$ 51,000	\$ 25,500	\$ 76,500	11-1-78

Dr. Copeland was appointed to this faculty as Assistant Professor of Surgery in July, 1972. He was promoted to the rank of Associate Professor in September, 1973, and to the rank of Professor in September, 1976. This rapid advancement clearly demonstrates the esteem in which he is held by his faculty peers. He is a member of numerous professional and academic societies and at the present time serves as President of the Association of Academic Surgery. In 1977 he received the College of Nutrition Award for Clinical Research. He has been actively recruited by several institutions. Fortunately, these efforts have been unsuccessful.

In addition to being an excellent surgeon and productive researcher, Dr. Copeland is one of our most highly respected teachers. He is also a contributing member of the medical school community, having served effectively on most of the major standing committees of the faculty. These have included the Educational Policy Committee; Faculty Appointments, Promotions and Tenure Committee; Student Evaluation Committee; and the Committee on Committees. He has served for three years as Counselor of our Alpha Omega Alpha Honor Medical Society Chapter.

In summary, Dr. Copeland has contributed greatly to the life and programs of the medical school. His dedication and contributions are worthy of recognition.

Item No.	Explanation	Present Status	Proposed Status	Effective Dates
20.	Auxiliary Enterprises - Bookstore Transfer of Funds	From: Bookstore Unappropriated Balance via Estimated Income	To: Bookstore Operating Budget Unallocated Account	
	Amount of Transfer	\$ 128,967.84	\$ 128,967.84	--
	<u>San Antonio Medical School</u>			
21.	Shelley P. Roaten (Non-tenure) Family Practice Residency Training Program Salary Rate	Assistant Professor \$ 33,600	Assistant Professor \$ 35,600	11-1-78
	Source of Funds: Unallocated Salaries			
22.	Richard E. Ellis (Tenure) Family Practice Associate Professor	\$ 40,800 \$ 1,200 \$ 42,000	\$ 42,800 \$ 1,200 \$ 44,000	12-1-78
	Source of Funds: Unallocated Salaries			

- 27 -

FEB 9 1979

1964

Item No.	Explanation	Present Status	Proposed Status	Effective Dates
1.	Plant Funds Transfer of Funds	From: Unappropriated Balance - General Funds	To: Unexpended Plant Funds Projects:	
			Water System	\$ 250,000
			Radiology Equipment-New Facility	486,680
			Telephone System	200,000
			Rebuilding Primary Health Center Access Road	90,000
			Graphics for New, Renovated Facility and Campus	70,000
			Special Equipment	513,396
			Motor Pool Facility	150,000
	Amount of Transfer	\$ 1,760,076		<u>\$1,760,076</u>

The plant projects are considered essential to the continued growth of The University of Texas Health Center at Tyler and are intended to compliment the current expansion program. Details of the projects, as appropriate, will be presented to the Board at a later date.

THE UNIVERSITY OF TEXAS HEALTH CENTER AT TYLER

Item No.	Explanation	Present Status			Proposed Status			Effective Dates
		Salary Rate	Augmentation	Total Compensation	Salary Rate	Augmentation	Total Compensation	
1.	William T. Matlage Inpatient Treatment and Care Clinical Director Source of Funds: MSRDP	\$ 45,550	\$ 13,450	\$ 59,000	\$ 45,550	\$ 18,450	\$ 64,000	12-1-78
2.	James R. Lowell Inpatient Treatment and Care Chief of Medicine Source of Funds: MSRDP	\$ 42,350	\$ 10,350	\$ 52,700	\$ 42,350	\$ 14,350	\$ 56,700	12-1-78
3.	Fred H.Y. Liu Cardiopulmonary Chest Physician Source of Funds: MSRDP	\$ 36,960	\$ 8,790	\$ 45,750	\$ 36,960	\$ 12,790	\$ 49,750	12-1-78
4.	Kenwyn G. Nelson Surgery Chief Surgeon and Director of Education Source of Funds: MSRDP	\$ 43,700	\$ 12,400	\$ 56,100	\$ 43,700	\$ 15,400	\$ 59,100	12-1-78
5.	Gordon D. Onstad Office of Chief of Clinical Research Chief of Clinical Research Source of Funds: MSRDP	\$ 41,910	\$ 12,400	\$ 54,310	\$ 41,910	\$ 16,400	\$ 58,310	12-1-78

REPORT OF ACADEMIC AND DEVELOPMENTAL AFFAIRS COMMITTEE (Pages 30 - 44). --Committee Chairman Sterling stated that all matters of the Academic and Developmental Affairs Committee were considered in open session, and the recommendations had been approved without objection unless otherwise indicated. He filed the following report. There being no objection, the report was adopted:

1. U. T. System: Docket No. 2 of the Chancellor of the System (Attachment No. 1)(Catalog Change). --Committee Chairman Sterling reported that no exception had been received to Docket No. 2 of the Chancellor of the System. At the meeting no objections were offered during the consideration of the Docket, and the Docket upon motion of Committee Chairman Sterling, seconded by Vice-Chairman Williams, was unanimously approved in the form distributed by the Secretary. It is attached (Attachment No. 1) following Page 255 and made a part of these Minutes.

It was expressly authorized that any contracts or other documents or instruments approved therein had been or shall be executed by the appropriate officials of the respective institution involved.

It was ordered that any item included in the Docket that normally is published in the institutional catalogs be reflected in the next appropriate catalog published by the respective institution.

2. U. T. Austin - Appointment of Ashbel Smith Professors: Dr. R. H. Bing, Dr. Oscar G. Brockett, Dr. Juan Lopez-Morillas, Dr. Joanne M. Ravel, Dr. Janet T. Spence, and Dr. John A. Wheeler. --Upon the recommendation of President Rogers, concurred in by Chancellor Walker, the following professors at The University of Texas at Austin were named Ashbel Smith Professors to be effective immediately:

Dr. R. H. Bing, Professor of Mathematics
 Dr. Oscar G. Brockett, Professor of Drama and
 Dean of the College of Fine Arts
 Dr. Juan Lopez-Morillas, Professor of Spanish
 and Portuguese
 Dr. Joanne M. Ravel, Professor of Chemistry
 Dr. Janet T. Spence, Professor of Psychology
 Dr. John A. Wheeler, Professor of Physics

3. U. T. Austin: Appointment of Dr. Juan Luna-Cardenas to Edward Larocque Tinker Chair as Visiting Professor in Latin American Studies for Spring Semester 1979 (Drs. Guillermo A. O'Donnell and Florestan Fernandes Unable to Accept Appointment for Spring Semester 1979). --Approval was given without objection to the recommendation of President Rogers and Chancellor Walker that Dr. Juan Luna-Cardenas be appointed to the Edward Larocque Tinker Chair as Visiting Professor in Latin American Studies at The University of Texas at Austin for the Spring Semester 1979 in accordance with the provisions of this endowment. Drs. Guillermo A. O'Donnell and Florestan Fernandes did not accept appointment for the Spring Semester 1979.

Dr. Luna-Cardenas, a world renowned scholar in the field of cultural anthropology, has authored numerous books on the prehistory and folklore of the Mexican people.

4. U. T. Austin: Amendments to Declaration of Trust Executed by Board of Operating Trustees of Student Publications (Called Texas Student Publications, Inc., Prior to Dissolution of Charter) and Changes in the Student Publications Handbook. -- President Rogers submitted three recommendations for proposed amendments to the Declaration of Trust executed by the Board of Operating Trustees of Student Publications (called Texas Student Publications, Inc., prior to dissolution of Charter) at The University of Texas at Austin and 56 proposed changes in the Student Publications Handbook. This Declaration of Trust was adopted by the Board of Regents on September 8, 1971 and later amended on March 15, 1974; December 12, 1975; and August 4, 1978.

Mr. Glenn Karisch, President of the Board of Operating Trustees, appeared in opposition to the proposed amendment relating to Section 7 and to Items 26 and 45 of the Student Publications Handbook relating to the duties of the Editorial Manager.

A discussion ensued after which the Declaration of Trust was amended as proposed by President Rogers and without objection as follows:

Sections 7, 13 and 5(B) were deleted and the following substituted therefor:

Section 7

Should any voting member or members of the Board of Operating Trustees resign, become ineligible or for any other reason fail to serve, if such member be one who was appointed by the President of The University of Texas at Austin, such President after consultation with the Operating Trustees, shall appoint a successor, and if such member be one who is otherwise selected, then a majority of the Operating Trustees, after consultation with the President, shall appoint a successor trustee, and in the event of a tie vote by the Operating Trustees, the President shall make such appointment. Each successor trustee shall possess the qualifications of his predecessor in office. If the vacancy occurs at least two weeks prior to the deadline for filing in the spring student publication election during the first year of the member's term, the appointed successor trustee shall serve only until May 31. The remaining year of the term shall be filled by the election of a successor trustee in the spring student publications election. If the vacancy occurs after two weeks prior to the deadline for filing in the spring student publication election during the first year of the member's term, the appointed successor trustee shall serve the remainder of the term.

Section 13

There shall be an Executive Committee of the Board of Operating Trustees to be composed of three faculty members and two students to be elected by the Board of Operating Trustees from its voting membership.

Section 5(B)

Two students elected at large from the student body of The University of Texas at Austin (one to be elected in even-numbered years and one to be elected in odd-numbered years after the initial election, at the first election under these rules both shall be elected with provision for staggered terms as hereinafter set out) at the same time as the editor of The Daily Texan, pursuant to Section 11 hereof. If the President of the Students' Association is not one of the students elected at the election, then the President of the Students' Association shall serve as an ex-officio [sic] member of the Board of Operating Trustees without vote. A student who qualifies as a candidate under Section 5, A, shall be neither qualified as a candidate nor eligible to serve as an at-large member of the Board.

By unanimous vote the changes in the Student Publications Handbook were authorized as set out on Pages 33 - 43. All of the approved changes had been proposed by the Board of Operating Trustees of Student Publications with the exception of Items 26 and 45 that were recommended by President Rogers in the form set out below. All changes were based on the Student Publications Handbook as Amended March 1, 1970:

Item 26.

Call to the attention of the editor, managing editor, (and/or other student editor or reporter involved) any possible violations of handbook policies. The Editorial Manager is authorized to withhold temporarily from publication copy deemed to violate Board policy, including good journalistic practice, or material that he or she believes to be libelous, obscene, an invasion of privacy, or misstatement of fact.

Item 45.

The paper shall present, therefore, an unbiased, non-partisan and scrupulously accurate coverage of the news, a coverage as complete as the limitations of space and circumstance will permit. Although the Board does not restrict the editorial or news staff in its selection of news to present or its selection of subjects on which to editorialize (except as hereinafter prescribed), it has authority to examine and reject through its Editorial Manager any material violating Board policy, including good journalistic practice, or material that he or she deems to be libelous, obscene, invasion of privacy or a misstatement of fact. The editor or, in his or her absence, the managing editor is also responsible for following all handbook policies and is authorized to reject any material violating good journalistic practice.

Changes in the Student Publications Handbook
 Approved by the Board of Regents on February 9, 1979

1970 TSP HANDBOOK	CHANGES PROPOSED BY TSP BOARD
<p>CHAPTER I. GENERAL ORGANIZATION</p> <p>D. COMMITTEES OF THE BOARD</p> <p>2. FINANCE COMMITTEE. Composed of the Treasurer, Treasurer Pro-Tem, Chairman of the Faculty Committee, one student (not an editor) and the General Manager. The Editors of the publications shall serve as ex-officio members of this committee without vote when the financial matters affecting their particular publications are under consideration. The Editorial Manager shall serve as an ex-officio member without vote when matters pertaining to the Texan are being considered.</p>	<p>Delete paragraph.</p>
<p>3. TEXAN EDITORIAL APPOINTMENT COMMITTEE. Composed of the Managing Editor of the Texan as Chairman, Editor of The Texan, Chairman of the Board's Faculty Committee, Editorial Manager of the Texan, and any other as designated by the board.</p>	<p>Delete paragraph</p>
<p>E. FACULTY COMMITTEE ON STUDENT PUBLICATIONS. The Faculty Committee on Student Publications consists of a Chairman and three other members of the General Faculty appointed by the Vice Chancellor for Academic Affairs of the University to serve on the Board of Directors of Texas Student Publications, Inc., plus the Dean of Students or his representative, and the Editorial and General Managers of Texas Student Publications, Inc., the latter three ex-officio without vote.</p>	<p>Delete paragraph.</p>
<p>J. EMPLOYEES.</p> <p>1. GENERAL MANAGER (3rd Paragraph) In questions in which editorial and business policies are both involved, the Editorial Manager will be responsible to the General Manager.</p>	<p>Delete paragraph.</p>

1970 TSP HANDBOOK	CHANGES PROPOSED BY TSP BOARD
<p>5. 2. EDITORIAL MANAGER OF THE DAILY TEXAN. If he is not to teach, the Editorial Manager is appointed by the Executive Committee. (See duties of the Executive Committee, TSP Charter, Article VII for method of selection if the Editorial Manager is to teach.) That part of his salary to be paid by TSP is fixed by the Executive Committee.</p> <p>The appointment of the Editorial Manager of The Daily Texan is subject to the following provisions of the Regents' Rules and Regulations, Part Two, Section 8.5, Chapter XI, provided further that no action taken by the Board of Directors of Texas Student Publications, Inc. with respect to the employment, dismissal, salary, or duties and responsibilities of either the TSP General Manager or the Editorial Manager of The Daily Texan shall have any force or effect until it has been approved by the Board of Regents."</p>	<p>Delete two paragraphs and substitute:</p> <p>C. EMPLOYEES.</p> <p>2. <u>EDITORIAL MANAGER(S) OF THE DAILY TEXAN.</u> The Texan editorial manager(s) shall be appointed by the executive committee, subject to basic policies set forth by the operating trustees. The executive committee shall determine the compensation of the editorial manager(s). No action taken, however, with respect to the employment, dismissal, salary or duties and responsibilities of the editorial manager shall have any force or effect until it has been approved by the Board of Regents. His duties are listed in The Daily Texan section of the handbook.</p>
<p>6. K. CONDUCT OF EMPLOYEES.</p> <p>1. Alcoholic beverages shall not be consumed in any of the offices occupied by the Texas Student Publications, Inc., nor in any of the halls adjacent thereto. The General Manager, the Editorial Manager, and the Editors of the Publications shall be responsible for the observance of this rule.</p>	<p>Delete paragraph.</p>
<p>7. M. REPORTS</p> <p>1. REPORTS TO THE BOARD OF DIRECTORS. The Editorial Manager and the General Manager shall report to the Board of Directors on the General Affairs of the organization whenever the Board desires.</p>	<p>Delete paragraph.</p>
<p>8. Q. REQUISITIONS (5th paragraph)</p> <p>Long distance telephone calls and telegrams cannot be placed nor sent except upon authority of the General Manager. The Editorial Manager has authority to act for the General Manager in authorizing such expenditures in emergencies.</p>	<p>Delete paragraph.</p>
<p>CHAPTER II. THE DAILY TEXAN MANUAL</p> <p>B. GENERAL ORGANIZATION</p> <p>5. EDITORIAL MANAGER OF THE DAILY TEXAN. The duties of the Editorial Manager shall be prescribed by the Executive Committee of the Board subject to basic policies set forth in the Handbook. The Editorial Manager shall:</p>	<p>No changes.</p>

FEB 9 1979

1970 TSP HANDBOOK	CHANGES PROPOSED BY TSP BOARD
10. Be expected to study the editorial problems and procedures of the Texan and to make recommendations for improvements, both to the Editor and to the Board of Directors.	a. Change wording as follows: <u>Operating Trustees</u>
11. Be authorized to call meetings for the discussion of such problems and procedures, and the Editor, Managing Editor and their staff members are expected to cooperate in making the meetings effective.	b. No changes.
12. Be invited to attend staff meetings of the Texan in an advisory capacity.	c. No changes.
13. Be authorized by the Board of Directors to see that policies prescribed by the Board are carried out by the Texan, and that the typographical style and display of stories of the Texan are observed.	d. Change wording as follows: <u>Operating Trustees</u>
14. Be an ex-officio member of the Board of Directors, and shall be consulted on matters pertaining to the editorial aspects of the Texan.	e. Change wording as follows: <u>Operating Trustees</u>
15. Be charged with the responsibility of reducing errors as far as reasonably possible. To this end he is requested to a. Prepare a criticism of each issue of the Texan for posting. b. Receive complaints of errors, keep a record of them, and as far as possible track down the source of the errors. c. Make recommendations for reducing the errors to the editors and editorial workers, to instructors in Journalism laboratories and to the Board of Directors.	f. Delete portion indicated and substitute: <u>To this end he or she will make recommendations for reducing errors to the Editors and editorial workers, to instructors in Journalism laboratories and to the Board of Operating Trustees.</u>
16. In cooperation with the Texan Editor and the managing editor, work out a program of staff recruitment early in the fall and shall pursue that program throughout the year.	Delete paragraph.
17. Serve as a member of the Editorial Appointment Committee of the Texan.	Delete paragraph.
18. Be charged with seeing that proper working conditions are provided for the Texan editorial staff.	Delete paragraph.
. Maintain records of the work done by the Texan staff members as required for eligibility to various positions.	Delete paragraph.

FEB 9 1979

1970 TSP HANDBOOK

CHANGES PROPOSED BY TSP BOARD

	<p>Seek the best cooperation between the Texan editorial staffs. Any request for additional use of the Journalism classes in work on the Texan should be made through the Editorial Manager to the Chairman of the Journalism Department. Since it seems desirable to strengthen work on the Texan where possible with more aid from organized classes, the Editorial Manager and the respective editors should confer periodically on needs in this area.</p>	<p>g. Delete paragraph and substitute: <u>Be authorized to coordinate the activities between The Daily Texan and the Department of Journalism so as to secure the most effective use of the journalism laboratories and classes in the preparation of material for The Daily Texan.</u></p>
21	<p>Supervise the work of the night staff and shall have the authority to authorize and control expenditures by the night staff, or expenditures on incidentals by members of the day staff provided that these expenditures must be within the budgets approved by the Board of Directors.</p>	<p>h. Delete phrase. Change wording as follows: <u>Operating Trustees</u></p>
22	<p>Supervise the use of teletype machines seeing that there are no deviations from the agreement which has been made with the Associated Press concerning the use of wire news in The Daily Texan.</p>	<p>i. Delete paragraph and substitute: <u>See that there are no deviations from the contracts signed with the various news services.</u></p>
23	<p>Supervise the care of the physical property used by the Texan editorial staff. He should encourage the editors to keep their offices neat, presentable, and free from objectional pictures. He should supervise the care of typewriters, desks, and similar equipment in the editorial offices. He should provide calendars, directories, dictionaries, copy paper, and other needed supplies for the editorial staff. He should report broken or damaged furniture and have it replaced or repaired. He should see that the offices are kept clean and talk with the janitor when better service is needed.</p>	<p>j. Delete paragraph and substitute: <u>Supervise the care of the physical property used by the Texan editorial staff.</u></p>
24	<p>See that the composing room is adequately supplied with copy from 6:30 p.m. and if live copy is not available, to see that time copy is supplied.</p>	<p>Delete paragraph.</p>
25	<p>Read all copy sent to the composing room except advertising copy, checking same for errors and making necessary corrections or seeing that corrections are made. He shall see that no violations occur either of Texan policy or any other directions or policies of the Regents and the Board as set forth in the Handbook. In reading editorial copy, contributions from the readers, and copy for columns he shall note any divergence from the rules or policies of the Texan and shall call same to the Editor's attention.</p>	<p>k. Delete paragraph and substitute: <u>Read all copy sent to the composing room, except advertising copy, to see that the editorial and news policies prescribed in Section D of this chapter are carried out.</u></p>

~~Be authorized to revise copy whenever it seems possible to make it conform to policies of the Texan. -- Whenever such revisions will not change the copy sufficiently to make it conform to the policies of the paper, he shall have the power to withhold it. -- Immediately after such action he shall report same to the Editor or Managing Editor. -- It will be the privilege of the Editor and Managing Editor in their respective fields to submit the copy to the Texan Intermediate Appeals Committee and if overruled by the Committee, to the Board of Directors for their decision whether it should be run. Appeal shall be made only on request of the Editor or Managing Editor. -- No appeals of decisions made by the Editorial Manager shall be made on the night of his decision.~~

1. Delete paragraph and substitute:
See Page 32 .

m.

Notify the General Manager in writing that the material was withheld and why. The General Manager will notify the Review Committee within 24 hours after the material was withheld. The Editorial Manager shall present the basis for withholding the material and shall have the burden of convincing the Review Committee that his or her decision should stand. A majority vote of the committee is necessary in order for the material to be withheld permanently. Any decision of the Review Committee may be appealed to the full TSP Board by either the Editorial Manager or the student Editor or Managing Editor. Such an appeal must be considered within 24 hours of the Review Committee's decision. Seven affirmative votes of the Operating Trustees are required to overrule a decision of the Review Committee. In all such matters, the action of the Operating Trustees shall be final and complete without review outside the Operating Trustees.

FEB 9 1979

1970 TSP HANDBOOK	CHANGES PROPOSED BY TSP BOARD
<p>Direct the work of the mechanical staff in making up the paper, giving, through the shop's foreman, any order for major changes and divergences from the usual routine. He alone shall be the person through whom orders may be given by the editorial staff to the mechanical staff. Nothing here shall be taken to mean that members of the editorial staff cannot work with the mechanical staff in production of the Texan; they should, in fact, be encouraged to cooperate with the understanding that the Editorial Manager has final authority in issuing instructions to the mechanical superintendent except that with regard to overtime work or other matters involving expenditures both the Editorial Manager and the Mechanical Superintendent will be subject to direction by the General Manager.</p>	<p><u>n.</u> Delete paragraph and substitute:</p> <p><u>Approve, in conjunction with the production supervisor, any divergence from usual production procedures concerning the acceptance of copy after deadlines or changing make-up.</u></p>
<p>Assist the business staff with the supervision of the morgue in order that materials will be readily accessible for use in the Texan.</p>	Delete paragraph.
<p>Give advice and answer questions in news editing, news writing, and headline writing to the night staff, insofar as time permits.</p>	<p><u>o.</u> Delete phrases.</p>
<p>Keep a complete record of the work of the night staff and to make any reports of such work needed by the General Manager.</p>	Delete paragraph.
<p>Oversee the work of the proofreader and make recommendations for improvement of his or her work.</p>	Delete paragraph.
<p>See that proofs of all everset type and any copy that was not set are put in a basket for delivery to the Journalism Department laboratory the next day.</p>	Delete paragraph.
<p>Pass on to the Journalism Department laboratory any news tips that come to his attention and that cannot be covered at night.</p>	Delete paragraph.
<p>Observe budget allowances set by the Board. However, he or she may authorize the placing of long distance telephone calls, sending of telegrams, hiring means of transportation, or may take any other reasonable steps to obtain important news at night, making a detailed report in writing the next day to the General Manager.</p>	<p><u>p.</u></p> <p>Delete phrase.</p>
<p>Confer with the Managing Editor and the General Manager regarding proposed changes in the typography and format.</p>	<p><u>q.</u> No changes.</p>
<p>Authorize publication of an extra in an emergency when it is impossible to reach the General Manager.</p>	<p><u>r.</u> No changes.</p>

1970 TSP HANDBOOK	CHANGES PROPOSED BY TSP BOARD
37. Discuss with the Editor, the Managing Editor and the business office plans for special editions and special sections.	s. No changes.
38. Enforce copy deadlines.	t. Delete sentence and substitute: <u>In conjunction with the editor and the managing editor see that copy deadlines are enforced.</u>
39. Render general assistance in production and improvement of the Texan in stimulating interest among the volunteer staff.	u. No changes.
CHAPTER II, THE DAILY TEXAN MANUAL B. GENERAL ORGANIZATION 6. ASSISTANT EDITORIAL MANAGER. When deemed necessary, the Executive Committee may appoint an Assistant Editorial Manager who is responsible to the Editorial Manager.	Delete paragraph.
7. PROOFREADER. The Editorial Manager shall recommend applicants to the General Manager. The proofreader will be employed and compensation set by the General Manager. The proofreader shall +	Delete entire section.
C. EDITORIAL STAFF 1. EDITOR. d. Duties. (1) Regarding Policy Formation, the Editor shall: (b) Set the editorial policy of the Texan with the advice of the Editorial Manager and within the limits prescribed by the Board in the Handbook. He will remember that "freedom of the press" means in the campus situation the right of the students to have an organ for the reflection of campus opinion on the editorial page and leadership in the formation of campus opinion.	Delete paragraph and substitute: (b) <u>Set the editorial policy of the Texan within the limits prescribed by the Board in the Handbook.</u>
43. (e) Advise the Managing Editor and the Editorial Manager on the Texan's typographical appearance.	Delete paragraph.

TM 1.	1970 TSP HANDBOOK	CHANGES PROPOSED BY TSP BOARD
	<p>(2) Regarding Editorial Page Production, the Editor shall:</p> <p>(c) -- Certify to the Dean of Students through the Editorial Manager the names of students on the editorial page staff and to carry out the rules of the University, the Students' Assn., and Texas Student Publications, Inc., governing eligibility of these students.</p>	Delete paragraph.
D.	<p>CHAPTER II, THE DAILY TEXAN MANUAL EDITORIAL AND NEWS POLICIES</p>	Delete and substitute: See Page <u>32</u> .
i.	<p>1. BASIC PRINCIPLES. (paragraph 5) The paper shall present, therefore, an unbiased, non-partisan and scrupulously accurate coverage of the news, a coverage as complete as the limitations of space and circumstance will permit. Although the Board does not restrict the editorial or news staff in its selection of news to present or its selection of subjects on which to editorialize (except as herein-after prescribed), it has authority to examine and reject, through its Editorial Manager any material violating good journalistic practice or containing misstatements of fact, or containing illogical conclusions.</p>	Delete and substitute: See Page <u>32</u> .
6.	<p>When the Editorial Manager, in accordance with his or her interpretation of the provisions of this Handbook, withholds from publication any item submitted, he or she shall give reasons, and the Editor or Managing Editor shall have the right to appeal the decision to the Board itself for final disposition.</p>	Delete portion and substitute: <u>Review Committee and to the Board itself for final disposition. See provisions for appeal to the Review Committee and to the TSP Board under Editorial Manager's Duties in the Handbook and the Declaration of Trust.</u>
17.	<p>The Editorial Manager, as an agent of the board, is selected for his or her experience as a responsible journalist and the Board urges that his advice and counsel be made use of so that service on the Texan may be of value as education in Journalism.</p>	No changes.

1970 TSP HANDBOOK	CHANGES PROPOSED BY TSP BOARD
<p>The Board and the staff of the paper shall recognize the fact that the Texan exists to serve the students in a state supported university and that the welfare of the University rests on a broad base of support from the entire state, rather than upon support from any particular region or from any particular segment of the state's population. The students themselves represent a wide diversity of interests, views, and convictions. The implications are clear to a staff which takes seriously its responsibility of community service; the University community may best be served by a newspaper which encourages respect for and understanding of the University through the exercise of good judgment by its Editor and staff; through fair, objective and impartial treatment of controversial issues in news stories and interpretive articles; and in general through constructive, reasoned, fact-supported expressions of editorial opinion.</p>	<p>No changes</p>
<p>2. POLICIES B. Every effort shall be made to insure the accuracy of statements of fact made in news and editorial materials with primary responsibility resting on those who write and edit the materials. The Editorial Manager shall serve as a safe-guard on matters where accuracy is in question.</p>	<p>Delete words and substitute: <u>an adviser</u></p>
<p>CHAPTER II, THE DAILY TEXAN MANUAL E. TYPE CHANGES</p> <p>10. Type changes can be made by agreement of the General Manager of Texas Student Publications, Inc. and the Editorial Manager, Editor and Managing Editor of The Daily Texan, subject to ratification by the Board if substantial expense is involved.</p> <p>Changes in the nameplate, The Daily Texan, may be made only with the approval of the board.</p> <p>A standard head sheet and other instructions regarding typography shall be prepared and posted for the guidance of staff workers. These shall be prepared by the Managing Editor in accordance with Stylebook rules and approved by the Editorial Manager of The Daily Texan.</p>	<p>Delete three paragraphs and substitute:</p> <p>D. EDITORIAL AND NEWS POLICIES</p> <p>4. PRINTING.</p> <p><u>a. Type Style. The style of type used in the Texan shall be established by the editor and managing editor of The Daily Texan in consultation with the Editorial Manager and the General Manager, subject to ratification by the TSP Board. Changes in the name plate of The Daily Texan may be made only with the approval of the TSP Board.</u></p>

FEB 9 1979

~~F. --RELATIONS-BETWEEN-THE-PRINTING-AND-EDITORIAL-DEPARTMENTS-OF-TEXAS-STUDENT-PUBLICATIONS-~~

~~The-Printing-Department-and-The-Daily-Texan shall-cooperate-in-producing-the-best-paper-possible-within-budgetary-limits.~~

~~1. --OVERTIME. --The-Texan-Editorial-Manager-in-unusual-circumstances,-can-authorize-acceptance-of-copy-after-deadline,-changing-makeup,-resetting-of-heads,-and-any-other-divergencies-from-the-usual-procedures.-He-shall-report-such-overtime-immediately-to-the-General-Manager.~~

~~2. --COPY. --The-Texan-Editorial-Manager-shall-keep-the-composing-room-supplied-with-copy-without-unnecessary-delay.--Copy-shall-be-typed-and-in-good-condition-when-sent-to-the-composing-room.~~

Delete three paragraphs and substitute:

CHAPTER II, D, 4.

b. Relationship between printing and editorial departments. Student workers on the Texan are responsible for the writing, editing and making-up of the dummies while the printing department is responsible for setting type, pulling proofs, and the actual printing of the paper. Since working on the Texan is to be an educational experience, students are encouraged to watch the actual production of the paper, but after the copy leaves the editing room, the actual work of putting the paper together is done under the direction of the production supervisor. Any divergence from usual production procedures concerning the acceptance of copy after deadlines or changing makeup must be approved by the editorial manager, in conjunction with the production supervisor.

~~5. --OFFICE-ADS. --When-not-dummiied,-office-ads-should-not-appear-unless-in-an-emergency-and-then-when-specifically-authorized-by-the-Texan-Editorial-Manager-or-General-Manager.~~

Delete paragraph.

~~6. --MAKE-UP. --The-Texan-Editorial-Manager-and-Night-Editor-shall-provide-the-Foreman-with-suitable-dummies-on-all-pages-that-are-to-have-special-makeup-and-will-be-expected-to-give-him-any-assistance-in-making-up-the-paper.~~

Delete paragraph.

~~7. --COPY-DEADLINES. --Copy-deadlines-shall-be-established-by-the-board-in-September-and-again-in-May,-upon-recommendation-of-the-General-Manager.--They-may-be-changed-by-agreement-among-the-Mechanical-Superintendent,-General-Manager-of-Student-Publications,-Editorial-Manager,-Editor-and-Managing-Editor-of-the-Texan.~~

Delete two paragraphs and substitute:

CHAPTER II, D, 4.

(c) Deadlines. Copy deadlines shall be established by the General Manager in consultation with the production supervisor, editorial manager, editor and managing editor. It is the responsibility of the editor, managing editor and editorial manager to see that deadlines are met.

~~The-Managing-Editor,-Editor-and-the-Editorial-Manager-are-responsible-for-seeing-that-these-deadlines-are-met.~~

FEB 9 1979

1970 TSP HANDBOOK	CHANGES PROPOSED BY TSP BOARD
CHAPTER II, THE DAILY TEXAN MANUAL K. -- THE ASSOCIATED PRESS -- 3. -- Personnel -- a. -- Who is in Charge -- (last sentence) -- No copy shall be taken from the newsroom without the permission of either the Telegraph Editor, the Laboratory Super- visor, the Night Telegraph Editor or the Editorial Manager.	Delete entire section.
J. -- SUMMER SESSION -- Duties of Editor, Managing Editor and Editorial Manager remain the same during the Summer Session as during the long session.	Delete paragraph.

With these proposed amendments and proposed changes as submitted by President Rogers having been adopted and since these provisions are covered in the Regents' Rules and Regulations, it was ordered upon motion of Regent Blumberg, duly seconded, that the following amendment which revised Section K.3 of Chapter I approved by the Board of Regents on April 17, 1970 and not included in the version of the Handbook on which these amendments were passed (March 1, 1970) be rescinded:

Section K.3

Funds of the Texas Student Publications, Inc., shall not be spent for alcoholic beverages for minors. State law regarding minors will be enforced at any TSP function at which alcoholic beverages are served, and the Regents' Rules and Regulations, Part One, Chapter VI, Section 3.4 regarding use of intoxicating beverages on University premises will be followed. No state appropriated funds shall be allocated toward buying alcoholic beverages. The TSP Board shall be responsible for the observance of this rule.

The Student Publications Board is instructed to furnish at the earliest possible date a revised Handbook with amendments through February 9, 1979.

5. U. T. El Paso: Authorization to Seek Permission from Coordinating Board to (a) Establish a Bachelor of Science Degree in Allied Health Sciences and (b) Establish a Doctor of Philosophy Degree in Environmental Science and Engineering (Catalog Change). -- By separate motions, the Academic and Developmental Affairs Committee, upon the recommendation of President Templeton and Chancellor Walker and without objection, authorized the Administration to seek permission from the Coordinating Board, Texas College and University System to establish the following degree programs at The University of Texas at El Paso:

- a. Bachelor of Science degree in Allied Health Sciences
No new faculty will be required and library resources and existing facilities are adequate to support this program.
- b. Doctor of Philosophy degree in Environmental Science and Engineering
Current library holdings and facilities are adequate to support this program, and only two additional faculty members will be needed upon its initiation.

In response to an inquiry by Regent Hay, President Templeton replied that this is a new program - an interdisciplinary one - in environmental science in that it stresses arid environments.

If these programs are approved by the Coordinating Board, the next appropriate catalog or catalogs published at U. T. El Paso will be amended to reflect these new programs.

6. U. T. San Antonio: Designation of Vice President for Business Affairs Gary L. Hammon as Agent for Tax-Free Alcohol. -- Upon the recommendation of President Wagener and Chancellor Walker and without objection, the following resolution was adopted designating an authorized agent to secure tax-free alcohol:

WHEREAS, The University of Texas at San Antonio is carrying on research programs which require a continuing supply of alcohol for experimental and other scientific purposes:

THEREFORE, BE IT RESOLVED, That Mr. Gary L. Hammon, Vice President for Business Affairs of The University of Texas at San Antonio, be authorized to have charge of and be responsible for and apply for and sign the "Application and Withdrawal Permit to Procure Spirits Free of Tax" for The University of Texas at San Antonio, and

BE IT FURTHER RESOLVED, That it shall be the duty of Mr. Gary L. Hammon to execute on behalf of The University of Texas at San Antonio any and all documents required by the Alcohol and Tobacco Tax, Internal Revenue Service.

REPORT OF BUILDINGS AND GROUNDS COMMITTEE (Pages 45 - 61). -- Committee Chairman Bauerle filed the following report of the Buildings and Grounds Committee and stated that all items were considered in open session. The report was adopted without objection:

Report

The Buildings and Grounds Committee met on Thursday afternoon, February 8, 1979, and completed its business. The following actions were approved without objection unless otherwise indicated:

1. U. T. Arlington - Student Housing: Report of Feasibility Study: (a) Approval of Site: (b) Authorization to Construct: (c) Appointment of Geren & Associates, Fort Worth, Texas, Project Architect: and (d) Appropriation Therefor. -- After reviewing the report of the Administration on the feasibility study for Student Housing at The University of Texas at Arlington which had been prepared by the U. T. Arlington Administration, the Office of Facilities Planning and Construction and the Consulting Architect, Geren & Associates, Fort Worth, Texas, and considering the recommendations contained therein, together with the recommendations of the Bond Advisor, Mr. Sam Maclin, the Buildings and Grounds Committee without objection:
 - a. Approved a 10.8 acre site located in the southwest quadrant of the U. T. Arlington campus bounded on the south by Fourth Street, on the east by Trading Horse Creek, on the north by Second Street and on the west by Summit Avenue
 - b. Authorized construction of housing for 162 students at an estimated total project cost of \$3,143,390, and also such additional housing units as are found to be feasible within the authorized cost and additional funding which may become available during design, but not to exceed housing for 324 students
 - c. Appointed the Consulting Architect, Geren & Associates, Fort Worth, Texas, Project Architect with authorization to prepare preliminary plans which will be presented to the Board of Regents for consideration at a future meeting
 - d. Appropriated \$40,000 from Unappropriated Unexpended Plant Funds - Interest Earned on Time Deposits for fees and related project expenses through completion of preliminary plans
2. U. T. Arlington - Stadium (Multipurpose Athletic Facility): Underground Waterline Easement Consisting of Four Segments to City of Arlington on Construction Site. -- At the request of the City of Arlington and upon the recommendation of President Nedderman and Chancellor Walker, the Buildings and Grounds Committee without objection authorized an underground waterline easement consisting of four segments to the City of Arlington, Texas, under, across and through the site of the Stadium (Multipurpose Athletic Facility) at The University of Texas at Arlington (being a certain tract or parcel of land within the campus of U. T. Arlington described in the Owen

Medlin Survey, Abstract No. 1043, Tarrant County, Texas). The Chairman of the Board of Regents was authorized to execute such document when it had been approved as to content by Chancellor Walker and as to form by an attorney in the Office of General Counsel. The easement will convey to the City of Arlington the right to construct, reconstruct and perpetually maintain underground water service to the new stadium now under construction.

3. U. T. Austin - Addition to Pharmacy Building (Including Renovation of Existing Building): Award of Contract to J. A. Jones Construction Company, Dallas, Texas, and Authorization for Revised Total Project Cost. -- Upon the recommendation of President Rogers and Chancellor Walker, the Buildings and Grounds Committee without objection:

- a. Awarded the construction contract for the Addition to the Pharmacy Building at The University of Texas at Austin to the lowest responsible bidder, J. A. Jones Construction Company, Dallas, Texas, as follows:

Base Bid	\$ 6,397,000
Alternates	
(1) Wood Lab Furniture	-78,000
(2) Misc. Mech. & Elec. Items	+76,000
(3) Replace Stair Nosings	+12,000
(4) Replace Fume Hoods /HVAC	+265,000
(5) Extend Gas Piping	+30,000
 Total Contract Award	 \$ <u>6,702,000</u>

- b. Authorized a revised total project cost of \$8,300,000 to cover the building construction contract award, institutional equipment, movable furniture and equipment, project contingency, air balancing, fees and related project expenses

The scope of this project includes construction of a new addition of approximately 65,000 gross square feet, renovation of certain areas in the existing building, extension of utilities to serve the building site, procurement of equipment in the amount of \$710,000, and a project contingency in the amount of \$159,995 to handle unforeseen problems which may arise in the remodeling phase of the work.

At the meeting of the Board of Regents on Friday, Committee Chairman Bauerle, introduced Dr. James T. Doluisio, Dean of the College of Pharmacy at U. T. Austin, who had hoped to be at the meeting on Thursday when this contract was awarded but was unable to do so.

4. U. T. Austin - Special Events Center - Additional Exterior Lighting: Award of Contract to Walter A. Tew Electric, Inc., Austin, Texas and Authorization for Revised Total Project Cost. -- Upon the recommendation of President Rogers and Chancellor Walker, the Buildings and Grounds Committee without objection:

- a. Awarded the electrical construction contract for Additional Exterior Lighting at the Special Events Center of The University of Texas at Austin to the lowest responsible bidder, Walter A. Tew Electric, Inc., Austin, Texas, in the amount of the base bid of \$94,450

- b. Authorized a revised total project cost of \$114,000 to cover the electrical construction contract award, lighting equipment, special testing, fees and other related project expenses payable from funds previously appropriated
5. U. T. Austin - Special Events Center - Additional Ticket Windows: Award of Contract to Allied Contracting Company, Austin, Texas and Authorization for Revised Total Project Cost. -- Upon the recommendation of President Rogers and Chancellor Walker, the Buildings and Grounds Committee without objection:
- a. Awarded the construction contract for Additional Ticket Windows at the Special Events Center of The University of Texas at Austin to the lowest responsible bidder, Allied Contracting Company, Austin, Texas, in the amount of the base bid of \$102,000
- b. Authorized a revised total project cost of \$120,000 to cover the construction contract award, furnishings, equipment, fees and other related project expenses payable from funds previously appropriated
6. U. T. Austin - Remodeling of Texas Union West: Authorization to Appoint Hearing Officer to Hear Claim of Construction Contractor, Anken Construction Company, Inc., Austin, Texas. -- In connection with a disputed claim arising from the construction contract awarded October 2, 1974, to Anken Construction Company, Inc., Austin, Texas, for the Remodeling of Texas Union West at The University of Texas at Austin, the Buildings and Grounds Committee without objection approved the following recommendation of Chancellor Walker:
- a. That the Chancellor with the approval of the Chairman of the Board of Regents be authorized to appoint a Hearing Officer to hear all disputed claims concerning a question of fact pending before the Board of Regents at this time or which may be subsequently presented as they relate to the construction contract with Anken Construction Company, Inc., for the Remodeling of Texas Union West at The University of Texas at Austin
- b. That the Hearing Officer be empowered to adopt such rules of procedure for the hearing of claims as he deems necessary and that he be authorized to employ with the approval of the Chancellor any consultants and office personnel necessary to conclude such hearings in an expeditious manner
- c. That upon the conclusion of the testimony and presentation of all pertinent data to such Hearing Officer, he shall present his findings to the Board of Regents for its consideration in passing upon the validity of the claims pending before it

7. U. T. Dallas - Thermal Energy Plant: Modification of Existing Lease Agreement Between the Board of Regents and Win-Sam, Inc. --
 The Administration reported that to accommodate the expansion of the Thermal Energy Plant owned and operated by Win-Sam, Inc., at The University of Texas at Dallas (authorized June 9, 1978), Win-Sam, Inc., had requested that the Lease Agreement covering the property on which the Thermal Energy Plant is situated be amended to add 15 feet on each side of the existing plant.

Following a brief discussion and upon the recommendation of President Jordan and Chancellor Walker, the Chairman of the Board of Regents was authorized to execute an Amended Lease Agreement with Win-Sam, Inc., revising the metes and bounds description to include an additional 15 feet on each side of the Thermal Energy Plant at U. T. Dallas when said agreement had been approved as to content by Chancellor Walker and as to form by an attorney in the Office of General Counsel. The original Lease Agreement was approved by the Board of Regents on July 27, 1973 and amended October 26, 1973.

8. U. T. El Paso - Alterations and Additions to Administration Building:
 (a) Award of Contracts for Furniture and Furnishings to (1) Business Products and Services, Inc., El Paso, Texas; (2) Abel Contract Furniture & Equipment Co., Inc., Austin, Texas; (3) Ellison's Furniture Company, Fort Worth, Texas; (4) Rockford Furniture & Carpets, Inc., Austin, Texas; and (5) Highland Interiors, Inc., Lubbock, Texas; (b) Rejection of Bids on Proposal "H" (Draperies) and Authorization to Re-advertise; (c) Authorization to Re-advertise for Bids on Proposal "J" (Graphics); and (d) Additional Appropriation for Project. --
 In submitting the tabulation of the bids received for the furniture and furnishings for the Alterations and Additions to the Administration Building at The University of Texas at El Paso, the Administration explained in detail the choice in recommending Base Proposal "A" rather than Alternate A-1 and the rejection of other bids.

Based upon the tabulation of bids received and justification of the recommendations, the Buildings and Grounds Committee without objection:

- a. Awarded the contracts for furniture and furnishings for the Alterations and Additions to the Administration Building at U. T. El Paso to the lowest responsible bidders as follows:

- (1) Business Products and Services, Inc., El Paso, Texas

Base Bid "A" (Wood Desks)	\$38,710.19
Base Bid "B" (Metal Furniture)	24,223.69
Base Bid "C" (Chairs & Tables)	14,153.67
Add Alternate "C-1"	
(Additional Chairs & Tables)	5,567.52
Add Alternate "C-2"	
(Additional Chairs & Tables)	<u>3,548.97</u>

Total Contract Award to Business Products and Services, Inc.

\$86,204.04

(2) Abel Contract Furniture & Equipment Co., Inc., Austin, Texas		
Add Alternate "B-1" (Chairs)	\$ 4,355.00	
Base Bid "F" (Lounge Furniture)	<u>2,967.42</u>	
Total Contract Award to Abel Contract Furniture & Equipment Co., Inc.		7,322.42
(3) Ellison's Furniture Company Fort Worth, Texas		
Base Bid "D" (Administration Office Furniture)		24,984.32
(4) Rockford Furniture and Carpets, Inc., Austin, Texas		
Base Bid "E" (Miscellaneous Items)	\$11,493.93	
Base Bid "I" (Chair Mats)	<u>1,860.22</u>	
Total Contract Award to Rockford Furniture and Carpets, Inc.		13,354.15
(5) Highland Interiors, Inc. Lubbock, Texas		
Base Bid "G" (Carpeting)	\$12,479.50	
Add Alternate "G-1" (Additional Carpet)	<u>1,376.00</u>	
Total Contract Award to Highland Interiors, Inc.		<u>13,855.50</u>
		<u>\$ 145,720.43</u>
GRAND TOTAL CONTRACT AWARDS		

- b. Rejected all bids received on Proposal "H" (Draperies), and authorized re-advertisement for bids with results to be reported to the Board at a future meeting
- c. Authorized re-advertisement for bids on Proposal "J" (Graphics) on which no bids were received with the results to be reported to the Board at a future meeting
- d. Appropriated additional funds in the amount of \$57,000.00 from Permanent University Fund Bond proceeds to cover the balance of funds required for the contract awards outlined and to provide the estimated funds required to re-advertise for draperies and graphics

9. U. T. El Paso - College of Business Administration Classroom and Office Building: Authorization for Feasibility Study; Appointment of Fouts, Langford, Gomez, Moore, Inc., El Paso, Texas, Consulting Architect; and Appropriation Therefor. -- The Administration proposed that a feasibility study be conducted with respect to new classroom and office facilities for the College of Business Administration at The University of Texas at El Paso in order to centralize all functions of the departments of Accounting, Business, Economics and Finance presently inadequately housed in scattered campus locations. This project was included in the list of new facilities added to the Long Range Campus Development Plan approved for U. T. El Paso for submission to the Coordinating Board, Texas College and University System subsequent to the meeting on July 9, 1976.

Following a discussion, and upon the recommendation of President Templeton and Chancellor Walker, the Buildings and Grounds Committee without objection:

- a. Authorized a feasibility study to define the required functions, project scope, campus site location, and estimated cost of a new College of Business Administration Classroom and Office Building at U. T. El Paso
- b. Appropriated \$15,000 from Permanent University Fund Bond proceeds for the feasibility study including fees and related expenses

Further, the Committee upon motion duly made and seconded appointed the firm of Fouts, Langford, Gomez, Moore, Inc., El Paso, Texas, Consulting Architect to work with a Planning Committee from U. T. El Paso and the Office of Facilities Planning and Construction on this feasibility study with recommendations to be presented to the Board of Regents at a future meeting.

10. U. T. El Paso - Repair, Rehabilitation and Additions to El Paso Centennial Museum: Award of Contracts for Furniture and Furnishings to (a) Abel Contract Furniture & Equipment Company, Inc., Austin, Texas; (b) Imperial Furniture Company, Inc., El Paso, Texas; and (c) Rockford Furniture & Carpets, Inc., Austin, Texas. -- Upon the recommendation of President Templeton and Chancellor Walker, the Buildings and Grounds Committee without objection awarded contracts for furniture and furnishings for the Repair, Rehabilitation and Additions to the El Paso Centennial Museum at The University of Texas at El Paso to the lowest responsible bidders as set out below:

- a. Abel Contract Furniture & Equipment, Inc., Austin, Texas

Base Proposal "B" (Steel Furniture)	\$ 13,542.00
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- b. Imperial Furniture Company, Inc.
El Paso, Texas

Base Proposal "C" (Carpet & Drapes)	2,204.00
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FEB 9 1979

- c. Rockford Furniture & Carpets, Inc.
Austin, Texas

Base Proposal "A" (Wood Furniture) 26,316.96

GRAND TOTAL CONTRACT AWARDS \$ 42,062.96

The funds necessary to cover these contract awards are available in the Furniture and Equipment Account.

11. U. T. El Paso - Expansion of Union Facilities: Report of Feasibility Study: (a) Authorization to Construct; (b) Appointment of Garland and Hilles, El Paso, Texas, Project Architect; and (c) Appropriation for Completed Feasibility Study and Fees. --The Administration reported on the feasibility study conducted by the U. T. El Paso Administration, the Office of Facilities Planning and Construction and the Consulting Architect, Garland and Hilles, El Paso, Texas, for the Expansion of Union Facilities at The University of Texas at El Paso (authorized October 20 and ratified on December 1, 1978).

Following a brief discussion and upon the recommendation of President Templeton and Chancellor Walker, the Buildings and Grounds Committee without objection:

- a. Appropriated \$15,000 from Unappropriated Balance, The Union Account No. 280-90-950-00 for the previously authorized and completed feasibility study and related expenses (these funds to be restored after sale of bonds)
- b. Authorized construction of an addition of approximately 50,300 square feet and remodeling of approximately 26,700 square feet existing Union facilities at an estimated total project cost of \$4,000,000

This addition and remodeling includes doubling the amount of existing food service space, expansion of bookstore facilities by more than 50%, a new Post Office, new facilities for Student Publications, and necessary additional meeting rooms and office space.

- c. Appointed the Consulting Architect, Garland and Hilles, El Paso, Texas, Project Architect with authorization to prepare preliminary plans which will be presented at a future meeting of the Board of Regents for consideration
- d. Appropriated \$40,000 from Unappropriated Balance, The Union Account No. 280-90-950-00 for fees and related project expenses through completion of preliminary plans (these funds to be restored after sale of bonds)

12. U. T. San Antonio - Classroom and Office Building and Addition to Arts Building (Phase II Buildings): Award of Contract for Furniture and Furnishings to (a) Abel Contract Furniture & Equipment Company, Inc., Austin, Texas; (b) Rockford Furniture & Carpets, Inc., Austin, Texas, and (c) Wittig's, Inc., San Antonio, Texas. --After considering the tabulation of the bids received and the justification of the proposed awards by the Administration, and based on the recommendations of President Wagener and Chancellor Walker, the Buildings and Grounds Committee without objection awarded contracts for the

FEB 9 1979

furniture and furnishings for the Classroom and Office Building and Addition to the Arts Building (Phase II Buildings) at The University of Texas at San Antonio to the lowest responsible bidders as follows:

a.	Abel Contract Furniture & Equipment Co., Inc. Austin, Texas		
	Base Bid "A" (Wood Furniture)	\$ 82,892.00	
	Base Bid "B" (Office Furniture)	130,972.75	
	Base Bid "D" (Lounge & Classroom Seating)	69,829.83	
	Base Bid "F" (Conference & Stacking Tables)	<u>27,174.55</u>	
	Total Contract Award to Abel Contract Furniture & Equipment Co., Inc.		\$ 310,869.13
b.	Rockford Furniture & Carpets, Inc. Austin, Texas		
	Base Bid "E" (Stacking Chairs & Stools)	\$ 21,660.78	
	Base Bid "G" (Steel Shelving & Miscellaneous)	<u>8,878.24</u>	
	Total Contract Award to Rockford Furniture & Carpets, Inc.		30,539.02
c.	Wittig's, Inc., San Antonio, Texas		
	Base Bid "C" (Bookcases)		<u>32,138.84</u>
	GRAND TOTAL CONTRACT AWARDS		<u>\$ 373,546.99</u>

The funds necessary to cover these contract awards are available in the Furniture and Equipment Account for this project.

13. U. T. San Antonio - Thermal Energy Plant: Modification of Existing Lease Agreement Between the Board of Regents and Win-Sam, Inc. --
The Administration reported that to accommodate the expansion of the Thermal Energy Plant owned and operated by Win-Sam, Inc., at The University of Texas at San Antonio (authorized December 16, 1977), Win-Sam, Inc., had requested that the Lease Agreement covering the property on which the Thermal Energy Plant is situated be amended to add 15 feet on each side of the existing plant.

Following a brief discussion and upon the recommendation of President Wagener and Chancellor Walker, the Chairman of the Board of Regents was authorized to execute an Amended Lease Agreement with Win-Sam, Inc., revising the metes and bounds description to include an additional 15 feet on each side of the Thermal Energy Plant at U. T. San Antonio when said agreement had been approved as to content by Chancellor Walker and as to form by an attorney in the Office of General Counsel. The original Lease Agreement with Win-Sam, Inc., was authorized by the Board of Regents on April 24, 1973.

14. Institute of Texan Cultures (Formerly U. T. San Antonio - Institute of Texan Cultures) - Phase I Remodeling - Mechanical/Electrical Distribution Segment: Approval of Final Plans and Authorization to Advertise for Bids. -- The Administration reported that the final plans and specifications for the Phase I Remodeling - Mechanical/Electrical Distribution Segment for The University of Texas Institute of Texan Cultures had been prepared by the Project Architect, Bartlett Cocke and Associates, Inc., San Antonio, Texas, as authorized at the July 29, 1977 meeting of the Board of Regents. This Phase I Remodeling - Mechanical/Electrical Distribution Segment provides for equipment purchases and installation of Mechanical/Electrical Systems to serve the available expansion space on level three of the Institute Building. A legislative appropriation in the amount of \$146,532 had been made for part of the Phase I Remodeling; there will be additional segments as program requirements are defined.

Upon the recommendation of Executive Director Maguire and Chancellor Walker, the Buildings and Grounds Committee without objection:

- a. Approved the final plans and specifications for the Phase I Remodeling - Mechanical/Electrical Distribution Segment for the Institute of Texan Cultures at an estimated total project cost of \$146,532
- b. Authorized the Office of Facilities Planning and Construction to advertise for bids which will be presented for consideration at a future meeting of the Board of Regents

15. Galveston Medical Branch (Galveston Hospitals) - Ambulatory Care Center and (Galveston Medical School) - Learning Center: (a) Report of Re-bidding: (b) Award of Contract to J. W. Bateson Company, Inc., Dallas, Texas. Subject to Confirmation of Other Funds: (c) Acceptance of Gift from M. D. Anderson Foundation; and (d) Additional Appropriation Therefor. -- The Administration reported on the re-advertisement for bids authorized on October 20, 1978, for the Ambulatory Care Center and the Learning Center at the Galveston Medical Branch and submitted a tabulation of the bids received.

Upon the recommendation of President Levin and Chancellor Walker, the Buildings and Grounds Committee without objection:

- a. Awarded a construction contract as set out below to the lowest responsible bidder, J. W. Bateson Company, Inc., Dallas, Texas, for the construction of the Ambulatory Care Center (Galveston Hospitals) and the Learning Center (Galveston Medical School) at The University of Texas Medical Branch at Galveston subject to confirmation of Other Funds as listed in Item c. on Page 54 .

Combined Base Bid \$ 28,957,000

Ambulatory Care Center Alternates

Add Alternate 1. a (Materials Transport System)	+199,000
Add Alternate 2. (Conn. of Trash Chute)	+ 41,000
Deduct Alternate 4. a (Face Brick and Plaster Facing)	-699,000

FEB 9 1979

1691

Learning Center Alternate

Add Alternate 1

+1,757,000

Total Contract Award

\$ 30,255,000

- b. Accepted an additional gift of \$450,000 from the M. D. Anderson Foundation for use in funding the Learning Center
- c. Appropriated additional funds required for a total project cost of \$33,600,000 from sources indicated, \$17,241,000 having been previously appropriated:

Houston Endowment Gift	\$ 1,100,000*
M. D. Anderson Foundation Gifts	975,000*
Libbie Moody Thompson Gift	500,000
Gifts from Alumni and Faculty	275,000
Unexpended Plant Fund Balances	4,041,000
Permanent University Fund	
Bond Proceeds	1,468,000
Other Funds	<u>8,000,000</u>

Total Appropriation

\$ 16,359,000

* Includes interest earned since receipt of initial gift

16. Galveston Medical Branch (Galveston Hospitals) - Renovation and Addition to Graves Hospital (Psychiatric Hospital) - Phase I (First Floor) Renovation for Department of Psychiatry and Behavioral Sciences: Authorization for (a) Project; (b) Preparation of Plans and Specifications and Completion of Project; and (c) Appropriation. --
For the purpose of centralizing the location of facilities of the Department of Psychiatry and Behavioral Sciences at The University of Texas Medical Branch at Galveston and upon the recommendation of President Levin and Chancellor Walker, the Buildings and Grounds Committee without objection:

- a. Authorized a remodeling project for 7,800 square feet of space on the first floor of the Graves Hospital as Phase I of the Renovation of the Graves Hospital at The University of Texas Medical Branch at Galveston at an estimated total project cost of \$250,000
- b. Authorized the previously appointed Project Architect, Koetter, Tharp, Cowell and Bartlett, Houston, Texas, to prepare plans and specifications for the Phase I project
- c. Authorized the completion of this renovation project through all necessary actions of the Galveston Medical Branch Administration and Physical Plant Department with their own forces and all required contract services in consultation with the Office of Facilities Planning and Construction
- d. Appropriated \$250,000 from Medical Branch Unexpended Plant Funds - Project Allocation for funding of the project

It was noted that this space will be used for offices of the departmental chairman, administrative staff, a student library and conference area. Eventually all of the Graves Hospital will be for the Department of Psychiatry and Behavioral Sciences.

17. Galveston Medical Branch (Galveston Hospitals) - Renovation and Addition to Graves Hospital (Psychiatric Hospital): Appropriation of Funds. --The Administration reported that subject to certification of availability of funds prior to accepting bids, the Renovation and Addition to the Graves Hospital (Psychiatric Hospital) at The University of Texas Medical Branch at Galveston (Galveston Hospitals) had been approved by the Coordinating Board, Texas College and University System. The preliminary plans and specifications for the project had been approved by the Board of Regents on August 4, 1978 at a total project cost of \$6,466,000.

Upon the recommendation of President Levin and Chancellor Walker, the Buildings and Grounds Committee without objection:

Appropriated \$6,266,000 from Permanent University Fund Bond proceeds to fund this project, \$200,000 having been previously appropriated

18. Galveston Medical Branch (Galveston Hospitals) - Heliport: Report of Committee to Select Site and Ratification Thereof (Adjacent to and Southwest of Marine Science Institute Building). --In accordance with authorization at the meeting on November 30-December 1, 1978, Chairman Shivers named the following Committee to select the site for the Heliport at The University of Texas Medical Branch at Galveston: Chancellor Walker, President Rogers and President Levin.

Chancellor Walker reported the Committee had unanimously agreed that the Heliport be at the site originally recommended which is on land adjacent to and southwest of the Marine Science Institute Building.

Without objection, the Buildings and Grounds Committee approved the report and the recommendation contained therein and ratified the location selected.

19. Galveston Medical Branch (Galveston Hospitals) - Remodeling of Existing John Sealy Hospital (Original Building) - Remodeling of Dietary Area (Kitchen and Support Facilities): Approval of Preliminary Plans; Authorization to Prepare Final Plans and to Advertise for Bids; and Additional Appropriation. --Preliminary plans for the renovation of approximately 44,400 gross square feet of dietary functions in the original John Sealy Hospital Building at The University of Texas Medical Branch at Galveston were presented by Mr. Acree Carlisle, representing the firm of Page Southerland Page, Houston, Texas, the Project Architect.

Following a brief discussion and upon the recommendation of President Levin and Chancellor Walker, the Buildings and Grounds Committee without objection:

- a. Approved the preliminary plans for the Remodeling of the Dietary Area as a part of the phased program of the Remodeling of the John Sealy Hospital (Original Building) at the Galveston Medical Branch and authorized completion of the final plans at an estimated construction cost not to exceed \$4,746,000

FEB 9 1979

1693

- b. Authorized the Office of Facilities Planning and Construction to approve the final plans and advertise for bids which will be presented at a future meeting of the Board of Regents
- c. Appropriated additional funds in the amount of \$251,000 from Account No. 9-41881-948100 - Unexpended Plant Funds for fees and related project expenses through completion of final plans

20. Galveston Medical Branch (Galveston Hospitals) - Texas Department of Corrections Hospital - Site Preparation and Foundation Construction; Report of Special Committee; Ratification of Contract Awards to John Gray Company, Inc., Galveston, Texas, and SUSCO, INC., Galveston, Texas; and Approval of Expenditure Therefor. --The Special Committee to Award Contracts for the Texas Department of Corrections Hospital Site Preparation and Foundation Construction at The University of Texas Medical Branch at Galveston met at 1:30 p. m. on December 19, 1978, in the Regents' Committee Room on the ninth floor of Ashbel Smith Hall with the following present: Chairman Shivers, Chancellor Walker, Vice Chancellor Boyd, Director Kristoferson and President Levin. Below is a report of that Committee; the actions in which were ratified and in all things approved and confirmed by the Buildings and Grounds Committee:

December 19, 1978

TO THE BOARD OF REGENTS
OF THE UNIVERSITY OF TEXAS SYSTEM:

The Special Committee appointed at the Regents' meeting held December 1, 1978, has awarded contracts for the Texas Department of Corrections Hospital Foundation Construction and Site Preparation at The University of Texas Medical Branch at Galveston to the lowest responsible bidders as follows:

Contract No. 1 - (Site Preparation)

Lowest Responsible Bid \$ 831,499

Contractor:

John Gray Company, Inc.,
Galveston, Texas

Contract No. 2 - (Foundation Construction)

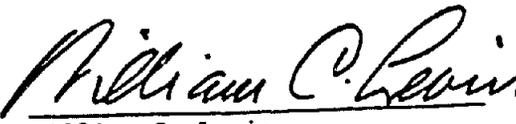
Lowest Responsible Bid \$ 1,031,252

Contractor:

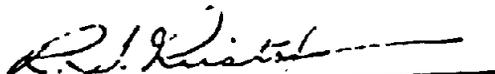
SUSCO, INC., Galveston, Texas

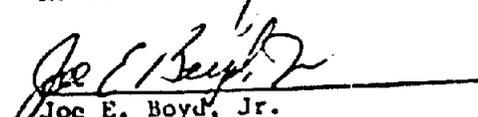
TOTAL TWO CONTRACT AWARDS \$ 1,862,751


E. D. Walker


William C. Levin


Allan Shivers


R. S. Kristoferson


Joe E. Boyd, Jr.

In addition thereto and without objection, the Buildings and Grounds Committee upon the recommendation of President Levin and Chancellor Walker authorized an expenditure of \$2,051,000 to cover the two construction contract awards, fees and related project expenses.

21. Galveston Medical Branch - Surface Parking Lot Between Twelfth and Thirteenth Streets on South Side of Mechanic Avenue; Authorization (a) to Construct; (b) to Complete Project; and (c) to Fund. -- Upon the recommendation of President Levin and Chancellor Walker, the Buildings and Grounds Committee without objection:

- a. Authorized the construction of an 86-space surface parking lot between Twelfth and Thirteenth streets on the south side of Mechanic Avenue with appropriate lighting, sidewalks and site development at The University of Texas Medical Branch at Galveston at an estimated total project cost of \$98,500
- b. Authorized the completion of this parking lot construction through all necessary actions of the Galveston Medical Branch Administration and the Department of Physical Plant with their own forces or through contract services
- c. Approved an appropriation of the estimated total project cost of \$98,500 from the Galveston Medical Branch Unexpended Plant Funds - Parking Lot Construction

22. Houston Health Science Center and University Cancer Center - Remodeling of Prudential Building; Award of Contract to Meyerson Construction Company, Inc., Houston, Texas, and Authorization of Total Project Cost. -- Upon recommendation of President Bulger, President LeMaistre and Chancellor Walker, the Buildings and Grounds Committee without objection:

- a. Awarded the construction contract for the Remodeling of the Prudential Building at Houston, Texas (joint project of The University of Texas Health Science Center at Houston and The University of Texas System Cancer Center) to the lowest responsible bidder, Meyerson Construction Company, Inc., Houston, Texas, as set out below:

Base Bid	\$ 1,915,000
Additive Alternates:	
(1) Watermain	53,000
(2) Emergency Generator	96,000
(3) Water Softener	84,000
(4) Swimming Pool Work	21,500
(5) Stairwell Repairs	70,000
(6) Lighting Panel Interiors	14,300
(7) Metal Lockers	<u>11,600</u>
 Total Contract Award	 <u>\$ 2,265,400</u>

- b. Authorized a total project cost of \$2,856,000 to cover this remodeling construction contract award, project contingency, movable furnishings and equipment, air balancing, fees and

other related project expenses, leaving approximately \$1,737,000 of the legislative appropriation for continuation of remodeling, for installation of a facilities control and monitoring system and for equipment purchases

23. Houston Health Science Center and University Cancer Center - Prudential Building - Modernization of Elevators: Award of Contract to Dover Elevator Company, Houston, Texas, and Authorization of Total Project Cost. -- Upon the recommendation of President Bulger, President LeMaistre and Chancellor Walker, the Buildings and Grounds Committee without objection:

- a. Awarded the construction contract for the Modernization of Elevators in the Prudential Building at Houston, Texas (joint project of The University of Texas Health Science Center at Houston and The University of Texas System Cancer Center) to the lowest responsible bidder, Dover Elevator Company, Houston, Texas, as set out below:

Base Bid	\$ 578,669
Add Alternate:	
Remodel Cab Interiors	22,718
Total Elevator Contract Award	\$ 601,387

- b. Authorized a total project cost of \$725,000 from funds previously appropriated to cover the elevator modernization contract award, provision of an SCR drive, fees and other related project expenses

24. Houston Health Science Center and University Cancer Center: Status Report on First Six Months of Operation of Thermal Energy Plant by Texas Medical Center Heating and Cooling Cooperative Association. -- As the designated representative of the U. T. System, Mr. R. S. Kristoferson, Director of the Office of Facilities Planning and Construction, in his capacity as President of the Texas Medical Center Heating and Cooling Cooperative Association, presented a report covering the first six months of operation of its Thermal Energy Plant. This plant is located on the campus of the Texas Medical Center in Houston and is managed by the Cooperative Association. It serves the institutions located on the campus of the Texas Medical Center, including The University of Texas Health Science Center at Houston and The University of Texas System Cancer Center.

Mr. Kristoferson reported that the thermal plant is under competent management, is well operated and maintained, and is operating in the black, all to the benefit of the users. This plant is especially beneficial to the University since the two University units consume 60% of the thermal energy generated. In conclusion, Mr. Kristoferson emphasized that this purchase had been good for the University and is going well.

25. San Antonio Health Science Center - Expansion of Basic Science Teaching Space - Lecture Halls: Award of Contract to Kunz Construction Company, Inc., San Antonio, Texas, and Authorization for Revised Total Project Cost. -- Upon the recommendation of President Harrison and Chancellor Walker, the Buildings and Grounds Committee without objection:

- a. Awarded the construction contract for the Lecture Halls portion of the Expansion of the Basic Science Teaching Space at The University of Texas Health Science Center at San Antonio to the lowest responsible bidder, Kunz Construction Company, Inc., San Antonio, Texas, as set out below:

Base Bid	\$ 2,898,000
Deductive Alternates:	
Substitute Architectural Concrete	-110,000
Delete Interior Wood Trim	<u>- 30,000</u>
Total Contract Award	<u>\$ 2,758,000</u>

- b. Authorized a revised total project cost of \$2,952,000 to cover the building construction contract award, air balancing, site work, fees and other related project expenses

26. San Antonio Health Science Center - Expansion of Basic Science Teaching Space - Completion of Three Shelled-in Floors (3, 4 and 5): Approval of Final Plans and Authorization to Advertise for Bids. -- Upon the recommendation of President Harrison and Chancellor Walker, the Buildings and Grounds Committee without objection:

- a. Approved the final plans and specifications for the completion of Levels 3, 4 and 5 for Expansion of Basic Science Teaching Space at the San Antonio Health Science Center at an estimated construction cost of \$3,500,000.

These plans and specifications had been prepared by the Project Architect, the associated firms of Phelps & Simmons & Garza and Bartlett Cocke & Associates, Inc., San Antonio and provide for completion of the interior finishing on these three levels (78,000 square feet) for the departments of Physiology, Microbiology and Pharmacology

- b. Authorized the Office of Facilities Planning and Construction to advertise for bids which will be presented for consideration at a future meeting of the Board of Regents

It was noted that legislative funds which had been previously appropriated for this project are available to cover the estimated cost of this phase of construction.

27. University Cancer Center (M. D. Anderson) - Cyclotron Addition:
(a) Approval of Final Plans and Authorization to Advertise for Bids
After Completion of Final Plan Reviews; (b) Appropriation of
Additional Funds; and (c) Appointment of Committee to Award Con-
struction Contract. -- Upon the recommendation of President LeMaistre
 and Chancellor Walker, the Buildings and Grounds Committee without
 objection:

- a. Approved the final plans and specifications for the M. D. Anderson Cyclotron Addition at The University of Texas System Cancer Center at an estimated total project cost of \$3,100,000 and authorized the Office of Facilities Planning and Construction to advertise for bids for the project after completion of final plan reviews
- b. Appropriated additional funds in the amount of \$1,239,959 from M. D. Anderson Account No. 187720 (Unappropriated Plant Fund Balance)
- c. Appointed a committee consisting of the Chairman of the Board of Regents, the Chairman of the Buildings and Grounds Committee, Chancellor Walker, Vice Chancellor Boyd, Director Kristoferson and President LeMaistre to award a construction contract for the Cyclotron Addition within funds appropriated and subject to the concurrence of the Federal Granting Agency

The Administration reported that on January 3, 1979, the National Cancer Institute reviewed and approved the final documents in connection with this project. The National Cancer Institute further approved advertising for bids on this project subject to the final comments and recommendations being included therein.

28. Tyler Health Center - Expansion: Award of Contracts for Furniture and Furnishings to Ellison's Furniture Company, Fort Worth, Texas; Abel Contract Furniture & Equipment Co., Inc., Austin, Texas; Rockford Furniture & Carpets, Inc., Austin, Texas; and Hill-Rom Company, Inc., Batesville, Indiana. -- Following a brief review of the bids received and after an explanation by the Administration of the reason for the limited number of bidders, the Buildings and Grounds Committee accepted the recommendations of Superintendent Hurst and Chancellor Walker without objection and awarded contracts for the furniture and furnishings for the Expansion of The University of Texas Health Center at Tyler to the lowest responsible bidders as set out below:

Ellison's Furniture Company
 Fort Worth, Texas

Base Proposal "A" (Wood Furniture) \$ 62,925.42

Abel Contract Furniture & Equipment
 Co., Inc., Austin, Texas

Base Proposal "B" (Steel Furniture) 15,835.80

FEB 9 1979

1698

Rockford Furniture & Carpets, Inc.
Austin, Texas

Base Proposal "C" (Hospital Recliners)	\$ 42,531.43
Base Proposal "D" (Hospital Wardrobes)	<u>92,416.24</u>

Total Contract Award to Rockford Furniture & Carpets, Inc.	134,947.67
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Hill-Rom Company, Inc.
Batesville, Indiana

Base Proposal "E" (Hospital Beds)	<u>109,967.55</u>
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GRAND TOTAL CONTRACT AWARDS	<u>\$323,676.44</u>
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The funds necessary to cover these contract awards are available in the Furniture and Equipment Account.

Conclusion: Committee Chairman Bauerle stated that this completed the business of the Buildings and Grounds Committee and that it would not be necessary for the Committee to reconvene on Friday. However, he did state that he wished to present Dean Doluisio at the Friday meeting. (See Page 46 .)

REPORT OF HEALTH AFFAIRS COMMITTEE (Pages 62 - 110). --The following report of the Health Affairs Committee was submitted by Committee Chairman Law who stated that all actions had been taken in open session and unanimously approved unless otherwise indicated. The report as set out below was adopted without objection:

1. U. T. Hospitals: Report of Subcommittee on Hospitals Relating to Procedures for Compliance with Hospital Accreditation Requirements. -- Upon the recommendation of the Subcommittee on Hospitals, concurred in by Chancellor Walker, the Vice Chancellor for Health Affairs (a) was directed to review patient care evaluation activities of the medical staff of The University of Texas Hospitals (as required by the Joint Commission on Accreditation of Hospitals), (b) was empowered to sign such requests on behalf of the Board of Regents and (c) was instructed to make periodic summary reports to the Subcommittee on Hospitals.

2. U. T. Austin: Affiliation Agreement with Seton Medical Center, Austin, Texas. -- Upon the recommendation of President Rogers and Chancellor Walker, the affiliation agreement set out on Pages 62-67 by and between The University of Texas at Austin and Seton Medical Center, Austin, Texas, was approved without objection to be effective immediately. This agreement, executed on September 1, 1978 by the appropriate officials of the institution and facility, will provide educational experience to students in health education through facilities available at the Seton Medical Center.

HEALTH CARE

EDUCATIONAL EXPERIENCE PROGRAM

AFFILIATION AGREEMENT

THIS AGREEMENT made the 1st day of September, 1978, by and between the University of Texas at Austin ("University"), a component institution of The University of Texas System, ("System"), and Seton Medical Center ("Facility"), a Hospital having its principal office at 1201 West 38th Street, Austin, Texas 78705, State of Texas.

WITNESSETH:

WHEREAS, Facility now operates Hospital facilities located at 1201 West 38th Street, in the City of Austin, State of Texas, and therein provides health care services for persons in need of such services; and University provides an academic program with respect to health care; and;

WHEREAS, University periodically desires to provide health care related educational experiences for its students, which are not otherwise available to them under the existing program of University, by utilization of appropriate facilities and personnel of Facility; and,

WHEREAS, Facility is committed to a goal of providing the best obtainable supply of personnel educated in the field of health care as being in the best interests of Facility, and believes that achievement of such goal can best be accomplished by affording health-care students the opportunity to participate in meaningful educational experiences as a part of an academic health care program, through utilization of appropriate facilities and personnel of Facility; and,

WHEREAS, in order to accomplish such objectives, University and Facility intend to establish and implement from time to time, one or more educational experience programs which will involve the students and personnel of University, and the facilities and personnel of facility;

NOW, THEREFORE, in consideration of the premises and of the benefits derived and to be derived therefrom and from the program or programs established and implemented by said parties, University and Facility agree that any program agreed to by and between Facility and University, during the term of this Agreement, for purposes of achieving the above described objectives of said parties (hereinafter called "Educational Experience Program," or "Program"), shall be covered by and subject to the following terms and conditions:

1. The Program shall not become effective until all agreements between the parties with respect to Program have been reduced to writing ("Program Agreement"), executed by the duly authorized representatives of Facility and University, and approved in writing by the President of The University of Texas System.
2. In the event of conflict between the text of Program Agreement and the text of this Agreement, this Agreement shall govern.
3. After Program Agreement becomes effective, no amendments thereto shall be valid unless in writing and executed by the duly authorized representatives of Facility and University, and approved by the President of The University of Texas System.

4. Except for certain acts to be performed by University pursuant to express provisions of this Agreement, Facility hereby agrees to permit Program students to observe patient care as described in the Program Agreement, under the supervision of the hospital and when properly scheduled in advance, and in connection with such Program, further agrees:

(a) To comply with all Federal, State and Municipal laws, ordinances, rules and regulations applicable to performance by Facility of its obligations under this Agreement, and all applicable accreditation requirements, and to certify such compliance to University or other entity when requested to do so by University.

(b) To permit the authority responsible for accreditation of University's curriculum upon prior written notice to inspect such facilities, services and other things provided by the Facility as they relate to the Program Agreement and are necessary for accreditation evaluation.

(c) To appoint a person to serve for Facility as liaison (Liaison) to the faculty and students engaged in the program; provided, however, that no person not having the prior written approval of University shall be appointed Liaison; and, in such connection, facility shall furnish in writing to University the name and professional and academic credentials of the person proposed by Facility to be Liaison, and within ten days after receipt of same, University shall notify Facility of University's approval or disapproval of such person. In the event the Liaison becomes unacceptable to University after appointment, and University so notifies Facility in writing, Facility will appoint another person to serve as Liaison in accordance with the procedure stated in the first sentence of this sub-paragraph (c).

5. University hereby agrees:

(a) To furnish Facility with the names of the students assigned by University to participate in the Program.

(b) To assign for participation in the Program only those students (1) who have satisfactorily completed those portions of its curriculum which, according to Program Agreement, are prerequisite to such participation, all as determined by University in its sole discretion.

FEB 9 1979

and (2) who have entered into a written agreement with University and Facility that they will not publish any material relating to the Program, or their experience in participating therein, without prior written approval of University and Facility.

(c) To designate a member of the University faculty to coordinate with Facility through its Liaison the learning assignment to be assumed by each student participating in the Program, and to furnish to Facility in writing the name of such faculty member.

(d) To furnish the facility with names of any facility personnel accepted by University as Clinical Faculty Members and reimbursed by University for services provided under this Agreement. University will also provide any such Clinical Faculty member with a payment schedule showing paydays and payment amounts.

6. A daily schedule including the names of each student, the area(s) to be observed, and the time in which each student will be in each area will be submitted to the Facility Liaison for approval.

7. All notices under this Agreement shall be provided to the party to be notified in writing, either by personal delivery or by United States mail. All notices under this Agreement shall be deemed given to a party when received by such party's designated representative.

8. All the agreements between the parties on the subject matter hereof have been reduced to writing herein. No amendments to this Agreement shall be valid unless in writing and signed by the duly authorized representatives of the parties, and approved by the Board of Regents of The University of Texas System.

9. No oral representations of any officer, agent, or employee of Facility or The University of Texas System, or any of its component institutions, (including, but not limited to University), either before or after the effective date of this Agreement, shall affect or modify any obligations of either party hereunder or under any Program Agreement.

FEB 9 1979

10. University shall, to the extent authorized under the constitution and laws of the State of Texas, hold Facility harmless from liability resulting from University's acts or omissions within the terms of this Agreement; provided, however, University shall not hold Facility harmless from any claims, demands, or causes of action arising in favor of any person or entity, growing out of, incident to, or resulting directly or indirectly from negligence (whether sole, joint concurring or otherwise) of Facility, its officers, agents, representatives, or employees, or any person or entity not subject to University's supervision or control.

11. This Agreement shall be binding on and shall inure to the benefit of the parties and their respective successors and assignees; provided, however, that no assignment by either party shall be effective without prior written approval of the other party. A delay in or failure of performance of either party shall not constitute default hereunder, or give rise to any claim for damages, if and to the extent such delay or failure is caused by occurrences beyond the control of either party.

12. This Agreement shall not become effective unless and until approved by the Board of Regents of the University of Texas System. If so approved, this Agreement shall become effective on the date of such approval, and shall continue in effect for an initial term ending one (1) year after the date and year of execution by Facility and University, and after such initial term, from year to year unless one party shall have given notice of intent to terminate no earlier than the end of the current semester.

Executed by University and Facility on the day and year first above written, in duplicate copies, each of which shall be deemed an original.

UNIVERSITY

BY Lorena L. Rogers
President
The University of Texas at Austin

CONTENT APPROVED:

Edith Walker
Chancellor of the System

James J. Moore
Vice Chancellor for Academic Affairs
(System)

FEB 9 1979

[U. T. Austin: Affiliation Agreement with Seton Medical Center, cont'd.]

FORM APPROVED:

W.D. Smith
General Counsel of the System

FACILITY

TEST:

By J. F. McLeod
(Title) Administrator

J. H. Conner
(Title) Associate Administrator

CERTIFICATE OF APPROVAL

I hereby certify that the foregoing Agreement was approved by the Board of Regents of The University of Texas System on the _____ day of _____, 197__.

Secretary, Board of Regents
The University of Texas System

3. U. T. El Paso: Affiliation Agreement with Sun Towers, Inc., El Paso, Texas. --An affiliation agreement by and between The University of Texas at El Paso and Sun Towers, Inc., El Paso, Texas, was approved without objection to be effective immediately. This agreement, executed by the appropriate officials of the institution and facility on November 17, 1978, will permit additional educational facilities for U. T. El Paso students in health related fields.

This agreement follows the format approved for affiliation agreements by the Board of Regents on December 16, 1977.

4. U. T. El Paso: Affiliation Agreement with the West Texas Council of Governments, El Paso, Texas. --Upon the recommendation of President Templeton and System Administration and without objection, approval was given to the affiliation agreement set out on Pages 68-71 by and between The University of Texas at El Paso and the West Texas Council of Governments, El Paso, Texas, to be effective immediately.

This agreement, executed on November 27, 1978 by the appropriate officials of the institution and the facility, will allow students to participate in planning and community development activities as interns in a work-study program.

AFFILIATION AGREEMENT

FOR THE
WORK STUDY PROGRAM
FUNDED BY THE
U. S. DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT

This AGREEMENT is being entered into between the UNIVERSITY OF TEXAS AT EL PASO, hereinafter referred to as the Educational Institution, and the WEST TEXAS COUNCIL OF GOVERNMENTS, hereinafter referred to as the Grantee.

WITNESSETH

WHEREAS, the Grantee has been awarded a grant by the U. S. Department of Housing and Urban Development, hereinafter referred to as HUD, under the provisions of Section 701 of the Housing Act of 1954, as amended, for administering a Work Study Program;

WHEREAS, the HUD grant has been awarded for the purpose of increasing the participation of disadvantaged persons who, by virtue of their backgrounds, have insight into minority and low income concerns in comprehensive planning and community development activities; and,

WHEREAS, the Educational Institution desires to participate in the Work Study Program by providing certain educational related services;

NOW THEREFORE, BE IT RESOLVED, that the Educational Institution and the Grantee hereby mutually agree upon the following terms of this Agreement:

1. The Educational Institution will:
 - A. Comply with the provisions of the HUD Work Study Program Guidelines and the Grantee's Program Administrative Procedures;
 - B. Designate a full-time professional Faculty Advisor who will be responsible for providing guidance and counseling to the Work Study Program Interns, hereinafter referred to as the Interns, who the Grantee assigns to the Educational Institution;
 - C. Assist the Grantee in planning overall Seminars and workshops which can contribute to the development of the Work Study Program;
 - D. Permit the Intern Faculty Advisor to attend and participate in the Work

Study Coordinating Committee meetings, and in Seminars and workshops called or sponsored by the Grantee;

E. Assist the Grantee in advertising the HUD Work-Study Program through the Educational Institution's authorized sources, in the recruitment of Interns for the Program, and in determining the Program Applicant's commitment and eligibility under the provisions of the Work Study Program:

F. Permit and require the Intern Faculty Advisor to participate in the mid-term and final evaluations of the Program, maintain and make available to the Grantee, all records in relation to the Work Study Program and report all violations of the Interns in relation to the academic standards of the Educational Institution to the Work Study Program Coordinator; and,

G. Provide the Grantee, on a quarterly basis, proper documentation on forms approved by the Grantee, of the in-kind services provided by the Educational Institution; and,

H. Not deny the Interns work or assignments or subject the Interns to different treatment on the grounds of race, color, sex, or national origin, and will comply with the provisions of the Civil Rights Act of 1964 (P. L. 88-352; 78 Stat. 252), and the regulations of HUD which will implement that Act.

2. Grantee: The Grantee will:

A. Provide Staff support to the Educational Institution to insure proper coordination and administration for the Intern positions;

B. Provide the Educational Institution with the necessary administrative documents to include the HUD Work Study Program Guidelines, to Faculty Advisor in-kind Sheets, list of Seminars and other meetings and the dates, the membership roster of the Work Study Coordinating Committee, and other documents as they need may arise;

C. Sponsor Seminars and workshops to include the Interns, the Faculty Advisors, Work Supervisors, Grantee Staff, HUD representatives, and guest speakers;

D. Conduct an orientation session to be held at a specified date, time,

and place;

E. Provide overall Program monitoring through the Work Study Program Coordinator; and,

F. In conjunction with the Educational Institution and the Sponsoring Agencies, conduct a mid-term and final evaluations of the Work Study Program.

3. Indemnification: The Educational Institution shall, to the extent authorized under the constitution and laws of the State of Texas, hold the Grantee harmless from liability resulting from the Educational Institution's acts or omissions within the terms of this Agreement; provided, however, the Educational Institution shall not hold the Grantee harmless from any claims, demands, or causes of action arising in favor of any person or entity, growing out of, incident to, or resulting directly or indirectly from negligence (whether sole, joint, concurring, or otherwise) of the Grantee, its officers, agents, representatives, or employees, or any person or entity not subject to the Educational Institution's supervision or control.

4. Period of Agreement. The term of this agreement shall be from September 1, 1978, and shall have perpetual existence, unless terminated by either or both contracting parties.

5. Location of Performance. The place where such services are to be performed is the City of El Paso, in the County of El Paso, State of Texas, or in such cities or States as the Educational Institution may require.

6. Law Governing Contract. For purposes of determining the place of the Contract and the law governing the same, it is agreed that this Contract is entered into in the City of El Paso, in the County of El Paso, State of Texas, and shall be governed by the laws of the State of Texas.

7. Termination of Agreement. This Agreement may be terminated for any reason by the Grantee or the Educational Institution upon thirty (30) days notice, in writing, given by the terminating party to the other party.

8. Entire Agreement. This Agreement constitutes and expresses the entire Agreement of the parties hereto in reference to the professional and expert services of the Educational Institution, and in reference to any of the matters or things herein provided for, or hereinbefore discussed or mentioned in

reference to the providing of such services, all promises, representations, and understandings relative thereto being herein merged.

Executed by the Educational Institution and Grantee on the 27th day of November, 1978, in duplicate copies, each of which shall be deemed an original.

THE UNIVERSITY OF TEXAS AT EL PASO

By: A. B. Templeton
A. B. Templeton, President

Chairman of the Board of Regents
Allan Shivers

CONTENT APPROVED:

Allan Shivers
Chancellor of the System

FORM APPROVED:

W.D. Shultz
General Counsel of the System

James T. Moore
Vice Chancellor for Academic Affairs
(System)

ATTEST:

WEST TEXAS COUNCIL OF GOVERNMENTS

E. Ray Hill
E. RAY HILL, Executive Dir.

By: Judell Moore
JUDGE T. UDELL MOORE, President

CERTIFICATE OF APPROVAL

I hereby certify that the foregoing Agreement was approved by the Board of Regents of The University of Texas System on the _____ day of _____, 1978.

Secretary, Board of Regents
The University of Texas System
Betty Anne Thedford

- U. T. El Paso: Affiliation Agreement with the R. E. Thomason General Hospital, El Paso, Texas. --The Committee, upon the recommendation of President Templeton and Chancellor Walker, unanimously approved the affiliation agreement set out on Pages 72-76 by and between The University of Texas at El Paso and the R. E. Thomason General Hospital, El Paso, Texas, to be effective immediately. The agreement, executed by the appropriate officials of the institution and facility on January 5, 1979, will provide facilities for use by nursing students at U. T. El Paso.

FEB 9 1979

1709

HEALTH CARE
EDUCATIONAL EXPERIENCE PROGRAM
AFFILIATION AGREEMENT

THIS AGREEMENT made the 5th day of January, 1979, by and between The University of Texas at El Paso ("University"), a component institution of The University of Texas System ("System"), and R. E. Thomason General Hospital ("Facility"), a County Hospital District having its principal office at 4815 Alameda, El Paso, State of Texas.

WITNESSETH:

WHEREAS, Facility now operates health services facilities located at 4815 Alameda, in the City of El Paso, State of Texas, and therein provides health care services for persons in need of such services; and University provides an academic program with respect to health care; and,

WHEREAS, University periodically desires to provide health care related educational experiences for its students, which are not otherwise available to them under the existing program of University, by utilization of appropriate facilities and personnel of Facility; and,

WHEREAS, Facility is committed to a goal of providing the best obtainable supply of personnel educated in the field of health care as being in the best interests of Facility, and believes that achievement of such goal can best be accomplished by affording health-care students the opportunity to participate in meaningful educational experiences as a part of an academic health care program, through utilization of appropriate facilities and personnel of Facility; and,

WHEREAS, in order to accomplish such objectives, University and Facility intend to establish and implement from time to time, one or more educational experience programs which will involve the students and personnel of University, and the facilities and personnel of Facility;

NOW THEREFORE, in consideration of the premises and of the benefits derived

FEB 9 1979

1710

and to be derived therefrom and from the program or programs established and implemented by said parties, University and Facility agree that any program agreed to by and between Facility and University, during the term of this Agreement, for purposes of achieving the above described objectives of said parties (hereinafter called "Educational Experience Program," or "Program"), shall be covered by and subject to the following terms and conditions:

1. The Program shall not become effective until all agreements between the parties with respect to Program have been reduced to writing ("Program Agreement"), executed by the duly authorized representatives of Facility and University, and approved in writing by the President of The University of Texas System.

2. The Program may be cancelled by either party by giving such written notice to the other of its intention to terminate the Program as provided in the Program Agreement; provided, however, that the Program shall automatically terminate upon termination of this Agreement.

3. In the event of conflict between the text of Program Agreement and the text of this Agreement, this Agreement shall govern.

4. After Program Agreement becomes effective, no amendments thereto shall be valid unless in writing and executed by the duly authorized representatives of Facility and University, and approved by the President of The University of Texas System.

5. Except for certain acts to be performed by University pursuant to express provisions of this Agreement, Facility hereby agrees to furnish the premises, personnel, services, and all other things necessary for the Educational Experience Program, as specified in the Program Agreement, and, in connection with such Program, further agrees:

(a) To comply with all Federal, State and Municipal laws, ordinances, rules and regulations applicable to performance by Facility of its obligations under this Agreement, and all applicable accreditation requirements, and to certify such compliance to University or other entity when requested to do so by University.

(b) To permit the authority responsible for accreditation of University curriculum to inspect such facilities, services and other things provided by Facility pursuant to this Agreement as are necessary for accreditation evaluation.

(c) To appoint a person to serve for Facility as liaison (Liaison) to the faculty and students engaged in the Program; provided, however, that no person not having the prior written approval of University shall be appointed Liaison; and, in such connection, Facility shall furnish in writing to University (not later than thirty (30) days prior to the date the Liaison appointment is to become effective) the name and professional and academic credentials of the person proposed by Facility to be Liaison, and within ten days after receipt of same, University shall notify Facility of University's approval or disapproval of such person. In the event the Liaison becomes unacceptable to University after appointment, and University so notifies Facility in writing, Facility will appoint another person to serve as Liaison in accordance with the procedure stated in the first sentence of this sub-paragraph (c).

6. University hereby agrees:

(a) To furnish Facility with the names of the students assigned by University to participate in the program.

(b) To assign for participation in the Program only those students (1) who have satisfactorily completed those portions of its curriculum which, according to Program Agreement, are prerequisite to such participation, all as determined by University in its sole discretion, and (2) who have entered into a written agreement with University and Facility that they will not publish any material relating to the Program, or their experience in participating therein, without the prior written approval of University and Facility.

(c) The University shall provide the Facility with the name of the insurance company with which each student and member of the faculty using the facility carries malpractice insurance. The Facility shall notify the University prior to January 15 and September 1, each year of any special requirements for malpractice insurance as a condition of using the Facility as provided by this agreement.

(d) To designate a member of the University faculty to coordinate with Facility through its Liaison the learning assignment to be assumed by each student participating in the Program, and to furnish to Facility in writing the name of such faculty member.

FEB 9 1979

1712

7. All notices under this Agreement shall be provided to the party to be notified in writing, either by personal delivery or by United States mail. All notices under this Agreement shall be deemed given to a party when received by such party's designated representative.

8. All the agreements between the parties on the subject matter hereof have been reduced to writing herein. No amendments to this Agreement shall be valid unless in writing and signed by the duly authorized representatives of the parties, and approved by the Board of Regents of The University of Texas System.

9. No oral representations of any officer, agent, or employee of Facility or The University of Texas System, or any of its component institutions, (including, but not limited to University), either before or after the effective date of this Agreement, shall affect or modify any obligations of either party hereunder or under any Program Agreement.

10. This Agreement shall be binding on and shall inure to the benefit of the parties and their respective successors and assignees; provided, however, that no assignment by either party shall be effective without prior written approval of the other party. A delay in or failure of performance of either party shall not constitute default hereunder, or give rise to any claim for damages, if and to the extent such delay or failure is caused by occurrences beyond the control of either party.

11. This Agreement shall not become effective unless and until approved by the Board of Regents of The University of Texas System. If so approved, this Agreement shall become effective on the date of such approval, and shall continue in effect for an initial term ending one (1) year after the date and year of execution by Facility and University, and after such initial term, from year to year unless one party shall have given one hundred eighty (180) days' prior written notice to the other party of intention to terminate this Agreement. If such notice is given, this Agreement shall terminate: (a) at the end of the term of this Agreement during which the last day of such one hundred eighty (180) day notice period falls; or, (b) when all students enrolled in the Program at the end of the term of this Agreement have completed their respective courses of study under the Program; whichever event last occurs.

FEB 9 1979

1713

Executed by University and Facility on the day and year first above written, in duplicate copies, each of which shall be deemed an original.

THE UNIVERSITY OF TEXAS AT EL PASO

By *A. B. Templeton*
A. B. Templeton, President

Chairman, Board of Regents

CONTENT APPROVED:

E. W. Walker
Chancellor of the System

FORM APPROVED:

U. D. Smith
General Counsel of the System

Ernest A. ...
Vice Chancellor for Academic Affairs
(System)

ATTEST:

R. E. THOMASON GENERAL HOSPITAL

Thomason

By _____
Chairman, Board of Managers

CERTIFICATE OF APPROVAL

I hereby certify that the foregoing Agreement was approved by the Board of Regents of the University of Texas System on the _____ day of _____, 197____.

Secretary, Board of Regents
The University of Texas System

Subscribed and sworn to before me this 19th day of December 1978.

Consuelo Martinez Notary Public, in and for El Paso County, Texas.
My commission expires June 1st., 1979.
CONSUELO MARTINEZ

6. U. T. San Antonio: Affiliation Agreements with (a) St. Luke's Lutheran Hospital, San Antonio, Texas; (b) Scott & White Memorial Hospital and Scott, Sherwood and Brindley Foundation, Temple, Texas; and (c) Southwest Texas Methodist Hospital, San Antonio, Texas. --Without objection, approval was given to affiliation agreements by and between The University of Texas at San Antonio and the following facilities to be effective immediately. The agreements had been executed by the appropriate officials of the institution and facility on the dates indicated below:

<u>Facility</u>	<u>Agreement Executed</u>
a. St. Luke's Lutheran Hospital San Antonio, Texas	October 5, 1978
b. Scott & White Memorial Hospital and Scott, Sherwood and Brindley Foundation Temple, Texas	November 7, 1978
c. Southwest Texas Methodist Hospital, San Antonio, Texas	September 7, 1978

These agreements follow the format approved for affiliation agreements by the Board of Regents on December 16, 1977. They will contribute training opportunities for U. T. San Antonio students primarily in the Division of Allied Health and Life Sciences.

7. Dallas Health Science Center: Affiliation Agreement with Dallas County Hospital District (Parkland Hospital), Dallas, Texas. -- Upon the recommendation of President Sprague and Chancellor Walker, the agreement set out on Pages 78-85 by and between The University of Texas Health Science Center at Dallas and the Board of Managers of the Dallas County Hospital District (Parkland Hospital), Dallas, Texas, was approved without objection to be effective immediately.

This agreement was approved by the Special Committee (Vice-Chairman Williams and Regents Hay and Law) appointed by the Chairman. It will replace the one approved by the Board of Regents on May 6, 1967 and will provide the opportunity for clinical teaching and research at patient care facilities of the District and for the faculty of the Health Science Center to provide, direct and supervise all physician medical services to all patients of such facilities.

AGREEMENT

THIS AGREEMENT MADE the ____ day of _____, 197____, by and between the BOARD OF REGENTS OF THE UNIVERSITY OF TEXAS SYSTEM ("Regents"); for and on behalf of The University of Texas Health Science Center at Dallas ("Center"), a component of The University of Texas System, and the BOARD OF MANAGERS OF THE DALLAS COUNTY HOSPITAL DISTRICT ("District"), owner and operator of the Dallas Hospital District System, WITNESSETH:

WHEREAS, District is a public body created and existing under the laws of the State of Texas to operate a public hospital for Dallas County, Texas, to supply hospital medical care primarily for indigent and needy citizens of Dallas County, Texas, and to aid in improving the public health as well as medical science and medical education, as provided by law; and

WHEREAS, Regents operate Center which includes a school of medicine, graduate school, and school of allied health sciences, for the education of physicians and other health care professionals, and for research and other activities incident to the operation of said schools; and

WHEREAS, it is the desire of District to obtain the advantages of professional medical services and research by the faculties and staffs of the Center's medical school, graduate school, and allied health sciences school, for the benefit of the injured and sick cared for by District; and

WHEREAS, Regents desire the opportunity for clinical teaching and research at District facilities, including Parkland Memorial Hospital ("Parkland"), for students and faculty of Center under conditions of actual responsibility for patient care; and

WHEREAS, through a long period of actual experience it has been clearly demonstrated that a proper quality of care and treatment of patients of District and a significant benefit to the teaching and research programs of Center have resulted from close affiliation and integration of activities and functioning of District institutions as teaching hospitals; and

FEB 9 1979

1716

WHEREAS, the parties now desire to extend and improve this mutually advantageous affiliation;

NOW, THEREFORE, in consideration of the premises and of the benefits derived and to be derived therefrom, REGENTS and DISTRICT, for purposes of achieving the above described objectives of said parties, agree as follows:

A. RESPONSIBILITIES OF PARTIES

1. District shall provide for the operation and maintenance of a fully accredited non-sectarian hospital system, including PARKLAND, as prescribed by the laws of the State of Texas and shall make said system available to Center pursuant to the terms of this Agreement.

2. For purposes of this Agreement, the responsibilities of the Board of Managers with respect to DISTRICT affairs include:

- a. Approval of the by-laws of the Board of Managers, the by-laws of the Medical Staff of PARKLAND and other DISTRICT health care facilities ("Medical Staff");
- b. Appointment of a hospital administrator to serve as Chief Executive Officer of DISTRICT ("CEO");
- c. Annual appointment of Medical Staff upon recommendation of Medical Staff concurred in by the dean of the Center Medical School and CEO;
- d. Appointment of all categories of House-Staff of PARKLAND and other DISTRICT health care facilities ("House Staff") upon recommendation of the chief of the appropriate service, the Medical Advisory Council, and CEO;
- e. Planning for expansion of DISTRICT'S physical facilities and services, provided however that planning shall be done in consultation with Center and Medical Staff;

- f. DISTRICT budgetary and fiscal matters subject to approval of the Commissioners Court of Dallas County, as provided by the laws of the State of Texas;
- g. Defining the DISTRICT'S needs for a sufficient number of qualified physicians to adequately provide, direct and supervise physician medical services to all inpatients and outpatients of Parkland Memorial Hospital and other health care facilities of DISTRICT;
- h. Appointment as chiefs of departments, divisions and services of Medical Staff, the physicians who are chairmen or chiefs of the corresponding departments or divisions of Center medical school, said appointments to be made upon the recommendation of the President of Center or his designees and CEO;
- i. Determining and paying salaries, stipends, and appropriate fringe benefits of appointed House Staff except under special circumstances as approved by the Board of Managers.

3. Regents through Center shall provide for the maintenance and operation of a fully accredited and non-sectarian educational institution, including a medical school, graduate school, and school of allied health sciences as prescribed by the laws of the State of Texas, and shall make said schools available to District pursuant to the terms of this Agreement.

4. For purposes of this Agreement, the responsibilities of Regents include:
 - a. Governance and management of Center pursuant to the laws of the State of Texas, including budgetary and fiscal matters;
 - b. Appointment of administrative officers and faculty of Center;
 - c. Supplying a sufficient number of qualified physicians who are members of Center faculty to adequately provide, direct and supervise physician medical services to all inpatients and outpatients of Parkland Memorial Hospital and other District health care facilities, subject to Paragraph 3 of the General Provisions of this Agreement hereinafter set forth. Total physician patient care will be provided, directed, and supervised by faculty of Center to patients of District. District house staff will participate in patient care under the direction of the Medical Staff;
 - d. Enforcement of the bylaws of the Medical Staff through administration of Center;

- e. Encouraging fulltime faculty of Center to utilize DISTRICT facilities for the needs of all private patients, including inpatients, outpatients and emergency room patients to the extent that services and facilities are available;
- f. Notification of District CEO of the nature and extent of educational, service and research programs at facilities not owned and operated by DISTRICT. Regents will give priority to DISTRICT facilities for any new or expanded programs to be operated by Center where such facilities are adequate and appropriate for such use.

B. GENERAL PROVISIONS

1. Joint Conference Committee of Parkland Memorial Hospital. The Joint Conference Committee ("JCC") shall function as liaison between the Board of Managers of DISTRICT and the Medical Staff and the composition and operation of said Committee shall be governed by the Medical Staff bylaws as they may be amended from time to time. Under current bylaws (a) said Committee shall consist of three members of the Board of Managers, the president of the Medical Staff, and a member at large of the Medical Staff nominated by the president of the Medical Staff and chairman of the Medical Advisory Council and elected by the Medical Advisory Council, and the chairman of the Medical Advisory Council; (b) in the event that one of these Medical Staff members should be elected to dual positions, the vice president of the Medical Staff shall serve as the third Medical Staff representative; (c) the administrator of DISTRICT and the dean of the Center medical school, or their designees, shall be ex-officio members of the Committee; and (d) the JCC shall meet no less often than quarterly and will meet more often at the direction of the JCC chairman or at the request of any two members.
2. Joint Administrative Affairs Committee. The Joint Administrative Affairs Committee ("JAAC") shall consider fiscal and administrative matters which have not been resolved by the CEO of DISTRICT and president of Center and shall make recommendations regarding such

FEB 9 1979

1719

matters to the Board of Managers of District and Regents. The Committee shall consist of CEO of DISTRICT, the Chairman of the Board of Managers of DISTRICT, one other member of the Board of Managers, President of Center, Vice Chancellor for Health Affairs of The University of Texas System, and one Regent of The University of Texas System.

3. Compensation will be paid by DISTRICT to Center for certain categories of documented professional services which must be rendered in the regular operation of any accredited hospital but which may be of little value or direct benefit to the educational or research activities of Center. Annually, the President of Center and CEO of DISTRICT will agree in advance on a list of such services and the personnel rendering such services, provided however, that in the event that an agreement cannot be reached between said officers, those unresolved issues will be referred to the Joint Administrative Affairs Committee for consideration and resolution or referral to the respective governing bodies. In no event shall the aggregate cost of such services exceed the amount at which DISTRICT could contract with other entities for the same services of comparable quality; provided, further, in determining the aggregate amount of such compensation, consideration shall be given to services provided by the DISTRICT at the request of Center for the exclusive benefit of the educational mission of Center.
4. Decisions regarding undergraduate teaching and medical research programs which are to be carried out in DISTRICT facilities or which affect DISTRICT, including the assignment of students in DISTRICT hospitals, will be made by the President of Center or his designee and the CEO of DISTRICT.
5. DISTRICT and Center shall create a position to be known as "Director of Medical Affairs at Parkland Memorial Hospital/Associate Dean for Clinical Affairs - Parkland Memorial Hospital at the Center Medical School." ("Director of Medical Affairs"). The Director of Medical Affairs shall be an experience, licensed physician, whose salary shall be funded jointly by DISTRICT and Center in amounts to be determined annually by CEO and President of Center. In his capacity of Director of Medical Affairs, he shall be responsible to Chief Executive Officer of PMH, and as Associate Dean for Clinical Affairs - Parkland Hospital, he shall be responsible to the Dean of SWH.S.

6. Consultations among DISTRICT CEO, the President of Center and/or the deans of the Center schools, shall be held on all matters where the operations of one party affect the operations of the other party.

7. Disclosure of fees and costs. Financial data involving joint programs performed within DISTRICT facilities will be made available on request by either the CEO or President of Center. Requests by such officers of each institution for data they believe necessary in connection with joint programs and/or shared salaries will be in writing, stating the purpose for which the information is needed and the planned utilization. Each officer furnishing such data will be afforded the opportunity to explain the contents of the data in order to avoid any misinterpretations of the contents.

8. Nothing in this agreement shall affect or prohibit subsequent agreements between the parties for joint employment and pro-rata apportionment of salaries and other related costs and expenditures.

9. Parties recognize and shall adhere to overlapping responsibilities in the discharge of institutional duties of faculty and Medical Staff members created by the dual responsibility of faculty membership at Center and appointment to the DISTRICT Medical Staff.

10. The CEO, the Dean of the Center medical school, and the Director of Medical Affairs shall be appointed ex-officio members of the Medical Advisory Council, as currently constituted in the Medical Staff by-laws.

11. The CEO shall be appointed ex-officio member of the Faculty Council of Center medical school.

12. Center grants or research projects involving participation by DISTRICT must have prior written approval by CEO indicating DISTRICT'S ability to participate in such grants or research projects.

FEB 9 1979

1721

13. All notices under this Agreement shall be provided to the party to be notified in writing, either by personal delivery or by United States mail. All notices under this Agreement shall be deemed given to a party when received by such party's designated representative.

14. All the agreements between the parties on the subject matter hereof have been reduced to writing herein. No amendments to this Agreement shall be valid unless in writing and signed by the duly authorized representatives of both parties, and approved by Regents and the Board of Managers of DISTRICT.

15. No oral representations of any officer, agent, or employee of DISTRICT or The University of Texas System, or any of its components institutions, either before or after the effective date of this Agreement, shall affect or modify any obligations of either party hereunder.

16. This Agreement shall be binding on and shall inure to the benefit of the parties and their respective successors and assignees; provided, however, that no assignment by either party shall be effective without prior written approval of the other party. A delay in or failure of performance of either party shall not constitute default hereunder, or give rise to any claim for damages, if and to the extent such delay or failure is caused by occurrences beyond the control of either party.

17. This Agreement shall become effective upon approval and execution by Regents and the Board of Managers. If so approved and executed this Agreement shall continue in effect for an initial term ending five (5) years after the date and year first above written, and after such initial term, from year to year unless one party shall have given one (1) year's prior written notice to the other party of intention to terminate this Agreement. If such notice is given, this Agreement shall terminate one (1) year after such notice is given.

Executed by University and District on the day and year first above written, in duplicate copies, each of which shall be deemed an original.

FEB 9 1979

1722

[Dallas Health Science Center: Agreement with Parkland Hospital (cont'd)]

ATTEST:

UNIVERSITY

Secretary, Board of Regents of
The University of Texas System

BY Chairman, Board of Regents
of The University of Texas System

President, The University of Texas
Health Science Center at Dallas

CONTENT APPROVED

FORM APPROVED:

Chancellor of the System

General Counsel of the System

Vice Chancellor for Health Affairs

BOARD OF MANAGERS, DALLAS
COUNTY HOSPITAL DISTRICT

ATTEST:

Secretary, Board of Managers of
the Dallas County Hospital District

Chairman, Board of Managers of
the Dallas County Hospital District

FORM APPROVED:

Chief Executive Officer, Dallas
County Hospital District

Legal Advisor for District

8. Galveston Medical Branch: Affiliation Agreements with (a) Gulf Coast Mental Health-Mental Retardation Center, Galveston, Texas; (b) Woman's Hospital of Texas, Incorporated, Houston, Texas; (c) Texas Children's Hospital, Houston, Texas; (d) Home Health-Home Care, Incorporated, Galveston, Texas; (e) Texas City Independent School District, Texas City, Texas; (f) LaMarque Independent School District, LaMarque, Texas; and (g) Moody House, Inc., Galveston, Texas. --Without objection, approval was given to affiliation agreements by and between The University of Texas Medical Branch at Galveston and the following facilities to be effective immediately. These agreements follow the format approved for affiliation agreements by the Board of Regents on December 16, 1977:

Facility

- a. Gulf Coast Mental Health-Mental Retardation Center
Galveston, Texas
- b. Woman's Hospital of Texas,
Incorporated
Houston, Texas
- c. Texas Children's Hospital
Houston, Texas
- d. Home Health-Home Care,
Incorporated
Galveston, Texas
- e. Texas City Independent School District
Texas City, Texas
- f. LaMarque Independent School District
LaMarque, Texas

Agreements "a" through "f" will provide additional educational opportunities for all students at the Galveston Medical Branch.

- g. Moody House, Inc.
Galveston, Texas

The Moody House, Inc. agreement will provide additional experiences for nursing students at the Galveston Medical Branch.

9. Houston Health Science Center: Affiliation Agreement with Jewish Family Services, Houston, Texas. --Unanimous approval was given to an affiliation agreement by and between The University of Texas Health Science Center at Houston and Jewish Family Services, Houston, Texas, to be effective immediately. This agreement, executed on December 8, 1978 by the appropriate officials of the institution and facility, will provide additional opportunities for clinical experiences for students at the Health Science Center.

This agreement follows the format approved for affiliation agreements by the Board of Regents on December 16, 1977.

10. Houston Health Science Center: Affiliation Agreement with the City of Austin, Brackenridge Hospital, Austin, Texas. --Upon the recommendation of President Bulger and Chancellor Walker, the agreement set out on Pages 87-93 by and between The University of Texas Health Science Center at Houston and the City of Austin, for and on behalf of Brackenridge Hospital, Austin, Texas, was approved without objection to be effective immediately. This agreement, executed by the appropriate officials of the institution and facility on January 2, 1979, provides for the Houston Health Science Center to operate the obstetrics/gynecology service at Brackenridge Hospital and authorizes the development of a contract to pay for such services. It will provide an excellent opportunity for expanded learning experiences for residents and medical students of the Houston Health Science Center.

MEDICAL EDUCATION AND HEALTH CARE
AFFILIATION AGREEMENT

THIS AGREEMENT made the 2nd day of January, 1979, by and between the University of Texas Health Science Center at Houston ("University"), a component institution of The University of Texas System ("System"), and Brackenridge Hospital ("Facility"), a City owned and operated acute health care facility having its principal office at 15th and East Avenue.

WITNESSETH:

WHEREAS, Facility now operates hospital facilities located at 15th and East Avenue, in the City of Austin, State of Texas, and therein provides health care services for persons in need of such services; and University provides a medical education program with respect to health care; and,

WHEREAS, University periodically desires to provide health care related educational experiences for its interns, residents, fellows and medical students, which are not otherwise available to them under the existing program of University, by utilization of appropriate facilities and personnel of Facility; and,

WHEREAS, Facility is committed to a goal of making available the best obtainable supply of personnel educated in the field of health care to those who utilize its health care services and facilities, as being in the best interest of Facility, and believes that achievement of such goal can best be accomplished by affording University's interns, residents, fellows and medical students the opportunity to participate in meaningful educational experiences as a part of a medical education and health care program, through utilization of appropriate facilities and personnel of facility, and appropriate personnel of University; and,

WHEREAS, in order to accomplish such objectives, University and Facility intend to establish and implement from time to time one or more medical education and health care experience programs which will involve the interns, residents, fellows and medical students and personnel of University, and the facilities and personnel of Facility;

NOW, THEREFORE, in consideration of the premises and of the benefits derived and to be derived therefrom, and from the program or programs established and implemented by said parties, University and Facility agree that any program agreed to by and between Facility and University, during the term of this Agreement, for purposes of achieving the above described objectives of said parties (hereinafter called "Medical Education Experience Program," or "Program"), shall be covered by and subject to the following terms and conditions:

1. The Program shall not become effective until all agreements between University and Facility with respect to Program have been reduced to writing ("Program Agreement"), executed by the duly authorized representatives of Facility and University, and approved in writing by the President of System, and, if payment of monies or conditions of employment or appointment are a part of such Program Agreement, approved by the Board of Regents of System.

2. The Program may be cancelled by either party by giving such written notice to the other of its intention to terminate the Program as provided in the Program Agreement; provided, however, that the Program shall automatically terminate upon termination of the Agreement.
3. In the event of conflict between the text of Program Agreement and the text of this Agreement, this Agreement shall govern.
4. After Program Agreement becomes effective, no amendments thereto shall be valid unless in writing and executed by the duly authorized representatives of Facility and University, and approved by the President of System, and, if payment of monies or conditions of employment or appointment are part of such Program Agreement, approved by the Board of Regents of System.
5. Appointment to the Medical Staff of Facility and admissions of patients to Facility shall be subject to, and in accordance with, the Medical Staff By-Laws and written regulations and procedures of Facility. The right to administer, direct, supervise, and control activities of Facility and its personnel is hereby expressly retained by Facility.
6. Appointment of members of the Medical Staff of Facility to the faculty of the University shall be subject to, and in accordance with, the Rules and Regulations of the Board of Regents of System.
7. Except for certain acts to be performed by University pursuant to express provisions of this Agreement, Facility hereby agrees to furnish the premises, personnel, services, and all other things necessary for the Program, as specified in the Program Agreement, and, in conjunction with such Program, further agrees:
 - (a) To comply with all Federal, State and Municipal laws, ordinances, rules and regulations applicable to performance by Facility of its obligations under this Agreement, and all applicable accreditation requirements, and to certify such compliance to University or other entity when requested to do so by University.

(b) To permit the authority responsible for accreditation of University's curriculum to inspect such facilities, services and other things provided by Facility pursuant to this Agreement as are necessary for accreditation evaluation.

(c) To appoint a person to serve for Facility as Liaison to the faculty and students engaged in the Program; provided, however, that no person not having the prior written approval of University shall be appointed Liaison; and in such connection, Facility shall furnish in writing to University (not later than thirty (30) days prior to the date the Liaison appointment is to become effective) the name and professional and academic credentials of the person proposed by Facility to be Liaison, and within ten days after receipt of same, University shall notify Facility of University's approval or disapproval of such person. In the event the Liaison becomes unacceptable to University after appointment, and University so notifies Facility in writing, Facility will appoint another person to serve as Liaison in accordance with the procedure stated in the first sentence of this sub-paragraph (c).

(d) Subject to the provisions of paragraph 5, to appoint any full-time member, or members, of the faculty of University to the active Medical Staff of Facility upon suitable application made to Facility by such faculty member and to afford any such person, or persons, so appointed full admission-of-patient privileges as limited by System policy.

(e) That patient fees attributable to the physician services of University faculty on the Medical Staff of Facility shall be handled and treated in all respects solely in accordance with policies and procedures of University as approved by the Board of Regents of System. All patient revenues collected shall be used to offset the operating expenditures of the OB/GYN Program at Brackenridge Hospital.

(f) To permit interns, residents, fellows and medical students assigned by University to enter in and upon the premises of

Facility for purposes of the Program, and to participate in providing health care services to patients insofar as appropriate and permissible under law and as provided in Program Agreement.

8. University hereby agrees:

(a) To furnish Facility with the names of the interns, residents, fellows and medical students assigned by University to participate in the Program.

(b) To assign for participation in the Program only those interns, residents, fellows and medical students (1) who have satisfactorily completed those portions of its curriculum which, according to Program Agreement, are prerequisite to such participations, and (2) who have entered into a written agreement with University and Facility that they will not publish any material relating to the Program, or their experiences in participating therein, without the prior written approval of University and Facility.

(c) To designate a member of the University faculty to coordinate with Facility through its Liaison the learning assignment to be assumed by each intern, resident, fellow and medical student participating in the Program, and to furnish to Facility in writing the name of such faculty member.

9. If and when deemed to be desirable (but subject to prior written agreement of the parties hereto) Facility will provide research facilities for University faculty members on the active Medical Staff of Facility and who are physically based full-time in and at Facility.

10. All notices under this Agreement shall be provided to the party to be notified in writing, either by personal delivery or by United States mail. All notices under this Agreement shall be deemed given to a party when received by such party's designated representative.

11. All the agreements between the parties on the subject matter hereof have been reduced to writing herein. No amendments to this Agreement shall be valid unless in writing and signed by the duly authorized representatives of the parties, and approved by the Board of Regents of System.

FEB 9 1979

1729

12. No oral representations of any officer, agent, or employee of Facility or System, or any of its component institutions, (including, but not limited to University), either before or after the effective date of this Agreement, shall affect or modify any obligations of either party hereunder or under any Program Agreement.
13. This Agreement shall be binding on and shall inure to the benefit of the parties and their respective successors and assignees; provided, however, that no assignment by either party shall be effective without prior written approval of the other party. A delay in or failure of performance of either party shall not constitute default hereunder, or give rise to any claim for damages, if and to the extent such delay or failure is caused by occurrences beyond the control of either party.
14. This Agreement shall not become effective unless and until approved by the Board of Regents of The University of Texas System. If so approved, this Agreement shall become effective on the date of such approval, and shall continue in effect for an initial term ending one (1) year after the date and year of execution by Facility and University, and after such initial term, from year to year unless one party shall have given one hundred eighty (180) days prior written notice to the other party of intention to terminate this Agreement. If such notice is given, this Agreement shall terminate: (a) at the end of the term of this Agreement during which the last day of such one hundred eighty (180) days notice period falls; or (b) when all interns, residents and medical students enrolled in the Program at the end of the term of this Agreement have completed their respective courses of study under the Program; whichever event last occurs.

FEB 9 1979

1730

Executed by University and Facility on the day and year first above written, in duplicate copies, each of which shall be deemed an original.

UNIVERSITY

By: *Roger J. Bulger*
President Roger J. Bulger, M.D.

The University of Texas

Health Science Center at Houston

CONTENT APPROVED:

Ed Walker
Chancellor of the System

Edward N. Brantley
Vice-Chancellor for Health Affairs
(System)

FORM APPROVED:

James Cardwell
General Counsel of System

FACILITY

By: *David D. Pitt*
City Manager

ATTEST:

Grace Monahan
(Title) city clerk

CERTIFICATE OF APPROVAL

I hereby certify that the foregoing Agreement was approved by the Board of Regents of The University of Texas System on the ____ day of _____, 1978.

Secretary, Board of Regents
The University of Texas System

Chairman, Board of Regents
The University of Texas System

11. Houston Health Science Center (Houston Dental Branch): Affiliation Agreement for Community Dentistry Program with Harris County Hospital District, Houston, Texas. -- Upon the recommendation of President Bulger and Chancellor Walker, approval was given without objection to the affiliation agreement for the community dentistry program set out on Pages 94-102 by and between The University of Texas Health Science Center at Houston, for and on behalf of The University of Texas Dental Branch at Houston, and the Harris County Hospital District, Houston, Texas, to be effective immediately. This agreement, which is an expansion of the previous one that expired in August, 1978, provides educational opportunities for the dental students and is a continuation of the community dentistry program. Reimbursement of cost for patient care will be provided by the Harris County Hospital District under a separate contract with the Harris County Hospital District to be reported in a subsequent docket.

AGREEMENT

THE STATE OF TEXAS §
 COUNTY OF HARRIS §

THIS AGREEMENT, is executed on _____, 1978,
 between the BOARD OF REGENTS OF THE UNIVERSITY OF TEXAS SYSTEM, for and
 on behalf of THE UNIVERSITY OF TEXAS HEALTH SCIENCE CENTER AT HOUSTON,
 THE UNIVERSITY OF TEXAS DENTAL BRANCH AT HOUSTON, sometimes, referred to
 as "Dental Branch" in this agreement, and the HARRIS COUNTY HOSPITAL
 DISTRICT, a political subdivision organized under the laws of the State
 of Texas, sometimes referred to as the "District" in this agreement,

W I T N E S S E T H:

WHEREAS, the District is the owner and operator of two hospitals,
 Ben Taub General Hospital and Jefferson Davis Hospital (herein called the
 "Hospitals"), situated in Harris County, Texas, providing medical and
 hospital care to the indigent ill of Harris County, Texas; and

WHEREAS, it is mutually recognized that the District and the Dental
 Branch have certain objectives in common, namely (a) the advancement of
 medical service through high quality professional care of patients, (b)
 the education and training of medical personnel, (c) the advancement of
 medical knowledge through research, and (d) the promotion of personal and
 community health; and that each can accomplish these objectives in a
 larger measure and more effectively through affiliated operations; and

WHEREAS, it is mutually recognized that the primary function of
 the District is the provision of the best possible health care for the
 citizens of Harris County; and

WHEREAS, it is the desire of both parties and it is for the
 benefit of the citizens of Harris County that the Hospitals maintain
 excellent programs of dental education both for graduate students and for
 undergraduate dental students in order that both parties can accomplish
 their objectives in a larger measure.

NOW, THEREFORE, for and in consideration of the foregoing, and in
 further consideration of the mutual benefits, the parties to this agreement
 agree as follows:

(1) SEPARATE JURISDICTION

Dental Branch will continue, as in the past, to operate a dental school of the highest quality and shall retain all jurisdictional powers incident to its separate ownership and operation, including the power to determine the general and fiscal policies of the dental school and to appoint its administrative, faculty and other personnel under the terms of the subsequent paragraphs of this agreement.

The District shall retain for its Hospitals all jurisdictional powers incident to separate ownership and operation, including the powers to determine general and fiscal policies and to appoint its administrative officers and other personnel under the terms of the subsequent paragraphs of this agreement.

The Board of Managers of the District retains final jurisdiction and authority over the administration and supervision of the Hospitals and facilities, including all services occurring within any or all of the facilities of the District.

(2) ACCREDITATION:

University shall be required to maintain accreditation with the appropriate local, state or national accreditation organization or organizations as may be necessary and proper, and shall keep District informed of all actions taken with regard to such accreditation standings. If University should for any reason lose either or all of its local, state or national accreditation or accreditations, this agreement will immediately become null and void, and all personnel and students of University taking part in programs shall be removed immediately by University from District's facilities.

District shall be required to maintain accreditation with the appropriate local, state or national accreditation organization or organizations as may be necessary or proper, and shall keep University informed of all actions taken with respect to such accreditation standings. If District should for any reason lose either or all of its local, state or national accreditation, this agreement will immediately become null

and void, and all personnel and facilities involved in programs shall be immediately removed by District from University's participation.

(3) TEACHING PROGRAMS

The District will bear all costs as specified in the annual reimbursement agreements as provided for in paragraph (5) for maintaining a staff of dental interns and resident doctors, herein called the "House Staff"; it will also provide facilities to support the programs with classrooms, laboratories and office space for the supervisory personnel of the House Staff.

The decisions regarding the extent of and the number of students in undergraduate teaching in the Hospitals, the House Staff programs, faculty supervision and the research programs will be made by Dental Branch except that no decisions which affect the budget of the District shall be made unless the District's agreement thereto is first obtained.

(4) DENTAL PERSONNEL, SUPPLIES, SERVICES AND PROGRAMS

The Dental Branch hereby agrees to provide the District, pursuant to this Affiliation Agreement, qualified dental personnel to maintain the existing Oral Surgery Program and to include a general dental service program with Dental Branch's Community Dentistry Department. The Dental Branch agrees to provide sufficient qualified dental students and dental service personnel supervision and supplies as specified in the General Dental Service Reimbursement Agreement, and the District and Dental Branch agree to continue the current reimbursement agreement for the dental staffing of the District's oral surgery programs being operated by the Dental Branch. The Dental Branch shall make provisions for establishing a general dental service program, including community dentistry, which is to be located at a remote facility and which is for the purpose of providing dental services for District's eligible patients who do not possess a third party means of payment. This remote facility is to be staffed by Dental Branch's Community Dentistry Department when opened by the District, provided the space and facilities for such service shall be available and adequate, as determined by Dental Branch. The Dental

Branch is to have the responsibility for providing all personnel supplies necessary to establish and operate a dental service program in such remote facility. Dental Branch shall also be responsible for the direction, supervision and control of all dental personnel including but not limited to, dental students located at the remote facility. District shall pay no compensation directly to any House Staff, students, supervisory or other personnel furnished pursuant to this agreement. All payments of any kind or character shall be made directly to the University based upon the Annual Reimbursement Agreement provided in paragraph (5). Under no circumstances shall any member of the House Staff, students, supervisory, or other personnel furnished by the University pursuant to this agreement be considered an employee or agent of the District for any purpose.

(5) REIMBURSEMENT TO DENTAL BRANCH

During the term of this Affiliation Agreement the District shall in no event be obligated to reimburse the Dental Branch an amount which exceeds the actual cost incurred by the Dental Branch. The Dental Branch as part of the consideration for such reimbursement shall supervise all training and research activities conducted under the auspices of the Dental Branch within the District's facilities. The District shall have the right to bill, in its own name, charges for professional services rendered to District patients to the extent that same may be ethical and lawful, and the Dental Staff appointed by the Dental Branch shall cooperate with the District in processing insurance, Medicare, Medicaid, and other applications and forms in order that the District may fully recover all sums of money due and owing to it for services rendered; and the District shall provide the Dental Branch upon reasonable request therefor received from time to time, with a full accounting of any and all payments received from such sources.

The Dental Branch shall provide the District no later than thirty (30) days prior to March 31 of each calendar year with a detailed list of all anticipated costs for the operation of each dental program in the District's facilities from April 1 of such calendar year to March 31 of

the next calendar year. The District shall after consideration of the annual cost estimates submitted by the Dental Branch advise the said Dental Branch of the total amount that the District determines will be available for inclusion within its annual budget. After final approval of said Budget by the Harris County Commissioners Court, the District shall provide the Dental Branch with an annual Reimbursement Agreement setting forth the actual cost limitation approved for that year's operation of the specific dental programs. The amount specified in each annual Reimbursement Agreement shall constitute the maximum reimbursable amount recoverable by the Dental Branch for that year's operations under the included dental programs, as same are specifically identified in such reimbursement provisions and agreements. The annual Reimbursement Agreement shall control the Hospital District's reimbursement liability to the Dental Branch under this Affiliation Agreement.

(6) APPOINTMENTS TO THE AFFILIATED DENTAL PROGRAMS

Appointments to the Affiliated Dental programs of the District whether located within its hospitals, or such facilities that are operated by the District and staffed by the Dental Branch, shall be made annually based upon the recommendation of the Dental Branch and subject to the approval by the Board of Managers of the District.

(7) MEDICAL STAFF AND DEPARTMENT APPOINTMENTS

The District shall appoint the Dean of the Dental Branch or such person's designee to be Chief of the Oral Surgery Service. The same appointment shall be made for the Community Dentistry Department or such other dental programs as may be established pursuant to this Affiliation Agreement. In addition, the District agrees to appoint the Dean of the Dental Branch or such person's designee as a member of its Hospital Medical Staff, said appointment being agreed to upon recommendation of the Medical Board of its Hospitals. Should the Dental Branch request, the District agrees to appoint such Dean or such person's designee to the chief of such other dental service or department of the Hospital Medical staff where such appointment would not conflict with existing medical

staff agreements.

(8) GRANTS, RESEARCH OR DEMONSTRATION PROGRAMS

Dental Branch shall submit annually to the District a list of the programs or projects being conducted by Dental Branch in the District's hospitals or remote facilities. Dental Branch recognizes that it is the policy of the District that the District shall not be committed to participating in any grants, research or demonstration programs, or similar type activities without having first had the plans for any such program submitted to and approved by the District. In accordance with this policy, if Dental Branch desires to initiate any such program which involves the District or any of its facilities or personnel Dental Branch shall first submit the plan and completed application therefor to the District for approval. If the District does not approve same, Dental Branch shall not proceed with any such program involving the District.

(9) TERM

This agreement shall be effective as of September 1, 1978, and shall continue in full force and effect until August 31, 1983, unless sooner terminated by the mutual consent of the parties, or by either party hereto giving to the other party written notice of termination which shall not be effective until at least 90 days after the receipt of such notice by the other party, however, no such termination shall be effective with regard to students of the University who are enrolled in the programs provided at the District's facilities until such students have completed their respective courses, any such notice of termination shall specify the date that this agreement shall terminate.

(10) PROVISION FOR OTHER AGREEMENTS

It is recognized that either party may enter into other agreements and affiliations so long as same are not inconsistent with the terms and provisions hereof.

(11) AMENDMENTS

This agreement may be amended only by a written instrument duly authorized for execution by the governing Boards of the respective parties

FEB 9 1979

1737

(12) BINDING ON SUCCESSORS

This agreement shall be binding upon and inure to the benefit of the parties hereto and their respective successors and assigns, and shall supersede all previous agreements.

(13) REMOVAL AUTHORITY

The Board of Managers of the District shall have the right to determine and advise the Dental Branch that the presence of any faculty member, house staff member, students or other personnel assigned to the District's facilities by the University shall no longer be permitted to remain on District's premises, pursuant to this Affiliation Agreement, and the Dental Branch shall comply with such advisory by removal of such person from the District's facilities. Dental Branch may in its discretion conduct a review of such person's or persons' participation. University will however, advise such person of the withdrawal of any rights to remain on District's premises.

(14) HOSPITAL DISTRICT MEDICAL AND ELIGIBILITY RECORDS

The Dental Branch hereby agrees to require all dental service personnel provided at the District's facilities to adhere to District policies established pursuant to Article 4494n V.T.C.S., concerning patient eligibility and to allow and, where necessary, to assist District personnel to obtain execution of proper consent forms to be provided by the District. The Dental Branch further agrees to require all personnel which it may provide pursuant to this agreement to adhere to all District policies and procedures governing the preparation, maintenance and control of all medical and dental records determined necessary by the District either for its use and/or to comply with all Federal, State and local laws, regulatory agencies, and accrediting authorities. No agreement of the Dental Branch made pursuant to this paragraph shall prevent it from maintaining such consent forms or records in addition to the District consent form or records where such are determined necessary by the Dental Branch. The Dental Branch shall not, under any circumstances be responsible for such records regarding referral to the Dental Branch or to the District

FEB 9 1979

1738

of patients who are the responsibility of persons who are not personnel of either the Dental Branch of the District or both.

(15) NOTICES

Unless otherwise specifically provided in this agreement, any notice, communication, request, reply or advice (herein severally and collectively for convenience called "notice") herein provided or permitted to be given, made, or accepted by either party to the other must be in writing and shall be given or served to the party to be notified, either by depositing the same in the United States mail, postage prepaid and registered or certified, duly addressed to such party with return receipt requested, or by delivering the same to any designated officer or representative of such party to be notified, or by prepaid telegram when appropriate, addressed to such representative to be notified. Notice deposited in the mail in the manner heretofore described shall be deemed effective, as to the party to be notified, if by personal delivery, when received by such party's designated representative, as provided hereinafter, or if by mailing, seven (7) days after same is so deposited in the United States mail for mailing to such party's designated representative at the business address of such person. Notice given in any other manner shall be effective only if and when received by the party to be notified, with the addresses of the parties to receive notice, until changed as provided hereinafter, to be as follows:

1. For University: President
The University of Texas
Health Science Center at Houston
2. For Dental Branch: Dean
The University of Texas
Dental Branch at Houston
3. For District: Harris County Hospital District
Post Office Box 66769
Houston, Texas 77006

The parties have the right to change their respective addresses, and, in the event either party changes such address, written notice shall be given the other party within fifteen (15) days after such change.

IN WITNESS WHEREOF, this agreement is executed in duplicate originals each of equal force on this 15th day of November,

FEB 9 1979

1739

1978, on behalf of the Harris County Hospital District, by the Chairman of the Board of Managers and attested by its Secretary duly authorized by Motion of the Board, and on this _____ day of _____, 197__, on behalf of the Dental Branch, by the Chairman of the Board of Regents of the University of Texas System, pursuant to the order of the Board of Regents, so authorizing.

HARRIS COUNTY HOSPITAL DISTRICT

BOARD OF REGENTS OF THE UNIVERSITY OF TEXAS SYSTEM

By: [Signature]
CHAIRMAN

By: ALLAN GIVERS, CHAIRMAN
CHAIRMAN
Board of Regents of

ATTEST: The University of Texas System

ATTEST:

[Signature]
SECRETARY

BETTY ANNE [Signature] SECRETARY
Board of Regents of
APPROVED AS TO CONTENT
The University of Texas System

[Signature]
Chancellor of The University of Texas System

UNIVERSITY:

[Signature]
Vice Chancellor for Health Affairs

By [Signature]
President

APPROVED AS TO FORM:

[Signature]
General Counsel of the System

- San Antonio Health Science Center: Affiliation Agreement with the Board of Directors of Ophthalmic Research Foundation of San Antonio, Inc., San Antonio, Texas. -- Upon the recommendation of President Harrison and Chancellor Walker, the Committee without objection approved the affiliation agreement set out on Pages 103-106 by and between The University of Texas Health Science Center at San Antonio and the Board of Directors of Ophthalmic Research Foundation of San Antonio, Inc., for and on behalf of the San Antonio Eye Institute, to be effective immediately. This agreement establishes a mechanism for the development of cooperative programs between the San Antonio Health Science Center and the San Antonio Eye Institute and will be of benefit to the academic programs of the Health Science Center.

FEB 9 1979

1740

AFFILIATION AGREEMENT

THE STATE OF TEXAS
COUNTY OF BEXAR

This AGREEMENT is made on the _____ day of _____, 1978
by and between the BOARD OF REGENTS OF THE UNIVERSITY OF TEXAS SYSTEM,
("Board of Regents"), for and on behalf of The University of Texas
Health Science Center at San Antonio ("Health Science Center"), a
component institution of The University of Texas System, and the
BOARD OF DIRECTORS OF OPHTHALMIC RESEARCH FOUNDATION OF SAN ANTONIO, INC.
("Board of Directors"), a non-profit corporation organized and existing
under the laws of the State of Texas, having its principal offices
in San Antonio, Texas, for and on behalf of the San Antonio Eye
Institute ("Eye Institute").

WITNESSETH:

WHEREAS, the objective of the Eye Institute is to promote quality
ophthalmic research and patient care; and

WHEREAS, the faculty of the Health Science Center is engaged
in quality education, research and care of patients with ophthalmic
problems and also engaged in student, resident and graduate education
in ophthalmology; and,

WHEREAS, both parties agree that it will be advantageous to enter
into this agreement of affiliation and cooperation,

NOW, THEREFORE, the Health Science Center and the Eye Institute
hereby agree as follows:

1. The purpose of this document is to establish a framework
for developing cooperative programs between the Health Science Center
and the Eye Institute.
2. The Board of Regents delegates to the President of the Health
Science Center and through him to the Chairman of the Department of
Ophthalmology the responsibility of establishing and maintaining a
working relationship with the Eye Institute. The Board of Directors

FEB 9 1979

1741

delegates to the Administrator and the Clinical Director of the Eye Institute the responsibility of establishing and maintaining a working relationship with the Health Science Center.

Because of the necessity of a close working relationship between the Health Science Center and the Eye Institute it is agreed that the Board of Directors will appoint an individual to the position of Clinical Director only upon the recommendation of the President of the Health Science Center. It is agreed that one person may serve simultaneously in both the positions of Clinical Director and Chairman of the Department of Ophthalmology. In that case, the President of the Health Science Center agrees to consult with the Board of Directors prior to nominating a person to the Board of Regents for the position of Chairman of the Department.

3. The responsibility of the Chairman of the Department and the Clinical Director shall include:

- (1) developing and maintaining active educational programs for residents, interns and students of the Health Science Center
- (2) developing and maintaining a patient care program of the highest quality
- (3) developing and maintaining an active program of ophthalmic research
- (4) recommending to the appropriate officials of each institution in accordance with established policies and procedures budgetary and financial agreements to carry out the purpose of this agreement.

4. Both parties agree that academic status is an added inducement to attract well-qualified scientists for research and patient care positions at the Eye Institute. If appropriate, such academic appointment will be made on an individual basis in accordance with the policies of the Board of Regents. Appointments to the Eye Institute's staff are, however, not contingent upon a concurrent academic appointment.

5. Each party shall be responsible for all expenses in the maintenance and operation of its own programs including personnel costs. The President of the Health Science Center, or his delegate, and the Administrator of the Eye Institute, or his delegate, with the advice of

FEB 9 1979

1742

The Chairman of Ophthalmology and the Clinical Director, shall make appropriate agreements for the sharing of personnel and other expenses involved in cooperative programs.

6. Students and Residents of the Health Science Center who are approved by the Chairman of Ophthalmology shall be assigned to the Eye Institute for training.

7. Physicians with academic appointments employed full time by the Health Science Center and based at the Eye Institute shall be subject to the rules and regulations of the Medical Research and Development Plan of the Health Science Center.

8. The Eye Institute agrees to comply with all Federal, State and Municipal laws, ordinances, rules and regulations applicable to performance by the Eye Institute of its obligations under this agreement, and to certify such compliance to Health Science Center or other entity when requested to do so by Health Science Center.

9. The Eye Institute agrees to permit the authority responsible for accreditation of programs of the Health Science Center to inspect such facilities, services and other things provided by the Eye Institute pursuant to this Agreement as are necessary for the process of accreditation.

10. All notices under this agreement shall be provided to the party to be notified in writing, either by personal delivery or by United States mail. All notices under this Agreement shall be deemed given to a party when received by either the President of the Health Science Center or the Administrator of the Eye Institute, as is appropriate.

11. All the Agreements between the parties on the subject matter hereof have been reduced to writing herein. No amendments to this Agreement shall be valid unless in writing and signed by the duly authorized representatives of the parties.

12. No oral representations of any officer; agent, or employee of the Board of Directors or the Eye Institute or The University of Texas System, or any of its component institutions (including, but not

FEB 9 1979

1743

limited to, the Health Science Center) either before or after the effective date of this Agreement, shall affect or modify any obligations of either party hereunder.

This Agreement shall be binding on and shall inure to the benefit of the parties and their respective successors and assignees; provided, however, that no assignment by either party shall be effective without prior written approval of the other party. A delay in or failure of performance of either party shall not constitute default hereunder, or give rise to any claim for damages, if and to the extent such delay or failure is caused by occurrences beyond the control of either party.

13. This Agreement shall become effective on the date and year first above written, and shall continue in effect for an initial term ending one (1) year after such date and year, and after such initial term, from year to year unless one party shall have given one hundred eighty (180) days' prior written notice to the other party of intention to terminate this Agreement.

Executed on the day and year first above written, in duplicate copies, each of which shall be deemed an original.

ATTEST:

BOARD OF REGENTS OF THE UNIVERSITY OF TEXAS SYSTEM

By _____

ATTEST:

BOARD OF DIRECTORS OF OPHTHALMIC RESEARCH FOUNDATION, INC.

By Mrs. R. L. Maffett
Chairman

Approved as to Form:

M. Lynn [Signature]
General Counsel of the System

Approved as to Content:

[Signature]
Chancellor, The University of Texas System

[Signature]
Vice Chancellor for Health Affairs
The University of Texas System

13. San Antonio Health Science Center (San Antonio Dental School): Authorization to Seek Permission from Coordinating Board to Change Name of Department of Oral Surgery to Department of Oral and Maxillofacial Surgery (Catalog Change). -- Upon the recommendation of President Harrison and Chancellor Walker and without objection, authorization was granted to seek permission from the Coordinating Board, Texas College and University System to change the name of the Department of Oral Surgery to the Department of Oral and Maxillofacial Surgery in the Dental School at The University of Texas Health Science Center at San Antonio. The proposed name change involves no change in the organization or composition of the existing department and would not change the budget.

If this name change is approved by the Coordinating Board, the next appropriate catalog published at the San Antonio Health Science Center will be so amended.

14. San Antonio Health Science Center (Graduate School of Biomedical Sciences): Authorization to Seek Permission from Coordinating Board to Change Name of Master of Arts Degree to Master of Science Degree in Biomedical Science Graduate Programs (Catalog Change). -- Upon the recommendation of President Harrison and Chancellor Walker, unanimous approval was given to seek permission from the Coordinating Board, Texas College and University System to change the name of the Master of Arts degree to the Master of Science degree in the specific programs of Anatomy, Biochemistry, Microbiology, Pharmacology, and Physiology at The University of Texas Graduate School of Biomedical Sciences at San Antonio.

The educational programs as originally approved by the Coordinating Board would not be changed as a result of this proposal, and there would be no change in budget or personnel.

If this change is approved by the Coordinating Board, the next appropriate catalog published at the San Antonio Health Science Center will be amended to reflect this action.

15. University Cancer Center: Affiliation Agreement with the Clayton Foundation for Research, Houston, Texas. -- Upon the recommendation of President LeMaistre and Chancellor Walker, approval was given without objection to the affiliation agreement set out on Pages 108-110 by and between The University of Texas M. D. Anderson Hospital and Tumor Institute and the Clayton Foundation for Research, Houston, Texas, to be effective immediately. This agreement, which shall continue in effect until and unless terminated by either party upon giving the other party six months' written notice of intention to terminate, will provide for the continuous active conduct of medical research by the Foundation in conjunction with the Cancer Center.

FEB 9 1979

1745

RESEARCH AFFILIATION AGREEMENT

This AGREEMENT executed on the _____ day of _____, 1979, by and between The University of Texas M. D. Anderson Hospital and Tumor Institute (a component institution of The University of Texas System), hereinafter called "Hospital", and the Clayton Foundation for Research, hereinafter called "Foundation";

W I T N E S S E T H:

WHEREAS, Hospital is a nonprofit hospital as described in Section 170 (b) (1) (A) (iii) of the Internal Revenue Code of 1954, exempt from federal income tax; and

WHEREAS, Foundation is organized for the principal purpose of engaging in the active conduct of medical research, and desires to engage directly in the continuous, active conduct of medical research in conjunction with Hospital in such a manner as to be classified as a medical research organization as described in Section 170 (b) (1) (A) (iii) of the Internal Revenue Code of 1954;

NOW, THEREFORE, Foundation and Hospital hereby agree as follows;

1. Purposes: The purpose of this Agreement is to provide for the continuous active conduct of medical research by Foundation in conjunction with Hospital.

2. Location: The medical research to be conducted hereunder shall be conducted in locations at the facilities of Hospital, as such locations may be agreed upon by Hospital and Foundation and in other appropriate locations as may be required, so as to reasonably facilitate such medical research.

3. Supervision of Medical Research: The continuous active conduct of medical research in conjunction with Hospital shall be under the supervision of a Director of Research who will be selected jointly by Foundation and Hospital. The

FEB 9 1979

1746

research will be conducted by Foundation through the Director of Research who will be assisted by personnel selected by such person, and all of such personnel (including the Director of Research) shall be the employees solely of Foundation while they are engaged in work or other activities arising out of or incident to the medical research conducted pursuant to this Agreement. The salary of the Director of Research and other personnel, and all other costs of conducting the medical research, will be paid by the Foundation.

4. Conduct of Medical Research: The medical research in conjunction with Hospital shall be conducted by the employees of Foundation. Hospital and Foundation shall freely exchange information, ideas and research results of joint projects. All activities conducted at Hospital pursuant to this Agreement shall conform to the policies of Hospital, and the Director of Research shall be responsible for obtaining appropriate approval for such activities. Hospital shall permit its personnel to assist and collaborate in medical research with the personnel of Foundation, and Foundation shall permit its personnel to assist and collaborate in medical research with the personnel of Hospital.

5. Period of Agreement: This Agreement shall continue in effect until and unless terminated by either party upon giving the other party six months' written notice of intention to terminate. Amendment of this Agreement shall be in writing only, signed and approved by both parties.

IN WITNESS WHEREOF, the parties have executed this Agreement effective on the day and year first written above, subject to approval of the Board of Regents of The University of Texas System.

CONTENT APPROVED

CLAYTON FOUNDATION FOR RESEARCH

BY: _____
Vice Chancellor for Health Affairs

FEB 9 1979

[University Cancer Center: Agreement with Clayton Foundation for Research (cont'd)]

Chancellor of the System

FORM APPROVED

W. L. ...

Attorney for the System

UNIVERSITY OF TEXAS SYSTEM
CANCER CENTER

Approved by the Board of Regents
of The University of Texas System
on the _____ day of _____
_____, 1979.

BY: _____
President

ATTEST

Secretary, Board of Regents
of The University of Texas
System

Chairman, Board of Regents of
The University of Texas System

REPORT OF LAND AND INVESTMENT COMMITTEE (Pages 110 - 121). --
Committee Chairman Clark submitted the following report of the Land and
Investment Committee. He stated that all items were approved unanimously
in open session unless otherwise indicated. The report was adopted without
objection:

The documents in this report will be executed in accordance with
the Regents' Rules and Regulations in effect at the time of the
meeting of the Land and Investment Committee. These provide
that the Chairman of the Board of Regents has authority to execute
any instrument authorized by the Board and that the Vice-Chairman
of the Board and the Chancellor, the Vice Chancellor for Business
Affairs and the Vice Chancellor for Lands Management of the System
may execute, unless otherwise indicated in the report, all necessary
instruments authorized in this report when each has been approved
as to form by an attorney in the Office of General Counsel and as to
content by the appropriate official. These instruments relate to
real estate or mineral interests held or controlled by the Board of
Regents as a part of the Permanent University Fund or as a part of
any Trust and Special Fund.

I. PERMANENT UNIVERSITY FUND

A. INVESTMENT MATTERS

Report on Clearance of Monies to Permanent University Fund for November and December 1978 and Report on Oil and Gas Development as of December 31, 1978. -- The following reports with respect to (a) certain monies cleared to the Permanent University Fund for November and December 1978 and (b) Oil and Gas Development as of December 31, 1978, were received from the Vice Chancellor for Lands Management:

	<u>November 1978</u>	<u>December 1978</u>	<u>Cumulative This Fiscal Year</u>	<u>Cumulative Preceding Fiscal Year</u>
<u>Permanent University Fund</u>				
Royalty	\$ 3,617,353.91	\$3,936,300.43	\$14,016,576.16	\$12,330,645.36
Oil	1,956,840.81	1,985,231.75	8,950,050.03	11,671,904.10
Gas	6,571.55	4,928.82	54,008.92	83,096.86
Water	3,402.08	1,893.53	10,934.56	15,045.51
Salt Brine	32,919.64		167,995.80	210,050.35
Sulphur				
Rental	373,788.89	30,430.03	1,147,437.83	531,797.74
Oil and Gas Leases		4,680.00	4,850.00	856.46
Other	39,064.70	1,862.55	431,900.40	159,270.20
Miscellaneous	\$ 6,029,941.58	\$5,965,832.11	\$24,783,783.70	\$25,002,666.58
	-0-	-0-	9,719,000.00	17,869,500.00
Bonuses, Oil and Gas Lease Sales				
Total, Permanent University Fund	<u>\$ 6,029,941.58</u>	<u>\$5,965,832.11</u>	<u>\$34,502,783.70</u>	<u>\$42,872,166.58</u>

Oil and Gas Development - December 31, 1978
Acreage Under Lease - 1,105,170

Number of Producing Acres - 381,993

Number of Producing Leases - 1,675

B. LAND MATTERS

Easements and Surface Leases Nos. 4779-4822, Material Source Permits Nos. 567-569, Amendment to Easement No. 4566, Water Contracts Nos. 171-172 and Brine Production Leases Nos. 12-13. --Applications for Easements and Surface Leases Nos. 4779-4822, Material Source Permits Nos. 567-569, Amendment to Easement No. 4566, Water Contracts Nos. 171-172 and Brine Production Leases Nos. 12-13 were approved. All had been approved as to content by the appropriate officials. Payment for each had been received in advance unless otherwise indicated, and each document is on the University's standard form and is at the standard rate adopted February 1, 1977:

1. Easements and Surface Leases Nos. 4779-4822

No.	Company	Type of Permit	County	Location (Block#)	Distance or Area	Period	Consideration
4779	Texas Electric Service Company (renewal of 2825)	Surface Lease (Electric Substation)	Crane	35	1 acre	1/1/79-12/31/88	\$ 1,500.00 (full)
4780	L. R. Hamilton (renewal of 2835)	Surface Lease (Residence)	Crane	31	3.67 acres	1/1/79-12/31/79*	150.00 (annual)
4781	William May & Joyce May	Surface Lease (Residence)	Andrews	13	Less than 1 acre	10/1/78-9/30/79*	150.00 (annual)
4782	Amoco Production Company (renewal of 2913)	Pipe Line	Andrews	13	11,898.83 rds. various size	12/6/78-12/5/88	32,033.21
4783	Amoco Production Company (renewal of 2811)	Pipe Line	Andrews	13	133.39 rds. 2-3/8 inch, 329.70 rds. 3-1/2 inch	1/1/79-12/31/88	1,157.73
4784	Shell Oil Company (renewal of 2926)	Pipe Line	Andrews	1	217.94 rds. 6-5/8 inch	4/1/79-3/31/89	544.85
4785	S. D. Company (renewal of 2827)	Pipe Line	Reagan	11	36.36 rds. 2 inch	1/1/79-12/31/88	150.00 (min)

*Renewable from year to year, but not to exceed a total of ten years.

- 112 -

FEB 9 1979

Land Matters - Continued --

No.	Company	Type of Permit	County	Location (Block#)	Distance or Area	Period	Consideration
4786	West Texas Utilities Company (renewal of 2844)	Power Line	Crane, Crockett	7, 30, 31	15,302.70 rds. single pole	1/1/79- 12/31/88	\$15,302.70
4787	Northern Natural Gas Company (renewal of 2812)	Pipe Line	Pecos	22, 23	2,786.67 rds. 16 inch	2/1/79- 1/31/89	9,753.35
4788	El Paso Natural Gas Company (renewal of 2776)	Pipe Line	Hudspeth	G, H, J, K, L	20,167.95 rds. 16 inch, 431.412 rds. 4 inch	1/1/79- 12/31/88	71,666.36
4789	Community Public Service Company (renewal of 2906)	Power Line	Pecos	165, J. C. Campbell Survey	21.7 rds. single pole	4/1/79- 3/31/89	150.00 (min.)
4790	Community Public Service Company (renewal of 2846)	Power Line	Pecos	27, 165 J. C. Campbell Survey	65.45 rds. single pole	2/1/79- 1/31/89	150.00 (min.)
4791	Texas-New Mexico Pipe Line Company (renewal of 2866)	Pipe Line	Andrews	13	943.38 rds. 4-1/2 inch	4/1/79- 3/31/89	2,358.45
4792	Amoco Production Company (renewal of 2917)	Pipe Line	Andrews	13	2,976.45 rds. various size	12/6/78- 12/5/88	8,238.13
4793	El Paso Natural Gas Company (renewal of 2736)	Pipe Line	Andrews	1	251.006 rds. 6-5/8 inch	2/1/79- 1/31/89	627.52
4794	El Paso Natural Gas Company (renewal of 2735)	Pipe Line	Andrews	9	293.133 rds. 6-5/8 inch	2/1/79- 1/31/89	732.83
4795	El Paso Natural Gas Company (renewal of 2788)	Pipe Line	Andrews	1	5.776 rds. 4-1/2 inch, 67.424 rds. 6-5/8 inch	2/1/79- 1/31/89	183.00

Land Matters - Continued --

No.	Company	Type of Permit	County	Location (Block#)	Distance or Area	Period	Consideration
4796	El Paso Natural Gas Company (renewal of 2726)	Pipe Line	Andrews	1	272.727 rds. 6-5/8 inch	2/1/79- 1/31/89	\$ 681.82
4797	El Paso Natural Gas Company (renewal of 2774)	Pipe Line	Andrews	9	314.36 rds. 8-5/8 inch	2/1/79- 1/31/89	785.90
4798	El Paso Natural Gas Company (renewal of 2737)	Pipe Line	Andrews	9	153.49 rds. 6-5/8 inch	2/1/79- 1/31/89	383.73
4799	El Paso Natural Gas Company (renewal of 2775)	Pipe Line	Andrews	9	651.636 rds. 10-3/4 inch	2/1/79- 1/31/89	1,629.09
4800	Big Lake Gas Corporation (renewal of 2779)	Pipe Line	Reagan	48	4,968 rds. various size	11/1/78- 10/31/88	13,140.00
4801	Phillips Petroleum Company (renewal of 2786)	Pipe Line	Crane	31, 30	2,778.20 rds. 6-5/8 inch	1/1/79- 12/31/88	6,945.50
4802	Dorchester Gas Producing Company (renewal of 2920)	Pipe Line	Reagan	1, 2	254.30 rds. 4-1/2, 3-1/2, 4 inch	3/1/79- 2/28/89	635.75
4803	Atlantic Richfield Company (renewal of 2821)	Power Line	Crane	31	627.26 rds. single pole	11/1/78- 10/31/88	627.26
4804	Atlantic Richfield Company (renewal of 2828)	Pipe Line	Crane	31	896.48 rds. various size	11/1/78- 10/31/88	2,241.20
4805	Texas-New Mexico Pipe Line Company (renewal of 2804)	Pipe Line	Andrews	13, 14	2,487 rds. various size	1/1/79- 12/31/88	6,217.50
4806	Texas-New Mexico Pipe Line Company (renewal of 2803)	Pipe Line	Crockett, Crane	29, 30, 31	8,101.30 rds. 12-3/4 inch	1/1/79- 12/31/88	28,354.55

Land Matters - Continued --

No.	Company	Type of Permit	County	Location (Block#)	Distance or Area	Period	Consideration
4807	Sun Oil Company (Delaware) (renewal of 2903)	Pipe Line	Reagan	1	322.69 rds. 2 inch, 177.21 rds. 2-1/2 inch	3/1/79- 2/23/89	\$ 1,249.75
4808	Delhi Gas Pipeline Corporation (renewal of 2856)	Pipe Line	Pecos	20	492.80 rds. 4-1/2 inch	2/1/79- 1/31/89	1,232.00
4809	Henry Petroleum Corporation	Surface Lease (Salt Water Disposal)	Andrews	8	1 acre	12/1/78- 11/30/79*	1,500.00 (annual)
4810	American Petrofina Company of Texas (renewal of 2863)	Surface Lease (Pipe yard)	Ector	35	5 acres	2/1/79- 1/31/89	1,750.00 (full)
4811	Phillips Petroleum Company (renewal of 2794)	Pipe Line	Andrews	10	1,009.6 rds. various size	1/1/79- 12/31/88	2,524.00
4812	Amoco Production Company (renewal of 2842)	Pipe Line	Andrews	9	240.02 rds. 6-5/8 inch, 72.06 rds. 4-1/2 inch	2/1/79- 1/31/89	780.20
4813	West Texas Utilities Company (renewal of 2845)	Power Line	Pecos	16, 17, 18	11,647.3 rds. single pole	1/1/79- 12/31/88	11,647.30
4814	Dorchester Gas Producing Company	Pipe Line	Reagan	2, 9	425.19 rds. 4 inch	11/1/78- 10/31/88	1,275.57
4815	J. L. Davis	Pipe Line	Reagan	58	319.7 rds. 2-7/8 inch	12/1/78- 11/30/88	959.10

*Renewable from year to year, but not to exceed a total of 5 years.

Land Matters - Continued --

No.	Company	Type of Permit	County	Location (Block#)	Distance or Area	Period	Consideration
4816	Fin-Tex Pipe Line Company	Pipe Line	Crockett	47, 50	969.56 rds. 4-1/2 inch	12/1/78- 11/30/88	\$ 2,908.68
4817	Cabot Corporation	Pipe Line	Ward	16	977.04 rds. 4-1/2 inch	11/1/78- 10/31/88	2,931.12
4818	Transwestern Pipeline Company	Pipe Line	Ward	17	85.03 rds. 6 inch	11/1/78- 10/31/88	255.09
4819	Transwestern Pipeline Company	Pipe Line	Winkler	21	482.00 rds. 4 inch	11/1/78- 10/31/88	1,446.00
4820	Transwestern Pipeline Company	Pipe Line	Winkler	21	67.15 rds. 4 inch	11/1/78- 10/31/88	201.45
4821	Northern Natural Gas Company, Delaware	Pipe Line	Reagan	9, 10	759.53 rds. 4-1/2 inch	11/1/78- 10/31/88	2,278.74
4822	Lone Star Gas Company of Texas, Inc.	Pipe Line	Ward	18	632.11 rds. 2 inch	9/1/78- 8/31/88	1,896.33

2. Material Source Permits Nos. 567 - 569

No.	Grantee	County	Location	Quantity	Consideration
567	Farmer Construction Company	Andrews	Block 13	300 cubic yards caliche	\$ 150.00 (minimum)
568	Burrows Pipe Line Padding Company, Inc.	Pecos	Block 16	602 cubic yards caliche	210.70
569	Reliable Construction Co., Inc.	Andrews	Block 13	1,000 cubic yards caliche	350.00

Land Matters - Continued --

3. Amendment to Easement No. 4566

No.	Company	Type of Permit	County	Location (Block#)	Distance or Area	Period	Consideration
4566	El Paso Natural Gas Company	Pipe Line	Hudspeth	B, F, E, D, H, J	6,766.885 rds. 30 inch	6/1/78- 5/31/88	\$ 150.00*

*Assignment Fee. Amendment grants the additional right and privilege to transport crude oil, liquid petroleum products and by products of each of the same and any other substances as required or deemed advisable.

4. Water Contracts Nos. 171-172

No.	Grantee	County	Location	Period	Consideration
171	Lone Star Gas Company of Texas (renewal of 151)	Ward	Block 17	1/25/79-1/24/80*	\$ 100.00** (annual)
172	Permian Brine Sales, Inc.	Ward	Block 17	2/1/79-1/31/80*	100.00* (annual)

*Renewable from year to year, but not to exceed a total of five years.

**Annual rental is \$100.00, to be paid in advance. Royalty is 12¢ per 1,000 gallons of water produced, with a minimum royalty of \$200.00 per year.

5. Brine Production Leases Nos. 12-13

No.	Grantee	Type of Permit	County	Location	Period	Consideration
12	The S. D. Company	Brine Production Lease	Reagan	Block 11	7/1/78-6/30/79*	\$ 100.00**
13	Permian Brine Sales, Inc.	Brine Production Lease	Ward	Block 17	2/1/79-1/31/80*	\$ 100.00**

*Renewable from year to year, but not to exceed a total of five years.

**Annual rental is \$100.00, to be paid in advance. Royalty is a minimum of two cents per barrel of brine produced and sold, or 12½ per cent of the sale price, whichever is greater.

- 117 -

FEB 9 1979

1754

II. TRUST AND SPECIAL FUNDS

A. GIFTS, BEQUESTS AND ESTATES

1. U. T. Arlington (Graduate School of Social Work): Establishment of The Roy Dulak Professorship for Graduate School of Social Work. -- The Land and Investment Committee approved the recommendation of President Nedderman and the Administration that The Roy Dulak Professorship for the Graduate School of Social Work be established at The University of Texas at Arlington in honor of Mr. Roy Dulak, who was a staunch advocate for the establishment of the Graduate School of Social Work at U. T. Arlington. This professorship is to be funded with gifts of \$100,000 (previously reported in the institutional docket) from various donors and friends of the Graduate School of Social Work. To qualify for appointment to this professorship, candidates will have to be recognized national leaders in some aspect of the planning, organization, management or delivery of human services.
2. U. T. Austin: Name of Geophysical Fund in Department of Geological Sciences in Support of Wallace E. Pratt Professorship in Geophysics Changed to the O. Scott Petty Geophysical Fund. -- Upon the recommendation of President Rogers and Chancellor Walker, the name of the Geophysical Fund for the Department of Geological Sciences in support of the Wallace E. Pratt Professorship in Geophysics at The University of Texas at Austin (established October 20, 1978) was changed to the O. Scott Petty Geophysical Fund in honor of Mr. O. Scott Petty, a long time benefactor of the department and the University.
3. U. T. Austin (College of Business Administration): Establishment of Mexican-American Business Student Endowed Scholarship. -- Upon the recommendation of President Rogers and the Administration, there was established the Mexican-American Business Student Endowed Scholarship at The University of Texas at Austin (College of Business Administration). This fund will be established with \$10,606.86 received in cash, interest, pledges, and matching gifts since the fund was initiated in 1976. Income from the fund will be used to award scholarships to students of Mexican-American descent who have attained the level of junior or senior in the College of Business Administration and who are working toward a Bachelor of Business Administration Degree.
4. U. T. Austin: Acceptance of Bequest Under Will of Melvin J. Rieger, Houston, Texas. -- Upon the recommendation of President Rogers and the Administration and with sincere gratitude, a bequest under the Will of Melvin J. Rieger of his residuary estate estimated to be \$150,000 was accepted for The University of Texas at Austin. This bequest will be used to provide scholarships for students with a major in physics at U. T. Austin. A final report will be prepared and submitted at a later date when administration of the estate is completed.

5. U. T. Austin: Acceptance of Bequest Under Will of Henry M. Rockwell, Houston, Texas. -- A bequest under the terms of the Will of Henry M. Rockwell, Houston, Texas, naming The University of Texas at Austin remainder beneficiary of a \$1,000,000 charitable remainder annuity trust was gratefully accepted upon the recommendation of President Rogers and the Administration. Mr. Rockwell's Will created the annuity trust with funding of \$1,000,000 and appointed Texas Commerce Bank National Association of Houston trustee. The terms of the annuity trust provide that Helen N. Sterling is to receive \$60,000 per year during her lifetime; upon the death of Helen N. Sterling, The University of Texas at Austin is to receive all of the then remaining trust estate without specific instructions as to usage.

6. U. T. El Paso: Acceptance of Gift from Mr. Abe Horwitz, El Paso, Texas, and Establishment of the Horwitz Endowment Fund. -- A gift of \$10,000 was accepted from Mr. Abe Horwitz of El Paso, Texas, and the Horwitz Endowment Fund was established at The University of Texas at El Paso. The net income derived from this endowment fund will be used for scholarships and grants-in-aid based on need for disadvantaged students at U. T. El Paso with emphasis on Hispanic-American heritage.

It was noted that Mr. Horwitz' purpose in the establishment of this fund was to express "affection and gratitude for the Hispanic-American people of the greater Southwest area whose hard work and loyal service to his family's business enterprises and whose friendship and patronage for over half a century enabled him to continue a very successful business."

7. University Cancer Center (M. D. Anderson): Acceptance of 10% of Remainder Interest in Sam F. Davis Annuity Trust 1978. -- An undivided 10% interest of an annuity trust created by Mr. Sam F. Davis of Denver, Colorado, titled Sam F. Davis Annuity Trust 1978, was accepted with gratitude for The University of Texas System Cancer Center (M. D. Anderson). The Guaranty Bank and Trust Company of Denver, Colorado, is Trustee of the trust which was funded with \$105,000 par value municipal bonds with provision of life estate until the death of Mr. and Mrs. Davis. The funds do not carry any restriction as to use.

8. University Cancer Center (M. D. Anderson): Acceptance of Bequest Under Will of Tonie M. Schmitt, Beaumont, Texas, for General Purposes. -- With gratitude, a bequest in the amount of \$75,000 to be used for general purposes was accepted under the Will of Tonie M. Schmitt of Beaumont, Texas, on behalf of M. D. Anderson of The University of Texas System Cancer Center.

9. University Cancer Center (M. D. Anderson): Final Report on Bequest of Rex W. Taylor. -- The following report relating to the Bequest of Rex W. Taylor was received:

"The Board of Regents on September 16, 1977, accepted the bequest by Rex W. Taylor of his residuary estate to be used by The University of Texas M. D. Anderson Hospital and Tumor Institute at Houston, Texas, for the general purposes of said institution. The University now has received all of the bequest from the executor amounting to a total of \$240,029.92 which has been forwarded to the University Cancer Center along with accumulated income on hand of \$12,037.50 for a total of \$252,067.42."

10. University Cancer Center (M. D. Anderson): Acceptance of Gift of Stock from Mr. R. B. Trull, Palacios, Texas, for Use in Leukemia Research. -- Upon the recommendation of President LeMaistre and the Administration, the Land and Investment Committee accepted with appreciation and with thanks for the many gifts he has given The University of Texas 708 shares of Houston Oil and Minerals Corporation common stock valued at \$11,991.75 from Mr. R. B. Trull of Palacios, Texas, for use in leukemia research at M. D. Anderson of The University of Texas System Cancer Center.
11. University Cancer Center (M. D. Anderson): Acceptance of Additional Gift to Elizabeth K. Zoch Unitrust from Mrs. Elizabeth K. Zoch, Corpus Christi, Texas. -- With gratitude and thanks to Mrs. Zoch, an additional cash gift of \$25,000 was accepted from Mrs. Elizabeth K. Zoch of Corpus Christi, Texas, to be added to the Elizabeth K. Zoch Unitrust at M. D. Anderson of The University of Texas System Cancer Center. The initial funding for the establishment of the unitrust (\$15,000) was accepted by Chancellor Walker during December 1978 on behalf of the Board of Regents as a member of the special year-end gift committee. (See Item 14, Page 126.)

B. REAL ESTATE MATTERS

1. U. T. El Paso - Josephine Clardy Fox Estate: Lease of Land and Improvements at 5001-5003 Alameda, El Paso, Texas, to Mr. C. H. Campbell, El Paso, Texas. -- System Administration reported that the property at 5001-5003 Alameda, El Paso, Texas (a portion of the Josephine Clardy Fox Estate, The University of Texas at El Paso) had been leased in 1954 by Mrs. Fox to Standard Oil Co. of Texas as a service station site; this lease expired on December 31, 1978, and Standard (now Chevron) did not wish to renew and had conveyed the improvements on the property to the University for no consideration. Mr. C. H. Campbell had operated the station on a temporary basis since January 1, 1979.

Upon the recommendation of System Administration, Mr. C. H. Campbell, El Paso, Texas, was granted a two year lease, effective March 1, 1979, on the land and improvements located at 5001-5003 Alameda, El Paso, Texas, at a rental of \$250 per month. The lease provides for termination by either party upon sixty days' notice since it is anticipated that a more advantageous lease can be made with a permanent tenant prior to the expiration of the two year term.

2. Galveston Medical Branch (Galveston Medical School) - Estate of Paul R. Stalnaker, M. D. : Oil and Gas Lease Covering Land in Stephen F. Austin League, Wharton County, Texas, to Okala Petroleum Exploration Company. -- Upon the recommendation of System Administration, authorization was given to grant to Okala Petroleum Exploration Company a three-year oil and gas lease on the University's undivided 16% interest in 227.4 acres situated in the Stephen F. Austin League No. 2, Abstract No. 3, Wharton County, Texas, being a portion of the Estate of Paul R. Stalnaker accepted by the Board of Regents for the Galveston Medical School of The University of Texas Medical Branch at Galveston on May 3, 1976. The lease will provide for a bonus of \$25 per acre, a 15% royalty and \$5 per acre annual delay rentals.

III. OTHER MATTERS

Report on Securities Transactions for Permanent University Fund and Trust and Special Funds for Months of October and November 1978. -- The Report of Securities Transactions for the Permanent University Fund and Trust and Special Funds for the months of October and November submitted by the Executive Director of Investments and Trusts was mailed to each Regent by Secretary Thedford on January 9, 1979. No comments were received, and the report is attached (Attachment No. 2) following Page HT-7 of Attachment No. 1 and made a part of these Minutes.

REPORT OF COMMITTEE TO RENEGOTIATE REAL ESTATE NOTE WITH PUNTA GORDA ISLES, INC. (UNIVERSITY CANCER CENTER). -- Committee Chairman Clark presented the following status report of the Committee to Renegotiate a Real Estate Note with Punta Gorda Isles, Inc. This report was received as a matter of information.

REPORT OF THE SPECIAL PUNTA GORDA AD HOC COMMITTEE TO THE BOARD OF REGENTS OF THE UNIVERSITY OF TEXAS SYSTEM

February 9, 1979

RE: Partial Sale of Montgomery Ranch
Lands by Punta Gorda Isles, Inc.,
January 26, 1979

On January 26, 1979, Punta Gorda Isles, Inc., closed the sale of 24,462.06 acres of land to Neil St. John Raymond.

As a result of this sale, The University received \$9,176,053.78 (\$8,561,721.00 principal and \$615,332.78 accrued interest) as a partial release of mortgage payment.

The balance of Punta Gorda's note to The University is now \$6,387,264.94, secured by the mortgage on approximately 25,000 acres of the remaining unsold land (approximately \$225.00 of debt per acre).

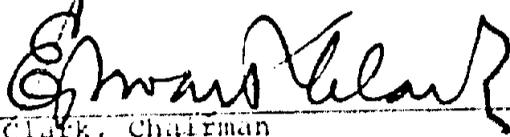
FEB 9 1979

1759

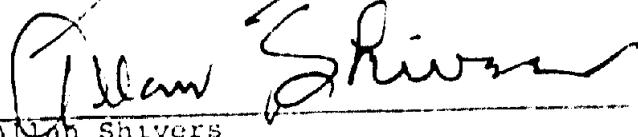
To date The University has realized \$15,942,877.95 from the transaction with Punta Gorda.

* Attached for information is a copy of a summary of significant developments prepared by Tom Smith, Mortgage and Real Estate Officer, Office of Investments and Trusts.

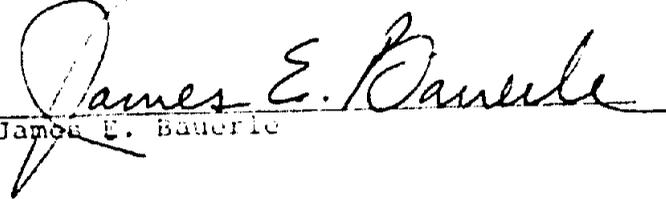
SPECIAL PUNTA GORDA AD HOC COMMITTEE



Edward Clark, Chairman



Allan Shivers



James E. Bauerle

* Attachment is in the Secretary's files.

BOARD FOR LEASE OF UNIVERSITY LANDS

Vice-Chairman Williams, also Vice-Chairman of the Board for Lease of University Lands, reported that the Board for Lease had not met since the last meeting of the Board of Regents.

FEB 9 1979

1760

REPORT OF SPECIAL COMMITTEE

REPORT OF COMMITTEE WITH DELEGATED AUTHORITY TO EACH MEMBER TO ACCEPT GIFTS FROM DECEMBER 1 THROUGH DECEMBER 31, 1978. --Chairman Shivers called attention to the following Report of the Committee with Delegated Authority to Each Member to Accept Gifts from December 1 through December 31, 1978 (Pages 123-129) and said, "We are very appreciative of these loyal people who continue to give to the University."

Report

At the Regents' meeting on November 30-December 1, 1978, the following committee was appointed with delegated authority to each member to accept on behalf of the Board of Regents of The University of Texas System gifts tendered through December 31, 1978, with authority to Chairman Shivers to execute any and all documents necessary in the acceptance of gifts: Regent Allan Shivers (Chairman of Committee); Chancellor E. D. Walker; Mr. Arthur H. Dilly, Executive Director for Development; and Miss Betty Anne Thedford, Secretary to the Board of Regents.

Gifts of money received between December 1 and December 31 were accepted the date of the check or transmittal letter and are or will be reported in the Chancellor's Docket.

Below is a composite list of the gifts that were accepted by members of the Special Committee on behalf of the Board of Regents of The University of Texas System. This list also indicates the documents executed by the Chairman as authorized:

1. U. T. Austin: Acceptance of Gifts from The Cockrell Foundation, Houston, Texas, for the Ernest and Virginia Cockrell Scholarship Fund in Engineering and the Cockrell Family Professorial Chair Fund in Engineering and Establishment of the Initial Chair "Ernest and Virginia Cockrell Chair in Engineering." --On December 29, 1978, two checks, each in the amount of \$325,000, were accepted from The Cockrell Foundation; one for the Ernest and Virginia Cockrell Scholarship Fund in Engineering and the other for the Cockrell Family Professorial Chair Fund in Engineering. As the initial chair of the Cockrell Family Professorial Chair Fund in Engineering, the Ernest and Virginia Cockrell Chair in Engineering was established. These endowment accounts had been previously established under the terms of an agreement with The Cockrell Foundation.
2. U. T. Austin: Acceptance of Gift from Charles F. and Eunice Haas, Corpus Christi, Texas, of 1,000 Shares of Cullen-Frost Bank Stock and Establishment of Charlie and Eunice Haas Endowed Presidential Scholarship. --On December 29, 1978, a gift of 1,000 shares of Cullen-Frost Bank stock -- valued at \$25,000 -- was accepted from Charles and Eunice Haas of Corpus Christi, Texas, and the Charlie and Eunice Haas Endowed Presidential Scholarship was established. This scholarship was established for the benefit of the students at The University of Texas at Austin. Income is to be used to award scholarships in one of the following areas:
 - a. To a student who has displayed an active interest and commitment to the areas of the athletic program at U. T. Austin
 - b. To a physically handicapped student or
 - c. To a student in the Department of Geological Sciences

Students selected should be of outstanding moral character with more than 45 credit hours at U. T. Austin, with above average grades, that is, have a grade point average of at least 3.5 out of a possible 4.0, and in need of financial assistance to complete their academic career. Income in excess of scholarship awards is to be added to the corpus and invested on an annual basis.

3. U. T. Austin: Acceptance of 1,000 Shares of Teledyne, Inc., Common Stock from George and Ronya Kozmetsky, Austin, Texas, for the Ronya and George Kozmetsky Endowment Fund in the Graduate School of Business. -- 1,000 shares of common stock of Teledyne, Inc., was accepted from George and Ronya Kozmetsky on December 29, 1978, to be added to the Ronya and George Kozmetsky Endowment Fund in the Graduate School of Business at The University of Texas at Austin. It was noted in the acceptance of the gift that the purpose of the Ronya and George Kozmetsky Endowment Fund had not been specified and that Dean and Mrs. Kozmetsky had requested that until they had specified a purpose the income accrued should go to the College of Business Administration Foundation to support faculty research, academic development, and student programs.
4. U. T. Austin: Acceptance of Gift from Miss Pansy Luedecke, Austin, Texas, of 200 Shares of First Texas Financial Corporation Common Stock and Establishment of the Pansy Luedecke Scholarship Fund. -- On December 29, 1978, a gift of 200 shares of First Texas Financial Corporation common stock -- valued at \$10,800 -- was accepted from Miss Pansy Luedecke, Austin, Texas, and the Pansy Luedecke Scholarship Fund was established. Income from this fund will be used to award scholarships to needy students that have resided in Travis County, Texas, for at least five years before entry into the School of Music of the College of Fine Arts of The University of Texas at Austin.
5. U. T. Austin: Acceptance of 2,000 Shares of Precambrian Shield Resources Limited Common Stock for the Geology Foundation from Howard R. Lowe, Billings, Montana, and Establishment of Howard R. Lowe Vertebrate Paleontology Endowment. -- A gift of 2,000 shares of Precambrian Shield Resources Limited common stock -- valued at \$4,590 -- for the Geology Foundation at The University of Texas at Austin was accepted from Mr. Howard R. Lowe, Billings, Montana, on December 29, 1978; and the Howard R. Lowe Vertebrate Paleontology Endowment was established. This endowment fund was established to support student field work in vertebrate paleontology at The University of Texas at Austin, and its administration is to be at the discretion of the Geology Foundation. Mr. Lowe has pledged additional contributions over the next two years to bring the funding up to a minimum of \$10,000.
6. U. T. Austin - Acceptance of Gifts of Houston Oil and Minerals Corporation Common Stock from Mr. R. B. Trull, Palacios, Texas: (a) 590 Shares for the Development Board and (b) 295 Shares for the Engineering Foundation. -- On December 29, 1978, the following gifts of Houston Oil and Minerals Corporation common stock were accepted from Mr. R. B. Trull, Palacios, Texas:
 - a. 590 shares -- valued at \$10,000 -- for the Development Board
 - b. 295 shares -- valued at \$5,000 -- for the Engineering Foundation

7. U. T. Dallas: Acceptance of Gift from The Clark Foundation, Dallas, Texas, for The Anson L. Clark Memorial Fund. -- On December 29, 1978, a gift of \$50,000 from The Clark Foundation of Dallas, Texas, representing the first installment on a pledge of \$300,000 for "The Anson L. Clark Memorial Fund" was accepted. This pledge was accepted by the Board of Regents at its August 4, 1978 meeting.
8. Dallas Health Science Center: Acceptance of 5,915 Shares of Texas Instruments Incorporated Common Stock from Cecil H. and Ida Green, Dallas, Texas, for the Cecil H. and Ida Green Center for Reproductive Biology. -- On December 20, 1978, a gift of 5,915 shares of common stock of Texas Instruments Incorporated to the Board of Regents of The University of Texas System was accepted from Cecil H. and Ida Green of Dallas, Texas, in support of the Cecil H. and Ida Green Center for Reproductive Biology at The University of Texas Health Science Center at Dallas. In accordance with an agreement between the Board of Regents and Cecil H. and Ida Green dated January 12, 1978, this gift comprises two parts:
- a. The first of three annual payments to increase the aggregate amount from \$600,000 to \$1,000,000 in support of a distinguished chair within the Cecil H. and Ida M. Green Center for Reproductive Biology. The present payment approximates \$150,000 with a pledge of a similar amount for 1979 and a final payment in 1980 or at an earlier date if Mr. and Mrs. Green so elect
 - b. The first of ten approximately equal annual payments in support of a research program at the Green Center for post-doctoral trainees having either Ph.D. or M.D. degrees, or both, in one or more of the basic medical sciences. Thus, the present payment approximates \$340,000
9. Galveston Medical Branch (Galveston Medical School): Acceptance of 90 Shares of Stock of Isle Hotel of Galveston, Inc., from Drs. Gaynelle Robertson Poth and Edgar J. Poth, Galveston, Texas, and Establishment of the Robertson-Poth Charitable Remainder Unitrust Number Two. -- On December 1, 1978, a gift of 90 shares of stock of the Isle Hotel of Galveston, Inc., -- valued at \$275,000 -- was accepted from Drs. Gaynelle Robertson Poth and Edgar J. Poth, Galveston, Texas, and the Robertson-Poth Charitable Remainder Unitrust Number Two was established. Terms of the Unitrust provide that during their lifetimes, Drs. Gaynelle Robertson Poth and Edgar J. Poth are to be paid 10% of the annual fair market value of the principal of the assets of the Unitrust. Upon death of the last survivor, the Unitrust assets are to be distributed to the Robertson Poth Foundation and administered by the trustees as provided within the Foundation agreement.

The 90 shares of stock given to the Board of Regents by Drs. Gaynelle Robertson Poth and Edgar J. Poth, an asset of the Trust, represents one-half of the outstanding stock of the Isle Hotel of

- Galveston, Inc. The other one-half of the stock formerly owned by Dr. Raymond L. Gregory and his wife, Lois Gregory, was given by them to a Charitable Remainder Trust for the benefit of their children and grandchildren. A plan for liquidation of the Corporation has been filed with the Internal Revenue Service. For managing the Corporation in the interim period from December 1, 1978 until the Corporation is liquidated, estimated to be in the early part of 1979, the Corporation elected Mr. Malcolm Gregory, Director and President of the Isle Hotel of Galveston, Inc., and Mr. William L. Lobb, Director and Secretary.
10. Galveston Medical Branch (Galveston Medical School): Acceptance of Additional Gift for Robertson-Poth Charitable Remainder Unitrust Number Two. -- On December 29, 1978, an additional cash gift of \$20,000 was accepted from Drs. Gaynelle Robertson Poth and Edgar J. Poth to be added to the Robertson-Poth Charitable Remainder Unitrust Number Two. (Item No. 9)
 11. Galveston Medical Branch (Galveston Medical School): Acceptance of Gift and Establishment of Blocker-Lewis Plastic Surgery Society Fund. -- A check in the amount of \$10,050 from various plastic surgeons was accepted on December 29, 1978, and the Blocker-Lewis Plastic Surgery Society Fund was established at the Galveston Medical Branch with \$10,000. The balance of \$50 is to be used to defray expenses for initiation of the Fund. Income from this fund will be used for the purchase of literature and/or books related to plastic surgery, and these materials will be placed in a special section of the Moody Medical Library at The University of Texas Medical Branch at Galveston.
 12. Galveston Medical Branch: Acceptance of Gift from John S. Dunn, Sr., Houston, Texas. -- A check in the amount of \$25,000 from Mr. John S. Dunn, Sr., of Houston, Texas, was accepted on December 30, 1978. This payment represents the third installment on a pledge of \$100,000 to be used in the rehabilitation of the Ashbel Smith Building at The University of Texas Medical Branch at Galveston with the balance of \$25,000 due on January 1, 1980.
 13. Houston Health Science Center: Acceptance of Gift from The Foundation for Children, Inc., Houston, Texas, and Establishment of the Robert Gross Lectureship in Pediatric Surgery. -- On December 29, 1978, a gift of \$22,500 from The Foundation for Children, Inc., of Houston, Texas, was accepted and the Robert Gross Lectureship in Pediatric Surgery was established at The University of Texas Health Science Center at Houston with funding of \$20,000. The Houston Health Science Center is to use the balance of \$2,500 to develop a brochure and medallion commemorating the lectureship.
 14. University Cancer Center (M. D. Anderson): Acceptance of Gift from Elizabeth K. Zoch, Corpus Christi, Texas, and Establishment of Elizabeth K. Zoch Unitrust. -- On December 29, 1978, a gift of \$15,000 was accepted from Mrs. Elizabeth K. Zoch, Corpus Christi, Texas, and the Elizabeth K. Zoch Unitrust was established. Mrs. Zoch will make annual contributions, in addition to this initial gift, during the lifetime of her aunt, Mrs. Ruth Lewis Kercheville. Terms of the Unitrust provide for 6% of the annual fair market value to be paid to Ruth Lewis Kercheville, age 83, during her lifetime. Upon the death of Mrs. Kercheville, the Unitrust assets are to be liquidated and the proceeds sent to M. D. Anderson for general purposes. [Instrument executed by Chairman Shivers.]

15. University Cancer Center (M. D. Anderson): Acceptance of Gift of 300 Shares of Common Stock of United Gas Pipe Line Company from Mr. and Mrs. J. Hugh Liedtke. --On December 29, 1978, a gift of 300 shares of common stock of United Gas Pipe Line Company -- valued at \$10,100 -- was accepted from Mr. and Mrs. J. Hugh Liedtke. The proceeds from the sale of this stock will go to M. D. Anderson for current operations.
16. University Cancer Center (M. D. Anderson): Acceptance of Gift from Mr. and Mrs. Dudley C. Sharp, Houston, Texas, of 181 Shares of TRW, Inc., Common Stock. --On December 29, 1978, a gift of 181 shares of TRW, Inc., common stock -- valued at \$6,600 -- was accepted from Mr. and Mrs. Dudley C. Sharp of Houston, Texas. This gift represents the balance due on a \$25,000 pledge for M. D. Anderson's expansion program.
17. U. T. Austin: Acceptance of Gift to the Geology Foundation from Dr. Albert W. Weeks, Wynnewood, Pennsylvania, of 47 Shares of Olinkraft Common Stock and 10 Shares of Moore Corporation Ltd. Common Stock with Two for One Matching Provision by Sun Company and Establishment of the Albert W. and Alice M. Weeks Fund in Geology. --On December 29, 1978, a gift to the Geology Foundation of 47 shares of Olinkraft common stock and 10 shares of Moore Corporation Ltd. common stock with a 2 for 1 matching provision by Sun Company was accepted from Dr. and Mrs. Albert W. Weeks of Wynnewood, Pennsylvania, and the Albert W. and Alice M. Weeks Fund in Geology was established at The University of Texas at Austin. The gift valued at \$3,000 plus matching funds of \$6,000 will bring the total receipts to \$9,000. Dr. and Mrs. Weeks plan annual contributions with the ultimate goal of \$100,000 for this fund and establishment of an endowed professorship at that time.
[NO PUBLICITY.]
18. U. T. Austin: Gifts to The Chancellor's Council of The University of Texas System Accepted to Apply on Purchase of Gutenberg Bible. --The purchase of the Gutenberg Bible for The University of Texas at Austin was a project of The Chancellor's Council of The University of Texas System. The following gifts to The Chancellor's Council to be applied to the purchase of the Gutenberg Bible were accepted by members of the year-end Gift Committee during the period December 1-31, 1978:
- | | |
|--|--|
| Mr. Hines H. Baker
Houston, Texas | \$2,000, plus \$6,000
as a matching gift
from Exxon Education
Foundation |
| Mr. Paul F. Barnhart
Houston, Texas | 500 shares Teledyne, Inc.
stock (worth approximately
\$50,000) -- in memory of
Harry B. Barnhart, Jr.,
and in honor of Mrs. Nelle
Sterzing Barnhart |

FEB 9 1979

1765

The G. B. Dealey Foundation Dallas, Texas	\$25,000
Mr. John H. Duncan Houston, Texas	\$12,500
Mr. Kraft W. Eidman Houston, Texas	\$191.94 (See Item 19 for additional gift.)
Mr. John B. Holmes Houston, Texas (No letter of transmittal)	\$5,000
Mr. Edward Randall, III Houston, Texas	\$11,000 (Family pledge payment from Mrs. Edward Randall, Jr., Mr. and Mrs. Edward Randall, III, Mr. and Mrs. Risher Randall, and Dr. and Mrs. H. I. Schweppe, Jr.)
Mrs. William D. Seybold Houston, Texas	400 shares of Adobe Oil and Gas Corporation stock (valued at \$7,550); \$6,000 to fulfill pledge (See Item 19 for additional \$1,550 gift.)
Mr. Ralph Spence Tyler, Texas	\$10,000 (Family pledge payment from Mr. and Mrs. Ralph Spence and children -- the Griffeths of Dallas, the Franks of Houston, and Ralph Spence, Jr., of Havre, Montana)

19. U. T. System: Gifts to The Chancellor's Council of The University of Texas System for U. T. Austin, U. T. San Antonio, Houston Health Science Center, and San Antonio Health Science Center. -- The following gifts to The Chancellor's Council to be used for the purposes specified were accepted:

Dr. Roland K. Blumberg
Seguin, Texas

- \$9,000 to be allocated as follows:
- \$5,000 to the Physics Department, U. T. Austin, for use of Dr. John Wheeler
 - \$500 to President's Associates, U. T. Austin
 - \$500 to The Chancellor's Council
 - \$1,000 to the UTSA President's Fund
 - \$1,000 to the San Antonio Health Science Center President's Fund
 - \$1,000 to the Astronomy Department, U. T. Austin

Mr. Kraft W. Eidman
Houston, Texas

100 Shares of Teledyne, Inc. stock (worth approximately \$10,100) to be allocated as follows:

- a. See Item 18.
- b. \$1,500 to U. T. Austin Law School Foundation to complete pledge on Keeton Chair
- c. \$5,000 to Houston Health Science Center for membership in the President's Club
- d. \$3,408.06 to The Chancellor's Council as undesignated funds

Mrs. William D. Seybold
Houston, Texas

\$1,550 to The Chancellor's Council unrestricted account (See Item 18.)

20. Dallas Health Science Center: Acceptance of Gift of 2,560 Shares of Texas Instruments Incorporated Common Stock from Mr. and Mrs. J. E. Jonsson, Dallas, Texas. --On December 29, 1978, a gift of 2,560 shares of Texas Instruments Incorporated common stock -- valued at \$199,700 -- was accepted from Mr. and Mrs. J. E. Jonsson, Dallas, Texas. Proceeds from this gift are to be used in support of research for the Genetic Disease Center under the direction of Drs. Joseph Goldstein and Michael Brown at The University of Texas Health Science Center at Dallas.

COMMITTEE OF THE WHOLE
(Pages 129 - 141)

Chairman Shivers filed the following report of the meeting of the Committee of the Whole which was conducted in open session. The report was adopted without objection:

BOARD OF REGENTS: REVISION OF REGENTS' RULES AND REGULATIONS, PART ONE. --Chairman Shivers called to the attention of the Committee of the Whole that Items 1 through 6 on the Agenda related to the Regents' Rules and Regulations.

Regent Law was recognized. He stated that he had gone over the proposed revision of the Regents' Rules and Regulations, Part One that had been submitted in congressional style. This proposed revision was based on the rules and regulations in effect prior to the meeting on November 30-December 1, 1978. At the November 30-December 1, 1978 meeting, Chapters I and II and Section 31 of Chapter III were adopted.

Regent Law cited in this proposed revision numerous editorial and technical changes which the Secretary was instructed to make. It was noted

that one of the changes was the deletion of Subsection 6.6 and its subsections and the substitution therefor of the following:

- 6.6 Every faculty member and employee is expected to obey all federal, state, and local laws, and particularly Section 42.01 (Texas Penal Code) and Sections 4.30 and 4.31 (Texas Education Code). Any faculty member or employee who violates any provision of these three statutes is subject to dismissal as a faculty member or employee, notwithstanding any action by civil authorities on account of the violation.

To Chapter II that was adopted on December 1, 1978, Regent Law offered the following amendments:

1. Amend Subsection 4.318 of Section 4 of Chapter II to read as follows:

4.318 Appoint, or establish procedures for the appointment of, all faculty, staff, and student committees.

2. Amend the second sentence of Subsection 5.1 of Section 5 of Chapter II to read as follows:

5.1 ... However, prior approval of the Chancellor shall be necessary for each such permanent or acting appointment and for each such dismissal whether from a permanent or acting appointment. ...

(This is a reinstatement of that portion deleted at the meeting of December 1978. See Page 94 of the Minutes of November 30-December 1, 1978.)

After discussion of each of the following, Regent Law moved that the proposed revision of Part One be amended by changing:

1. The title "Regents Professor" to "Regental Professor" in Subsection 1.81 of Section 1 of Chapter III and wherever "Regents Professor" occurs.
2. The first paragraph of Section 4 of Chapter III to read as follows:

Sec. 4 Code of Ethics. -- Each employee, under State law, shall be furnished a copy of the Code of Ethics (V. C. S. 6252-9b) and, in addition thereto, shall adhere to the following standards of conduct for employees of the System and its component institutions:

3. Subsection 6.335 of Section 6 of Chapter III to read as follows:

6.335 The hearing tribunal shall not include any accuser of the faculty member. If the accused faculty member is not satisfied with the fairness or objectivity of any member or members of the hearing tribunal, he may challenge his or their alleged lack of fairness or objectivity,

but any such challenge must be made prior to the submission of any evidence to the hearing tribunal. The accused faculty member shall have no right to disqualify any such member or members from serving on the tribunal. It shall be up to each such challenged member to determine whether he can serve with fairness and objectivity in the matter, and if any such challenged member should voluntarily disqualify himself, the institutional head shall appoint a substitute member of the tribunal who is qualified hereunder.

4. The first paragraph of Subsection 6.4 of Section 6 of Chapter III to read as follows:

6.4 Any employee of any component institution of the System, including any member of the faculty or administration, who is placed on probation by a court of competent jurisdiction for, or finally convicted of, the illegal use, possession, or sale of a drug or narcotic, shall be dismissed as an employee, regardless of whether or not the illegal act that gave rise to the conviction was committed on the campus of one of the component institutions of the System.

5. Subsection 3.9 of Section 3 of Chapter VI to read as follows:

3.9 Any student who, acting either singly or in concert with others, obstructs or disrupts, by force or violence, any teaching, research, administrative, disciplinary, public service, or other activity authorized to be held or conducted on the campus of a component institution of the System, or on any real property over which the System has possession and control, shall be subject to discipline, including expulsion. As used in this subsection, the words "force or violence" include such acts as "stand-ins," "sit-ins," and "lie-ins," when such acts are in fact obstructive or disruptive of any of the authorized activities listed above.

6. Subsection 3.(12) of Section 3 of Chapter VI to read as follows:

3.(12) The accused student may challenge the impartiality of the Hearing Officer at any time prior to the introduction of any evidence. The Hearing Officer shall be the sole judge of whether he or she can serve with fairness and objectivity. In the event the Hearing Officer disqualifies himself/herself, a substitute will be chosen in accordance with procedures adopted by the institution.

7. Chapter VII by deleting Subsections 2.32 and 2.46 of Section 2 and all references to the System Development Advisory Council.

The motion prevailed without objection.

It was then moved and duly seconded that the Regents' Rules and Regulations, Part One be revised as submitted with the foregoing amendments incorporated. The motion prevailed without objection.

BOARD OF REGENTS - AMENDMENTS TO REGENTS' RULES AND REGULATIONS, PART ONE AS REVISED AT THIS MEETING: (1) SUBSECTION 4.1 OF CHAPTER II; (2) SUBSECTIONS 1.83, 1.85 AND 1.87 OF CHAPTER III; (3) SUBSECTIONS 3.(13) and 3.(14) OF CHAPTER VI; AND (4) SUBSECTION 7.26 OF CHAPTER VI. --By separate motions and without objection, the Regents' Rules and Regulations, Part One as adopted in the foregoing paragraph was amended as set out below based on the recommendations in the Material Supporting the Agenda.

1. The proposed Subsection 4.1 of Section 4 of Chapter II was amended upon the suggestion of Regent Law to read as follows:

4.1 The Board selects the chief administrative officer of each component institution.

4.11 When it is known that there is to be a vacancy in the office of a chief administrative officer of a component institution having faculty and students, an Advisory Committee with the Chancellor as Chairman shall be established as follows to recommend candidates to the Board:

Chancellor (Chairman)

Vice Chancellor for Health Affairs or Vice
Chancellor for Academic Affairs
(as determined by the Chancellor)

Three Chief Administrative Officers
(to be appointed by the Chairman of
the Board from three of the compo-
nent institutions)

Three Regents
(to be appointed by the Chairman of
the Board)

Five Faculty members of the institution involved,
at least three of whom shall have the
rank of associate professor or higher
(method of selection to be determined
by the General Faculty of the campus)

One Dean
(for academic institutions to be selected
by Dean's Council of the institution
involved) (for health science centers to
be the Dean of Medicine of the health
science center involved)

Two Students from the institution involved
(method of selection to be determined
by the Student Government of the
campus involved or, if there be no
Student Government, by the chief
administrative officer of the
institution)

President of the Ex-Students' Association of the campus involved or his designee (if institution does not have an active alumni organization, then a member of the development board or an interested layman to be appointed by the chief administrative officer of the institution involved.)

- 4.12 When it is known that there is to be a vacancy in the office of a chief administrative officer of a component institution not having faculty and students, an Advisory Committee shall be appointed by the Chancellor, subject to approval of the Chairman of the Board. The Chancellor shall be Chairman of said Committee.
- 4.13 The Advisory Committee shall determine the availability of each candidate selected. To evaluate a candidate, the Advisory Committee shall set up criteria that relate to the needs of the individual component and shall seek advice on the ability of each candidate interviewed including advice from competent sources as to the candidate's administrative and business ability.
- 4.14 Finally, the Advisory Committee shall submit through its Chairman, the Chancellor, its recommendations with no preference indicated. Candidates submitted shall have received a majority vote of the Committee. If none of the names submitted in the report of the Advisory Committee is satisfactory to the Board, then the Board in its discretion may either name a new committee or proceed to select a chief administrative officer under such other procedures as in its discretion it may deem proper and appropriate.
2. Subsections 1.83, 1.85 and 1.87 of Section 1 of Chapter III were amended as follows:

a. The following subparagraphs were added to Subsection 1.83:

- 1.83 ...
(g) In the health components, persons appointed to full-time positions for the primary purpose of research activities, with only incidental teaching or patient care duties, shall be given one of the following titles:

- (1) Research Professor of _____
(title of specialty)
- (2) Research Associate Professor of _____
(title of specialty)
- (3) Research Assistant Professor of _____
(title of specialty)

An appointment to one of these titles shall be for a period of time not to exceed one academic year. Such appointments shall terminate at the expiration of the stated period of appointment without the notification of nonrenewal required by Section 6.8 of this Chapter of the Regents' Rules and Regulations. If a component determines that it is to the benefit of the institution, it may offer reappointment to one of these titles.

(h) In the health components, persons appointed to full-time positions for the primary purpose of patient care activities, with only incidental teaching or research duties, shall be given one of the following titles:

- (1) Professor of Clinical (title of specialty)
- (2) Associate Professor of Clinical (title of specialty)
- (3) Assistant Professor of Clinical (title of specialty)

An appointment to one of these titles shall be for a period of time not to exceed one academic year. Such appointments shall terminate at the expiration of the stated period of appointment without the notification of nonrenewal required by Section 6.8 of this Chapter of the Regents' Rules and Regulations. If a component determines that it is to the benefit of the institution, it may offer reappointment to one of these titles.

b. Subsection 1.85 was amended to read as follows:

1.85 Any person holding a position of Research Scientist, Research Associate, Research Assistant, or (in the health units) other appropriate research title, will be under the classified personnel system, unless special approval has been granted by the chief administrative officer of the institution to designate him as an unclassified employee in such a position.

c. Subsection 1.87(c) was amended to read as follows:

1.87...

(c) Research Professor. Positions for which this title was used in the past should carry the title of Research Scientist or Research Associate or other appropriate title except in the health units as outlined in Section 1.83(g).

3. Subsections 3.(13) and 3.(14) of Section 3 of Chapter VI were amended to read as follows:

- 3.(13) The Hearing Officer shall render and send to both parties a written decision which shall contain findings of facts and conclusions as to the guilt or innocence of the accused student and shall assess a penalty or penalties in accordance with the published disciplinary penalties of the institution or in accordance with the following prescribed penalties:
- 3.(13)1 Disciplinary probation.
 - 3.(13)2 Withholding of transcript or degree.
 - 3.(13)3 Bar against readmission.
 - 3.(13)4 Restitution or reimbursement for damage to or misappropriation of institutional property.
 - 3.(13)5 Suspension of rights and privileges, including participation in athletic or extracurricular activities.
 - 3.(13)6 Failing grade.
 - 3.(13)7 Denial of degree.
 - 3.(13)8 Suspension from the institution for a period of time not to exceed one calendar year.
 - 3.(13)9 Expulsion from the institution for a specific period of time not less than one year.

3. (14) Within fourteen (14) days after the decision has been mailed to the parties, either or both parties may give notice of appeal to the Chancellor through the chief administrative officer of the institution. The decision or decisions will be reviewed at each level of such appeal upon the basis of the transcript of the hearing. Both parties may, at the discretion of the chief administrative officer or the Chancellor, submit oral or written arguments to support their position. In order for the appeal to be considered, all the necessary documentation to be filed by the appealing party, including written arguments, when appropriate, must be filed with the chief administrative officer within twenty-one (21) days after notice of appeal is given.
4. The proposed Subsection 7.26 of Section 7 of Chapter VI was amended upon the suggestion of Regent Law to read as follows:
- 7.26 No person shall be permitted on any campus of the System to advocate or recommend, either orally or in writing, the conscious and deliberate violation of any federal, state, or local law.

The Rules and Regulations of the Board of Regents of The University of Texas System for the Government of The University of Texas System, Part One as revised on February 9, 1979, and as further amended on the same date, will be bound in a separate volume for distribution. The official copy for the record will be in a separate volume entitled Permanent Minutes, Volume XXVI().

BOARD OF REGENTS: AMENDMENT TO REGENTS' RULES AND REGULATIONS, PART TWO, CHAPTER IX, SUBSECTION 1.1. -- Part Two of the Regents' Rules and Regulations was revised at the Regents' meeting on November 30-December 1, 1978. Without objection, Subsection 1.1 of Section 1 of Chapter IX of Part Two was amended to read as set out below. This amendment was proposed in the agenda for the System Administration Committee but was referred by that committee to the Committee of the Whole:

- 1.1 Authority to Purchase, Exchange, and Sell Securities for and on Behalf of the Permanent University Fund of The University of Texas (hereinafter sometimes referred to as "PUF") and the Board. -- The Chancellor or his delegate, the Vice Chancellor for Business Affairs, and the Executive Director for Investments and Trusts are authorized to purchase, exchange, and sell any and all securities for and on behalf of the PUF or the Board, and to execute any and all documents necessary to the consummation of any purchases or exchanges.

The Rules and Regulations of the Board of Regents of The University of Texas System for the Government of The University of Texas System, Part Two as revised on December 1, 1978 and as amended on February 9, 1979, with any necessary editorial changes, will be bound in a separate volume for distribution. The official copy for the record will be in a separate volume entitled Permanent Minutes, Volume XXVI().

U. T. SYSTEM: APPROVAL OF 1979-80 PERSONNEL PAY PLAN AND CLASSIFIED PERSONNEL PAY STEP CONVERSION TABLE. --Without objection, the proposed 1979-80 System-wide Personnel Pay Plan as set out on Pages 144-255 was adopted with the understanding that each classification would be decreased by 1.7% in accordance with the following Classified Personnel Pay Step Conversion Table. This plan is to be effective September 1, 1979 and will be used as a guide in the preparation of the 1979-80 Operating Budget:

CLASSIFIED PERSONNEL PAY STEP CONVERSION TABLE
(Conversion Factor 5.1%)
Rates Effective September 1, 1979

<u>1978-79 Rates</u>		<u>1979-80 Rates</u>		
<u>Monthly</u>	<u>Step No.</u>	<u>Monthly</u>	<u>Annual</u>	<u>Hourly</u>
486	1	511	6132	2.95
503	2	529	6348	3.05
520	3	547	6564	3.16
538	4	565	6780	3.26
556	5	584	7008	3.37
575	6	604	7248	3.48
595	7	625	7500	3.61
615	8	646	7752	3.73
636	9	668	8016	3.85
658	10	692	8304	3.99
680	11	715	8580	4.13
703	12	739	8868	4.26
727	13	764	9168	4.41
752	14	790	9480	4.56
778	15	818	9816	4.72
804	16	845	10140	4.88
831	17	873	10476	5.04
859	18	903	10836	5.21
888	19	933	11196	5.38
918	20	965	11580	5.57
949	21	997	11964	5.75
981	22	1031	12372	5.95
1014	23	1066	12792	6.15

79 Rates

1979-80 Rates

<u>Monthly</u>	<u>Step No.</u>	<u>Monthly</u>	<u>Annual</u>	<u>Hourly</u>
1048	24	1101	13212	6.35
1084	25	1139	13668	6.57
1121	26	1178	14136	6.80
1159	27	1218	14616	7.03
1198	28	1259	15108	7.26
1239	29	1302	15624	7.51
1281	30	1346	16152	7.77
1325	31	1393	16716	8.04
1370	32	1440	17280	8.31
1417	33	1489	17868	8.59
1465	34	1540	18480	8.88
1515	35	1592	19104	9.18
1567	36	1647	19764	9.50
1620	37	1703	20436	9.83
1675	38	1760	21120	10.15
1732	39	1820	21840	10.50
1791	40	1882	22584	10.86
1852	41	1946	23352	11.23
1915	42	2013	24156	11.61
1980	43	2081	24972	12.01
2047	44	2151	25812	12.41
2117	45	2225	26700	12.84
2189	46	2301	27612	13.28
2263	47	2378	28536	13.72
2340	48	2459	29508	14.19
2420	49	2543	30516	14.67
2502	50	2630	31560	15.17
2587	51	2719	32628	15.69

1976 Rates	Step No.	1979-80 Rates		
		Monthly	Annual	Hourly
2675	52	2811	33732	16.22
2766	53	2907	34884	16.77
2860	54	3006	36072	17.34
2957	55	3108	37296	17.93
3058	56	3214	38568	18.54
3162	57	3323	39876	19.17
3270	58	3437	41244	19.83
3381	59	3553	42636	20.50
3496	60	3674	44088	21.20
3615	61	3799	45588	21.92

U. T. SYSTEM; 1979-80 BUDGET POLICIES AND LIMITATIONS FOR GENERAL OPERATING BUDGETS, AUXILIARY ENTERPRISES, CONTRACT AREAS, CURRENT RESTRICTED FUNDS, AND SERVICE AND REVOLVING FUND ACTIVITIES. -- Upon the recommendation of System Administration, the 1979-80 Budget Policies and Limitations were adopted without objection in the form set out below:

1979-80 BUDGET POLICIES AND LIMITATIONS

for General Operating Budgets, Auxiliary Enterprises, Contract Areas, Current Restricted Funds, and Service and Revolving Fund Activities.

Chief Administrative Officers are to write the "first" draft of their operating budgets conservatively, utilizing the following policy items.

1. Over-all budget totals, including reasonable reserves, must be limited to the funds available for the year from:
 - a. General Revenue Appropriations,
 - b. Estimates of Local Income, and
 - c. Limited use of Institutional Unappropriated Balances.

2. The recommendations for salary increases for both teaching and non-teaching personnel are subject to the current regulations and directives included in the General Appropriations Bill. Article IV, Section 22, of the bill draft reads as follows:

Sec. 22. This section shall apply to those agencies of higher education not covered by Section 1, Article V, of this Act. Funds are provided in the appropriations made

FEB 9 1979

to those agencies covered by this section in sufficient amounts to permit annual salary increases of 5.1% in fiscal 1980 and 5.1% in fiscal 1981. Such increases shall be granted to all employees making less than \$12,000 annually as of August, 1979, and may be granted to employees making \$12,000 or more as of August, 1979. It is expressly provided that institutional administrators may grant merit salary increases to employees whose job performance and productivity is consistently above that normally expected or required.

3. Total salary increases in the budget cannot exceed Federal Guidelines for salary increases.
4. Selective merit salary advances may be provided for the faculty and professional staff. In the case of faculty, merit advances or advances in rank are to be on the basis of teaching effectiveness, research, and public service. This policy relating to faculty salary increases applies to all fund sources.
5. New faculty positions are to be based on conservative estimates of enrollment increases. Total faculty staffing should be reviewed in terms of planned increases in work load.
6. Merit salary advances for classified personnel in accordance with the Personnel Pay Plan policies approved by the Board may be given only to individuals who will have been employed by the institution for at least six months as of August 31, 1979.
7. New classified positions are to be requested only where increased work load justifies.
8. Maintenance, Operation, and Equipment items should be based only on such amounts as are needed. Increases are not to exceed amounts currently budgeted except as related to increased work load, to inflation, to new programs, or to newly developing institutions.
9. Travel funds are to be shown as separate line items.
10. All requests for Special Equipment must be supported with detailed descriptions and justifications.
11. For U. T. Austin, the base budget is to be drafted excluding utilization of the Available University Fund.

1979-80 OPERATING BUDGET CALENDAR

February 9, 1979	Board Approval of Policies
May 1, 1979	<u>Four</u> Draft Copies of budgets due to System Administration (including supplemental data)
May 21, 1979	Budget Hearings with System Administration
June 25, 1979	Thirty Copies of Budgets due to System Administration (with adjusted supplemental data as applicable)
July, 1979	Budgets mailed to Board of Regents
July, 1979	Regents' Budget Meeting

U. T. AUSTIN - L. D., MARIE AND EDWIN GALE PROFESSORSHIP IN JUDAIC STUDIES: TRANSFER OF ACCRUED INCOME TO APPLY ON PURCHASE OF GUTENBERG BIBLE. --At the request of Mr. Edwin M. Gale, the accrued income from the L. D., Marie and Edwin Gale Professorship in Judaic Studies at The University of Texas at Austin was authorized transferred to an appropriate account to apply on the purchase of the Gutenberg Bible. Such transfers shall continue periodically until a payment of \$25,000 has been made or until Mr. Gale elects to direct these income funds to the support of the Gale Professorship in Judaic Studies or other purposes.

U. T. AUSTIN: DRAMA BUILDING RENAMED "THE F. LOREN WINSHIP DRAMA BUILDING" (EXCEPTION TO REGENTS' RULES AND REGULATIONS, PART ONE, CHAPTER VIII, SECTION 1). --Upon recommendation of President Rogers and Chancellor Walker, an exception was made to Section 1, Chapter VIII of Part One of the Regents' Rules and Regulations, and the Drama Building at The University of Texas at Austin was named "The F. Loren Winship Drama Building" in memory of Dr. F. Loren Winship. Dr. Winship died on July 20, 1978, after devoting more than 50 years of his life to the theatre and serving the Department of Drama at U. T. Austin from 1941 until his retirement as Professor Emeritus in 1973. He became Chairman of the Drama Department in 1948 and through his wisdom, fortitude and passion for excellence assembled a faculty of international reputation and built a Department of superior quality.

U. T. AUSTIN: PRIOR APPROVAL OF PATENT PROVISIONS IN PROPOSED AGREEMENTS WITH (1) CONTROL DATA CORPORATION (CDC) AND (2) EXXON RESEARCH AND DEVELOPMENT LABORATORIES (REGENTS' RULES AND REGULATIONS, PART TWO, CHAPTER V, SECTION 2.4). --By separate motions and upon the recommendation of President Rogers, concurred in by System Administration, approval was given to the patent provisions in the following proposed agreements:

1. Agreement with Control Data Corporation (CDC) entitled "Development of Interactive Extensions to UT Cyber LISP," whereby CDC will receive royalty-free nonexclusive license for any patentable ideas resulting from this research.

It is important that the Computation Center be involved in such research covered by this proposed agreement.

2. Agreement with Exxon Research and Development Laboratories entitled "Process Catalysts," whereby, Exxon will receive royalty-free nonexclusive worldwide, irrevocable license and licensing right under any and all of the inventions and improvements made under the agreement.

The patent provisions of these proposed agreements are consistent with the Regents' Rules and Regulations, Part Two, Chapter V, Section 2.4. A copy of each agreement, if executed, will be reported in the Chancellor's Docket at a subsequent meeting.

FEB 9 1979

U. T. DALLAS, U. T. PERMIAN BASIN AND U. T. SAN ANTONIO:
ADDITIONAL APPROPRIATION FOR CLASSROOM TEACHING EQUIP-
MENT AND LIBRARY EQUIPMENT AND BOOKS. -- Upon the recommenda-
tion of the respective Chief Administrative Officer and Chancellor Walker,
the following appropriations were authorized from Tuition Revenue Bond
proceeds, Account No. 64-1934:

- \$250,000 for The University of Texas at Dallas for necessary
additional teaching equipment
- \$125,000 for The University of Texas of the Permian Basin
for necessary additional teaching equipment
- \$300,000 for The University of Texas at San Antonio for addi-
tional library equipment and books

HOUSTON HEALTH SCIENCE CENTER (HOUSTON MEDICAL SCHOOL):
AUTHORIZATION FOR DR. JOHN E. OVERALL TO SERVE AS CON-
SULTANT TO TEXAS RESEARCH INSTITUTE ON MENTAL SCIENCES
(REGENTS' RULES AND REGULATIONS, PART ONE, CHAPTER III,
SECTION 13.11). -- Upon the recommendation of President Bulger and
Chancellor Walker, authorization was given for Dr. John E. Overall,
Professor, Department of Psychiatry and Behavioral Sciences in the
Houston Medical School of The University of Texas Health Science Cen-
ter at Houston, to serve as a consultant to the Texas Research Institute
on Mental Sciences.

This appointment will contribute to another State institution whose mis-
sion overlaps that of the University. It will be of benefit to the State of
Texas; will present no conflict with Dr. Overall's faculty position and will
be in compliance with the Regents' Rules and Regulations, Part One,
Chapter III, Section 13.11.

DEVELOPMENT MATTERS. -- The following items relating to development
matters were received:

1. U. T. System: Membership of The University of Texas Founda-
tion, Inc., Board of Directors. -- The Administration reported
that the acceptances of the nominees approved at the Decem-
ber 1, 1978 meeting for membership on the Board of Directors
of The University of Texas Foundation, Inc., had been received.
The complete membership is listed below with the reappointees
indicated by a single asterisk and the new appointees indicated
by a double asterisk. The maximum authorized membership of
this Board is 25; however, the 14 members listed below repre-
sent the current Board of Directors:

	<u>Term Expires</u> <u>December 31</u>
Mr. Rex G. Baker, Jr., Sugar Land	1980
Mr. Edward Clark, Austin	Regent Representative
Mr. Marvin K. Collie, Houston	1980
*Mr. Hayden W. Head, Corpus Christi	1981
Mr. Jack S. Josey, Houston	1980
**Mr. Lenoir M. Josey, Houston	1981
Mr. Thos. H. Law, Fort Worth	Regent Representative
Mr. E. G. Morrison, Austin	1980
Mr. Benno C. Schmidt, New York, New York	1979
Mr. Preston Shirley, Galveston	1980
**Mr. J. Burleson Smith, San Antonio	1981
**Mr. Joe Bill Watkins, Houston	1981
Mr. Gail Whitcomb, Houston	1979
Mr. Gene M. Woodfin, Houston	1979

2. U. T. Austin: Nominee for Membership on Marine Science Institute Advisory Council. -- Upon recommendation of President Rogers, concurred in by System Administration, an additional nominee was approved for membership on the Marine Science Institute Advisory Council at The University of Texas at Austin. The nominee's name will be reported for the record after he has been contacted and his acceptance has been received.

3. U. T. Permian Basin - Development Board: Membership. -- The Administration reported that the acceptances of the nominees approved at the December 1, 1978 meeting for membership on the U. T. Permian Basin Development Board had been received. The complete membership is listed below with the new appointees indicated by a single asterisk. The maximum authorized membership of this Board is 25.

	<u>Term Expires</u>
*Mr. H. Eugene Abbott, Midland	1981
*Mr. William B. Blakemore II, Midland	1980
Mr. Claude W. Brown, McCamey	1979
*Mr. Ignacio Cisneros, Odessa	1979
Mr. John A. Currie, Big Spring	1981
Mr. J. Conrad Dunagan, Monahans	1980
Mr. Mel Z. Gilbert, Snyder	1981
Mr. Norvell W. Harris, Odessa	1979
Mr. Ray F. Herndon, Jr., Midland	1979
Mr. Stanley C. Moore, Midland	1979
Mr. W. D. Noel, Odessa	1981
*Mr. Herschel O'Kelley, Midland	1981
Mr. Charles R. Perry, Odessa	1979
Mr. Joe Pickle, Big Spring	1981
Mr. James Roberts, Andrews	1981
Mr. Louis Rochester, Odessa	1980
Mr. W. F. Roden, Midland	1979
Mr. E. M. Schur, Odessa	1980
Mrs. Richard C. Slack, Pecos	1980
*Mr. Johnny R. Warren, Midland	1980
*Mrs. Philip R. Zeeck, Odessa	1981
4 Unfilled Terms	

4. Houston Health Science Center: Amendment to Bylaws of The Houston Health Science Center Foundation, Inc.: Approval was given to amend the Bylaws of The Houston Health Science Center Foundation, Inc., of The University of Texas Health Science Center at Houston (approved December 16, 1977) by adding the following new section (Section 3.8) to Article III, DIRECTORS:

3.8 The terms of director shall be limited to two successive three year terms; however, a director may be reappointed following a one year absence from the Board.

SCHEDULED MEETINGS. -- The Board of Regents scheduled the following meetings:

March 29-30, 1979, in Austin
 May 31 - June 1, 1979, in Austin
 July 25-26, 1979, in Austin

COMMITTEE OF THE WHOLE - EXECUTIVE SESSION
(Pages 142-143)

Chairman Shivers reported that in accordance with the Calendar for this meeting, the Committee of the Whole had met at the Bauer House in Executive Session on three separate occasions (Wednesday evening, Thursday noon, and Thursday evening) and had interviewed the three finalists for the U. T. Austin presidency. The Committee of the Whole had again convened in Executive Session this morning (Friday, February 9) in the Fifth Floor Conference Room of Ashbel Smith Hall and discussed: (1) pending litigation; (2) land acquisition and negotiated contracts with respect to land adjacent to the U. T. El Paso campus, Smithville acreage for the University Cancer Center, and the Red River Street project involving the City of Austin and St. David's Hospital; and (3) selection of a President for U. T. Austin.

Chairman Shivers said the Chair would entertain motions on these items. The following actions were taken:

U. T. EL PASO - LAND ACQUISITION: AUTHORIZATION TO OBTAIN BY PURCHASE OR CONDEMNATION BRENNER PROPERTY ADJACENT TO CAMPUS (BLOCK 4, MUNDY SUBDIVISION, AND FRACTIONAL BLOCK 11, ALEXANDER ADDITION, CITY AND COUNTY OF EL PASO, TEXAS). --Upon motion duly made and seconded, authorization was given to obtain by purchase or condemnation, if necessary, the Brenner property adjacent to the U. T. El Paso campus. This property is described as Block 4, Mundy Subdivision, and fractional Block 11, Alexander Addition, City and County of El Paso, Texas. A report of the action taken will be made to the Board of Regents at a future meeting.

UNIVERSITY CANCER CENTER (SCIENCE PARK) - LAND ACQUISITION (SMITHVILLE ACREAGE): AUTHORIZATION TO PURCHASE 78.413 ACRES IN BASTROP COUNTY, TEXAS, ADJACENT TO SCIENCE PARK, APPROPRIATION OF FUNDS THEREFOR, AND AUTHORITY TO SELL LOTS THEREFROM. --Upon the recommendation of President LeMaistre and Chancellor Walker, and upon motion of Regent Blumberg, duly seconded, the Board of Regents:

1. Authorized the purchase of 78.413 acres of land adjacent to the Science Park (The University of Texas System Cancer Center)
2. Appropriated necessary funds from Current Restricted Gift Funds to cover the cost of this property with purchase cost not to exceed \$160,000
3. Authorized sale of the lots to members of the faculty and staff with all expenditures for purchase of this land being prorated in the price of the individual lots and all sales to be submitted to the Board of Regents for approval

U. T. AUSTIN - RELOCATION OF RED RIVER STREET: AMENDMENT TO DECEMBER 13, 1973 AGREEMENT WITH CITY OF AUSTIN AND AUTHORIZATION FOR EXCHANGE OF LANDS NOT NEEDED (PARTICULAR REFERENCE TO ST. DAVID'S HOSPITAL). --With respect to the original agreement entered into with the City of Austin on December 13, 1973 providing that the Board of Regents would acquire certain

FEB 9 1979

1781

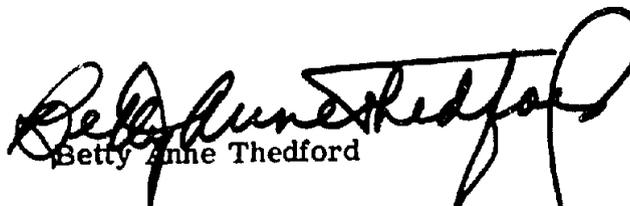
lands for the relocation of Red River Street and the City would construct a public sixty foot right-of-way, the Board of Regents without objection, and upon the recommendation of Chancellor Walker:

1. Authorized the amendment of its December 13, 1973 agreement with the City to provide that:
 - a. At its discretion the City may construct all or any portion of the new Red River thoroughfare from 32nd Street to 38th Street to a width no less than 48 feet;
 - b. With respect to any remaining land that the Board of Regents needs to acquire for right-of-way under the December 13, 1973 agreement and which the Board determines should be acquired by condemnation, the City will acquire the land by condemnation, and the Board of Regents will reimburse the City for the amount the City is required to pay for the land in the condemnation proceedings; and
 - c. On or before December 31, 1979, the City will vacate that portion of the present Red River Street lying between 19th Street and 26th Street and that portion of Manor Road lying between Red River Street and the west frontage road of IH-35, exclusive of the right-of-way of the present Swisher Street.
2. Authorized the land that has been or will be acquired by the Board of Regents in this right-of-way acquisition program and that is not needed to satisfy the Board's obligations to the City under the December 13, 1973 agreement to be exchanged and traded for land that the Board needs to acquire in order to satisfy its obligations to the City; and
3. Authorized the Chairman of the Board to execute and deliver all deeds, contracts, and other instruments necessary to effectuate the foregoing recommendations after the Austin City Council approves the above described amendments to the agreement of December 13, 1973 between the Board and the City and after such documents have been approved by the Chancellor as to content and by the Office of General Counsel as to form.

These documents will be reported in minutes of subsequent meetings.

U. T. AUSTIN: DR. PETER T. FLAWN APPOINTED PRESIDENT, EFFECTIVE SEPTEMBER 1, 1979. --Regent Bauerle moved that Dr. Peter T. Flawn be named President of The University of Texas at Austin effective September 1, 1979. Regent Hay seconded the motion that prevailed by unanimous vote.

ADJOURNMENT. -- Upon motion of Regent Sterling, the meeting was duly adjourned at 1:30 p. m.


Betty Anne Thedford

February 15, 1979

[On the following pages (144-255) is the 1979-80 Personnel Pay Plan referred to on Page 135.]

FEB 9 1979

THE UNIVERSITY OF TEXAS SYSTEM

PERSONNEL PAY PLAN

1979-80

CODE	TITLE AND COMPONENT UNIT	MONTHLY	ANNUAL
1-	ALLIED HEALTH SCIENCE TITLES		
10-	NURSING TITLES		
1003	DIRECTOR OF NURSING SERVICE HC AT TYLER	1980-2675	23760-32100
1005	ASSISTANT DIRECTOR, NURSING SERVICE CANCER CENTER HC AT TYLER	1732-2766	20784-33192
1006	ASSISTANT DIRECTOR, NURSING SERVICE- EDUCATION CANCER CENTER HC AT TYLER	1732-2766	20784-33192
1007	INSTRUCTOR, NURSING SERVICE-EDUCATION CANCER CENTER	1557-2340	18804-28080
1008	CHIEF NURSE ANESTHETIST HSC AT SAN ANTONIO	2117-2957	25404-35484
1009	ASSISTANT NURSE ANESTHETIST SUPERVISOR CANCER CENTER HSC AT HOUSTON	2117-3162	25404-37944
1010	NURSE ANESTHETIST HSC AT SAN ANTONIO CANCER CENTER HSC AT HOUSTON HC AT TYLER	1791-2957	21452-35484
1012	CHIEF OF NURSING SERVICES U. T. AUSTIN U. T. ARLINGTON	1239-1732	14868-20784
1019	NURSING SUPERVISOR II GALVESTON MEDICAL BRANCH HSC AT DALLAS CANCER CENTER HC AT TYLER	1417-2340	17004-28080

FEB 9 1979

CODE	TITLE AND COMPONENT UNIT	MONTHLY	ANNUAL
1020	NURSING SUPERVISOR I U. T. AUSTIN U. T. EL PASO HSC AT DALLAS U. T. SAN ANTONIO	581-1952	11772-22224
1021	ASSISTANT NURSING SUPERVISOR CANCER CENTER	1515-2263	18180-27156
1025	PROFESSIONAL NURSE PRACTITIONER II HSC AT DALLAS	1465-2047	17580-24564
1026	PROFESSIONAL NURSE PRACTITIONER I U. T. AUSTIN GALVESTON MEDICAL BRANCH HSC AT DALLAS HSC AT SAN ANTONIO HSC AT HOUSTON	1084-1852	13008-22224
1028	CLINICAL NURSE SPECIALIST GALVESTON MEDICAL BRANCH HSC AT DALLAS HSC AT SAN ANTONIO CANCER CENTER	1465-2575	17580-32100
1030	HEAD NURSE GALVESTON MEDICAL BRANCH HSC AT DALLAS CANCER CENTER HSC AT HOUSTON HC AT TYLER	1198-2189	14376-26268
1031	ASSISTANT HEAD NURSE CANCER CENTER	1370-2047	16440-24564
1032	NURSING CARE COORDINATOR GALVESTON MEDICAL BRANCH	1281-1791	15372-21492
1034	RESEARCH NURSE SUPERVISOR HSC AT DALLAS CANCER CENTER HC AT TYLER	1281-2047	15372-24564
1036	SENIOR RESEARCH NURSE HSC AT DALLAS	1198-1675	14376-20100
1037	RESEARCH NURSE HSC AT DALLAS CANCER CENTER	1084-1915	13008-22980

FEB 9 1979

CODE	TITLE AND COMPONENT UNIT	MONTHLY	ANNUAL
1054	CLINICAL LIASON HSC AT SAN ANTONIO	1198-1675	14376-20100
1055	STAFF NURSE V CANCER CENTER	1732-2597	20784-31044
1056	STAFF NURSE IV CANCER CENTER	1325-1580	15900-23760
1057	STAFF NURSE III U. T. AUSTIN GALVESTON MEDICAL BRANCH HSC AT DALLAS CANCER CENTER U. T. DALLAS	1048-1915	12570-22980
1058	STAFF NURSE II U. T. AUSTIN U. T. ARLINGTON GALVESTON MEDICAL BRANCH HSC AT DALLAS HSC AT SAN ANTONIO CANCER CENTER U. T. DALLAS HSC AT HOUSTON U. T. SAN ANTONIO HC AT TYLER	981-1791	11772-21492
1059	STAFF NURSE I U. T. EL PASO HSC AT DALLAS CANCER CENTER U. T. DALLAS	778-1732	9336-25784
1060	PUBLIC HEALTH NURSE U. T. AUSTIN	1014-1281	12168-15372
1061	CHIEF ENTEROSTOMAL THERAPIST CANCER CENTER	1567-2340	18804-28080
1062	ENTEROSTOMAL THERAPIST CANCER CENTER	1370-2047	16440-24564
1063	OPERATING ROOM TECHNICIAN II HSC AT SAN ANTONIO	804-1121	5648-13452
1070	OPERATING ROOM TECHNICIAN I U. T. AUSTIN GALVESTON MEDICAL BRANCH HSC AT SAN ANTONIO CANCER CENTER	636-1158	7632-14376

FEB 9 1979

1785

CODE	TITLE AND COMPONENT UNIT	MONTHLY	ANNUAL
1072	VOCATIONAL NURSE II GALVESTON MEDICAL BRANCH HSC AT DALLAS CANCER CENTER HC AT TYLER	778-1281	9336-15372
1073	VOCATIONAL NURSE I U. T. AUSTIN U. T. EL PASO HSC AT DALLAS HSC AT SAN ANTONIO CANCER CENTER HSC AT HOUSTON U. T. SAN ANTONIO	658-1048	7896-12576
1074	MEDICATION TECHNICIAN II CANCER CENTER	804-1121	9648-13452
1075	MEDICATION TECHNICIAN I CANCER CENTER	752-1048	9024-12576
1077	HOSPITAL TECHNICAL ASSISTANT GALVESTON MEDICAL BRANCH CANCER CENTER HC AT TYLER	752-1121	9024-13452
1079	ANESTHESIA AIDE CANCER CENTER	636- 888	7632-10656
1080	PATIENT TRANSPORTATION SUPERVISOR CANCER CENTER	859-1198	10308-14376
1081	ASSISTANT PATIENT TRANSPORTATION SUPERVISOR CANCER CENTER	778-1084	9336-13008
1082	PATIENT ESCORT II CANCER CENTER	615- 855	7380-10308
1083	PATIENT ESCORT I GALVESTON MEDICAL BRANCH CANCER CENTER	556- 831	6672- 9972
1085	HOSPITAL AIDE III HC AT TYLER	680- 918	8160-11016
1086	HOSPITAL AIDE II GALVESTON MEDICAL BRANCH CANCER CENTER U. T. SAN ANTONIO HC AT TYLER	538- 888	6456-10656

FEB 9 1979

1786

CODE	TITLE AND COMPONENT UNIT	MONTHLY	ANNUAL
1047	HOSPITAL AIDE I CANCER CENTER HC AT TYLER	556- 831	6672- 9972
1090	NURSE ASSISTANT II HSC AT DALLAS HC AT TYLER	636- 882	7632-10656
1091	NURSE ASSISTANT I U. T. AUSTIN GALVESTON MEDICAL BRANCH HSC AT DALLAS HC AT TYLER	538- 831	6456- 9972
11-	RADIOLOGY TITLES		
1105	CHIEF RADIOLOGIC TECHNOLOGIST U. T. AUSTIN	1084-1370	13008-16440
1106	ASSISTANT CHIEF RADIOLOGIC TECHNOLOGIST CANCER CENTER HSC AT HOUSTON	1121-1732	13452-20784
1107	RADIOLOGIC TECHNOLOGIST SUPERVISOR GALVESTON MEDICAL BRANCH HSC AT SAN ANTONIO CANCER CENTER HC AT TYLER	991-1620	11772-19440
1108	SUPERVISOR, RADIOLOGIC TRAINING CANCER CENTER	1121-1620	13452-19440
1110	RADIOLOGIC TECHNOLOGIST II GALVESTON MEDICAL BRANCH HSC AT SAN ANTONIO CANCER CENTER HSC AT HOUSTON HC AT TYLER	831-1465	9972-17580
1111	RADIOLOGIC TECHNOLOGIST I U. T. AUSTIN GALVESTON MEDICAL BRANCH HSC AT SAN ANTONIO CANCER CENTER HSC AT HOUSTON HC AT TYLER	703-1281	8436-15372
1120	RADIUM CURATOR CANCER CENTER	1281-1915	15372-22980

FEB 9 1979

1787

CODE	TITLE AND COMPONENT UNIT	MONTHLY	ANNUAL
1121	RADIATION THERAPY TECHNOLOGIST III GALVESTON MEDICAL BRANCH CANCER CENTER	1370-2263	16440-27156
1122	RADIATION THERAPY TECHNOLOGIST II GALVESTON MEDICAL BRANCH CANCER CENTER	1198-1980	14376-23760
1123	RADIATION THERAPY TECHNOLOGIST I GALVESTON MEDICAL BRANCH CANCER CENTER	1048-1732	12576-20784
1124	RADIOLOGICAL PHYSICS SUPERVISOR CANCER CENTER	1159-1675	13908-20100
1125	RADIOLOGICAL PHYSICS TECHNICIAN III CANCER CENTER	1084-1567	13008-19804
1126	RADIOLOGICAL PHYSICS TECHNICIAN II CANCER CENTER	949-1325	11388-15900
1127	RADIOLOGICAL PHYSICS TECHNICIAN I CANCER CENTER	703- 981	8436-11772
1129	DOSIMETRIST GALVESTON MEDICAL BRANCH	1370-1732	16440-20784
1141	ULTRASOUND TECHNICIAN III CANCER CENTER	1048-1515	12576-18180
1141	ULTRASOUND TECHNICIAN II GALVESTON MEDICAL BRANCH HSC AT DALLAS	991-1417	11772-17004
1142	ULTRASOUND TECHNICIAN I GALVESTON MEDICAL BRANCH HSC AT DALLAS	831-1325	9972-15900
1165	NUCLEAR MEDICINE TECHNOLOGIST SUPERVISOR GALVESTON MEDICAL BRANCH HSC AT TYLER	1121-1567	13452-19804
1169	NUCLEAR MEDICINE TECHNOLOGIST III HSC AT DALLAS	1084-1515	13008-19180
1170	NUCLEAR MEDICINE TECHNOLOGIST II GALVESTON MEDICAL BRANCH	1048-1325	12576-15900

FEB 9 1979

1788

CODE	TITLE AND COMPONENT UNIT	MONTHLY	ANNUAL
1171	NUCLEAR MEDICINE TECHNOLOGIST I GALVESTON MEDICAL BRANCH	981-1237	11772-14868
1172	NUCLEAR MEDICINE ASSISTANT GALVESTON MEDICAL BRANCH	752- 949	9024-11388
1173	NUCLEAR MEDICINE AIDE GALVESTON MEDICAL BRANCH	556- 703	6672- 8436
1174	X-RAY TECHNICIAN ASSISTANT II GALVESTON MEDICAL BRANCH CANCER CENTER MC AT TYLER	615- 949	7380-11388
1175	X-RAY TECHNICIAN ASSISTANT I U. T. AUSTIN GALVESTON MEDICAL BRANCH CANCER CENTER MC AT TYLER	503- 859	6036-10308
1177	LYMPHANGIOGRAPHY TECHNOLOGIST CANCER CENTER	1121-1620	13452-19440
1179	RADIOLOGY SPECIAL PROCEDURES TECHNOLOGIST CANCER CENTER	1014-1465	12168-17580
12-	THEAPY TITLES		
1227	CHIEF PHYSICAL THERAPIST GALVESTON MEDICAL BRANCH MCC AT DALLAS CANCER CENTER MC AT TYLER	1198-1915	14376-22980
1221	PHYSICAL THERAPIST II GALVESTON MEDICAL BRANCH CANCER CENTER U. T. DALLAS MC AT TYLER	1159-1732	13908-20784
1222	PHYSICAL THERAPIST I U. T. AUSTIN GALVESTON MEDICAL BRANCH MCC AT DALLAS CANCER CENTER U. T. DALLAS MC AT TYLER	1014-1515	12168-18180

FEB 9 1979

1789

CODE	TITLE AND COMPONENT UNIT	MONTHLY	ANNUAL
1226	PHYSICAL THERAPY ASSISTANT U. T. AUSTIN GALVESTON MEDICAL BRANCH CANCER CENTER HC AT TYLER	680-1084	8160-13008
1227	PHYSICAL THERAPY ATTENDANT SUPERVISOR GALVESTON MEDICAL BRANCH	703- 918	8436-11016
1228	PHYSICAL THERAPY ATTENDANT II GALVESTON MEDICAL BRANCH HC AT TYLER	615- 859	7380-10308
1229	PHYSICAL THERAPY ATTENDANT I GALVESTON MEDICAL BRANCH HC AT TYLER	556- 804	6672- 9648
1230	CHIEF OCCUPATIONAL THERAPIST GALVESTON MEDICAL BRANCH HSC AT DALLAS CANCER CENTER HC AT TYLER	1199-1915	14376-22980
1231	OCCUPATIONAL THERAPIST II GALVESTON MEDICAL BRANCH CANCER CENTER U. T. DALLAS	1121-1732	13452-20784
1232	OCCUPATIONAL THERAPIST I GALVESTON MEDICAL BRANCH HSC AT DALLAS CANCER CENTER U. T. DALLAS HC AT TYLER	981-1515	11772-18150
1238	OCCUPATIONAL THERAPY ASSISTANT GALVESTON MEDICAL BRANCH CANCER CENTER HC AT TYLER	680-1048	8160-12576
1239	OCCUPATIONAL THERAPY AIDE GALVESTON MEDICAL BRANCH	556- 778	6672- 9336
1240	AUDIOMETRIC TECHNICIAN U. T. DALLAS	680- 888	8160-10656
1241	RECREATIONAL THERAPIST CANCER CENTER	981-1370	11772-16440

FEB 9 1979

1790

CODE	TITLE AND COMPONENT UNIT	MONTHLY	ANNUAL
1242	AUDIOLINGUIST/SPEECH PATHOLOGIST CANCER CENTER U. T. DALLAS	1014-1417	12168-17004
1245	COMMUNICATIONS SPECIALIST III/SUPERVISOR U. T. DALLAS HSC AT HOUSTON	1325-1852	15900-22224
1246	COMMUNICATIONS SPECIALIST III/ DIAGNOSTICIAN U. T. DALLAS HSC AT HOUSTON	1159-1620	13906-19440
1247	COMMUNICATIONS SPECIALIST CLINICIAN GALVESTON MEDICAL BRANCH HSC AT SAN ANTONIO CANCER CENTER HSC AT HOUSTON	1121-1675	13452-20100
1250	COMMUNICATIONS SPECIALIST I CANCER CENTER U. T. DALLAS HSC AT HOUSTON	1014-1465	12168-17560
1251	COMMUNICATIONS SPECIALIST AIDE II CANCER CENTER U. T. DALLAS HSC AT HOUSTON	636- 918	7632-11016
1252	COMMUNICATIONS SPECIALIST AIDE I U. T. DALLAS HSC AT HOUSTON	556- 778	6672- 9336
1255	OPHTHOLOGIST/OPHTHALMIC TECHNICIAN HSC AT SAN ANTONIO CANCER CENTER	889-1281	10656-15372
1257	COORDINATOR, ADULT DEAF SERVICES U. T. DALLAS	1159-1515	13906-18180
1258	COUNSELOR, ADULT DEAF SERVICES U. T. DALLAS	1014-1325	12168-15900
1260	ASSISTANT TECHNICAL DIRECTOR/CHIEF RESPIRATORY THERAPY GALVESTON MEDICAL BRANCH CANCER CENTER	1370-1980	16440-23760
1261	CHIEF RESPIRATORY THERAPIST HC AT TYLER	1567-2117	18804-25404

FEB 9 1979

1791

CODE	TITLE AND COMPONENT UNIT	MONTHLY	ANNUAL
1263	RESPIRATORY THERAPIST III GALVESTON MEDICAL BRANCH HC AT TYLER	1084-1465	13008-17580
1264	RESPIRATORY THERAPIST II GALVESTON MEDICAL BRANCH CANCER CENTER	1014-1675	12169-20100
1265	RESPIRATORY THERAPIST I GALVESTON MEDICAL BRANCH	889-1121	10656-13452
1271	RESPIRATORY THERAPY TECHNICIAN SUPERVISOR HC AT TYLER	831-1121	9972-13452
1272	RESPIRATORY THERAPY TECHNICIAN IV HC AT TYLER	778-1048	9336-12576
1273	RESPIRATORY THERAPY TECHNICIAN III GALVESTON MEDICAL BRANCH CANCER CENTER HC AT TYLER	727-1198	8724-14376
1274	RESPIRATORY THERAPY TECHNICIAN II GALVESTON MEDICAL BRANCH CANCER CENTER HC AT TYLER	682- 949	8160-11368
1275	RESPIRATORY THERAPY TECHNICIAN I GALVESTON MEDICAL BRANCH HC AT TYLER	595- 831	7140- 9972
1291	THERAPEUTIC ACTIVITIES SPECIALIST GALVESTON MEDICAL BRANCH CANCER CENTER	1014-1465	12169-17580
13-	MEDICAL RECORDS TITLES		
1302	CHIEF MEDICAL RECORD ADMINISTRATOR HC AT TYLER	1417-1915	17004-22980
1303	ASSISTANT CHIEF MEDICAL RECORD ADMINISTRATOR GALVESTON MEDICAL BRANCH CANCER CENTER	1084-1567	13008-18804
1305	MEDICAL RECORD ADMINISTRATOR U. T. AUSTIN GALVESTON MEDICAL BRANCH CANCER CENTER	918-1370	11016-16440

FEB 9 1979

1792

2000	TITLE AND COMPONENT UNIT	MONTHLY	ANNUAL
1359	MEDICAL RECORD TECHNICIAN U. T. AUSTIN GALVESTON MEDICAL BRANCH HSC AT SAN ANTONIO CANCER CENTER U. T. DALLAS HC AT TYLER	680-1084	F100-13008
1315	MEDICAL RECORDS AUDIT SUPERVISOR CANCER CENTER	1048-1515	12576-18160
1350	SENIOR REFERRAL ASSISTANT CANCER CENTER	918-1281	11016-15372
1351	REFERRAL ASSISTANT CANCER CENTER	804-1121	9648-13452
1360	REGIONAL COORDINATOR, BURN DOCUMENTATION PROGRAM HSC AT DALLAS	1465-2047	17580-24564
1365	COORDINATOR, SUDDEN INFANT DEATH SYNDROME INFORMATION/COUNSELING HSC AT DALLAS	1325-1852	15900-22224
1370	COORDINATOR OF RESEARCH DATA CANCER CENTER	1235-1791	14868-21492
14-	PHARMACEUTICAL TITLES		
1405	CHIEF PHARMACY SERVICES U. T. AUSTIN	1732-2343	20784-28080
1407	ASSISTANT CHIEF PHARMACIST U. T. AUSTIN GALVESTON MEDICAL BRANCH	1567-2185	19804-26268
1408	DRUG INFORMATION SPECIALIST CANCER CENTER	1675-2420	20100-29040
1410	PHARMACY SUPERVISOR CANCER CENTER HC AT TYLER	1620-2587	19440-31044
1412	PHARMACIST III CANCER CENTER HC AT TYLER	1515-2263	18180-27156

FEB 9 1979

1793

CODE	TITLE AND COMPONENT UNIT	MONTHLY	ANNUAL
1413	PHARMACIST II U. T. AUSTIN GALVESTON MEDICAL BRANCH CANCER CENTER HC AT TYLER	1239-2117	14866-25404
1414	PHARMACIST I GALVESTON MEDICAL BRANCH CANCER CENTER HC AT TYLER	1239-1791	14868-21492
1416	PHARMACY INTERN U. T. AUSTIN	520- 680	6240- 8160
1419	PHARMACY TECHNOLOGIST II CANCER CENTER	804-1121	9646-13452
1420	PHARMACY TECHNOLOGIST I GALVESTON MEDICAL BRANCH CANCER CENTER HC AT TYLER	727-1064	8724-13008
1421	PHARMACY TECHNICIAN II GALVESTON MEDICAL BRANCH CANCER CENTER HC AT TYLER	615- 659	7389-10308
1422	PHARMACY TECHNICIAN I GALVESTON MEDICAL BRANCH	556- 752	6672- 9024
1490	POISON INFORMATION SPECIALIST II GALVESTON MEDICAL BRANCH	1515-1915	18180-22980
1451	POISON INFORMATION SPECIALIST I GALVESTON MEDICAL BRANCH	1370-1732	16440-20784
15-	SOCIAL SERVICE TITLES		
1509	ASSISTANT DIRECTOR OF SOCIAL SERVICE GALVESTON MEDICAL BRANCH	1515-2189	18180-26268
1510	SOCIAL WORK SUPERVISOR GALVESTON MEDICAL BRANCH HSC AT DALLAS CANCER CENTER U. T. DALLAS HC AT TYLER	1325-2189	15900-26268

FEB 9 1979

1794

CODE	TITLE AND COMPONENT UNIT	MONTHLY	ANNUAL
1319	SOCIAL WORKER III U. T. AUSTIN GALVESTON MEDICAL BRANCH CANCER CENTER	1281-1918	15372-22960
1323	SOCIAL WORKER II U. T. AUSTIN GALVESTON MEDICAL BRANCH HSC AT DALLAS HSC AT SAN ANTONIO CANCER CENTER U. T. DALLAS HSC AT HOUSTON HC AT TYLER	1121-1791	13452-21492
1321	SOCIAL WORKER I U. T. AUSTIN GALVESTON MEDICAL BRANCH HSC AT DALLAS HSC AT SAN ANTONIO CANCER CENTER U. T. DALLAS HSC AT HOUSTON HC AT TYLER	981-1567	11772-18804
1322	SOCIAL WORK ASSISTANT GALVESTON MEDICAL BRANCH HSC AT DALLAS CANCER CENTER HC AT TYLER	859-1325	10308-15900
1333	HEALTH EDUCATION COORDINATOR CANCER CENTER HSC AT HOUSTON	1370-1980	16440-23760
1335	HEALTH CARE COUNSELLOR II HSC AT SAN ANTONIO	831-1159	9972-13908
1336	HEALTH CARE COUNSELLOR I HSC AT SAN ANTONIO	727-1014	8724-12168
1347	CASE AIDE SUPERVISOR HSC AT DALLAS	949-1325	11388-15900
1348	ASSISTANT CASE AIDE SUPERVISOR HSC AT DALLAS	831-1159	9972-13908
1350	SENIOR CASE AIDE HSC AT DALLAS	727-1014	8724-12168

FEB 9 1979

1795

TYPE	TITLE AND COMPONENT UNIT	MONTHLY	ANNUAL
1551	CASE AIDE GALVESTON MEDICAL BRANCH HSC AT DALLAS CANCER CENTER	636- 949	7632-11388
1557	TEEN SERVICES COORDINATOR HSC AT DALLAS	1199-1675	14376-20100
1590	CHAPLAIN II HC AT TYLER	1465-1980	17580-23760
1591	CHAPLAIN I HC AT TYLER	1198-1620	14376-19440
16-	MEDICAL LABORATORIES TITLES		
1605	CHIEF MEDICAL TECHNOLOGIST U. T. AUSTIN CANCER CENTER HSC AT HOUSTON HC AT TYLER	1239-2117	14869-25404
1607	ASSISTANT CHIEF MEDICAL TECHNOLOGIST CANCER CENTER	1281-1852	15372-22224
1610	BLOOD BANK SUPERVISOR GALVESTON MEDICAL BRANCH	1198-1515	14376-18180
1611	DUNN REFERRAL COORDINATOR CANCER CENTER	1014-1465	12169-17580
1612	MEDICAL TECHNOLOGIST III GALVESTON MEDICAL BRANCH HSC AT DALLAS CANCER CENTER HSC AT HOUSTON HC AT TYLER	1121-1852	13462-22224
1613	MEDICAL TECHNOLOGIST II U. T. AUSTIN GALVESTON MEDICAL BRANCH HSC AT DALLAS HSC AT SAN ANTONIO CANCER CENTER HSC AT HOUSTON HC AT TYLER	1014-1567	12166-19804

FEB 9 1979

1796

CODE	TITLE AND COMPONENT UNIT	MONTHLY	ANNUAL
1614	MEDICAL TECHNOLOGIST I U. T. AUSTIN U. T. ARLINGTON GALVESTON MEDICAL BRANCH HSC AT DALLAS HSC AT SAN ANTONIO HSC AT TYLER	918-1370	11016-16440
1615	MEDICAL TECHNICIAN CANCER CENTER	727-1014	8724-12168
1618	MEDICAL LABORATORY TECHNICIAN GALVESTON MEDICAL BRANCH CANCER CENTER	859-1198	10308-14376
1620	TECHNICAL DIRECTOR, AUTOPSY SERVICE GALVESTON MEDICAL BRANCH	1281-1675	15372-20100
1622	AUTOPSY ASSISTANT GALVESTON MEDICAL BRANCH CANCER CENTER HSC AT HOUSTON	703- 981	8436-11772
1623	SUPERVISOR, ANATOMICAL SERVICES GALVESTON MEDICAL BRANCH HSC AT DALLAS HSC AT SAN ANTONIO	1121-1575	13452-20100
1624	ANATOMICAL EMBALMER HSC AT DALLAS HSC AT SAN ANTONIO HSC AT HOUSTON	304-1417	3648-17004
1625	EYE BANK TECHNICIAN HSC AT DALLAS	831-1159	9972-13908
1626	SKIN BANK TECHNICIAN HSC AT DALLAS	831-1159	9972-13908
1628	OTORHINOLARYNGOLOGY TECHNICIAN III HSC AT SAN ANTONIO	918-1221	11016-15372
1629	OTORHINOLARYNGOLOGY TECHNICIAN II HSC AT SAN ANTONIO	778-1084	9336-13008
1630	OTORHINOLARYNGOLOGY TECHNICIAN I HSC AT SAN ANTONIO	658- 918	7896-11016

FEB 9 1979

1797

CODE	TITLE AND COMPONENT UNIT	MONTHLY	ANNUAL
1634	CHIEF CYTOTECHNOLOGIST GALVESTON MEDICAL BRANCH	1198-1515	14376-18180
1635	ASSISTANT CHIEF CYTOTECHNOLOGIST GALVESTON MEDICAL BRANCH CANCER CENTER	1084-1732	13009-20784
1636	CYTOTECHNOLOGIST II CANCER CENTER HSC AT HOUSTON	1014-1465	12168-17580
1637	CYTOTECHNOLOGIST I GALVESTON MEDICAL BRANCH CANCER CENTER	949-1325	11388-15900
1638	ASSISTANT DIRECTOR, STERILE PROCESSING GALVESTON MEDICAL BRANCH	1239-1675	14868-20100
1639	STERILE PROCESSING SUPERVISOR GALVESTON MEDICAL BRANCH	981-1325	11772-15900
1640	STERILE PROCESSING TECHNICIAN III GALVESTON MEDICAL BRANCH	778-1048	9336-12576
1641	STERILE PROCESSING TECHNICIAN II GALVESTON MEDICAL BRANCH	680- 918	8160-11016
1642	STERILE PROCESSING TECHNICIAN I GALVESTON MEDICAL BRANCH	615- 831	7380- 9972
1643	CHIEF HISTOANATOMY TECHNICIAN GALVESTON MEDICAL BRANCH	1084-1370	13009-16440
1645	TECHNICAL DIRECTOR/CHIEF HISTOLOGY LABORATORY GALVESTON MEDICAL BRANCH HSC AT SAN ANTONIO CANCER CENTER	1159-1990	13908-23760
1646	CHIEF HISTOLOGY TECHNICIAN HSC AT HOUSTON	1084-1465	13009-17580
1647	ASSISTANT CHIEF HISTOLOGY TECHNICIAN GALVESTON MEDICAL BRANCH CANCER CENTER	1048-1620	12576-19440
1648	HISTOLOGY TECHNICIAN III HSC AT DALLAS CANCER CENTER	1014-1515	12168-18180

FEB 9 1979

1798

CODE	TITLE AND COMPONENT UNIT	MONTHLY	ANNUAL
1649	HISTOLOGY TECHNICIAN II GALVESTON MEDICAL BRANCH HSC AT DALLAS HSC AT SAN ANTONIO CANCER CENTER HSC AT HOUSTON	888-1325	10656-15900
1650	HISTOLOGY TECHNICIAN I GALVESTON MEDICAL BRANCH HSC AT DALLAS HSC AT SAN ANTONIO CANCER CENTER HSC AT HOUSTON	752-1159	9024-13908
1651	HISTOLOGY INSTRUMENTATION TECHNICIAN CANCER CENTER	680- 949	8160-11388
1652	EXTRA-CORPOREAL TECHNICIAN III HSC AT DALLAS	1084-1515	13008-18180
1653	EXTRA-CORPOREAL TECHNICIAN II CANCER CENTER	981-1370	11772-16440
1654	EXTRA-CORPOREAL TECHNICIAN I CANCER CENTER	804-1121	9648-13452
1655	PHYSICIAN'S ASSISTANT II HSC AT DALLAS	1465-2047	17580-24564
1657	PHYSICIAN'S ASSISTANT I GALVESTON MEDICAL BRANCH HSC AT DALLAS HSC AT SAN ANTONIO	1121-1675	13452-20100
1658	ANESTHESIA TECHNICIAN GALVESTON MEDICAL BRANCH	727- 981	8724-11772
1659	CHIEF NEPHROLOGIST TECHNICIAN GALVESTON MEDICAL BRANCH	1325-1791	15900-21492
1660	DIALYSIS TECHNICIAN II GALVESTON MEDICAL BRANCH	888-1325	10656-15900
1661	DIALYSIS TECHNICIAN I GALVESTON MEDICAL BRANCH	703- 888	8436-10656
1662	ORTHOTIST HSC AT SAN ANTONIO	1370-1515	16440-22980

FEB 9 1979

1799

CODE	TITLE AND COMPONENT UNIT	MONTHLY	ANNUAL
1063	OPHTHALMIC ASSISTANT GALVESTON MEDICAL BRANCH HSC AT DALLAS	949-1725	11388-15900
1064	HEALTH CARE ASSISTANT HSC AT SAN ANTONIO	636- 888	7632-10656
1065	ASSISTANT DIRECTOR, BLOOD GAS LABORATORY GALVESTON MEDICAL BRANCH	1159-1732	13908-20784
1066	CHIEF PULMONARY TECHNOLOGIST GALVESTON MEDICAL BRANCH HC AT TYLER	1198-1675	14376-20100
1067	PULMONARY TECHNOLOGIST II GALVESTON MEDICAL BRANCH CANCER CENTER HC AT TYLER	831-1159	9972-13908
1068	PULMONARY TECHNOLOGIST I GALVESTON MEDICAL BRANCH CANCER CENTER HC AT TYLER	727-1048	8724-12576
1069	PULMONARY TECHNICIAN GALVESTON MEDICAL BRANCH CANCER CENTER HC AT TYLER	615- 888	7380-10656
1070	ASSISTANT CHIEF PULMONARY TECHNOLOGIST HC AT TYLER	1159-1567	13908-18804
1072	ELECTROENCEPHALOGRAPH TECHNICIAN II GALVESTON MEDICAL BRANCH HSC AT DALLAS CANCER CENTER	804-1159	9648-13908
1073	ELECTROENCEPHALOGRAPH TECHNICIAN I GALVESTON MEDICAL BRANCH HSC AT DALLAS CANCER CENTER	703-1014	8436-12168
1079	ELECTROCARDIOGRAPH TECHNICIAN SUPERVISOR CANCER CENTER	727-1014	8724-12168
1080	ELECTROCARDIOGRAPH TECHNICIAN II GALVESTON MEDICAL BRANCH CANCER CENTER	658- 981	7896-11772

FEB 9 1979

1800

CODE	TITLE AND COMPLMENT UNIT	MONTHLY	ANNUAL
1681	ELECTROCARDIOGRAPH TECHNICIAN I GALVESTON MEDICAL BRANCH CANCER CENTER	595- 859	7140-10308
1685	INFECTION CONTROL PRACTITIONER GALVESTON MEDICAL BRANCH	1084-1465	13008-17580
1686	INFECTION CONTROL TECHNICIAN GALVESTON MEDICAL BRANCH	752-1214	9024-12168
1690	ASSISTANT DIRECTOR, SUPPLY PROCESSING AND DISTRIBUTION GALVESTON MEDICAL BRANCH	1121-1515	13452-18180
1691	SUPERVISOR, SUPPLY/PROCESSING/ DISTRIBUTION GALVESTON MEDICAL BRANCH HSC AT HOUSTON	831-1158	9972-14376
1692	SUPPLY/PROCESSING/DISTRIBUTION TECHNICIAN III GALVESTON MEDICAL BRANCH	703-1014	8436-12168
1693	SUPPLY/PROCESSING/DISTRIBUTION TECHNICIAN II GALVESTON MEDICAL BRANCH	615- 988	7380-10656
1694	SUPPLY/PROCESSING/DISTRIBUTION TECHNICIAN I GALVESTON MEDICAL BRANCH	556- 778	6672- 9336
1695	MEDICAL STAFF ASSISTANT V HC AT TYLER	1417-1915	17004-22980
1696	MEDICAL STAFF ASSISTANT IV HC AT TYLER	859-1159	10308-13908
1697	MEDICAL STAFF ASSISTANT III HC AT TYLER	874-1284	9648-13008
1698	MEDICAL STAFF ASSISTANT II HC AT TYLER	659- 888	7896-10656
1699	MEDICAL STAFF ASSISTANT I HC AT TYLER	575- 778	6900- 9336

FEB 9 1979

1801

CODE	TITLE AND COMPONENT UNIT	MONTHLY	ANNUAL
170	DENTAL TITLES		
1712	DENTAL HYGIENIST HSC AT DALLAS HSC AT SAN ANTONIO CANCER CENTER HSC AT HOUSTON HC AT TYLER	918-1515	11016-18180
1713	MAXILLOFACIAL PROSTHETIC TECHNICIAN II HSC AT DALLAS HSC AT SAN ANTONIO CANCER CENTER HSC AT HOUSTON	981-1620	11772-19440
1714	MAXILLOFACIAL PROSTHETIC TECHNICIAN I HSC AT DALLAS HSC AT SAN ANTONIO CANCER CENTER HSC AT HOUSTON	959-1370	10308-16440
1715	DENTAL CERAMIST TECHNICIAN HSC AT SAN ANTONIO	1159-1620	13908-19440
1719	DENTAL TECHNICIAN SUPERVISOR HSC AT SAN ANTONIO	1198-1475	14376-20100
1720	DENTAL TECHNICIAN IV HSC AT SAN ANTONIO HSC AT HOUSTON	981-1370	11772-16440
1721	DENTAL TECHNICIAN III HSC AT SAN ANTONIO HSC AT HOUSTON	931-1155	9972-13508
1722	DENTAL TECHNICIAN II HSC AT SAN ANTONIO CANCER CENTER HSC AT HOUSTON	703-1048	8436-12576
1723	DENTAL TECHNICIAN I HSC AT SAN ANTONIO CANCER CENTER HSC AT HOUSTON	575- 855	6900-10308
1740	DENTAL ASSISTANT SUPERVISOR HSC AT SAN ANTONIO CANCER CENTER HSC AT HOUSTON	779-1121	9336-13452

FEB 9 1979

1802

CODE	TITLE AND COMPONENT UNIT	MONTHLY	ANNUAL
1741	DENTAL ASSISTANT II GALVESTON MEDICAL BRANCH HSC AT DALLAS HSC AT SAN ANTONIO CANCER CENTER HSC AT HOUSTON HC AT TYLER	680- 091	8160-11772
1742	DENTAL ASSISTANT I GALVESTON MEDICAL BRANCH HSC AT DALLAS HSC AT SAN ANTONIO CANCER CENTER HSC AT HOUSTON	575- 988	6900-10656
1743	SUPERVISOR, DENTAL RECORDS AND ADMISSIONS HSC AT SAN ANTONIO	752-1748	9024-12576
1750	DISPENSARY SUPERVISOR HSC AT SAN ANTONIO HSC AT HOUSTON	778-1121	9336-13452
1753	DENTAL DISPENSARY ASSISTANT II HSC AT SAN ANTONIO HSC AT HOUSTON	575- 859	6900-10308
1754	DENTAL DISPENSARY ASSISTANT I HSC AT HOUSTON	556- 752	6672- 9024
1760	DENTAL SALES COORDINATOR HSC AT SAN ANTONIO	804-1121	9648-13452
18-	STUDENT HEALTH TITLES		
1810	ASSISTANT DIRECTOR OF HEALTH SERVICE HSC AT DALLAS	1325-1952	15900-22224
19-	STUDENT PROGRAM TITLES		
20-	STUDENT ADVISORY TITLES		
2010	ASSISTANT DIRECTOR, STUDENT PERSONNEL SERVICES GALVESTON MEDICAL BRANCH	1159-1732	13908-20784

FEB 9 1979 1803

CODE	TITLE AND COMPONENT UNIT	MONTHLY	ANNUAL
3038	VETERAN'S ADVISOR U. T. DALLAS HSC AT HOUSTON	1084-1315	13008-18180
3039	TEACHER CERTIFICATION OFFICER U. T. ARLINGTON U. T. EL PASO U. T. DALLAS	752-1084	9024-13008
3040	ASSISTANT DIRECTOR, STUDENT FINANCIAL AID U. T. AUSTIN GALVESTON MEDICAL BRANCH HSC AT SAN ANTONIO	1121-1791	13482-21492
3041	ASSISTANT DIRECTOR, FINANCIAL AID AND PLACEMENT U. T. EL PASO	1121-1417	13482-17004
3045	STUDENT FINANCIAL AID OFFICER HSC AT HOUSTON	1370-1852	16440-22224
3048	ASSISTANT STUDENT FINANCIAL AID OFFICER HSC AT HOUSTON	1239-1675	14869-20100
3049	STUDENT DEVELOPMENT SPECIALIST IV U. T. AUSTIN	1417-1852	17004-22224
3050	STUDENT DEVELOPMENT SPECIALIST III U. T. AUSTIN U. T. DALLAS U. T. PERMIAN BASIN	918-1620	11016-19440
3051	STUDENT DEVELOPMENT SPECIALIST II U. T. AUSTIN U. T. DALLAS	981-1417	11772-17004
3052	STUDENT DEVELOPMENT SPECIALIST I U. T. AUSTIN U. T. EL PASO U. T. DALLAS	804-1239	9649-14868
3060	ASSISTANT DIRECTOR, INTERNATIONAL OFFICE U. T. AUSTIN	1325-1732	15900-20784
3062	FOREIGN STUDENT ADVISOR U. T. ARLINGTON U. T. EL PASO	918-1325	11016-15900

FEB 9 1979 1804

TITLE AND COMPONENT UNIT	MONTHLY	ANNUAL
3064 PROGRAM SPECIALIST III U. T. AUSTIN	1239-1567	14868-18658
3065 PROGRAM SPECIALIST II U. T. AUSTIN U. T. ARLINGTON	1014-1417	12168-17034
3066 PROGRAM SPECIALIST I U. T. AUSTIN U. T. ARLINGTON U. T. EL PASO	752-1048	9024-12576
3067 RESIDENCE HALLS COORDINATOR II U. T. AUSTIN	1239-1620	14568-19440
3068 RESIDENCE HALLS COORDINATOR I U. T. EL PASO	859-1239	10308-14669
3069 ASSISTANT RESIDENCE HALLS COORDINATOR U. T. AUSTIN	931-1239	11772-14668
3070 HEAD RESIDENT III U. T. AUSTIN	959-1121	10308-13452
3071 HEAD RESIDENT II U. T. AUSTIN	703- 518	9436-11016
3072 HEAD RESIDENT I U. T. AUSTIN U. T. ARLINGTON U. T. EL PASO	486- 752	5822- 9024
3074 PEER ADVISOR II U. T. AUSTIN	575- 727	6900- 8724
3075 PEER ADVISOR I U. T. AUSTIN	593- 676	7036- 7632
3080 NIGHT SUPERVISOR, UNIVERSITY RESIDENCE HALLS U. T. AUSTIN	615- 804	7383- 9644
3086 RESIDENT ASSISTANT U. T. AUSTIN	556- 703	6672- 8436
3087 DORMITORY RESIDENT COUNSELOR GALVESTON MEDICAL BRANCH	556- 703	6672- 8436

FEB 9 1979

1805

CODE	TITLE AND COMPONENT UNIT	MONTHLY	ANNUAL
J1-	TESTING AND COUNSELING TITLES		
J105	COORDINATOR OF COUNSELING U. T. AUSTIN	1791-2420	21452-29040
J120	PSYCHOLOGIST IV U. T. AUSTIN U. T. DALLAS	1567-2420	18804-29040
J121	PSYCHOLOGIST/PSYCHOLOGICAL ASSOCIATE III U. T. AUSTIN U. T. EL PASO HSC AT DALLAS U. T. DALLAS	1159-2263	13908-27156
J122	PSYCHOLOGIST/PSYCHOLOGICAL ASSOCIATE II U. T. AUSTIN U. T. EL PASO HSC AT DALLAS U. T. DALLAS	888-1852	10656-22224
J123	PSYCHOLOGIST/PSYCHOLOGICAL ASSOCIATE I U. T. AUSTIN U. T. EL PASO HSC AT DALLAS U. T. DALLAS	727-1515	8724-18180
J125	COUNSELING SPECIALIST IV U. T. AUSTIN	1515-1980	18180-23760
J126	COUNSELING SPECIALIST III U. T. AUSTIN U. T. ARLINGTON GALVESTON MEDICAL BRANCH CANCER CENTER U. T. DALLAS	1084-1732	13008-20784
J127	COUNSELING SPECIALIST II U. T. AUSTIN U. T. ARLINGTON U. T. DALLAS U. T. FERRIS BASIN	859-1370	10308-16440
J128	COUNSELING SPECIALIST I U. T. AUSTIN U. T. ARLINGTON U. T. EL PASO U. T. DALLAS	804-1239	9648-14868

FEB 9 1979

1806

CODE	TITLE AND COMPONENT UNIT	MONTHLY	ANNUAL
3130	COORDINATOR, READING AND STUDY SKILLS LABORATORY U. T. DALLAS	1370-1791	16440-21492
3132	LEARNING SPECIALIST III U. T. AUSTIN	1417-1852	17004-22224
3133	LEARNING SPECIALIST II U. T. AUSTIN	1198-1567	14376-18804
3134	LEARNING SPECIALIST I U. T. AUSTIN U. T. DALLAS	918-1193	11116-14376
3158	ASSISTANT DIRECTOR, MEASUREMENT AND EVALUATION CENTER U. T. AUSTIN	1732-2340	20764-28080
3160	COORDINATOR OF TESTING PROGRAMS U. T. AUSTIN U. T. SAN ANTONIO	1198-1675	14376-20100
3165	PSYCHOMETRIST II U. T. AUSTIN U. T. EL PASO U. T. DALLAS	831-1159	9972-13908
3165	PSYCHOMETRIST I U. T. AUSTIN U. T. EL PASO U. T. DALLAS	727-1014	8724-12168
3170	PSYCHOLOGICAL ASSISTANT HSC AT DALLAS	949-1325	11388-15900
34-	STUDENT ACTIVITIES TITLES		
3410	COORDINATOR OF STUDENT ACTIVITIES U. T. DALLAS	1325-1732	15900-20784
3428	MANAGER, FIELD HOUSE GALVESTON MEDICAL BRANCH	778- 981	9336-11772
3435	GAMES AREA SUPERVISOR U. T. AUSTIN U. T. ARLINGTON U. T. EL PASO	752-1084	9024-13008

FEB 9 1979

1807

CODE	TITLE AND COMPONENT UNIT	MONTHLY	ANNUAL
3437	GAMES AREA ATTENDANT U. T. AUSTIN U. T. ARLINGTON U. T. EL PASO U. T. DALLAS	503- 888	6036-10656
3441	CRAFTS SUPERVISOR U. T. AUSTIN	859-1048	10308-12576
3442	ASSISTANT CRAFTS SUPERVISOR U. T. AUSTIN	575- 727	6900- 8724
3475	BUILDING SUPERVISOR, STUDENT CENTER U. T. ARLINGTON	752-1048	9024-12576
3490	ACTIVITY ASSISTANT U. T. SAN ANTONIO	538- 752	6456- 9024
35-	ATHLETIC ACTIVITIES TITLES		
3510	BUSINESS MANAGER OF ATHLETICS U. T. EL PASO	1048-1370	12576-16440
3511	ASSOCIATE BUSINESS MANAGER OF ATHLETICS U. T. AUSTIN	1417-1915	17004-22980
3512	ASSISTANT BUSINESS MANAGER OF ATHLETICS U. T. AUSTIN	1048-1370	12576-16440
3515	ATHLETIC EVENTS SUPERVISOR U. T. AUSTIN	1048-1370	12576-16440
3530	INTRAMURALS DIRECTOR U. T. EL PASO	1121-1417	13452-17004
3532	ASSISTANT DIRECTOR OF RECREATIONAL SPORTS U. T. AUSTIN	1325-1732	15900-20784
3533	INTRAMURALS ASSISTANT DIRECTOR U. T. EL PASO	859-1121	10308-13452
3545	ATHLETIC EQUIPMENT & MAINTENANCE SUPERVISOR U. T. AUSTIN U. T. ARLINGTON	888-1325	10656-15500

FEB 9 1979

1808

CODE	TITLE AND COMPONENT UNIT	MONTHLY	ANNUAL
3547	COORDINATOR, RECREATIONAL SPORTS U. T. DALLAS	1417-1852	17004-22224
3548	RECREATIONAL SPORTS SPECIALIST III U. T. DALLAS	1239-1520	14868-19440
3549	RECREATIONAL SPORTS SPECIALIST II U. T. DALLAS	1084-1417	13008-17004
3550	RECREATIONAL SPORTS SPECIALIST I U. T. AUSTIN U. T. DALLAS HSC AT HOUSTON U. T. SAN ANTONIO	831-1239	9972-14868
3550	TRAINER-RECREATIONAL SPORTS U. T. AUSTIN	595- 804	7140- 9648
3565	RECREATIONAL SPORTS OFFICIAL U. T. AUSTIN	520- 752	6240- 9024
3571	LIFEGUARD CANCER CENTER	595- 831	7140- 9972
36-	ADMISSIONS AND REGISTRATION TITLES		
3675	ASSOCIATE DIRECTOR OF ADMISSIONS U. T. AUSTIN	1675-2340	20100-28050
3677	ASSISTANT DIRECTOR OF ADMISSIONS U. T. AUSTIN U. T. EL PASO GALVESTON MEDICAL BRANCH U. T. DALLAS	1159-1791	13908-21492
3610	ASSOCIATE REGISTRAR U. T. AUSTIN	1675-2263	20100-27156
3611	ASSISTANT REGISTRAR U. T. AUSTIN U. T. EL PASO HSC AT DALLAS HSC AT SAN ANTONIO U. T. DALLAS	1094-1791	13008-21492
3614	ADMISSIONS COUNSELOR II U. T. AUSTIN U. T. DALLAS	1049-1417	12576-17004

FEB 9 1979

1809

CODE	TITLE AND COMPONENT UNIT	MONTHLY	ANNUAL
3019	ADMISSIONS COUNSELOR I U. T. ARLINGTON U. T. EL PASO U. T. DALLAS U. T. SAN ANTONIO	752-1281	9024-15372
3020	ASSISTANT TO THE REGISTRAR HSC AT DALLAS U. T. DALLAS	831-1417	9972-17004
3061	TRANSCRIPT EVALUATOR II U. T. AUSTIN U. T. ARLINGTON U. T. EL PASO U. T. SAN ANTONIO	752-1199	9024-14376
3062	TRANSCRIPT EVALUATOR I U. T. AUSTIN U. T. ARLINGTON U. T. EL PASO U. T. DALLAS U. T. SAN ANTONIO U. T. PERMIAN BASIN	636-1014	7632-12168
3064	DEGREE PLAN EVALUATOR II U. T. AUSTIN U. T. ARLINGTON U. T. SAN ANTONIO	778-1121	9336-13452
3065	DEGREE PLAN EVALUATOR I U. T. AUSTIN U. T. ARLINGTON U. T. SAN ANTONIO	659- 949	7856-11388
3067	RECORDER II U. T. AUSTIN U. T. ARLINGTON	659- 918	7856-11016
3068	RECORDER I U. T. AUSTIN U. T. ARLINGTON	595- 831	7140- 9972
3070	VETERANS BENEFITS ASSISTANT U. T. ARLINGTON	636- 989	7632-10656
3080	ADMISSIONS ASSISTANT U. T. ARLINGTON U. T. EL PASO U. T. DALLAS U. T. SAN ANTONIO	595- 918	7140-11016

FEB 9 1979

1810

CODE	TITLE AND COMPONENT UNIT	MONTHLY	ANNUAL
4-	RESEARCH-SCIENTIFIC TITLES		
40-	SOCIAL SCIENCE/HUMANITIES RESEARCH TITLES		
405	SOCIAL SCIENCE/HUMANITIES RESEARCH ASSOCIATE V U. T. SYSTEM ADMINISTRATION U. T. AUSTIN U. T. ARLINGTON U. T. DALLAS	1515-2420	18160-29040
406	SOCIAL SCIENCE/HUMANITIES RESEARCH ASSOCIATE IV U. T. SYSTEM ADMINISTRATION U. T. AUSTIN U. T. ARLINGTON U. T. DALLAS U. T. SAN ANTONIO INSTITUTE TEXAN CULTURES	1281-1980	15372-23760
407	SOCIAL SCIENCE/HUMANITIES RESEARCH ASSOCIATE III U. T. SYSTEM ADMINISTRATION U. T. AUSTIN U. T. ARLINGTON U. T. EL PASO U. T. DALLAS U. T. SAN ANTONIO INSTITUTE TEXAN CULTURES	1084-1620	13008-19440
408	SOCIAL SCIENCE/HUMANITIES RESEARCH ASSOCIATE II U. T. SYSTEM ADMINISTRATION U. T. AUSTIN U. T. ARLINGTON U. T. EL PASO U. T. DALLAS U. T. SAN ANTONIO INSTITUTE TEXAN CULTURES	919-1325	11016-15900
409	SOCIAL SCIENCE/HUMANITIES RESEARCH ASSOCIATE I U. T. SYSTEM ADMINISTRATION U. T. AUSTIN U. T. ARLINGTON U. T. EL PASO U. T. DALLAS U. T. SAN ANTONIO U. T. PERMIAN BASIN INSTITUTE TEXAN CULTURES	630-1239	8160-14868

FEB 9 1979

1811

CODE	TITLE AND COMPONENT UNIT	MONTHLY	ANNUAL
4029	SOCIAL SCIENCE/HUMANITIES RESEARCH ASSISTANT III U. T. SYSTEM ADMINISTRATION U. T. AUSTIN U. T. ARLINGTON U. T. EL PASO	575- 388	6900-10656
4030	SOCIAL SCIENCE/HUMANITIES RESEARCH ASSISTANT II U. T. SYSTEM ADMINISTRATION U. T. AUSTIN U. T. EL PASO U. T. SAN ANTONIO INSTITUTE TEXAN CULTURES	520- 331	6240- 9972
4031	SOCIAL SCIENCE/HUMANITIES RESEARCH ASSISTANT I U. T. SYSTEM ADMINISTRATION U. T. AUSTIN U. T. EL PASO U. T. SAN ANTONIO INSTITUTE TEXAN CULTURES	503- 752	6036- 9034
42-	PURE AND APPLIED SCIENCE TITLES		
4206	SPECIAL RESEARCH ASSOCIATE U. T. AUSTIN U. T. EL PASO U. T. DALLAS	2189-3381	26268-40572
4207	RESEARCH ENGINEER/SCIENTIST ASSOCIATE V U. T. SYSTEM ADMINISTRATION U. T. AUSTIN U. T. ARLINGTON U. T. EL PASO U. T. DALLAS	1675-2766	20100-33192
4208	RESEARCH ENGINEER/SCIENTIST ASSOCIATE IV U. T. AUSTIN U. T. ARLINGTON U. T. EL PASO U. T. DALLAS U. T. SAN ANTONIO	1370-2420	16440-29040
4209	RESEARCH ENGINEER/SCIENTIST ASSOCIATE III U. T. AUSTIN U. T. ARLINGTON U. T. EL PASO U. T. DALLAS U. T. SAN ANTONIO	1198-2189	14370-20208

FEB 9 1979

1812

CODE	TITLE AND COMPONENT UNIT	MONTHLY	ANNUAL
4210	RESEARCH ENGINEER/SCIENTIST ASSOCIATE II U. T. AUSTIN U. T. ARLINGTON U. T. EL PASO HSC AT DALLAS U. T. DALLAS U. T. SAN ANTONIO	1084-1980	13008-23760
4211	RESEARCH ENGINEER/SCIENTIST ASSOCIATE I U. T. AUSTIN U. T. ARLINGTON U. T. EL PASO U. T. DALLAS U. T. SAN ANTONIO	918-1732	11016-20784
4220	RESEARCH ENGINEER/SCIENTIST ASSISTANT III U. T. AUSTIN U. T. DALLAS	1014-1370	12169-16440
4221	RESEARCH ENGINEER/SCIENTIST ASSISTANT II U. T. AUSTIN U. T. DALLAS U. T. SAN ANTONIO	831-1198	9972-14376
4222	RESEARCH ENGINEER/SCIENTIST ASSISTANT I U. T. AUSTIN U. T. EL PASO U. T. DALLAS U. T. SAN ANTONIO	636-1048	7632-12976
4240	POSTDOCTORAL RESEARCH ASSOCIATE U. T. AUSTIN	949-1325	11358-15970
4245	ELECTRONICS ENGINEER GALVESTON MEDICAL BRANCH HSC AT HOUSTON	1121-1675	13452-20100
43-	TECHNICAL-SCIENTIFIC SUPPORT TITLES		
4304	NUCLEAR REACTOR SUPERVISOR U. T. AUSTIN	1417-1990	17004-23760
4306	NUCLEAR TECHNICAL SPECIALIST III U. T. AUSTIN	1159-1620	13908-19440
4307	NUCLEAR TECHNICAL SPECIALIST II U. T. AUSTIN	1014-1325	12168-15900

FEB 9 1979

1813

CODE	TITLE AND COMPONENT UNIT	MONTHLY	ANNUAL
4308	NUCLEAR TECHNICAL SPECIALIST I U. T. AUSTIN	778-1048	9336-12576
4310	ELECTRONIC TECHNICIAN SUPERVISOR U. T. AUSTIN U. T. DALLAS	1417-2047	17004-24564
4311	TECHNICAL STAFF ASSOCIATE U. T. DALLAS	1417-1852	17004-22224
4312	TECHNICAL STAFF ASSISTANT V U. T. SYSTEM ADMINISTRATION U. T. AUSTIN U. T. ARLINGTON U. T. EL PASO HSC AT DALLAS HSC AT SAN ANTONIO U. T. DALLAS U. T. SAN ANTONIO U. T. PERMIAN BASIN INSTITUTE TEXAN CULTURES	1014-1852	12168-22224
4313	TECHNICAL STAFF ASSISTANT IV U. T. SYSTEM ADMINISTRATION U. T. AUSTIN U. T. ARLINGTON U. T. EL PASO HSC AT DALLAS HSC AT SAN ANTONIO U. T. DALLAS U. T. SAN ANTONIO U. T. PERMIAN BASIN INSTITUTE TEXAN CULTURES	752-1417	9024-17004
4314	TECHNICAL STAFF ASSISTANT III U. T. SYSTEM ADMINISTRATION U. T. AUSTIN U. T. ARLINGTON U. T. EL PASO HSC AT DALLAS HSC AT SAN ANTONIO U. T. DALLAS U. T. SAN ANTONIO U. T. PERMIAN BASIN INSTITUTE TEXAN CULTURES	636-1239	7632-14868
4315	TECHNICAL STAFF ASSISTANT II U. T. SYSTEM ADMINISTRATION U. T. AUSTIN U. T. ARLINGTON U. T. EL PASO HSC AT DALLAS HSC AT SAN ANTONIO U. T. DALLAS U. T. SAN ANTONIO U. T. PERMIAN BASIN INSTITUTE TEXAN CULTURES	538-1084	6456-13008

FEB 9 1979

1814

CODE	TITLE AND COMPLMENT UNIT	MONTHLY	ANNUAL
4316	TECHNICAL STAFF ASSISTANT I U. T. SYSTEM ADMINISTRATION U. T. AUSTIN U. T. ARLINGTON U. T. EL PASO HSC AT DALLAS HSC AT SAN ANTONIO U. T. DALLAS U. T. SAN ANTONIO U. T. PERMIAN BASIN INSTITUTE TEXAN CULTURES	470- 549	5640-11388
4317	CREATIVE RESEARCH PROSTHETIST GALVESTON MEDICAL BRANCH	1121-1465	13452-17560
4320	BIOLOGICAL CURATOR U. T. ARLINGTON	831-1159	9972-13908
4331	ENGINEERING TECHNICIAN III GALVESTON MEDICAL BRANCH HSC AT DALLAS HSC AT SAN ANTONIO CANCER CENTER	1198-1915	14376-22580
4332	ENGINEERING TECHNICIAN II GALVESTON MEDICAL BRANCH HSC AT DALLAS HSC AT SAN ANTONIO CANCER CENTER	1048-1675	12576-20100
4333	ENGINEERING TECHNICIAN I GALVESTON MEDICAL BRANCH HSC AT DALLAS HSC AT SAN ANTONIO	859-1325	10308-15900
4335	BICMEDICAL EQUIPMENT TECHNICIAN HSC AT HOUSTON HC AT TYLER	1198-1620	14376-19440
4338	SCIENTIFIC APPARATUS ENGINEER U. T. ARLINGTON CANCER CENTER	1325-1990	15900-23760
4340	SCIENTIFIC INSTRUMENT MAKER SUPERVISOR U. T. AUSTIN U. T. DALLAS	1230-1732	14868-20784
4341	SCIENTIFIC INSTRUMENT MAKER II U. T. AUSTIN U. T. ARLINGTON CANCER CENTER HSC AT HOUSTON	1121-1675	13452-20100

FEB 9 1979

1815

CODE	TITLE AND COMPONENT UNIT	MONTHLY	ANNUAL
4342	SCIENTIFIC INSTRUMENT MAKER I U. T. AUSTIN	1014-1281	12168-15372
4350	GLASSBLOWER III U. T. AUSTIN U. T. DALLAS U. T. SAN ANTONIO	1239-1915	14864-23980
4351	GLASSBLOWER II U. T. AUSTIN HSC AT SAN ANTONIO	918-1325	11016-15911
4352	GLASSBLOWER I U. T. AUSTIN	752- 981	9024-11772
4359	SUPERVISOR, OBSERVING OPERATIONS U. T. AUSTIN	1084-1417	13002-17004
4360	ASSISTANT OBSERVER II U. T. AUSTIN	949-1291	11388-15372
4361	ASSISTANT OBSERVER I U. T. AUSTIN	752- 981	9024-11772
4380	TECHNICAL DIRECTOR, ELECTRON MICROSCOPY LABORATORY HSC AT SAN ANTONIO	1239-1732	14868-20764
4382	ELECTRON MICROSCOPY TECHNICIAN III U. T. AUSTIN	1159-1675	13903-20100
4383	ELECTRON MICROSCOPY TECHNICIAN II GALVESTON MEDICAL BRANCH HSC AT DALLAS HSC AT SAN ANTONIO CANCER CENTER HSC AT HOUSTON	918-1465	11016-17550
4384	ELECTRON MICROSCOPY TECHNICIAN I U. T. EL PASO GALVESTON MEDICAL BRANCH HSC AT DALLAS HSC AT SAN ANTONIO CANCER CENTER HSC AT HOUSTON	703-1235	8436-14863
44-	RESEARCH LABORATORY TITLES		
4405	SENIOR RESEARCH SCIENTIST HSC AT DALLAS U. T. DALLAS HC AT TYLER	1620-2502	19441-30024

FEB 9 1979

1816

CODE	TITLE AND COMPONENT UNIT	MONTHLY	ANNUAL
4400	RESEARCH SCIENTIST GALVESTON MEDICAL BRANCH HSC AT DALLAS HSC AT SAN ANTONIO U. T. DALLAS HC AT TYLER	1417-2340	17004-28080
4409	SENIOR RESEARCH ASSOCIATE GALVESTON MEDICAL BRANCH HSC AT DALLAS HSC AT SAN ANTONIO	1325-2185	15900-26278
4410	RESEARCH ASSOCIATE GALVESTON MEDICAL BRANCH HSC AT DALLAS HSC AT SAN ANTONIO U. T. DALLAS HSC AT HOUSTON	1084-1675	13008-20100
4412	SENIOR RESEARCH ASSISTANT HSC AT SAN ANTONIO CANCER CENTER HSC AT HOUSTON	1043-1675	12578-20100
4413	TECHNICAL SUPERVISOR, HYPERBARIC FACILITY GALVESTON MEDICAL BRANCH	1084-1370	13008-16440
4415	ANIMAL SURGERY FACILITY SUPERVISOR HSC AT SAN ANTONIO	1198-1675	14378-20100
4417	MARINE LABORATORY MANAGER U. T. AUSTIN	1465-1916	17580-22980
4418	LABORATORY BACTERIOLOGIST/BIOLOGIST U. T. AUSTIN	1121-1417	13482-17004
4425	MICROBIOLOGIST II HC AT TYLER	1567-2117	18804-25474
4426	MICROBIOLOGIST I CANCER CENTER HC AT TYLER	1198-1732	14376-20784
4429	LABORATORY SERVICES SUPERVISOR II HSC AT SAN ANTONIO	1159-1620	13908-19440

FEB 9 1979

1817

CODE	TITLE AND COMPONENT UNIT	MONTHLY	ANNUAL
4430	LABORATORY SERVICES SUPERVISOR I U. T. AUSTIN U. T. EL PASO GALVESTON MEDICAL BRANCH	752-1239	9024-14868
4431	RESEARCH ASSISTANT II HSC AT DALLAS CANCER CENTER U. T. DALLAS HSC AT HOUSTON	1014-1515	12168-18180
4432	RESEARCH ASSISTANT I HSC AT DALLAS HSC AT SAN ANTONIO CANCER CENTER U. T. DALLAS HSC AT HOUSTON HC AT TYLER	888-1417	10652-17074
4433	RESEARCH TECHNICIAN II GALVESTON MEDICAL BRANCH HSC AT DALLAS CANCER CENTER U. T. DALLAS HSC AT HOUSTON HC AT TYLER	752-1465	9024-17580
4434	RESEARCH TECHNICIAN I HSC AT DALLAS CANCER CENTER U. T. DALLAS HSC AT HOUSTON HC AT TYLER	595-1094	7140-13008
4440	LABORATORY TECHNICIAN SUPERVISOR U. T. EL PASO HSC AT HOUSTON	919-1281	11016-15372
4441	LABORATORY TECHNICIAN II HSC AT HOUSTON HC AT TYLER	831-1155	9972-12608
4442	LABORATORY TECHNICIAN I CANCER CENTER HSC AT HOUSTON HC AT TYLER	615- 919	7380-11016
4443	ANIMAL RESOURCES MANAGER II CANCER CENTER HSC AT HOUSTON	1291-1952	15372-22224
4444	ANIMAL RESOURCES MANAGER I U. T. AUSTIN HSC AT DALLAS CANCER CENTER	1150-1652	13808-22224

FEB 9 1979

1818

CODE	TITLE AND COMPONENT UNIT	MONTHLY	ANNUAL
4446	ANIMAL RESOURCES SUPERVISOR III GALVESTON MEDICAL BRANCH HSC AT SAN ANTONIO CANCER CENTER	1048-1815	12576-18180
4447	ANIMAL RESOURCES SUPERVISOR II U. T. AUSTIN HSC AT DALLAS HSC AT SAN ANTONIO CANCER CENTER HSC AT HOUSTON	848-1325	10176-13082
4448	ANIMAL RESOURCES SUPERVISOR I HSC AT SAN ANTONIO CANCER CENTER	752-1284	9024-13074
4449	ANIMAL RESOURCES TECHNOLOGIST III HSC AT DALLAS	1094-1515	13128-14181
4450	ANIMAL RESOURCES TECHNOLOGIST II U. T. AUSTIN HSC AT DALLAS CANCER CENTER HSC AT HOUSTON	949-1465	11388-17554
4451	ANIMAL RESOURCES TECHNOLOGIST I U. T. AUSTIN HSC AT DALLAS CANCER CENTER HSC AT HOUSTON	804-1325	9648-11674
4452	ANIMAL TECHNICIAN III HSC AT DALLAS	831-1155	9972-13074
4453	ANIMAL TECHNICIAN II U. T. AUSTIN HSC AT DALLAS HSC AT SAN ANTONIO CANCER CENTER HSC AT HOUSTON U. T. SAN ANTONIO	703-1284	8432-13074
4454	ANIMAL TECHNICIAN I U. T. AUSTIN GALVESTON MEDICAL BRANCH HSC AT DALLAS CANCER CENTER HSC AT HOUSTON	636-1248	7632-12576
4455	ANIMAL ATTENDANT III HSC AT SAN ANTONIO HC AT TYLER	658-1248	7896-12576

CODE	TITLE AND COMPONENT UNIT	MONTHLY	ANNUAL
4456	ANIMAL ATTENDANT II U. T. AUSTIN GALVESTON MEDICAL BRANCH HSC AT SAN ANTONIO CANCER CENTER HSC AT HOUSTON U. T. SAN ANTONIO	595- 918	7140-11016
4457	ANIMAL ATTENDANT I U. T. AUSTIN U. T. EL PASO GALVESTON MEDICAL BRANCH HSC AT SAN ANTONIO CANCER CENTER U. T. DALLAS HSC AT HOUSTON U. T. SAN ANTONIO	486- 931	5832- 9972
4479	LABORATORY TECHNICAL/RESEARCH ASSISTANT IV U. T. AUSTIN U. T. EL PASO HSC AT SAN ANTONIO U. T. DALLAS	778-1159	9326-13508
4480	LABORATORY TECHNICAL/RESEARCH ASSISTANT III U. T. AUSTIN U. T. EL PASO HSC AT SAN ANTONIO U. T. DALLAS	680- 981	8167-11772
4481	LABORATORY TECHNICAL/RESEARCH ASSISTANT II U. T. AUSTIN U. T. EL PASO GALVESTON MEDICAL BRANCH HSC AT DALLAS HSC AT SAN ANTONIO CANCER CENTER U. T. DALLAS HSC AT HOUSTON U. T. SAN ANTONIO HC AT TYLER	575-1014	6903-12104
4482	LABORATORY TECHNICAL/RESEARCH ASSISTANT I U. T. AUSTIN U. T. EL PASO GALVESTON MEDICAL BRANCH HSC AT DALLAS HSC AT SAN ANTONIO CANCER CENTER U. T. DALLAS HSC AT HOUSTON U. T. SAN ANTONIO HC AT TYLER	503- 831	6036- 9972

FEB 9 1979

1820

CODE	TITLE AND COMPONENT UNIT	MONTHLY	ANNUAL
4495	LABORATORY HELPER U. T. AUSTIN HSC AT DALLAS U. T. DALLAS	486- 727	5832- 8724
50-	ENGINEERING, TRADES-CRAFTS, AND LABOR TITLES		
50-	ENGINEERING MANAGEMENT TITLES		
5007	SUPERINTENDENT, BRC U. T. AUSTIN	2263-3058	27156-36696
5008	ASSISTANT DIRECTOR II, PHYSICAL PLANT GALVESTON MEDICAL BRANCH HSC AT HOUSTON	1852-2957	22224-35484
5009	ASSISTANT DIRECTOR I, PHYSICAL PLANT U. T. EL PASO HC AT TYLER	1370-1980	16440-23760
5010	ASSISTANT TO DIRECTOR PHYSICAL PLANT CANCER CENTER U. T. DALLAS	1325-1915	15900-22980
5011	SUPERINTENDENT OF CONSTRUCTION AND MAINTENANCE II U. T. AUSTIN	2263-3058	27156-36696
5012	SUPERINTENDENT OF CONSTRUCTION AND MAINTENANCE I HSC AT DALLAS HSC AT SAN ANTONIO	1465-2263	17580-27156
5013	ASSISTANT SUPERINTENDENT OF CONSTRUCTION AND MAINTENANCE II U. T. AUSTIN	1701-2587	21492-31044
5014	ASSISTANT SUPERINTENDENT OF CONSTRUCTION AND MAINTENANCE I HSC AT DALLAS U. T. SAN ANTONIO INSTITUTE TEXAN CULTURES	1239-2047	14868-24564
5016	SUPERINTENDENT OF UTILITIES U. T. AUSTIN HSC AT HOUSTON	1732-3381	20784-40572

FEB 9 1979

1821

CODE	TITLE AND COMPONENT UNIT	MONTHLY	ANNUAL
5018	ASSISTANT SUPERINTENDENT OF UTILITIES U. T. AUSTIN	1915-2587	22987-31044
5019	ELECTRICAL SUPERINTENDENT GALVESTON MEDICAL BRANCH	1732-2340	20784-28080
5020	ASSISTANT ELECTRICAL SUPERINTENDENT GALVESTON MEDICAL BRANCH	1465-1980	17580-23760
5022	SUPERINTENDENT OF PLUMBING GALVESTON MEDICAL BRANCH	1732-2340	20784-28080
5023	ASSISTANT SUPERINTENDENT OF PLUMBING GALVESTON MEDICAL BRANCH	1465-1980	17580-23760
5024	SUPERINTENDENT OF REMODELING AND CONSTRUCTION GALVESTON MEDICAL BRANCH HSC AT HOUSTON	1732-2340	20784-28080
5026	SUPERVISOR OF REMODELING AND CONSTRUCTION U. T. EL PASO U. T. DALLAS	1084-1620	13008-19440
5027	FOREMAN OF REMODELING AND CONSTRUCTION U. T. DALLAS	1014-1325	12168-15900
5028	SUPERINTENDENT OF AIR CONDITIONING AND REFRIGERATION GALVESTON MEDICAL BRANCH	1732-2340	20784-28080
5029	ASSISTANT SUPERINTENDENT OF AIR CONDITIONING AND REFRIGERATION GALVESTON MEDICAL BRANCH	1465-1980	17580-23760
5031	SUPERINTENDENT OF BUILDINGS AND GROUNDS MAINTENANCE GALVESTON MEDICAL BRANCH HC AT TYLER	1675-2340	20100-28080
5032	ASSISTANT SUPERINTENDENT OF BUILDINGS AND GROUNDS MAINTENANCE GALVESTON MEDICAL BRANCH	1465-1980	17580-23760
5037	ELECTRICAL ENGINEER II U. T. AUSTIN	1791-2502	21492-30024

FEB 9 1979

1822

CODE	TITLE AND COMPONENT UNIT	MONTHLY	ANNUAL
5038	ELECTRICAL ENGINEER I HSC AT HOUSTON U. T. SAN ANTONIO	1281-2117	15372-25404
5039	ASSISTANT ELECTRICAL ENGINEER U. T. AUSTIN	1620-2189	19440-26268
5040	MAINTENANCE ENGINEER II U. T. AUSTIN	1791-2502	21492-30024
5041	MAINTENANCE ENGINEER I U. T. EL PASO U. T. DALLAS U. T. PERMIAN BASIN	1121-1620	13452-19440
5042	ASSISTANT MAINTENANCE ENGINEER U. T. AUSTIN	1620-2189	19440-26268
5046	AIR CONDITIONING AND REFRIGERATING ENGINEER II U. T. AUSTIN	1791-2502	21492-30024
5047	AIR CONDITIONING AND REFRIGERATING ENGINEER I U. T. EL PASO	1048-1325	12576-15900
5048	ASSISTANT AIR CONDITIONING AND REFRIGERATING ENGINEER U. T. AUSTIN	1620-2189	19440-26268
5049	COMMUNICATIONS ENGINEER U. T. AUSTIN	1791-2502	21492-30024
5050	POWER PLANT ENGINEER U. T. AUSTIN	1791-2502	21492-30024
5051	ASSISTANT POWER PLANT ENGINEER U. T. AUSTIN	1620-2189	19440-26268
5055	CONSTRUCTION INSPECTOR U. T. ARLINGTON	1159-1620	13908-19440
5057	PROJECT SPECIALIST HSC AT HOUSTON	1465-1980	17580-23760
5060	ARCHITECT II U. T. SYSTEM ADMINISTRATION U. T. AUSTIN U. T. SAN ANTONIO	1567-2267	18804-27156

FEB 9 1979

1823

CODE	TITLE AND COMPONENT UNIT	MONTHLY	ANNUAL
5061	ARCHITECT I U. T. SYSTEM ADMINISTRATION U. T. AUSTIN GALVESTON MEDICAL BRANCH HSC AT SAN ANTONIO HSC AT HOUSTON	1465-2117	17587-25474
5062	ASSOCIATE ARCHITECT HSC AT SAN ANTONIO HSC AT HOUSTON	1239-1732	14868-20764
5063	MECHANICAL DESIGNER II U. T. DALLAS	1159-1515	13908-18180
5064	MECHANICAL DESIGNER I U. T. DALLAS	1014-1325	12168-15900
5066	TECHNICAL ILLUSTRATOR U. T. DALLAS	1159-1515	13908-18180
5071	DRAFTING TECHNICIAN IV U. T. SYSTEM ADMINISTRATION U. T. AUSTIN	1281-1620	15372-19440
5072	DRAFTING TECHNICIAN III U. T. SYSTEM ADMINISTRATION U. T. AUSTIN HSC AT DALLAS U. T. DALLAS HSC AT HOUSTON	1014-1515	12168-15180
5073	DRAFTING TECHNICIAN II U. T. SYSTEM ADMINISTRATION U. T. AUSTIN U. T. ARLINGTON U. T. EL PASO HSC AT DALLAS HSC AT SAN ANTONIO CANCER CENTER U. T. DALLAS HSC AT HOUSTON U. T. SAN ANTONIO U. T. PERMIAN BASIN	727-1325	8724-15900
5074	DRAFTING TECHNICIAN I U. T. SYSTEM ADMINISTRATION U. T. AUSTIN U. T. EL PASO GALVESTON MEDICAL BRANCH HSC AT DALLAS HSC AT SAN ANTONIO CANCER CENTER U. T. DALLAS HSC AT HOUSTON U. T. SAN ANTONIO U. T. PERMIAN BASIN HC AT TYLER	575-1159	6900-13908

FEB 9 1979

1824

CODE	TITLE AND COMPONENT UNIT	MONTHLY	ANNUAL
5081	CHIEF CARTOGRAPHER U. T. AUSTIN	1620-2263	19440-27156
5082	SENIOR CARTOGRAPHER U. T. AUSTIN	1465-1852	17580-22224
5083	CARTOGRAPHER U. T. SYSTEM ADMINISTRATION U. T. AUSTIN	1370-1732	16440-20784
5085	CARTOGRAPHIC TECHNICIAN II U. T. AUSTIN	1159-1465	13906-17580
5086	CARTOGRAPHIC TECHNICIAN I U. T. AUSTIN	889-1121	10656-13452
5090	JOB COORDINATOR HSC AT SAN ANTONIO CANCER CENTER U. T. DALLAS HSC AT HOUSTON U. T. PERMIAN BASIN HC AT TYLER	703-1557	8436-18874
51-	PLANT OPERATION TITLES		
5107	STEAM DISTRIBUTION SUPERVISOR U. T. AUSTIN	1370-1852	16440-22224
5109	ASSISTANT STEAM DISTRIBUTION SUPERVISOR U. T. AUSTIN	1198-1620	14376-19440
5110	CHIEF STATIONARY ENGINEER CANCER CENTER	1515-2185	18180-26268
5111	ASSISTANT CHIEF STATIONARY ENGINEER CANCER CENTER	1370-1980	16440-23760
5113	SHIFT ENGINEER CANCER CENTER	1281-1852	15372-22224
5114	STATIONARY ENGINEER III CANCER CENTER HSC AT HOUSTON	1198-1732	14376-20784
5115	STATIONARY ENGINEER II CANCER CENTER HSC AT HOUSTON	1084-1567	13008-18904

FEB 9 1979

1825

CODE	TITLE AND COMPONENT UNIT	MONTHLY	ANNUAL
5116	STATIONARY ENGINEER I CANCER CENTER HSC AT HOUSTON	1014-1465	12168-17520
5120	WATER TREATMENT TECHNICIAN U. T. ARLINGTON HSC AT DALLAS	981-1515	11772-18180
5125	UTILITIES OPERATIONS SUPERVISOR U. T. AUSTIN U. T. ARLINGTON HSC AT DALLAS HSC AT SAN ANTONIO U. T. DALLAS HSC AT HOUSTON U. T. SAN ANTONIO U. T. PERMIAN BASIN HC AT TYLER	949-1915	11358-22980
5126	ASSISTANT UTILITIES OPERATIONS SUPERVISOR U. T. AUSTIN HC AT TYLER	1121-1620	13452-19440
5132	UTILITY STATION LEADER U. T. ARLINGTON	1048-1465	12576-17580
5134	UTILITIES STATION OPERATOR II HSC AT SAN ANTONIO HC AT TYLER	1048-1515	12576-18180
5135	UTILITIES STATION OPERATOR I U. T. AUSTIN U. T. ARLINGTON HSC AT DALLAS HSC AT SAN ANTONIO U. T. SAN ANTONIO U. T. PERMIAN BASIN HC AT TYLER	898-1515	10650-18180
5140	BUILDING UTILITY OPERATOR HSC AT DALLAS U. T. PERMIAN BASIN	727-1417	8724-17004
52-	BUILDING AND ALLIED TRADES TITLES		
5204	SUPERINTENDENT, CONTRCL CENTER HSC AT DALLAS	1325-1552	15900-22224

FEB 9 1979

1826

CODE	TITLE AND COMPONENT UNIT	MONTHLY	ANNUAL
5206	ELECTRICIAN SUPERVISOR U. T. AUSTIN U. T. ARLINGTON	1239-1852	14868-22224
5207	ASSISTANT ELECTRICIAN SUPERVISOR U. T. AUSTIN	1198-1620	14370-19440
5208	ELECTRICIAN FOREMAN/LEADER U. T. ARLINGTON U. T. EL PASO GALVESTON MEDICAL BRANCH HSC AT DALLAS HSC AT SAN ANTONIO CANCER CENTER HSC AT HOUSTON U. T. SAN ANTONIO HC AT TYLER	1084-1915	13008-22980
5209	ASSISTANT ELECTRICIAN FOREMAN/LEADER CANCER CENTER HC AT TYLER	1048-1620	12576-19440
5212	ELECTRICIAN U. T. AUSTIN U. T. ARLINGTON U. T. EL PASO GALVESTON MEDICAL BRANCH HSC AT DALLAS HSC AT SAN ANTONIO CANCER CENTER HSC AT HOUSTON U. T. SAN ANTONIO U. T. PERMIAN BASIN HC AT TYLER INSTITUTE TEXAN CULTURES	859-1675	10308-20100
5215	PLUMBER SUPERVISOR U. T. AUSTIN	1370-1852	16440-22224
5216	ASSISTANT PLUMBER SUPERVISOR U. T. AUSTIN	1198-1620	14376-19440
5217	PLUMBER FOREMAN/LEADER U. T. ARLINGTON U. T. EL PASO GALVESTON MEDICAL BRANCH HSC AT DALLAS HSC AT SAN ANTONIO CANCER CENTER HSC AT HOUSTON U. T. SAN ANTONIO HC AT TYLER	1084-1852	13008-22224
5223	ASSISTANT PLUMBER FOREMAN/LEADER CANCER CENTER HC AT TYLER	1048-1620	12576-19440

FEB 9 1979

1827

CODE	TITLE AND COMPONENT UNIT	MONTHLY	ANNUAL
5225	PLUMBER U. T. AUSTIN U. T. ARLINGTON U. T. EL PASO GALVESTON MEDICAL BRANCH HSC AT DALLAS HSC AT SAN ANTONIO CANCER CENTER HSC AT HOUSTON U. T. SAN ANTONIO U. T. PERMIAN BASIN HC AT TYLER INSTITUTE TEXAN CULTURES	831-1620	9972-19440
5227	STEAM FITTER U. T. AUSTIN	1049-1417	12576-17004
5230	CARPENTER SUPERVISOR U. T. AUSTIN	1325-1791	15901-21492
5231	ASSISTANT CARPENTER SUPERVISOR U. T. AUSTIN	1198-1620	14376-19440
5232	CARPENTER FOREMAN/LEADER II U. T. ARLINGTON GALVESTON MEDICAL BRANCH HSC AT DALLAS HSC AT SAN ANTONIO CANCER CENTER HSC AT HOUSTON U. T. SAN ANTONIO HC AT TYLER	1048-1852	12576-22224
5233	CARPENTER FOREMAN/LEADER I U. T. EL PASO	949-1239	11389-14868
5234	ASSISTANT CARPENTER FOREMAN/LEADER CANCER CENTER HSC AT HOUSTON HC AT TYLER	1048-1732	12576-20784
5235	CARPENTER II U. T. AUSTIN U. T. ARLINGTON GALVESTON MEDICAL BRANCH HSC AT DALLAS HSC AT SAN ANTONIO CANCER CENTER HSC AT HOUSTON U. T. SAN ANTONIO U. T. PERMIAN BASIN HC AT TYLER INSTITUTE TEXAN CULTURES	859-1620	10303-19440

FEB 9 1979

1828

CODE	TITLE AND COMPONENT UNIT	MONTHLY	ANNUAL
5236	CARPENTER I U. T. EL PASO U. T. PERMIAN BASIN	680- 949	8160-11388
5238	PAINTER SUPERVISOR U. T. AUSTIN	1198-1620	14376-19440
5239	ASSISTANT PAINTER SUPERVISOR U. T. AUSTIN	1048-1417	12576-17104
5240	PAINTER FOREMAN/LEADER II U. T. ARLINGTON GALVESTON MEDICAL BRANCH HSC AT DALLAS HSC AT SAN ANTONIO CANCER CENTER HSC AT HOUSTON U. T. SAN ANTONIO HC AT TYLER	1048-1732	12576-20784
5241	PAINTER FOREMAN/LEADER I U. T. EL PASO	859-1121	10309-13452
5243	ASSISTANT PAINTER FOREMAN/LEADER CANCER CENTER HSC AT HOUSTON HC AT TYLER	1048-1620	12576-19440
5245	PAINTER II U. T. AUSTIN U. T. ARLINGTON U. T. EL PASO GALVESTON MEDICAL BRANCH HSC AT DALLAS HSC AT SAN ANTONIO CANCER CENTER HSC AT HOUSTON U. T. SAN ANTONIO U. T. PERMIAN BASIN HC AT TYLER INSTITUTE TEXAN CULTURES	752-1515	9034-14180
5246	PAINTER I U. T. EL PASO U. T. PERMIAN BASIN	595- 831	7140- 9972
5248	CABINETMAKER SUPERVISOR U. T. AUSTIN U. T. SAN ANTONIO	1121-1791	13452-21462
5249	ASSISTANT CABINETMAKER SUPERVISOR U. T. AUSTIN	1198-1620	14376-19440

FEB 9 1979

1829

CODE	TITLE AND COMPONENT UNIT	MONTHLY	ANNUAL
5251	CABINETMAKER U. T. AUSTIN HSC AT DALLAS HSC AT SAN ANTONIO U. T. SAN ANTONIO INSTITUTE TEXAN CULTURES	949-1515	11262-18180
5253	FURNITURE AND FURNISHINGS SUPERVISOR U. T. AUSTIN CANCER CENTER	1048-1852	12576-22224
5254	ASSISTANT FURNITURE AND FURNISHINGS SUPERVISOR U. T. AUSTIN	918-1239	11016-14504
5257	FURNITURE UPHOLSTERER/REPAIRER AND REFINISHER U. T. AUSTIN CANCER CENTER U. T. PERMIAN BASIN	804-1465	9644-17580
5261	CABLE SPLICER U. T. AUSTIN	1048-1417	12576-17004
5263	ROOFER GALVESTON MEDICAL BRANCH	1239-1567	14862-18804
5267	WELDER U. T. AUSTIN GALVESTON MEDICAL BRANCH HSC AT DALLAS CANCER CENTER U. T. SAN ANTONIO	1014-1567	12162-18504
5270	CEMENT FINISHER U. T. AUSTIN	949-1261	11362-15372
5273	MASON U. T. AUSTIN HSC AT SAN ANTONIO	949-1417	11356-17004
5275	PLASTERER U. T. AUSTIN U. T. ARLINGTON GALVESTON MEDICAL BRANCH HSC AT SAN ANTONIO CANCER CENTER U. T. SAN ANTONIO	949-1567	11362-18604
5277	TILE SETTER U. T. ARLINGTON	1014-1417	12162-17004

FEB 9 1979

1830

CODE	TITLE AND COMPONENT UNIT	MONTHLY	ANNUAL
5279	STEEL WORKER U. T. AUSTIN	1014-1370	12168-16440
5282	SHEETMETAL WORKER U. T. AUSTIN GALVESTON MEDICAL BRANCH HSC AT DALLAS CANCER CENTER	1014-1567	12168-18804
5285	INSULATOR U. T. AUSTIN GALVESTON MEDICAL BRANCH CANCER CENTER	1014-1567	12168-18804
5287	CONSTRUCTION MACHINERY OPERATOR U. T. AUSTIN U. T. EL PASO HSC AT SAN ANTONIO U. T. SAN ANTONIO	658-1281	7896-15372
5288	MAINTENANCE WORKER III U. T. ARLINGTON HSC AT SAN ANTONIO U. T. DALLAS HC AT TYLER	859-1417	10306-17004
5289	MAINTENANCE WORKER II U. T. SYSTEM ADMINISTRATION U. T. ARLINGTON U. T. EL PASO GALVESTON MEDICAL BRANCH HSC AT DALLAS HSC AT SAN ANTONIO CANCER CENTER U. T. DALLAS HSC AT HOUSTON U. T. SAN ANTONIO U. T. PERMIAN BASIN HC AT TYLER INSTITUTE TEXAN CULTURES	752-1281	9024-15372
5290	MAINTENANCE WORKER I U. T. SYSTEM ADMINISTRATION U. T. AUSTIN U. T. ARLINGTON U. T. EL PASO HSC AT DALLAS HSC AT SAN ANTONIO CANCER CENTER U. T. DALLAS HSC AT HOUSTON U. T. SAN ANTONIO U. T. PERMIAN BASIN HC AT TYLER INSTITUTE TEXAN CULTURES	575-1084	6900-13008

FEB 9 1979

1831

CODE	TITLE AND COMPONENT UNIT	MONTHLY	ANNUAL
5295	EXTERMINATOR U. T. AUSTIN	680- 888	9160-10656
53-	MECHANICAL AND ALLIED TRADES TITLES		
5305	REFRIGERATION SUPERVISOR U. T. AUSTIN	1370-1852	16440-22224
5306	ASSISTANT REFRIGERATION SUPERVISOR U. T. AUSTIN	1198-1620	14376-19440
5308	REFRIGERATION MECHANIC FOREMAN/LEADER GALVESTON MEDICAL BRANCH HSC AT DALLAS HSC AT HOUSTON HC AT TYLER	1121-1852	13452-22224
5309	ASSISTANT REFRIGERATION MECHANIC FOREMAN HC AT TYLER	1049-1417	12576-17004
5310	REFRIGERATION MECHANIC II U. T. AUSTIN U. T. EL PASO GALVESTON MEDICAL BRANCH HSC AT DALLAS HSC AT SAN ANTONIO CANCER CENTER HSC AT HOUSTON U. T. SAN ANTONIO HC AT TYLER	918-1620	11016-19440
5311	REFRIGERATION MECHANIC I U. T. EL PASO HSC AT HOUSTON	727-1325	8724-15900
5312	AIR CONDITIONING SUPERVISOR U. T. AUSTIN U. T. ARLINGTON	1239-1852	14869-22224
5313	ASSISTANT AIR CONDITIONING SUPERVISOR U. T. AUSTIN	1198-1620	14376-19440
5315	AIR CONDITIONING FOREMAN/LEADER U. T. ARLINGTON GALVESTON MEDICAL BRANCH CANCER CENTER U. T. PERMIAN BASIN	1014-1732	12166-20784

FEB 9 1979

1832

CODE	TITLE AND COMPONENT UNIT	MONTHLY	ANNUAL
5316	ASSISTANT AIR CONDITIONING FOREMAN/LEADER CANCER CENTER	1121-1620	13452-17440
5317	AIR CONDITIONING LEAD MAN GALVESTON MEDICAL BRANCH	1325-1620	15900-17440
5319	AIR CONDITIONING MECHANIC U. T. ARLINGTON U. T. EL PASO GALVESTON MEDICAL BRANCH HSC AT SAN ANTONIO	918-1567	11016-18604
5320	AIR CONDITIONING CONTROL OPERATOR GALVESTON MEDICAL BRANCH	1239-1567	14865-18604
5323	COMMUNICATIONS SUPERVISOR U. T. AUSTIN	1370-1652	16440-22224
5324	ASSISTANT COMMUNICATIONS SUPERVISOR U. T. AUSTIN	1198-1620	14376-19440
5326	COMMUNICATIONS TECHNICIAN U. T. AUSTIN U. T. ARLINGTON GALVESTON MEDICAL BRANCH	981-1675	11772-20100
5330	ELECTRONIC TECHNICIAN II HSC AT SAN ANTONIO CANCER CENTER	1121-1732	13452-20794
5332	ELECTRONIC TECHNICIAN I U. T. ARLINGTON U. T. EL PASO HSC AT SAN ANTONIO CANCER CENTER HSC AT HOUSTON U. T. SAN ANTONIO U. T. PERMIAN BASIN HC AT TYLER INSTITUTE TEXAN CULTURES	859-1567	10308-18604
5342	MAINTENANCE SUPERVISOR U. T. ARLINGTON CANCER CENTER U. T. DALLAS HSC AT HOUSTON U. T. PERMIAN BASIN	981-1690	11772-23700
5343	UTILITIES MAINTENANCE SUPERVISOR HSC AT DALLAS	1199-1675	14376-20100

FEB 9 1979

1833

CODE	TITLE AND COMPONENT UNIT	MONTHLY	ANNUAL
5344	MAINTENANCE FOREMAN/LEADER CANCER CENTER U. T. DALLAS HSC AT HOUSTON	1084-1732	13008-20784
5345	MECHANICAL FOREMAN U. T. EL PASO HSC AT DALLAS	1084-1515	13008-18180
5346	MAINTENANCE MECHANIC SUPERVISOR U. T. AUSTIN	1370-1852	16440-22224
5347	ASSISTANT MAINTENANCE MECHANIC SUPERVISOR U. T. AUSTIN	1199-1620	14376-19440
5348	PLANT MAINTENANCE MECHANIC U. T. AUSTIN U. T. ARLINGTON U. T. PERMIAN BASIN	919-1417	11016-17004
5349	SUPERVISOR, MAINTENANCE AND REPAIR SHOP U. T. AUSTIN	1370-1852	16440-22224
5350	ASSISTANT SUPERVISOR, MAINTENANCE AND REPAIR SHOP U. T. AUSTIN	1198-1620	14376-19440
5353	DENTAL EQUIPMENT MECHANIC HSC AT SAN ANTONIO HSC AT HOUSTON	918-1465	11016-17560
5354	ASSISTANT DENTAL EQUIPMENT MECHANIC HSC AT HOUSTON	804-1084	9648-13008
5356	AUTOMOTIVE SHOP FOREMAN HSC AT DALLAS HC AT TYLER	1084-1515	13008-18180
5357	AUTOMOTIVE MECHANIC II U. T. AUSTIN U. T. ARLINGTON U. T. EL PASO HSC AT DALLAS HSC AT SAN ANTONIO HSC AT HOUSTON U. T. SAN ANTONIO U. T. PERMIAN BASIN HC AT TYLER	778-1515	9336-18180
5358	AUTOMOTIVE MECHANIC I U. T. EL PASO U. T. PERMIAN BASIN	595- 778	7140- 9336

FEB 9 1979

1834

CODE	TITLE AND COMPONENT UNIT	MONTHLY	ANNUAL
5359	INSTRUMENT MECHANIC SUPERVISOR U. T. AUSTIN	1370-1952	16440-22224
5360	INSTRUMENT MECHANIC U. T. AUSTIN GALVESTON MEDICAL BRANCH HSC AT DALLAS U. T. SAN ANTONIO	1048-1732	12676-20764
5367	LOCKSMITH SUPERVISOR U. T. AUSTIN	1048-1417	12676-17004
5368	LOCKSMITH U. T. AUSTIN U. T. ARLINGTON U. T. EL PASO GALVESTON MEDICAL BRANCH HSC AT DALLAS HSC AT SAN ANTONIO CANCER CENTER HSC AT HOUSTON U. T. SAN ANTONIO	778-1567	9336-18804
5375	LABORATORY MECHANIC U. T. ARLINGTON GALVESTON MEDICAL BRANCH	949-1567	11386-18804
5379	MECHANIC HELPER CANCER CENTER HSC AT HOUSTON	636- 888	7632-10656
5383	BOAT CAPTAIN U. T. AUSTIN GALVESTON MEDICAL BRANCH	1159-2047	13908-24664
5385	BOAT PILOT GALVESTON MEDICAL BRANCH	949-1465	11388-17880
5387	DECKHAND GALVESTON MEDICAL BRANCH	703-1048	8436-12576
54-	LABOR AND LABOR SUPERVISION TITLES		
5405	HORTICULTURIST U. T. AUSTIN HSC AT DALLAS U. T. DALLAS	1014-1515	12168-18180
5409	ARBORIST II U. T. AUSTIN	904-1048	5648-12576

FEB 9 1979

1835

CODE	TITLE AND COMPONENT UNIT	MONTHLY	ANNUAL
5410	ARBORIST I U. T. AUSTIN	658- 831	7896- 9972
5413	GROUNDS MAINTENANCE SUPERVISOR U. T. AUSTIN U. T. ARLINGTON U. T. EL PASO HSC AT SAN ANTONIO U. T. SAN ANTONIO U. T. PERMIAN BASIN HC AT TYLER	949-1515	11383-18180
5415	ASSISTANT GROUNDS MAINTENANCE SUPERVISOR U. T. AUSTIN U. T. ARLINGTON U. T. EL PASO U. T. SAN ANTONIO U. T. PERMIAN BASIN	904-1239	9649-14868
5417	GROUNDS MAINTENANCE FOREMAN/LEADER U. T. AUSTIN U. T. ARLINGTON GALVESTON MEDICAL BRANCH HSC AT DALLAS U. T. DALLAS U. T. PERMIAN BASIN HC AT TYLER INSTITUTE TEXAN CULTURES	703-1239	8436-14268
5421	LANDSCAPE SUPERVISOR GALVESTON MEDICAL BRANCH	1281-1675	15372-20100
5422	GREENHOUSE FOREMAN HSC AT DALLAS	831-1159	9972-13908
5424	GROUNDSKEEPER III U. T. ARLINGTON HSC AT DALLAS U. T. DALLAS HC AT TYLER	658-1064	7896-13003
5425	GROUNDSKEEPER II U. T. ARLINGTON U. T. EL PASO HSC AT DALLAS HSC AT SAN ANTONIO U. T. DALLAS U. T. SAN ANTONIO HC AT TYLER INSTITUTE TEXAN CULTURES	595- 949	7140-11388

FEB 9 1979

1836

CODE	TITLE AND COMPONENT UNIT	MONTHLY	ANNUAL
5426	GRUNDSKEEPER I U. T. SYSTEM ADMINISTRATION U. T. AUSTIN U. T. ARLINGTON U. T. EL PASO HSC AT DALLAS HSC AT SAN ANTONIO U. T. DALLAS U. T. SAN ANTONIO U. T. PERMIAN BASIN HC AT TYLER INSTITUTE TEXAN CULTURES	520- 831	6240- 9972
5431	GARDENER U. T. SYSTEM ADMINISTRATION U. T. AUSTIN U. T. PERMIAN BASIN	615- 399	7380-10651
5435	LABORER FOREMAN/LEADER U. T. EL PASO GALVESTON MEDICAL BRANCH CANCER CENTER U. T. SAN ANTONIO	703-1198	8436-14371
5439	LABORER II U. T. EL PASO GALVESTON MEDICAL BRANCH	6 8-1048	7896-12671
5440	LABORER I U. T. AUSTIN U. T. ARLINGTON U. T. EL PASO GALVESTON MEDICAL BRANCH HSC AT SAN ANTONIO CANCER CENTER U. T. SAN ANTONIO U. T. PERMIAN BASIN INSTITUTE TEXAN CULTURES	538- 831	6456- 9971
5450	TRANSPORTATION SUPERVISOR U. T. AUSTIN	1014-1370	12168-1644
5451	ASSISTANT TRANSPORTATION SUPERVISOR U. T. AUSTIN	918-1239	11016-1486
5452	TRANSPORTATION CREW FOREMAN/LEADER U. T. AUSTIN CANCER CENTER U. T. PERMIAN BASIN	658-1014	7856-1216
5458	DRIVER II HSC AT HOUSTON	703- 949	8436-11381

FEB 9 1979

1837

CODE	TITLE AND COMPONENT UNIT	MONTHLY	ANNUAL
5459	DRIVER I GALVESTON MEDICAL BRANCH HSC AT SAN ANTONIO CANCER CENTER HSC AT HOUSTON U. T. SAN ANTONIO U. T. PERMIAN BASIN HC AT TYLER	556-1048	6672-12576
5461	UTILITY SERVICES SUPERVISOR HSC AT DALLAS	831-1159	9972-13915
5465	UTILITY WORKER II U. T. AUSTIN HSC AT DALLAS	636-1014	7632-12165
5466	UTILITY WORKER I U. T. EL PASO HSC AT DALLAS HSC AT HOUSTON U. T. PERMIAN BASIN	486- 888	5832-10656
5470	HELPER U. T. AUSTIN U. T. EL PASO U. T. PERMIAN BASIN	486- 727	5832- 8724
6-	ANCILLARY SERVICE TITLES		
60-	HOUSING MANAGEMENT TITLES		
6005	ASSISTANT DIRECTOR, HOUSING AND FOOD U. T. AUSTIN	1567-2047	18804-24564
6010	MANAGER, DORMITORIES AND APARTMENTS GALVESTON MEDICAL BRANCH	981-1417	11772-17604
6014	ASSISTANT DIRECTOR, JESTER CENTER HALLS U. T. AUSTIN	1325-1732	15900-20784
6015	DIRECTOR, WOMEN'S RESIDENCE HALLS U. T. AUSTIN	1567-2047	18804-24564
6016	ASSISTANT DIRECTOR, WOMEN'S RESIDENCE HALLS U. T. AUSTIN	1239-1620	14868-19440

FEB 9 1979

1838

CODE	TITLE AND COMPONENT UNIT	MONTHLY	ANNUAL
6030	ASSISTANT DIRECTOR, UNIVERSITY APARTMENTS U. T. AUSTIN	1084-1417	13009-17004
6035	FAMILY HOUSING SITE SUPERVISOR U. T. AUSTIN	556- 727	6672- 8724
61-	FOOD MANAGEMENT TITLES		
6103	MANAGER, FOOD PROCESSING CANCER CENTER	1465-2117	17580-25404
6105	FOOD SERVICE MANAGER U. T. AUSTIN HSC AT DALLAS CANCER CENTER U. T. DALLAS HSC AT HOUSTON U. T. SAN ANTONIO HC AT TYLER	1084-1915	13008-22980
6106	ASSISTANT FOOD SERVICE MANAGER U. T. ARLINGTON CANCER CENTER HC AT TYLER	831-1620	9972-19440
6116	ADMINISTRATIVE DIETITIAN II CANCER CENTER	1291-1852	15372-22224
6117	ADMINISTRATIVE DIETITIAN I HSC AT DALLAS CANCER CENTER HC AT TYLER	1121-1952	13452-22224
6125	ASSISTANT DIRECTOR, TEXAS UNION DINING SERVICES U. T. AUSTIN	1732-2263	20784-27156
6126	ASSISTANT MANAGER, UNION DINING SERVICES U. T. EL PASO	981-1325	11772-15900
6137	CHIEF DIETITIAN GALVESTON MEDICAL BRANCH	1281-1732	15372-20784
6138	DIETITIAN U. T. AUSTIN GALVESTON MEDICAL BRANCH CANCER CENTER HSC AT HOUSTON HC AT TYLER	949-1515	11368-18180

FEB 9 1979

1839

CODE	TITLE AND COMPONENT UNIT	MONTHLY	ANNUAL
6140	RESEARCH DIETICIAN GALVESTON MEDICAL BRANCH HSC AT DALLAS CANCER CENTER	1121-1675	13452-20100
6142	RESEARCH KITCHEN TECHNICIAN CANCER CENTER	595- 831	7140- 9972
6151	NUTRITIONIST II GALVESTON MEDICAL BRANCH HSC AT DALLAS	1198-1952	14370-22224
6152	NUTRITIONIST I GALVESTON MEDICAL BRANCH HSC AT DALLAS HSC AT SAN ANTONIO	981-1515	11772-18180
6153	CATERING SUPERVISOR III U. T. DALLAS	981-1281	11772-15372
6154	CATERING SUPERVISOR II U. T. DALLAS	859-1121	10308-13452
6155	CATERING SUPERVISOR I U. T. DALLAS	752- 981	9024-11772
6157	MANAGER FOOD SERVICE, JESTER CENTER HALLS U. T. AUSTIN	1620-2117	19440-25404
6159	FOOD SERVICE SUPERVISOR IV U. T. AUSTIN HSC AT DALLAS CANCER CENTER	1159-1732	13908-20784
6160	FOOD SERVICE SUPERVISOR III U. T. AUSTIN U. T. ARLINGTON U. T. EL PASO GALVESTON MEDICAL BRANCH HSC AT DALLAS CANCER CENTER U. T. DALLAS HSC AT HOUSTON HC AT TYLER	752-1281	9024-15372
6161	FOOD SERVICE SUPERVISOR II U. T. AUSTIN U. T. ARLINGTON U. T. EL PASO GALVESTON MEDICAL BRANCH HSC AT DALLAS CANCER CENTER U. T. DALLAS HSC AT HOUSTON	595-1048	7140-12576

FEB 9 1979

1840

CODE	TITLE AND COMPONENT UNIT	MONTHLY	ANNUAL
6162	FOOD SERVICE SUPERVISOR I U. T. AUSTIN U. T. ARLINGTON HSC AT DALLAS U. T. DALLAS U. T. PERMIAN BASIN	538- 831	6456- 9972
6172	CHIEF COOK U. T. SYSTEM ADMINISTRATION U. T. AUSTIN GALVESTON MEDICAL BRANCH CANCER CENTER U. T. SAN ANTONIO	752-1281	9024-15372
6173	ASSISTANT CHIEF COOK GALVESTON MEDICAL BRANCH CANCER CENTER	804-1198	9648-14376
6174	METABOLIC COOK GALVESTON MEDICAL BRANCH	615- 859	7380-10308
6175	COOK III U. T. AUSTIN GALVESTON MEDICAL BRANCH HSC AT DALLAS CANCER CENTER U. T. DALLAS	680-1121	8160-13452
6176	COOK II U. T. SYSTEM ADMINISTRATION U. T. AUSTIN U. T. ARLINGTON U. T. EL PASO GALVESTON MEDICAL BRANCH HSC AT DALLAS CANCER CENTER U. T. DALLAS HSC AT HOUSTON U. T. SAN ANTONIO HC AT TYLER	595- 918	7140-11016
6177	COOK I U. T. SYSTEM ADMINISTRATION U. T. AUSTIN U. T. ARLINGTON U. T. EL PASO GALVESTON MEDICAL BRANCH HSC AT DALLAS CANCER CENTER U. T. DALLAS HSC AT HOUSTON HC AT TYLER	520- 778	6240- 9336

FEB 9 1979

1841

CODE	TITLE AND COMPONENT UNIT	MONTHLY	ANNUAL
6178	BAKER III U. T. AUSTIN U. T. ARLINGTON CANCER CENTER	804-1121	9648-13452
6179	BAKER II U. T. AUSTIN U. T. ARLINGTON U. T. EL PASO GALVESTON MEDICAL BRANCH HC AT TYLER	575- 981	6900-11772
6180	BAKER I U. T. AUSTIN U. T. ARLINGTON U. T. EL PASO GALVESTON MEDICAL BRANCH	538- 778	6456- 9336
6184	FOOD CHECKER AND CASHIER U. T. AUSTIN U. T. EL PASO U. T. DALLAS U. T. SAN ANTONIO	520- 804	6240- 9648
6188	FOOD PREPARATION WORKER II U. T. AUSTIN GALVESTON MEDICAL BRANCH U. T. DALLAS U. T. SAN ANTONIO	556- 518	6672-11016
6189	FOOD PREPARATION WORKER I U. T. AUSTIN GALVESTON MEDICAL BRANCH U. T. DALLAS U. T. SAN ANTONIO	486- 776	5832- 9336
6191	FOOD SERVICE WORKER II U. T. EL PASO GALVESTON MEDICAL BRANCH HSC AT DALLAS CANCER CENTER U. T. SAN ANTONIO HC AT TYLER	538- 889	6456-10308
6192	FOOD SERVICE WORKER I U. T. AUSTIN U. T. ARLINGTON U. T. EL PASO GALVESTON MEDICAL BRANCH HSC AT DALLAS CANCER CENTER HSC AT HOUSTON U. T. SAN ANTONIO U. T. PERMIAN BASIN HC AT TYLER	486- 778	5832- 9336

FEB 9 1979 1842

CODE	TITLE AND COMPONENT UNIT	MONTHLY	ANNUAL
62-	BUILDING MANAGEMENT TITLES		
6205	SUPERINTENDENT OF BUILDINGS AND GROUNDS U. T. AUSTIN	2047-2957	24564-35484
6206	ASSISTANT SUPERINTENDENT OF BUILDINGS AND GROUNDS U. T. AUSTIN	1515-2047	18180-24504
6208	ASSISTANT DIRECTOR/MANAGER, HOUSEKEEPING SERVICES GALVESTON MEDICAL BRANCH CANCER CENTER	1048-1515	12576-18180
6210	AUDITORIUM AND THEATER SUPERVISOR U. T. EL PASO	703- 888	8436-10656
6212	EXECUTIVE HOUSEKEEPER HSC AT DALLAS HC AT TYLER	1198-1732	14376-20784
6213	ASSISTANT EXECUTIVE HOUSEKEEPER HSC AT SAN ANTONIO HC AT TYLER	856-1198	10308-14376
6215	BUILDING SERVICES SUPERVISOR U. T. AUSTIN U. T. ARLINGTON U. T. EL PASO HSC AT DALLAS CANCER CENTER U. T. DALLAS U. T. SAN ANTONIO U. T. PERMIAN BASIN	859-1515	10308-18180
6216	ASSISTANT BUILDING SERVICES SUPERVISOR U. T. AUSTIN U. T. ARLINGTON U. T. DALLAS U. T. SAN ANTONIO U. T. PERMIAN BASIN	804-1239	9648-14868
6217	BUILDING SERVICES COORDINATOR U. T. SYSTEM ADMINISTRATION	949-1239	11388-14868
6218	CLASSROOM SCHEDULING COORDINATOR HSC AT DALLAS	831-1159	9972-13908
6220	SUPERVISOR, PHYSICAL PLANT SUPPORT SERVICES HSC AT HOUSTON	1375-1852	16440-22224

FEB 9 1979

1843

CODE	TITLE AND COMPONENT UNIT	MONTHLY	ANNUAL
6222	BUILDING ATTENDANT FOREMAN/LEADER U. T. AUSTIN U. T. ARLINGTON U. T. EL PASO HSC AT SAN ANTONIO CANCER CENTER U. T. DALLAS U. T. SAN ANTONIO U. T. PERMIAN BASIN HC AT TYLER INSTITUTE TEXAN CULTURES	575-1121	6907-13452
6223	ASSISTANT BUILDING ATTENDANT FOREMAN/LEADER U. T. AUSTIN U. T. DALLAS HC AT TYLER	615- 949	7380-11388
6225	BUILDING ATTENDANT II U. T. AUSTIN U. T. ARLINGTON U. T. EL PASO HSC AT DALLAS HSC AT SAN ANTONIO U. T. DALLAS HSC AT HOUSTON U. T. SAN ANTONIO U. T. PERMIAN BASIN HC AT TYLER INSTITUTE TEXAN CULTURES	556- 949	6672-11388
6226	BUILDING ATTENDANT I U. T. SYSTEM ADMINISTRATION U. T. AUSTIN U. T. ARLINGTON U. T. EL PASO GALVESTON MEDICAL BRANCH HSC AT DALLAS HSC AT SAN ANTONIO CANCER CENTER U. T. DALLAS U. T. SAN ANTONIO U. T. PERMIAN BASIN HC AT TYLER INSTITUTE TEXAN CULTURES	539- 888	6456-10686
6236	HOUSEKEEPING SUPERVISOR U. T. SYSTEM ADMINISTRATION U. T. AUSTIN GALVESTON MEDICAL BRANCH HSC AT SAN ANTONIO CANCER CENTER	752-1239	9024-14863
6240	HOUSEKEEPER II U. T. SYSTEM ADMINISTRATION U. T. AUSTIN HSC AT DALLAS CANCER CENTER	659-1159	7896-13508

FEB 9 1979 1844

CODE	TITLE AND COMPONENT UNIT	MONTHLY	ANNUAL
6241	HOUSEKEEPER I U. T. SYSTEM ADMINISTRATION U. T. AUSTIN U. T. PERMIAN BASIN	538- 859	6466-10309
6260	GARAGE SUPERVISOR CANCER CENTER	658- 918	7896-11016
6285	CHIEF ELEVATOR OPERATOR CANCER CENTER	636- 898	7632-10660
6286	ASSISTANT CHIEF ELEVATOR OPERATOR CANCER CENTER	595- 831	7140- 9972
6287	ELEVATOR OPERATOR GALVESTON MEDICAL BRANCH CANCER CENTER	556- 778	6672- 9336
6298	GUEST ATTENDANT CANCER CENTER	595- 831	7140- 9972
6294	SEAMSTRESS GALVESTON MEDICAL BRANCH CANCER CENTER HC AT TYLER	556- 804	6672- 9048
6295	BARBER HC AT TYLER	727- 981	8724-11772
6296	COSMETOLOGIST HC AT TYLER	727- 981	8724-11772
63-	POLICE TITLES		
6306	ASSISTANT CHIEF OF POLICE U. T. AUSTIN U. T. ARLINGTON GALVESTON MEDICAL BRANCH HSC AT SAN ANTONIO CANCER CENTER HSC AT HOUSTON U. T. SAN ANTONIO	1370-2117	16447-25404
6318	CAPTAIN, UNIVERSITY POLICE U. T. AUSTIN U. T. ARLINGTON U. T. EL PASO GALVESTON MEDICAL BRANCH HSC AT DALLAS HSC AT SAN ANTONIO CANCER CENTER HSC AT HOUSTON U. T. SAN ANTONIO	1159-1918	13906-22980

FEB 9 1979 1845

CODE	TITLE AND COMPONENT UNIT	MONTHLY	ANNUAL
6319	LIEUTENANT, UNIVERSITY POLICE U. T. AUSTIN U. T. ARLINGTON U. T. EL PASO GALVESTON MEDICAL BRANCH HSC AT DALLAS HSC AT SAN ANTONIO CANCER CENTER HSC AT HOUSTON U. T. SAN ANTONIO U. T. PERMIAN BASIN	1048-1791	12576-21492
6320	SERGEANT, UNIVERSITY POLICE U. T. AUSTIN U. T. ARLINGTON U. T. EL PASO GALVESTON MEDICAL BRANCH HSC AT DALLAS HSC AT SAN ANTONIO CANCER CENTER U. T. DALLAS HSC AT HOUSTON U. T. SAN ANTONIO U. T. PERMIAN BASIN INSTITUTE TEXAN CULTURES	1048-1620	12576-19440
6335	POLICE OFFICER, UNIVERSITY POLICE U. T. AUSTIN U. T. ARLINGTON U. T. EL PASO GALVESTON MEDICAL BRANCH HSC AT DALLAS HSC AT SAN ANTONIO CANCER CENTER U. T. DALLAS HSC AT HOUSTON U. T. SAN ANTONIO U. T. PERMIAN BASIN HC AT TYLER	919-1515	11016-16190
6339	POLICE CADET U. T. AUSTIN U. T. ARLINGTON U. T. EL PASO GALVESTON MEDICAL BRANCH HSC AT DALLAS HSC AT SAN ANTONIO CANCER CENTER U. T. DALLAS HSC AT HOUSTON U. T. SAN ANTONIO U. T. PERMIAN BASIN HC AT TYLER	727- 988	8724-10656

FEB 9 1979

1846

CODE	TITLE AND COMPONENT UNIT	MONTHLY	ANNUAL
6343	GUARD, UNIVERSITY POLICE U. T. AUSTIN U. T. ARLINGTON U. T. EL PASO GALVESTON MEDICAL BRANCH HSC AT DALLAS HSC AT SAN ANTONIO CANCER CENTER U. T. DALLAS HSC AT HOUSTON U. T. SAN ANTONIO U. T. PERMIAN BASIN INSTITUTE TEXAN CULTURES	680-1159	8169-13504
6346	PARKING AND TRAFFIC COORDINATOR U. T. AUSTIN	1417-1952	17004-22224
6347	PARKING CONTROLLER, UNIVERSITY POLICE GALVESTON MEDICAL BRANCH	595- 752	7140- 9024
6355	CHIEF GUARD HC AT TYLER INSTITUTE TEXAN CULTURES	727-1049	8724-12576
6356	GUARD II U. T. AUSTIN U. T. PERMIAN BASIN HC AT TYLER INSTITUTE TEXAN CULTURES	520- 918	6240-11016
6357	GUARD I U. T. AUSTIN U. T. PERMIAN BASIN	496- 727	5932- 8724
64-	STORES AND SUPPLY MANAGEMENT TITLES		
6410	ASSISTANT MANAGER, UNIVERSITY SUPPLY AND MAIL SERVICE U. T. AUSTIN	1417-1791	17004-21497
6415	PROPERTY ADMINISTRATOR U. T. DALLAS	981-1291	11772-15372
6422	STORES SUPERVISOR U. T. AUSTIN U. T. ARLINGTON U. T. EL PASO HSC AT DALLAS HSC AT SAN ANTONIO CANCER CENTER U. T. DALLAS HSC AT HOUSTON U. T. SAN ANTONIO U. T. PERMIAN BASIN HC AT TYLER	931-1515	9972-18180

FEB 9 1979

1847

CODE	TITLE AND COMPONENT UNIT	MONTHLY	ANNUAL
6425	PHYSICAL PLANT STORES SUPERVISOR GALVESTON MEDICAL BRANCH HSC AT DALLAS	1084-1732	13009-20784
6428	ASSISTANT STORES SUPERVISOR U. T. AUSTIN GALVESTON MEDICAL BRANCH	1048-1465	12576-17580
6430	WAREHOUSE MANAGER CANCER CENTER U. T. SAN ANTONIO HC AT TYLER INSTITUTE TEXAN CULTURES	1084-1620	13009-19440
6440	STUDENT STORE MANAGER HSC AT DALLAS	1014-1417	12168-17064
6445	STOREKEEPER GALVESTON MEDICAL BRANCH HSC AT DALLAS HSC AT SAN ANTONIO CANCER CENTER HSC AT HOUSTON U. T. SAN ANTONIO U. T. PERMIAN BASIN HC AT TYLER INSTITUTE TEXAN CULTURES	752-1325	9024-16900
6448	STORES CLERK III U. T. AUSTIN U. T. ARLINGTON U. T. EL PASO GALVESTON MEDICAL BRANCH HSC AT DALLAS CANCER CENTER U. T. DALLAS	703-1084	8436-13009
6450	STORES CLERK II U. T. AUSTIN U. T. ARLINGTON U. T. EL PASO GALVESTON MEDICAL BRANCH HSC AT DALLAS HSC AT SAN ANTONIO CANCER CENTER U. T. DALLAS HSC AT HOUSTON U. T. SAN ANTONIO U. T. PERMIAN BASIN HC AT TYLER INSTITUTE TEXAN CULTURES	539- 949	6456-11388

FEB 9 1979 1848

CODE	TITLE AND COMPONENT UNIT	MONTHLY	ANNUAL
6454	STORES CLERK I U. T. AUSTIN U. T. ARLINGTON U. T. EL PASO GALVESTON MEDICAL BRANCH HSC AT DALLAS HSC AT SAN ANTONIO U. T. DALLAS HSC AT HOUSTON U. T. SAN ANTONIO U. T. PERMIAN BASIN INSTITUTE TEXAN CULTURES	486- 831	5832- 9972
6455	RECEIVING SUPERVISOR HSC AT SAN ANTONIO CANCER CENTER U. T. DALLAS U. T. SAN ANTONIO	859-1281	10309-15372
6456	EXPEDITER HSC AT SAN ANTONIO HSC AT HOUSTON	831-1159	9972-13908
6458	INVENTORY SUPERVISOR III U. T. AUSTIN	1239-1567	14868-18804
6459	INVENTORY SUPERVISOR II U. T. ARLINGTON U. T. EL PASO GALVESTON MEDICAL BRANCH HSC AT DALLAS HSC AT SAN ANTONIO U. T. DALLAS U. T. SAN ANTONIO	859-1281	10309-15372
6460	INVENTORY SUPERVISOR I U. T. EL PASO U. T. PERMIAN BASIN	615- 918	7360-11016
6463	INVENTORY CLERK II GALVESTON MEDICAL BRANCH	752- 949	9024-11388
6464	INVENTORY CLERK I GALVESTON MEDICAL BRANCH HSC AT SAN ANTONIO	575- 804	6900- 9848
6465	MILITARY PROPERTY CUSTODIAN U. T. AUSTIN U. T. SAN ANTONIO	831-1239	9972-14869
6466	ASSISTANT MILITARY PROPERTY CUSTODIAN U. T. AUSTIN	804-1014	9648-12168

FEB 9 1979 1849

CODE	TITLE AND COMPONENT UNIT	MONTHLY	ANNUAL
6470	WAREHOUSE SUPERVISOR U. T. AUSTIN U. T. ARLINGTON HSC AT SAN ANTONIO	831-1370	9972-16440
6472	WAREHOUSE WORKER HSC AT SAN ANTONIO CANCER CENTER HSC AT HOUSTON U. T. SAN ANTONIO U. T. PERMIAN BASIN HC AT TYLER	575-1014	6903-12168
6487	BOOKSTORE MANAGER U. T. SAN ANTONIO U. T. PERMIAN BASIN	949-1620	11388-19440
6488	ASSISTANT BOOKSTORE MANAGER U. T. EL PASO HSC AT SAN ANTONIO U. T. DALLAS HSC AT HOUSTON	804-1417	9648-17004
6489	BOOKSTORE DEPARTMENT MANAGER U. T. ARLINGTON	1049-1465	12576-17580
6490	SALES CLERK U. T. ARLINGTON U. T. EL PASO HSC AT SAN ANTONIO U. T. SAN ANTONIO U. T. PERMIAN BASIN	486- 752	5832- 9024
6494	LABORATORY STORES ASSISTANT U. T. AUSTIN	615- 904	7380- 9648
65-	LAUNDRY TITLES		
6503	ASSISTANT DIRECTOR, LAUNDRY SERVICES GALVESTON MEDICAL BRANCH	1094-1370	13008-16440
6504	LAUNDRY MANAGER HC AT TYLER	1094-1465	13008-17580
6505	LAUNDRY SUPERVISOR GALVESTON MEDICAL BRANCH HC AT TYLER	752-1158	9024-14376
6506	LINEN SERVICES SUPERVISOR CANCER CENTER	752-1049	9024-12576
6508	LINEN SERVICES WORKER CANCER CENTER HSC AT HOUSTON	595- 831	7140- 9972

FEB 9 1979 1850

CODE	TITLE AND COMPONENT UNIT	MONTHLY	ANNUAL
6512	WASHMAN GALVESTON MEDICAL BRANCH HC AT TYLER	636- 888	7632-10656
6515	MARKER, SCRTER GALVESTON MEDICAL BRANCH	595- 804	7140- 9648
6518	PRESSER-MACHINE GALVESTON MEDICAL BRANCH	595- 804	7140- 9648
6522	LINEN DISTRIBUTOR GALVESTON MEDICAL BRANCH	615- 831	7380- 9972
6524	LAUNDRY WORKER GALVESTON MEDICAL BRANCH HC AT TYLER	556- 822	6672-10656
66-	OCCUPATIONAL HEALTH AND SAFETY TITLES		
6605	FIRE AND SAFETY COORDINATOR U. T. EL PASO CANCER CENTER HSC AT HOUSTON	1084-1732	13008-20784
6610	FIRE MARSHAL U. T. AUSTIN GALVESTON MEDICAL BRANCH CANCER CENTER	1121-1915	13482-22980
6615	FIRE SAFETY INSPECTOR U. T. AUSTIN GALVESTON MEDICAL BRANCH HSC AT SAN ANTONIO CANCER CENTER	904-1325	9648-15900
6620	SAFETY COORDINATOR U. T. SYSTEM ADMINISTRATION	1732-2263	20784-27156
6625	SAFETY ENGINEER II U. T. AUSTIN	1852-2502	22224-33024
6626	SAFETY ENGINEER I GALVESTON MEDICAL BRANCH U. T. DALLAS U. T. SAN ANTONIO	1084-1732	13008-20784

FEB 9 1979

1851

CODE	TITLE AND COMPONENT UNIT	MONTHLY	ANNUAL
6630	RADIATION SAFETY SPECIALIST U. T. AUSTIN HSC AT DALLAS HSC AT SAN ANTONIO HSC AT HOUSTON	1198-1852	14376-22224
6632	RADIATION SAFETY INSPECTOR U. T. AUSTIN	1048-1325	12576-15900
6635	OCCUPATIONAL SAFETY SPECIALIST U. T. AUSTIN U. T. ARLINGTON	1281-1915	15372-22980
6637	ENVIRONMENTAL HEALTH SPECIALIST U. T. AUSTIN	1417-1915	17004-22980
6642	BIOHAZARD SAFETY SPECIALIST U. T. AUSTIN HSC AT DALLAS CANCER CENTER	1198-1732	14376-20784
6645	OCCUPATIONAL SAFETY INSPECTOR U. T. AUSTIN CANCER CENTER	1048-1620	12576-19440
6649	SENIOR SAFETY INSPECTOR HSC AT DALLAS	1014-1417	12168-17004
6650	SAFETY INSPECTOR U. T. ARLINGTON HSC AT DALLAS	918-1325	11016-15900
6651	ENVIRONMENTAL HEALTH INSPECTOR U. T. AUSTIN	1048-1261	12576-15372
6650	SAFETY TECHNICIAN HSC AT DALLAS HSC AT SAN ANTONIO CANCER CENTER HSC AT HOUSTON U. T. PERMIAN BASIN	778-1417	9336-17004
8-	COMMUNICATIONS TITLES		
80-	LIBRARY TITLES		
8011	LIBRARIAN III CANCER CENTER U. T. PERMIAN BASIN	1014-1751	12168-21452

FEB 9 1979 1852

CODE	TITLE AND COMPONENT UNIT	MONTHLY	ANNUAL
8012	LIBRARIAN II CANCER CENTER HSC AT HOUSTON U. T. PERMIAN BASIN	898-1515	10656-18180
8013	LIBRARIAN I HSC AT DALLAS CANCER CENTER HSC AT HOUSTON U. T. PERMIAN BASIN HC AT TYLER	703-1417	8436-17004
8040	ARCHIVES TRANSLATOR U. T. AUSTIN	981-1239	11772-14868
8069	LIBRARY ASSISTANT III U. T. SYSTEM ADMINISTRATION U. T. AUSTIN U. T. ARLINGTON U. T. EL PASO GALVESTON MEDICAL BRANCH HSC AT DALLAS HSC AT SAN ANTONIO U. T. DALLAS U. T. SAN ANTONIO U. T. PERMIAN BASIN INSTITUTE TEXAN CULTURES	931-1370	9972-16440
8070	LIBRARY ASSISTANT II U. T. AUSTIN U. T. ARLINGTON U. T. EL PASO GALVESTON MEDICAL BRANCH HSC AT DALLAS HSC AT SAN ANTONIO CANCER CENTER U. T. DALLAS U. T. SAN ANTONIO U. T. PERMIAN BASIN INSTITUTE TEXAN CULTURES	595-1159	7140-13608
8072	LIBRARY ASSISTANT I U. T. AUSTIN U. T. ARLINGTON U. T. EL PASO GALVESTON MEDICAL BRANCH HSC AT DALLAS HSC AT SAN ANTONIO U. T. DALLAS U. T. SAN ANTONIO U. T. PERMIAN BASIN INSTITUTE TEXAN CULTURES	496- 981	5832-11772
8080	LIBRARY CLERK U. T. ARLINGTON HSC AT SAN ANTONIO INSTITUTE TEXAN CULTURES	520- 204	6240- 5648

FEB 9 1979 1853

CODE	TITLE AND COMPONENT UNIT	MONTHLY	ANNUAL
81-	TRAINING-EDUCATIONAL TITLES		
8102	SOCIAL WORK UNIT SUPERVISOR U. T. AUSTIN	1417-1915	17004-22580
8107	CONFERENCE COORDINATOR II U. T. AUSTIN HSC AT SAN ANTONIO	1121-1620	13452-19440
8108	CONFERENCE COORDINATOR I U. T. AUSTIN HSC AT SAN ANTONIO	888-1239	10656-14868
8109	TRAINING SPECIALIST III U. T. AUSTIN U. T. ARLINGTON GALVESTON MEDICAL BRANCH	1239-1852	14868-22224
8110	TRAINING SPECIALIST II U. T. AUSTIN U. T. ARLINGTON GALVESTON MEDICAL BRANCH HSC AT DALLAS HSC AT SAN ANTONIO CANCER CENTER HSC AT HOUSTON	949-1852	11388-22224
8111	TRAINING SPECIALIST I U. T. AUSTIN U. T. ARLINGTON U. T. EL PASO GALVESTON MEDICAL BRANCH HSC AT SAN ANTONIO U. T. SAN ANTONIO U. T. PERMIAN BASIN	752-1567	9024-18804
8112	TRAINING ASSISTANT HSC AT DALLAS	831-1159	9972-13908
8114	TEACHING SPECIALIST II U. T. AUSTIN	889-1121	10656-13452
8115	TEACHING SPECIALIST I U. T. AUSTIN	636- 804	7632- 9648
8120	INTERSCHOLASTIC ACTIVITIES DIRECTOR U. T. AUSTIN	1281-1791	15372-21492
8150	HEALTH EDUCATION ASSISTANT GALVESTON MEDICAL BRANCH	804-1235	9648-14868

FEB 9 1979 1854

CODE	TITLE AND COMPONENT UNIT	MONTHLY	ANNUAL
8155	EXAMINATION ROOM PROCTOR HSC AT HOUSTON	859-1159	10306-13908
8170	EMERGENCY MEDICAL SERVICES TRAINING COORDINATOR HSC AT DALLAS	1465-2047	17563-24564
8172	EMERGENCY MEDICAL SERVICES TRAINING SPECIALIST II HSC AT DALLAS	1198-1675	14374-20110
8173	EMERGENCY MEDICAL SERVICES TRAINING SPECIALIST I HSC AT DALLAS	1084-1515	13003-18180
8174	EMERGENCY MEDICAL SERVICES TRAINING ASSISTANT HSC AT DALLAS	949-1325	11388-15900
8176	CONTINUING EDUCATION COORDINATOR II HSC AT DALLAS	1084-1515	13009-18180
8177	CONTINUING EDUCATION COORDINATOR I HSC AT DALLAS	949-1325	11388-15900
82-	LANGUAGE TITLES		
8205	ASSISTANT DIRECTOR, LANGUAGE LABORATORY U. T. AUSTIN	1239-1732	14869-20784
8210	TRANSLATOR/INTERPRETER U. T. AUSTIN	1014-1108	12168-14376
83-	FINE ARTS AND SPECIAL EVENTS TITLES		
8307	ASSISTANT COORDINATOR OF UNIVERSITY PUBLICATIONS U. T. AUSTIN	1567-1960	18804-23760
8310	ASSISTANT DIRECTOR OF DESIGN SERVICES U. T. ARLINGTON HSC AT DALLAS	981-1515	11772-18180
8315	DIRECTOR OF PUBLIC PROGRAMS U. T. AUSTIN	1159-1567	13508-18804
8320	ART CURATOR AND EDUCATIONAL DIRECTOR U. T. AUSTIN	859-1121	10308-13452

FEB 9 1979 1855

CODE	TITLE AND COMPONENT UNIT	MONTHLY	ANNUAL
8325	ART REGISTRAR U. T. AUSTIN	859-1121	10308-13452
8329	SLIDE LIBRARIAN U. T. AUSTIN U. T. ARLINGTON U. T. EL PASO	575-1084	6927-13088
8330	GRAPHICS DESIGNER HSC AT DALLAS	1014-1417	12168-17074
8335	ARTIST III U. T. AUSTIN HSC AT SAN ANTONIO CANCER CENTER HSC AT HOUSTON	1014-1627	12168-19460
8336	ARTIST II U. T. AUSTIN U. T. ARLINGTON HSC AT SAN ANTONIO CANCER CENTER U. T. DALLAS HSC AT HOUSTON U. T. SAN ANTONIO U. T. PERMIAN BASIN	778-1325	9328-15900
8337	ARTIST I U. T. AUSTIN U. T. ARLINGTON U. T. EL PASO HSC AT SAN ANTONIO CANCER CENTER HSC AT HOUSTON U. T. PERMIAN BASIN	575-1084	6927-13088
8339	REPRODUCTION ARTIST HSC AT DALLAS	859-1239	10656-14868
8340	ART MODEL U. T. AUSTIN U. T. ARLINGTON U. T. DALLAS U. T. SAN ANTONIO U. T. PERMIAN BASIN	527- 778	6240- 9339
8360	FACILITIES SUPERVISOR U. T. AUSTIN	1417-1751	17074-21462
8362	MAINTENANCE SUPERVISOR U. T. AUSTIN	1417-1751	17074-21462

FEB 9 1979

1856

CODE	TITLE AND COMPLIMENT UNIT	MONTHLY	ANNUAL
8364	SOUND/ELECTRONICS SUPERVISOR U. T. AUSTIN	1567-1987	18864-23780
8366	STAGE MANAGER U. T. AUSTIN	1417-1791	17064-21492
8368	MANAGER, PUBLICITY, PROMOTION, AND PUBLIC RELATIONS U. T. AUSTIN	1291-1620	15372-19440
8370	BOX OFFICE MANAGER U. T. AUSTIN	1291-1620	15372-19440
8372	EVENTS MANAGER U. T. AUSTIN	1198-1516	14376-18180
8373	ASSISTANT EVENTS MANAGER U. T. AUSTIN	981-1279	11772-14868
8374	PUBLICIST U. T. AUSTIN	888-1121	10656-13482
8375	STAGEHAND U. T. AUSTIN	1014-1281	12168-15272
8376	FACILITY AGGRER U. T. AUSTIN	703- 989	8436-10766
8377	AUDIENCE CONTROL SUPERVISOR U. T. AUSTIN	575- 727	6900- 8724
8378	AUDIENCE CONTROL WORKER U. T. AUSTIN	503- 659	6036- 7860
84-	RADIO AND TELEVISION TITLES		
8407	TELEVISION PRODUCER-DIRECTOR HSC AT DALLAS	1014-1417	12168-17054
8410	RADIO/TELEVISION PROGRAM DIRECTOR II U. T. AUSTIN	1178-1567	14076-18496
8411	RADIO/TELEVISION PROGRAM DIRECTOR I GALVESTON MEDICAL BRANCH CANCER CENTER HSC AT HOUSTON	981-1620	11772-16440

FEB 9 1979 1857

CODE	TITLE AND COMPONENT UNIT	MONTHLY	ANNUAL
8413	NEWS DIRECTOR U. T. AUSTIN	949-1159	11389-14376
8421	RADIO/TELEVISION PRODUCTION SUPERVISOR U. T. EL PASO GALVESTON MEDICAL BRANCH HSC AT DALLAS	989-1475	10655-20100
8427	STUDIO OPERATIONS MANAGER HSC AT DALLAS	1195-1675	14376-20100
8430	RADIO/TELEVISION TECHNICAL SUPERVISOR II GALVESTON MEDICAL BRANCH	1417-2347	17074-24564
8431	RADIO/TELEVISION TECHNICAL SUPERVISOR I HSC AT HOUSTON	991-1725	11772-15900
8445	ASSISTANT DIRECTOR IN CHARGE OF RADIO/TELEVISION ENGINEERING U. T. AUSTIN	1452-2675	22224-32100
8446	COMMUNICATIONS SYSTEMS COORDINATOR HSC AT DALLAS	1465-2047	17567-24564
8449	RADIO/TELEVISION CHIEF ENGINEER U. T. ARLINGTON U. T. EL PASO HSC AT DALLAS CANCER CENTER HSC AT HOUSTON	1014-1915	12165-22980
8450	RADIO/TELEVISION ASSISTANT CHIEF ENGINEER U. T. AUSTIN	1159-1620	13905-19440
8454	TELEVISION AND ELECTRONIC CONTROL TECHNICIAN II GALVESTON MEDICAL BRANCH HSC AT HOUSTON U. T. SAN ANTONIO	431-1370	5972-16440
8455	TELEVISION AND ELECTRONIC CONTROL TECHNICIAN I U. T. EL PASO GALVESTON MEDICAL BRANCH HSC AT DALLAS U. T. SAN ANTONIO INSTITUTE TEXAN CULTURES	778-1325	9336-15900
8470	RADIO/TELEVISION/FILM SPECIALIST V U. T. AUSTIN U. T. EL PASO HSC AT SAN ANTONIO	1325-2267	15900-27150

FEB 9 1979

1858

CODE	TITLE AND COMPONENT UNIT	MONTHLY	ANNUAL
8471	RADIO/TELEVISION/FILM SPECIALIST IV U. T. AUSTIN U. T. EL PASO HSC AT SAN ANTONIO HSC AT HOUSTON	1014-1465	12169-17580
8472	RADIO/TELEVISION/FILM SPECIALIST III U. T. AUSTIN U. T. EL PASO HSC AT DALLAS HSC AT SAN ANTONIO HSC AT HOUSTON	778-1198	9336-14376
8473	RADIO/TELEVISION/FILM SPECIALIST II U. T. AUSTIN U. T. EL PASO GALVESTON MEDICAL BRANCH HSC AT SAN ANTONIO HSC AT HOUSTON	595- 949	7140-11388
8474	RADIO/TELEVISION/FILM SPECIALIST I U. T. AUSTIN U. T. EL PASO GALVESTON MEDICAL BRANCH HSC AT SAN ANTONIO HSC AT HOUSTON	520- 804	6241- 9648
8480	VIDEOTAPE LIBRARIAN HSC AT DALLAS	831-1159	9972-13909
85-	AUDIO-VISUAL AND ILLUSTRATION TITLES		
8503	AUDIO-VISUAL SYSTEMS DIRECTOR HSC AT DALLAS	1014-1417	12169-17004
8511	MEDICAL ILLUSTRATION SUPERVISOR HSC AT SAN ANTONIO CANCER CENTER HSC AT HOUSTON	1159-1791	13909-21492
8515	MEDICAL ILLUSTRATOR IV GALVESTON MEDICAL BRANCH HSC AT DALLAS HSC AT SAN ANTONIO	1198-1732	14376-20784
8516	MEDICAL ILLUSTRATOR III GALVESTON MEDICAL BRANCH HC AT TYLER	1084-1515	13009-18180
8517	MEDICAL ILLUSTRATOR II GALVESTON MEDICAL BRANCH CANCER CENTER HSC AT HOUSTON	981-1515	11772-18180

FEB 9 1979 1859

CODE	TITLE AND COMPONENT UNIT	MONTHLY	ANNUAL
8518	MEDICAL ILLUSTRATOR I GALVESTON MEDICAL BRANCH HSC AT HOUSTON	727-1121	8724-13452
8519	ILLUSTRATION ASSISTANT II GALVESTON MEDICAL BRANCH HSC AT SAN ANTONIO HSC AT HOUSTON U. T. SAN ANTONIO INSTITUTE TEXAN CULTURES	680-1014	8161-12154
8520	ILLUSTRATION ASSISTANT I GALVESTON MEDICAL BRANCH U. T. SAN ANTONIO INSTITUTE TEXAN CULTURES	556-804	6672-6044
8525	SUPERVISOR OF MEDICAL GRAPHICS HSC AT DALLAS	1325-1852	15901-22224
8527	MEDICAL GRAPHICS TECHNICIAN IV HSC AT DALLAS	1199-1675	14374-21100
8528	MEDICAL GRAPHICS TECHNICIAN III HSC AT DALLAS	1014-1417	12162-17014
8529	MEDICAL GRAPHICS TECHNICIAN II HSC AT DALLAS HSC AT SAN ANTONIO	888-1281	10656-15372
8530	MEDICAL GRAPHICS TECHNICIAN I HSC AT DALLAS HSC AT SAN ANTONIO	778-1121	9336-13452
8532	MEDIA COORDINATOR U. T. SYSTEM ADMINISTRATION U. T. AUSTIN GALVESTON MEDICAL BRANCH HSC AT DALLAS U. T. DALLAS HSC AT HOUSTON HC AT TYLER	1014-1490	12162-23760
8534	ASSISTANT MEDIA COORDINATOR GALVESTON MEDICAL BRANCH HSC AT DALLAS	888-1281	10656-15372
8536	AUDIO-VISUAL AIDS LIBRARIAN II CANCER CENTER HSC AT HOUSTON	949-1515	11364-18180

FEB 9 1979

1860

CODE	TITLE AND COMPONENT UNIT	MONTHLY	ANNUAL
8537	AUDIO-VISUAL AIDS LIBRARIAN I CANCER CENTER U. T. DALLAS HSC AT HOUSTON	859-1370	10309-16440
8538	MEDIA SPECIALIST U. T. DALLAS	680- 888	8160-10656
8540	ANIMATION COORDINATOR CANCER CENTER	981-1370	11772-16440
8543	SUPERVISOR, AUDIO-VISUAL SERVICES U. T. ARLINGTON HSC AT SAN ANTONIO U. T. DALLAS HSC AT HOUSTON INSTITUTE TEXAN CULTURES	949-1675	11368-20100
8545	AUDIO-VISUAL EQUIPMENT TECHNICIAN III U. T. EL PASO GALVESTON MEDICAL BRANCH U. T. DALLAS HSC AT HOUSTON INSTITUTE TEXAN CULTURES	804-1370	9648-16440
8546	AUDIO-VISUAL EQUIPMENT TECHNICIAN II U. T. ARLINGTON GALVESTON MEDICAL BRANCH HSC AT DALLAS HSC AT SAN ANTONIO U. T. DALLAS HSC AT HOUSTON INSTITUTE TEXAN CULTURES	595-1048	7140-12576
8547	AUDIO-VISUAL EQUIPMENT TECHNICIAN I U. T. EL PASO GALVESTON MEDICAL BRANCH CANCER CENTER U. T. DALLAS HSC AT HOUSTON	575- 918	6900-11016
8550	AUDIO-VISUAL EQUIPMENT REPAIR TECHNICIAN HSC AT DALLAS	831-1159	9972-13908
8553	AUDIO-VISUAL EDUCATIONAL SPECIALIST IV U. T. DALLAS	1417-1652	17004-22224
8554	AUDIO-VISUAL EDUCATIONAL SPECIALIST III U. T. DALLAS U. T. SAN ANTONIO HC AT TYLER INSTITUTE TEXAN CULTURES	1159-1675	13908-20100

FEB 9 1979

1861

CODE	TITLE AND COMPONENT UNIT	MONTHLY	ANNUAL
8555	AUDIO-VISUAL EDUCATIONAL SPECIALIST II U. T. AUSTIN U. T. EL PASO HSC AT SAN ANTONIO U. T. DALLAS HSC AT HOUSTON U. T. SAN ANTONIO INSTITUTE TEXAN CULTURES	949-1417	11368-17004
8556	AUDIO-VISUAL EDUCATIONAL SPECIALIST I U. T. AUSTIN U. T. ARLINGTON U. T. EL PASO HSC AT SAN ANTONIO U. T. DALLAS U. T. SAN ANTONIO INSTITUTE TEXAN CULTURES	304-1239	5648-14868
8560	AUDIO-VISUAL EQUIPMENT CLERK HSC AT DALLAS	727-1014	8724-12169
8574	MOTION PICTURE PRODUCTION SUPERVISOR GALVESTON MEDICAL BRANCH	1014-1465	12168-17585
8577	MOTION PICTURE CAMERA OPERATOR CANCER CENTER	918-1281	11016-15372
86-	JOURNALISM-PUBLICATIONS TITLES		
8605	ASSISTANT TO THE DIRECTOR, UNIVERSITY PRESS U. T. AUSTIN	1014-1370	12168-16440
8609	ASSISTANT DIRECTOR, NEWS AND INFORMATION SERVICE U. T. AUSTIN U. T. EL PASO GALVESTON MEDICAL BRANCH	1159-1732	13908-20784
8611	DIRECT MAIL MANAGER U. T. AUSTIN	918-1239	11016-14868
8612	EXHIBITS MANAGER U. T. AUSTIN	888-1198	10656-14376
8613	PROMOTION AND ADVERTISING MANAGER U. T. AUSTIN U. T. ARLINGTON	981-1370	11772-16440

FEB 9 1979 1862

CODE	TITLE AND COMPONENT UNIT	MONTHLY	ANNUAL
8615	PUBLICATIONS PRODUCTION MANAGER U. T. ARLINGTON U. T. EL PASO	1014-1465	12168-17580
8616	ASSISTANT PUBLICATIONS PRODUCTION MANAGER U. T. AUSTIN U. T. ARLINGTON	831-1198	9972-14376
8617	BOOK DESIGNER U. T. AUSTIN	1014-1370	12168-16440
8619	SALESPERSON U. T. AUSTIN	1014-1325	12168-15900
8635	ASSOCIATE EDITOR CANCER CENTER HSC AT HOUSTON	1121-1620	13452-19440
8637	ASSISTANT EDITOR CANCER CENTER U. T. DALLAS HSC AT HOUSTON	888-1325	10656-15900
8641	ASSISTANT EDITOR, OFFICIAL PUBLICATIONS U. T. AUSTIN	888-1159	10656-13908
8649	EDITOR IV U. T. SYSTEM ADMINISTRATION U. T. AUSTIN	1515-1915	18160-22580
8650	EDITOR III U. T. SYSTEM ADMINISTRATION U. T. AUSTIN	1281-1620	15372-19440
8651	EDITOR II U. T. SYSTEM ADMINISTRATION U. T. AUSTIN U. T. ARLINGTON GALVESTON MEDICAL BRANCH HSC AT DALLAS U. T. DALLAS	888-1465	10656-17580
8652	EDITOR I U. T. SYSTEM ADMINISTRATION U. T. AUSTIN U. T. ARLINGTON GALVESTON MEDICAL BRANCH HSC AT DALLAS	778-1281	9336-15372
8654	EDITOR, OFFICIAL BULLETINS HSC AT SAN ANTONIO	1121-1567	13452-18804
8661	TECHNICAL WRITER II U. T. AUSTIN GALVESTON MEDICAL BRANCH	1159-1980	13908-23760

FEB 9 1979 1863

CODE	TITLE AND COMPONENT UNIT	MONTHLY	ANNUAL
8662	TECHNICAL WRITER I GALVESTON MEDICAL BRANCH U. T. DALLAS HSC AT HOUSTON HC AT TYLER	831-1281	9972-15372
8667	EDITORIAL ASSISTANT U. T. AUSTIN	659- 831	7896- 9972
8675	INFORMATIONAL WRITER III U. T. AUSTIN U. T. ARLINGTON U. T. EL PASO GALVESTON MEDICAL BRANCH HSC AT DALLAS HSC AT SAN ANTONIO U. T. SAN ANTONIO INSTITUTE TEXAN CULTURES	1084-1675	13008-20100
8676	INFORMATIONAL WRITER II U. T. AUSTIN U. T. ARLINGTON U. T. EL PASO GALVESTON MEDICAL BRANCH HSC AT DALLAS HSC AT SAN ANTONIO U. T. DALLAS U. T. SAN ANTONIO U. T. PERMIAN BASIN INSTITUTE TEXAN CULTURES	778-1465	9336-17580
8677	INFORMATIONAL WRITER I U. T. AUSTIN U. T. ARLINGTON U. T. EL PASO GALVESTON MEDICAL BRANCH HSC AT DALLAS HSC AT SAN ANTONIO U. T. DALLAS U. T. SAN ANTONIO U. T. PERMIAN BASIN INSTITUTE TEXAN CULTURES	680-1281	9160-15372
8680	PUBLIC INFORMATION ASSISTANT HSC AT SAN ANTONIO	703- 981	8436-11772
8681	PROOFREADER II U. T. AUSTIN CANCER CENTER	804-1239	9648-14868
8682	PROOFREADER I U. T. AUSTIN	658- 859	7896-10308

FEB 9 1979

1864

CODE	TITLE AND COMPONENT UNIT	MONTHLY	ANNUAL
87-	PRINTING-RELATED TITLES		
8705	MANAGER, PRINTING DIVISION U. T. EL PASO U. T. DALLAS	1370-1852	16440-22224
8709	ASSISTANT MANAGER, PRINTING DIVISION U. T. AUSTIN	1198-1620	14376-19440
8715	PRINT SHOP SUPERVISOR U. T. ARLINGTON U. T. EL PASO GALVESTON MEDICAL BRANCH HSC AT DALLAS HSC AT SAN ANTONIO U. T. DALLAS HSC AT HOUSTON U. T. SAN ANTONIO U. T. PERMIAN BASIN	1014-1732	12160-20784
8717	ASSISTANT PRINT SHOP SUPERVISOR U. T. ARLINGTON U. T. EL PASO HSC AT DALLAS CANCER CENTER U. T. DALLAS	981-1465	11772-17550
8721	OFFSET PRESS SUPERVISOR U. T. AUSTIN U. T. ARLINGTON HSC AT SAN ANTONIO CANCER CENTER	949-1515	11388-18180
8731	DUPLICATING EQUIPMENT/OFFSET PRESS OPERATOR III U. T. EL PASO GALVESTON MEDICAL BRANCH HSC AT DALLAS HSC AT SAN ANTONIO U. T. DALLAS HSC AT HOUSTON U. T. SAN ANTONIO HC AT TYLER	778-1417	9336-17004
8732	DUPLICATING EQUIPMENT/OFFSET PRESS OPERATOR II U. T. AUSTIN U. T. ARLINGTON U. T. EL PASO GALVESTON MEDICAL BRANCH HSC AT DALLAS HSC AT SAN ANTONIO CANCER CENTER U. T. DALLAS HSC AT HOUSTON U. T. SAN ANTONIO U. T. PERMIAN BASIN HC AT TYLER INSTITUTE TEXAN CULTURES	636-1121	7632-13452

FEB 9 1979

1865

CODE	TITLE AND COMPONENT UNIT	MONTHLY	ANNUAL
8733	DUPLICATING EQUIPMENT/OFFSET PRESS OPERATOR I U. T. AUSTIN U. T. ARLINGTON U. T. EL PASO GALVESTON MEDICAL BRANCH HSC AT DALLAS HSC AT SAN ANTONIO U. T. DALLAS HSC AT HOUSTON U. T. SAN ANTONIO U. T. PERMIAN BASIN HC AT TYLER INSTITUTE TEXAN CULTURES	486- 918	5832-11016
9740	OFFSET STRIPPER/PLATEMAKER U. T. ARLINGTON HSC AT HOUSTON	778-1084	9336-13008
8767	TYPESETTER OPERATOR II U. T. EL PASO HSC AT DALLAS HSC AT SAN ANTONIO CANCER CENTER HSC AT HOUSTON	889-1325	10656-15900
8769	TYPESETTER OPERATOR I U. T. ARLINGTON HSC AT SAN ANTONIO U. T. DALLAS INSTITUTE TEXAN CULTURES	659-1714	7856-12168
9777	BOOKBINDER GALVESTON MEDICAL BRANCH HSC AT DALLAS	1014-1515	12168-18150
8779	ASSISTANT BOOKBINDER GALVESTON MEDICAL BRANCH HSC AT DALLAS	752-1239	9024-14868
8780	BINDERY EQUIPMENT OPERATOR U. T. EL PASO CANCER CENTER	680- 949	8160-11358
98-	PHOTOGRAPHY TITLES		
8813	MEDICAL PHOTOGRAPHER/PHOTOGRAPHY SUPERVISOR U. T. AUSTIN GALVESTON MEDICAL BRANCH HSC AT SAN ANTONIO CANCER CENTER HSC AT HOUSTON	1150-1852	13908-22224

FEB 9 1979

1866

CODE	TITLE AND COMPONENT UNIT	MONTHLY	ANNUAL
8815	MEDICAL PHOTOGRAPHER/PHOTOGRAPHER IV HSC AT DALLAS	1198-1675	14376-20100
8816	MEDICAL PHOTOGRAPHER/PHOTOGRAPHER III GALVESTON MEDICAL BRANCH HSC AT DALLAS HSC AT SAN ANTONIO	1014-1465	12168-17580
8817	MEDICAL PHOTOGRAPHER/PHOTOGRAPHER II U. T. AUSTIN U. T. ARLINGTON U. T. EL PASO GALVESTON MEDICAL BRANCH HSC AT DALLAS HSC AT SAN ANTONIO CANCER CENTER HSC AT HOUSTON U. T. SAN ANTONIO HC AT TYLER INSTITUTE TEXAN CULTURES	831-1465	9972-17580
8818	MEDICAL PHOTOGRAPHER/PHOTOGRAPHER I U. T. AUSTIN U. T. ARLINGTON U. T. EL PASO GALVESTON MEDICAL BRANCH HSC AT DALLAS HSC AT SAN ANTONIO CANCER CENTER HSC AT HOUSTON U. T. SAN ANTONIO INSTITUTE TEXAN CULTURES	658-1121	7896-13452
8850	PHOTOGRAPHIC TECHNICIAN III GALVESTON MEDICAL BRANCH HSC AT SAN ANTONIO CANCER CENTER HSC AT HOUSTON	831-1198	9972-14376
8851	PHOTOGRAPHIC TECHNICIAN II U. T. AUSTIN GALVESTON MEDICAL BRANCH HSC AT DALLAS HSC AT SAN ANTONIO CANCER CENTER HSC AT HOUSTON U. T. SAN ANTONIO INSTITUTE TEXAN CULTURES	680-1048	8160-12576
8852	PHOTOGRAPHIC TECHNICIAN I U. T. AUSTIN GALVESTON MEDICAL BRANCH HSC AT SAN ANTONIO HSC AT HOUSTON U. T. SAN ANTONIO INSTITUTE TEXAN CULTURES	577-831	6900-9972

FEB 9 1979

1867

CODE	TITLE AND COMPONENT UNIT	MONTHLY	ANNUAL
89-	PRESS PRODUCTION TITLES		
8940	COMPOSING ROOM SUPERVISOR U. T. AUSTIN	1198-1515	14376-18180
8943	TELETYPESETTER OPERATOR II U. T. AUSTIN	1084-1417	13008-17004
8944	TELETYPESETTER OPERATOR I U. T. AUSTIN	918-1159	11016-13908
8951	PASTE-UP SPECIALIST II U. T. AUSTIN	1084-1417	13008-17004
8952	PASTE-UP SPECIALIST I U. T. AUSTIN U. T. DALLAS	727-1159	8724-13908
8960	CAMERA ROOM SUPERVISOR U. T. AUSTIN	1198-1515	14376-18180
8963	CAMERA OPERATOR & PLATEMAKER II U. T. AUSTIN HSC AT SAN ANTONIO	949-1417	11389-17004
8964	CAMERA OPERATOR & PLATEMAKER I U. T. AUSTIN HSC AT SAN ANTONIO HSC AT HOUSTON	804-1239	9648-14868
8970	WEB OFFSET PRESSROOM SUPERVISOR U. T. AUSTIN	1198-1515	14376-18180
8973	WEB OFFSET PRESS OPERATOR II U. T. AUSTIN	1084-1417	13008-17004
8974	WEB OFFSET PRESS OPERATOR I U. T. AUSTIN	918-1159	11016-13908
8980	CIRCULATION MANAGER U. T. AUSTIN	1048-1370	12576-16440
8982	ASSISTANT CIRCULATION MANAGER U. T. AUSTIN	888-1121	10656-13452
8985	CIRCULATION ASSISTANT U. T. AUSTIN	636- 804	7632- 9648

FEB 9 1979

1868

CODE	TITLE AND COMPONENT UNIT	MONTHLY	ANNUAL
8987	RETAIL ADVERTISING MANAGER U. T. AUSTIN	1048-1370	12576-16440
8990	SUPERVISOR OF YEARBOOKS U. T. AUSTIN	1048-1370	12576-16440
9-	STAFF SERVICE TITLES		
90-	OFFICE AND BUSINESS MANAGEMENT TITLES		
9002	ADMINISTRATIVE ANALYST CANCER CENTER HSC AT HOUSTON	1049-1675	12576-20100
9005	ADMINISTRATIVE SERVICES OFFICER II U. T. SYSTEM ADMINISTRATION U. T. AUSTIN HSC AT DALLAS HSC AT SAN ANTONIO U. T. DALLAS	1239-2263	14868-27156
9006	ADMINISTRATIVE SERVICES OFFICER I U. T. ARLINGTON U. T. EL PASO U. T. DALLAS HSC AT HOUSTON	1084-1980	13008-23760
9008	ADMINISTRATIVE COORDINATOR HSC AT DALLAS HSC AT HOUSTON	1084-1980	13008-23760
9009	ASSISTANT ADMINISTRATIVE COORDINATOR GALVESTON MEDICAL BRANCH	1159-1465	13908-17880
9010	EXECUTIVE ASSISTANT U. T. SYSTEM ADMINISTRATION U. T. AUSTIN U. T. ARLINGTON U. T. EL PASO GALVESTON MEDICAL BRANCH HSC AT SAN ANTONIO CANCER CENTER U. T. DALLAS U. T. SAN ANTONIO U. T. PERMIAN BASIN	949-1852	11369-22224
9011	MANAGER, TRANSPORTATION AND OFFICE MACHINE SERVICES U. T. DALLAS	1198-1567	14376-18804

FEB 9 1979

1869

CODE	TITLE AND COMPONENT UNIT	MONTHLY	ANNUAL
9012	STAFF SERVICES SUPERVISOR U. T. EL PASO U. T. DALLAS	1014-1273	12168-16440
9013	COORDINATOR II, SPECIAL PROGRAMS GALVESTON MEDICAL BRANCH	1159-1675	13908-20100
9014	COORDINATOR I, SPECIAL PROGRAMS GALVESTON MEDICAL BRANCH	859-1239	10308-14968
9016	ASSISTANT DIRECTOR OF HOSPITAL ADMISSIONS GALVESTON MEDICAL BRANCH	1014-1465	12168-17590
9017	ASSISTANT DIRECTOR, MAIL AND TELEPHONE SERVICE GALVESTON MEDICAL BRANCH	1159-1675	13908-20100
9019	ADMINISTRATIVE ASSISTANT II U. T. SYSTEM ADMINISTRATION U. T. AUSTIN U. T. ARLINGTON GALVESTON MEDICAL BRANCH HSC AT DALLAS HSC AT SAN ANTONIO CANCER CENTER U. T. DALLAS HSC AT HOUSTON U. T. SAN ANTONIO INSTITUTE TEXAN CULTURES	1048-1952	12576-22224
9020	ADMINISTRATIVE ASSISTANT I U. T. SYSTEM ADMINISTRATION U. T. AUSTIN U. T. ARLINGTON U. T. EL PASO GALVESTON MEDICAL BRANCH HSC AT DALLAS HSC AT SAN ANTONIO CANCER CENTER U. T. DALLAS HSC AT HOUSTON U. T. SAN ANTONIO U. T. PERMIAN BASIN HC AT TYLER INSTITUTE TEXAN CULTURES	804-1567	9648-18924
9023	RECORDS SUPERVISOR U. T. SYSTEM ADMINISTRATION HSC AT DALLAS CANCER CENTER	831-1325	9972-15500
9025	ASSISTANT DIRECTOR, UNIT MANAGEMENT GALVESTON MEDICAL BRANCH CANCER CENTER	1198-2117	14376-25404

FEB 9 1979

1870

CODE	TITLE AND COMPONENT UNIT	MONTHLY	ANNUAL
9039	PATIENT CARE COORDINATOR I GALVESTON MEDICAL BRANCH	778-1048	6336-12676
9040	ADMINISTRATIVE SECRETARY/SECRETARY III U. T. SYSTEM ADMINISTRATION U. T. AUSTIN U. T. ARLINGTON U. T. EL PASO GALVESTON MEDICAL BRANCH HSC AT DALLAS HSC AT SAN ANTONIO CANCER CENTER U. T. DALLAS HSC AT HOUSTON U. T. SAN ANTONIO U. T. PERMIAN BASIN HC AT TYLER INSTITUTE TEXAN CULTURES	703-1325	6436-16600
9041	SENIOR SECRETARY/SECRETARY II U. T. SYSTEM ADMINISTRATION U. T. AUSTIN U. T. ARLINGTON U. T. EL PASO GALVESTON MEDICAL BRANCH HSC AT DALLAS HSC AT SAN ANTONIO CANCER CENTER U. T. DALLAS HSC AT HOUSTON U. T. SAN ANTONIO U. T. PERMIAN BASIN HC AT TYLER INSTITUTE TEXAN CULTURES	695-1159	7140-13900
9042	SECRETARY/SECRETARY I U. T. SYSTEM ADMINISTRATION U. T. AUSTIN U. T. ARLINGTON U. T. EL PASO GALVESTON MEDICAL BRANCH HSC AT DALLAS HSC AT SAN ANTONIO CANCER CENTER U. T. DALLAS HSC AT HOUSTON U. T. SAN ANTONIO U. T. PERMIAN BASIN HC AT TYLER INSTITUTE TEXAN CULTURES	503-1014	6036-12166
9052	ADMINISTRATIVE CLERK-TYPIST/CLERK TYPIST III U. T. SYSTEM ADMINISTRATION GALVESTON MEDICAL BRANCH U. T. DALLAS U. T. SAN ANTONIO U. T. PERMIAN BASIN	636-1239	7632-14668

FEB 9 1979

1871

CODE	TITLE AND COMPONENT UNIT	MONTHLY	ANNUAL
9053	SENIOR CLERK-TYPIST/CLERK TYPIST II U. T. SYSTEM ADMINISTRATION U. T. AUSTIN U. T. ARLINGTON U. T. EL PASO GALVESTON MEDICAL BRANCH HSC AT DALLAS HSC AT SAN ANTONIO CANCER CENTER U. T. DALLAS HSC AT HOUSTON U. T. SAN ANTONIO U. T. PERMIAN BASIN HC AT TYLER INSTITUTE TEXAN CULTURES	520-1048	6240-12576
9054	CLERK-TYPIST/CLERK TYPIST I U. T. SYSTEM ADMINISTRATION U. T. AUSTIN U. T. ARLINGTON U. T. EL PASO GALVESTON MEDICAL BRANCH HSC AT DALLAS HSC AT SAN ANTONIO CANCER CENTER U. T. DALLAS HSC AT HOUSTON U. T. SAN ANTONIO U. T. PERMIAN BASIN HC AT TYLER INSTITUTE TEXAN CULTURES	496- 918	5832-11016
9055	MEDICAL TYPIST II CANCER CENTER HSC AT HOUSTON	831-1159	9972-13908
9056	MEDICAL TYPIST I GALVESTON MEDICAL BRANCH CANCER CENTER U. T. DALLAS HC AT TYLER	659-1084	7896-13009
9057	MAGNETIC KEYBOARD OPERATOR U. T. AUSTIN	804-1042	9648-12576
9059	PATIENT RELATIONS CLERK HSC AT HOUSTON	831-1121	9972-13482
9060	STAFF SERVICES EQUIPMENT OPERATOR II U. T. DALLAS	727- 949	8724-11388
9061	STAFF SERVICES EQUIPMENT OPERATOR I U. T. DALLAS	636- 931	7632- 9972

FEB 9 1979

1872

CODE	TITLE AND COMPONENT UNIT	MONTHLY	ANNUAL
9063	VARITYPIST CANCER CENTER HSC AT HOUSTON	752-1048	6024-12576
9065	CHIEF CLERK U. T. EL PASO GALVESTON MEDICAL BRANCH CANCER CENTER U. T. DALLAS	919-1465	11016-17580
9068	SENIOR ADMINISTRATIVE CLERK U. T. SYSTEM ADMINISTRATION U. T. AUSTIN U. T. EL PASO HSC AT DALLAS HSC AT SAN ANTONIO CANCER CENTER U. T. DALLAS HSC AT HOUSTON U. T. SAN ANTONIO U. T. PERMIAN BASIN HC AT TYLER	636-1239	7632-14668
9069	ADMINISTRATIVE CLERK/CLERK III U. T. SYSTEM ADMINISTRATION U. T. AUSTIN U. T. ARLINGTON U. T. EL PASO GALVESTON MEDICAL BRANCH HSC AT DALLAS HSC AT SAN ANTONIO CANCER CENTER U. T. DALLAS HSC AT HOUSTON U. T. SAN ANTONIO U. T. PERMIAN BASIN HC AT TYLER INSTITUTE TEXAN CULTURES	556-1198	6672-14376
9070	SENIOR CLERK/CLERK II U. T. SYSTEM ADMINISTRATION U. T. AUSTIN U. T. ARLINGTON U. T. EL PASO GALVESTON MEDICAL BRANCH HSC AT DALLAS HSC AT SAN ANTONIO CANCER CENTER U. T. DALLAS HSC AT HOUSTON U. T. SAN ANTONIO U. T. PERMIAN BASIN HC AT TYLER INSTITUTE TEXAN CULTURES	520- 981	6240-11772

FEB 9 1979

1873

CODE	TITLE AND COMPONENT UNIT	MONTHLY	ANNUAL
9071	CLERK/CLERK I U. T. SYSTEM ADMINISTRATION U. T. AUSTIN U. T. ARLINGTON U. T. EL PASO GALVESTON MEDICAL BRANCH HSC AT DALLAS HSC AT SAN ANTONIO CANCER CENTER U. T. DALLAS HSC AT HOUSTON U. T. SAN ANTONIO U. T. PERMIAN BASIN HC AT TYLER INSTITUTE TEXAN CULTURES	486-	989 5832-17656
9074	SUPERVISOR OF TELEPHONE SERVICES GALVESTON MEDICAL BRANCH HSC AT SAN ANTONIO U. T. DALLAS	778-1370	9334-164-9
9075	ASSISTANT SUPERVISOR OF TELEPHONE SERVICES GALVESTON MEDICAL BRANCH	949-1198	11368-16376
9078	SPECIAL UNIT COORDINATOR GALVESTON MEDICAL BRANCH	778-1121	9336-13452
9079	DISPATCHER U. T. EL PASO GALVESTON MEDICAL BRANCH HSC AT DALLAS HSC AT HOUSTON	529- 991	6240-11772
9080	VOLUNTEER COORDINATOR CANCER CENTER HC AT TYLER	949-1515	11369-16160
9081	EXHIBIT FLOOR MANAGER INSTITUTE TEXAN CULTURES	778-1264	9335-13000
9083	MAIL SERVICES SUPERVISOR U. T. AUSTIN U. T. ARLINGTON U. T. EL PASO GALVESTON MEDICAL BRANCH HSC AT DALLAS HSC AT SAN ANTONIO U. T. DALLAS HSC AT HOUSTON U. T. SAN ANTONIO	727-1326	8724-1500

FEB 9 1979

1874

CODE	TITLE AND COMPONENT UNIT	MONTHLY	ANNUAL
9084	MAIL CLERK II U. T. SYSTEM ADMINISTRATION U. T. AUSTIN U. T. ARLINGTON U. T. EL PASO GALVESTON MEDICAL BRANCH HSC AT DALLAS HSC AT SAN ANTONIO U. T. DALLAS HSC AT HOUSTON U. T. SAN ANTONIO HC AT TYLER INSTITUTE TEXAN CULTURES	556- 981	6672-11772
9085	MAIL CLERK I U. T. ARLINGTON U. T. EL PASO GALVESTON MEDICAL BRANCH HSC AT DALLAS CANCER CENTER U. T. DALLAS HSC AT HOUSTON U. T. SAN ANTONIO U. T. PERMIAN BASIN	486- 918	5832-11016
9087	CHIEF SWITCHBOARD/CENTREX OPERATOR U. T. AUSTIN U. T. ARLINGTON HSC AT DALLAS CANCER CENTER U. T. SAN ANTONIO HC AT TYLER	658-1159	7896-13508
9088	ASSISTANT CHIEF SWITCHBOARD/CENTREX OPERATOR CANCER CENTER	703- 981	8436-11772
9089	SWITCHBOARD OPERATOR III GALVESTON MEDICAL BRANCH	831-1048	9972-12576
9090	SWITCHBOARD/CENTREX OPERATOR II GALVESTON MEDICAL BRANCH HSC AT DALLAS HSC AT SAN ANTONIO U. T. DALLAS	658-1014	7896-12163
9091	SWITCHBOARD/CENTREX OPERATOR I U. T. AUSTIN U. T. ARLINGTON U. T. EL PASO GALVESTON MEDICAL BRANCH HSC AT DALLAS HSC AT SAN ANTONIO CANCER CENTER U. T. DALLAS HSC AT HOUSTON U. T. SAN ANTONIO HC AT TYLER INSTITUTE TEXAN CULTURES	538- 888	6456- 10656

FEB 9 1979

1875

CODE	TITLE AND COMPONENT UNIT	MONTHLY	ANNUAL
9092	MAIL AND SUPPLY ROOM SUPERVISOR U. T. SYSTEM ADMINISTRATION	888-1159	10656-13908
9093	SENIOR MAIL CLERK U. T. AUSTIN	888-1121	10656-13452
9094	CLERICAL ASSISTANT U. T. SYSTEM ADMINISTRATION U. T. AUSTIN U. T. ARLINGTON U. T. EL PASO U. T. DALLAS U. T. PERMIAN BASIN	486- 859	5832-10308
9096	RECEPTIONIST U. T. AUSTIN U. T. EL PASO HSC AT SAN ANTONIO U. T. DALLAS HSC AT HOUSTON	503- 949.	6036- 11388
9097	GRADUATE ASSISTANT GALVESTON MEDICAL BRANCH HSC AT DALLAS HSC AT SAN ANTONIO	931-1417	9972-17004
9098	ASSISTANT MAIL SERVICES SUPERVISOR HSC AT DALLAS	778-1084	9336-13008
91-	FISCAL AND ACCOUNTING TITLES		
9108	ASSISTANT BUDGET OFFICER GALVESTON MEDICAL BRANCH	1515-1916	18180-22580
9111	ASSISTANT TO BUSINESS MANAGER U. T. AUSTIN	1620-2047	19440-24564
9115	AUDITOR, OIL AND GAS PRODUCTION U. T. SYSTEM ADMINISTRATION	1732-2189	20784-26268
9116	ASSISTANT AUDITOR, OIL AND GAS PRODUCTION U. T. SYSTEM ADMINISTRATION	1370-1751	16440-21492
9122	SECURITIES ANALYST III U. T. SYSTEM ADMINISTRATION	1915-2587	22560-31044
9123	SECURITIES ANALYST II U. T. SYSTEM ADMINISTRATION	1515-2047	18180-24564
9124	SECURITIES ANALYST I U. T. SYSTEM ADMINISTRATION	1281-1520	15372-19440

FEB 9 1979

1876

CODE	TITLE AND COMPONENT UNIT	MONTHLY	ANNUAL
9125	SECURITIES RESEARCH ASSISTANT U. T. SYSTEM ADMINISTRATION	1014-1198	12168-14376
9128	ASSISTANT DIRECTOR, ACCOUNTING GALVESTON MEDICAL BRANCH	1515-2189	18180-26268
9129	ASSISTANT TO THE DIRECTOR OF FISCAL SERVICES HSC AT HOUSTON	1515-2047	18180-24564
9130	ASSISTANT TO THE DIRECTOR OF ACCOUNTING U. T. AUSTIN HSC AT HOUSTON	1515-2047	18180-24564
9131	INTERNAL AUDITOR U. T. AUSTIN U. T. ARLINGTON U. T. EL PASO HSC AT SAN ANTONIO U. T. DALLAS U. T. SAN ANTONIO	1159-2117	13909-25404
9133	ASSISTANT INTERNAL AUDITOR U. T. AUSTIN U. T. ARLINGTON U. T. EL PASO	1121-1791	13452-21492
9134	AUDITOR III U. T. AUSTIN GALVESTON MEDICAL BRANCH HSC AT DALLAS CANCER CENTER HSC AT HOUSTON	1325-2185	15901-26258
9135	AUDITOR II U. T. AUSTIN GALVESTON MEDICAL BRANCH HSC AT DALLAS CANCER CENTER HSC AT HOUSTON HC AT TYLER	1198-1980	14376-23760
9136	AUDITOR I U. T. AUSTIN GALVESTON MEDICAL BRANCH HSC AT DALLAS HSC AT SAN ANTONIO CANCER CENTER HSC AT HOUSTON	981-1732	11772-20784
9139	SUPERVISOR, ACCOUNTING DIVISION U. T. AUSTIN HC AT TYLER	1675-2420	20100-25040

FEB 9 1979

1877

CODE	TITLE AND COMPONENT UNIT	MONTHLY	ANNUAL
9141	BURSAR II U. T. AUSTIN	1852-2420	22224-29040
9142	BURSAR I U. T. EL PASO U. T. DALLAS U. T. SAN ANTONIO	1159-1732	13908-20784
9143	ASSISTANT DIRECTOR OF PATIENT FINANCE GALVESTON MEDICAL BRANCH	1620-2047	19440-24564
9145	SUPERVISOR/MANAGER OF PATIENT ACCOUNTS GALVESTON MEDICAL BRANCH HC AT TYLER	1281-1732	15372-20784
9146	SUPERVISOR, REPORT DIVISION U. T. AUSTIN	1852-2420	22224-29040
9147	FISCAL MANAGER OF GRANTS AND CONTRACTS HSC AT DALLAS U. T. SAN ANTONIO	1239-1852	14869-22224
9148	MANAGER, COST REIMBURSEMENTS GALVESTON MEDICAL BRANCH	1732-2340	20784-28080
9149	SUPERVISOR II, PAYROLL DIVISION U. T. AUSTIN GALVESTON MEDICAL BRANCH	1515-2420	18180-29040
9150	SUPERVISOR I, PAYROLL DIVISION U. T. ARLINGTON U. T. EL PASO HSC AT DALLAS CANCER CENTER U. T. SAN ANTONIO	1121-1732	13452-20784
9154	ACCOUNTING GROUP SUPERVISOR U. T. SYSTEM ADMINISTRATION U. T. AUSTIN HSC AT DALLAS U. T. DALLAS HSC AT HOUSTON HC AT TYLER	1325-2117	15900-25404
9155	REPORTS OFFICER U. T. SYSTEM ADMINISTRATION HC AT TYLER	1370-1852	16440-22224
9156	STAFF AUDITOR U. T. SYSTEM ADMINISTRATION	1370-1791	16440-21492

FEB 9 1979 1878

CODE	TITLE AND COMPONENT UNIT	MONTHLY	ANNUAL
9141	BURSAR II U. T. AUSTIN	1852-2420	22224-29040
9142	BURSAR I U. T. EL PASO U. T. DALLAS U. T. SAN ANTONIO	1159-1732	13908-20784
9143	ASSISTANT DIRECTOR OF PATIENT FINANCE GALVESTON MEDICAL BRANCH	1620-2047	19440-24564
9145	SUPERVISOR/MANAGER OF PATIENT ACCOUNTS GALVESTON MEDICAL BRANCH HC AT TYLER	1281-1732	16372-20784
9146	SUPERVISOR, REPORT DIVISION U. T. AUSTIN	1852-2420	22224-29040
9147	FISCAL MANAGER OF GRANTS AND CONTRACTS HSC AT DALLAS U. T. SAN ANTONIO	1239-1852	14868-22224
9148	MANAGER, COST REIMBURSEMENTS GALVESTON MEDICAL BRANCH	1732-2340	20784-28080
9149	SUPERVISOR II, PAYROLL DIVISION U. T. AUSTIN GALVESTON MEDICAL BRANCH	1515-2420	18180-29040
9150	SUPERVISOR I, PAYROLL DIVISION U. T. ARLINGTON U. T. EL PASO HSC AT DALLAS CANCER CENTER U. T. SAN ANTONIO	1121-1732	13462-20784
9154	ACCOUNTING GROUP SUPERVISOR U. T. SYSTEM ADMINISTRATION U. T. AUSTIN HSC AT DALLAS U. T. DALLAS HSC AT HOUSTON HC AT TYLER	1325-2117	15900-25404
9155	REPORTS OFFICER U. T. SYSTEM ADMINISTRATION HC AT TYLER	1370-1852	16440-22224
9156	STAFF AUDITOR U. T. SYSTEM ADMINISTRATION	1370-1791	16440-21492

FEB 9 1979 1879

CODE	TITLE AND COMPONENT UNIT	MONTHLY	ANNUAL
9157	GRANTS AND CONTRACTS SPECIALIST III HSC AT DALLAS CANCER CENTER	1239-1852	14869-22224
9158	GRANTS AND CONTRACTS SPECIALIST II HSC AT DALLAS CANCER CENTER	1084-1567	13008-18804
9159	GRANTS AND CONTRACTS SPECIALIST I U. T. EL PASO HSC AT DALLAS	918-1325	11016-13900
9160	ACCOUNTANT III U. T. SYSTEM ADMINISTRATION U. T. AUSTIN U. T. ARLINGTON U. T. EL PASO GALVESTON MEDICAL BRANCH CANCER CENTER U. T. DALLAS HSC AT HOUSTON U. T. SAN ANTONIO U. T. PERMIAN BASIN HC AT TYLER	1159-2189	13908-26268
9161	ACCOUNTANT II U. T. SYSTEM ADMINISTRATION U. T. AUSTIN U. T. ARLINGTON U. T. EL PASO GALVESTON MEDICAL BRANCH HSC AT DALLAS HSC AT SAN ANTONIO CANCER CENTER U. T. DALLAS HSC AT HOUSTON U. T. SAN ANTONIO U. T. PERMIAN BASIN HC AT TYLER	1048-1980	12576-23760
9162	ACCOUNTANT I U. T. SYSTEM ADMINISTRATION U. T. AUSTIN U. T. ARLINGTON U. T. EL PASO GALVESTON MEDICAL BRANCH HSC AT DALLAS HSC AT SAN ANTONIO CANCER CENTER U. T. DALLAS HSC AT HOUSTON U. T. SAN ANTONIO U. T. PERMIAN BASIN INSTITUTE TEXAN CULTURES	883-1732	10656-20784

FEB 9 1979

1880

CODE	TITLE AND COMPONENT UNIT	MONTHLY	ANNUAL
9166	SUPERVISOR OF ACCOUNTS HSC AT SAN ANTONIO CANCER CENTER HSC AT HOUSTON	949-1791	11388-21452
9170	ACCOUNTING CLERK III U. T. SYSTEM ADMINISTRATION U. T. AUSTIN U. T. ARLINGTON U. T. EL PASO GALVESTON MEDICAL BRANCH HSC AT DALLAS HSC AT SAN ANTONIO CANCER CENTER U. T. DALLAS HSC AT HOUSTON U. T. SAN ANTONIO U. T. PERMIAN BASIN HC AT TYLER INSTITUTE TEXAN CULTURES	680-1325	8160-15900
9171	ACCOUNTING CLERK II U. T. SYSTEM ADMINISTRATION U. T. AUSTIN U. T. ARLINGTON U. T. EL PASO GALVESTON MEDICAL BRANCH HSC AT DALLAS HSC AT SAN ANTONIO CANCER CENTER U. T. DALLAS HSC AT HOUSTON U. T. SAN ANTONIO U. T. PERMIAN BASIN HC AT TYLER INSTITUTE TEXAN CULTURES	575-1159	6900-13909
9172	ACCOUNTING CLERK I U. T. SYSTEM ADMINISTRATION U. T. AUSTIN U. T. ARLINGTON U. T. EL PASO GALVESTON MEDICAL BRANCH HSC AT DALLAS HSC AT SAN ANTONIO CANCER CENTER U. T. DALLAS HSC AT HOUSTON U. T. SAN ANTONIO U. T. PERMIAN BASIN HC AT TYLER INSTITUTE TEXAN CULTURES	486- 981	5832-11772
9175	BUDGET ANALYST II U. T. AUSTIN U. T. EL PASO HSC AT DALLAS U. T. DALLAS HC AT TYLER	1048-1675	12576-20100

FEB 9 1979

1881

CODE	TITLE AND COMPONENT UNIT	MONTHLY	ANNUAL
9176	BUDGET ANALYST I U. T. SYSTEM ADMINISTRATION U. T. AUSTIN U. T. EL PASO U. T. DALLAS HSC AT HOUSTON	918-1465	11016-17520
9177	BUDGET ASSISTANT HSC AT DALLAS	899-1239	10656-14868
9179	CASHIER III U. T. AUSTIN GALVESTON MEDICAL BRANCH HSC AT DALLAS	779-1159	9336-13908
9180	CASHIER II U. T. AUSTIN U. T. ARLINGTON U. T. EL PASO GALVESTON MEDICAL BRANCH HSC AT DALLAS HSC AT SAN ANTONIO HSC AT HOUSTON U. T. SAN ANTONIO U. T. PERMIAN BASIN HC AT TYLER	556- 949	6672-11398
9181	CASHIER I U. T. ARLINGTON U. T. EL PASO HSC AT DALLAS U. T. SAN ANTONIO U. T. PERMIAN BASIN	486- 831	5832- 9972
9182	BILLING CLERK II HSC AT SAN ANTONIO	703- 981	8436-11772
9183	BILLING CLERK I HSC AT SAN ANTONIO	595- 331	7140- 9972
9187	AUDITING CLERK III CANCER CENTER	949-1325	11388-15900
9188	AUDITING CLERK II CANCER CENTER	831-1159	9972-13908
9189	AUDITING CLERK I CANCER CENTER	703- 981	8436-11772

FEB 9 1979 1882

CODE	TITLE AND COMPONENT UNIT	MONTHLY	ANNUAL
92-	STATISTICAL TITLES		
9204	ASSISTANT EPIDEMIOLOGIST II CANCER CENTER	1121-1620	13452-19440
9205	ASSISTANT EPIDEMIOLOGIST I CANCER CENTER	1048-1515	12576-19180
9215	STATISTICIAN U. T. SYSTEM ADMINISTRATION U. T. AUSTIN CANCER CENTER U. T. DALLAS HSC AT HOUSTON	888-1370	10656-16440
9220	STATISTICAL CLERK II U. T. SYSTEM ADMINISTRATION U. T. AUSTIN HSC AT DALLAS CANCER CENTER U. T. DALLAS U. T. SAN ANTONIO	793-1121	8436-13452
9221	STATISTICAL CLERK I U. T. SYSTEM ADMINISTRATION U. T. AUSTIN CANCER CENTER U. T. DALLAS HSC AT HOUSTON U. T. SAN ANTONIO HC AT TYLER	615- 918	7380-11015
93-	DATA PROCESSING TITLES		
9302	ASSOCIATE DIRECTOR, DATA PROCESSING DIVISION U. T. AUSTIN	2263-2860	27156-34320
9304	ASSISTANT DIRECTOR II, DATA PROCESSING U. T. AUSTIN GALVESTON MEDICAL BRANCH	2117-3162	25404-37944
9305	ASSISTANT DIRECTOR I, DATA PROCESSING U. T. EL PASO	1325-1732	15900-20764
9306	ASSISTANT DIRECTOR, COMPUTATION CENTER U. T. AUSTIN	2117-2675	25404-32100
9308	TECHNICAL ASSISTANT TO THE DIRECTOR U. T. EL PASO	1121-1417	13452-17004

FEB 9 1979 1883

CODE	TITLE AND COMPONENT UNIT	MONTHLY	ANNUAL
9309	COORDINATOR COMPUTER RESOURCES HC AT TYLER	2117-2860	25404-34320
9310	DATA BASE COORDINATOR U. T. AUSTIN U. T. DALLAS HSC AT HOUSTON	1465-2766	17580-33192
9313	MANAGER, SOFTWARE SYSTEMS PROGRAMMING U. T. AUSTIN HSC AT DALLAS HSC AT HOUSTON	1791-3058	21492-36090
9314	MANAGER, OPERATIONS AND SERVICES U. T. AUSTIN GALVESTON MEDICAL BRANCH HSC AT DALLAS	1520-2572	18440-30024
9315	MANAGER/SUPERVISOR, PROGRAMMING SERVICES U. T. AUSTIN CANCER CENTER	1791-2587	21492-31044
9316	MANAGER, SYSTEMS ANALYST SERVICES U. T. AUSTIN GALVESTON MEDICAL BRANCH HSC AT DALLAS	1791-2860	21492-34320
9317	SUPERVISOR, PROGRAMMING SERVICES U. T. EL PASO	1417-1791	17004-21492
9318	DIGITAL COMPUTER SYSTEMS ENGINEER U. T. AUSTIN HSC AT HOUSTON	1370-2572	16440-30024
9319	SYSTEMS ANALYST IV U. T. SYSTEM ADMINISTRATION U. T. AUSTIN HSC AT SAN ANTONIO	1852-2675	22224-32100
9320	SYSTEMS ANALYST III U. T. SYSTEM ADMINISTRATION U. T. AUSTIN U. T. ARLINGTON GALVESTON MEDICAL BRANCH HSC AT DALLAS HSC AT SAN ANTONIO CANCER CENTER U. T. DALLAS HSC AT HOUSTON	1567-2675	19804-32100

FEB 9 1979

1884

CODE	TITLE AND COMPONENT UNIT	MONTHLY	ANNUAL
9321	SYSTEMS ANALYST II U. T. SYSTEM ADMINISTRATION U. T. AUSTIN U. T. ARLINGTON U. T. EL PASO HSC AT DALLAS U. T. DALLAS U. T. SAN ANTONIO	1325-2189	15900-26268
9322	SYSTEMS ANALYST I U. T. SYSTEM ADMINISTRATION U. T. AUSTIN U. T. ARLINGTON U. T. EL PASO HSC AT DALLAS U. T. DALLAS U. T. SAN ANTONIO U. T. PERMIAN BASIN	1084-1915	13008-22980
9324	PROGRAMMER ANALYST IV GALVESTON MEDICAL BRANCH HSC AT SAN ANTONIO	1791-2675	21492-32100
9325	PROGRAMMER ANALYST III U. T. AUSTIN GALVESTON MEDICAL BRANCH HSC AT DALLAS HSC AT SAN ANTONIO CANCER CENTER U. T. DALLAS HSC AT HOUSTON HC AT TYLER	1465-2587	17580-31044
9326	PROGRAMMER ANALYST II U. T. SYSTEM ADMINISTRATION U. T. AUSTIN GALVESTON MEDICAL BRANCH HSC AT DALLAS HSC AT SAN ANTONIO U. T. DALLAS HSC AT HOUSTON U. T. SAN ANTONIO HC AT TYLER	1291-2189	15372-26268
9327	PROGRAMMER ANALYST I U. T. SYSTEM ADMINISTRATION U. T. AUSTIN GALVESTON MEDICAL BRANCH HSC AT DALLAS HSC AT SAN ANTONIO U. T. DALLAS HSC AT HOUSTON U. T. SAN ANTONIO U. T. PERMIAN BASIN	1084-1915	13008-22980
9329	COMPUTER PROGRAMMER IV U. T. AUSTIN U. T. EL PASO GALVESTON MEDICAL BRANCH CANCER CENTER	1417-2502	17004-30024

FEB 9 1979 1885

CODE	TITLE AND COMPONENT UNIT	MONTHLY	ANNUAL
9330	COMPUTER PROGRAMMER III U. T. AUSTIN U. T. ARLINGTON U. T. EL PASO GALVESTON MEDICAL BRANCH HSC AT DALLAS CANCER CENTER U. T. DALLAS HC AT TYLER	1121-2263	13452-27150
9331	COMPUTER PROGRAMMER II U. T. SYSTEM ADMINISTRATION U. T. AUSTIN U. T. ARLINGTON U. T. EL PASO GALVESTON MEDICAL BRANCH HSC AT DALLAS CANCER CENTER U. T. DALLAS HSC AT HOUSTON U. T. SAN ANTONIO U. T. PERMIAN BASIN HC AT TYLER	859-2047	10300-24564
9332	COMPUTER PROGRAMMER I U. T. SYSTEM ADMINISTRATION U. T. AUSTIN U. T. ARLINGTON U. T. EL PASO GALVESTON MEDICAL BRANCH HSC AT DALLAS CANCER CENTER U. T. DALLAS HSC AT HOUSTON U. T. SAN ANTONIO U. T. PERMIAN BASIN HC AT TYLER	658-1915	7896-22980
9335	COMPUTER PROGRAMMER ASSISTANT II U. T. AUSTIN HSC AT DALLAS HSC AT SAN ANTONIO	898-1236	10655-14868
9336	COMPUTER PROGRAMMER ASSISTANT I U. T. AUSTIN U. T. EL PASO HSC AT SAN ANTONIO U. T. DALLAS	615-1049	7361-12576
9339	DATA SYSTEMS COORDINATOR HSC AT DALLAS	1014-1417	12168-17074

FEB 9 1979

1886

CODE	TITLE AND COMPONENT UNIT	MONTHLY	ANNUAL
9340	OPERATIONS COORDINATOR, DATA PROCESSING U. T. AUSTIN GALVESTON MEDICAL BRANCH HC AT TYLER	1121-1916	13452-22580
9341	SUPERVISOR II, COMPUTER OPERATIONS U. T. AUSTIN U. T. ARLINGTON U. T. EL PASO GALVESTON MEDICAL BRANCH HSC AT SAN ANTONIO CANCER CENTER U. T. DALLAS HSC AT HOUSTON	1048-2189	12575-26268
9342	SUPERVISOR I, COMPUTER OPERATIONS U. T. AUSTIN HSC AT DALLAS U. T. DALLAS HSC AT HOUSTON	1014-1732	12168-20784
9343	SHIFT SUPERVISOR, COMPUTER OPERATIONS U. T. AUSTIN GALVESTON MEDICAL BRANCH	1239-1675	14868-20100
9344	COMPUTER OPERATOR IV U. T. AUSTIN GALVESTON MEDICAL BRANCH CANCER CENTER	1239-1652	14868-22224
9345	COMPUTER OPERATOR III U. T. AUSTIN U. T. ARLINGTON GALVESTON MEDICAL BRANCH HSC AT DALLAS HSC AT SAN ANTONIO CANCER CENTER U. T. DALLAS HSC AT HOUSTON	981-1567	11772-18814
9346	COMPUTER OPERATOR II U. T. AUSTIN U. T. ARLINGTON U. T. EL PASO GALVESTON MEDICAL BRANCH HSC AT DALLAS HSC AT SAN ANTONIO CANCER CENTER U. T. DALLAS HSC AT HOUSTON U. T. SAN ANTONIO	831-1325	9972-15900

FEB 9 1979 1887

CODE	TITLE AND COMPONENT UNIT	MONTHLY	ANNUAL
9347	COMPUTER OPERATOR I U. T. AUSTIN U. T. AFLINGTON U. T. EL PASO GALVESTON MEDICAL BRANCH HSC AT DALLAS HSC AT SAN ANTONIO U. T. DALLAS HSC AT HOUSTON U. T. SAN ANTONIO	690-1121	8167-13452
9349	DATA SYSTEMS SUPERVISOR HSC AT DALLAS	949-1325	11388-15690
9350	MANAGER/COORDINATOR, COMPUTING CUSTOMER SERVICES U. T. AUSTIN HSC AT SAN ANTONIO	1465-2340	17580-26080
9351	COMPUTING LABORATORY SYSTEM MANAGER III U. T. AUSTIN	1732-2189	20784-26268
9352	COMPUTING LABORATORY SYSTEM MANAGER II U. T. AUSTIN	1465-1852	17580-22224
9353	COMPUTING LABORATORY SYSTEM MANAGER I U. T. AUSTIN	1281-1620	15372-19440
9355	COMPUTER EQUIPMENT MAINTENANCE TECHNICIAN III U. T. AUSTIN	1325-1791	15900-21492
9356	COMPUTER EQUIPMENT MAINTENANCE TECHNICIAN II U. T. AUSTIN	981-1281	11772-15372
9357	COMPUTER EQUIPMENT MAINTENANCE TECHNICIAN I U. T. AUSTIN HSC AT DALLAS	778-1239	9336-14664
9359	SUPERVISOR, AUXILIARY EQUIPMENT OPERATIONS U. T. AUSTIN CANCER CENTER	898-1465	10655-17540
9360	UNIT RECORD EQUIPMENT OPERATOR II U. T. AUSTIN	899-1121	10656-13452
9361	UNIT RECORD EQUIPMENT OPERATOR I U. T. AUSTIN CANCER CENTER	752-1049	9024-12576

FEB 9 1979

1888

CODE	TITLE AND COMPONENT UNIT	MONTHLY	ANNUAL
9362	MAGNETIC TAPE LIBRARIAN U. T. AUSTIN U. T. EL PASO GALVESTON MEDICAL BRANCH HSC AT DALLAS	575-1084	6900-13008
9363	COMPUTER SERVICES LIBRARIAN HSC AT SAN ANTONIO	918-1281	11016-15372
9364	WORK PROCESSING SCHEDULER GALVESTON MEDICAL BRANCH	1121-1567	13452-18904
9373	SUPERVISOR, CONTROL SECTION U. T. AUSTIN U. T. ARLINGTON U. T. EL PASO HSC AT DALLAS	898-1325	10656-15900
9375	CONTROL CLERK/CODER II U. T. AUSTIN U. T. ARLINGTON GALVESTON MEDICAL BRANCH HSC AT DALLAS HSC AT SAN ANTONIO CANCER CENTER U. T. SAN ANTONIO U. T. PERMIAN BASIN	595-1014	7140-12168
9376	CONTROL CLERK/CODER I U. T. AUSTIN GALVESTON MEDICAL BRANCH HSC AT DALLAS HSC AT SAN ANTONIO HSC AT HOUSTON U. T. SAN ANTONIO	538- 949	6456-11358
9387	DATA ENTRY SUPERVISOR U. T. AUSTIN U. T. ARLINGTON U. T. EL PASO GALVESTON MEDICAL BRANCH HSC AT DALLAS HSC AT SAN ANTONIO HSC AT HOUSTON U. T. SAN ANTONIO U. T. PERMIAN BASIN	680-1465	8160-17580
9394	DATA ENTRY OPERATOR III U. T. SYSTEM ADMINISTRATION U. T. AUSTIN U. T. ARLINGTON GALVESTON MEDICAL BRANCH HSC AT DALLAS CANCER CENTER U. T. DALLAS HSC AT HOUSTON HC AT TYLER	778-1239	9336-14868

FEB 9 1979

1889

CODE	TITLE AND COMPONENT UNIT	MONTHLY	ANNUAL
9395	DATA ENTRY OPERATOR II U. T. SYSTEM ADMINISTRATION U. T. AUSTIN U. T. ARLINGTON GALVESTON MEDICAL BRANCH HSC AT DALLAS HSC AT SAN ANTONIO CANCER CENTER U. T. DALLAS HSC AT HOUSTON U. T. SAN ANTONIO U. T. PERMIAN BASIN HC AT TYLER INSTITUTE TEXAN CULTURES	595-1084	7140-13008
9396	DATA ENTRY OPERATOR I U. T. SYSTEM ADMINISTRATION U. T. AUSTIN U. T. ARLINGTON U. T. EL PASO GALVESTON MEDICAL BRANCH HSC AT DALLAS HSC AT SAN ANTONIO CANCER CENTER U. T. DALLAS HSC AT HOUSTON U. T. SAN ANTONIO U. T. PERMIAN BASIN INSTITUTE TEXAN CULTURES	520- 949	6240-11388
94-	LEGAL TITLES		
9410	LEGAL AID ATTORNEY U. T. AUSTIN	1370-1732	16440-20784
9420	STUDENTS' ATTORNEY U. T. AUSTIN	1465-1852	17580-22224
9421	ASSISTANT STUDENTS' ATTORNEY U. T. AUSTIN	1198-1515	14370-18180
95-	PERSONNEL MANAGEMENT TITLES		
9505	ASSISTANT DIRECTOR OF PERSONNEL GALVESTON MEDICAL BRANCH	1515-2147	18180-24564
9510	PERSONNEL GROUP MANAGER/SUPERVISOR U. T. SYSTEM ADMINISTRATION U. T. AUSTIN U. T. ARLINGTON HSC AT DALLAS CANCER CENTER HSC AT HOUSTON	1121-2263	13492-27150

FEB 9 1979

1890

CODE	TITLE AND COMPONENT UNIT	MONTHLY	ANNUAL
9534	SENIOR PERSONNEL REPRESENTATIVE/ PERSONNEL REPRESENTATIVE II U. T. SYSTEM ADMINISTRATION U. T. AUSTIN GALVESTON MEDICAL BRANCH HSC AT SAN ANTONIO CANCER CENTER	1281-2117	15372-29404
9535	PERSONNEL REPRESENTATIVE I U. T. SYSTEM ADMINISTRATION U. T. AUSTIN U. T. ARLINGTON U. T. EL PASO HSC AT DALLAS HSC AT SAN ANTONIO CANCER CENTER HSC AT HOUSTON HC AT TYLER	1048-1791	12576-21492
9542	PERSONNEL ASSISTANT/SPECIALIST II U. T. AUSTIN GALVESTON MEDICAL BRANCH HSC AT DALLAS HSC AT SAN ANTONIO CANCER CENTER HSC AT HOUSTON U. T. SAN ANTONIO	1014-1732	12162-20784
9545	PERSONNEL ASSISTANT/SPECIALIST I U. T. SYSTEM ADMINISTRATION U. T. AUSTIN U. T. ARLINGTON U. T. EL PASO HSC AT SAN ANTONIO CANCER CENTER U. T. DALLAS U. T. SAN ANTONIO HC AT TYLER	752-1465	9024-17580
9566	EMPLOYEE RELATIONS COORDINATOR U. T. AUSTIN	1620-2117	19440-25404
9567	MANAGER, WORKERS' COMPENSATION INSURANCE GALVESTON MEDICAL BRANCH	981-1239	11772-14868
9568	EMPLOYEE RELATIONS REPRESENTATIVE U. T. SYSTEM ADMINISTRATION U. T. AUSTIN CANCER CENTER	1370-2117	16440-25404
9569	EMPLOYEE BENEFITS REPRESENTATIVE U. T. SYSTEM ADMINISTRATION	1049-1370	12576-16440

FEB 9 1979

1891

CODE	TITLE AND COMPONENT UNIT	MONTHLY	ANNUAL
9570	PERSONNEL INTERVIEWER U. T. AUSTIN U. T. ARLINGTON CANCER CENTER HSC AT HOUSTON U. T. SAN ANTONIO	804-1417	9642-17004
9589	PERSONNEL CLERK/TECHNICIAN II U. T. SAN ANTONIO	204-1121	9648-13452
9590	PERSONNEL CLERK/TECHNICIAN I U. T. SYSTEM ADMINISTRATION U. T. ARLINGTON HSC AT DALLAS HSC AT SAN ANTONIO HSC AT HOUSTON U. T. SAN ANTONIO U. T. PERMIAN BASIN INSTITUTE TEXAN CULTURES	636-1121	7632-13452
96-	PURCHASING MANAGEMENT TITLES		
9607	ASSISTANT PURCHASING AGENT/DIRECTOR U. T. AUSTIN U. T. ARLINGTON GALVESTON MEDICAL BRANCH HSC AT DALLAS	1159-1915	13906-22987
9628	SENIOR PROCUREMENT OFFICER U. T. AUSTIN	1121-1465	13452-17590
9629	PROCUREMENT OFFICER U. T. SYSTEM ADMINISTRATION U. T. AUSTIN	918-1281	11016-15372
9648	SENIOR BUYER CANCER CENTER HSC AT HOUSTON	1198-1732	14374-20784
9650	BUYER III U. T. AUSTIN U. T. EL PASO GALVESTON MEDICAL BRANCH HSC AT DALLAS HSC AT SAN ANTONIO CANCER CENTER U. T. DALLAS HSC AT HOUSTON U. T. SAN ANTONIO HC AT TYLER	888-1732	10656-20784

FEB 9 1979

1892

CODE TITLE AND COMPONENT UNIT

MONTHLY ANNUAL

9651 BUYER II
U. T. AUSTIN
U. T. ARLINGTON
U. T. EL PASO
GALVESTON MEDICAL BRANCH
HSC AT DALLAS
HSC AT SAN ANTONIO
CANCER CENTER
U. T. DALLAS
HSC AT HOUSTON
U. T. SAN ANTONIO
U. T. PERMIAN BASIN
HC AT TYLER
INSTITUTE TEXAN CULTURES

752-1465 9024-17580

9652 BUYER I
U. T. AUSTIN
U. T. ARLINGTON
U. T. EL PASO
GALVESTON MEDICAL BRANCH
HSC AT DALLAS
HSC AT SAN ANTONIO
U. T. DALLAS
U. T. SAN ANTONIO
U. T. PERMIAN BASIN
HC AT TYLER
INSTITUTE TEXAN CULTURES

556-1198 6672-14376

97- OIL, LAND AND GEOLOGY TITLES

9705 SUPERVISING GEOLOGIST
U. T. SYSTEM ADMINISTRATION

2420-3162 29040-37544

9707 GEOLOGIST III
U. T. SYSTEM ADMINISTRATION

2117-2766 25404-33192

9708 GEOLOGIST II
U. T. SYSTEM ADMINISTRATION

1620-2117 19440-25404

9709 GEOLOGIST I
U. T. SYSTEM ADMINISTRATION

1239-1620 14869-19440

9711 MINERALS LEASE SPECIALIST
U. T. SYSTEM ADMINISTRATION

1370-1732 16440-20794

9712 PETROLEUM ENGINEER III
U. T. SYSTEM ADMINISTRATION

2263-2957 27156-35494

9713 PETROLEUM ENGINEER II
U. T. SYSTEM ADMINISTRATION

1732-2263 20784-27156

FEB 9 1979

1893

CODE	TITLE AND COMPONENT UNIT	MONTHLY	ANNUAL
9714	PETROLEUM ENGINEER I U. T. SYSTEM ADMINISTRATION	1325-1732	15900-20784
9715	ASSISTANT TO UNIVERSITY LANDS MANAGER - SURFACE OIL FIELD OPERATIONS U. T. SYSTEM ADMINISTRATION	1620-2117	19440-25404
9716	ASSISTANT TO UNIVERSITY LANDS MANAGER - SURFACE LEASE/EASEMENT OPERATIONS U. T. SYSTEM ADMINISTRATION	1620-2117	19440-25404
9717	ASSISTANT TO UNIVERSITY LANDS MANAGER - SURFACE AGRICULTURAL OPERATIONS U. T. SYSTEM ADMINISTRATION	1620-2117	19440-25404
9718	RANGE CONSERVATIONIST III U. T. SYSTEM ADMINISTRATION	1515-1980	18180-23760
9719	RANGE CONSERVATIONIST II U. T. SYSTEM ADMINISTRATION	1281-1567	15372-18804
9720	RANGE CONSERVATIONIST I U. T. SYSTEM ADMINISTRATION	1084-1325	13008-15900
9721	PRODUCTION AND DEVELOPMENT ANALYST II U. T. SYSTEM ADMINISTRATION	1281-1675	15372-20100
9722	PRODUCTION AND DEVELOPMENT ANALYST I U. T. SYSTEM ADMINISTRATION	981-1281	11772-15372
9728	OIL SCOUT U. T. SYSTEM ADMINISTRATION	1014-1675	12165-20100
9730	SENIOR FIELD REPRESENTATIVE U. T. SYSTEM ADMINISTRATION	1370-1675	16440-20100
9731	FIELD REPRESENTATIVE U. T. SYSTEM ADMINISTRATION	1159-1515	13908-18180
9740	LAND AND TITLE REGISTRAR U. T. SYSTEM ADMINISTRATION	1465-1915	17580-22980
9745	LAND AND TITLE CLERK U. T. SYSTEM ADMINISTRATION	776- 981	9336-11772

RULES AND REGULATIONS

OF THE

BOARD OF REGENTS

OF

THE UNIVERSITY OF TEXAS SYSTEM

FOR THE GOVERNMENT OF

THE UNIVERSITY OF TEXAS SYSTEM

PART ONE

As Revised and Amended by the Board of Regents, February 9, 1979

FEB 9 1979

2556

Explanatory Statement

The Rules and Regulations contained in this volume are those which are adopted by the Board of Regents and which apply generally to the entire University of Texas System. They are to be known as the Regents' Rules and Regulations to distinguish them from each component institution's rules and regulations which are promulgated by the chief administrative officers of the component institutions and which are published in separate volumes and entitled Handbook of Operating Procedures for (name of the institution).

These Rules and Regulations are published in loose-leaf form to facilitate their being kept current. As promptly as possible after an amendment is approved, the Secretary will distribute new pages bearing the amended text.

<u>Chapter</u>		<u>Page</u>
I.	Board of Regents	
1.	Authority	I-1
2.	Composition	I-1
3.	Chairman	I-1
4.	Vice-Chairman	I-2
5.	Secretary	I-2
6.	Meetings	I-3
7.	Committees	I-4
8.	Procedure	I-7
9.	Executive Associate for Economic Affairs	I-11
II.	Administration	
1.	General Provisions	II-1
2.	Officers of System Administration	II-1
2.1	Executive Officers	II-1
2.2	Principal Administrative Officers	II-1
2.3	Appointment and Tenure of Officers	II-2
2.4	Staff and Line Functions of Officers	II-2
2.5	Chancellor Emeritus	II-3
3.	Authority, Duties and Responsibilities of Officers of System Administration	II-3
3.1	Officers in the Office of the Chancellor	II-3
3.11	Chancellor	II-3
3.12	Executive Assistant to the Chancellor	II-4
3.13	Executive Director for Development	II-4
3.14	Assistant Chancellor for Planning	II-5
3.2	Officers in the Office of Academic Affairs	II-5
3.21	Vice Chancellor for Academic Affairs	II-5
3.22	Director of the Institute of Higher Education Management	II-6
3.3	Officers in the Office of Administration	II-7
3.31	Vice Chancellor for Administration	II-7
3.4	Officers in the Office of Vice Chancellor for Business Affairs	II-8
3.41	Vice Chancellor for Business Affairs	II-8
3.42	Budget Director	II-9
3.43	Comptroller	II-9
3.44	Director of Accounting	II-10
3.45	Director of Facilities Planning and Construction	II-11
3.46	Executive Director for Investments and Trusts	II-12

	3.47	System Personnel Director.....	II-12
	3.48	Director of Police.....	II-13
3.5		Officers in the Office of Health Affairs.....	II-14
	3.51	Vice Chancellor for Health Affairs.....	II-14
3.6		Officers in the Office of Lands Management and the Office of General Counsel.....	II-15
	3.61	Vice Chancellor for Lands Management and General Counsel.....	II-15
	3.62	Manager of University Lands - Oil, Gas and Mineral Interests.....	II-17
	3.63	Manager of University Lands - Surface Interests.....	II-18
	3.64	Associate General Counsel.....	II-19
3.7		Councils of System Administration.....	II-20
	3.71	The Council of Academic Institutions...	II-20
	3.72	The Council of Health Institutions.....	II-20
	3.73	The Business Management Council.....	II-20
4.		Chief Administrative Officers of Component Institutions ...	II-20
5.		Appointment of Other Administrative Officers.....	II-23

III.

Personnel

1.	Appointments.....	III-1
2.	Classified Personnel Systems.....	III-6
3.	Employment of Aliens on Sponsored Projects.....	III-6
4.	Code of Ethics.....	III-7
5.	Appointment of Relatives (Nepotism Rule).....	III-7
6.	Tenure, Promotion, and Termination of Employment.....	III-10
7.	Rights and Responsibilities as a Citizen and as a Teacher.....	III-16
8.	The Greater Duties of a Member of the Teaching Staff.....	III-17
9.	Acquaintance with, Conformity to, Availability and Improvement of Regulations.....	III-18
10.	Communications, Appeals, and Hearings.....	III-19
11.	Communication with the Legislature and Other State Agencies or Officials.....	III-19
12.	Office Hours.....	III-19
13.	Outside Employment.....	III-20
14.	Holidays.....	III-22
15.	Vacation.....	III-22
16.	Leaves of Absence without Pay.....	III-22
17.	Faculty Development Leaves.....	III-23
18.	Division of Salaries for Staff Engaged in Teaching and Nonteaching Activities.....	III-23
19.	Sick Leave.....	III-23
20.	Leave for Jury Duty.....	III-24

21.	Absence from Usual and Regular Duties.....	III-24
22.	Authorization to Travel	III-24
23.	Compensation for Correspondence and Extension Teaching of Full-Time Staff Members	III-24
24.	Textbooks and Other Materials Prescribed for the Use of Students.....	III-24
25.	Sectarian Courses Prohibited.....	III-25
26.	Acceptance of Money from Students.....	III-25
27.	Power to Authorize Expenditures out of System Funds	III-26
28.	Indebtedness to the System or the State	III-26
29.	Power to Bind the System in Fixing its Policies.....	III-26
30.	Institutional Employees as Students.....	III-27
31.	Retirement and Modified Service	III-27
32.	Staff Benefits	III-28
IV.	Faculty Organization	
1.	Educational Policy.....	IV-1
2.	Institutional, College, School, and Departmental Faculties and Legislative Bodies	IV-1
V.	Graduate Education in the System	V-1
VI.	Student Services and Activities	
1.	General Provisions	VI-1
2.	The Dean of Students and His Staff.....	VI-2
3.	Student Conduct and Discipline	VI-2
4.	Student Organizations	VI-7
5.	Participation in Student Government	VI-10
6.	Use of University-Owned Facilities	VI-11
7.	Speech and Assembly	VI-18
8.	Off-Campus Student Housing	VI-20
9.	University Policy in Regard to Debts of Students	VI-20
10.	Anonymous Publications.....	VI-20
11.	Negotiations Prohibited	VI-20
12.	Other Regulations Concerning Student Affairs Reported in the <u>Rules and Regulations</u> of the Board of Regents	VI-21
VII.	The System Private-Fund Development and Foundations	
1.	The System Private-Fund Development	VII-1
2.	The Development Board of a Component Institution for Private-Fund Development	VII-1
3.	Foundations.....	VII-4

FEB 9 1979

VIII.

Miscellaneous

- 1. Naming of Buildings and Other Facilities..... VIII-1
- 2. Flags at Half Mast..... VIII-1
- 3. Medical and Hospital Services VIII-1
- 4. Institutions and Entities Composing the System VIII-2

IX.

Enactment and Amendment

- 1. Repeal of Existing Rules in Conflict Herewith..... IX-1
- 2. Format for Rules IX-1
- 3. Official Copies IX-1
- 4. Amendment of Rules and Regulations IX-1
- 5. Distribution of Amendments IX-1

BOARD OF REGENTS

Sec. 1. Authority. The Legislature, which is given the duty and authority to provide for the maintenance, support, and direction of The University of Texas by Article VII, Section 10, of the Texas Constitution, has delegated the power and authority to administer The University of Texas System to the Board of Regents in broad terms. (See Sections 65.11 et. seq. Texas Education Code.) Texas cases construing these statutes have held that the Board of Regents has wide discretion in exercising its power and authority and that the rules adopted by the Board of Regents have the same force as statutes. Foley v. Benedict, 122 Tex. 193, 55 S.W. 2d 805 (1932); Rainey v. Malone, 141 S.W. 2d 713 (Tex. Civ.App., 1940, no writ history); Morris v. Nowotny, 323 S.W. 2d 301 (Tex. Civ.App., 1959, writ refused, n.r.e.; cer. den., 361 U.S. 889, 80 S.Ct. 164, 4 L.Ed. 2d 124). The System's lands and buildings are state property subject to the control of the Board of Regents as the state's agent. Splawn v. Woodard, 287 S.W. 677 (Tex. Civ.App., 1926, no writ history); Walsh v. University of Texas, 169 S.W. 2d 993 (Tex. Civ. App., 1942, writ refused).

Sec. 2. Composition. --The Board of Regents (hereinafter sometimes referred to as "Board") is composed of nine members appointed by the Governor, with the advice and consent of the Senate, for staggered terms of six years each, the terms of three members expiring on January 10th of odd-numbered years.

Sec. 3. Chairman of the Board.

3.1 Election of Chairman. --The Chairman of the Board shall be elected by the Board from its number, shall serve at the pleasure of the Board, and shall report and be responsible to the Board. In case of the death, resignation, disability, removal, or disqualification of the Chairman, the Board shall elect a successor Chairman as soon as practicable. In no event shall a Board member serve as Chairman for more than 24 consecutive months without submitting his or her resignation as Chairman, but such member shall be eligible for re-election as Chairman.

3.2 Duties of the Chairman. --The duties and responsibilities of the Chairman shall include the following:

3.21 The Chairman shall preside over the meetings of the Board.

- 3.22 The Chairman shall be authorized to call special meetings of the Board, as herein provided.
- 3.23 The Chairman shall appoint the standing and special committees of the Board, as herein provided.
- 3.24 The Chairman shall be an ex officio member of all committees of the Board.
- 3.25 The Chairman shall sign, with the Secretary attesting, any bonds, contracts or other documents or instruments which the Board has authorized to be executed, except in cases where the signing and execution thereof shall be expressly delegated by the Board to some other officer, official or agent of the System.

Sec. 4. Vice-Chairman of the Board. --The Vice-Chairman of the Board shall be elected by the Board from its number when the Chairman is elected and shall serve at the pleasure of the Board. In case of the absence, death, resignation, disability, removal, or disqualification of the Chairman, the Vice-Chairman shall perform the duties of the Chairman until the Chairman shall resume his or her office or a successor Chairman shall have been elected as herein provided. Upon the death, resignation, disability, or removal of the Vice-Chairman, the Board shall elect a successor Vice-Chairman as soon as practicable.

Sec. 5. Secretary to the Board.

- 5.1 **Appointment.** --At the meeting at which the Chairman and Vice-Chairman of the Board are elected, the Board shall elect a Secretary who is not a member of the Board and who shall receive such compensation as may be fixed by the Board. The Secretary shall report and be responsible to the Board. The Secretary shall serve subject to the pleasure of the Board and may be removed by the Board at any time. Upon the death, resignation, disability, removal, or disqualification of the Secretary, the Board shall elect a successor Secretary as soon as practicable.
- 5.2 **Duties and Functions.** --The duties and functions of the Secretary shall include the following:
 - 5.21 **Meetings.** --The Secretary shall make preparations for all meetings of the Board.
 - 5.22 **The Agenda.** --Under the direction of the Chairman of the Board, the Secretary shall prepare and distribute the Agenda and the Material Supporting the Agenda for all meetings of the Board and its committees.
 - 5.23 **Open Meetings Act.** --Under the direction of the Chairman of the Board, the Secretary shall post notices of

FEB 9 1979

2563

all meetings, and the subject matter thereof, as may be required under law.

- 5.24 Minutes.--The Secretary shall record, prepare, and index the official Minutes of the Board and shall distribute copies thereof, including the annual budgets, to members of the Board and to other persons on the approved list. The official copy of the Minutes shall be kept in the Office of the Secretary, and certified excerpts from these Minutes shall be prepared by the Secretary.
- 5.25 Documents.--The Secretary shall keep on file in the Office of the Secretary to the Board all official documents, correspondence, and proceedings of the Board.
- 5.26 Seal.--The custody of the official seal of the System shall be with the Secretary. The Secretary shall affix such official seal to, and attest, all documents executed in the name of the Board and requiring attestation.
- 5.27 Rules and Regulations.--The Secretary shall be charged with the responsibility of keeping current the Official Copies of the Regents' Rules and Regulations, and furnishing to members of the Board and the administrative officers on the approved list any changes or additions as soon as possible after the meeting at which they are finally adopted.
- 5.28 Reports.--The Secretary shall prepare and distribute such reports and communications as are directed by the Board.
- 5.29 Other Duties.--In addition, the Secretary shall perform such functions and have such other duties and responsibilities as may be assigned to the Secretary to the Board or as are usual and customary to the position of Secretary and which assist the members of the Board in the discharge of their official duties.

Sec. 6. Meetings of the Board.

- 6.1 Regular Meetings.--Regular meetings of the Board shall be held at such times and places as the Board shall designate. Unless otherwise determined in advance by the Board, all regular meetings shall be held in Austin.
- 6.2 Special Meetings.--Special meetings of the Board shall be held upon the call of the Chairman, or upon the written request of three members of the Board. The Chairman shall cause written notification of the time, place, and purposes of any special meeting to be mailed to each member of the Board by the Secretary at least three days before the time of the meeting.

- 6.3 Official Business. --No business other than that placed on the Agenda and noticed as required by law shall be officially transacted at a meeting of the Board or its committees.

Sec. 7. Committees.

- 7.1 Standing Committees. --The following committees shall be standing committees of the Board to consider policies for the government of all major areas: (a) Committee of the Whole; (b) System Administration Committee; (c) Academic and Developmental Affairs Committee; (d) Health Affairs Committee; (e) Buildings and Grounds Committee; (f) Land and Investment Committee.
- 7.11 Appointment and Term of Standing Committees and Authority of Chairman Thereof. --All members of the Board shall be members of each of the standing committees. The Chairman of each standing committee (other than the Committee of the Whole) shall be appointed by the Chairman of the Board shortly after his or her election, by and with the consent of the Board, and shall remain as Chairman of the standing committee (unless a vacancy shall be caused by death, resignation, or refusal of some member of a committee to act) until the succeeding Board Chairman shall have reconstituted the committees. The Chairman of any of the six standing committees may appoint subcommittees on either a standing or ad hoc basis to give special consideration to special problems.
- 7.12 Method of Filling Vacancies in the Chairmanship of Standing Committees. --In case a vacancy shall occur in the chairmanship of any of the standing committees, the Chairman of the Board shall appoint another member of the Board to serve as Chairman of the standing committee, by and with the consent of the Board, and, if confirmed, the appointment shall stand until the time for appointment of Chairmen of the standing committees as provided in Subdivision 7.11 of this Chapter.
- 7.13 Time of Meeting of Committees of the Board. --The committees of the Board customarily shall meet on the first day of any scheduled Board meeting and at such other times as the majority of the members of each committee shall determine.
- 7.14 Authority of Standing Committees. --The authority of standing committees of the Board shall be subject to action of the whole Board and, except in cases where it is necessary for the System Administration Committee to act for the Board during the interim periods between

FEB 9 1979

2565

Board meetings, the committees' actions shall be referred to the Board before they shall become effective.

- 7.15 Committee of the Whole. --The Chairman of the Board shall serve as Chairman of the Committee of the Whole. The Committee of the Whole shall receive and consider items referred to it by the Chairman of the Board and by other committees of the Board.
- 7.16 Composition and Duties of the System Administration Committee. --The System Administration Committee shall have authority to act for the Board on all matters that require action between meetings of the Board, but at each meeting of the Board, the System Administration Committee shall report in writing (for ratification) all actions taken by it since the last meeting of the Board.
- The System Administration Committee shall in addition thereto:
- 7.161 Consider and make recommendations on all budgetary matters relating to System Administration, including the budgets for all properties occupied by System Administration personnel.
- 7.162 Consider and make recommendations on all matters relating to the administrative organization of the System and its component parts.
- 7.163 Consider and make recommendations with respect to the role, operation, and budget of any special function or offices controlled by System Administration.
- 7.17 Duties of the Academic and Developmental Affairs Committee. --The Academic and Developmental Affairs Committee shall:
- 7.171 Consider and make recommendations relating to matters of academic policy and student life in the general academic institutions.
- 7.172 Study and make recommendations relating to developmental matters concerning the general academic institutions.
- 7.173 Consider all matters affecting the growth and usefulness of the libraries of the University.
- 7.18 Duties of the Health Affairs Committee. --The Health Affairs Committee shall consider all matters connected with the health-related institutions and schools except those specifically assigned to other committees of the Board. There shall be a Subcommittee on Hospitals of the Health Affairs Committee to consist of the Chairman of the Health Affairs Committee and two Regents appointed

by the Chairman of the Board. The System Vice Chancellor for Health Affairs shall be an ex officio member of the Subcommittee. The Subcommittee on Hospitals shall have the following duties with respect to each Hospital owned by the System:

- 7. 181 Participate in the accreditation process for the Hospital;
 - 7. 182 Review long-range plans for the Hospital;
 - 7. 183 Review and make recommendations to the Board concerning the bylaws, rules and regulations of the medical staff of the Hospital, and approval of same;
 - 7. 184 Review and make recommendations to the Board concerning mechanisms and controls for the achievement and maintenance of high standards of professional practices in and at the Hospital, and approval of same;
 - 7. 185 Hold regular meetings at least once annually, at the Hospital to review programs and problems; and
 - 7. 186 Report to the Board the substance of each meeting of the Subcommittee and make any appropriate recommendations.
7. 19 Duties of the Buildings and Grounds Committee. -- The Buildings and Grounds Committee shall have the following duties:
- 7. 191 It shall consider and make recommendations relating to the acquisition and use of land and the construction and use of buildings and other matters involving the physical expansion of the System and its component institutions.
 - 7. 192 It shall review, and make recommendations regarding, all proposals for new construction in an amount exceeding \$50,000, all proposals for repairs and remodeling of the physical plant which involve proposed expenditures of \$80,000 or more, and proposals for extensive improvements of the grounds of the System and its component institutions.
7. 1(10) Duties of the Land and Investment Committee. -- The Land and Investment Committee shall consider and make recommendations on all matters relating to (a) the investment of the Permanent University Fund and all trusts and special funds, (b) management of the state lands constituting the permanent endowment of the University, (c) the acquisition, management, and sale of trust property and special funds, and (d) the issuance of bonds.

- 7.2 Board for Lease of University Lands. --Two members of the Board shall be appointed by the Chairman of the Board, by and with the consent of the Board, to serve on the Board for Lease of University Lands. Neither of such appointees shall be employed either directly or indirectly by any oil or gas company nor shall be an officer or attorney for any oil or gas company.
- 7.3 Special Committees. --The Chairman of the Board shall appoint such special committees of the Board as the Board may authorize.

Sec. 8. Procedure.

- 8.1 Rules of Order. --Robert's Rules of Order, when not in conflict with any of the provisions of this chapter, shall be the rules of parliamentary procedure when the Board or any of its committees is in session.
- 8.2 Order of Business. --Customarily the order of business at a regular meeting of the Board shall be as follows:
- 8.21 Correction and approval of Minutes of preceding meeting.
- 8.22 Special Items:
- (a) Chancellor
 - (b) Chief administrative officers of the component institutions
 - (c) Members of the Board
- 8.23 Reports of standing committees.
- 8.24 Reports of special committees.
- 8.25 Report of the Committee of the Whole.
- 8.3 Open and Closed Meetings. --Meetings of the Board shall be open to the press and the public, unless otherwise determined by the Board, in accordance with law.
- 8.4 Matters to be Referred to Committees. --Insofar as it is practicable and desirable, all subjects and matters requiring Board action shall be referred to the appropriate committee for consideration and recommendation before action is taken thereon by the Board.
- 8.5 Communications to the Board.
- 8.51 Nothing herein shall be construed to prevent members of the Board from informing themselves as to their duties and obligations in such manner as they may deem proper. However, the regular channel of communication from members of the Board to the faculty, staff, and

administration is through the Chancellor and the chief administrative officer of the institution involved, and a copy of any communication sent by a Regent directly to any member of the faculty, staff or administration should be furnished to the Chancellor and the chief administrative officer of the institution involved. All staff and faculty proposals that are to be acted upon by the Regents shall be presented to the Chancellor in sufficient time to permit him to consider such proposals, make recommendations thereon, and transmit them to the Secretary to the Board no later than seventeen days prior to the next meeting of the Board, in order that the calendar, agenda, and supporting material may be prepared in time to mail to the members of the Board so they will receive it at least five days prior to the meeting. Except where emergency proposals are involved, all such proposals not submitted to the Secretary within the time prescribed shall not be considered by the Board but shall automatically be deferred until the next meeting of the Board.

- 8.52 Except upon invitation of the Board, the Chairman of the Board or the Chancellor, no person shall appear before the Board or any committee thereof unless he shall file with the Secretary to the Board a written request for such appearance at least ten days before the date of such appearance and unless the Chairman of the Board, or a majority of the whole Board, shall approve the request; provided, however, that the chief administrative officer, or his delegate, and/or the president of the students' association, or his delegate, of any component institution, without prior notice or request but subject to such time limitation as may be prescribed by the Chairman or a majority of the Board (or by the chairman or a majority of the committee), may appear before the Board or any committee thereof whenever the matter under consideration by the Board or committee directly affects the component institution represented by such chief administrative officer and/or student president. Whenever time and other circumstances permit, the president of the students' association, or his delegate, of such component institution, shall consult with the chief administrative officer, or his delegate, of such institution regarding said "matter under consideration" prior to the meeting of the Board or committee. Insofar as possible, any person who appears before the Board pursuant to the ten-day notice provision or without notice pursuant to the provisions of this paragraph shall provide

- a written statement of the substance of such person's presentation to the Board, and, insofar as possible, such written statement shall be delivered to the Secretary to the Board in sufficient time for copies to be distributed to the Regents prior to the meeting.
- 8.53 All official material to be distributed to the Regents shall be transmitted through the Office of the Secretary to the Board. Copies of all official communications from administrative officers to the Regents shall be sent to the Secretary. Communications from the Chancellor shall be exempt from this requirement at the Chancellor's discretion, but in such cases information copies shall be furnished to the Secretary.
- 8.54 A docket, to be entitled "Docket No. ____ of the Chancellor," composed of routine matters arising from System Administration and the component institutions, which are required to be reported to and/or approved by the Board in accordance with established policies of the Board, shall be prepared as directed and approved by the Chancellor. All docket items from the component institutions must be received in the Office of the Chancellor not less than twenty-one days prior to the next regular scheduled meeting for inclusion on the docket for that meeting. The Docket of the Chancellor shall be distributed by the Secretary to all members of the Board ten days before the Board convenes, together with a ballot to be returned seven days thereafter. The ballot will read: "Approved, except as to the following items:" with space provided for listing the excepted items. All items not excepted by any Regent will be approved by the Board at its next meeting, without detailed consideration. Any excepted item listed by any Regent will be deferred and will be processed through the System Administration Committee for consideration at the first regular meeting of the Board following action on the item by the System Administration Committee.
- 8.55 Except for communications from the Chancellor and the Secretary to the Board, all communications to the Board from members of the faculty and staff should be in writing. The regular channel of communication from the faculty, staff, and administration to the Board is through the chief administrative officer of the institution involved and the Chancellor. A copy of any communication sent directly to a Board member should be furnished to the Chancellor and to the chief administrative officer of the institution involved. A description of all matters to be considered by the Board at any meeting shall be mailed

or delivered to each member of the Board and to the Chancellor at least five days in advance of the meeting at which they are to be considered, and insofar as possible, such material shall be mailed or delivered to the Regents and the Chancellor at least ten days in advance of the meeting. Each such matter shall be accompanied by a summary of the facts pertaining thereto, the need for action thereon, and the recommendations of the Chancellor. Where contractual awards are involved, the summary shall show the method of competition, if any, the names and offers of all interested parties, and generally sufficient information to show the reasons for and fairness of each transaction. The recommendations of the Chancellor shall state whether or not they are fully concurred in by any institutional head involved, and if not, the views and recommendations of the institutional head shall be included. Any matter not sent to the members of the Board, documented as herein provided, at least five days in advance of the meeting at which it is to be considered, shall go over to the next meeting for consideration; provided, however that if sufficient emergency exists requiring immediate action and it appears that the delay was unavoidable, this requirement may be waived by a two-thirds vote of the Board.

- 8.6 Report to Press on Actions of Board. --Matters of public interest will be given as promptly as possible after each meeting to the press by the Vice Chancellor for Administration under the direction of the Chairman of the Board or the Chancellor.
- 8.7 Political and Otherwise Obviously Controversial Matters. --The Board reserves to itself the responsibility for passing upon matters of a political or obviously controversial nature which represent an official position of the System or any institution or department thereof. Statements on such matters shall be made by the Chairman of the Board or the Chancellor. Without the advance approval of the Board, no Regent, officer, or faculty or staff member shall make or issue any public statement on any political or other subject of an obviously controversial nature which might reasonably be construed as a statement of the official position of the System or any institution or department thereof. It is not the intent of this policy statement to stifle the right of freedom of speech of anyone speaking in a personal capacity where he makes it clear that he is not speaking for the System or any of its component institutions. Statements on matters of an emergency nature shall be cleared by the Chancellor with the Chairman of the Board.

Sec. 9. Executive Associate for Economic Affairs.

- 9.1 The Executive Associate for Economic Affairs is a staff officer of the System. He is elected by the Board, serves at the pleasure of the Board, reports to and is responsible to the Board, and receives such compensation as may be fixed by the Board.
- 9.2 Duties.--The Executive Associate on a continuing basis conceives and develops long-range plans and studies with respect to the development and management of economic affairs of the component institutions, and upon request, consults and advises with the Board and the Executive Director for Investments and Trusts regarding plans and studies.

CHAPTER II

ADMINISTRATION

Sec. 1. General Provisions.

- 1.1 The "System Administration" is the administration of The University of Texas System.
- 1.2 Component Institutions.
The University of Texas System (herein sometimes called the "System") is composed of those institutions assigned by the Constitution or by the Legislature to be governed by the Board of Regents of The University of Texas System.
- 1.3 Location.
The System Administration shall be based at Austin, to benefit from the proximity of state agencies and to take advantage of economies made possible by sharing use of personnel and facilities with The University of Texas at Austin. System Administration officers shall travel to the other component institutions as their administrative responsibilities require.

Sec. 2. Officers of System Administration.

- 2.1 Executive Officers.
- 2.11 Chancellor.
The Chancellor is the chief executive and administrative officer of the System, and directly reports to and is responsible to the Board.
- 2.12 Vice Chancellors.
The other executive officers of the System are the Vice Chancellor for Academic Affairs, the Vice Chancellor for Administration, the Vice Chancellor for Business Affairs, the Vice Chancellor for Health Affairs, and the Vice Chancellor for Lands Management and General Counsel. Each Vice Chancellor directly reports to and is responsible to the Chancellor.
- 2.2 Principal Administrative Officers.
- 2.21 The Executive Director for Development, the Assistant Chancellor for Planning and the Executive Assistant to the Chancellor are administrative officers of the System, and each such officer directly reports to and is responsible to the Chancellor.

- 2.22 The Manager of University Lands - Oil, Gas and Mineral Interests, the Manager of University Lands - Surface Interests, and the Associate General Counsel are administrative officers of the System; and each such officer directly reports to and is responsible to the Vice Chancellor for Lands Management and General Counsel.
 - 2.23 The Budget Director, the Comptroller, the Director of Accounting, the Director of Facilities Planning and Construction, the Director of Police, the Director of Special Services, the Executive Director for Investments and Trusts, and the System Personnel Director are administrative officers of the System; and each such officer directly reports to and is responsible to the Vice Chancellor for Business Affairs (except the Director of Accounting who reports as specified in Part One, Chapter II, Sec. 3.442 of these Rules and Regulations).
 - 2.24 The Director of the Institute of Higher Education Management is an administrative officer of the System and directly reports to and is responsible to the Vice Chancellor for Academic Affairs.
- 2.3 Appointment and Tenure of Officers.
- 2.31 The Chancellor shall be elected by the affirmative vote of a majority of the Regents in office and shall hold office without fixed term, subject to the pleasure of the Board.
 - 2.32 All other executive and administrative officers of the System shall be appointed by the Board after nomination by the Chancellor. Officers so appointed shall not have tenure by virtue of their respective offices. They shall hold office without fixed term, subject to the pleasure of the Chancellor. His actions concerning such officers are in turn subject to review and approval by the Board.
- 2.4 Staff and Line Functions of Officers.
- 2.41 Staff Function. Each officer of System Administration, other than the Chancellor, shall be responsible for planning and policy formulation in his particular field as delegated by the officer to whom he reports and shall serve as adviser in his area to the officer to whom he reports. In addition, with the knowledge of the officer to whom he reports, he shall advise and consult with other members of System Administration and with the officials of the component institutions in his particular area of responsibility.
 - 2.42 Duties. Officers of the System Administration shall have such duties as shall be assigned to them by the Chancellor

or the officer to whom they report, and as the personal representatives of such officers, they may be assigned specific executive responsibilities for carrying out administrative policies.

2.5 Chancellor Emeritus.

The authority to bestow the title of Chancellor Emeritus shall rest with the Board, and an individual holding this title shall receive such salary and emoluments as are determined by the Board. This title shall be held at the pleasure of the Board. The Chancellor Emeritus shall have such duties and responsibilities as may be delegated or assigned to him by the Board and in these matters he shall report directly to the Board.

Sec. 3. Authority, Duties and Responsibilities of Officers of System Administration.

3.1 Officers in the Office of the Chancellor.

3.11 Chancellor.

The Chancellor, by delegation from the Board, is authorized to exercise the powers and authorities of the Board in the governance of the System. The chief administrative officer of each component institution in the System, acting in a line capacity for the operation of such officer's institution, reports to and is responsible to the Chancellor. The Chancellor will normally act through the chief administrative officer regarding the affairs of a component institution. The Chancellor, however, shall not be precluded from any direct participation and communication with faculty members and groups. The major duties of the Chancellor include:

- 3.111 Advising and counseling with the Board with respect to the policies, purposes, and goals of the System; acting as executive agent of the Board in implementing its policies; representing the System in all other respects as he deems appropriate to carry out such policies, purposes and goals, and interpreting and articulating the System's academic, administrative and developmental policies, programs, needs and concerns to the general public and to other constituencies at the community, state, regional and national levels.
- 3.112 Directing the management and administration of System Administration and all component institutions of the System.
- 3.113 Presenting to the Board nominations for all officers of System Administration, and for all

officers of component institutions as provided in these Rules and Regulations.

- 3.114 Periodically reviewing the organization of the System and its component institutions, and reporting to the Board recommendations for changes in organization, assignments and procedures.
- 3.115 Preparing and approving recommendations for meetings of the Board (including recommendations for annual operating budgets for the System and its component institutions) and submitting such recommendations to the Secretary to the Board for consideration by the Chairman.
- 3.116 Preparing and approving biennial legislative submissions to the Legislative Budget Board and to the Governor for the System and its component institutions.
- 3.117 Developing and implementing programs for the most efficient management of personnel resources, and for long-range planning for academic programs, physical facilities and financial resources.

3.12 Executive Assistant to the Chancellor.

The Executive Assistant to the Chancellor is an administrative officer of the System and is the principal assistant to the Chancellor in the administration of the responsibilities of the Office of the Chancellor. In this regard, the duties of the position include:

- 3.121 Coordinating all matters between the Office of the Chancellor and the Office of the Secretary to the Board.
- 3.122 Evaluating and coordinating the internal administrative procedures and supporting staff of the Office of the Chancellor.
- 3.123 Advising the Chancellor on policies, purposes, and long-range planning for the System.
- 3.124 Assisting the Chancellor in reviewing the management of component institutions.
- 3.125 Managing such other duties and responsibilities as may be directed by the Chancellor.

3.13 Executive Director for Development.

Subject to the delegation by the Chancellor, the major duties of the Executive Director for Development include:

- 3.131 Acting under the authority delegated by the Chancellor for private fund development for the System.
- 3.132 Coordinating policies and activities involving internal foundations and University-related external foundations.

- 3.133 Coordinating and cooperating with the chief administrative officers of the component institutions in development programs.
 - 3.134 Coordinating efforts of component institution officials to create a favorable climate for philanthropic support among various constituencies, including alumni, foundations, business and industry, associations, parents of students, friends and benefactors.
 - 3.135 Advising component institution administrative officials, deans, and directors on projects involving private gift support, suggesting possible granting agencies or benefactors, and assisting when needed in the preparation of grant proposals and their presentation.
 - 3.136 Administering procedures for the preparation of gift records, gift processing, gift acknowledgments, and gift docket for the Board.
- 3.14 Assistant Chancellor for Planning.
Subject to delegation by the Chancellor, the major duties of the Assistant Chancellor for Planning include:
- 3.141 Representing the System in its relations with state and local legislative bodies and agencies.
 - 3.142 Advising the Chancellor on relations with state and local legislative bodies and agencies.
 - 3.143 Informing appropriate administrative officers of current operations and long-range developments on the state level, which may affect the System.
 - 3.144 Maintaining and distributing information on state programs to assure proper action by the System on applications and communications to federal and state agencies and offices.
 - 3.145 Assisting the Vice Chancellor for Administration in monitoring federal activities of significance to the System.
 - 3.146 Performing such other duties and responsibilities for the efficient operation of the System as shall be assigned by the Chancellor.
- 3.2 Officers in the Office of Academic Affairs.
- 3.21 Vice Chancellor for Academic Affairs.
Subject to delegation by the Chancellor, the Vice Chancellor for Academic Affairs has the general assignment

of effective coordination of the general academic institutions. Specifically, his duties include:

- 3.211 Submitting to the Chancellor recommendations on the System programs in education, research, and public service, including general plans and operations of general academic institutions.
- 3.212 Reviewing and making recommendations on proposals from the general academic institutions requiring action by the Chancellor.
- 3.213 Working with the general academic institutions to develop general guidelines concerning faculty workload and faculty policies and recommending to the Chancellor System policies on these matters.
- 3.214 Preparing and submitting to the Chancellor long-range and immediate academic plans for the general academic institutions including programs for continuous evaluation of existing academic programs.
- 3.215 Pursuant to governing policies, recommending to the Chancellor the annual operating budget requests submitted by each general academic institution.
- 3.216 Recommending to the Chancellor legislative appropriation requests (and policies for the development of such requests) to be submitted by the System on behalf of the general academic institutions.
- 3.217 Processing all academic matters for the System general academic institutions with the Coordinating Board, and coordinating other academic matters directed to the Coordinating Board.
- 3.218 Coordinating the preparation of the agenda for meetings of the Council of Academic Institutions.
- 3.219 Coordinating the development and implementation of the individual mission of the general academic institutions.
- 3.21(10) In matters involving joint programs between System general academic institutions and System health institutions, coordinating with the Vice Chancellor for Health Affairs.
- 3.21(11) Coordinating activities of the Institute of Higher Education Management with all System Components and other interested institutions of higher education and directing development of its programs to provide managerial training for persons in administrative positions in such institutions.
- 3.22 Director of the Institute of Higher Education Management. Subject to delegation by the Vice Chancellor for Academic Affairs, the Director of the Institute of Higher Education Management is responsible for directing the programs and

training activities of said Institute for the purpose of helping university administrators improve their effectiveness.

Specifically, his duties include:

- 3.221 Developing and implementing plans for periodic Institute short courses for those in higher education administrative positions.
- 3.222 Planning and implementing topical seminars on timely issues of importance in higher education.
- 3.223 Communicating with higher education leaders concerning their concepts of critical management problems in higher education and getting their assessment of how Institute programs may meet these needs.
- 3.224 Planning and implementing new Institute programs in a timely fashion such as internship for individuals selected for administrative positions in the higher education institutions in Texas.
- 3.225 Preparing requests for the Institute's budget and proposals for support from various sources of potential funding for its programs.

3.3 Officers in the Office of Administration.

3.31 Vice Chancellor for Administration.

Subject to delegation by the Chancellor, the major duties of the Vice Chancellor for Administration include:

- 3.311 Representing the System in its relations with federal governmental bodies and units; informing appropriate administrative officers of the developments on the national level of significance to the System; recommending System actions and policies responsive to those developments, maintaining and distributing information to, and advising appropriate System Administration and component institution officials, in order to assure proper action by the System with respect to federal governmental programs and activities.
- 3.312 Communicating the activities of the Board and the System Administration; coordinating news releases and other public information emanating from the component institutions which releases and information involve the Board and System Administration; coordinating and serving as the liaison to System Administration consultants in the area of media relations and public information dissemination; developing a format for the presentation of information about System institutions and activities to the general public; making recommendations to the Chancellor regarding budget

- requests and staffing requirements for the public information services of the component institutions.
- 3.313 Making recommendations to the Chancellor in the area of public policy as it affects the relationships of the System with the federal government, the press, and the general public.
- 3.314 Performing other duties and assignments as delegated by the Chancellor.
- 3.4 Officers in the Office of Vice Chancellor for Business Affairs.
- 3.41 Vice Chancellor for Business Affairs.
Subject to delegation by the Chancellor, the Vice Chancellor for Business Affairs has the general assignment of effective coordination of the business activities of the component institutions in the System. Specifically, his duties include:
- 3.411 Submitting recommendations to the Chancellor on business operations of the components of the System.
- 3.412 Reviewing and making recommendations on uniform business systems and management.
- 3.413 Submitting recommendations relating to programs for the most efficient management of personnel and resources.
- 3.414 Submitting recommendations for program development for training of personnel in nonacademic areas.
- 3.415 Reviewing and making recommendations on programs of long-range planning for physical facilities and financial resources.
- 3.416 Reviewing and making recommendations relating to police and security matters within the System.
- 3.417 Coordinating the business affairs of the System with other officers and members of the System Administration staff.
- 3.418 Coordinating the activities of business administrative operations of the component institutions.
- 3.419 Managing the operations of the offices of Facilities Planning and Construction, System Personnel and Special Services.
- 3.41(10) Supervising and coordinating the acquisition of all real property at the component institutions.
- 3.41(11) Directing the management of the purchasing, accounting, equipment inventories, and vouchering operations for the offices of the Chancellor and coordinating the building services for the System buildings.

3.41(12) Directing the management of the System-wide insurance programs (except the System Plan for Professional Medical Malpractice Self-Insurance), including approval of all policies and coverages, such programs to include:

Fire and Extended Coverage;

Liability;

Health;

Life;

Accidental Death and Dismemberment;

Income Replacement; and

Retirement.

3.42 Budget Director.

The Budget Director's primary responsibilities are to plan and develop systems and procedures for uniform budget preparation, budget control and financial reporting. Subject to delegation by the Vice Chancellor for Business Affairs, the major duties of the Budget Director include:

3.421 Formulating procedures governing the preparation and review of all budgets and developing effective methods of presenting approved budgets to appropriate agencies.

3.422 Recommending procedures to be followed, including format, schedules of budget preparation, and effective review of budgets.

3.423 Preparing budget-writing instructions.

3.424 Conducting budget and other related research studies.

3.425 Planning systems and procedures for budgetary control and financial reporting.

3.426 Controlling and supervising distribution of all budgets and processing and approving (as delegated) interim budget changes.

3.427 Preparing periodic budgetary, financial, and special reports, as appropriate.

3.428 Serving as liaison with the staff of the Legislative Budget Board, the Governor's Budget Office, and the Coordinating Board, Texas College and University System.

3.43 Comptroller.

3.431 Subject to delegation by the Vice Chancellor for Business Affairs, the Comptroller formulates and recommends procedures to be followed in the business operations of the System for:

3.431(1) Accounting, auditing and reporting, and expenditure control.

- 3.431(2) Receipt, disbursement, and custody of funds.
 - 3.431(3) Procurement and purchasing.
 - 3.431(4) Management of auxiliary service enterprises.
 - 3.431(5) Data processing systems - including prior approval of equipment acquisitions by purchase or lease.
 - 3.431(6) Accounting and business system development.
 - 3.431(7) Accounting records, forms, procedures, and financial reports, including format for such reports.
 - 3.431(8) Terms of depository agreements with banks.
 - 3.431(9) Lease contracts for building space.
 - 3.431(10) Approval of the business aspects and overhead rates in research and other contracts with outside agencies.
 - 3.431(11) Conducting postaudits at each component institution.
 - 3.431(12) Supervising the auditing of oil and gas production.
- 3.432 The Comptroller is responsible as joint custodian with the Director of Accounting for bearer securities owned by System funds that are maintained in bank safe deposit boxes and are not in the custody of the State Treasurer.
- 3.44 Director of Accounting.
The Director of Accounting of The University of Texas at Austin serves also as director of accounting for System Administration and is the accounting officer for both The University of Texas at Austin and for System Administration.
- 3.441 Subject to delegation by the Vice Chancellor for Business Affairs, his duties include:
- 3.441(1) Having responsibility for custody, accounting and reporting of all funds handled by the Director of Accounting's Office for the component institutions outside of Austin, and for System Administration, the Permanent University Fund, the Available University Fund, and trust and special funds.
 - 3.441(2) For securities owned by System funds and not in custody of the State Treasurer, having custody of registered securities

- and joint custodian, with the Comptroller, of bearer securities maintained in bank lock boxes.
- 3.441(3) Maintaining a full and complete set of records that accurately reflect the balances and transactions of all financial and property accounts of the System (as contrasted with such accounts of the component institutions).
- 3.442 With respect to System Administration matters, the Director of Accounting reports to and is responsible to the Comptroller. With respect to other matters, he reports to the appropriate officers of The University of Texas at Austin.
- 3.45 Director of Facilities Planning and Construction. Subject to delegation by the Vice Chancellor for Business Affairs, the duties of the Director of Facilities Planning and Construction include:
- 3.451 Managing the administration and general supervision of any new building construction and initial equipping thereof costing in excess of \$50,000.00; managing any inside or outside repairs, remodeling, rehabilitation, new construction of improvements other than building, or campus planning costing \$80,000.00 or more; managing any preliminary planning, feasibility studies, or investigations which are estimated to ultimately develop into one of the above projects at any component institution of the System; advising and working with the consultants, architects and engineers employed by the Board subject to the terms and conditions of the contracts with those architects and engineers.
- 3.452 Serving as ex officio member of all faculty building committees at the component institutions.
- 3.453 Preparing and executing all documents relating to the acquisition and the use of funds received from the federal government and state agencies in connection with construction grant awards.
- 3.454 Coordinating the preparation of and approving of all grant applications on approved construction projects filed with governmental agencies.
- 3.455 Coordinating the development of and maintaining of master plans for all component institutions, including but not limited to land utilization, utility and landscape plans.

- 3.456 Developing standards for maintenance of all physical facilities at component institutions.
- 3.457 Directing the negotiation and approval of all utility contracts.
- 3.46 Executive Director for Investments and Trusts.
Subject to delegation by the Vice Chancellor for Business Affairs, the Executive Director for Investments and Trusts implements, when they are approved by the Board, policies and actions with respect to:
- 3.461 Investing, managing, and administering of all endowment funds belonging to the System and its component institutions, including the Permanent University Fund and all trusts and special funds.
- 3.462 Issuing, managing and paying all bonds and other evidences of indebtedness issued by the Board for System and its component institutions.
- 3.463 Presenting to the Board through the Chancellor periodic reports of the status and prospect of funds for which he has responsibility and that will be available for expenditure by the System and its component institutions.
- 3.464 Directing the management of all transactions relative to real estate interests owned or controlled by the Board of Regents, except University (Permanent University Fund) Lands.
- 3.465 Consulting with the Executive Associate for Economic Affairs with respect to the development of long-range plans for the development and management of the economic resources of the System and its component institutions.
- 3.47 System Personnel Director.
The System Personnel Director's primary responsibility is to plan, develop, and coordinate System-wide personnel policies and procedures. Subject to the delegation by the Vice Chancellor for Business Affairs, the System Personnel Director is responsible for:
- 3.471 Acting as liaison between component institution personnel officers and the System offices regarding all personnel matters relating to classified personnel, administrative staff, and certain matters relating to teaching and/or academic personnel.
- 3.472 Advising the System Officers and making recommendations concerning development of methods and procedures designed to maximize the effectiveness of System Personnel Programs.
- 3.473 Reviewing and recommending all classified personnel pay plans for each component institution, including the establishment of proper

- classification and pay scales consistent with needs and System-wide policies and procedures.
- 3.474 Reviewing and recommending the Personnel Office budgets for each component institution.
- 3.475 Directing the administration of the System Personnel Office, including the Workmen's Compensation Insurance section.
- 3.476 Reviewing and recommending to System Officers any rules and regulations or changes thereto that, after proper consultation with officers of component institutions, are considered beneficial or necessary for the proper administration of the System-wide Personnel Program.
- 3.477 Establishing employee development and training programs for all component institutions, including particularly supervisory training programs.
- 3.478 Formulating policies and procedures concerning labor relations and employer-employee relationships.
- 3.479 Assisting and establishing personnel data systems and proper practices and procedures concerning the personnel records of all employees.
- 3.47(10) Conducting System-wide wage and salary research studies and formulating data for proper implementation of personnel pay programs.
- 3.47(11) In consultation with the personnel offices of the component institutions, developing and maintaining a System-wide personnel pay plan with uniform titles and account numbers.
- 3.47(12) Supervising and coordinating the affairs of the Office of Equal Employment Opportunity and Employee Relations.
- 3.48 Director of Police.
Subject to delegation by the Vice Chancellor for Business Affairs, the Director of Police is responsible for:
- 3.481 Approving qualifications for police personnel at the component institutions of the System and approving all applicants to a basic or in-service training school or academy.
- 3.482 Approving the organizational structure for police departments at the component institutions of the System.
- 3.483 Establishing and supervising all training programs for System police, including basic and in-service training, as well as on-the-job training at each component institution of the System.
- 3.484 Conducting the System training in accordance with the standards of the Texas Commission on Law

- Enforcement Officer Standards and Education, in order to maintain accreditation with this state agency.
- 3.485 Maintaining liaison with the Director of Training, Texas Department of Public Safety, and the Coordinator of Training, Federal Bureau of Investigation, and being aware of new training techniques, procedures, programs, and equipment.
 - 3.486 Establishing a uniform reporting and record system for police departments at the component institutions of the System and approving any changes thereto.
 - 3.487 Conducting periodic inspection of the police departments of the component institutions of the System and evaluating their performance as police agencies.
 - 3.488 Formulating and establishing policies and procedures for police operations on a System-wide basis.
 - 3.489 Establishing, maintaining, and supervising on a System-wide basis, a program for police personnel promotion.
 - 3.48(10) Reviewing and recommending the pay scale for police personnel throughout the System.
 - 3.48(11) Surveying all component institutions of the System for security needs of existing buildings, grounds, and lighting, in order to make the appropriate recommendations to insure the prevention of criminal activities and the protection of life and property.
 - 3.48(12) Consulting with the Office of Facilities Planning and Construction on security needs for new construction, including security lighting on the property of the component institutions of the System.
 - 3.48(13) Coordinating the use of police throughout the System in emergency situations.
 - 3.48(14) Submitting periodic reports to the Vice Chancellor for Business Affairs concerning the operations of the police departments of the System.
- 3.5 Officers in the Office of Health Affairs.
- 3.51 Vice Chancellor for Health Affairs.
Subject to delegation by the Chancellor, the Vice Chancellor for Health Affairs has the general assignment of effective coordination of those component institutions concerned primarily with health sciences. Specifically, his duties include:
- 3.511 Submitting to the Chancellor recommendations on System programs on health science education, research, and public service, including general

FEB 9 1979

2586

- plans and operations for the health institutions.
- 3.512 Reviewing and making recommendations on proposals from the health institutions requiring action by the Chancellor.
 - 3.513 Preparing and submitting to the Chancellor long-range and immediate plans for health science education, research and public service for the health institutions.
 - 3.514 Recommending to the Chancellor the annual operating budget requests submitted by each health institution.
 - 3.515 Recommending to the Chancellor legislative appropriation requests (and policies for the development of such requests) to be submitted by the System on behalf of the health institutions.
 - 3.516 Processing all matters for the System health institutions with the Coordinating Board, and coordinating other health education matters directed to the Coordinating Board.
 - 3.517 Preparing the agenda for the meetings of the Council of Health Institutions.
 - 3.518 Coordinating the development and implementation of interinstitutional programs to benefit the individual health institutions in the achievement of their missions.
 - 3.519 Interpreting the health institutions' policies and programs to health professional groups at the local, state and national levels, and coordinating efforts with such health professional groups and state and federal regulatory agencies to assist the health institutions in the achievement of their missions.
 - 3.51(10) Providing direction for the efficient and effective operation of The University of Texas System Medical-Dental Application Center.
 - 3.51(11) Directing the activities of the Institute for Health Policy and Planning and coordinating its activities with both state and federal governmental agencies and health professional groups.
 - 3.51(12) Coordinating with the Vice Chancellor for Academic Affairs in matters involving joint programs between System academic institutions and System health institutions.

3.6 Officers in the Office of Lands Management and the Office of General Counsel.

3.61 Vice Chancellor for Lands Management and General Counsel.

Subject to delegation by the Chancellor, the Vice Chancellor for Lands Management and General Counsel is

responsible for (a) providing direction and management of the husbandry, utilization, and sale of University (Permanent University Fund) Lands; (b) providing all legal services required by the System and its personnel to insure the proper protection and advancement of its interests; and (c) maintaining such management, supervision, and services at a high level of effectiveness. The major duties of the Vice Chancellor for Lands Management and General Counsel include:

- 3.611 Directing the management and supervision of all legal personnel and affairs of the System.
- 3.612 Directing the personnel, operations, activities and transactions of the System (except accounting and auditing) with respect to the surface of University (Permanent University Fund) Lands.
- 3.613 Directing the personnel, operations, activities and transactions of the System (except accounting and auditing) with respect to oil, gas and mineral exploration and production on the University (Permanent University Fund) Lands.
- 3.614 Working closely with the Board for Lease of University Lands in the discharge of its duties and responsibilities.
- 3.615 Directing and managing the operation of the following budgeted activities which are part of the Office of Lands Management: Board for Lease - University Lands, University Lands - Geology and Surveying, Oil Field Supervision and Geophysical Exploration, and University Lands - Surface Leasing.
- 3.616 Providing advice, counsel and legal interpretations to System officials and personnel concerning legal matters affecting System operations.
- 3.617 Directing the Office of General Counsel (OGC) personnel with respect to work priorities and assignments, standards of performance, and career development, delegating to staff members responsibility for particular legal and OGC administrative tasks; and coordinating and controlling OGC budget and personnel levels.
- 3.618 Directing and managing (within applicable limits of authority) all litigation and administrative agency hearings; authorizing and approving the institution of legal proceedings; evaluating, directing and approving action and procedures relative to prosecution or defense of pending litigation and administrative proceedings; employing

- outside counsel; and authorizing and approving settlement or appeal of litigation.
- 3.619 Advising, counseling, and disseminating information to affected System units relative to the nature, evaluation, progress, and results of litigation, administrative proceedings, and other legal matters, and making recommendations to System officials and other personnel as to future operations and objectives.
- 3.61(10) Approving as to form all contracts and agreements and all amendments to the Regents' Rules and Regulations; and approving as to form all institutional Handbooks of Operating Procedures, whether finally approved or not, and all amendments to such Handbooks.
- 3.61(11) Drafting all legislation that has been approved by the Board or requested by any System officer for submission to the Board for approval.
- 3.61(12) Identifying and evaluating administrative and functional problems and directing or recommending, as appropriate, course of action for solution.
- 3.61(13) Representing the System before legal, educational and governmental groups and associations.
- 3.61(14) Acting as administrator of the System Plan for Professional Medical Malpractice Self-Insurance and System Patent Officer.
- 3.61(15) Working in cooperation with the Attorney General of the State of Texas, State Agency legal counsel and outside counsel.
- 3.61(16) Assuming responsibility for any other legal, administrative or operational matters delegated by the Chancellor.
- 3.62 Manager of University Lands - Oil, Gas and Mineral Interests.
Subject to delegation by the Vice Chancellor for Lands Management and General Counsel, the Manager of University Lands - Oil, Gas and Mineral Interests is responsible for providing field supervision of System operations, activities and transactions involving oil, gas and mineral development and production on the University Lands. Within limits of authority set by said Vice Chancellor, such Manager's regular duties include:
- 3.621 Making recommendations to the Board for Lease of University Lands, and the Board of Regents, as appropriate, for periodic oil and gas lease sales of University Lands, and for unitization, pooling and other transactions involving oil and

- gas leasehold and royalty interests and other mineral interests in University Lands, after such recommendations have been approved by the Vice Chancellor for Lands Management.
- 3.622 Organizing, directing, guiding, setting objectives and standards for, and assigning and evaluating the work of all personnel reporting to him.
- 3.623 Reviewing periodically the terms and conditions of forms and transactions involving oil and gas interests in University Lands, and making recommendations with respect thereto to the Vice Chancellor for Lands Management.
- 3.624 Reporting regularly to the Vice Chancellor for Lands Management all activities, developments and problems which could significantly affect System interests and University Lands, together with his recommendations with respect thereto.
- 3.625 Working closely with the Board for Lease of University Lands in the discharge of its duties and responsibilities.
- 3.626 Coordinating with the Manager of University Lands - Surface Interests in the discharge of their duties and responsibilities.
- 3.63 Manager of University Lands - Surface Interests.
 Subject to delegation by the Vice Chancellor for Lands Management and General Counsel, the Manager of University Lands - Surface Interests is responsible for providing field supervision of System operations, activities, and transactions pertaining to surface interests, water rights and oil and gas field operations in or on University Lands. Within limits of authority set by said Vice Chancellor, such Manager's regular duties include:
 - 3.631 Making recommendations to the Board with respect to all transactions involving surface interests in University Lands, including research projects, right-of-way easements, agricultural, grazing and other surface use leases, and geophysical permits, after such recommendations have been approved by the Vice Chancellor for Lands Management.
 - 3.632 Organizing, directing, guiding, setting objectives and standards for, and assigning and evaluating the work of all personnel reporting to him.
 - 3.633 Reviewing periodically the terms and conditions of forms and transactions involving surface interests in University Lands, and making recommendations with respect thereto to the Vice Chancellor for Lands Management.

- 3.634 Reporting regularly to the Vice Chancellor for Lands Management all activities, developments and problems which could significantly affect System interests in University Lands, together with his recommendations with respect thereto.
- 3.635 Working closely with federal and state agencies in connection with research and development projects and activities, involving utilization and husbandry of University Lands, of mutual interest to the System and such agencies.
- 3.636 Coordinating with the Manager of University Lands - Oil, Gas and Mineral Interests in the discharge of their respective duties and responsibilities, and acts as oil and gas fields supervisor.
- 3.64 Associate General Counsel.
Subject to delegation by, and within limits of authority set by the Vice Chancellor for Lands Management and General Counsel, the Associate General Counsel provides direct management and supervision of personnel and activities of the Office of General Counsel (OGC), and is responsible for the following duties:
- 3.641 Managing and supervising the activities of the OGC with respect to the System Patent Office, the System Plan for Professional Medical Malpractice Self-Insurance and legal services for the System, including counsel and advice, litigation and litigation management, preparation and approval of documents, administrative hearings and their management, and preparation and analysis of legislation.
- 3.642 Organizing, directing, guiding, setting objectives and standards for, and assigning and evaluating work of all OGC personnel reporting to him.
- 3.643 Identifying and evaluating administrative and functional problems and recommending to the General Counsel a course of action for their solution.
- 3.644 Reporting regularly to the General Counsel all legal and other OGC activities and developments of significance to OGC or System interests, together with his recommendations thereto if any.
- 3.645 Substituting for the General Counsel as assigned, assuming responsibility for any other legal or administrative matter delegated by the General Counsel with respect to the responsibilities and activities of the OGC.
- 3.646 Providing legal counsel and advice to System officers, and their staffs, with respect to legal

- 3.634 Reporting regularly to the Vice Chancellor for Lands Management all activities, developments and problems which could significantly affect System interests in University Lands, together with his recommendations with respect thereto.
- 3.635 Working closely with federal and state agencies in connection with research and development projects and activities, involving utilization and husbandry of University Lands, of mutual interest to the System and such agencies.
- 3.636 Coordinating with the Manager of University Lands - Oil, Gas and Mineral Interests in the discharge of their respective duties and responsibilities, and acts as oil and gas fields supervisor.
- 3.64 Associate General Counsel.
Subject to delegation by, and within limits of authority set by the Vice Chancellor for Lands Management and General Counsel, the Associate General Counsel provides direct management and supervision of personnel and activities of the Office of General Counsel (OGC), and is responsible for the following duties:
- 3.641 Managing and supervising the activities of the OGC with respect to the System Patent Office, the System Plan for Professional Medical Malpractice Self-Insurance and legal services for the System, including counsel and advice, litigation and litigation management, preparation and approval of documents, administrative hearings and their management, and preparation and analysis of legislation.
- 3.642 Organizing, directing, guiding, setting objectives and standards for, and assigning and evaluating work of all OGC personnel reporting to him.
- 3.643 Identifying and evaluating administrative and functional problems and recommending to the General Counsel a course of action for their solution.
- 3.644 Reporting regularly to the General Counsel all legal and other OGC activities and developments of significance to OGC or System interests, together with his recommendations thereto if any.
- 3.645 Substituting for the General Counsel as assigned, assuming responsibility for any other legal or administrative matter delegated by the General Counsel with respect to the responsibilities and activities of the OGC.
- 3.646 Providing legal counsel and advice to System officers, and their staffs, with respect to legal

- 3.647 matters arising from System operations.
Representing the System in court and before administrative boards and tribunals.
- 3.648 Preparing, analyzing, and giving legal approval to agreements, contracts and various legal documents and instruments; amendments to Regents' Rules and Regulations; and approval as to form all institutional Handbooks of Operating Procedures, and all amendments thereto.
- 3.649 Reviewing, analyzing and providing legal counsel on pending and enacted legislation and governmental regulations, and drafting proposed legislation and regulations.

3.7 Councils of System Administration.

3.71 The Council of Academic Institutions.

The Council of Academic Institutions is composed of the Chancellor, the Vice Chancellor for Academic Affairs, and the chief administrative officers of the general academic institutions of the System. The Chancellor shall serve as the Council's permanent chairman and shall conduct regular meetings to review common problems of planning, development, and operation of the several institutions represented. The Vice Chancellor for Academic Affairs shall be the permanent vice-chairman.

3.72 The Council of Health Institutions.

The Council of Health Institutions is composed of the Chancellor, the Vice Chancellor for Health Affairs, and the chief administrative officers of the component institutions of the System concerned directly with health affairs. The Chancellor acts as the Council's permanent chairman and shall conduct regular meetings to review common problems of planning, development, and operation of the several institutions represented. The Vice Chancellor for Health Affairs shall be the permanent vice-chairman.

3.73 The Business Management Council.

The Business Management Council advises the Chancellor in the areas of budgeting, business management, data processing, physical plant operations, planning, construction, and accounting systems development. The Council is composed of the chief business officers of the component institutions and the Vice Chancellor for Business Affairs (the Chairman), who prepares the agenda.

Sec. 4. Chief Administrative Officers of Component Institutions.

- 4.1 The Board selects the chief administrative officer of each component institution.

- 4.11 When it is known that there is to be a vacancy in the office of a chief administrative officer of a component institution having faculty and students, an Advisory Committee with the Chancellor as Chairman shall be established as follows to recommend candidates to the Board:

Chancellor (Chairman)

Vice Chancellor for Health Affairs or Vice
Chancellor for Academic Affairs
(as determined by the Chancellor)

Three Chief Administrative Officers
(to be appointed by the Chairman of
the Board from three of the compo-
nent institutions)

Three Regents
(to be appointed by the Chairman of
the Board)

Five Faculty members of the institution involved,
at least three of whom shall have the
rank of associate professor or higher
(method of selection to be determined
by the General Faculty of the campus)

One Dean
(for academic institutions to be selected
by Dean's Council of the institution
involved) (for health science centers to
be the Dean of Medicine of the health
science center involved)

Two Students from the institution involved
(method of selection to be determined
by the Student Government of the
campus involved or, if there be no
Student Government, by the chief
administrative officer of the
institution)

President of the Ex-Students' Association of the
campus involved or his designee (if
institution does not have an active alumni
organization, then a member of the devel-
opment board or an interested layman to
be appointed by the chief administrative
officer of the institution involved.)

- 4.12 When it is known that there is to be a vacancy in the office of a chief administrative officer of a component institution not having faculty and students, an Advisory Committee shall be appointed by the Chancellor, subject to approval of the Chairman of the Board. The Chancellor shall be Chairman of said Committee.

- 4.13 The Advisory Committee shall determine the availability of each candidate selected. To evaluate a candidate, the Advisory Committee shall set up criteria that relate to the needs of the individual component and shall seek advice on the ability of each candidate interviewed including advice from competent sources as to the candidate's administrative and business ability.
- 4.14 Finally, the Advisory Committee shall submit through its Chairman, the Chancellor, its recommendations with no preference indicated. Candidates submitted shall have received a majority vote of the Committee. If none of the names submitted in the report of the Advisory Committee is satisfactory to the Board, then the Board in its discretion may either name a new committee or proceed to select a chief administrative officer under such other procedures as in its discretion it may deem proper and appropriate.
- 4.2 Each chief administrative officer reports to and is responsible to the Chancellor, and serves without fixed term, subject to the pleasure of the Chancellor and approval by the Board.
- 4.3 Within the policies and regulations of the Board, and under the supervision and direction of the Chancellor, the chief administrative officer has general authority and responsibility for the administration of that institution.
- 4.31 Specifically, the chief administrative officer is expected, with the appropriate participation of the staff, to:
- 4.311 Develop and administer plans and policies for the program, organization, and operation of the institution.
 - 4.312 Interpret the System policy to the staff, and interpret the institution's program and needs to the Chancellor and to the public.
 - 4.313 Develop and administer policies relating to students, and where applicable, to the proper management of services to patients.
 - 4.314 Recommend appropriate operating budgets and supervise expenditures under approved budgets.
 - 4.315 Nominate all members of the faculty and staff, maintain efficient personnel programs, and recommend staff members for promotion, retention, or dismissal for cause.

FEB 9 1979

2594

- 4.316 Insure efficient management of business affairs and physical property; recommend additions and alterations to the physical plant.
- 4.317 Serve as presiding officer at official meetings of faculty and staff of the institution, and as ex officio member of each college or school faculty (if any) within the institution.
- 4.318 Appoint, or establish procedures for the appointment of, all faculty, staff, and student committees.
- 4.319 Cause to be prepared and submitted to the Chancellor the rules and regulations for the governance of the institution. When such rules and regulations have been finally approved by the Chancellor, they shall thereafter constitute the Handbook of Operating Procedures for that institution. Provided, however, that whether or not finally approved by the Chancellor, any rule or regulation in any such institutional Handbook of Operating Procedures that is in conflict with any rule or regulation in the Regents' Rules and Regulations, is null and void and has no effect, and whenever any such conflict is detected, the Chancellor and the chief administrative officer of the component institution shall immediately make such amendments to the institutional Handbook of Operating Procedures as may be necessary to eliminate such conflict.
- 4.31(10) Assume initiative in developing long-range plans for the program and physical facilities of the institution.
- 4.31(11) Assume active leadership in developing private fund support for the institution in accordance with policies and procedures established in the Regents' Rules and Regulations.

Sec. 5. Appointment of Other Administrative Officers.

- 5.1 The Board delegates to the Chancellor and the Chancellor delegates to the chief administrative officer of each component institution the responsibility for the appointment and dismissal of all other administrative officers of each component institution, including vice presidents, deans, directors and their equivalents. However, prior approval of the Chancellor shall be necessary for each such permanent or acting appointment and for each such dismissal whether from a permanent or acting appointment. All such other

administrative officers serve without fixed terms and subject to the pleasure of the chief administrative officer of the institution and the aforesaid approval of the Chancellor.

- 5.2 The Board delegates to the Chancellor and the Chancellor delegates to the chief administrative officer of each component institution the responsibility for the permanent or acting appointment of department chairmen, department heads, and their equivalents. Such department chairmen, department heads and their equivalents serve without fixed terms and subject to the pleasure of the chief administrative officer of the institution.
- 5.3 The Board endorses the principle of reasonable faculty and student consultation in the selection of administrative officers of the component institutions, and the primary operating units, and expects the chief administrative officer, as he deems appropriate, to consult in the selection process with the representatives of the faculty and student body. However, the chief administrative officer of the component institution is responsible for executing the duties of his office and consequently shall not be bound by nominations to administrative positions in his institution by campus selection committees, and the Handbook of Operating Procedures of each component institution shall so state.

CHAPTER III

PERSONNEL

Sec. 1. Appointments.

- 1.1 The Board, upon the recommendation of the Chancellor, shall elect or appoint, as the case may be, all of the officers, faculty members, and other employees of the System and of the component institutions and agencies of the System, fixing, subject to State and Federal laws, the duties, rights, and privileges of each employee or each class or group of employees; provided, however, that the Board may delegate to the Chancellor, or through him, to the chief administrative officers of the component institutions, authority to appoint employees in certain designated classes or categories.
- 1.2 All appointments shall be made on the basis of merit.
- 1.3 The chief administrative officers of the component institutions shall investigate thoroughly the character, integrity, scholastic attainment, and other qualifications of prospective members of their faculties and staffs before nominating them to the Chancellor and the Board, or before exercising any delegated authority for making appointments.
- 1.4 The chief administrative officers of the component institutions shall not nominate or appoint, nor will the Board approve the appointment of, any person whose conduct or views are not exemplary; and the Board may inquire, or authorize inquiry, into family history, health, and personal and moral character of such person.
- 1.5 As provided in the Constitution of the State of Texas, Article I, Section 4, and by statute, no religious qualification shall be required for appointment to any office or position connected with the System or any component institution thereof.
- 1.6 There shall be full compliance with statutory provisions requiring notification to employees.
- 1.7 Each component institution may require X-rays of the chest for applicants to be employed in regular positions. Employees

whose duties will require the handling of food or the care of patients must pass a physical examination indicating fitness for the position for which application is made. The examination may be made at the health service of the component institution at which the applicant will be employed, if such service exists. Reports of physical examinations shall be filed as determined by the institutional head.

1.8 Academic Titles.

In order to achieve consistency in the use of academic titles among the component institutions of the System, the following subsections describe the use of titles to apply in all institutions from the date of adoption of this section.

- 1.81 Except for the title Regental Professor, the only titles to be used henceforth in which faculty members may hold tenure are as follows:
- (a) Professor
 - (b) Associate Professor
 - (c) Assistant Professor
- 1.82 Persons holding a named chair or professorship or a position designated by academic discipline may acquire tenure by virtue of one of the three positions listed above, but not through the named chair or professorship or position designated by academic discipline. At M.D. Anderson, the institution head under special circumstances may use the term Faculty Associate in lieu of Instructor.
- 1.83 Other academic titles which may be used but in which tenure cannot be held are as follows:
- (a) Instructor. This title denotes a probationary appointment as a member of an institutional faculty. During the period of probationary appointment to this rank the scholarly competence, teaching performance, and professional promise of the candidate will be evaluated.
 - (b) Lecturer. This title is used for persons whose salary rates are comparable to those with tenure positions but who for various reasons should not be given formal tenure appointments.
 - (c) Assistant Instructor or Teaching Associate. These titles may be used interchangeably for (1) certain graduate students teaching on a part-time or full-time basis who are in the last phase of their doctoral programs and who are unconditionally enrolled in graduate study, or (2) persons who, because of the nature of their duties, such as in

- a laboratory or in a hospital, do not qualify for one of the usual academic titles and do not hold the academic training or professional distinction usually required for attaining tenure positions.
- (d) Teaching Assistant. This title usually applies to graduate students who are teachers and who are employed on a part-time basis. The only other teaching titles for graduate students are Teaching Associate and Assistant Instructor.
- (e) Faculty Associate. This title may be applied to a person assigned to a research or nonteaching center, institute, or other unit or interdisciplinary program of a component institution.
- (f) Specialist. This title may be used for professional individuals who will serve as practitioners in specific areas of instruction, training or supervision. Upon approval of the institutional head and the Chancellor, the title may carry appropriate descriptive prefixes so as to indicate the specific area of proficiency, e. g. Practice Teaching Specialist, Physical Activity Specialist, Social Work Field Training Specialist.
- (g) In the health components, persons appointed to full-time positions for the primary purpose of research activities, with only incidental teaching or patient care duties, shall be given one of the following titles:
- (1) Research Professor of _____
(title of specialty)
 - (2) Research Associate Professor of _____
(title of specialty)
 - (3) Research Assistant Professor of _____
(title of specialty)
- An appointment to one of these titles shall be for a period of time not to exceed one academic year. Such appointments shall terminate at the expiration of the stated period of appointment without the notification of nonrenewal required by Section 6.8 of this Chapter of the Regents' Rules and Regulations. If a component determines that it is to the benefit of the institution, it may offer reappointment to one of these titles.
- (h) In the health components, persons appointed to full-time positions for the primary purpose of patient care activities, with only incidental teaching or

research duties, shall be given one of the following titles:

- (1) Professor of Clinical _____
(title of specialty)
- (2) Associate Professor of Clinical _____
(title of specialty)
- (3) Assistant Professor of Clinical _____
(title of specialty)

An appointment to one of these titles shall be for a period of time not to exceed one academic year. Such appointments shall terminate at the expiration of the stated period of appointment without the notification of nonrenewal required by Section 6.8 of this Chapter of the Regents' Rules and Regulations. If a component determines that it is to the benefit of the institution, it may offer reappointment to one of these titles.

1.84 Prefixes to academic and staff positions in which tenure cannot be acquired:

- (a) Visiting Professor, Visiting Associate Professor, and Visiting Assistant Professor. These titles are used only for temporary appointments of persons either visiting from other institutions where they hold similar ranks or who are brought to the University on a trial basis. Such appointments are limited to two years.
- (b) Adjunct Professor, Adjunct Associate Professor, and Adjunct Assistant Professor. One of these titles may be used when a qualified person from business, industry, government, private practice, or another institution of higher education may be teaching a course or participating in the teaching of a course at one of the component institutions. Except in special circumstances, this prefix should be used to designate part-time service on the faculty. In the health components, this prefix should be used only for those persons not involved in patient care who otherwise satisfy the above criteria. Appointments to the faculty with an adjunct title may be with or without pay and shall be for a stated period of time not to exceed one academic year. Such appointments shall terminate upon expiration of the stated period of appointment without the notification of nonrenewal required by Section 6.8 of this Chapter of the Regents' Rules and Regulations. If a component determines that it is to the benefit of the institution, it may offer reappointment to an adjunct faculty member.

- (c) Clinical Professor, Clinical Associate Professor, Clinical Assistant Professor and Clinical Instructor. These titles may be used by the components to designate regular part-time service on the faculty while involved in a health professions clinical experience program. Appointments to the faculty with a clinical title may be with or without pay and shall be for a period of time not to exceed one academic year. Such appointments shall terminate upon expiration of the stated period of appointment without the notification of nonrenewal required by Section 6.8 of this Chapter of the Regents' Rules and Regulations. If a component determines that it is to the benefit of the institution, it may offer reappointment to a clinical faculty member.
- (d) Professor Emeritus and Associate Professor Emeritus. One of these titles may be given to a retired faculty member or in anticipation of the retirement of a faculty member, effective upon his retirement. The conferring of one of these titles is not automatic upon retirement and is conferred in accordance with procedures developed at the institution and upon approval by the chief administrative officer of the component institution.
- 1.85 Any person holding a position of Research Scientist, Research Associate, Research Assistant, or (in the health units) other appropriate research title, will be under the classified personnel system, unless special approval has been granted by the chief administrative officer of the institution to designate him as an unclassified employee in such a position.
- 1.86 Any faculty member who is awarded the Nobel Prize or who has in the past been awarded the Nobel Prize may, upon recommendation of the chief administrative officer of the component institution and the Chancellor, be given the title Regental Professor. Because of the great honor associated with the award of a Nobel Prize, institutional tenure is awarded to Regental Professors by virtue of the appointment to this rank.
- 1.87 The following titles, which have been used in the past, shall not be used in the future:
- (a) System Professor
 - (b) University Professor

- (c) Research Professor. Positions for which this title was used in the past should carry the title of Research Scientist or Research Associate or other appropriate title except in the health units as outlined in Section 1.83(g).
- (d) Guest Professor. In the future Visiting Professor should be used in lieu of this title.

Although persons may not in the future be appointed to any of the above four titles, this provision does not require that such titles be removed from persons currently holding them, provided, however, that present System Professors must be assigned to specific departments in specific institutions for purposes of determining accountability for their time, and present University Professors must be assigned to specific departments at their institutions for purposes of determining accountability for their time.

Sec. 2. Classified Personnel Systems.

- 2.1 Subject to System-wide rules, each of the component institutions shall provide a classified personnel system covering all positions not entailing significant instructional responsibilities or responsibilities for administration of instructional or research activities. These systems shall be as nearly uniform as possible, and shall include a schedule of class titles, job specifications for each class, a schedule of pay ranges, and policies and rules relating to personnel administration.
- 2.2 All appointments of classified personnel shall be made within appropriate salary ranges and on salary steps as defined by the classified personnel program approved by the Board for the particular component institution.
- 2.3 The System-wide rules as to classified personnel are found in Part Two, Chapter V, Section 1.

Sec. 3. Employment of Aliens on Sponsored Projects.

Where sponsored contracts and grants do not otherwise prohibit or limit the employment of noncitizens, a noncitizen may be employed upon certification by an appropriate administrative officer at the component institution, that he has examined the applicant's visa and found it to be in order and has ascertained that the applicant has the approval of the United States Immigration authorities to accept such employment.

Sec. 4. Code of Ethics. --Each employee, under State law, shall be furnished a copy of the Code of Ethics (V.C.S. 6252-9b) and, in addition thereto, shall adhere to the following standards of conduct for employees of the System and its component institutions:

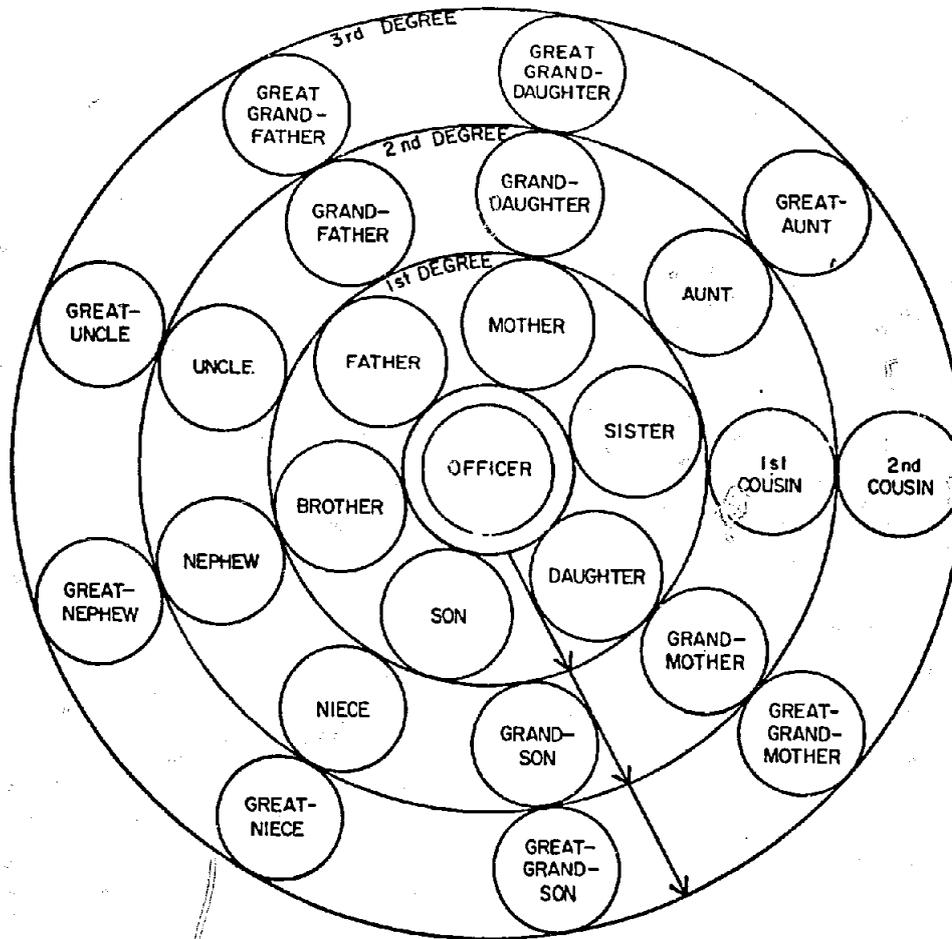
- 4.1 No employee shall accept any gift, favor, or service that might reasonably tend to influence him in the discharge of his official duties.
- 4.2 If an employee owns a controlling interest in a corporation, firm, partnership, or other business entity which is under the jurisdiction of any State regulatory agency, he shall file a sworn statement with the Secretary of State disclosing such interest.
- 4.3 No employee shall use his official position to secure special privileges or exemptions for himself or others, except as may be otherwise provided by law.
- 4.4 No employee shall accept employment or engage in any business or professional activity which he might reasonably expect would require or induce him to disclose confidential information acquired by him by reason of his official position.
- 4.5 No employee shall disclose confidential information gained by reason of his official position, nor shall he otherwise use such information for his personal gain or benefit.
- 4.6 No employee shall transact any business in his official capacity with any business entity of which he is an officer, agent, or member, or in which he owns a controlling interest.
- 4.7 No employee shall make personal investments in any enterprise which will create a substantial conflict between his private interests and the public interest.
- 4.8 No employee shall accept other employment which might impair his independence of judgment in the performance of his public duties.
- 4.9 No employee shall receive any compensation for his services as an employee from any source other than the State of Texas, except as may be otherwise provided by law.

Sec. 5. Appointment of Relatives (Nepotism Rule).

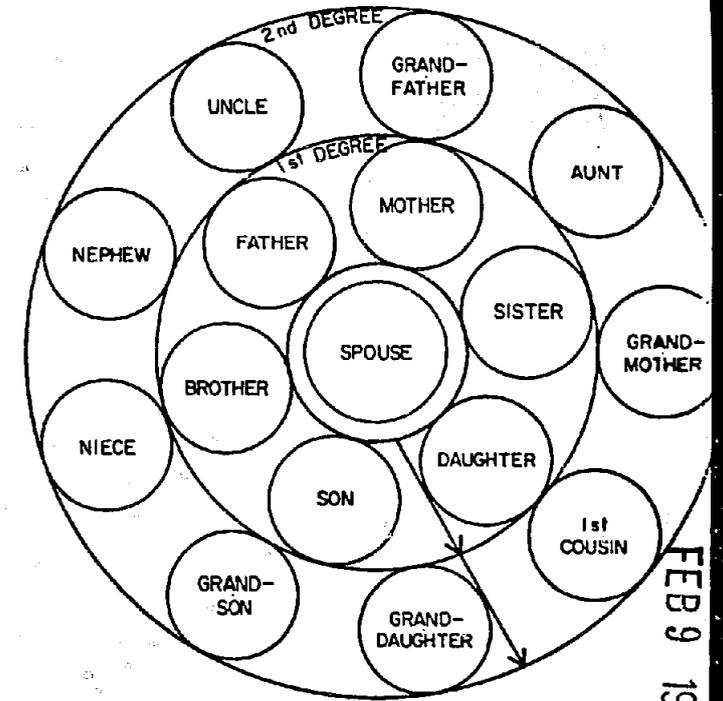
- 5.1 Whenever an appointment is made, either on a full-time or part-time basis, it shall be made solely with regard to the special fitness of the appointee, subject to applicable statutes; and subject also to the provisions of this section of the Regents' Rules and Regulations.

- 5.2 In accordance with the prohibition of Article 5996a, Vernon's Civil Statutes, no person related to any member of the Board of Regents within the second degree by affinity or within the third degree by consanguinity shall be eligible for appointment to any office, position, employment, or duty with The University of Texas System or any component institution thereof, when the salary, fee, or compensation of such appointee is to be paid, either directly or indirectly, out of public funds of any kind.
- 5.21 Article 5996a, Vernon's Civil Statutes, does not prohibit the reappointment or continued employment of any person who shall have been continuously employed in any such office, position, employment, or duty for a period of two (2) years prior to the appointment of the member of the Board of Regents related to such person within the prohibited degree, nor does it apply to prohibit honorary or nonremunerative positions.
- 5.22 Those persons related within the prohibited degrees are indicated on the charts displayed in this Section as Table I.
- 5.23 The prohibition of Article 5996a, Vernon's Civil Statutes, applies to all programs administered under the Board of Regents and may not be waived.
- 5.3 Even though the appointment of a person would not be prohibited by Article 5996a, Vernon's Civil Statutes, no officer, official or employee of The University of Texas System may approve, recommend, or otherwise act with regard to the appointment, reappointment, promotion, or salary of any person related to such officer, official, or employee within the second degree by affinity or the third degree by consanguinity regardless of the source of funds for payment of salary.
- 5.31 If the appointment, reappointment, or promotion of a person places him or her under an administrative supervisor related within the above specified degree, all subsequent actions with regard to reappointment, promotion, or salary shall be the responsibility of the next highest administrative supervisor. It shall also be the responsibility of the next highest administrator to make a written review of the work performance of such employee at least annually and submit each review for approval or disapproval by the component institution's Personnel Director in the case of classified employees or the chief administrative officer in the case of faculty or nonclassified employees.
- 5.32 The provisions of Section 5.31 shall apply to situations where two employees of the System marry and one spouse is the administrative supervisor of the other.
- 5.33 All situations covered by Section 5.31 shall be reported annually through the institution's docket.

6-III



CONSANGUINITY KINSHIP CHART



AFFINITY KINSHIP CHART

TABLE I

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2604

6. Tenure, Promotion, and Termination of Employment.

- 6.1 Subject to the provisions of Section 65.32 of the Texas Education Code, which reads, "The board may remove any officer, member of the faculty, or employee connected with the system when in its judgment the interest of the system requires the removal," and subject to the terms and provisions of these Regents' Rules and Regulations, the principles governing tenure and promotion are specified for each component institution in the Handbook of Operating Procedures applicable to that institution. See also Section 1.8 above on academic titles.
- 6.2 Tenure denotes a status of continuing appointment as a member of the faculty at a component institution. Except for the title Regental Professor, only members of the faculty with the academic titles of Professor, Associate Professor, or Assistant Professor may be granted tenure. Tenure may be granted at the time of appointment to any of such academic ranks, or tenure may be withheld pending satisfactory completion of a probationary period of faculty service, however, such tenure status shall not be applicable to the faculty of The University of Texas of the Permian Basin or The University of Texas System Cancer Center.

The University of Texas of the Permian Basin and The University of Texas System Cancer Center are authorized to award a seven-year term appointment which will denote a status of continuing appointment at that institution as a member of the faculty for a period of seven years. Only members of the faculty with academic titles of Professor, Associate Professor, or Assistant Professor may be granted a seven-year term appointment. A seven-year term appointment may be granted at the time of appointment to any of such academic ranks, or may be withheld pending satisfactory completion of a probationary period of faculty service.

No component institution may adopt or implement a seven-year term appointment policy except The University of Texas of the Permian Basin and The University of Texas System Cancer Center.

- 6.21 Only full-time service in the academic ranks of Professor, Associate Professor, Assistant Professor, and Instructor, or any combination thereof, shall be counted toward fulfillment of a required probationary period related to the acquisition of tenure or a seven-year term appointment. Periods during which a faculty member is on leave of absence shall not be counted toward fulfillment of a required probationary period.
- 6.22 Prior service at other academic institutions, whether inside or outside the System, shall not be counted toward fulfillment of the required probationary period unless

- specifically permitted under the provisions of a component institution's Handbook of Operating Procedures.
- 6.23 The maximum period of probationary faculty service in nontenured status in any academic rank or combination of academic ranks specified in Section 6.21 shall not be more than seven years of full-time academic service. In the event that a component institution fails to specify the maximum length of probationary service in its Handbook of Operating Procedures, such period shall be seven years. No later than August 31st of the penultimate academic year of the maximum probationary period in effect at any component institution, all nontenured faculty serving in a rank which accrues time toward satisfaction of a probationary period shall be given notice that the subsequent academic year will be the terminal year of employment or that beginning with the subsequent academic year tenure or a seven-year term appointment will be granted. In the event that the employment of a nontenured faculty member is to be terminated prior to the end of the maximum probationary period notice shall be given in accordance with Section 6.8 below.
- 6.24 For purposes of calculating the period of probationary service, an "academic year" shall be the period from September 1st through the following August 31st. If a faculty member is initially appointed during an academic year, the period of service from the date of appointment until the following September 1st shall not be counted as academic service toward fulfillment of the maximum probationary period. One year of probationary service is accrued by at least nine months full-time academic service during any academic year. A faculty member shall be considered to be on full-time academic service if he is in full compliance with regental standards pertaining to minimum faculty workloads at general academic institutions or when in compliance with the academic service standard in the Handbook of Operating Procedures of any health-related institution.
- 6.25 All faculty appointments are subject to the approval of the Board. No nontenured member of the faculty should expect continued employment beyond the period of his or her current appointment as approved by the Board. Any commitment to employ a nontenured member of the faculty beyond the period of his or her current appointment shall have no force and effect until approved by the Board.
- 6.3 Termination by an institution of the employment of a faculty member who has been granted tenure and of all other faculty members before the expiration of the stated period of their

appointment, except by resignation or retirement for age in accordance with these rules, will be only for good cause shown. In each case the issue will be determined by an equitable procedure, affording protection to the rights of the individual and to the interests of the System.

- 6.31 An institutional head may for grave cause suspend an accused faculty member pending immediate investigation or speedy trial as hereinafter provided.
- 6.32 In cases of incompetency, gross immorality, or felony, where the facts are admitted, summary dismissal will follow.
- 6.33 In cases where other offenses are charged, and in all cases where the facts are in dispute, the accused faculty member will be informed in writing of the charges against him, which, on reasonable notice, will be heard by a special hearing tribunal whose membership shall be appointed by the institutional head from members of the faculty whose academic rank is at least equal to that of the accused faculty member.
- 6.331 In every such hearing the accused will have the right to appear in person and by counsel of his own selection and to confront and cross-examine witnesses who may appear against him.
- 6.332 He shall have the right to testify, but may not be required to do so, and he may introduce in his behalf all evidence, written or oral, which may be relevant or material to his defense.
- 6.333 A stenographic or electronic record of the proceedings will be taken and filed with the Board, and such record shall be made accessible to the accused.
- 6.334 A representative of the institution may appear before the hearing tribunal to present witnesses and evidence against the accused faculty member and in support of the charge brought against such faculty member, and such institution representative shall have the right to cross-examine the accused faculty member (if he testifies in his own behalf) and the witnesses offered on behalf of the faculty member.
- 6.335 The hearing tribunal shall not include any accuser of the faculty member. If the accused faculty member is not satisfied with the fairness or objectivity of any member or members of the hearing tribunal, he may challenge his or their alleged lack of fairness or objectivity, but any such challenge must be made prior to the submission of any evidence to the hearing

tribunal. The accused faculty member shall have no right to disqualify any such member or members from serving on the tribunal. It shall be up to each such challenged member to determine whether he can serve with fairness and objectivity in the matter, and if any such challenged member should voluntarily disqualify himself, the institutional head shall appoint a substitute member of the tribunal who is qualified hereunder.

- 6.336 The hearing tribunal, by a majority of the total membership, will make written findings on the material facts and a recommendation of the continuance or termination of the accused faculty member's tenure. The hearing tribunal, by a majority of its total membership, may make any supplementary suggestions it deems proper concerning the disposal of the case. The original of such findings and the basic recommendation, together with any supplementary suggestions, shall be delivered to the Board and a copy thereof to the accused. If minority findings, recommendation, or suggestions are made, they shall be similarly treated.
- 6.34 The Board, by a majority of the total membership, will approve, reject, or amend such findings, recommendation, and suggestions, if any, or will recommit the report to the same tribunal for hearing additional evidence and reconsidering its findings, recommendation, and suggestions, if any. Reasons for approval, rejection, or amendment of such findings, recommendation, or suggestions will be stated in writing and communicated to the accused.
- 6.35 Nontenured faculty members who are notified in accordance with Section 6.8 that they will not be reappointed or who are notified in accordance with Section 6.23, 6.8, or 6.9 that the subsequent academic year will be the terminal year of appointment shall not be entitled to a statement of the reasons upon which the decision for such action is based. No hearing to review such a decision shall be held unless the affected faculty member submits in writing to the chief administrative officer of the institution factual allegations that the decision to terminate was based upon the faculty member's exercise of rights guaranteed by the laws or Constitution of this State or the United States and requests an administrative hearing to review these allegations. Such allegations shall be heard under the same procedures as in the case of dismissal for cause, with the following exceptions:
- (1) the burden of proof is upon the affected faculty member to establish at such hearing that the

decision in question was based on his exercise of rights guaranteed by the laws or Constitution of this State or the United States;

- (2) the administration of the institution need not state the reasons for the questioned decision or offer evidence in support thereof unless the affected faculty member presents a prima facie case in support of his allegations.

- 6.4 Any employee of any component institution of the System, including any member of the faculty or administration, who is placed on probation by a court of competent jurisdiction for, or finally convicted of, the illegal use, possession, or sale of a drug or narcotic, shall be dismissed as an employee, regardless of whether or not the illegal act that gave rise to the conviction was committed on the campus of one of the component institutions of the System.
- 6.5 Any employee of any component institution of the System, including any member of the faculty or administration, who, acting either singly or in concert with others, obstructs or disrupts, by force or violence, any teaching, research, administrative, disciplinary, public service, or other activity authorized to be held or conducted on the campus of a component institution of the System, shall be subject to dismissal as an employee. As used in this subsection, the words "force or violence" include such acts as "stand-ins," "sit-ins," and "lie-ins," when such acts are in fact obstructive or disruptive of any of the authorized activities listed above.
- 6.6 Every faculty member and employee is expected to obey all federal, state, and local laws, and particularly Section 42.01 (Texas Penal Code) and Sections 4.30 and 4.31 (Texas Education Code). Any faculty member or employee who violates any provision of these three statutes is subject to dismissal as a faculty member or employee, notwithstanding any action by civil authorities on account of the violation.
- 6.7 The minimum standards of individual conduct required by the penal statutes of Texas or the United States are both expected and required of every faculty member and employee of the System and its component institutions. Any faculty member or employee who violates the minimum standards of conduct required by any felony statute of Texas or the United States is subject to dismissal as a faculty member or employee, regardless of whether or not any action is taken against the faculty member or

employee by civil authorities on account of such violation. If action for dismissal is taken, the appropriate administrative official shall proceed with the action in the same manner as he would in the case of a violation by a faculty member or employee of any other provision of these rules and regulations or a provision of any Handbook of Operating Procedures.

- 6.8 In the event of decision not to reappoint a nontenured faculty member, written notice will be given him or her not later than March 1st of the first academic year of probationary service if the appointment expires at the end of that academic year, or not later than December 15th of the second academic year of probationary service if the appointment expires at the end of that academic year. After two or more academic years written notice shall be given not later than August 31st that the subsequent year will be the terminal academic year of appointment. The notice required by this Section is not applicable where termination of employment is for good cause under Section 6.3 above.
- 6.9 A faculty member serving a seven-year term appointment shall be given notice not later than August 31st of the sixth academic year of such appointment period that the subsequent academic year will be the terminal year of employment or that, subject to the approval of the Board, at the conclusion of the subsequent academic year he or she will be reappointed to a seven-year term appointment.
- 6.(10) Reappointment of nontenured members of the faculty to a succeeding academic year, reappointment of members of the faculty who are serving a seven-year term appointment to a succeeding seven-year term appointment, or the award of tenure or a seven-year term appointment, may be accomplished only by notice by the chief administrative officer of a component institution or his delegate with the approval of the Board. Notwithstanding any provisions of Section 6.23, 6.8 or 6.9 to the contrary, no person shall be deemed to have been reappointed or to have been awarded tenure or a seven-year appointment because notice is not given or received by the time prescribed in Sections 6.23, 6.8 or 6.9 or in the manner prescribed in Section 6.(11). Should it occur that no notice is received by the time prescribed in Sections 6.23, 6.8 or 6.9, it is the duty of the academic employee concerned to make inquiry to determine the decision of the chief administrative officer of a component institution, who shall without delay give the required notice to the academic employee.

- 6.(11) Each faculty member shall keep the chief administrative officer of the component institution or his delegate notified of his current mailing address. The written notice required by Sections 6.23, 6.8, or 6.9 shall be sent by certified mail, return receipt requested, to the last address given by the faculty member.
- 6.(12) Dismissal or demotion of classified or nonteaching personnel before the expiration of the stated period of appointment will be only for good cause shown, as determined by appropriate administrative officers to whom this responsibility is delegated by the chief administrative officer of the component institution and in case of such dismissal or demotion any appeal shall be reviewed by the chief administrative officer of the component institution.

Sec. 7. Rights and Responsibilities as a Citizen and as a Teacher.

- 7.1 The teacher is entitled to full freedom in research and in the publication of the results, subject to the adequate performance of his other academic duties.
- 7.2 The teacher is entitled to freedom in the classroom in discussing his subject, but he is expected not to introduce into his teaching controversial matter which has no relation to his subject.
- 7.3 The University teacher is a citizen, a member of a learned profession, and an officer of an educational institution supported by the State. When he speaks or writes as a citizen, he should be free from institutional censorship or discipline, but his special position in the community imposes special obligations. As a person of learning and an educational officer, he should remember that the public may judge his profession and his institution by his utterances. Hence he should at all times be accurate, should exercise appropriate restraint, should show respect for the opinions of others, and should make it plain that he is not an institutional spokesman. As a member of the staff of a State institution of higher education, he should refrain from involving the System or any of its component institutions in partisan politics.
- 7.4 The Board of the System recognizes and affirms the right of a member of the faculty or staff to participate in political activities so long as such political activities do not interfere with the discharge of the duties and responsibilities that he owes to the System or any of its component institutions and so

long as such political activities do not involve the System or its component institutions in partisan politics (See Section 7.3). With the interest of the System or its component institutions being given first consideration, a leave of absence without pay may--but need not--be granted to a member of the faculty or staff (See Section 16). However, it would be inappropriate for a leave of absence without pay to be granted primarily to permit a member of the faculty or staff of the System or its component institutions to participate in political activity, including, but not limited to, being a candidate for political office, holding a political office, or directing the political campaign of another person seeking a political office. Therefore, if a member of the faculty or staff wishes to engage in political activity that interferes with the discharge of the duties and responsibilities that he owes to the System or any of its component institutions, he should voluntarily terminate his employment by the institution. On the other hand, if the faculty or staff member does not voluntarily terminate his employment by the institution and if the faculty or staff member's superior officer, such as the institutional head, the Chancellor, or the Board, finds that the faculty or staff member's political activity does in fact interfere with the discharge of the duties and responsibilities that he owes to the System or any of its component institutions, the institutional head, the Chancellor, or the Board shall terminate his employment by the institution.

Sec. 8. The Greater Duties of a Member of the Teaching Staff.

- 8.1 Common practice has fixed the greater duties of a member of the teaching staff so clearly that many institutions do not even list them among their regulations. They are:
- 8.11 Teaching in the classroom, laboratory, seminar, or ward.
 - 8.12 Studying, investigating, discovering, and creating.
 - 8.13 Performing curricular tasks auxiliary to teaching and research, e.g., serving on faculty committees, attending to administrative and disciplinary tasks, promoting diligence and honest work in the student body.
 - 8.14 Influencing beneficially students and citizens in various extracurricular ways.
- 8.2 Performance as a teacher, as a scholar, as an administrator, and as an individual is valued greatly by any university, for in these four ways its work is chiefly done.

- 8.3 A state university being a public enterprise of maximum social importance, it is the duty of all persons connected with it to be as civic-minded as possible. It is also a duty to cooperate with the Board in carrying out the purposes and policies of the Board which are deliberately considered, usually by both the Board and the several faculties, in accordance with law and designed to attain the best educational results with the resources available. The Regents and all administrative officers are entitled to the cheerful acquiescence of all staffs in carrying out the policies duly adopted. At the same time, administrative officers are expected to listen with an open and appreciative mind to criticisms and suggestions coming to them from members of their staffs.

Sec. 9. Acquaintance with, Conformity to, Availability and Improvement of Regulations.

- 9.1 It is a specific and important duty of each member of the several teaching staffs to become acquainted with and to conform to all the rules and regulations relating to him and to the proper and orderly discharge of his work that are to be found set forth in both these Regents' Rules and Regulations and the institutional Handbook of Operating Procedures; in catalogues, announcements of courses, and other official publications; in printed or other material regularly prepared for the use of the staff; and in minutes of the faculties. To this end, copies of the Regents' Rules and Regulations, Part One, and the official institutional Handbook of Operating Procedures shall be reproduced by the chief administrative officer and distributed and located on his campus as considered appropriate by the chief administrative officer. The chief administrative officer shall have one copy of the Rules and Regulations and the institutional Handbook of Operating Procedures available at an appropriate location in his office for ready reference. In addition, he shall distribute a copy of these two documents to the secretary to the faculty or representative faculty body at his institution. The official, current copy of the Regents' Rules and Regulations is maintained by the Secretary to the Board.
- 9.2 It is also the specific duty of each member of the teaching staffs to consider the regulations and the routines in conforming to them and to propose what seem to be desirable changes in these regulations and routines to the appropriate faculty or official.

Sec. 10. Communications, Appeals, and Hearings.

- 10.1 Every member of a teaching staff has the right to propose changes in policies and procedures and to present arguments in support thereof.
 - 10.11 Proposals should originate and follow routines as prescribed elsewhere in the Regents' Rules and Regulations or in the institutional supplements.
 - 10.12 When a proposal has been approved or amended by the appropriate institutional officials, faculties, and head of the component institution, it shall then go to the Chancellor for recommendation to the Board if such action is required.
 - 10.13 When a proposal has been approved or amended or rejected by the appropriate institutional officials, faculties, and the component institutional head, any member or group of members of the staff may present an appeal in opposition to the action of the majority or in opposition to the recommendation of the institutional official or the component institutional head, and this appeal, accompanied by reasons for and against the proposal, shall go through the prescribed administrative channels and shall be presented to the Chancellor and thence to the Board for final action. The deans and other institutional officials, the component institutional head, the Chancellor and the Board may invite both sides for personal conferences and discussions.
 - 10.14 An authorized routine for proposals, with the right of appeal, having been herein fixed, it follows that proposals shall always be made in accordance therewith.
- 10.2 Every voting member of any faculty has the right and the duty to propose changes and to participate in debate in faculty meetings.
- 10.3 Appeals of classified (nonteaching) employees concerning conditions of employment must be made in keeping with the rules governing such employees.

Sec. 11. Communication with the Legislature and Other State Agencies or Officials. -- The Board is the only proper channel through which recommendations concerning the administration of the System, as a whole or in any of its parts, should reach the Legislature or other State agencies or officials.

Sec. 12. Office Hours. -- Members of the teaching staffs are expected to post on their office doors, and publish in any other manner required by the institutional head, office hours and conference periods most advantageous to students.

Sec. 13. Outside Employment.

- 13.1 Members of the faculty or staff of component institutions should not be discouraged from accepting appointments of a consultative or advisory capacity with governmental agencies, industry, or other educational institutions. The consideration to the System of such activity is the improvement of the individual by virtue of his continuing contact with nonacademic problems in the nonacademic world.
- 13.2 Members of the faculty or staff should be discouraged from accepting regular employment with units outside the System because this action would be divisive of loyalties and does not provide the return to the institutions indicated in 13.1.
- 13.3 Conflict of interest should be avoided in all instances of outside employment, but conflict of interest in an academic institution means outside activity which intrudes upon the academic functions of teaching, scholarly activities, and service to the institution.
- 13.4 Even in the case of members of the staff specifically engaged only in residence work, there exists an obligation, usually intermittent, to furnish expert knowledge and counsel for public benefit free of charge, provided that the meeting of this obligation by a faculty or staff member does not interfere with his regular duties, and provided further that in meeting this obligation a faculty or staff member on full-time duty shall avoid undue competition with legitimate private agencies.
- 13.5 No member of the faculty or staff engaged in outside remunerative activities shall use in connection therewith the official stationery of the System or any of its component institutions, or give as a business address any building or department of the institution.
- 13.6 No member of the faculty or staff shall accept employment or any position of responsibility if the discharge of such employment or responsibility will be antagonistic to the interests of the State of Texas or the System or any of its component institutions.
- 13.7 Every member of the faculty or staff who gives professional opinions must protect the System and its component institutions against the use of such opinions for advertising purposes. That is, when he does work in a private capacity, he must make it clear to those who employ him that his work is unofficial and that the name of the System and its component institutions is

not in any way to be connected with his name, exceptions being made of the name of the author attached to books, pamphlets, and articles in periodicals.

- 13.8 No member of the faculty or staff shall accept pay from private persons or corporations for tests, assays, chemical analyses, bacteriological examinations, or other such work of a routine character, which involve the use of property owned by the System or its component institutions, unless advance permission has been obtained from the institutional head and provision has been made for compensation to the System or its component institutions.
- 13.9 No member of the full-time staff of the System on a twelve-month or nine-month basis shall be employed in any outside work or activity or receive from an outside source a regular retainer fee or salary until a description of the nature and extent of the employment has been filed with and approved by appropriate administrative officials as set forth in the institutional Handbook of Operating Procedures of each component institution. For special provisions relating to other state or federal employment, see Subsections 13.(10), 13.(11), and 13.(12) of this Section.
- 13.(10) Subject to the other provisions of this section, a member of the faculty or staff may hold other nonelective offices or positions of honor, trust, or profit with the State of Texas or the United States if his holding the other offices or positions is of benefit to the State of Texas or is required by state or federal law, and if there is no conflict between his holding the office or position and his holding the original office or position for which the member of the faculty or staff receives salary or compensation.
- 13.(11) Before a member of the faculty or staff may accept an offer to serve in other nonelective offices or positions of honor, trust, or profit with the State of Texas or the United States, the member of the faculty or staff must obtain from the appropriate administrative officials and the Board a finding that the requirements of this section have been fulfilled, including the expected additional compensation to be received from such service. The finding of the Board shall be recorded in the official minutes of the meeting of the Board at which approval was granted.
- 13.(12) The institutional head must keep a record of compensation received from additional state or federal employment, or both, including specifically: salary, bonuses, and per diem or other type of compensation.

Sec. 14. Holidays.

- 14.1 All faculty, classified and other nonteaching personnel are entitled to such holidays as are provided by the Legislature in the then current appropriation bill and as are approved annually by the Chancellor and the Board, or alternate holidays approved in the official calendars of the various institutions by the Chancellor and the Board. (See the Classified Personnel rules in the institutional Handbook of Operating Procedures.)

Sec. 15. Vacation.

- 15.1 Vacations for faculty, classified and other nonteaching personnel shall be as provided by the Legislature in the then current appropriation bill and as approved by the Board, except that vacation accumulated by faculty on nine-month appointments shall be counted as having been taken during periods when classes are not in session within the appointment period. Vacations for hourly and part-time employees shall be on a percentage basis for the time appointed. (See the Classified Personnel rules in the institutional Handbook of Operating Procedures.)
- 15.2 An employee who resigns, is dismissed, or separates from University employment shall be entitled to be paid in "lump sum" for all vacation leave entitlement duly accrued at the date of termination provided the employee has had continuous employment with the State for six months. The payment shall be calculated at the rate of compensation being paid the employee at the time of termination.
- 15.3 In the case of death of an employee who has accumulated vacation leave, his estate will be paid for all accumulated vacation leave. The payment shall be calculated at a rate of compensation being paid the employee at the time of his death.

Sec. 16. Leaves of Absence without Pay.

- 16.1 With the interest of the institution being given first consideration and for good cause, leaves of absence without pay may be granted for a period within the term of appointment of a member of any faculty or staff.
- 16.2 The maximum unit period for which a leave of absence will be granted is the end of the fiscal or academic year in which the leave begins. In normal times, leaves for one year will be granted liberally, provided the department so recommends and can supply satisfactory replacements.

- 16.3 A second consecutive year of leave should not be requested except for military service, reasons of health, or continued graduate study. This provision will be interpreted liberally in the case of junior staff members working on advanced degrees.
- 16.4 Except in very unusual circumstances a third consecutive leave of absence for one year will not be granted.
- 16.5 After a return to active duty of one year or more, the leave-of-absence privilege will again be available.
- 16.6 The granting of a leave of absence does not affect in any way the tenure position of the grantee.
- 16.7 For leave of absence to participate in a political campaign see Part One, Chapter III, Sec. 7.4.

Sec. 17. Faculty Development Leaves. -- Faculty development leaves for faculty members may be granted as set out in House Bill 669, 60th Legislature, Regular Session, 1967. This bill provides that after two consecutive academic years at the same institution faculty members as defined in this Act may be considered for a faculty development leave for one academic year at one-half his regular salary or for one-half academic year at his full regular salary. Such leaves shall be granted pursuant to procedures outlined in the Act and to the limitations therein.

Sec. 18. Division of Salaries for Staff Engaged in Teaching and Nonteaching Activities. -- Each component institution shall develop policies covering budgetary division of salaries for individuals whose employment is divided between teaching and nonteaching assignments subject to current statutory requirements or limitations. These policies shall be set forth in the institutional supplements.

Sec. 19. Sick Leave.

- 19.1 Sick leave for all employees, including faculty, nonteaching personnel, and classified personnel shall be governed by the General Appropriations Act or other applicable Statutes.
- 19.2 In cases where illness incapacitates a member of an institutional or professional staff, arrangements for carrying on his usual duties must be made through appropriate administrative channels with the chief administrative officer of the institution.

19.3 In the case of death of an employee who has accumulated sick leave, the estate will be paid for the accumulated sick leave as permitted by law. The payment shall be calculated at the rate of compensation being paid the employee at the time of death.

Sec. 20. Leave for Jury Duty. --Necessary time off for jury duty is allowed without loss of pay or vacation leave.

Sec. 21. Absence from Usual and Regular Duties.

21.1 Authorization for any member of a faculty or staff to be absent from his usual and regular duties will be granted only under the following conditions:

21.11 When such absence is on State business, and

21.12 When appropriate provisions are made to carry on the duties of the absent person without additional expense to the institution; or

21.13 In the case of military leave, not to exceed 15 working days each year.

21.2 Permission to be absent from usual and regular duties shall be obtained as prescribed in the Fiscal Rules (See Part Two hereof).

Sec. 22. Authorization to Travel.

22.1 Authorization to travel will be granted only under the conditions specified in the Fiscal Rules (See Part Two hereof).

22.2 A faculty or staff member whose usual duties do not require travel shall not absent himself from his regular place of work and his usual duties except with permission obtained according to the Fiscal Rules (See Part Two hereof).

Sec. 23. Compensation for Correspondence and Extension Teaching of Full-Time Staff Members. --Compensation rates for correspondence courses and extension center teaching for full-time teachers on a nine months' basis or for other employees on a twelve months' basis shall be in accord with rates fixed by the then current appropriation bill. If not so fixed, they shall be set from year to year by the institutional head with the approval of the Chancellor.

Sec. 24. Textbooks and Other Materials Prescribed for the Use of Students.

24.1 The policy of the Board concerning textbooks and other materials prescribed for the use of students is as follows:

24.11 Although generally the individual instructor or the department should have wide discretion in the choice of materials

to be used in the courses offered by the department, frequent changes in the textbooks prescribed should be discouraged and should be made only for cogent reasons.

24.12 Although the authorship of books, outlines, manuals and similar materials by members of the staff should be encouraged, the prescribed use of these for students is a responsibility that goes beyond that of the individual author. Where practicable and equitable, the charge for outlines, syllabi, and similar materials prescribed for the use of students should be borne by the instructional department concerned. Whenever a charge is authorized for such mimeographed or similarly processed materials, the prices should be as low as possible, consistent with the payment of a fair and reasonable royalty to the author or authors.

24.2 To carry out this statement of policy the following procedures are prescribed:

24.21 Any proposed change in the textbook of any course, within one year from the date of first adoption, shall be approved by the departmental faculty having jurisdiction, and a statement of the authorization with reasons therefor shall be transmitted by the chairman of the department through the dean to the institutional head.

24.22 Textbooks, notebooks, manuals, or other materials for the use of students of a component institution, written or prepared by a member of the faculty of that institution, shall not be prescribed for the use of students in that institution or sold to such students until such books, notes, manuals, or materials shall have been approved, with reasons stated, by the departmental faculty, the dean or deans concerned, and transmitted to the institutional head for approval and inclusion in the next regular docket. All such requests shall indicate the proposed prices and profits, and their authorization shall be effective only to the end of the fiscal year (August 31) for which such approval has been given.

Sec. 25. Sectarian Courses Prohibited. --No course of instruction of a sectarian character shall be taught in the System or any of its component institutions. (Article 2604, Vernon's Civil Statutes)

Sec. 26. Acceptance of Money from Students.

26.1 Members of teaching staffs, without previous and special approval of the Board, shall not collect from students any fees or charges to be expended for institutional purposes, and shall not sell to students books, notes, or similar student supplies.

26.2 A member of the faculty or staff of the rank of instructor or above may not accept pay for extra instruction or teaching of students registered in the institution where he is employed.

26.3 With written approval, teaching assistants, assistants, and other like instructional employees below the rank of an instructor, may accept pay from students for extra-class instruction or coaching but only in courses or sections of courses with which they have no instructional connection. The Handbook of Operating Procedures of the component institution shall specify the procedure for approval at the institutional level.

Sec. 27. Power to Authorize Expenditures out of System Funds.

27.1 No expenditure out of funds under control of the Board shall be made and no debt or obligation shall be incurred and no promise shall be made in the name of the System or any of its component institutions or of the Board by any member of the respective staffs of the System or any of its component institutions except:

27.11 In accordance with general or special budgetary appropriations authorized in advance by the Board and entered in its minutes; or

27.12 In accordance with authority specifically vested by the Board in a committee of the Board; or

27.13 In accordance with authority to act for the Board when it is not in session, specifically vested in some University officer by these Rules and Regulations or by special action of the Board.

27.2 It shall be the duty of the several institutional officers to see that all claims for payments of items not authorized as indicated above are refused and returned unpaid.

27.3 There shall be no sale to or purchase from the System or its component institutions by any employee thereof unless same has been duly authorized by the Board and the details relating thereto have been entered in its minutes.

Sec. 28. Indebtedness to the System or the State. --Neither salary payments nor any other payments shall be made to an employee, his agent or assignee, who is indebted to the System, any of its component institutions, or to the State until such debt is paid.

Sec. 29. Power to Bind the System in Fixing its Policies. --No employee of the System or any of its component institutions, as an individual or as a member of any association or agency, has the power to in anywise bind the System or any of its component institutions unless such power has

been officially conferred in advance by the Board. Any action which attempts to change the policies or otherwise bind the System or any of its component institutions, taken by any individual or any association or agency, shall be of no effect whatsoever until the proposed action has been approved by the institutional head concerned, if any, and the Chancellor, and ratified by the Board.

Sec. 30. Institutional Employees as Students. -- The Handbook of Operating Procedures for each of the component teaching institutions shall express the institutional policy as to the amount of course work full-time and part-time employees shall be permitted to carry.

Sec. 31. Retirement and Modified Service.

31.1 No officer, administrator, faculty member, or employee of The University of Texas System or of any component institution or agency thereof shall be continued in a full-time service capacity or at a full-time compensation rate beyond the end of the fiscal year that includes his or her seventieth birthday.

31.2 The Board of Regents, upon the recommendation of the Chancellor and, when appropriate, the chief administrative officer of the affected component institution, may appoint an officer, administrator, faculty member, or employee to modified service after the end of the fiscal year that includes the person's seventieth birthday.

31.3 Recommendation for, and appointment to, modified service shall be made only after a review of the individual's past and current performance and a finding that the individual is not only competent to continue his or her duties, but that the continued service of the individual will result in a significant benefit to the System or a particular component institution.

31.4 Appointment to modified service shall be for one academic year and may be renewed for successive terms of one academic year after an annual review, recommendation, and finding as set forth in Subsection 31.3. The notice provisions of Section 6.8 of this Chapter shall not apply to nonrenewal of such appointments.

31.5 The workload of an individual on modified service shall be no more than one-half of his or her workload immediately preceding appointment to modified service. Salary rate shall be in the same proportion of his or her salary rate for the fiscal year immediately preceding appointment to modified service as his or

her workload is to a full-time workload and shall be subject to adjustment in accordance with policies and procedures applicable to other employees.

31.6 Upon recommendation of the Chancellor and, when appropriate, the chief administrative officer of the affected component institution, the Board of Regents may, by unanimous vote of the members present, make exceptions to this Section in special cases when the Board finds that the services of a particular individual will be of unique benefit to the System or a component institution.

Sec. 32. Staff Benefits. -- For other staff benefits, see Part Two hereof.

CHAPTER IV

FACULTY ORGANIZATION

Sec. 1. Educational Policy.

- 1.1 The Board will devote its best efforts to making all of the institutions composing the System institutions of the "first class," as the Texas Constitution directs in Article VII, Section 10. The Board will be guided in general by the best practices of the best universities in the United States and abroad, especially by the best practices of state universities in the United States.
- 1.2 The Board will not, except in extraordinary cases, act on important matters of academic policy until it has received, or requested and obtained, advice thereupon from the institutional faculty or faculties affected or their legislative bodies. When new policies originating in any faculty give rise to serious differences of opinion in that body, the advice and recommended legislation shall, at the request of the minority, be accompanied by a record of the vote and by a summary of the reasons for and against the matters proposed.

Sec. 2. Institutional, College, School, and Departmental Faculties and Legislative Bodies.

- 2.1 General Authority.--Subject to the authority of the Board and subject further to the authority that the Board has vested in the various administrative officers and subdivisions of the System, the faculties of the component institutions regularly offering instruction shall have a major role in the governance of their respective institutions in the following areas:
 - 2.11 General academic policies and welfare.
 - 2.12 Student life and activities.
 - 2.13 Requirements of admission and graduation.
 - 2.14 Honors and scholastic performance generally.
 - 2.15 Approval of candidates for degrees.
 - 2.16 Faculty rules of procedure.
- 2.2 Necessity of Approval by Regents.--Legislation recommended by an institutional faculty, or legislative body thereof, requiring approval of the Board, shall not be effective unless and until approved by the Board. Such legislation by a college or school faculty shall not be presented to the Board until it has been approved by the institutional faculty, either directly or through its legislative body, and has received the consideration and

recommendation of the appropriate institutional head(s) and the Chancellor. The faculty affected will be notified by the Board, through administrative channels, of its action on recommended faculty legislation.

- 2.3 When Legislation is Effective. --Except where the Board has specifically authorized procedure for placing into effect emergency faculty legislation without prior Board approval, institutional faculty legislation shall become effective only upon approval by the Board or at such later time as the Board shall specify. The secretary of the institutional faculty shall be notified of Board action, and notice of such action shall be included in the official minutes of the faculty.
- 2.4 Approval of Degree Candidates. --It shall be the duty of the several institutional faculties to recommend approval or disapproval of all candidates for degrees. This duty may be delegated for any academic year by affirmative vote of the institutional faculty, or its legislative body, to the respective deans or other appropriate official. Should this duty not be delegated, then the institutional registrar, or his equivalent, shall furnish to the members of the institutional faculty a complete list of the degree candidates for recommendation.
- 2.5 List of Degree Candidates in Minutes. --The institutional registrar, as soon as possible after each commencement, shall provide the secretary of his institutional faculty, or its legislative body, with a complete list of all successful degree candidates, and the secretary shall insert the list in the minutes of the faculty.
- 2.6 Changes in Degree Requirements. --Changes in degree requirements shall not become effective until approved by the Board and published in the appropriate catalogue; provided, however, that students may be given the benefit of any action reducing or modifying the requirements for their degree immediately upon Board approval.
- 2.7 Faculty Minutes. --Copies of institutional faculty minutes, or of their legislative bodies, shall be available for use of members of the particular faculties individually, if desired; and shall be filed in the office of their secretaries, the institutional heads, the Chancellor, and the Secretary to the Board and in the institutional libraries.

CHAPTER V

GRADUATE EDUCATION IN THE UNIVERSITY OF TEXAS SYSTEM

- Sec. 1. The various component institutions of the System authorized to offer graduate degrees shall provide and maintain an appropriate faculty and administrative organization for such graduate degrees. The chief administrative officer of each component institution of the System shall be responsible to the Chancellor, and through him, to the Board for the policies and administration of the graduate programs.
- 1.1 "Graduate programs," as the term is used in these rules, does not include the programs that lead to the M.D., D.D.S., M.P.H., Dr. P.H., J.D., LL.M., and M.C.J. degrees, or others that may be excluded upon recommendation by the chief administrative officer of the component institution and concurrence by the Chancellor.
- Sec. 2. Within the general academic components, the designation "Graduate School" will be used if (a) there is a minimum of three distinct programs approved for doctoral degrees and thirty such doctoral degrees have been awarded; or (b) there is a minimum of ten distinct programs approved for master's degrees and fifty master's degrees have been awarded. In component institutions that do not meet these requirements, graduate study will be in a "Division of Graduate Studies."
- Sec. 3. Graduate programs in the health components shall be administered as follows:
- 3.1 In the Health Science Centers at Dallas, Houston, and San Antonio and at Galveston Medical Branch the graduate programs will be administered through a Graduate School of Biomedical Sciences.
- 3.2 In the Nursing Schools of component institutions, graduate education will be administered as specific graduate programs coordinated by an administrative officer designated by the chief administrative officer of the component institution.
- 3.3 In the System Cancer Center research and graduate instruction will be offered in cooperation with other components which are authorized to award graduate degrees.
- Sec. 4. Component institutions which offer graduate degrees and elect an administrative organization and designations different from those

authorized above may do so only upon the recommendation of the chief administrative officer, the concurrence of the Chancellor and the approval of the Board.

- Sec. 5. The policies and procedures for staffing and administering the graduate programs at all component institutions shall be set forth in the institutional Handbook of Operating Procedures. These policies and procedures shall include qualifications for faculty members assigned to teach graduate courses, supervise graduate programs, and advise graduate students.

Where two or more components of the System are authorized to conduct joint or cooperative degree programs, the chief administrative officers of the cooperating institutions shall be authorized to establish, subject to the approval of the Chancellor, special procedures and organizations for the administration of such programs.

CHAPTER VI

STUDENT SERVICES AND ACTIVITIES

Sec. 1. General Provisions.

- 1.1 These policies and regulations apply to all component institutions of the System and shall be implemented appropriately in the Handbook of Operating Procedures for each institution.
- 1.2 When the title, "Dean of Students," appears in this chapter, reference is made to the administrator bearing that title, or the officer or officers directly responsible for student affairs at each component institution.
- 1.3 All authority held and exercised by a Dean of Students is delegated to him by the institutional head just as all authority held and exercised by an institutional head is delegated to him by the Chancellor. Therefore, any action taken is subject to review by the institutional head and the Chancellor, and both the Chancellor and the institutional head may approve, amend, or disapprove such action, just as the Chancellor may approve, amend, or disapprove any action taken by the administrative head of any component institution.
- 1.4 Any individual student, group of students, or student organization may petition the Board on any matter relating to these policies and regulations through the Dean of Students, the institutional head, and the Chancellor.
- 1.5 These policies and regulations shall become effective on December 1, 1978 and shall, at that time, supersede all other policies and regulations that may be in conflict herewith.
- 1.6 Definition of Student.--A student is one who is currently enrolled at any of the component institutions of the System. These policies and regulations will also apply to any prospective or former student who has been accepted for admission or readmission to any component institution while he is on the campus of any component institution.
- 1.7 Definition of Campus.--The campus of a component institution is defined as all real property over which that institution has possession and control.

Sec. 2. The Dean of Students and His Staff.

- 2.1 The Dean of Students shall be the administrative officer primarily responsible for the development and administration of policies relating to students and for the development and implementation of services to students in the areas assigned to him. He shall have responsibility for the initial preparation of institutional regulations which will implement the policies and regulations set forth in this chapter.
- 2.2 The Dean of Students shall have primary responsibility for (1) the supervision and development of student out-of-class programs and activities and of all student organizations; (2) the development of policies affecting student life; (3) the promulgation and enforcement of institutional rules that govern student conduct; and (4) the administration of student discipline on the campus.
- 2.3 The administrative staff of the Dean of Students shall consist of the heads of services for which he has administrative responsibility.
- 2.4 The Dean of Students shall work with academic deans and department chairmen in structuring and implementing a program of faculty advising for both old and new students.
- 2.5 The Dean of Students shall be responsible for the preparation of the budgetary recommendations for the student services and activities under his jurisdiction.

Sec. 3. Student Conduct and Discipline.

- 3.1 The System and its component institutions have rules and regulations for the orderly and efficient conduct of their business, and each student is charged with notice and knowledge of the contents and provisions thereof.
- 3.2 All students are expected and required to obey the law, to show respect for properly constituted authority, and to observe correct standards of conduct.
- 3.21 Gambling, immoral conduct, dishonesty, or the excessive use of intoxicating liquors renders the student subject to discipline.
- 3.22 Any student who is guilty of the illegal use, possession and/or sale of a drug or narcotic on the campus of a component institution of the System is subject to discipline, including expulsion, pursuant to the procedures set out in Subsections 3.(10) and 3.(11) of this chapter.
- 3.3 (Reserved for future use)

- 3.4 The use of intoxicating beverages is prohibited in classroom buildings, laboratories, auditoriums, library buildings, museums, faculty and administrative offices, intercollegiate and intramural athletic facilities, and all other public campus areas; provided, however, that with the prior consent of the institutional head, the foregoing provisions of this section may be waived with respect to any specific affair which is sponsored by the institution. However, with respect to the possession and consumption of alcoholic beverages, state law will be strictly enforced at all times on all property controlled by the System and its component institutions.
- 3.5 No former student who has been suspended for disciplinary reasons from a component institution of the System shall be permitted on the campus of any component institution during the period of such suspension without the prior written approval of the chief administrative officer of that institution.
- 3.6 Hazing in state educational institutions is prohibited by state law (Section 4.19, Chapter 4, Title I, Texas Education Code). Hazing with or without the consent of a student is prohibited by the System, and a violation of that prohibition renders both the person inflicting the hazing and the person submitting to the hazing subject to discipline.
- 3.7 Initiations by organizations may include no feature which is dangerous, harmful, or degrading to the student, and a violation of this prohibition renders the organization subject to discipline.
- 3.8 Any student who advocates or recommends, either orally or in writing, the conscious and deliberate violation of any federal, state or local law is subject to discipline.
- 3.9 Any student who, acting either singly or in concert with others, obstructs or disrupts, by force or violence, any teaching, research, administrative, disciplinary, public service, or other activity authorized to be held or conducted on the campus of a component institution of the System, or on any real property over which the System has possession and control, shall be subject to discipline, including expulsion. As used in this subsection, the words "force or violence" include such acts as "stand-ins," "sit-ins," and "lie-ins," when such acts are in fact obstructive or disruptive of any of the authorized activities listed above.
- 3.(10) The Dean of Students shall have primary authority and responsibility for the administration of student discipline at his institution. It shall be his duty to investigate allegations that a student has violated the Regents' Rules and Regulations, the rules and regulations of the institution, or specific orders and instructions issued by an administrative official of the institution in the course

of his duties.

- 3.(10)1 If the Dean of Students determines that such allegations are not unfounded, he shall prepare a written statement of charges, a statement of the evidence supporting such charges, including a list of witnesses and brief summary of the testimony to be given by each, and shall send such charges and statement to the accused student by certified mail, return receipt requested, addressed to the address appearing in the registrar's records.
- 3.(10)2 In any case where the accused student does not dispute the facts upon which the charges are based and executes a written waiver of the hearing procedures specified in Subsection 3.(11), the Dean of Students shall assess the penalty appropriate to the charges and inform the student of such action in writing. The decision of the Dean of Students may be appealed as in the case of a decision rendered subsequent to a hearing in accordance with Subsection 3.(11).
- 3.(11) In those cases in which the accused student disputes the facts upon which the charges are based, such charges shall be heard and determined by a fair and impartial person, hereinafter called the Hearing Officer, selected in accordance with procedures adopted by the institution. Except in those cases where immediate interim disciplinary action has been taken under authority of Subsection 3.(18), the accused student shall be given at least ten (10) days' notice of the date, time, and place for such hearing and the name of the Hearing Officer. Hearings held under Subsection 3.(18) will be held under the same procedures set forth below, but will be held as soon as practicable within ten (10) days after the disciplinary action has been taken.

Upon a hearing of the charges, the institutional representative has the burden of going forward with the evidence and the burden of proving the charges by the greater weight of the credible evidence. The hearing shall be conducted in accordance with procedures adopted by the institution and that assure both parties (institutional representative and the accused student) the following minimal rights:

- 3.(11)1 Both parties will exchange lists of witnesses and copies of documents to be introduced at a reasonable time prior to the hearing.
- 3.(11)2 Each party shall have the right to appear and present evidence in person or through a designated representative or counsel of choice.
- 3.(11)3 Each party, or his/her designated representative or counsel, shall have the right to cross-examine witnesses.
- 3.(11)4 The hearing will be recorded. If either party desires to

appeal the finding, the record will be transcribed and both parties will be furnished a copy of the transcript.

- 3.(12) The accused student may challenge the impartiality of the Hearing Officer at any time prior to the introduction of any evidence. The Hearing Officer shall be the sole judge of whether he or she can serve with fairness and objectivity. In the event the Hearing Officer disqualifies himself/herself, a substitute will be chosen in accordance with procedures adopted by the institution.
- 3.(13) The Hearing Officer shall render and send to both parties a written decision which shall contain findings of facts and conclusions as to the guilt or innocence of the accused student and shall assess a penalty or penalties in accordance with the published disciplinary penalties of the institution or in accordance with the following prescribed penalties:
 - 3.(13)1 Disciplinary probation.
 - 3.(13)2 Withholding of transcript or degree.
 - 3.(13)3 Bar against readmission.
 - 3.(13)4 Restitution or reimbursement for damage to or misappropriation of institutional property.
 - 3.(13)5 Suspension of rights and privileges, including participation in athletic or extracurricular activities.
 - 3.(13)6 Failing grade.
 - 3.(13)7 Denial of degree.
 - 3.(13)8 Suspension from the institution for a period of time not to exceed one calendar year.
 - 3.(13)9 Expulsion from the institution for a specific period of time not less than one year.
- 3.(14) Within fourteen (14) days after the decision has been mailed to the parties, either or both parties may give notice of appeal to the Chancellor through the chief administrative officer of the institution. The decision or decisions will be reviewed at each level of such appeal upon the basis of the transcript of the hearing. Both parties may, at the discretion of the chief administrative officer or the Chancellor, submit oral or written arguments to support their position. In order for the appeal to be considered, all the necessary documentation to be filed by the appealing party, including written arguments, when appropriate, must be filed with the chief administrative officer within twenty-one (21) days after notice of appeal is given.
- 3.(15) The chief administrative officer of the institution or the Chancellor may approve, reject, or modify the decision in question, or may require that the original hearing be reopened for the presentation of additional evidence and reconsideration of the decision. The

action of each reviewing authority shall be communicated in writing to the accused student and the Dean of Students. The decision of the Chancellor shall be the final appellate review.

- 3.(16) Through matriculation at an institution of the System, a student neither loses the rights nor escapes the responsibilities of citizenship. Students who violate the law may incur penalties prescribed by civil authority, but institutional penalties shall not be used merely to duplicate the penalties imposed by civil authority. However, when a student violation of the law occurs on the campus of a component institution or in connection with a component institution-oriented activity, institutional penalties may be imposed regardless of whether penalties have been imposed by civil authority for the same offense.
- 3.(17) Since the value of an academic degree depends on the absolute integrity of the work done by the student for that degree, it is imperative that a student maintain a high standard of individual honor in his scholastic work. Scholastic dishonesty is the submission as one's own work of material that is not one's own. As a general rule, it involves one of the following acts: cheating, plagiarism, and/or collusion. Each component institution will adopt detailed regulations concerning scholastic dishonesty.
- 3.(18) The Dean of Students, the chief administrative officer of the institution, or the Chancellor may take immediate interim disciplinary action, including suspension pending a hearing, against a student for violation of a rule and regulation of the System or of the institution at which the accused is a student when the continuing presence of the student poses a danger to persons or property or an ongoing threat of disrupting the academic process.
- 3.(19) Each component institution shall maintain for every student who has been charged with dishonesty or other serious misconduct at such institution, a permanent written disciplinary record that shall reflect the nature of the charge, the disposition of the charge, the penalty assessed, if any, and any other pertinent information. This disciplinary record shall be separate from the student's academic record and shall be treated as confidential, and the contents shall not be revealed except upon request of the student or in accordance with applicable state or federal laws.
- 3.(20) Every student is expected to obey all federal, state, and local laws and is expected to familiarize himself/herself with the requirements of such laws. Any student who violates any provision of those laws is subject to disciplinary action, including expulsion, notwithstanding any action taken by civil authorities on account of the violation.

3.(21) Pursuant to the authority conferred upon the Board of the System by Sections 51.202 and 51.204, Texas Education Code, and in order to protect the safety and welfare of students and employees of the component institutions of the System and to protect the property of the System, it is hereby declared that it shall be unlawful for any person to enter, walk, run, lie, play, remain, or be in the water of any fountain or other artificial body of water located on the campus of any component institution of the System unless such person shall have theretofore been granted permission by the administrative head of that institution to enter, remain, or be in such water.

It shall further be unlawful for any person to dump, throw, place, or cause to be placed any material, object, trash, waste, or debris in the water of any fountain or other artificial body of water located on the campus of any component institution of the System.

It shall also be unlawful for any person to damage, deface, or remove any portion of any fountain, monument, or memorial located on the campus of any component institution of the System.

Any person who violates any portion of this regulation shall upon conviction thereof be punished by a fine of not more than \$200.

Any student of a component institution who violates any portion of this regulation shall, in addition to the penalty prescribed in the last preceding section, be subject to discipline, including expulsion, by the institution.

3.(22) The minimum standards of individual conduct required by the penal statutes of Texas or the United States are both expected and required of every student attending any component institution of the System. Any student who violates such standards of conduct is subject to discipline by the Dean of Students, regardless of whether or not any action is taken against the student by civil authorities on account of such violation. If disciplinary action is taken, the Dean of Students shall proceed with action in the same manner as he would in the case of a violation of any other provision of these rules and regulations or a provision of any Handbook of Operating Procedures.

Sec. 4. Student Organizations.

4.1 An organization in which membership is limited to students (recognizing that faculty and staff may also be members) of

a component institution may become a registered student organization at that institution by complying with the registration procedures established by the Dean of Students.

- 4.2 The Dean of Students, with the approval of the institutional head, may establish regulations requiring faculty or staff advisers for registered student organizations.
- 4.3 A registered student organization may state that its membership is composed of students, or of students, faculty, and/or staff, of a component institution, but it shall not suggest or imply that it is acting with the authority or as an agency of that institution.
- 4.4 The Dean of Students, with the approval of the institutional head, may issue regulations governing the eligibility of students for participation in organized activities.
- 4.5 At each component institution, an appropriate committee or committees shall have initial jurisdiction over all registered student organizations.
- 4.6 Any student organization is subject to disciplinary action or revocation of registration as a student organization for violation of a rule or regulation of the System and/or of the institution at which the organization is registered.
- 4.7 The administrative head of each component institution of the System shall require and enforce the following:
 - 4.71 As a condition to being a registered student organization or group during a semester, every registered student organization or group shall furnish to the appropriate institutional officer at the beginning of each such semester a complete list of officers or other members of the organization or group who are authorized to speak for or represent the organization or group in its relations with the institution and who are authorized to receive for the organization or group official notices, directives, or information from the institution. Each such list shall be kept current and accurate throughout the semester by the organization or group, and it shall be conclusively presumed that the officers or members whose names are on the list most recently filed by the organization or group are authorized to speak for and represent the organization or group in its relations with the institution and are authorized to receive for the organization or group official notices, directives, or information from the institution.

- 4.72 No registered student organization or group may have any person as a member who is not either a student or a member of the faculty or staff of the institution. Except pursuant to the provisions of Section 6.5 of this chapter, no organization or group, whether registered or not, may use any facility of any component institution of the System if it has as a member any person who is not either a student or a member of the faculty or staff of the institution.
- 4.73 At the beginning of each semester, each registered student organization or group must file with the appropriate institutional officer an affidavit stating that the organization or group does not, and will not during the semester, have as a member any person who is not either a student or a member of the faculty or staff of the institution. If an organization or group fails or refuses to file the required affidavit, or if, after such reasonable investigation as the institutional head shall deem appropriate (which investigation shall afford the accused registered organization or group every right guaranteed to it by the due process clauses of the United States and Texas Constitutions), the institutional head shall during the semester find that the affidavit is or has become false, and that the organization or group does, in fact, have as a member a person who is not either a student or a member of the faculty or staff of the institution, the institutional head shall immediately cancel the registered status of the organization or group and shall deny to the organization or group any and all privileges to which it would otherwise be entitled as a registered student organization or group.
- 4.74 No organization or group, whether registered or not, may use the facilities of any component institution as long as it owes a monetary debt to the institution and the debt is considered delinquent by the crediting institutional agency.
- 4.8 No component institution shall register any student organization or group whose actions or activities, in the opinion of the institutional head or the Chancellor, are inimical to the educational purpose and work of the institution.
- 4.9 A registered student organization whose registered status has been cancelled by the institutional head pursuant to Subsection 6.13 of Section 6 of this chapter or Subsection 4.73 of Section 4 of this chapter may apply for re-registration not less than six months following the date of such cancellation.

Sec. 5. Participation in Student Government.

- 5.1 Students' Associations. --Students' associations currently authorized at the component institutions of the System are hereby approved. They shall have such jurisdictions and shall exercise such powers as the Board may now or hereafter delegate to them.
- 5.11 Constitutions and Laws Approved. --The constitutions and laws of the several associations in force at the date of adoption of these Rules and Regulations are hereby approved.
- 5.12 Mode of Amending Constitutions and Laws. --An amendment to the constitution or laws of a students' association may be adopted by an association, in accordance with its constitution and laws, but the change shall not become effective until transmitted to and acted upon by the Dean of Students, the institutional head, and the Chancellor and approved by the Board.
- 5.13 Amendment or Repeal by Regents. --The Board shall amend or repeal any portion of the constitution and laws of a students' association when, in the judgment of the Board, the interests of the particular institution shall require it.
- 5.14 Amendment or Repeal by Dean of Students. --The Dean of Students shall have the power, when in his judgment the interests of the institution require it, to amend or repeal any provision in the constitution or laws of the particular association, but his action shall be in force only until the next meeting of the Board when Section 5.13, above, shall become applicable.
- 5.15 Salaried Employees Approved by Regents. --All persons officially employed on salary by or under the direct supervision of a students' association shall be subject to approval by the Dean of Students, the institutional head, the Chancellor, and the Board, both as to salary and as to qualifications.
- 5.16 Annual Financial Reports. --Every officially recognized students' association shall make annually a complete financial report to the institutional business officer, and shall make such special reports as may be called for by such business officer. A duplicate copy of each report shall be filed with the Dean of Students. Committees and administrative units of a students' association maintaining a budget in excess of \$25.00 per annum shall make such interim reports of financial condition as may be required by the Dean of Students.

- 5.2 The students' association on each campus shall be a recognized forum of student opinion.
- 5.21 When a students' association takes a position with reference to issues directly related to a component institution and its operations, its recommendations shall go through the Dean of Students, the institutional head, and the Chancellor to the Board.
- 5.22 When a students' association takes a position on non-University issues, it shall make clear the fact that it does not speak for the institution.
- 5.23 A students' association may conduct polls, initiate petitions, and/or establish forums for debate or discussion under conditions approved by the Dean of Students.
- 5.24 Officers of a students' association may so identify themselves when they express their personal views, but they shall then make it clear that they are not speaking for the institution, or for the student body, and they shall make it clear they are not speaking for the students' association unless the legislative body of that association has authorized the statement in advance.

Sec. 6. Use of University-Owned Facilities.

- 6.1 The campuses of the component institutions of The University of Texas System are not open for assembly and expression of free speech as are the public streets, sidewalks and parks. The responsibility of the Board of Regents to operate and maintain an effective and efficient system of institutions of higher education requires that the time, place, and manner of the exercise of the right of assembly and free speech on the grounds and in the buildings and facilities of the various component institutions be regulated. Acting pursuant to the general authority of Chapter 65 of the Texas Education Code and the specific authority of Subchapter E, of Chapter 51 of the Texas Education Code, the Board of Regents adopts and promulgates the Rules and Regulations of this Section and this Chapter relating to the use of institutional buildings, grounds and other facilities for purposes other than regular academic use. No individual, organization, group, association, or corporation may use the grounds, buildings, or facilities of any component institution of The University of Texas System except as permitted by the provisions of the Rules and Regulations of the Board of Regents and the rules and regulations of the component institutions approved in accordance with such Regents' Rules and Regulations.

- 6.11 The term "solicitation" as used herein means the sale or offer for sale of any property or service, whether for immediate or future delivery; the receipt of or

request for any gift or contribution; and the request that a vote be cast for or against a candidate, issue, or proposition appearing on the ballot at any election held pursuant to state or federal law.

- 6.12 No solicitation shall be conducted in any building, structure, or facility of any component institution of the System, provided, however, that the following activities shall be deemed not to be solicitations prohibited by this subsection if they are conducted in a manner that will not disturb or interfere with the academic or institutional programs being carried on in a building, structure or facility, or do not interfere with entry to or exit from a building, structure or facility:
- (1) The sale or offer for sale of any newspaper, magazine, or other publications by means of a vending machine in an area designated in advance by the institutional head or his delegate for the conduct of such activity.
 - (2) The sale or offer for sale of any food or drink item by means of a vending machine operated by the institution or its subcontractor in an area designated in advance by the institutional head or his delegate for the conduct of such activity.
 - (3) The sale or offer for sale of any publication of the institution or of any book or other printed material to be used in the regular academic work of the institution.
 - (4) The operation by the institution or its subcontractor of any bookstore, specialty store, laundry, cafeteria, or other service facility maintained for the convenience of the students, staff and/or faculty.
 - (5) The sale or offer for sale by the institution or its subcontractor of food and drink items and programs at athletic contests or at any other program or event sponsored or authorized by the institution.
 - (6) The collection of tuition and fees in connection with enrollment of a student in any course or degree program.
 - (7) The collection of membership fees or dues by registered student, faculty, or staff organizations at meetings of such organizations scheduled in accordance with the facilities use regulations of any component institution.
 - (8) The collection of admission fees for the exhibition of movies or other programs that are sponsored by the component institution, a recognized faculty group, or a registered student organization, and are scheduled in accordance with the facilities use regulations of the component institution.

(9) The activities of any organization that can present to the institutional head, or his delegate, written evidence from the Internal Revenue Service that the organization has been granted an exemption from taxation under 26 U.S.C.A. 501(c)(3) (Internal Revenue Code).

6.121 No organization may solicit under Subdivision (9) of this subsection for more than a total of fourteen days, whether continuous or intermittent, during each state fiscal year.

6.13 No solicitation shall be conducted on the grounds, sidewalks, or streets on the campus of any component institution of the System, except by the agents, servants, or employees of that institution acting in the course and scope of their agency or employment, or by the students' association of that institution, or by a registered student, faculty, or staff organization at that institution.

(1) Solicitation made pursuant to the terms of Subsection 6.13 must be conducted in such a way (a) that it will not disturb or interfere with the academic or institutional programs being carried on in campus buildings, (b) that it will not interfere with the free and unimpeded flow of pedestrian and vehicular traffic on sidewalks and streets and at places of ingress and egress to and from campus buildings, and (c) that it will not harass, embarrass, or intimidate the person or persons being solicited. If, after such reasonable investigation as the institutional head shall deem appropriate (which investigation shall afford the accused organization every right guaranteed by the due process clauses of the United States and Texas Constitutions) the institutional head determines that a solicitation is being conducted in a manner violative of this subsection, the institutional head shall prohibit the offending organization from solicitation on the campus for such period or periods of time as he shall determine to be appropriate and in the case of repeated violations of these solicitation rules, the institutional head may cancel the registered status of the offending organization.

(2) The students' association and each registered student organization shall, within 30 days following the end of each academic semester or summer session, file with the institutional head or his delegate a sworn statement fully and fairly disclosing the sources and amounts of money which

it obtained from solicitations (sales and contributions) on the campus during the preceding semester or summer session and fully and fairly disclosing the beneficiaries and amounts of the expenditures which it made during the preceding semester or summer session. A registered student organization which during a semester or summer session receives no money or thing of value other than from its own members need file only a sworn statement to that effect. Any organization failing to comply with the provisions of this paragraph shall be prohibited from solicitation on the campus until such organization places itself in compliance.

- 6.14 Use of Physical Facilities of the System by Registered Student, Faculty or Staff Organizations.--Registered student, faculty or staff organizations may use an institution's buildings and/or grounds in compliance with reasonable and nondiscriminatory institutional regulations that shall specify the procedures under which such organizations may reserve the institution's buildings and/or grounds for their use. Groups of students, faculty or staff who are not registered may not use the institution's buildings and/or grounds. Registered student, faculty or staff organizations may not enter into joint sponsorship of any on-campus project or program with individuals, groups, or students that are not registered.
- 6.15 Reasonable and nondiscriminatory regulations may be promulgated to authorize students and registered student organizations, under specified conditions, to petition, post signs, set up booths, and/or peacefully demonstrate on the campus. Such regulations shall prohibit any activity that would interfere with academic and institutional programs.
- 6.16 No person, whether or not a student or employee of a component institution, shall publicly distribute on the campus of any such institution any petition, handbill, or piece of literature that is obscene, vulgar, or libelous, or that advocates the deliberate violation of any federal, state, or local law.
- 6.17 No person, whether or not a student or employee of a component institution, shall post or carry any sign or poster that is obscene, vulgar, or libelous, or that advocates the deliberate violation of any federal, state, or local law.
- 6.18 No person, whether or not a student or employee of a component institution, shall install, occupy, or use on the campus of any such institution any booth, if the use

of the booth is wholly or partly for the distribution or dissemination of words or material that is obscene, vulgar, or libelous, or that advocates the deliberate violation of any federal, state, or local law. For the purpose of this provision, the word "booth" includes furniture, enclosure, and any other structure temporarily installed for distributing petitions, handbills, or literature, or for displaying signs, or for raising funds or soliciting tangible items.

6.2 The use of student center or student union facilities on the campus of each component institution shall be subject to reasonable and nondiscriminatory regulations as may be promulgated by that center's governing board and approved by the Dean of Students and the institutional head.

6.3 Extracurricular student, faculty or staff activities involving the use of System-owned buildings and grounds shall be conducted in accordance with local, state and national law and in accordance with the applicable System and institutional regulations. Such activities shall not disrupt or disturb the academic and institutional program and shall not result in damage to or defacement of property.

6.4 Identification Required.

(a) Pursuant to the authority conferred upon the Board of the System by Chapter 80, Acts of the 60th Legislature, Regular Session, 1967 (Section 51.209, Texas Education Code), and in order to protect the safety and welfare of students and employees of the component institutions of the System, and to protect the property of the System, it is hereby declared that it shall be unlawful for any person on any property either owned or controlled by the System or any component institution to refuse to identify himself to an institutional representative in response to a request. For the purpose of this subsection, a person identifies himself by: (1) giving his name and complete address; and (2) by stating truthfully whether or not he is a student at the institution and whether or not he is an employee of the institution.

(b) For the purpose of Subsection (a), an "institutional representative" is:

- (1) any member of the Board of the System;
- (2) any administrative officer of the System, including the Chancellor, the Executive Assistant to the Chancellor, the Assistant Chancellor for Planning, the Executive Director for Development, the Vice Chancellor for Academic Affairs, the Vice Chancellor

for Administration, the Vice Chancellor for Business Affairs, the Vice Chancellor for Health Affairs, the Vice Chancellor for Lands Management and General Counsel, the Executive Director for Investments and Trusts, the Comptroller, the Director of Facilities Planning and Construction, the Budget Director, the Associate General Counsel, the Director of Police, the System Personnel Director, the Director for Special Services, and the Director of Accounting;

- (3) any administrative officer of the component institution, including the institutional head, any assistant to the institutional head, any vice president, any Dean of Students, and any associate or assistant dean of students; and
 - (4) any attorney, peace officer, or security officer of the System or the institution.
- (c) Any person who refuses to identify himself fully in accordance with Subsection (a) is guilty of a misdemeanor and upon conviction is punishable by a fine of not more than \$200.
- (d) Any student who refuses to identify himself fully in accordance with Subsection (a) is, in addition to the penalty prescribed in Subsection (c), subject to discipline, including expulsion, by the institution.

6.5 Use of Grounds and Physical Facilities by Outside Groups, the System as a Joint Sponsor. -- Use of grounds and physical facilities of the System, especially auditoriums, gymnasiums, and large rooms, by outside individuals, groups or associations shall be subject to the following rules in which the "System" shall mean any component institution.

6.51 The System will not permit the unrestricted use by non-System groups of any of its facilities.

6.52 The System will not enter into joint sponsorship of any project or program that is to result in private gain for the cooperating individuals, group or associations.

6.53 The System, established as a public institution without regard to political affiliation or religious faith, cannot be a joint sponsor with any noncampus organization for political or sectarian gatherings. However, the appearance by or on behalf of a candidate for public office may be authorized under conditions prescribed by the Board in Section 7.2 of this Chapter.

6.54 Whenever non-System groups share in the use of System buildings, it must be upon the invitation of the System and under its joint sponsorship, and with the further understanding that all the conditions governing such sponsorship are to be set by the System.

- 6.55 The System, when entering into joint sponsorship of any program or activity, assumes full responsibility for all details and reserves the right to approve all copy for advertising, as well as news releases.
- 6.56 The System will not enter into joint sponsorship of any program or activity in which the educational implications are not self-evident and which does not directly supplement the educational purposes of the System.
- 6.57 It shall be understood that the availability of the System's facilities for functions other than the institution's own activities is strictly subject to the needs and the convenience of the System, which are always to have priority in the scheduling of facilities.
- 6.58 In the case of programs for which the System is a joint sponsor with some other individual, group or organization, the fee to be paid by the co-sponsor will be a matter for negotiation in each case and will be specified in the agreement providing for the joint sponsorship.
- 6.6 Notwithstanding any other provisions of this chapter, the chief administrative officer of a component institution may designate specific facilities of a component institution, such as special events centers, conference centers, concert halls, theaters, or auditoria, as Special Use Facilities. The chief administrative officer shall cause to be prepared and submitted for approval, as a part of the Handbook of Operating Procedures of the institution, appropriate rules and regulations for the reservation and use of such designated Special Use Facilities. Such rules and regulations must restrict the reservation and use of such facilities in accordance with the following:
- 6.61 Designation as a Special Use Facility shall not constitute the facility as a public facility open to use by non-University persons, groups, associations, or corporations on a first come, first served basis.
- 6.62 Priority in the reservation and use of Special Use Facilities shall be given to activities and events sponsored by the component institution that are in furtherance of and related to the educational, cultural, recreational, and athletic programs of the institution.
- 6.63 As a lower priority, the institutional rules and regulations may provide for reservation and use of Special Use Facilities by non-University individuals, groups, associations or corporations, without the necessity of joint sponsorship by the institution. The institution shall establish rates to be charged for the use of the facility that will, at a

minimum, insure recovery of that part of the operating cost of the facility attributable directly or indirectly to such non-University use. If the non-University user charges those attending an event any admission or registration fee, or accepts donations from those in attendance, the institution shall require the user to make a complete account of all funds collected and of the actual cost of the event. If the funds collected exceed the actual cost of the event, the non-University user shall be required to remit such excess funds to the institution as an additional charge for the use of the Special Use Facility.

- 6.64 Subject to all constitutional and statutory provisions relating to the use of state property or funds for religious or political purposes, and subject to Subsection 6.63, above, Special Use Facilities may be made available for religious and political conferences or conventions. Religious organizations applying for use of a Special Use Facility must submit written evidence from the Internal Revenue Service that the organization has been granted an exemption from taxation under Section 501 (c) (3) of Title 26 of the United States Code [Internal Revenue Code]. Political organizations applying for use of a Special Use Facility must present written evidence that the organization had candidates for either state, district, or local offices listed on the ballot at the last general election. A religious or political organization shall be permitted to use a Special Use Facility only one time during a calendar year.

Sec. 7. Speech and Assembly.

7.1 Freedom of inquiry and discussion are basic and essential to intellectual development. However, these freedoms must be exercised in a manner that does not intrude upon or interfere with the academic programs and administrative processes of the System. Each component institution may designate one or more appropriate "free speech" areas on the campus where students may assemble and engage in free speech activities without prior administrative approval. In the absence of the designation of such "free speech" areas, all speech and assembly activities must be conducted in accordance with the provisions of this Chapter and the rules and regulations of the component institution.

7.11 Students, faculty or staff who are candidates for public office or who wish to campaign on behalf of a particular candidate or candidates may engage in conduct in behalf of such candidacy in the designated "free speech" areas or in accordance with the provisions of Section 7.2 of this Chapter relating to off-campus speakers.

- 7.2 Off-Campus Speakers. --The Board has and reserves the right to regulate the presentation of guest speakers on the campus who are unaffiliated with the System or any component institution thereof (hereafter referred to as off-campus speakers).
- 7.21 Only registered student organizations, faculty or staff organizations, System-owned dormitories, and Student Government may present off-campus speakers on the campus.
- 7.22 The organization sponsoring an off-campus speaker has the responsibility of making clear the fact that the organization, not the institution, is extending the invitation to speak and that any views the speaker may express are his own and not necessarily those of the System or of any component institution.
- 7.23 An off-campus speaker is subject to all provisions of the Texas Civil Statutes.
- 7.24 Registered student organizations, faculty or staff organizations, University-owned dormitories, and Student Government may be permitted the use of System-owned facilities to present off-campus speakers on campus pursuant to the facilities' use regulations promulgated by the component institution and subject to the requirement that each component institution must submit to the System Administration for approval as a part of its institutional Handbook of Operating Procedures a copy of all applicable facilities' use regulations, and no facilities' use regulation shall have any force or effect until it has been approved by the Chancellor and the Vice Chancellor for Lands Management and General Counsel.
- 7.25 An application for the use of any System-owned facility must be made to the chief administrative officer, or his delegate, at least forty-eight hours before the time the event is scheduled to take place.
- 7.26 No person shall be permitted on any campus of the System to advocate or recommend, either orally or in writing, the conscious and deliberate violation of any federal, state, or local law.
- 7.27 No off-campus speaker who is to be paid from state funds as consideration for his or her speech shall be permitted to speak on the campus of any component institution of the System unless the university facility in which the speech is to be delivered will be open to the public, including members of the news media, who will be entitled to record, videotape, or telecast live portions of the speech. The provisions of this subdivision do not apply to classes, seminars, symposia, and conferences intended for the use and benefit of students, faculty, staff, and invited guests. No person

may in any way obstruct or lessen in any way the opportunity for the audience to take the fullest advantage of the speech, including the opportunity to see and hear the speaker during the entire speech.

Sec. 8. Off-Campus Student Housing.

8.1 Off-Campus Student Housing. --The component institutions of the System will not extend Approved Housing status to any student residential units except those directly operated by the System. Each student at a component institution will have free choice in the selection of his non-University-operated residential accommodations, subject to parietal rules.

Sec. 9. University Policy in Regard to Debts of Students.

9.1 Neither the System nor any component institution is responsible for debts contracted by individual students or by student organizations. On the other hand, all students and student organizations are expected to conduct themselves honorably in all commercial transactions. Neither the System nor any component institution will assume the role of a collection agency except for monies owed to the System or one of its component institutions, nor will the System nor any of its component institutions adjudicate disputes between students and creditors over the existence or the amounts of debts.

9.2 In the event of nonpayment to the System or one of its component institutions, one or more of the following actions may be taken: (a) a bar against readmission for the student, (b) withholding of the student's grades and official transcript, (c) withholding of a degree to which the student otherwise would be entitled.

Sec. 10. Anonymous Publications.

10.1 Anonymous publications are prohibited. Any student publishing or aiding in publishing, or circulating or aiding in circulating, any anonymous publication will be subject to discipline.

Sec. 11. Negotiations Prohibited.

11.1 Neither the institutional head nor the Chancellor, nor any representative of either of them when dealing with disruptive activities, shall negotiate or attempt to negotiate with any person or persons engaged in any disruptive activity on the campus of any component institution of the System. When such a situation arises, the

institutional head or the Chancellor, or any representative of either of them, shall take immediate action to utilize all lawful measures to halt and eliminate any and all such disruptive activities that come to their attention.

Sec. 12. Other Regulations Concerning Student Affairs are Reported in the Rules and Regulations of the Board, as follows:

Fellowships, Scholarships, and Loan Funds - Part Two, Chapter I, Sec. 3, p. I-2.

Tuition and Other Fees - Part Two, Chapter I, Sec. 5, p. I-5.

Policy Against Discrimination - Part Two, Chapter I, Sec. 7, p. I-5.

Auxiliary Enterprises - Part Two, Chapter X, Sec. 1-7, p. X-1.

Student Publications at The University of Texas at Austin - Part Two, Chapter X, Sec. 8, p. X-2.

The Texas Union at The University of Texas at Austin - Part Two, Chapter X, Sec. 9, p. X-8.

Employment of a Students Attorney - Part Two, Chapter X, Sec. 11, p. X-13.

CHAPTER VII

THE SYSTEM PRIVATE-FUND DEVELOPMENT AND FOUNDATIONS

Sec. 1. The System Private-Fund Development.

1.1 Responsibilities of the Board and Administrative Officials of the System in Private-Fund Development.

1.11 Among the most important responsibilities of the Board are those of establishing policies and procedures by which the developmental needs of the System and its component institutions can be determined and of directing vigorous efforts to attract private-fund support for meeting these needs.

1.12 The Chancellor is to serve as the Chief Executive Officer for Fund Development and as the agent of the Board for the discharge of development responsibilities. The Chancellor shall define for the Board, at periodic intervals, descriptions of current and future needs, as determined by the institutional heads and System Administration, taking into account such needs as each component institution development board may have recommended.

Sec. 2. The Development Board of a Component Institution for Private-Fund Development.

2.1 With the approval of the institutional head, the Chancellor, and the Board of Regents, any component institution may have a development board dedicated to its own unique interests. Such a development board is the agency responsible through the institutional head to the Chancellor, and through him to the Board of Regents, for all private-fund development for that component institution. Each component institution development board shall determine its development needs and shall direct the formulation of plans and the promotion of support for its programs.

2.2 Responsibilities and duties of the component institution development boards:

2.21 The component institution development board is the agency responsible to the institutional head of each

- institution for all private-fund development for that institution.
- 2.22 The component institution development board shall recommend through the institutional head and the Chancellor to the Board of Regents the approval of current and long-range policies which shall govern activities and responsibilities in cultivating and securing private funds for the institution.
- 2.23 The component institution development board shall have responsibility:
- 2.231 For studying and developing total development needs of the component institution.
- 2.232 For coordinating and formulating plans and actively promoting support for both current and long-range programs to meet the developmental needs of the component institution.
- 2.233 For developing gift possibilities not related to predetermined projects.
- 2.234 For periodic reports of progress to the institutional head and the Chancellor on the plans and programs of the component institution development board. It is expected that a continuing program of the component institution will include collection and dissemination of information regarding gifts and endowments.
- 2.235 At periodic intervals, the institutional head shall lay before his development board descriptions of current development needs.
- 2.3 Composition and Operation of the Component Institution Development Board:
- 2.31 The component institution development board shall consist of not more than 25 appointed members, and these shall be recommended and appointed by the institutional head of each component institution with prior specific written approval of the Chancellor and the Board of Regents. Initial appointments to the component institution development board shall draw lots providing for one-third of the total membership to serve for one, two, or three-year terms. All terms following the initial appointment of the board will be for a three-year term. All terms shall officially begin on September 1. At least one member shall be nominated by the ex-students' association of that institution. The institutional head and the Chancellor (or his delegate) shall be ex officio members with voting privileges. The component institution

development board will elect a Chairman and such other officers as are appropriate from among its membership.

2.4 General Policies of the Component Institution Development Boards:

- 2.41 A component institution development board shall seek to enlist the aid of numerous friends of the institution in fund-development efforts, and may establish such committees and other groups as seem desirable in carrying out its program.
- 2.42 A component institution development board shall serve the individual component institution of the System to coordinate and assist in the plans and programs of that component institution with consideration of development interests of all component institutions in the System.
- 2.43 A component institution development board will work closely with the internal foundations of the component institutions. No internal foundations shall be established or continued in existence except with the approval of the Chancellor and the Board of Regents. The institutional head of each component institution shall be responsible for stimulating, guiding, and assisting the component institution development board and internal foundations of the component institution he heads and he may require suitable annual reports from each. All such activities shall be coordinated through the office of the institutional head and the director of the component institution development board.
- 2.44 From time to time, special campaigns for specific objectives may be conducted, with or without the assistance of private fund-raising counsel. Such campaigns may originate upon recommendation by the Board of Regents, the Chancellor, the institutional head with the concurrence of the Chancellor, or the component institution development board. No such campaign shall be authorized or undertaken, however, until the Chancellor has advised the Board of Regents of his approval or disapproval and the campaign has been approved by the Board of Regents.
- 2.45 Notwithstanding the provisions hereof conferring authority upon and placing responsibility with the Chancellor for fund development and fund raising, it is understood that ex-students' associations of the System component institutions may engage in fund raising for their own support

through dues and payments for memberships, both annual and life. However, it is expected that no such ex-students' association will sponsor or participate in any other organized fund-raising effort without first consulting and advising with the institutional head and the Chancellor, and then receiving the approval of the Board of Regents.

2.5 Executive Office of a Component Institution Development Board:

2.51 Within the office of the institutional head there may be appointed by the institutional head, with the approval of the Chancellor, an executive director of the component institution development board. He is to be charged solely with fund-development activity, and subject to supervision, evaluation, and termination of employment by the institutional head.

2.52 The executive director of the component institution development board shall have such staff and such operating funds as shall be determined from time to time by budgets recommended by the institutional head, endorsed by the Chancellor, and adopted by the Board of Regents. Duties of staff members shall be established by the executive director.

2.6 Finances.--Financial support of the component institution development board and the executive director shall be provided exclusively by the budget of the institution. Such budgets will be made through established budgetary procedures. The Board of Regents may accept gifts designated for use by the component institution development board and may make such funds available for expenditure by said board.

Sec. 3. Foundations.--The following policies shall govern the creation and administration of foundations:

3.1 Internal Foundations:

3.11 The establishment of internal foundations shall be limited to teaching and research divisions of the component institutions of the System. This is not in any sense to be construed as excluding nonteaching and nonresearch divisions from seeking support from private sources through the component institution development boards as the authorized agencies for correlating all fund-raising activities.

3.12 The establishment of foundations for other than component institutions, colleges, or schools shall be limited to divisions and departments with respect to which it can be clearly demonstrated that there exists, actually or potentially, the support of a strong business or professional group, the activities of which will not be in substantial

conflict with the foundation which represents the school or college of which the division or department is a part. It is believed that divisions and departments which cannot meet these tests may effectively work as separate groups within the framework of the foundation which represents this school or college. The provisions now existing for the designation of special funds to be used for specific activities should continue within the framework of the various foundations. This opportunity to earmark funds obtained by specific groups should help to avoid stifling the interest and initiative of these groups.

- 3.13 Any foundation in addition to those now existing shall be authorized by the Board of Regents only after approval by the Chancellor.
- 3.14 The work of all internal foundations shall be considered a part of the work of the component institution development boards. It is the duty of the component institution development boards to cooperate with such foundations at all times and to stimulate their efforts by counsel, by personal contacts and by providing promotional materials. Further, the foundations shall report periodically to the Chancellor through the component institution development boards. Every effort should be made to permit a free range of initiative within the foundations, but activities should be in conformity with policies of the Board of Regents so as to permit maximum overall achievements in fund raising throughout the System.
- 3.15 There should be periodic reviews of the activities of each foundation to determine its effectiveness; and, if it is unproductive over a reasonable length of time, provisions should be made for its dissolution.
- 3.16 There shall be established, wherever practical, advisory councils to the foundations. The executive director of each component institution development board shall be an ex officio nonvoting member of each such advisory council.
- 3.17 The presently authorized internal foundations are:

<u>Foundation</u>	<u>Date Established</u>
<u>The University of Texas at Austin</u>	
John Charles Townes Foundation (School of Law)	1941
Pharmaceutical Foundation of the College of Pharmacy	1949

Fine Arts Foundation of the College of Fine Arts	1950
Architectural Foundation of the School of Architecture	1952
Genetics Foundation of the Zoology Department	1952
College of Business Administration Foundation	1953
The Psychological Research Foundation	1953
Geology Foundation	1953
Arts and Sciences Foundation	1955
Engineering Foundation	1955
College of Education Foundation*	1976
School of Social Work Foundation	1966
The Lyndon Baines Johnson School of Public Affairs Foundation, Inc. (Chartered)	1968
Communication Foundation of the School of Communication	1969
Graduate School of Library Science Foundation	1969
<u>University Cancer Foundation</u>	1951
<u>The University of Texas at Arlington Foundation</u>	1967
<u>The University of Texas Medical Branch at Galveston Foundation</u>	1967

*Formerly Teacher Education Foundation - 1956

<u>The University of Texas at El Paso Foundation</u>	1967
<u>The University of Texas Medical School at Houston</u>	
Houston Medical Foundation (Chartered)	1970
<u>The University of Texas System</u>	
Hogg Foundation for Mental Health	1940
The University of Texas Foundation, Inc. (Chartered)	1967
<u>The University of Texas at Dallas</u>	
The Aerospace Heritage Foundation, Inc.	1978

3.2 External Foundations

- 3.21 No component institution or department or school of a component institution of the System may accept or receive gifts or bequests from any external foundation (whether or not an authorized external foundation) until such gifts or bequests have been accepted and approved by the Board of Regents.
- 3.22 Wherever such external foundations now exist, the Board of Regents shall establish a working relationship with the officials of that foundation and coordinate their activities in such a way as to assure their conformity with the general policies of the Board of Regents.
- 3.23 The only presently authorized external foundations are:

Foundation

- Law School Foundation
- Texas Chest Foundation
- The Business School Foundation

CHAPTER VIII

MISCELLANEOUS

- Sec. 1. Naming of Buildings and Other Facilities. -- Buildings and other facilities (including laboratories and clinics) of the System and its component institutions shall not be named in honor of any person until such person shall have been dead at least five years and a nomination accompanied by reasons shall have been received by the Board from the institutional faculty; provided, however, that the Board may act without receiving a nomination from the institutional faculty when unusual circumstances justify such action and particularly when a substantial donation has been made toward the construction of the building or facility to be named.
- Sec. 2. Flags at Half Mast. -- Flags at any of the component institutions of the System shall be placed at half mast on the death of a Regent, the death of a member of the teaching or nonteaching staff, the death of a student in residence at the institution, or at such other times as may be deemed appropriate by the institutional head.
- Sec. 3. Medical and Hospital Services. -- No medical or hospital services shall be provided by any component institution of the System to any person without compensation or reimbursement to the System, except that in the case of hospitals operated by the System, which under the law are open to the general public, free or partly free medical and hospital services may be rendered to persons who are indigent and who are able to offer proof that they are not financially able to pay either all or any part of their hospital or medical expenses.

In the health components, full-time faculty in clinical services meeting the American Medical Association definitions of primary care may accept patients for acute or continuing, or both, care without referral by another physician or agency if the patients certify that they have no primary physicians. The patients are accepted for total and continuing care including the obligation to obtain the services of other physicians when indicated.

Upon the referral of a duly licensed physician, dentist, or governmental agency or for the purpose of preparing for testimony before any administrative or judicial tribunal, full-time faculty in nonprimary care clinical services may accept patients for examination, care and/or treatment. The referral source should be documented in the patient's records.

This referral policy shall not apply to patients with emergency conditions, or to employees or students of UT component institutions.

- Sec. 4. Institutions and Entities Composing the System. --The System is composed of the component institutions and entities set forth below in paragraphs 4.1 et seq.; and such other component institutions and activities as may from time to time be assigned to the governance, control, jurisdiction, or management of the Board of the System. To insure uniformity and consistence of usage throughout the System, the component institutions and their respective entities shall be listed in the following order and the following titles shall be used:

<u>Full Title</u>	<u>Short Title</u>
4.1 The University of Texas System Board of Regents, including The University of Texas Permanent University Fund	Board of Regents Permanent University Fund System Administration
4.2 The University of Texas System Administration	
4.3 The University of Texas at Arlington	U. T. Arlington
4.31 The University of Texas at Arlington School of Architecture and Environmental Design	
4.32 The University of Texas at Arlington College of Business	
4.33 The University of Texas at Arlington College of Engineering	
4.34 The University of Texas at Arlington College of Liberal Arts	
4.35 The University of Texas at Arlington School of Nursing	
4.36 The University of Texas at Arlington College of Science	
4.37 The University of Texas at Arlington School of Social Work	
4.38 The University of Texas at Arlington Graduate School	
4.39 The University of Texas at Arlington Institute of Urban Studies	Institute of Urban Studies
4.4 The University of Texas at Austin	U. T. Austin
4.41 The University of Texas at Austin School of Architecture	
4.42 The University of Texas at Austin College of Liberal Arts	

FEB 9 1979

2658

- 4.43 The University of Texas at Austin College of Natural Sciences
 - 4.44 The University of Texas at Austin College of Business Administration
 - 4.45 The University of Texas at Austin School of Communication
 - 4.46 The University of Texas at Austin College of Education
 - 4.47 The University of Texas at Austin College of Engineering
 - 4.48 The University of Texas at Austin College of Fine Arts
 - 4.49 The University of Texas at Austin School of Law
 - 4.4(10) The University of Texas at Austin Graduate School of Library Science
 - 4.4(11) The University of Texas at Austin School of Nursing
 - 4.4(12) The University of Texas at Austin College of Pharmacy
 - 4.4(13) The University of Texas at Austin Lyndon B. Johnson School of Public Affairs
 - 4.4(14) The University of Texas at Austin School of Social Work
 - 4.4(15) The University of Texas at Austin Graduate School
 - 4.4(16) The University of Texas at Austin Marine Science Institute
 - 4.4(17) The University of Texas at Austin McDonald Observatory at Mount Locke
- Marine Science Institute
McDonald Observatory
- U. T. Dallas
- 4.5 The University of Texas at Dallas
 - 4.51 The University of Texas at Dallas School of Arts and Humanities
 - 4.52 The University of Texas at Dallas School of General Studies
 - 4.53 The University of Texas at Dallas School of Human Development
 - 4.54 The University of Texas at Dallas School of Management and Administration

- 4.55 The University of Texas at Dallas School of Natural Sciences and Mathematics
- 4.56 The University of Texas at Dallas School of Social Sciences
- 4.57 The University of Texas at Dallas Callier Center for Communication Disorders

- 4.6 The University of Texas at El Paso U. T. El Paso
 - 4.61 The University of Texas at El Paso College of Business Administration
 - 4.62 The University of Texas at El Paso College of Education
 - 4.63 The University of Texas at El Paso College of Engineering
 - 4.64 The University of Texas at El Paso College of Liberal Arts
 - 4.65 The University of Texas at El Paso College of Nursing
 - 4.66 The University of Texas at El Paso College of Science
 - 4.67 The University of Texas at El Paso Graduate School

- 4.7 The University of Texas of the Permian Basin U. T. Permian Basin
 - 4.71 The University of Texas of the Permian Basin College of Arts and Education
 - 4.72 The University of Texas of the Permian Basin College of Management
 - 4.73 The University of Texas of the Permian Basin College of Science and Engineering

- 4.8 The University of Texas at San Antonio U. T. San Antonio
 - 4.81 The University of Texas at San Antonio College of Business
 - 4.82 The University of Texas at San Antonio College of Fine and Applied Arts
 - 4.83 The University of Texas at San Antonio College of

FEB 9 1979

Humanities and Social
Sciences

2660

- 4.84 The University of Texas at
San Antonio College of
Multidisciplinary Studies
- 4.85 The University of Texas at
San Antonio College of
Sciences and Mathematics
- 4.9 The University of Texas Institute of
Texan Cultures at San Antonio
- 4.(10) The University of Texas Health
Science Center at Dallas
- 4.(10)1 The University of Texas
Southwestern Medical
School at Dallas
- 4.(10)2 The University of Texas
Graduate School of
Biomedical Sciences
at Dallas
- 4.(10)3 The University of Texas
School of Allied Health
Sciences at Dallas
- 4.(11) The University of Texas Medical Branch
at Galveston
- 4.(11)1 The University of Texas
Medical School at
Galveston
- 4.(11)2 The University of Texas
Graduate School of
Biomedical Sciences
at Galveston
- 4.(11)3 The University of Texas
School of Allied Health
Sciences at Galveston
- 4.(11)4 The University of Texas
Marine Biomedical Insti-
tute at Galveston
- 4.(11)5 The University of Texas
Institute for the Medical
Humanities at Galveston
- 4.(11)6 The University of Texas
Hospitals at Galveston
- 4.(11)7 The University of Texas
School of Nursing at
Galveston
- Institute of
Texan Cultures
- Dallas Health
Science Center
Dallas Southwestern
Medical School
- Dallas G.S.B.S.
- Dallas Allied Health
Sciences School
- Galveston Medical
Branch
Galveston Medical
School
- Galveston G.S.B.S.
- Galveston Allied
Health Sciences
School
Marine Biomedical
Institute
- Galveston Medical
Humanities
Institute
Galveston Hospitals
- Galveston Nursing
School

FEB 9 1979

2661

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|---|---|
| 4.(12) The University of Texas Health Science Center at Houston | Houston Health Science Center |
| 4.(12)1 The University of Texas Medical School at Houston | Houston Medical School |
| 4.(12)2 The University of Texas Dental Branch at Houston | Houston Dental Branch |
| 4.(12)3 The University of Texas Graduate School of Biomedical Sciences at Houston | Houston G.S.B.S. |
| 4.(12)4 The University of Texas School of Allied Health Sciences at Houston | Houston Allied Health Sciences School |
| 4.(12)5 The University of Texas School of Public Health at Houston | Public Health School |
| 4.(12)6 The University of Texas Speech and Hearing Institute at Houston | Speech and Hearing Institute |
| 4.(12)7 The University of Texas School of Nursing at Houston | Houston Nursing School |
| 4.(13) The University of Texas Health Science Center at San Antonio | San Antonio Health Science Center |
| 4.(13)1 The University of Texas Medical School at San Antonio | San Antonio Medical School |
| 4.(13)2 The University of Texas Dental School at San Antonio | San Antonio Dental School |
| 4.(13)3 The University of Texas Graduate School of Biomedical Sciences at San Antonio | San Antonio G.S.B.S. |
| 4.(13)4 The University of Texas School of Allied Health Sciences at San Antonio | San Antonio Allied Health Sciences School |
| 4.(13)5 The University of Texas School of Nursing at San Antonio | San Antonio Nursing School |
| 4.(14) The University of Texas System Cancer Center | University Cancer Center |

FEB 9 1979

2662

4.(14)1 The University of Texas
M. D. Anderson Hospital
and Tumor Institute at
Houston

M. D. Anderson

4.(14)2 The University of Texas
Science Park

Science Park

4.(15) The University of Texas Health
Center at Tyler

Tyler Health
Center

CHAPTER IX

ENACTMENT AND AMENDMENT

Sec. 1. Repeal of Existing Rules in Conflict Herewith.

1.1 All rules, regulations, orders, and resolutions heretofore enacted by the Board which are in conflict with these Regents' Rules and Regulations are hereby repealed.

Sec. 2. Format for Rules.

2.1 The Regents' Rules and Regulations for the government of the System apply to and govern the Board and all employees and agencies directly under its control, the Chancellor, the System Administration of The University of Texas System, and the component institutions comprising The University of Texas System.

2.2 These Regents' Rules and Regulations are organized in two parts. Part One shall, in general, contain all rules and regulations other than those of a fiscal nature. Part Two shall consist, in general, of the fiscal rules and regulations of the Board.

Sec. 3. Official Copies.

3.1 The official copies of the Regents' Rules and Regulations and the Handbook of Operating Procedures for each component institution of the System shall be maintained on file in the Office of the Secretary to the Board.

3.2 Copies of these Regents' Rules and Regulations and of the Handbooks of Operating Procedures shall be furnished to members of the Board and such other persons and offices as the Board shall designate.

Sec. 4. Amendment of Rules and Regulations. --The Regents' Rules and Regulations may be added to or amended by a majority of all of the members of the Board at any regular meeting or at any special meeting called for that purpose.

Sec. 5. Distribution of Amendments. --After any change in these Regents' Rules and Regulations, the Secretary to the Board shall conform

FEB 9 1979

2664

the Official Copies and shall send corrected pages containing such changes for substitution in copies in the possession of members of the Board, administrative officers, or others on an official list in the Office of the Secretary to the Board.

IX-2

FEB 9 1979

RULES AND REGULATIONS

OF THE

BOARD OF REGENTS

OF

THE UNIVERSITY OF TEXAS SYSTEM

FOR THE GOVERNMENT OF

THE UNIVERSITY OF TEXAS SYSTEM

PART TWO

As Revised by the Board of Regents on December 1, 1978,
and as Amended on February 9, 1979

TABLE OF CONTENTS

<u>Chapter</u>		<u>Page</u>
General		
1.	Gifts to the System	I-1
2.	Acceptance of Small Gifts	I-2
3.	Fellowships, Scholarships, and Loan Funds	I-2
4.	Endowment of Academic Positions	I-3
5.	Tuition and Other Fees	I-5
6.	Fiscal Year	I-5
7.	Policy Against Discrimination	I-5
8.	General Admission Policy	I-5
9.	Admission of Nonresident Students	I-6
10.	Official Seal, Colors, Flag, and Mascot	I-6
11.	Appropriation Act Riders	I-7
Accounting, Auditing, Reporting, and Budgetary Control		
1.	Types of Funds	II-1
1.1	Current Funds	II-1
1.2	Loan Funds	II-1
1.3	Endowment and Similar Funds	II-2
1.4	Annuity and Life Income Funds	II-2
1.5	Plant Funds	II-2
1.6	Agency Funds	II-2
2.	Accounting	II-3
3.	Auditing	II-4
4.	Reporting	II-4
5.	Operating Budgets	II-5
6.	Legislative Budget Requests	II-6
Receipt, Custody, and Disbursement of Moneys; Absence from Usual and Regular Duties Including Travel		
1.	Receipts, Admission Tickets, and Charges	III-1
2.	Deposits with Institutional Business Office	III-2
3.	Deposits with the State Treasurer	III-2
4.	Local Institutional Funds	III-3
5.	Vouchers for Expenditures	III-3
6.	Cash Discounts	III-4
7.	Outstanding Checks	III-4
8.	Institutional Membership Dues	III-4
9.	Payrolls	III-4
10.	Absence from Usual and Regular Duties, Authorization for Absence, Including Travel, and Travel Expense Reimbursement	III-5
11.	Insurance on Money and Securities; Fidelity Bonds	III-9

Purchasing		
1.	Authority to Obligate Institutional Funds	IV-1
2.	Purchasing Ethics	IV-1
3.	Contacts with the State Board of Control	IV-2
4.	Purchases of Supplies and Equipment	IV-2
5.	Purchasing Procedures	IV-2
6.	Space Leases	IV-2
7.	Purchases from Employees	IV-3
Personnel		
1.	Classified Personnel	V-1
2.	General Personnel	V-4
2.1	Leave for Military Duty	V-4
2.2	Maternity Leave	V-4
2.3	Overtime	V-5
2.4	Patent Policy	V-5
3.	Certain Provisions in Current Appropriation Act	V-11
3.1	Use of Alcoholic Beverages	V-11
3.2	Advocating Overthrow of the Government	V-11
4.	Employee Training, Education, and Development	V-11
5.	Other Regulations Concerning Personnel	V-18
Staff Benefits		
1.	Teacher Retirement System	VI-1
2.	Optional Retirement Program	VI-4
3.	Tax Deferred Annuities	VI-6
4.	Group Hospitalization and Medical Benefit Plan	VI-6
5.	Group Term Life Insurance	VI-7
6.	Supplemental Cash Value Paid-Up at Age 65 Life Insurance Plan	VI-9
7.	Group Long Term Disability Income Insurance	VI-11
8.	Group Accident Insurance	VI-13
9.	Workers' Compensation Insurance	VI-13
10.	Unemployment Compensation Program	VI-16
11.	Social Security (Old Age and Survivors Insurance)	VI-20
12.	Deferred Compensation Plan	VI-21
13.	Premium Sharing	VI-21
14.	U. S. Savings Bonds	VI-21
Physical Properties		
1.	General Statement	VII-1
2.	Inventories	VII-1
3.	Motor Vehicles	VII-1
4.	Insurance on Property of the System	VII-2

	<u>Page</u>
5. Safe and Vault Combinations	VII-3
6. Police and Security Officers	VII-3
7. Telephones	VII-3
8. Disposal of Property of the System	VII-4
9. Transfer of Property	VII-4
10. Disposition of Abandoned and Unclaimed Personal Property.	VII-4
III Physical Plant Improvements	VIII-1
1. New Building Construction Exceeding \$50,000 per Project..	VIII-3
2. New Building Construction Less than \$50,000 per Project..	
3. Minor Repairs, Remodeling and Improvements other than Buildings	VIII-3
4. Major Repairs, Remodeling and Improvements other than Buildings	VIII-3
5. Professional Services	VIII-4
6. Constitutional and Legislative Restrictions	VIII-4
7. Modification of Bids	VIII-5
8. Institutional Building Advisory Committees	VIII-5
X Matters Relating to Investments, Trusts and Lands	
1. Authorizations re Sales, Assignments, Conveyances, Receipt of Property and Proxies	IX-1
2. Investment Policy for PUF	IX-2
3. Investment Policy for Trust and Special Funds	IX-7
4. Investment Policy for Common Trust Fund	IX-7
5. Staff Investment Committee	IX-7
6. Investment Advisory Committee	IX-8
7. Investment Transactions	IX-8
X Auxiliary Enterprises	X-1
1. Definition	X-1
2. Annual Budgets	X-1
3. Intercollegiate Athletic Departments	
4. Dormitories and Housing Facilities--Rentals, Related Policies and Rates	X-1
5. Rules and Regulations for Administration of Dormitories...	X-1
6. Meals and Lodging for Employees	X-1
7. Statutory Provisions Currently in Effect	X-2
8. Student Publications (U. T. Austin)	X-8
9. The Texas Union (U. T. Austin)	X-12
10. Intercollegiate Athletics Council for Men	X-13
11. Employment of a Students' Attorney	
XI Contracts and Grants for Research, Training, and Educational Services, Including Institutional Support Grants	XI-1

CHAPTER I

GENERAL

Sec. 1. Gifts to The University of Texas System.

- 1.1 The authority to accept gifts to the System or to any of the component institutions is vested in the Board.
- 1.2 Recommendations for the acceptance of gifts showing details as to value, form, stipulations regarding use, and provisions for custody and disbursement of funds shall be transmitted by the chief administrative officer to the Chancellor and by him, with recommendations, to the Board.
- 1.3 The authority to accept gifts to a component institution is delegated to the chief administrative officer when the gift is to a fund, foundation, or enterprise already approved by the Board or is a continuation of a series which has been previously approved by the Board. Each chief administrative officer is empowered to accept cash gifts to a component institution of the System of \$5,000 or less, within the policies of the Board and Legislature governing the acceptability of gifts, and to deposit such gifts to the appropriate accounts. All gifts (except those described in Subsection 1.4 below) shall be reported by the dockets of each component institution as prescribed by the Board.
- 1.4 A quarterly report of such gifts of \$5,000 or less showing name and address of donor, amount, purpose, and date of the gift shall be filed with the Board within thirty (30) days after August 31, November 30, February 28, and May 31 of each year. Such reports will summarize gifts of \$500 or less showing only total dollars and number of gifts.
- 1.5 Except as provided in the preceding sections, no member of the staff of any institution has the authority to accept gifts of money to the System or to any of its component institutions. Gifts to the component institutions of books or other objects of very small value and very obvious propriety, without conditions attached, may be accepted by individual members of the staffs provided these gifts are reported to the Board.

1.6 Neither the System nor any of its component institutions will accept a gift for the benefit of any designated student unless the donor is exempt from Federal Income Taxes as defined by the Commissioner of Internal Revenue.

1.7 The acceptance of gifts of real property is prohibited without prior express approval of the Legislature except for establishing scholarships, professorships, or other trusts for educational purposes, provided that such property will not thereafter require legislative appropriations for operation, maintenance, repair, or construction of buildings. (Current Appropriation Bill)

Sec. 2. Acceptance of Small Gifts. --The Board welcomes contributions, both large and small, in aid of the educational purposes of its various component institutions. Because of the high, and mounting, costs involved in the continued maintenance and servicing of individual accounts, practicality requires the establishment of policies with respect to the acceptance of gifts made for the establishment of permanent endowment funds. Accordingly, the following guidelines are hereby adopted with respect to the establishment hereafter of permanent endowment funds:

2.1 No gift of less than \$10,000 will be accepted as a separate permanent endowment.

2.2 All gifts are subject to the ensuing provisions:

2.21 Should the Board determine at any time that the fund is not of sufficient size, and has no foreseeable prospects of growing to sufficient size to justify the continuing costs of maintenance of such fund as a separate fund, then in the Board's discretion the principal of such fund may be expended for or otherwise devoted to the accomplishment, as near as may be possible, of the purposes for which the fund was established.

2.22 A permanent register of Memorial Gifts shall be maintained at each component institution to record gifts, or where the gift or donation is not specifically directed to a component, the register shall be maintained by System Administration.

Sec. 3. Fellowships, Scholarships, and Loan Funds.

3.1 After gifts for fellowships, scholarships, and loan funds have been accepted by the Board, as indicated previously, they are administered jointly by designated committees and the business office of each component institution.

- 3.2 In the case of scholarships and fellowships, the appropriate committee, or designated individual, receives applications, makes the necessary inquiries, and determines the award. The committee advises the institutional head of the award and he, in turn, approves and forwards the notice of award to the business office. Payments on scholarships and fellowships are made through the business office of the component institution.
- 3.3 In the case of loan funds, the appropriate committee or designated person receives applications for loans, makes the necessary inquiries, and approves or declines the original loan as well as all renewals and extensions. The chairman notifies the business office of the granting of loans, and all records including notes, cash, accounts and collections are thereafter handled by that office. The principal of loan funds is kept intact insofar as possible. The chairman of the awarding committee may be requested by the business office to assist in collection of past due interest or principal.

Sec. 4. Endowment of Academic Positions.

- 4.1 No endowment will be established or announced without prior approval of the Board, and no initial appointment of an individual will be made to an endowed academic position without prior approval by the Board via the Agenda. Subsequent successive appointments of the same individual to the same position may be approved via the Chancellor's Docket.
- 4.2 No negotiations or commitments implying the establishment of the endowment of an academic position will be undertaken by any faculty member or officer of the component institution until the proposal has been formally approved by the chief administrative officer.
- 4.3 Recommendations to the Board concerning acceptance of gifts for endowment of academic positions will be made through the Chancellor in the dockets of the several institutions or System Administration or in special reports by the Chancellor to the Board. Before the final action of the Board, such recommendations will be referred to the Land and Investment Committee as to fiscal arrangements and to the Academic and Developmental Affairs Committee as to policy.
- 4.4 The four categories of endowed and named academic positions are: Chairs, Professorships, Visiting Professorships, and

Lectureships, and requirements for same are:

- 4.41 Endowed Chairs. The endowed chair will be established with a minimum of \$500,000 or the equivalent in annual contributions arranged according to agreements recommended by the Chancellor and approved by the Board. Grants of \$400,000 already under contractual agreement for the future, bequests included in wills made prior to January 25, 1975, and other prior bona fide arrangements for \$400,000 endowment chairs are excepted in this regulation. The component institution will pay from its funds such amounts as are necessary to set the salary of the occupant at a level commensurate with his or her record, experience, and position in the faculty. The endowment will be used both for salary supplementation and for other professional support of the holder of the chair, including assistance in the holder's research.
- 4.42 Endowed Professorships. The endowed professorship will be established with a minimum of \$100,000 or the equivalent in annual contributions arranged according to agreements recommended by the Chancellor and approved by the Board. Income from endowment will be used chiefly to supplement the salary of the occupant of the professorship but will be available for other professional support, including assistance in the occupant's research.
- 4.43 Visiting Professorships. The endowment of the visiting professorship specifies that such positions must be funded with a minimum endowment of \$50,000. Such appointments will be given to distinguished scholars who are in temporary residence at the component while participating in planned academic programs.
- 4.44 Endowed Lectureships. The endowed lectureship will be established with a minimum of \$20,000 and within a range of \$20,000 and \$100,000, with the provision that all such lectureships for which bona fide arrangements are in negotiation are excluded from this regulation. The lectureship will be considered a temporary appointment, usually given to a visiting scholar during temporary residence at the institution where the lectureship is established. Other emoluments for such visiting lectureships may be provided the visiting scholar through regular budgetary procedures, but no visiting lecturer will be remunerated from two or more lectureship endowments.

- Sec. 5. Tuition and Other Fees. -- Tuition fees and other charges will be fixed as prescribed or as authorized by statute, and will be set out in the institutional catalogue.
- Sec. 6. Fiscal Year. -- The fiscal year of the System shall be September 1 through August 31.
- Sec. 7. Policy Against Discrimination. -- No person shall be excluded from participation in, denied the benefits of, or be subject to discrimination under, any program or activity sponsored or conducted by the System or any of its component institutions, on any basis prohibited by applicable law, including, but not limited to, race, color, national origin, religion, sex, or handicap.
- Sec. 8. General Admission Policy.
- 8.1 The System will make maximum use of its resources, subject to the limited enrollment policy of the Board, to admit and educate as many qualified students as possible, consistent with accreditation standards and consistent with maintaining a high quality of education. Neither the faculty nor students of any component institution will solicit or recruit for admission to that institution any person who cannot meet the usual academic requirements for admission to that institution. Other than for the exceptions set forth in the General Appropriation Act, no funds appropriated by the Legislature, including local institutional funds, may be expended for the recruitment of students, whether qualified or unqualified. However, this provision does not prohibit the distribution of informational literature about an institution or a particular program in appropriate schools or among economic or social groups which might have a special interest in a particular institution or educational program. Such information might focus upon, but need not be limited to, programs for which there is a state-wide need for graduates. Nor does it prohibit visits by students, faculty members, or administrators, upon request, with groups of high school or college students or other groups interested in information on higher education, a particular institution, or particular programs when such visits are supported by funds from gifts and bequests.
- 8.2 All Texas resident applicants to medical schools within the System shall be notified of their eligibility to apply to the State Rural Medical Education Board for financial assistance pursuant to Article 4498(c), Vernon's Civil Statutes. Article 4498(c) authorizes the Rural Medical Education Board to make loans, grants or scholarships to medical students who are contractually obligated to practice medicine in rural areas of the State. The

notification will also inform applicants that they may seek financial assistance from the State Rural Medical Education Board at any time during medical school should they subsequently determine that they desire to enter the practice of medicine in a rural area. The fact that an applicant has contracted for a loan, grant or scholarship from the State Rural Medical Education Board will be considered by the admissions committee in the overall consideration of the applicant.

Sec. 9. Admission of Nonresident Students. --No nonresident of the State of Texas shall be enrolled as a new or transfer student in any school, college, or degree-granting program at any component institution of the System when all of the three following conditions occur: (1) when there is a limitation on the number of students that will be enrolled in the class of which such nonresident would be a member if he were enrolled; (2) when the result of enrolling such nonresident would be to increase to greater than 10% the percentage of non-residents enrolled in the class of which such nonresident would be a member if he were enrolled; and (3) when at the time of the proposed enrollment of such nonresident, admission to the school, college, or degree-granting program is being denied to one or more Texas residents who have applied for admission and who reasonably demonstrate that they are probably capable of doing the quality of work that is necessary to obtain the usual degree awarded by the school, college, or degree-granting program.

Sec. 10. Official Seal, Colors, Flag, and Mascot.

10.1 The official seal of the System shall be the seal held in the custody of the Secretary to the Board on which shall be inscribed "Seal of The University of Texas." The official seal of each component institution shall consist of the System seal with such heraldic variations as may be approved by the Board upon recommendation of the head of the component institution and the Chancellor. This official seal shall be used for the purpose of certifying diplomas, official transcripts for students and for such other official purposes as may be approved by the Board, by System Administration, or by the chief administrative officer of a component institution. Provided, however, that if any component institution has previously adopted and presently uses an institutional seal, such component institution may continue to use such seal in lieu of the seal hereby provided for. Provided further, however, no component institution shall use as its official seal that seal approved herein as the official seal of the System, unless the full title of the institution as designated in the Rules and Regulations of the Board, Part One, Chapter VIII, Section 4, is also used as an integral part of the seal.

FEB 9 1979

2674

- 10.2 The official colors for the System shall be orange and white; provided, however, that a component institution may adopt other colors to be used only in connection with athletic activities of the institution when approved by the Board upon recommendation of the chief administrative officer of the component institution and the Chancellor.
- 10.3 The Texas State Flag shall be designated as the official flag of the System, and the official flag of each component institution shall be the Texas State Flag with a streamer with the official name of the component institution in white letters on an orange field. No component institution shall have or display as its official flag or as a flag representative or symbolic of the institution any other flag.
- 10.4 Each component institution may adopt a theme and a mascot to be used in connection with athletic activities, provided same is approved by the Board upon recommendation of the chief administrative officer of the component institution and the Chancellor.
- Sec. 11. Appropriation Act Riders. --The System will comply with the provisions of the current General Appropriation Act insofar as applicable.

CHAPTER II

ACCOUNTING, AUDITING, REPORTING, AND BUDGETARY CONTROL

Sec. 1. Types of Funds.

1.1 Current Funds.

1.11 General. --General Funds are those unrestricted operating funds which are available for any purpose. Such funds are expended in accordance with the budgets and appropriations approved by the Board. General Funds balances shall not be reappropriated from one fiscal year to another unless specific approval is given by the Chancellor and the Board.

1.12 Auxiliary Enterprises. --Auxiliary Enterprises Funds are those funds set aside for operating entities which exist to furnish specified services to students, faculty, or staff, and which charge fees that are directly related to the cost of the service.

1.13 Designated. --Designated Current Funds are those funds designated for special activities by the System. The income and expenditures are ordinarily related to a particular department. Expenditures follow the same programs as are found in the General and Restricted Current Funds. Such funds are subject to the same budgetary restrictions as General Funds although balances are automatically reappropriated at the end of each fiscal year.

1.14 Restricted. --Restricted Current Funds are those received from federal and local governments, state agencies, individuals, foundations, corporations, etc., or income derived from endowments, to be used only for a particular purpose or project, specified by the donor, such as research, conferences, scholarships, fellowships, etc. The period of use is usually designated in the agreement approved by the Board. The accounting for the funds will be on the accrual basis; however, in financial reporting, the amounts reported as revenues are limited to the expenditures. Unless otherwise specified, balances are automatically reappropriated at the end of each fiscal year.

1.2 Loan Funds. --Those funds that have been set aside for loans to be granted to students, faculty, or staff, including interest earned thereon.

- 1.3 Endowment and Similar Funds.
- 1.31 Endowment Funds. --Those funds that donors have stipulated, as a condition of gift, that the principal is to be maintained inviolate in perpetuity, or in the case of "term" endowments to be maintained inviolate for a specified term. All endowment funds are administered by the Office of Investments and Trusts of System Administration as provided in Part Two, Chapter IX of these Rules and Regulations.
- 1.32 Quasi-endowment Funds. --Funds functioning as endowment as a result of determination by the Board that they are to be retained and invested. All quasi-endowment funds are administered by the Office of Investments and Trusts of System Administration as provided in Part Two, Chapter IX of these Rules and Regulations.
- 1.4 Annuity and Life Income Funds. --Those funds acquired by the System subject to annuity contracts, living trust agreements, or gifts and bequests reserving life income to one or more beneficiaries. Such funds shall be administered by the Office of Investments and Trusts of System Administration.
- 1.5 Plant Funds.
- 1.51 Unexpended Plant Funds. --Funds specified by the Board or by external sources for the acquisition, construction, or improvement of physical properties to be used for institutional purposes.
- 1.52 Renewals and Replacement Funds. --Funds specified by the Board or by external sources to be used for the renewal and replacement of plant fund assets. A regular source for such funds shall be the portion of indirect cost allowances represented by use charges on buildings, other improvements and equipment allocated to sponsored programs. (See also Part Two, Chapter XI, Section 7.)
- 1.53 Retirement of Indebtedness Funds. --Funds specified by the Board or by external sources to be set aside to meet debt service charges and the retirement of indebtedness on institutional plant assets. All such funds shall be administered by the Office of Investments and Trusts of System Administration.
- 1.54 Investment in Plant Funds. --Funds invested in physical properties to be used for institutional purposes.
- 1.6 Agency Funds. --Those funds received and held by the System as custodian or fiscal agent for others. Agency funds shall be expended in accordance with the limitations of the agency agreement.

Sec. 2. Accounting.

- 2.1 The financial records of the System shall be kept as nearly as practicable in accordance with the recommendations set forth in "College and University Business Administration, Third Edition," (1974) published by the National Association of College and University Business Officers. Where those recommendations conflict with statutes or with regulations of the Coordinating Board, Texas College and University System, the latter shall be controlling.
- 2.2 All accounting records and procedures shall be subject to the approval of the chief business officer and the Vice Chancellor for Business Affairs or his delegate.
- 2.3 The business office of each component institution shall be the central office for accounting control for all financial transactions of the institutions. The chief business officer shall confer with departmental and administrative officials and instruct them concerning the records of financial transactions to be kept by the departments, as indicated in the next subsection.
- 2.4 Each person directly responsible for a department or other administrative unit (hereinafter call "department head") shall keep an account of funds and property for which he is responsible, as detailed as necessary to supplement the business office records.
- 2.5 All expenditures must be in accordance with the approved institutional operating budget.
- 2.6 Statements of department or other administrative unit accounts shall be prepared monthly by the business office and shall be sent periodically to the department heads who will compare their records with those of the business office and report any differences promptly to the business office.
- 2.7 A person in each department or other administrative unit may be designated by the department head, with the approval of the chief business officer, to sign vouchers, requisitions, etc., in the absence of the department head. These designations shall expire upon receipt of notification by the accounting office in writing from the department head or upon termination or transfer of the designee from the department.

Sec. 3. Auditing.

- 3.1 The chief business officer is initially responsible for the preaudit of all business transactions as a part of the regular accounting procedures of the business office and consistent with the system of internal control.
- 3.2 Postauditing shall be regularly performed with formalized audit programs developed by the chief business officer and the System Comptroller. Each institution is expected to maintain an internal audit staff to perform the basic post-audit functions and to augment the work of the System Comptroller's staff and the State Auditor, unless otherwise exempt from this requirement by the Vice Chancellor for Business Affairs.
- 3.3 The audit staff of the System Comptroller shall review and/or conduct postaudits of business activities at the component institutions. Such audits shall be conducted in accordance with accepted auditing standards, including necessary tests of the records. Written reports will be prepared for all such audits, calling attention to transactions which may not be in accord with legal requirements, System and institutional accounting principles, policies and regulations. The audit staff shall recommend corrective measures and procedures when appropriate.
- 3.4 The audit staff of the System Comptroller, in addition to the above duties, shall review the internal audit programs of the component institutions, and shall conduct procedural studies and make recommendations for effective, and insofar as practical, uniform systems of accounting and reporting for all component institutions of the System.
- 3.5 The State Auditor, under State law, is responsible for the external audits of the books of the System.

Sec. 4. Reporting.

- 4.1 All financial reports shall be prepared in accordance with the provisions of the statutes, official directives of the Coordinating Board, Texas College and University System, and directives of the Board, and in conformity with the manual, "College and University Business Administration, Third Edition," (1974) referred to above. The reports shall be prepared by the chief business officer and approved by the System Comptroller.

- 4.2 Two reports, both of which shall be prepared under the direction of the chief business officer and the System Comptroller, shall be prepared annually:
- 4.21 Annual Financial Report. --As required by law, printed financial reports, in the format recommended in "College and University Business Administration, Third Edition," (1974), or its successor publication, shall be filed with the Coordinating Board, Texas College and University System and other State offices as specified by law.
- 4.22 Salary Payment Report. --On or before December 31, each year, an itemized report in format prescribed by System Administration shall be prepared of salaries and wages paid all employees for services during the preceding fiscal year out of any funds from any source or character under the control and/or custody of the Board, listing for each employee the total amount paid from each source during the twelve months of the fiscal year, the title of the position held or kind of service rendered. Copies of this report shall be furnished the Secretary to the Board, the System Budget Director, and the System Comptroller.
- 4.3 Monthly financial reports, in the form prescribed by the System Comptroller, shall be prepared by each institutional chief business officer and distributed to the chief administrative officer, the Secretary to the Board, the System Budget Director, and the System Comptroller. Copies of such monthly reports, verified under oath, shall be furnished semiannually to the Governor.

Sec. 5. Operating Budgets.

- 5.1 Operating Budgets for all the component institutions shall be approved annually by the Board within the budget estimates of income prepared by the chief business officer and the chief administrative officer and approved by the Chancellor.
- 5.2 General policies for the budget preparation shall be recommended by the Chancellor to the Board and shall be followed in preparing the budgets. Instructions for details of budget preparation shall be furnished to the chief administrative officers by System Administration.
- 5.3 The institutional chief administrative officer shall issue local instructions and shall furnish forms to the budget-recommending officials. Their recommendations for salaries, maintenance and operation, equipment, travel, and other pertinent items shall be reviewed by the chief administrative officer. The budget as finally recommended by the chief administrative officer shall be forwarded to the Chancellor for further review and recommendation to the Board.

- 5.4 Rules and procedures for budget administration shall be prepared by System Administration, approved by the Board, and shall be included in the completed budgets.
- 5.5 A copy of each budget, and any subsequent amendment thereto, shall be filed by the Secretary to the Board with the Legislative Reference Library to be available for public inspection, and also with such other State offices as required by law.

Sec. 6. Legislative Budget Requests.

- 6.1 Legislative budget requests, biennial or otherwise, as may be required shall be submitted to the Coordinating Board, Texas College and University System, to the Legislative Budget Board, and to the Executive Budget Office in the form and at the time prescribed.
- 6.2 These legislative budget requests shall be prepared in conformity with the same general procedures, as outlined above in Section 5, for the annual budgets in the following sequence:
 - 6.21 Approval of budget request writing policies by the Board upon recommendation of the Chancellor.
 - 6.22 Preparation of a recommended budget request of expenditures by the chief administrative officer in conformity with these policies.
 - 6.23 Approval of the completed budget request by the Chancellor and the Board.

CHAPTER III

RECEIPT, CUSTODY, AND DISBURSEMENT OF MONEYS; ABSENCE
FROM USUAL AND REGULAR DUTIES INCLUDING TRAVELSec. 1. Receipts, Admission Tickets, and Charges.

- 1.1 No department, division, or individual staff member is authorized to receive money in the name of a component institution of the System unless authorized by the chief business officer and chief administrative officer.
- 1.2 An official receipt in the form prescribed by the chief business officer shall be issued to payors for all moneys received unless the chief business officer has specifically authorized exceptions for certain types of collections.
- 1.3 All moneys received shall be recorded and handled under appropriate internal accounting controls.
- 1.4 Admission tickets, including complimentary tickets, shall have the price of admission indicated thereon, and all such tickets shall be prenumbered, except for certain events where the section, row, and seat number are shown. Admission tickets and coupon books shall be purchased for delivery to the institutional business office and issued to the department concerned. Unused tickets or books shall be returned along with a prescribed ticket report to the business office within 30 days from the date of the event, and a list showing the names of all persons receiving complimentary tickets shall be a part of the prescribed ticket report.
- 1.5 All unpaid (including complimentary, free, or discounted) charges for sales or service of auxiliary enterprises, organized activities, or service departments or similar activities shall be reported to and recorded by the chief business officer or his delegate under appropriate internal accounting controls. A list or other documentation showing the authorization and names of all persons receiving complimentary, free, or discounted goods or services and the values thereof shall be furnished the business office within 30 days from the date such goods were issued or such services were rendered by any auxiliary enterprise, organized activity, or service department or similar activity.

- 2.1 Money received by all departments from all sources shall be deposited, using an official form, in the institutional business office, unless depositing directly to a special bank account has been specifically authorized by the System Comptroller. The deposits shall be daily if the receipts are \$50 or more, and weekly even if the accumulation is less than \$50. Except for mail deposits authorized under Subsections 2.11 and 2.12, the deposit shall be made in person by a departmental representative to whom an official receipt is issued.
 - 2.11 Mail deposits by on campus departments are authorized if the amount of each deposit is less than \$100 and does not contain cash (currency).
 - 2.12 Mail deposits by off campus activities are authorized if such deposit does not contain cash (currency).
- 2.2 Departments or activities mailing deposits shall maintain adequate record of such deposits, including detailed description of negotiable instruments.
- 2.3 Cash overages or shortages shall be reported to the business office with each deposit. Cash overages shall be deposited in the business office.
- 2.4 Petty cash funds shall be provided only on approval of, and by arrangement of, the department with the chief business officer. Special petty cash fund bank accounts may be established only with the approval of the System Comptroller.

Sec. 3. Deposits with the State Treasurer.

- 3.1 The statutes and the current appropriation act require that all cash receipts of the general academic teaching institutions be deposited in the State Treasury with the exception of those from auxiliary enterprises, noninstructional services, matriculation fees collected in lieu of student activity fees, agency and restricted funds, endowment funds, student loan funds, and Constitutional College Building Amendment Funds.
- 3.2 Institutional receipts required to be deposited in the State Treasury shall be so deposited in the manner prescribed in the statutes and the current appropriation act.
- 3.3 Component institutions of the System are authorized by the current appropriation act to establish Revolving Funds under certain prescribed procedures to facilitate the payment of nominal expenses and to pay bills within cash discount periods, as well as for regular monthly payrolls, weekly, and special

payrolls. Such Revolving Funds are authorized, subject to approval of the System Comptroller.

Sec. 4. Local Institutional Funds.

- 4.1 All local income not required to be deposited in the State Treasury must by law be deposited in official depository banks for safekeeping.
- 4.11 Depository agreements with official depository banks shall be negotiated, as necessary, by the System Comptroller with those banks approved by the Board and in accordance with the then current policies of the Board. Such depository agreements shall be executed by the Chairman of the Board.
- 4.12 Requests for authorized signatures, or changes thereto, for bank accounts maintained in all depository banks, shall be forwarded to the System Comptroller, who, after review and approval, shall refer such requests to the Vice Chancellor for Business Affairs for notification of the banks concerned.
- 4.2 Depository banks selected shall furnish adequate surety bonds or securities to assure safety of these funds. Local funds shall be deposited in the depository banks as soon as possible, but in no event later than seven days from the date of collection. Demand deposits and time deposits will be maintained in accordance with the current policies of the Board.
- 4.3 The Board and the chief administrative officers may not, by law, borrow money from any person, firm, or corporation to be repaid from local funds except as specifically authorized by the Legislature.
- 4.4 Interest on Time Deposits. --As permitted by statute, interest received from depository banks for funds on time deposit shall be credited to appropriate accounts in either general funds or trust funds in relationship to the sources of balances on time deposit, provided that disposition of such earning was not specified by the grantor. Interest received from Current Restricted funds (Trust Funds) time deposits shall be subject to further appropriation or transfer by the Board for any lawful purpose.

Sec. 5. Vouchers for Expenditures.

- 5.1 Properly approved and fully supported vouchers are the authorization for cash disbursements.
- 5.11 The Chairman of the Board or his delegate or the chief

administrative officer or his delegate must approve all vouchers. One of these delegates shall be the chief business officer who shall select the other delegates from his staff. Such approval is based upon satisfactory supporting documentation evidencing that goods or services were properly ordered, that the vendor has submitted invoice and certification, and that the goods or services have been received by the institution and are acceptable to the requisitioning department.

5.2 Appropriate internal accounting controls shall be exercised over the vouchering and disbursement procedures.

5.21 To the extent that centralized receiving facilities are available, delivery of all purchased supplies, materials, and equipment should be received at a centralized location under the direction of the chief business officer.

5.22 Vouchers should be prepared centrally in the business offices of those component institutions having centralized receiving operations.

5.3 Vouchers are to be coded in the business offices within the approved expenditure codes, and if payable by warrant drawn by the State Treasurer, with the proper expenditure classifications furnished by the State Comptroller, as well as complying with other current requirements of the State Comptroller and the State Board of Control.

Sec. 6. Cash Discounts. --The accounting procedures should be designed to assure realization of advantageous cash discounts allowed by vendors.

Sec. 7. Outstanding Checks. --Outstanding checks shall be carried on the official accounting records for the two fiscal years following the year in which they are issued.

Sec. 8. Institutional Membership Dues. --General funds of the System may be used to pay membership fees only in educational, scientific, or other associations, in which the System, or a component institution thereof, is an institutional member, with memberships approved by the chief administrative officers. Such other approvals as may be required by law shall also be secured.

Sec. 9. Payrolls.

9.1 There are three general types of payrolls, those for (1) regular monthly salaried employees; (2) weekly salaried employees; and (3) hourly salaried employees.

- 9.2 All payrolls shall be prepared or verified in the business office from regular budgets, appointment documents, authorizations, time cards, or other documentation, and approved by the chief business officer or a person designated by him.
- 9.3 If payment for regular salaried employees is for less than a month, the salary calculated shall be figured proportionately on the basis of the actual number of working hours in such month.
- 9.4 Deductions for income tax, retirement, social security, and programs authorized by the Board, such as group insurance, are made where applicable on all payrolls.
- 9.5 Dates for distribution of salary checks vary at the component institutions and will be announced by the respective business offices.

Sec. 10. Absence from Usual and Regular Duties, Authorization for Absence, Including Travel, and Travel Expense Reimbursement.

- 10.1 Approvals of travel shall not be routine or perfunctory, but shall be made only after the chief administrative officer or his authorized representative have carefully examined the purpose and need for each trip with a view to the economic and effective utilization of all travel funds.
- 10.2 Approvals of travel by the chief administrative officer or his authorized representative shall be made only:
- 10.21 When such travel is on state business, which shall include among other purposes, the formal presentation of original research by an employee before a national, international, regional, or state learned society; and
- 10.22 When appropriate provisions are made to carry on the duties of the absent person without additional expense to the institution.
- 10.3 Authorization for Absence for Staff Members Whose Regular Duties Do Not Require Travel. -- Authorization for absence from usual and regular duties, including travel from the city or town where the officer or employee is regularly stationed, will be granted by the Board, or by the administrative officer as hereinafter delegated by the Board, only in advance, as follows:
- 10.31 Requests for authorization to be absent for a period not in excess of two weeks (fourteen calendar days) shall be transmitted through proper administrative channels to the chief administrative officer of the component institution for approval.

- 10.32 Requests for authorization to be absent for a period in excess of two weeks, but not in excess of twenty-nine days, including travel on official business, shall be transmitted through proper administrative channels to the Chancellor for approval prior to such absence.
- 10.33 Requests for authorization to be absent for a period in excess of twenty-nine days, (excluding holidays approved by the Board), including travel on official business, shall be transmitted through proper administrative channels to the Chancellor for approval prior to such absence. Such approvals are to be reported in the regular dockets of the institutions affected.
- 10.34 Requests for authorization to be absent by the administrative officers and staff of System Administration shall be approved by the Chancellor.
- 10.35 Any travel that contemplates reimbursement from funds appropriated by the Legislature for travel expenses incurred must have the advance written approval of the Governor, with the exception of travel to, in, and from the several states, United States possessions, Mexico, and Canada.
- 10.36 In lieu of any of the delegations of authority to approve absence from usual and regular duties, including official travel, specified in the above subsections, the Chancellor may exercise such authority.
- 10.37 The chief administrative officers of the component institutions shall keep records of all approved absences which shall be available for review by the Chancellor and the Board, or their delegate.
- 10.4 Travel Expense Reimbursements.
- 10.41 Travel expenses shall be reimbursed only from funds appropriated or authorized for travel. The chief administrative officers shall plan the travel of all employees under their authority to achieve maximum economy and efficiency.
- 10.411 Each travel voucher submitted for reimbursement shall include such a description as to identify persons or places contacted and/or the nature of the official business of the State performed within the legal responsibilities of the institution. When recruiting of faculty and staff is involved, names of persons contacted are required.
- 10.412 In submitting travel vouchers for payment from funds in the State Treasury, component institutions should recognize the regulations of the State Comptroller with respect to such claims.

- 10.42 Travel vouchers for reimbursement of all official travel authorized pursuant to the foregoing provisions shall be approved and signed as follows:
- 10.421 System Administration. --Reimbursement for all travel by employees of the System Administration shall be approved either by the Chancellor or his delegate, or the Director of Accounting or Assistant Director of Accounting of The University of Texas at Austin.
- 10.422 Component Institutions. --Reimbursement for all travel by employees of the component institutions shall be approved either by the Chancellor or by the institutional administrative officers designated below:
 chief administrative officer or chief business officer or other senior administrative or fiscal officers as may be delegated in writing by the chief administrative officer and the chief business officer. Such delegations shall be approved by the Chancellor and filed with the Secretary to the Board and the State Comptroller of Public Accounts, together with the names of the individuals occupying the positions named.
- 10.43 Allowances for Meals and Lodging (including Per Diem), Transportation and Related Expenses. --Provisions of the applicable current appropriations act and the Travel Regulations Act of 1959 (Article 6823a VTCS), as amended, shall govern such allowances.
- 10.431 Exceptions to Per Diem Allowance. --
- 10.4311 Chief administrative officers shall be reimbursed for their actual meals, lodging, and incidental expenses (exclusive of expenses related to motor vehicles for which transportation is paid) when traveling on official business either in or out of state.
- 10.4312 Partial Per Diem Allowance for Meals and Lodging. --An employee who is traveling on official University business for a continuous period of a minimum of six (6) hours but less than twenty-four (24) hours which does not involve over-night stay will be reimbursed a partial per diem for meals in lieu of actual expenses, for both in-state and out-of-state travel. System Administration shall prescribe

such reimbursement within the limitations established by the current appropriations act.

- 10.4313 In addition to employees, these provisions apply to reimbursement of travel expenses for prospective employees as provided in the statutes.
- 10.432 Reimbursement for Dues or Membership Fees.-- Reimbursement will not be allowed for dues or membership fees incurred in joining or attending any type of organization or association unless the membership is in the name of the State of Texas and/or the System or a component institution thereof. Such dues or membership fees will not normally be included for reimbursement on a travel claim, but will be separately approved and paid. (See Section 8.)
- 10.44 Special Exceptions to Foregoing Travel Provisions.-- The foregoing provisions apply to all employees and all funds but employees may elect to take advantage of the specific exceptions authorized below:
- 10.441 Contracts.--Travel allowances under research or other contracts, which are 100 percent reimbursable, will follow the terms of the contract, and in the absence of specifications the travel rules and regulations covering payments from gifts, grants, and designated funds will apply.
- 10.442 Gifts, Grants, and Designated Funds.-- Reimbursement of travel expenses paid from Gifts, Grants, and Designated Funds will be as follows:
- (a) For grants from or derived from Federal or State agencies, travel allowances shall be paid as specified in the foregoing provisions.
 - (b) For other gifts, grants, trust or designated fund travel allowances may be for actual expenses for meals, lodging and airport parking, not to exceed \$40 per day. The transportation allowances will be as specified in the foregoing provisions.
- The provisions of both (a) and (b) above are subject to the terms, provisions and conditions of the particular gifts, grants, or funds involved. Further exceptions to these provisions may be in accordance with specific authorization by the Board with certain designated funds. Likewise, when anticipated living costs are unusually low for those engaged in travel, the person authorizing

the travel may reduce the allowance for all or any part of the travel, provided that the employee shall be notified of such reduced allowance before being allowed to incur any expense. When not otherwise prohibited by the terms of the gift or grant, employees may also be reimbursed for required registration fees or similar expenses incurred in attending meetings of organizations or associations. Receipts for lodging, registration fees, or similar expenses shall be obtained and attached to the expense voucher. Project Directors, Principal Investigators, Departmental Chairmen, or other authorized personnel under a gift or grant who travel in their personally owned airplanes on necessary official business may be reimbursed at the rate of twenty-three cents (23¢) per highway mile for in-state travel. The same rate shall apply to out-of-state travel, subject to the limitation that the mileage reimbursement shall not exceed the amount equal to the number of persons flying by private plane times the lowest available airline fare.

- 10.443 Intercollegiate Athletics. --Actual expenses will be paid at no per diem limit, provided such expenditures in the amount of \$4.00 or more are supported by signed receipts.
- 10.45 Travel Advances. --As provided by statute, the System, including component institutions may establish procedures for making advances for travel expenses incurred by employees in the exercise of their official duties. Any such procedures established shall be in accordance with the statute, based on guidelines provided by the State Comptroller, and provide for prompt recovery of any such advances.
- 10.46 Institutional Travel Regulations. --Component institutions shall issue institutional travel regulations to implement the provision of this Section 10.4 for guidance of all personnel concerned. Copies of all such regulations shall be filed with the System Comptroller, who shall also issue clarifying instructions as appropriate.

Sec. 11. Insurance on Money and Securities; Fidelity Bonds.

- 11.1 Insurance on Money and Securities. --As approved by the Board, the System carries a blanket System-wide policy insuring against loss of money or securities at any of the component institutions. The premium paid by each institution is separately computed and is based on the coverage applicable at each institution. At

the time any loss occurs at any institution, the Vice Chancellor for Business Affairs shall be notified by the appropriate chief business officer and shall approve all loss claims and settlements. Any settlement over \$2,000 and under \$10,000 shall be reported to the Board for ratification. Settlements in the amount of \$10,000 or more must have the approval of the Board. Money and securities coverage may be combined with the blanket position fidelity bond.

11.2 Fidelity Bonds.

- 11.21 As approved by the Board, the System shall carry a blanket position (fidelity) bond that shall cover employees of all component institutions. All employees shall be covered in the amount of not less than \$5,000 each. For total coverage in excess of \$10,000, approval of the State Auditor is necessary.
- 11.22 The Secretary of State and the State Comptroller of Public Accounts shall be each furnished with an original of the bond.
- 11.23 The premium for the bond is prorated to the component institutions on the basis of the number of employees covered for which a premium charge is made and the excess coverage thereon.
- 11.24 At the time a loss occurs, the Vice Chancellor for Business Affairs shall be notified by the chief business officer and shall approve all loss claims and settlements. Any settlement over \$2,000 and under \$10,000 shall be reported to the Board for ratification. Settlements in the amount of \$10,000 or more must have the approval of the Board.
- 11.25 The blanket position fidelity bond coverage may be combined with money and securities coverage.

CHAPTER IV

PURCHASING

- Sec. 1. Authority to Obligate Institutional Funds. --The official purchasing agents of the component institutions shall have sole authority to obligate institutional funds for purchases of supplies, materials, services, and equipment unless otherwise provided in these regulations or otherwise specifically approved by the component chief administrative officer and the Chancellor or by the Board. No liability can be assumed for payment of obligations except those incurred in accordance with authority thus granted.
- Sec. 2. Purchasing Ethics.
- 2.1 First consideration shall be given to the objectives and policies of the System and its component institutions.
 - 2.2 Every effort shall be made to obtain the maximum ultimate value for each dollar of expenditure.
 - 2.3 Honesty in sales representation shall be demanded, whether offered through the medium of oral or written statement, an advertisement, or a sample of the product.
 - 2.4 Purchasing agents and their staffs and others authorized by or under these regulations to make purchases shall not accept personal gifts or gratuities that might in any way result in an obligation to individuals or firms seeking business.
 - 2.5 All qualified, reputable bidders shall be given equal opportunity to submit bids on a uniform basis when competition is possible.
 - 2.6 No bidder shall receive special consideration or be allowed to revise his bid after the time set for opening bids.
 - 2.7 Any violations of these purchasing ethics shall be reported promptly by the chief business officer to the Chancellor.

Sec. 3. Contacts with the State Board of Control. --All contact, whether oral or written, with the State Board of Control and with vendors are handled through the official purchasing agents and the divisions, departments, or offices to whom the purchasing function has been specifically delegated, unless advance written authorization is obtained from the purchasing agent or the chief business officer for other persons to do so.

Sec. 4. Purchases of Supplies and Equipment.

4.1 Unless otherwise provided in these Rules and Regulations or specifically approved by the Board, the State Purchasing Act of 1957 shall govern the purchasing policies of the System.

4.2 Under the provisions of the State Purchasing Act of 1957, purchases of the following items may be made without approval of the Board of Control:

- (a) Supplies, materials, services, and equipment for resale.
- (b) Supplies, materials, services, and equipment for Auxiliary Enterprises.
- (c) Supplies, materials, services, and equipment for Organized Activities Relating to Educational Departments.
- (d) Supplies, materials, services, and equipment purchased with gift and grant funds, including contract funds.

Sec. 5. Purchasing Procedures.

5.1 The official purchasing agent of each component institution shall promulgate procedures to facilitate and expedite the purchasing function. Such procedure shall be developed in accordance with sound business practices and applicable state law. Purchasing procedures shall be implemented only after review and approval of the chief business officer.

5.2 Closed or noncompetitive specifications shall not be used except in unusual instances clearly justified as being essential to efficient operating performance. Reports of all such exceptions shall be maintained by the chief business officer.

Sec. 6. Space Leases.

6.1 Space leases involving buildings and paid from State appropriations must, by law, be approved by the State Board of Control and may not extend beyond a ten-year period.

6.2 Proposals for space leases require the advance approval of the Vice Chancellor for Business Affairs. Lease contracts drawn in accordance with such approval shall be executed by the Vice Chancellor for Business Affairs, or his delegate, and submitted for ratification by the Board through the institutional docket.

6.3 A proposal shall be approved and the lease completed prior to occupancy of any space for office, storage, or other purposes. The proposal must show type of space and purpose of its use, approximate number of square feet, location, whether janitor service and/or utilities will be furnished by the lessor, period of lease, and any other requirements.

Sec. 7. Purchases from Employees. -- Purchases are not permitted from any officer or employee of the System unless the cost is less than that from any other known source and until approved by the component chief administrative officer, the Chancellor, and the Board. Details of such transactions shall be reported in the docket or Minutes of the Board.

CHAPTER V

PERSONNEL

- Sec. 1. Classified Personnel. --The Policy of the Board on the Development and Coordination of the Classified Personnel Programs is and includes:
- 1.1 System Personnel Director.
The System Personnel Director serves as an administrative officer advising the Vice Chancellor for Business Affairs.
 - 1.2 The development and coordination of the System-wide Classified Personnel Program.
 - 1.21 The Classification Plan.
 - 1.211 Coverage. --The Classified Plan of the System shall include all positions which do not entail significant instructional responsibilities or responsibilities for the administration of instructional or research organizations. The chief administrative officer or his delegate of each component institution shall determine the inclusiveness of the Classification Plan within this general definition.
 - 1.212 Type of Plan. --Uniform use shall be made of the job grading procedure method of job evaluation. Job descriptions shall be prepared according to the Procedure for Writing Job Specifications provided by the System Personnel Office.
 - 1.213 Job Titles. --Standardized job titles shall be used for similar job classes common to two or more of the component institutions in order that a particular job title shall describe similar work to the extent possible. Classes unique to a component institution shall have suitable descriptive titles.
 - 1.214 Job Code. --A uniform job code shall be used to designate job classes.
 - 1.215 Job Descriptions. --Standardized job descriptions shall be used for similar job titles common to two or more component institutions when practicable.

- 1.22 The Pay Plan.
- 1.221 A uniform system of salary steps providing for an increase of approximately 3.4 percent, to the nearest dollar, above each preceding step shall be used for all pay plans. All salaries shall be on salary steps, or a fractional part thereof.
- 1.222 A System-wide Personnel Pay Plan setting forth the salary ranges for each job classification shall be utilized encompassing the salary ranges reflected in the component unit pay plans.
- 1.223 A classified employee appointed to a part-time paid teaching rank shall be paid at the rate applicable to each position.
- 1.224 Salary ranges for each job classification shall be dependent upon the competitive labor market situation for each institution.
- 1.23 The Policies and Rules.
- 1.231 Each institution shall operate its Classified Personnel Program under a policy statement covering the appointment, compensation, and working conditions of classified employees.
- 1.232 Formal approval of the policies and rules developed by each institution was obtained from the Board at the time each program was formally adopted.
- 1.233 Changes in the policies and rules require the approval of the chief administrative officer or his delegate, the System Personnel Director, and the Vice Chancellor for Business Affairs.
- 1.234 Uniform policies shall be followed in providing vacation, sick leave, etc., within the limitations imposed by local operating conditions.
- 1.24 Approval of additions to and changes in the Classified Personnel Program.
- 1.241 Formal approval of the Classification Plan and System-wide Personnel Pay Plan, including annual revision thereto, is obtained annually from the Board. Such approval shall be secured prior to the effective date of the plan.
- 1.242 Changes in the Classification Plan and System-wide Personnel Pay Plan involving the following require only the approval of the chief administrative officer or his delegate, the System Personnel Director, and the Vice Chancellor

FEB 9 1979

2696

for Business Affairs.

- (a) Type A. Adjustment of a salary range in a component unit plan within the established System-wide salary range, which when approved, will not change the System-wide Personnel Pay Plan in any way.
- (b) Type B. Adjustments to the component unit personnel pay plan, which when approved, will change the System-wide Personnel Pay Plan in some way.
 - (1) Deletion of title
 - (2) Change in title only
 - (3) Change in code number only
 - (4) Addition of a title to a component unit pay plan that is in the System-wide Plan and the salary range requested is within the established System-wide salary range.

1.243 Changes in the Classification Plan and System-wide Personnel Pay Plan involving the following must have approval of the chief administrative officer or his delegate, the System Personnel Director, and the Vice Chancellor for Business Affairs. In addition, such changes require ratification of the Board through the docket procedure.

- (a) The addition of a title to a component unit pay plan which is not included in the System-wide Plan.
- (b) The addition of a title to a component unit pay plan which is included in the System-wide Plan, but the salary range being proposed is not within the established System-wide salary range.
- (c) Adjustment of a salary range in a component unit pay plan that would change the established System-wide salary range.

1.25 Institutional Personnel Officer.

1.251 The chief business officer of each institution shall designate an institutional personnel officer to be responsible for the development and operation of the Classified Personnel Program.

1.252 Functional direction and help on technical personnel matters shall be provided each institutional personnel officer by the System Personnel Director.

2.1 Leave for Military Duty.

- 2.11 A leave of absence not to exceed fifteen working days in any one calendar year is granted faculty or staff members who, as members of the National Guard or Official Militia of Texas or members of any of the Reserve Components of the Armed Forces, shall be engaged in authorized training or duty, ordered or authorized by proper authority. During such periods, the employee is absent without loss of efficiency rating, vacation time or salary; and when relieved from military duty, the employee is restored to the position and status he previously held.
- 2.12 A leave of absence with full pay shall be provided any employee who is called to active duty with the National Guard by the Governor of Texas. Such leave shall in no way be charged against the employee's vacation or sick leave privileges.
- 2.13 The chief business officer of each institution may prescribe forms and procedures for such leaves.

2.2 Maternity Leave.

- 2.21 Any employee, whether faculty, classified, or administrative, who expects to be, or who becomes temporarily disabled due to pregnancy, or a pregnancy related illness, may request and receive a leave of absence without pay for a "reasonable period" of time, provided the request is made under the following terms and conditions:
 - 2.211 If possible, the employee must notify the department head at least three (3) months prior to the beginning date for the maternity leave.
 - 2.212 The employee and the department head will submit a request to the chief administrative officer through channels. The request will include a statement from the department head detailing the manner in which the responsibilities of the employee will be assumed. A statement encompassing the details of a maternity leave shall be entered in the remarks section of the appropriate personnel action form.
 - 2.213 "Reasonable period," as used herein, shall normally not exceed six (6) months, provided the six (6) month period may be extended upon proper medical evidence.
 - 2.214 Accrued sick leave and vacation leave shall be granted in conjunction with maternity leave and shall be governed by the current law and policy on sick leave and vacation leave. Also, vacation leave and sick leave do not accrue while on maternity leave.
 - 2.215 An employee, returning from temporary disability leave, shall have the right to return to the former

position or to a position of like nature and salary class.

- 2.216 The employee will furnish a statement from a duly licensed physician certifying that the employee is medically capable of resuming normal working duties.
- 2.217 In the case of faculty on maternity leave, the date for return to work will coincide with the beginning of the next semester, following the period of absence, if the chief administrative officer determines that such beginning date is necessary in order to obtain a temporary replacement or to maintain the integrity of the academic program of the institution.
- 2.218 A replacement may be provided on a temporary basis during the absence of an employee on maternity leave.
- 2.3 Overtime.
- 2.31 The schedule of activities shall be so organized that employees are not required to work in excess of established work periods except when operating necessities demand it. Any overtime services actually required must have the advance written approval of the chief administrative officer or the chief business officer, or both.
- 2.32 With the exception of professional medical personnel and bona fide executive, administrative, and professional positions, regular, full-time employees required to work in excess of forty hours per week shall be compensated for such overtime either:
- 2.321 By receiving equivalent time off during the same biennium in which the overtime was accrued. If possible, the equivalent time off should be granted within the same pay period in which the overtime was accrued; or
- 2.322 In cases where granting compensatory time is impracticable, by receiving pay equivalent to one and one half times the regular rate of pay.
- 2.33 Compensatory time for those employees excepted from this provision shall be determined by the chief administrative officer of the institution involved.
- 2.34 Institutions paying overtime shall maintain a monthly record of overtime paid indicating the number of employees so compensated and the total amount paid.
- 2.4 Patent Policy.
- 2.41 Statement of Basic Philosophy and Objectives. --While the discovery of patentable processes or inventions is not the primary objective of the System, for any such

discoveries made, it is the objective of the Board to provide a patent policy which will encourage the development of such inventions for the best interest of the public, the inventor, and the sponsor whenever an invention occurs, and will permit the timely disclosure of any patentable discoveries, whether by patent, publication or both. The policy is further intended to protect the respective interests of all concerned by ensuring that the benefits of patents accrue to the public, to the inventor, to the System and to sponsors of specific research in varying degrees of protection, monetary return and recognition, as circumstances justify or require.

2.42 General Policy.

2.421 The patent policy as adopted shall apply to all persons employed by the component institutions of the System, to anyone using System facilities under the supervision of System personnel, and to postdoctoral and predoctoral fellows.

2.422 It is the intent of this policy to permit staff members maximum freedom in respect to their findings, consistent with their obligations to the System. Any person affected by this policy who as a result of his or her researches makes a discovery other than on certain government or other sponsored research projects, where individual grant agreements provide otherwise, should retain the ultimate right to decide how it is to be made public--by publication, by patenting, or both.

2.423 Property rights in inventions will be based on the degree of System support, as hereinafter specified.

2.424 The System will provide patent review and management services either by its own staff, through a related Foundation, or by other means.

2.425 It is a basic policy of the System that patents be developed primarily to serve the public interest. This objective usually will require patent development by nonexclusive licensing but the public interest may best be promoted by the granting of a limited exclusive license or even an exclusive license for the period of the patent. These determinations will be recommended and made in accordance with the administrative procedures hereinafter set out and with the approval of the Board.

2.43 Institutional Patent Committees and System Patent Office.

2.431 Patent Committees: To help administer the patent policy at each component institution and to make

recommendations to chief administrative officers for further referral to the Chancellor and Board (in those cases when action by the Chancellor and/or the Board is required), Institutional Patent Committees shall be established as directed by the Chancellor.

- 2.432 System Patent Office: To assist the Institutional Patent Committees to provide technical advice to individual faculty and staff members in patent matters and to coordinate details in respect to patent procedures, a System Patent Office shall be established.
- 2.44 Classification of Discoveries by Source of Research Support.
- 2.441 The patentable idea has developed as a result of the individual's efforts on his own time, with no direct System support or use of System facilities.
- 2.442 The patentable idea has resulted from research performed by the individual on System time, with support by State funds, or using System facilities.
- 2.443 The patentable idea has resulted from research supported by a grant or contract with the Federal Government or an agency thereof, or with a nonprofit foundation, or by a private gift to the System.
- 2.444 The patentable idea has resulted from research supported by commercial concerns or industry.
- 2.45 Property Rights and Obligations:
- 2.451 Patentable ideas developed on an individual's own time and without direct System support or use of System facilities (See 2.441.) are the exclusive property of the inventor, and the System has no interest in any patent obtained, and no claim to any profits resulting therefrom. Should the inventor choose to offer his invention to the System, the Institutional Patent Committee shall recommend as to whether the System should support and finance the patent application and manage the patent development. If the inventor makes his offer after obtaining the patent, the Institutional Patent Committee shall recommend as to whether the System should reimburse the inventor for his expenses in obtaining the patent. If the Patent Committee recommends and the invention is accepted for patent management by the System, the procedures to be followed and the rights of the parties shall be those set out in Subsection 2.4524 following.

2. 452 Patentable ideas resulting from research performed on System time, with support by State funds, or using System facilities. (See 2. 442.)
- 2.4521 The inventor may choose to publish the details of his research and not to patent.
- 2.4522 Before or after publishing, if the inventor decides to patent ideas resulting from research done on System time, with support by State funds, or using System facilities, he shall submit such ideas to the Institutional Patent Committee for determination of the System's interest. In those instances, however, where delay would jeopardize obtaining the patent, the inventor may, with the approval of the Chairman of the Institutional Patent Committee and the chief administrative officer, file the patent application prior to the Committee and administrative review provided in the following two subsections. If the request is granted, the inventor may proceed with the filing of his patent application pending the determination of the System's interest as provided therein; provided, however, that the inventor shall be reimbursed for his expenses in filing the patent application if the decision of the System is to assert and exploit its interests. The Chairman of the Institutional Patent Committee shall notify the System Patent Office of any such application.
- 2.4523 If the Institutional Patent Committee recommends that the System not assert and exploit its interest, and that recommendation is approved by the System Patent Officer and the Chancellor, the inventor shall be notified within ninety (90) days of the date of submission that he is free to obtain and exploit a patent in his own right and the System shall not have any further rights, obligations or duties thereto. (In some instances, the Committee may elect to impose certain limitations or obligations, dependent upon the degree of System support.)
- 2.4524 If the System decides to patent and assert and exploit its interest, it shall proceed

either through its own efforts or those of a patent agent to obtain and manage the patent. The division of royalties or other income, patenting and licensing costs first being recaptured, shall be as follows:

0-\$ 5,000/75% to Inventor
25% to System
5,000- 10,000/50% to Inventor
50% to System
above- 10,000/25% to Inventor
75% to System

The division of royalties and other income from patents managed by a patent agent will be controlled by the System's agreement with such agent, as approved by the Board. Any other deviation from this rule requires the prior approval of the Board.

2.453 Patentable ideas resulting from research supported by a grant or contract with the Federal Government, or an agency thereof, or with a nonprofit foundation or by a private gift to the System. (See 2.443.)

2.4531 Administrative approval of application requests to, and acceptance of grants or contracts with, the Federal Government, or any agency thereof, or with a nonprofit foundation or a private donor, implies a definite decision that the value to the System of receiving the grant or performing the contract outweighs the impact of any resulting change in the basic patent policy of the System.

2.4532 The patent policy of the System is subject to, and thus amended and superseded by, the specific terms pertaining to patent rights included in Federal grants and contracts, or grants and contracts with nonprofit foundations or private donors, to the extent of any conflict.

2.4533 In those instances where it is possible to negotiate System-wide patent agreements with the Federal agencies or nonprofit foundations or private donors and thereby obtain more favorable treatment for the inventor and the System,

every effort will be made to do so after consultation with the Institutional Patent Committee and the chief administrative officer.

- 2.454 Patentable ideas resulting from research supported by a grant or contract with commercial concerns and industry. (See 2.444.)
- 2.4541 The System recognizes the academic advantages which can come from close scientific cooperation between the research staffs of the System and the research staffs of industry.
- 2.4542 The provisions of joint research arrangements with industry shall take into account (a) the extent of the industrial participant's contribution of funds and other services, including unique knowledge; (b) the import of the joint effort to the research and educational program of the System; (c) the protection of the personal achievements of the System participant or participants; and (d) most importantly, the interests of the State and its citizens who provide basic fiscal support.
- 2.4543 Balancing the equities between these different interests may require the joint arrangement to contain provisions for (a) nonexclusive licensing; (b) granting exclusive information prior to publication or patent application; (c) royalty free nonexclusive license; (d) exclusive license for some limited period of time; (e) exclusive license for the life of the patent; or (f) such other provisions as will properly equate the equities involved, including the right of the System to terminate an exclusive license upon failure of the industrial participant to develop or exploit the invention in a manner which will enhance the interests of the public.
- 2.4544 All such arrangements or contracts with industrial participants shall be approved in advance by the Institutional Patent Committee and recommended

and approved by the chief administrative officer, the Chancellor, and the Board.

- 2.46 Any agreement altering the basic patent policy of the System as set out in the preceding sections shall have the advance approval of the Patent Committee, the chief administrative officer, the Chancellor, and the Board.
- 2.47 **University Income from Patents.**
The portion of the net income the System retains from royalty or other patent-related income shall be used first to defray the expenses of the System Patent Office, if any, and thereafter, as approved by the Board, for research purposes at the component institutions where the invention originated.
- 2.48 **Implementation of Revised Patent Policy.**
A Patent Procedures Manual shall be developed to provide more detail as to procedures to be followed under the various provisions of this policy.

Sec. 3. Certain Provisions in Current Appropriation Act. -- The Rules and Regulations of the Board are subject to and shall comply with the provisions appearing in the current Appropriation Act, including the following pertaining to personnel:

- 3.1 **Use of Alcoholic Beverages.** -- "None of the moneys appropriated under this Act shall be used for the payment of salaries to any employee who uses alcoholic beverages while on active duty. None of the funds appropriated under this Act for travel expenses may be expended for alcoholic beverages."
- 3.2 **Advocating Overthrow of the Government.** -- "None of the funds appropriated to the agencies and institutions of higher education enumerated in this Act shall be expended in payment of salary or other compensation of any faculty member or employee who advocates the overthrow of the Government of the United States of America, or of any State, by force, violence or any other unlawful means."

Sec. 4. Employee Training, Education, and Development.

- 4.1 The Texas State Employees Training Act of 1969, Chapter 283, Acts of the 61st Legislature, Regular Session, 1969 (Article 6252-11a, Vernon's Texas Civil Statutes), recognizes that the State departments and other State institutions, including the System, must develop a more comprehensive Training Program as an integral part of a successful personnel program. The

System Personnel Director, as delegated by the Vice Chancellor for Business Affairs, is responsible for promulgating the necessary policies and procedures for implementation of the State Employees Training Act, consistent with the guidelines already approved by the Governor of the State of Texas and the Regents' rules.

- 4.2 Through implementation of the State Employees Training Act, the System will provide programs that will greatly benefit most employees. In addition, the use of various types of training programs will also encourage the initiative of young, talented employees and stimulate and motivate less productive employees. Organized training programs will, moreover, help identify those employees who are willing to exercise their initiative and prove their performance and also find the areas where employees are resisting change and improved procedures and programs.
- 4.3 The following general objectives of the overall training effort will lead to the System's gaining more efficiency and economy in its overall personnel program:
 - 4.31 Developing well trained staffs, both professional and supportive;
 - 4.32 Assisting all employees toward achieving their highest potential usefulness;
 - 4.33 Motivating employees and stimulating a sense of participation and involvement;
 - 4.34 Insuring that the System receives a fair return on its investment in training and education.
- 4.4 The program elements for this general training program are:
 - 4.41 Identifying staff members who need staff development in order to determine the exact kind and scope of program needed;
 - 4.42 Training individuals for current assignments and developing them for future assignments, as a means of improving the quality and quantity of work done;
 - 4.43 Developing all supervisors to enable them to assume and discharge their primary responsibility for the maximum utilization of personnel, the training of their staff members, and the maintenance of sound employee relations;
 - 4.44 Advising and assisting employees with respect to continuing education, and means by which they can improve their usefulness;
 - 4.45 Evaluating all training and education activities to determine whether they have effectively met the needs of the System.

- 4.5 With these objectives and general program elements as a background, four specific training programs are established. The administration and implementation of the following training programs at each component is to be primarily the task and responsibility of the institutional personnel officer, with approval of the chief administrative officer. The System Personnel Director shall have the responsibility of coordinating all training programs through review and approval of training policies promulgated by the component institution.
- 4.6 College or University Degree Program.
- 4.61 Definition: This program will provide graduate or undergraduate level training leading to a degree. Basically, it provides for full-time student enrollment and is to be for selected, qualified employees of the System. This program will be provided by the System on the basis of need of the System and to the extent funds are available.
- 4.62 Objectives: To provide a college or university education for qualified System employees specifically required in their area of employment.
- 4.63 Program Elements: This training is essentially of only one type: to provide full-time student enrollment in a graduate or undergraduate program leading to a degree.
- 4.64 Administration: Eligibility Requirements
- 4.641 Selected employees must have necessary academic qualifications to meet all entrance requirements of the college or university where training is provided.
- 4.642 Degree training must be directly related to an existing job or job series used by the System.
- 4.643 Selected employees must be scheduled for appointment to a job requiring the degree training on completion of schooling.
- 4.644 Selected employees must have been successfully evaluated as to competence and aptitude for training granted and recommended through the chief administrative officer and approved by the System Personnel Director.
- 4.645 Selected employees on educational stipend leave of absence while in student status. Vacation, sick leave, group insurances, and other benefits will be governed under appropriate rules regarding such official leaves of absence.

- 4.65 Administration: Obligations. Employees who receive financial assistance under this program from the System, in completion of either undergraduate or advanced degrees, will be obligated to fulfill the following terms and conditions:
- 4.651 An agreement to be bound by the rules and regulations contained herein and such other policies, rules, and procedures as may be promulgated by the System Personnel Director applicable to the college degree training program.
 - 4.652 An agreement to return to the System as an employee upon graduation and attainment of the degree and to remain in the employment of the System for a period of time subsequent to his graduation that is proportionate either to the period of time the employee has received financial assistance to attend college or university or to the amount of financial assistance he has received.
 - 4.653 An agreement to execute, as required by the System Personnel Director, a formal obligatory document between the System and the recipient of assistance under this program, to repay in a lump sum or such alternate arrangement as the System Personnel Director may prescribe, the amount of money expended by the System for the cost of such college education if the individual for any reason, except circumstances beyond his control, fails to complete the training or otherwise defaults in any provision of the agreement between the System and himself.
- 4.7 In-Service Training and Education Program.
- 4.71 Definition: This training and education is job-oriented training that is provided essentially within the System. It may include on-the-job training, training in preparation for job assignment, and continuing training programs that are basically job oriented. This program is for selected individual staff members and will be provided on the basis of need and to the extent funds are available.
 - 4.72 Objectives: To equip an individual to perform a particular task within a particular situation and/or to equip the employee to deal with new technological and legal developments, to develop additional work capabilities, or increase his level of competence.
 - 4.73 Program Elements: In-service training and education programs are divided into the following three principal

categories:

- 4.731 Orientation serves the purpose of acquainting the employee to a new job situation. It does not include the development of skills for that particular job situation.
- 4.732 Basic Training for a Specific Task includes pre-employment and recruit type training involving job knowledge and/or the development of skills required for a specific task. It also includes training in supervisory and managerial skills.
- 4.733 Advanced In-Service Training includes the development of a higher level of skill, an increase in job knowledge, and instruction in new concepts and changing aspects of job responsibility.
- 4.74 Administration: Eligibility Requirements. It is a basic responsibility of the System to provide training as the individual situation may require. It is recognized that the need for some of these programs will vary according to skills required and the availability of pre-employment training. Manpower needs and the availability of skilled applicants may also be a determining factor. With this general background as reference, employees will be identified, selected, trained, and evaluated according to the needs of the System.
- 4.75 Administration: Obligations. The employee has an obligation to successfully complete the training program and should recognize that the System will use this type of training as a continuation of the selection process.
- 4.8 Cut-of-Agency Staff Development Program.
- 4.81 Definition: This program is to provide training through workshops, seminars, institutes, training sessions, extension courses, college or university courses (with or without academic credit), and other special programs or activities offered either within or outside the State. Such programs must be of concentrated, precise content and designed to improve the individual's professional or technical knowledge in the performance of his present or prospective duties and responsibilities. This program is for selected individual staff members and will be provided on the basis of need of the System and to the extent funds are available.
- 4.82 Objectives: To improve and enhance the individual's professional and technical knowledge and ability in the performance of his present or prospective duties and responsibilities.

- 4.83 Program Elements: This program is generally the type that meets the following criteria: relatively short term; specific in content; and presented outside the employing agency.
- 4.84 Administration: Eligibility Requirements.
- 4.841 Out-of-Agency Staff Development education and training authorized by the System will be conducted primarily for the benefit of the System.
- 4.842 The training and education must be related to the employee's current or prospective duty assignment during the period of his participation.
- 4.843 Such training and education must be approved by the chief administrative officer or someone delegated by him on recommendation of the head of the employing department or unit.
- 4.85 Administration: Obligations. Employees receiving Out-of-Agency Staff Development authorized by the System will be obligated to fulfill such terms and conditions as the chief administrative officer may prescribe, compatible with the nature and extent of the training or education.
- 4.9 Internship Training Program.
- 4.91 Definition: Internship training is intended to provide the type of learning experience that can be obtained only through actual work experience. Internship programs will normally be of a longer duration than training mentioned under the headings of Out-of-Agency Staff Development and In-Service Training and Education. This training will be provided to those individuals selected under the standards listed below in 4.95, Eligibility Requirements. This training will be provided on the basis of need of the System and to the extent funds are available.
- 4.92 Objectives: This type of training and education has a broader objective than other types of training in that it serves not only the System but also the State of Texas in the following ways:
- 4.921 It allows the System and/or the State of Texas to screen potential employees while simultaneously enjoying an advantageous recruiting position.
- 4.922 It facilitates the infusion of new people and new ideas into the information interchange which is continually taking place between State government and the System.

- 4.923 It will allow the System and/or the State to gain trained personnel who can carry a heavier work load in a relatively short period of time.
- 4.924 Internship programs produce a work product, although this is not the justification for any internship program.
- 4.93 Program Elements: Type I Internships are those that are within the System for nonemployees of the State.
- 4.931 Type I Internships are held with the System by persons who are not employed by the State or the System.
- 4.932 Such internships relate to the educational program of the person serving the internship, which suggests that there will be a constant interchange and evaluation between both the System and the sponsor of the person's educational program.
- 4.933 These internships should be initiated only to the extent that the System can provide a meaningful working role and learning experience.
- 4.934 Type I Internships are not designed primarily to produce a work product. (Example: The employee of a private data processing equipment firm observing and being trained in the Data Processing Department of a component institution which serves as the training ground.)
- 4.94 Program Elements: Type II Internship Programs are for the State of Texas and/or System employees.
- 4.941 Type II(a) internships provide for the State of Texas to be the trainee represented by a person in the employ of a State agency other than the System. [Example: An employee of another state agency (State Auditor's Office) serving as an intern trainee with the System.]
- 4.942 Type II(b) internships provide for the State of Texas to be the trainee represented by a person in the employ of the System. A Type II(b) internship may be served either within the System or with another State agency. Employees on Type II(b) internship status should be considered as employees of the System as they would if they were physically present on the job. (Example: An employee of a System component serving as an intern trainee at another System component or with another State agency, i. e., an accountant from a component business office serving as a trainee in the business office of another component or in the State Auditor's office.)

- 4.943 The primary objective sought by both of the Type II Internship programs is for the trainee to gain skills from the training agency and to promote the ability of persons to work with broader situations and more competently in the multi-levels of administration of the State or the System.
- 4.944 A "No Proselyting" agreement should be secured in both of the Type II Internship programs.
- 4.95 Administration: Eligibility Requirements.
- 4.951 Internship education and training authorized by the System will be conducted primarily for the benefit of the System.
- 4.952 Internship training and education must be approved by the chief administrative officer or someone delegated by him on recommendation of the head of the employing department or unit.
- 4.96 Administration: Obligations.
- 4.961 Type I - No obligatory arrangement is required.
- 4.962 Type II - The following standards should be observed:
- 4.9621 The need for these programs will vary according to skills required and the availability of pre-employment training within the State of Texas and/or the System.
- 4.9622 The employee has an obligation to successfully complete the training program and should recognize that the State of Texas and the System will use this type of training as a continuation of the selection process.
- 4.9623 Employees receiving internship training authorized by the System will be obligated to fulfill such terms and conditions as the System Personnel Director may prescribe, compatible with the nature and extent of the training or education.

Sec. 5. Other Regulations Concerning Personnel are Reported in the Rules and Regulations of the Board, Part One as follows:

Physical Examination - Chapter III, Sec. 1.7

Employment of Aliens - Chapter III, Sec. 3

Indebtedness to the System or the State - Chapter III, Sec. 28

FEB 9 1979

2712

Appointment of Relatives (Nepotism Rule) - Chapter III, Sec. 5

Holidays - Chapter III, Sec. 14

Vacation - Chapter III, Sec. 15

Sick Leave - Chapter III, Sec. 19

Leave for Jury Duty - Chapter III, Sec. 20

Absence from Usual and Regular Duties - Chapter III, Sec. 21

Leaves of Absence Without Pay - Chapter III, Sec. 16

Office Hours - Chapter III, Sec. 12

Outside Employment - Chapter III, Sec. 13

Acceptance of Money from Students - Chapter III, Sec. 26

Textbooks and Other Materials Prescribed for the Use of Students -
Chapter III, Sec. 24

Institutional Employees as Students - Chapter III, Sec. 30

Power to Authorize Expenditures out of the System Funds - Chapter III,
Sec. 27

Division of Salaries for Staff Engaged in Teaching and Nonteaching
Activities - Chapter III, Sec. 18

Compensation for Correspondence and Extension Teaching of Full-time
Staff Members - Chapter III, Sec. 23

Classified Personnel Systems - Chapter III, Sec. 2

Code of Ethics - Chapter III, Sec. 4

Tenure, Promotion, and Termination of Employment - Chapter III,
Sec. 6

Retirement and Modified Service - Chapter III, Sec. 31

Faculty Development Leaves - Chapter III, Sec. 17

CHAPTER VI

STAFF BENEFITS

(Staff benefits may be subject to change by State and Federal Laws. Application in specific instances should be verified.)

Sec. 1. Teacher Retirement System.

- 1.1 Effective September 1, 1977, there is only one class of membership in the Teacher Retirement System. The single class of membership includes those previously defined as "teacher" and "auxiliary" members.
- 1.2 Effective September 1, 1974, any employee of the System employed at least one-half time, whether paid on a monthly or hourly basis, and provided his employment will continue for a period of four and one-half (4-1/2) months cumulative within one (1) fiscal year, is eligible for and required by law to participate in the Teacher Retirement System, which became effective for teacher members September 1, 1937, and for auxiliary members September 1, 1949, except:
 - 1.21 persons eligible at those times who executed waivers within the period allowed by law and have not revoked such waiver if later permitted;
 - 1.22 members of the Employees Retirement System, about which information is given later; and
 - 1.23 participants under the Optional Retirement Program, about which information is given later.
 - 1.24 a person who may be for the first time employed at 60 years of age or older.
 - 1.25 a person who is solely employed by a public institution of higher education which requires as a condition of employment that the person be enrolled as a student in that institution.
- 1.3 An employee may purchase withdrawn service credit for any year in which he was employed for four and one-half (4-1/2) cumulative months by rendering service for two (2) subsequent consecutive creditable years or a period of continuous service equal to the length of absence and depositing an amount equal to the deposits and dues he would have paid for each year of prior service credit, plus a reinstatement fee of five percent (5%) per annum up to redeposit or reinstatement, or both.

- 1.4 Annual membership dues in the Teacher Retirement System are \$5, which amount is deducted from the first salary payment in a fiscal year. Members contribute 6.65 percent of their salary up to and including \$25,000 per year, with the maximum contribution of \$1,662.50 per year which amount is deducted from the monthly salary payment. The contributions are sent monthly by the business offices to the Teacher Retirement System. Each year members receive a statement from the Teacher Retirement System, through the business offices, of their total contributions, plus accumulated interest through August 31 of the preceding year. The State contributes 7.5 percent of each member's salary, up to and including \$25,000 per year, with the maximum contribution of \$1,875 per year.
- 1.5 The annuity payable at retirement is based on the salary earned by the member. Annuity payments are based upon the average salary earned in the five highest years of creditable service, not to exceed \$25,000 of salary for any one year beginning September 1, 1969. Years of service for the period September 1, 1957, through August 31, 1969, have a maximum limit of \$8,400.
- 1.6 When a member leaves the employment that requires membership in the Teacher Retirement System, he or she may withdraw the amount of their contribution, plus accumulated interest, upon application, or he or she may leave the funds at interest for not more than five out of six consecutive years during which period he or she pays the annual membership dues. The performance of a period of active military duty by a member shall not be construed as absence from service; nor shall absence from service terminate membership if the member does not withdraw their accumulated contributions and has ten (10) or more years of creditable service, regardless of age, at or before the time he or she ceases employment that requires membership in the Teacher Retirement System.
- 1.7 If a member dies before retirement, his or her beneficiary, depending upon the relationship to the member, will be entitled to death benefit payments or survivor benefit payment, whichever renders the greater advantage to the beneficiary. If there is no beneficiary with an insurable interest, payment will be limited to the accumulated contributions plus interest standing to the account of the member with the Teacher Retirement System.

- 1.8 Eligibility for retirement benefits is as follows:
- 1.81 With ten years creditable service upon reaching age 65, member is entitled to retire with full benefits based on service rendered and salary earned. Members are entitled to minimum benefits of \$75 per month.
 - 1.82 With ten years creditable service upon reaching age 55, member is entitled to retire at reduced actuarial equivalent of benefit payable at age 65.
 - 1.83 With twenty years creditable service upon reaching age 60, member is entitled to retire with full benefits based on service rendered and salary earned. Members are entitled to minimum benefits of \$130 per month.
 - 1.84 With twenty years creditable service upon reaching age 55 or with thirty years creditable service at any age, member is entitled to retire with a percentage of the standard annuity designated by Teacher Retirement System tables.
- 1.9 Creditable service consists of prior service, former membership service, and current membership service. "Prior service" means service by such person as a teacher or auxiliary employee prior to (A) September 1, 1937, as relates to any person who became a member or who at any time on or before August 31, 1949, was eligible for membership in the Teacher Retirement System, or (B) September 1, 1949, as relates to any person who for the first time became eligible for membership in the Teacher Retirement System on or after September 1, 1949.
- 1.(10) Information pertaining to options under which retirement benefits may be drawn and to reciprocal service between the Teacher and Employees Retirement systems, as well as other information, may be secured from the component institution business or personnel office, the System Personnel Office, or the Teacher Retirement System in Austin.
- 1.(11) Few employees of The University of Texas System are members of the Employees Retirement System because they are no longer eligible for initial membership in this system. Only those who were eligible between September 1, 1947, and August 31, 1949, and who did not waive membership as of September 1, 1947, are now members. Beginning September 1, 1949, new employees who would previously have been eligible for this plan became eligible for membership in the Teacher Retirement System. Contributions,

membership fees, and benefits shall be in accordance with Article 6228a, V.T.C.S.

Sec. 2. Optional Retirement Program.

- 2.1 Pursuant to Chapter 729, Acts of the 60th Legislature, Regular Session, 1967 (Article 2922-li, Vernon's Texas Civil Statutes), as amended, the Board has authorized:
- 2.11 The establishment of an Optional Retirement Program in lieu of active membership in Teacher Retirement System of Texas to become effective September 1, 1968.
- 2.12 Any insurance or annuity company qualified and admitted to do business in this State to offer an Optional Retirement Plan to eligible employees of the System.
- 2.13 The ceiling on both the employee's contribution and the State's matching contribution to the Optional Retirement Plan to be the same as is in effect for contributions to the Teacher Retirement System.
- 2.14 Compliance with the terms and provisions of the Act, and further compliance with prescribed rules and regulations of the State Board of Insurance and the System.
- 2.2 Eligibility - The following types of employees are eligible to participate in the Optional Retirement Program:
- 2.21 All full-time faculty members appointed at least 4-1/2 months.
- 2.22 All full-time administrative, research or professional personnel appointed for at least 4-1/2 months, excluding any person employed in a position which is in the classified personnel pay plan of a component institution of the University.
- 2.23 A full-time person who enters the program and later reduces to part-time status will remain eligible for the Program.
- 2.24 Any employee who becomes ineligible for the Optional Retirement Program, but is nevertheless eligible for Teacher Retirement, must rejoin Teacher Retirement [A.G.Op. No. M-647 (1970)].
- 2.3 Effective Date of Participation
- 2.31 Eligible employees in the System employed as of September 1, 1968, shall elect to participate in the Optional Retirement Program no later than the first day of August 1969. An eligible employee not exercising the option to participate in the Optional Retirement Program by August 1, 1969, is deemed to have chosen to continue membership in the Teacher Retirement System.

- 2.32 Eligible employees of the System employed September 2, 1968, or later, shall within ninety days following date of employment, elect to participate or not to participate in the Optional Retirement Plan. A person is automatically considered a member of the Teacher Retirement System Program unless he elects to participate in the Optional Retirement Program during the first ninety days of employment.
- 2.4 Contributions to Retirement Plan shall be as follows:
- 2.41 The Optional Retirement Act authorizes a salary ceiling for contributions equivalent to the Teacher Retirement System. This ceiling, effective September 1, 1977, is 6.65 percent of the salary ceiling of \$25,000 per year for employee contributions. This ceiling, effective September 1, 1977, is 7.5 percent of the salary ceiling of \$25,000 for employer contributions.
- 2.5 The Office of the Vice Chancellor for Business Affairs will approve the companies authorized to offer to eligible employees an Optional Retirement Program in accordance with the Conditions and Procedures to be Met by Insurance Carrier to be Authorized to Write Annuity Contracts Under the Optional Retirement Program for The University of Texas System. The Conditions and Procedures will be issued by the Director, System Personnel Office, with the concurrence of the Office of General Counsel in accordance with Sections 51.351 through 51.358, Texas Education Code, Attorney General's Opinions, Internal Revenue Service Rulings, and other applicable federal and State laws and agency regulations.
- 2.6 The eligible member electing to participate in the Optional Retirement Plan shall elect the company he chooses if that company has been approved by the System.
- 2.7 There can only be one change in Optional Retirement Program carriers per year, and such change may be made on the first day of any month.
- 2.8 Application blanks of authorized insurance carriers will not be furnished by the component institutions because of the possible large number of insurance carriers that may be authorized under the program. It is the responsibility of each individual interested in participating in the Optional Retirement Program to contact the authorized insurance carrier of his choice for an application blank.

- 2.9 Optional Retirement programs provide for vesting of benefit rights after one year of participation in the program by the employee. Vesting is to be effective on the first day of employment after one year's participation in the program under the System. Participation may be with more than one approved carrier [A.G. Op. M-420 (1969)].

Sec. 3. Tax Deferred Annuities.

- 3.1 Under a plan approved by the Board, employees of the System may purchase 403(b) Tax Sheltered Annuities from Texas-licensed insurance companies.
- 3.2 An employee desiring to participate in this program may enter into an agreement with his component institution and designate a portion of his monthly gross compensation to be used by the component institution to purchase an annuity for the employee from the company selected by the employee. There can be only one change of Tax Sheltered Annuity Program carriers per year, and such change may be made on the first day of any month.
- 3.3 The chief business officer, or his delegate, of each component institution in the System is authorized to sign applications for annuities with the company requested by the employee. The payroll deduction method will be employed for the annuity payments and the amounts contracted for by the employees will be forwarded to each insurance company after the payroll deductions therefor.
- 3.4 The Office of the Vice Chancellor for Business Affairs will approve the companies authorized to offer to eligible employees a Tax Sheltered Annuity Program in accordance with the Conditions and Procedures to be Met by Insurance Carrier to be Authorized to Write Tax Sheltered Annuities for The University of Texas System. The Conditions and Procedures will be issued by the Office of the Vice Chancellor for Business Affairs with the concurrence of the Office of General Counsel in accordance with Article 6228a-5, Vernon's Texas Civil Statutes, Attorney General's Opinions, Internal Revenue Service Rulings, other applicable federal and State laws and agency regulations.

Sec. 4. Group Hospitalization and Medical Benefit Plan.

- 4.1 A System-wide contract is in effect to provide group hospitalization and medical insurance coverage on an optional

basis for employees of all component institutions of the System subject to approval of the Chancellor and the Board.

- 4.2 Any employee employed at least one-half time or more is eligible for coverage. An insured employee's spouse and unmarried children between the ages of 19 and 25 may also be covered.
- 4.3 Employees may enroll within 60 days after they become eligible for coverage. Employees who do not enroll within 60 days may then do so only during the annual enrollment period.
- 4.4 The anniversary date of the contract is September 1 of each year. The annual enrollment period will fall during the month of September.
- 4.5 The contract offers three benefit schedules that provide each employee with options to determine the most suitable plan consistent with his income. The premium rates for coverage depend on the plan selected by the employee and the number of persons in the family to be covered.
- 4.6 Under the In-Patient and Out-of-Hospital portions of the contract, specified percentages of costs are provided for under the three plans.
- 4.7 An insurance continuation provision is available for employees who leave the employment of the System or who retire.

Sec. 5. Group Term Life Insurance.

- 5.1 The System carries a master group term life insurance policy, applicable to all component institutions, with the Aetna Life Insurance Company for a "One Year Term Plan." Premiums are payable monthly by payroll deduction and increase with each year of age. The program is optional and is available to any employee employed at least one-half time or more; new employees are notified of their eligibility by the personnel office at the time of employment.
- 5.2 The amount of insurance available is based on a schedule that may not exceed two times annual earnings with a maximum of \$100,000 or 200% of annual compensation, whichever is the lesser amount. The amount of insurance for any employee who does not elect to change to the new schedule will continue to conform to the Insurance Table in effect prior to September 1, 1975. Annual earnings for academic personnel shall be the nine-month or twelve-month academic rate as applicable. Annual earnings

FEB 9 1979

3720

for nonteaching personnel shall be the twelve-month rate. When an employee classification changes, due to increase or decrease in earnings, including Modified Service, the amount of insurance will be adjusted on the annual renewal date (January 1) following the date of the change provided the employee is available for work.

- 5.3 No medical examination is required if application is made for insurance within 60 days from date of employment. After the 60-day period, an "Evidence of Insurability" form, prepared by the company and available through the personnel office, is required. No medical examination is required if this form is accepted by the company after review, but, if it is not accepted, the applicant must have a medical examination at his expense.
- 5.4 Beneficiaries are designated by the policyholders on the application forms and may be changed during the life of the policy upon application to the business office or personnel office. Each policyholder receives a certificate issued by the company and transmitted through the business office or personnel office.
- 5.5 A policyholder who is less than 60 years of age and who becomes permanently and totally disabled may receive benefits not to exceed 50% of the maximum amount in the two times earnings schedule of benefits. Insurance coverage in excess of the aforementioned amount may be retained for estate purposes with automatic premium waiver. There are no disability benefits after age 60.
- 5.6 Benefits at death are payable according to one of several options. Upon notification of the death of a policyholder, the personnel office assists in the preparation of the required records to be sent to the company.
- 5.7 Participation in the Group Life Insurance Program automatically terminates when employment terminates unless (1) the policyholder retires under the provisions of the Teacher Retirement System, the Optional Retirement Program, or the Employees Retirement System with at least 10 years of coverage under the insurance; (2) the policyholder has attained 62 years of age with at least 10 years of coverage under the insurance; or (3) the policyholder converts the group policy into one for regular individual life insurance. When an employee retires, the amount of insurance will be reduced to \$5,000 or the

FEB 9 1979

2721

amount in force immediately prior to retirement, whichever is less, provided the employee has been insured continuously during the 10 years prior to retirement.

- 5.8 The life insurance will cease at the end of the last policy month for which a contribution was made except that if death should occur within thirty-one days thereafter, the death benefits will be payable. Within this thirty-one day period, by making application and paying the first premium to the Aetna Life Insurance Company, one may convert his Group Life Insurance to an individual life insurance policy on any regular Whole Life or Endowment Plan. This individual policy will be issued without medical examination at the Insurance Company's regular rates.

Sec. 6. Supplemental Cash Value Paid-Up at Age 65 Life Insurance Plan.

- 6.1 Supplemental Group Cash Value Paid-Up at Age 65 Life Insurance was made available to employees of the System by a rider to the group term life insurance master policy with the Aetna Life Insurance Company. Premiums remain level and are based on the age of the insured at the time he enrolls or, if he increases coverage, his age at the time he changes the amount of insurance. The program is optional and is available to any employee insured under the maximum (two times annual earnings) group term life insurance who has not attained age 65. In order to be eligible for group term life insurance, an individual must be employed at least one-half time or more. New employees are notified of their eligibility at the time of employment. The plan became effective initially April 1, 1972.
- 6.2 The amount of insurance available is based on a schedule of annual earnings and is in units of \$5,000, \$10,000, or \$15,000. Annual earnings for academic personnel shall be the nine-month or twelve-month rate, as applicable. Annual earnings for nonacademic personnel shall be the twelve-month rate. For personnel paid on an hourly basis, the annual earnings shall be the hourly rate times 2,080 hours. When an employee becomes eligible for a greater amount of insurance, a new request form must be completed, and coverage will become effective on the annual renewal date, April 1, of this plan.
- 6.3 No medical examination is required if application is made for insurance within sixty (60) days from date of employment. After sixty (60) days the insurance company will require

that the employee furnish evidence of insurability at his own expense before he can obtain the insurance.

- 6.4 If an employee elects a lesser amount of insurance than annual earnings permit, or does not take an insurance increase that he is eligible for, he will be unable to elect an additional amount of insurance, regardless of the circumstances, without evidence of insurability. No medical examination is required if evidence of insurability is accepted by the company after review, but if it is not accepted, the applicant must have a medical examination at his own expense.
- 6.5 Beneficiaries are designated by the insured on the application forms and may be changed during the life of the policy upon application to the business or personnel offices. Each insured receives a certificate issued by the company and transmitted through the business office or personnel office.
- 6.6 The Plan provides employees with the option, upon retirement at age 65, to elect either the cash value of the policy or life insurance protection after age 65 that is paid-up, and requires no further premium payments. If an employee leaves the System prior to retirement, he has the option of electing the cash value of the policy or taking his paid-up insurance with him.
- 6.7 A waiver of premium is provided for an insured who becomes totally and permanently disabled before age sixty (60). Provided disability has lasted nine months and proofs of disability are accepted, contributions will cease and no further contributions will be required as long as the employee remains disabled.
- 6.8 Benefits at death are payable to the beneficiary in lump sums or in regular installments. Upon notification of death of an insured, the personnel officer assists in the preparation of the required records to be sent to the insurance company.
- 6.9 Participation in this plan terminates when the employee terminates unless the insured retires under bona fide retirement provisions of the Teacher Retirement System, the Employee's Retirement System, or the Optional Retirement Program. A person may continue to keep the coverage, however, during a period of temporary lay-off or official leave of absence by paying a sufficient amount in advance through the business office of the appropriate

component institution to cover contributions that will become due during the period of leave.

- 6.(10) The life insurance under this plan will cease at the end of the last policy month for which a contribution was made, except, that if death should occur within 31 days thereafter, the death benefits will be payable. Within this 31-day period, by making application and paying the first premium to the Aetna Life Insurance Company, one may convert a part of his cash value insurance to an individual life insurance policy or any regular whole life or endowment plan. The part that is convertible is the difference between the amount of insurance in force and the amount of paid-up insurance available in accordance with the nonforfeiture provision of the plan. The premiums will be based on the age of the insured at the time of conversion.
- 6.(11) When an employee terminates and he does not wish to convert to another insurance plan, he may elect to withdraw the cash value or keep the amount of paid-up insurance he is entitled to without making another premium payment. Cash value is available only upon termination of employment.
- 6.(12) The insured employee may not borrow against the cash value of his policy.

Sec. 7. Group Long Term Disability Income Insurance.

- 7.1 The System carries a master group long term disability income insurance policy, covering all component institutions, with the Aetna Life Insurance Company. Premiums are payable monthly by payroll deduction, and the rate applies to the monthly rate of basic earnings of each covered employee regardless of age. The program is optional and is available to any employee employed at least one-half time or more. New employees are notified of their eligibility by the personnel office at the time of employment. The plan became effective initially on October 1, 1965.
- 7.2 Monthly rate of basic earnings is the rate in effect on the March 1 before the start of an individual's disability. Furthermore, monthly rate of basic earnings is defined as 1/9 of the base rate for academic personnel paid on a nine-month basis and 1/12 of the base annual rate for nonteaching employees or any other person paid on a twelve-month basis. In no case shall monthly rate of basic earnings exceed \$4,166.66 per month. All premiums and benefits are payable 12 months per year.

- 7.3 The plan guarantees benefits of 65% of the monthly rate of pay up to maximum monthly benefits of \$2,708.33 per month, and any extra compensation is excluded. The plan will pay all of the 65% guarantee if the insured is not eligible for "other income benefits." If he is eligible for "other income benefits," the plan will add to the total of "other income benefits" to make up this 65% guarantee. In general, the plan counts as "other income benefits" any wages, salary, or other remuneration a person might receive from his component institution, or from any other employer, while he is eligible for income benefits from the plan. Also counted are any disability benefits payable under any law or under any plan sponsored by the System.
- 7.4 Covered employees will be eligible for the first income payment from the plan after having been "totally disabled" throughout a qualifying period of 90 days. Payments will be made as of the end of each calendar month. Benefits continue to be paid as long as a person is "totally disabled"; however, all income payments will stop when a person recovers, dies, or reaches age 65, whichever happens first.
- 7.5 No medical examination is required if application is made for insurance within 60 days from date of employment. After the 60-day period, an "Evidence of Insurability" form prepared by the company and available through the personnel office is required. No medical examination is required if this form is accepted by the company after review, but, if it is not so accepted, the applicant must have a medical examination at his expense.
- 7.6 Each policyholder receives a certificate issued by the company which is prepared and transmitted through the business office or personnel office.
- 7.7 The insurance of any employee under this policy shall terminate at the earliest time specified below:
- 7.71 Upon discontinuance of the policy.
 - 7.72 At the end of a policy month during which the employee's employment with the System in the classes eligible for the insurance terminates.
 - 7.73 On the date the employee attains the age of 65 years.
- 7.8 A person may continue to keep the coverage during periods of official Leave of Absence upon the direct payment of premiums through the business office of the appropriate component institution.

- 8.1 Group Accident Insurance was made available to employees of the System by a rider to the Long Term Disability Insurance Master Policy with the Aetna Life Insurance Company. The Group Accident Plan became effective February 1, 1968, and is available to any employee under age 70 employed at least one-half time or more. Eligible employees can join the plan either during the first 60 days of their employment or during an annual enrollment period in December of each year for coverage effective February 1.
- 8.2 Coverage under the Group Accident Plan is provided to insure against accidental death (in such areas as travel by automobile and travel on an aircraft being used solely for the transportation of passengers, and the coverage is extended to travel outside of the United States). The death benefit is also provided if an individual becomes totally disabled while insured before age 60 as a result of an accident of the type covered by the plan. Scheduled dismemberment benefits are also provided for specified losses.
- 8.3 The amount of coverage that may be selected ranges in multiples of \$10,000 from the minimum of \$20,000 to the maximum of \$200,000; however, no eligible employee may select an amount of coverage that exceeds 10 times his annual salary (for academic personnel the 12-month equivalent of their 9-month contract salary is used in computing the maximum amount of coverage allowable). Employees who select coverage for themselves may also take coverage for their spouses in an amount between \$10,000 up to a maximum of 50 percent of the amount actually taken for themselves. Unmarried children under age 19 are automatically covered for \$1,000 from the spouse's coverage, unless waived by the employee. Also, unmarried children 19 years of age and over who are regularly attending school and depend solely upon the employee for support are eligible as dependents until their 23rd birthday.

Sec. 9. Workers' Compensation Insurance.

- 9.1 The Workers' Compensation Insurance Program is on a System-wide, self-insuring basis, financed by setting aside not more than 2 percent of the annual payroll of covered employees, and provides certain benefits for injuries sustained on the job. These benefits include payments for reasonable medical aid, hospitalization, etc.; total or partial incapacity; specific losses; and death.
- 9.2 The System Personnel Director, with the cooperation and assistance of other appropriate officials of the System or its component

institutions, investigates accidents and injuries, and endeavors to develop, publish, and enforce safety rules and regulations. His office keeps a complete record of all injuries on the job and is responsible for reporting them to the Industrial Accident Board. His office is responsible for the System-wide coordination of occupational safety and health activities, and for administration and enforcement of state and national laws and standards applicable to occupational safety and health.

- 9.3 All employees whose names appear on the payrolls are eligible.
- 9.4 Eligible employees who do not wish coverage may waive all rights to the benefits at the time of appointment. However, the waiver may be revoked at any time during continuous employment.
- 9.5 The institution shall give notice to all workers that such insurance has been provided.
- 9.6 The percentage of annual payroll, within the 2 percent mentioned in Subsection 9.1 above, is approved by the Board, and the amount is set aside from available appropriation other than itemized salary appropriations. Institutional chief business officers shall prepare and send to the System Personnel Director a monthly report of covered employees showing the source of their salaries and a check and/or state warrant for the amount due. These checks will be deposited in a depository bank and the State Comptroller will be requested to transfer the amounts due on payrolls paid from State funds to the Workers' Compensation Insurance Fund.
- 9.7 The System shall furnish such medical aid, hospital services, and medicines as may reasonably be required at the time of the injury, and at any time thereafter to cure and relieve the injured employee from the effects naturally resulting from the injury.
 - 9.71 Each employee shall have the right to select or choose the persons or facilities to furnish medical aid, chiropractic, osteopathic, podiatric, hospital and nursing services.
 - 9.72 Excessive charges or unreasonable expenses for services can be appealed to the Industrial Accident Board by the System.
 - 9.73 Although the employee has the right to select or choose the person or facilities to furnish reasonable treatment, each component institution may provide guidance in that choice, if the employee desires, by referring the injured

employee to reputable specialists or general practitioners, depending on the nature of the injury.

- 9.8 The supervisor of a covered employee who is injured during the course of employment must file a complete report with the supervisor of the Workers' Compensation Insurance Office whether or not time is lost from work. If time is lost, a supplemental report is filed when the employee returns to work. When the time lost is over 60 days, this report is filed at the end of each 60-day period. The same form is used if the employee is disabled later due to the original injury. In the event of death of the injured employee, the form is filed immediately.
- 9.9 The employees' supervisors are also responsible for keeping in close touch with injured employees and their attending physicians and investigating medical attention to see that unnecessary aid and visits are avoided. They approve the statement from the physician as to services rendered although not actual charges for treatment.
- 9.(10) A covered employee disabled from work due to an on-the-job injury may remain on the payroll until his earned vacation and sick leave are exhausted or may request use of any reasonable portion thereof, during which time full medical benefits will remain available. Should an employee continue to remain disabled from work after earned vacation and sick leave are exhausted, provided such accrued leave totals seven days or more, there will be no waiting period before weekly compensation benefits accrue. Employees who have no sick leave or vacation accrued will be subject to a 7-day waiting period, for which they will be compensated in the event disability lasts 28 days or more. Vacation and sick leave used due to an on-the-job injury are not charged against holidays, weekends, or other authorized days off.
- 9.(11) The weekly compensation benefit for a covered employee injured in the course of his work is equal to $66 \frac{2}{3}$ percent of the average weekly earnings for the 12 months immediately preceding injury, though not more nor less than the amount set forth in Article 8306, Section 29, Vernon's Texas Civil Statutes. Compensation to an employee on less than a full work day basis is not more than $66 \frac{2}{3}$ percent of his average weekly earnings, with the same maximum as the amount set forth in Article 8306, Section 29, Vernon's Texas Civil Statutes. Benefits may be paid for no longer than 401 weeks from date of removal from payroll for total incapacity and no longer than 300 weeks for partial incapacity for work. For specific

injuries, the supervisor has information available on request concerning benefits for specific injuries such as the loss of a hand or eye. In case of death, benefits shall be the same as those provided in Article 8306, Section 8, Vernon's Texas Civil Statutes.

- 9.(12) Payment for medical aid, hospitalization and compensation is through the System Personnel Office.
- 9.(13) The System Personnel Office shall issue an annual report through proper channels to the Chancellor and to the Secretary to the Board for the information of the members of the Board which shall include at least the following information for each component institution: The total claims and number of days lost, total compensation and medical benefits paid, receipts, and total expenditures including allocation of overhead. The report shall also include the balance in the fund at the beginning of the fiscal year, total receipts including interest, total disbursements, and balance in the fund at the end of the fiscal year.

Sec. 10. Unemployment Compensation Program.

- 10.1 The System Unemployment Compensation Program, effective January 1, 1972, and thereafter, is administered on a System-wide basis. Under the program, certain weekly benefits are payable to former employees who were separated from employment with the System under conditions specified in the Texas Unemployment Compensation Act and are unable to find suitable employment. Two methods of funding the cost of approved claims for such former employees will be in effect, as follows:
- 10.11 For former employees whose salaries were paid from State General Revenue Funds, the cost of approved claims charge-backs are paid by the State Comptroller as provided in the current State General Appropriation Act. Initially, the Texas Employment Commission (TEC) pays approved claims and, quarterly, notifies the State Comptroller's Office and the appropriate System component institution of the claims amounts paid by individual. TEC bills the State Comptroller's Office, which makes payments to TEC from State General Revenue Funds appropriated for this purpose. Administration of claims, periodic reporting of salaries paid, and other aspects of administering the program for employees whose salaries are paid out of State General Revenue are the same as for those whose salaries are not paid out of State General Revenue, except that the assessments provided in Subsection 10.4 are not applied to

salaries paid from State General Revenue Funds, or such other exceptions as are deemed by the System Personnel Director to be necessary for effective administration.

10.12 For former employees whose salaries were paid from funds other than State General Revenue, the cost of approved claims charge-backs is paid initially by the State Comptroller as specified under 10.11 above. Quarterly, or periodically as otherwise required by the State Comptroller, the System, by check made payable to the State Comptroller, reimburses the State General Revenue Fund from the System Unemployment Compensation Insurance Fund, a self-insurance fund described in Subsection 10.4.

10.2 The System Personnel Director, working in close cooperation with the System Comptroller and other appropriate officials of the System and its component institutions, is responsible for:

- 10.21 Administering the Unemployment Compensation Program for all employees of the System, with the assistance of appropriate institutional officials.
- 10.22 Determining the System's official position regarding claims protests in questionable cases, and assisting component officials in protest hearings.
- 10.23 Representing the institutions in all cases where claims are appealed to Appeals Tribunal or Commission Review and assisting the State Attorney General as required in representing the System with institutional participation in all cases in court actions provided for in the law.
- 10.24 Establishing and maintaining such additional policies and procedures as are necessary for the effective administration of the program as provided under existing statutes and these Rules and Regulations, including requirements for employee separation and claims administration, informing affected personnel about the Unemployment Compensation Program, and analyzing statistical data as needed.
- 10.25 Administering the Unemployment Compensation Insurance Fund and all policies and procedures necessary to bring about effective fund management and loss control for the Unemployment Compensation Program.
- 10.26 Maintaining records of all claims filed and paid, all charge-backs, and other records necessary to separate approved claims information applicable to student employment and extending such record-keeping to any additional group(s) of employees for which such analysis may be deemed by the System Personnel Director to be necessary for effective administration, including

records necessary to determine individual "benefit ratios" consistent with provisions in the Texas Unemployment Compensation Act under Subsection 10.6 for each of the following categories of fund sources:

10.261 State General Revenue

10.262 Other than State General Revenue

10.27 Assuring that upon adequate notice, sufficient fiscal information will be available to determine a benefit ratio for each of the following categories of funding sources:

- (a) Organized Research (including contract research and services)
- (b) Educational Service Agreements (including training grants)
- (c) Organized Activities Related to Educational Departments (including hospitals and clinics)
- (d) Auxiliary Enterprises
- (e) All Other

10.3 All services performed in the employ of the System are deemed to constitute employment and are provided for under the Unemployment Compensation Program. However, benefits based on service in an instructional, research, or principal administrative capacity are not payable between two contractual periods of service, as specified in the Texas Unemployment Compensation Act.

10.4 The System-wide Unemployment Compensation Insurance Fund is established January 1, 1972, to accumulate necessary funds to pay reimbursements to the State Comptroller for claims of former employees whose salaries were not paid out of State General Revenue Funds. Sources of all salaries other than State General Revenue are charged an assessment beginning on the effective date and each month or payroll period thereafter. Checks covering these charges will be forwarded monthly to the System Personnel Director for deposit in the Unemployment Compensation Insurance Fund. Following the close of each calendar quarter, or such other reporting period as may be deemed by the System Personnel Director to be necessary for effective administration, institutional chief business officers will prepare and send to the System Personnel Office reports itemizing by employees the salaries reported to the TEC and the amounts of such salaries subject to assessment. The reported assessable salaries will be reconciled to the checks submitted monthly in payment of the assessments. The reports will also contain such other information as may be required for effective reporting. In instances in which amounts may be due the Unemployment

Compensation Insurance Fund from the State Comptroller for adjustments on claims paid, assessments, or as otherwise deemed necessary by the institutional chief business officers for effective and commensurate allocation of assessments or approved claims charge-backs, the State Comptroller is requested to issue a State warrant for the amount due.

- 10.5 Separate and apart from all other System monies or funds, an Unemployment Compensation Fund, administered under the same custodianship as other monies administered by the System, is established and maintained in one or more regular depositories of the System, secured by collateral in accordance with state statutory requirements. The fund consists of all assessments collected, all interest earned on deposits of any monies in the fund, and all other monies received for the fund from any other source. Investments or time deposits of such funds will be in accordance with regular System policies. This fund is designated as a "revolving fund" under the "University of Texas Central Services Account" provision of the current General Appropriation Act. Expenditures from the Unemployment Compensation Insurance Fund are restricted to direct costs: payments and charge-backs of approved Unemployment Compensation claims, and System administrative costs not to exceed five percent per year of the balance in the fund at the beginning of each preceding year. The administrative costs will be identified and charged as direct cost to the Unemployment Compensation Program consistent with procedures for other similar benefits programs operated by The University of Texas System. Such direct cost charges will be supported by a payroll distribution system in accordance with Federal Management Circular 73-8, Section J.7. A financial report will be prepared and submitted annually to the Board of Regents summarizing the transactions and balances of the Unemployment Compensation Insurance Fund for the fiscal year.
- 10.6 The System Unemployment Compensation Insurance Fund operates under principles agreed upon between The University of Texas System and the Department of Health, Education and Welfare, and includes the following procedures:
- 10.61 Assessment rates determined in accordance with 10.621 below will be applied to salaries and wages up to the maximum salary base which conforms to provisions of Federal and State Unemployment Insurance legislation.

- 10.62 The University will review all available data on loss experience and levels of funds within six months after the end of the year. Based upon such review and projections of anticipated future activities and costs, a calculation of the rate to be charged in the following fiscal year will be submitted to the Department of Health, Education and Welfare.
- 10.621 Rates will be calculated to fulfill the following objectives:
- (a) To maintain the fund balances within a range of \$1,215,000 to \$1,755,000,
 - (b) To provide minimal fluctuations in fund balances from year to year, and
 - (c) To provide maximum rate stability consistent with the first two objectives.
- 10.622 The above objectives are expected to permit considerable flexibility in rate determination by the University. However, formal rate negotiations may be required upon determination by DHEW that a prospective rate is inconsistent with such objectives.
- 10.63 A single assessment rate is charged to all affected fund sources on a nondiscriminatory basis throughout the System.

10.7 In the event that the amount in the Unemployment Compensation Insurance Fund is fully depleted and further reimbursement payments create a deficit in the fund, at the end of any month, such deficit will be recovered by additional emergency assessments which the component institutions will fund by distribution of the costs to all accounts based upon the covered wages which had been charged to the accounts during the month and paid from funds other than State General Revenue.

10.8 The System Personnel Office will issue an annual report to include separate reporting of income and disbursements by institution, fund categories, and such other information as may be deemed necessary for effective administration.

Sec. 11. Social Security (Old Age and Survivors Insurance).

11.1 As an employer, the System complies with the relevant provisions of the Social Security Act. All employees are required to participate in the Federal Social Security Program as a condition of employment.

- 12.1 As an employer, the System complies with the relevant provisions of Senate Bill 872, 63rd Legislature, Regular Session, which authorized the Deferred Compensation Plan for public employees (Article 6252-3b, Vernon's Texas Civil Statutes).
- 12.2 The State Comptroller is the administrator of the program. The System Administration has been authorized by the Board to develop administrative and fiscal procedures for operation of the program.

Sec. 13. Premium Sharing.

- 13.1 The System provides each full-time employee with the full amount of Premium Sharing specified in the current Appropriation Bill, for payment of certain group insurance premiums. Employees appointed half-time or more, but less than full-time, are provided an amount of Premium Sharing which is proportionate to the percentage of time employed.
- 13.2 Each employee employed half-time or more will automatically be covered under a basic plan of insurance effective September 1, 1977, or on the first date of employment following that date. Each such employee may elect optional coverages within 60 days of the automatic coverage date, or waive at any time subsequent to the automatic coverage date. Only those employees who do not elect optional coverages shall be provided automatic coverages. The total premium for the basic coverages provided under the automatic coverage plan shall not exceed the amount of the employer contributions to which the employee is entitled.

Sec. 14. U.S. Savings Bonds.

- 14.1 The System provides each employee with the opportunity to participate in the purchase of U.S. Saving Bonds by payroll deduction.

CHAPTER VII

PHYSICAL PROPERTIES

- Sec. 1. Except as otherwise specifically authorized, property of the System shall be used only for official business. Only library books and other items of similar nature of well-established use may be used for the personal benefit or pleasure of employees. The chief administrative officer of each component institution shall designate a property manager.
- Sec. 2. Inventories.
- 2.1 An actual physical inventory of property of the System shall be made each fiscal year in accordance with the State Property Act, as amended (Article 6252-6, Vernon's Texas Civil Statutes), and in compliance with appropriate regulations issued thereunder. The chief business officer of each component institution shall issue the necessary implementing instructions.
- 2.2 Department heads are responsible for all System property in their care and for the taking of the inventory on the prescribed record forms.
- 2.3 Inventories as of August 31 include all equipment on hand as defined by the State Board of Control under the State Property Act. Items that are worn out or discarded shall be deleted in accordance with the regulations of the State Board of Control.
- Sec. 3. Motor Vehicles.
- 3.1 Any motor vehicles permitted under State law to be owned and operated by the System shall be used only on official business. Each vehicle shall carry an inscription on both sides as prescribed by law.
- 3.2 As required by statutes, a daily report shall be prepared by the person using the vehicle on the forms approved by the State Auditor and shall be filed within ten days in a central location designated by the chief business officer.

- 3.3 The operators of System-owned vehicles must hold, at their expense, an appropriate operator's license for the type of vehicle operated.
- 3.4 System-owned vehicles are subject to the compulsory inspection required by law.
- 3.5 It shall be the obligation of the chief business officer of each of the component institutions to see that all employees who are required to drive System-owned vehicles are fully informed of their personal responsibility and liability for their negligent operation.
- 3.6 Each component institution shall be cognizant of and render reports on operation of motor vehicles as required by current appropriations bill.

Sec. 4. Insurance on Property of the System.

- 4.1 The following types of insurance coverage shall be maintained on a System-wide basis:
 - Fire and Extended Coverage Insurance
 - Boiler and Machinery Insurance
 - Blanket Position (Fidelity) Bond] may be one policy
 - Money and Securities Insurance
 - Motor Vehicle Liability Insurance on State Owned Vehicles
- 4.2 The terms of the policies covering the risks indicated above are negotiated by the Vice Chancellor for Business Affairs in accordance with procedures approved by the Chancellor and the Board.
- 4.3 When it is necessary or advisable to insure risks on a basis other than System-wide, insurance policies covering such risks shall be approved by the Vice Chancellor for Business Affairs on an individual basis upon recommendation by the chief business officer of the component institution affected.
- 4.4 At the time a loss occurs applicable to either System-wide or individual insurance policies, the Vice Chancellor for Business Affairs shall be notified by the chief business officer, and shall approve all loss claims and settlements. Any settlement over \$2,000 and under \$10,000 shall be reported to the Board for ratification. Settlements in the amount of \$10,000 or more must have the approval of the Board.

- Sec. 5. Safe and Vault Combinations. --The combinations to all vaults and safes used by component institutions shall be filed under seal with the chief business officer.
- Sec. 6. Police and Security Officers.
- 6.1 Police and other security officers are employed at the component institutions to protect and safeguard the property of the institution.
- 6.2 Employees shall cooperate in the security program by exercising caution to safeguard the equipment and supplies in their offices.
- Sec. 7. Telephones. --The director of physical plant, or the chief business officer, shall be responsible for the installation of telephones and the administration of all telephone facilities. Personal toll calls shall not be charged to institutional telephones. Charges for telephones and toll calls shall be under the supervision of the persons named above.
- Sec. 8. Disposal of Property of the System.
- 8.1 Whenever any item of equipment becomes obsolete or useless for the needs and purposes of the department concerned, a written report of such fact shall be made to the chief business officer. Upon receipt of such report, it shall be the responsibility of the chief business officer to determine whether or not such item of equipment is needed by any other department and, if so, to transfer and assign the equipment to such department.
- 8.2 If the chief business officer shall determine that the equipment is not needed for any department and that it is not practicable to store the equipment for possible future use, he shall proceed to sell the item concerned.
- 8.3 For items of little value or limited use where sale on competitive bids is not practicable, the chief business officer shall have the authority to dispose of the property on the basis of negotiated bids in amounts under \$2,000.
- 8.4 Sale of property estimated to bring \$2,000 or more shall be made on a basis of competitive bids.
- 8.5 Sales in amount of \$10,000 or more shall be approved in advance by the Chancellor and ratified by the Board through the insitutional docket.

8.6 Sales to U. T. Employees. --Sealed bid sales of surplus equipment or abandoned property may be made to employees of the System or of any of its component institutions only after authorization by the chief administrative officer and approval of the Chancellor. Such sales shall be reported in the institutional docket.

8.61 The authorization and reporting requirements in Section 8.6 are not required for public auction sales of surplus equipment or abandoned property to employees of the System.

Sec. 9. Transfer of Property. --Property may be transferred from one State agency to another when it becomes surplus. Such transfers from one component institution to another, or from a component institution to another State agency shall have the advance approval of the chief business officer concerned and shall be reported to the chief administrative officer. The chief business officer or his delegate shall advise departments and administrative offices as to the procedure to be followed in disposing of or acquiring property by this means.

Sec. 10. Disposition of Abandoned and Unclaimed Personal Property. --Abandoned and unclaimed personal property of every kind, except vehicles and drugs, which is not being held as evidence to be used in a pending criminal case which shall remain in the custody of any component institution property manager for a period of sixty (60) days will be disposed of in the following manner:

10.1 The designated Property Manager shall mail a notice to the last known address of the owner of such property with certificate of mailing, if the owner is known; if the owner is unknown, then the Property Manager shall cause to be published once in the student newspaper, and in a paper of general circulation in the county in which the institution is located, such notice shall contain the description of the property held, the name of the owner if known, the name and address of the officer holding the property within sixty (60) days from the date of publication, such property will be sold, and the date and place of such sale.

10.2 All personal property which remains unclaimed at the expiration of sixty (60) days from the date of publication of the notice required by letter with Certificate of Mailing, if the owner was known, shall be deemed to be abandoned and may be sold.

10.3 The designated Property Manager shall sell the property which has been abandoned to the highest bidder at public

sale; the Property Manager may decline the highest bid and reoffer such property for sale, if he considers such bid insufficient; he need not offer any property for sale, if, in his opinion, the probable cost of sale is in excess of the value of the property; the designated Property Manager shall deposit all proceeds of the sale into a fund which shall be designated for this purpose.

- 10.4 Any person claiming an interest in any property delivered to the designated Property Manager, which has been presumed abandoned and sold under the provisions of this section, shall be allowed to file a claim to such property with the designated Property Manager on forms and through procedures prescribed by the Property Manager; upon approval of such claim by the designated Property Manager, the owner may recover the proceeds of such sale after deducting the reasonable expense of keeping such property and the cost of the sale.
- 10.5 Proceeds of the sale, which remain unclaimed, may be used by the institution for student scholarships.
- 10.6 Vehicles, which are abandoned and unclaimed, will be disposed of in accordance with Article 6687-9 of Vernon's Texas Civil Statutes as hereafter amended.
- 10.7 Drugs in the possession of any component institutional police department will be disposed of in the manner prescribed by Article 4476-14, Section 8, of the Texas Dangerous Drugs Act and by Article 4476-15, Section 5.08, of the Texas Controlled Substances Act, or as hereafter amended.

CHAPTER VIII

PHYSICAL PLANT IMPROVEMENTS

Sec. 1. New Building Construction Exceeding the Amount of \$50,000 per Project.

- 1.1 After the Board approves the construction of new buildings, the procedures shall be as follows:
 - 1.11 The Institutional Building Advisory Committee shall hold necessary hearings and make proper investigations to translate the approved academic program into priorities for new construction, with suggestions as to total project area and function, and make such recommendations to the chief administrative officer.
 - 1.12 The Institutional Building Advisory Committee shall be relieved of further direct responsibility whenever a building contract is awarded, but shall be available for consultation as the building progresses, as requested by the chief administrative officer, the Chancellor, or his delegate, and the project architect.
 - 1.13 New projects shall be submitted to the Board for approval, including proposed funding, upon recommendation of the chief administrative officer, the Chancellor, or his delegate.
- 1.2 Project Development.
 - 1.21 The Board will employ a project architect for each new major building project at all component institutions.
 - 1.22 The chief administrative officer may appoint according to the Institutional Handbook of Operating Procedures an Ad Hoc Project Building Committee composed of but not limited to representatives of the departments or divisions that will occupy the building. The committee shall work with the Office of Facilities Planning and Construction to prepare a detailed program of the needs for each project.
 - 1.23 The chairman of the Institutional Building Advisory Committee, or his delegate, shall be an ex officio member of each Ad Hoc Project Building Committee.

- 1.24 The project architect shall be given the detailed program and will work in conjunction with the Office of Facilities Planning and Construction to prepare preliminary plans, exterior design, outline specifications, cost estimates, etc., which shall be submitted to the Board for approval upon the recommendation of the institutional head, the Chancellor, or his delegate.
- 1.25 After approval of the preliminary plans, the Board shall authorize the preparation of the working drawings and specifications. In the preparation of the final plans and specifications, the project architect shall work with the Ad Hoc Project Building Committee and the Office of Facilities Planning and Construction.
- 1.26 The final working drawings and specifications shall be submitted to the Board for approval upon the recommendation of the institutional head, the Chancellor, or his delegate.

1.3 Bidding and Construction Phase of Project.

- 1.31 After the Board approves the final plans and specifications, the Board shall authorize the Office of Facilities Planning and Construction to advertise for bids. Advertisements for bids for buildings shall be in accordance with State law and shall be published for four consecutive weeks unless the urgency, limited scope of work, or economy, as determined by the Chancellor, shall justify a lesser period of time.
- 1.32 The Chancellor, or his delegate, shall receive and open bids, with the project architect and others, tabulate and study such bids, and make recommendations to the Board.
- 1.33 The Board will award the contracts for all work in excess of the amounts of \$50,000 for new construction and \$80,000 for major remodeling/repair projects. The contract will be signed by the contractor(s) involved and the Chairman of the Board and approved by the Board in accordance with law.
 - 1.331 In the event the lowest bidder is found to be not responsible, or other facts and circumstances necessitate award of contract to other than the lowest bidder, the bidder(s) submitting proposal(s) lower than the bidder to whom award is proposed shall be notified of the Board's proposed decision for award.
 - 1.332 If the lowest bidder fails to timely state his protest of such award and requests to present evidence, the Board's proposed award will be final.

- 1.333 If the lowest bidder timely files notice of protest, the Board will hear the protest or will delegate to the Chancellor the authority to appoint a Hearing Officer who shall promptly convene and conduct a hearing and subsequently prepare and submit a report of his findings through the Chancellor to the Board. The Board shall make a final decision based upon the records of the hearing before the Hearing Officer.
- 1.334 The contract documents will be prepared by the Project Architect and approved by the Chancellor, or his delegate, and the General Counsel for the System, or his delegate, before submission to the Chairman of the Board.
- 1.335 At the time contracts are awarded, additional appropriations will be made if required.
- 1.34 The Chancellor, or his delegate, shall approve contractor's estimates, sign change orders, and provide general supervision of all new construction. He shall advise the Board if developments during construction require additional funds or other decisions of the Board.
- 1.35 The Chancellor, or his delegate, shall inspect the completed building and recommend final acceptance and final payment.
- Sec. 2. New Building Construction Involving Less than \$50,000 per Project. -- New construction that involves a total expenditure of \$50,000 or less per project may be handled at the component institution. Necessary funds must have been approved through the proper procedure. In each case, the project must have been approved by the director of physical plant, the chief business officer, and the chief administrative officer of the institution involved, and the Vice Chancellor of Business Affairs.
- Sec. 3. Minor Repairs and Remodeling and Improvements other than Buildings. -- Minor repairs and remodeling of the physical plant and construction of improvements other than buildings involving proposed expenditures of less than \$80,000 per project shall be made under the supervision of the director of physical plant and the chief business officer at the component institutions, with the prior approval of the chief administrative officer and the Vice Chancellor for Business Affairs provided that necessary funds have been approved through proper procedure.
- Sec. 4. Major Repairs and Remodeling and Improvements other than Buildings.
- 4.1 Any repair or remodeling project of the Physical Plant and

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2742

construction of improvements other than buildings involving an estimated expenditure of \$80,000 or more shall be deemed a construction project.

4.2 Unless otherwise approved by the Board, the procedures and regulations pertaining to new building construction shall apply to major repairs and remodeling projects.

Sec. 5. Professional Services. --Each component institution is authorized to make use of architects, engineers, and other professional services up to a maximum cost of \$7,500 with the approval of the Chancellor on recommendation of the chief business officer.

Sec. 6. Constitutional and Legislative Restrictions.

6.1 Section 18, Article VII, of the Texas Constitution requires approval by the Legislature, or an agency designated by the Legislature, prior to the construction of physical improvements financed by bonds authorized under this section at the component institutions other than The University of Texas at Austin and at El Paso.

6.2 Under the provisions of the current Appropriation Bill, prior to the allocation, expenditure or encumbrance of any funds provided under the authority of Article VII, Sections 17 and 18, of the Texas Constitution, for individual building construction projects costing in excess of Twenty-five Thousand Dollars (\$25,000), other than classroom, library and laboratory building projects. Notice of intent shall be filed with the Legislative Budget Board and the Governor's Budget Office.

6.3 New construction projects not otherwise authorized by law, in excess of \$100,000 and all major repair and rehabilitation projects in excess of \$100,000, must be approved by the Coordinating Board, Texas College and University System as to purpose and gross dimensions. Format for submission will be as prescribed by the Coordinating Board. Submission will be prepared by the component institution, in consultation with and assisted by the Office of Facilities Planning and Construction, if necessary, and forwarded to System Administration for review, approval and handling of submission. It is the objective to submit the necessary documents to the Coordinating Board when the project scope and estimated cost are sufficiently defined to meet the Coordinating Board's requirements for approval. Normally, submission will be made when the Board approves preliminary plans and specifications and the related cost estimate.

Sec. 7. Modification of Bids.

- 7.1 No bid shall be changed, amended, or modified by telegram or otherwise after it has been submitted or filed in response to an advertisement for bids in connection with the construction or erection of permanent improvements at any of the component institutions of the System under Article 2593, Revised Civil Statutes of Texas, 1925.
- 7.2 The substance of this requirement shall be stated in the advertisement for such bids; provided, however, that this requirement shall not be construed to prohibit the submission of filing of more than one separate and independent bid by any bidder.

Sec. 8. Institutional Building Advisory Committees.

- 8.1 At each of the component institutions there shall be an institutional building advisory committee.
- 8.2 The committee shall be appointed by the chief administrative officer in the same manner as other institution-wide committees are appointed.
- 8.3 The composition of the institutional building advisory committee shall be set forth in the institutional Handbook of Operating Procedures of each component institution.
- 8.4 The Vice Chancellor for Business Affairs, or his delegate, and the chief business officer of the institution shall be ex officio members of such committees.

CHAPTER IX

MATTERS RELATING TO INVESTMENTS, TRUSTS AND LANDS

Sec. 1. Authorizations re Sales, Assignments, Conveyances, Receipt of Property and Proxies.

- 1.1 Authority to Purchase, Exchange, and Sell Securities for and on Behalf of the Permanent University Fund of The University of Texas (hereinafter sometimes referred to as "PUF") and the Board. --The Chancellor or his delegate, the Vice Chancellor for Business Affairs, and the Executive Director for Investments and Trusts are authorized to purchase, exchange, and sell any and all securities for and on behalf of the PUF or the Board, and to execute any and all documents necessary to the consummation of any purchases or exchanges.
- 1.2 Authority to Assign and Transfer Securities Held by the PUF and the Board. --The Chancellor, the Vice Chancellor for Business Affairs, and the Executive Director for Investments and Trusts may each assign and transfer any and all securities of any description whatever, and execute any and all documents necessary to the consummation of any sale, assignment or transfer of any securities registered in the name of the PUF or the Board, or in any other form of registration of such securities held for the account of the PUF or the Board in whatever manner, including all fiduciary capacities, and including those registered in the names of trusts or foundations managed and controlled by said Board.
- 1.3 Authority to Execute Instruments Relating to Land and Mineral Interests. --The Chairman of the Board, the Vice-Chairman, the Chancellor, the Vice Chancellor for Business Affairs, and the Vice Chancellor for Lands Management are each authorized to execute conveyances, deeds, surface and/or mineral leases, easements, rights of way, oil and gas division orders, and transfer orders, geophysical and material source permits, water contracts, pooling and unitization agreements and any other instruments as may be necessary or appropriate from time to time, relating to the handling, management, control, and disposition of any real estate or mineral interests held or controlled by the Board as a part of the PUF or as a part of any trust or special fund.

- 1.4 Authority to Receive and Collect Money and/or Property. -- The Chancellor, the Vice Chancellor for Business Affairs, and the Executive Director for Investments and Trusts are each authorized and empowered to ask, demand, collect, recover, and receive any and all sums of money, debts, dues, rights, property, effects, or demands, whatever, due, payable, or belonging, or that may become due, payable, or belonging to any of the above funds, from any person or persons, whatever, and to execute any and all necessary or proper receipts, releases, and discharges therefor.
- 1.5 Authority to Execute Proxies. -- The Chancellor, the Vice Chancellor for Business Affairs, and the Executive Director for Investments and Trusts are each authorized to execute proxies within the approved investment policies.

Sec. 2. Investment Policy for PUF.

- 2.1 Investments Authorized for Purchase.
 - 2.11 Bonds of the United States, the State of Texas or counties of said State, or in school bonds of municipalities, or in bonds of any city of said State, or in bonds issued under and by virtue of the Federal Farm Loan Act approved by the President of the United States, July 17, 1916, and amendments, thereto.
 - 2.12 Bonds or other obligations issued, insured, or guaranteed in any manner by the United States Government or any of its agencies.
 - 2.13 Bonds, debentures, or obligations, and preferred and common stocks issued by corporations, associations, or other institutions.
 - 2.14 Convertible securities, of all kinds, issued by corporations on the approved list.
- 2.2 Standards as to Quality.
 - 2.21 Corporate Stocks:
 - 2.211 Stocks eligible for purchase shall be restricted to stocks of companies incorporated within the United States which have paid dividends for five (5) consecutive years or longer immediately prior to the date of purchase.
 - 2.212 Except for bank and insurance shares, stock must be listed upon an exchange registered with the Securities and Exchange Commission or its successors.
 - 2.213 Common stocks and convertible securities are eligible for purchase if they are issued by corporations which have been approved by the Board.

2.22 Corporate Obligations and Preferred Stocks: Corporate Bonds and Preferred Stocks must be rated "A" or better by Moody's Investors Service, Inc., or by Standard and Poor's Corporation. Bonds or preferred stocks offered by private placement and not rated may be purchased if in the opinion of the University's Investment Counsel they are of "A" quality or better. Commercial Paper must be rated in the two highest quality classes by Moody's Investors Service, Inc., or Standard and Poor's Corporation to be eligible for purchase.

2.23 FHA Mortgage Loans:

2.231 Loan Standards:

2.2311 The security for the loans shall be single family, owner occupied residences (including Row or Town Houses) of good design and construction, in good condition, and comparable in value to other homes in the neighborhood.

2.2312 Borrower must have a good credit rating and have adequate income to support the loan.

2.2313 Loans shall be for \$10,000 or more and shall be fully insured by the FHA to the maximum extent permitted under the law.

2.2314 Title and hazard insurance policies, written by companies acceptable to the Board, shall be furnished with respect to each loan purchased. Hazard insurance policies must be written by companies having a Best's rating of A-BBB or better.

2.2315 No loan shall be purchased from any Seller-servicer until a formal contract has been entered into with such Seller-servicer on a form approved by the Board.

2.232 Minimum standards for Seller-servicers from which FHA loans are purchased:

2.2321 The Seller-servicer must be an approved FHA Mortgagee, and must have satisfactory credit rating, and an unimpaired capital and surplus of at least \$250,000.

2.2322 It must have been actively engaged for at least five years in the mortgage

FEB 9 1979 2747

loan business, and except for commercial banks, the mortgage loan business must be its principal business, and must have a capable and experienced organization, together with the necessary equipment to furnish timely accounting on a block basis.

2.2323 It must be servicing at least \$25,000,000 of loans, and its clients (other than Federal National Mortgage Association) must include at least three institutional investors, and must have a capability of producing not less than \$1,000,000 per year in FHA loans.

2.2324 It must carry a Mortgage Bankers Blanket Bond in an amount not less than \$250,000.

2.233 Implementation of FHA Mortgage Loan Purchase program: The Chancellor, the Vice Chancellor for Business Affairs, and the Executive Director for Investments and Trusts are each authorized:

2.2331 To recommend the Seller-servicers with which Purchase and Servicing Agreements should be made, and after approval by the Board, to execute the Purchase and Servicing Agreements on the approved forms.

2.2332 To perform such acts and execute such documents as may be necessary from time to time in carrying out the provisions of any such Purchase and Servicing Agreement, including authority to accept or reject loans tendered under such agreements, to execute releases of the liens securing any loan or loans when paid in full, and to execute assignments of any notes and liens when appropriate to do so.

2.2333 To take any and all steps as may be considered necessary or advisable to protect the interest of the PUF in event of default occurring with respect to any FHA Insured First Mortgage note held by such Fund. Not by way of limitation, but by way of illustration only, such authority shall include power to acquire title on behalf of the

FEB 9 1979

2748

Board to the property securing any such note, by Trustees sale, foreclosure, or otherwise: to execute on behalf of the Board the necessary deed conveying the properties so acquired to the Federal Housing Administration; to handle any property so acquired pending conveyance to the Federal Housing Administration; and to incur and pay such reasonable expenses as may be necessary in the acquisition and care of any such properties.

2.3 Diversification.

2.31 Not more than 5% of the voting stock of any one (1) corporation shall be owned at any given time by the PUF.

2.32 Not more than 1% of the book value of the PUF shall be invested at any given time in securities issued by any one (1) corporation.

2.4 Standard of Care.

2.41 Prudent Man Rule: In making or retaining each and all investments for the PUF, and in management, purchase, and sale of such investments from time to time, there shall be exercised the judgment and care under the circumstances then prevailing that men of ordinary prudence, discretion, and intelligence exercise in the management of their own affairs, not in regard to speculation, but in regard to the permanent disposition of their funds, considering the probable income therefrom as well as the probable safety of their capital.

2.5 Policies with Respect to Stock Rights, Fractional Shares, and Proxies.

2.51 As a general rule, stock rights received are to be exercised. In each instance, exercise or sale of the rights is to be made at the discretion of the Chancellor, the Vice Chancellor for Business Affairs or the Executive Director for Investments and Trusts.

2.52 As a general rule, fractional shares received from stock dividends, etc., are to be sold. In each instance, the decision to round out fractional shares or to sell will be made by the Chancellor, the Vice Chancellor for Business Affairs or the Executive Director for Investments and Trusts.

2.53 As a general rule voting stocks held are to be voted by returning proxies to present management. When the

Executive Director for Investments and Trusts determines that a vote with management would not be in the shareholder's best financial interest, or when a proposal under consideration is of a social nature, the matter will be referred to the Chancellor or, in his absence, to the Chairman of the Land and Investment Committee.

2.6 Implementation of Policies.

- 2.61 Approved List. A list of companies whose stocks are considered suitable for purchase or retention shall, after consultation with the Staff Investment Committee, the Investment Counsel, and the Investment Advisory Committee, be submitted by the Chancellor, the Vice Chancellor for Business Affairs, or the Executive Director for Investments and Trusts for approval by the Board through the Regents' Land and Investment Committee. This list will be reviewed annually.
- 2.62 Authority Regarding Purchase and Sale of Securities. Within the limitations of these Rules and Regulations, the Chancellor, the Vice Chancellor for Business Affairs, or the Executive Director for Investments and Trusts is authorized to buy, sell or exchange, from time to time, securities issued by the companies within the approved list, provided that sales in any one calendar month of stocks owned shall not exceed 2 1/2% of the book value of the PUF. With the approval of the Chairman of the Land and Investment Committee, or the Chairman of the Board, the Chancellor, the Vice Chancellor for Business Affairs, or the Executive Director for Investments and Trusts may sell stocks in excess of 2 1/2%, but not in excess of 5%, of the value of the PUF. Sales of stocks in any one month in excess of 5% of the value of the PUF require prior approval of the Board.
- 2.63 Exchange of Bonds. The Chancellor, the Vice Chancellor for Business Affairs, or the Executive Director for Investments and Trusts is authorized to exchange bonds owned from time to time, on a par for par basis (with such cash adjustments as may be required) for other eligible bonds or obligations. In any such exchange the cost of the bonds exchanged out (plus or minus the cash adjustments involved) shall be carried forward as the cost of the bonds or obligations acquired, even though the sale and purchase may be effected through different brokers.
- 2.64 Advice of Investment Advisory Committee. The Chancellor, the Vice Chancellor for Business Affairs, or

the Executive Director for Investments and Trusts shall seek the advice and counsel of the Investment Advisory Committee at its regular quarterly meetings on all of the major matters involving the PUF.

- 2.65 Reports of purchases, sales, and exchanges of Investments. All purchases, sales, and exchanges of investments shall be reported for ratification by the Board through the Regents' Land and Investment Committee at each meeting of the Board.

Sec. 3. Investment Policy for Trust and Special Funds.

3.1 Investments authorized for purchase:

3.11 Unless otherwise limited by the terms of the instrument by which the fund was created, trust and special funds under the control of the Board shall be invested and reinvested in such securities and investments as are permitted by the Texas Trust Act as legal investments for funds held by trustees.

3.12 Except as broadened by the foregoing Section 3.11, the general statement of policies outlined in Section 2 with respect to the PUF shall likewise apply to the investment and management of any trust or special funds under the control of the Board.

3.2 Implementation of Policies. --The provisions of Section 2.6 with respect to the implementation of policies for the investment and management of the PUF shall likewise apply to trust and special funds, provided that approval of the Board shall be required before any stock is purchased which is not on the approved list.

Sec. 4. Investment Policy for Common Trust Fund. --The policies for the investment and management of funds for the System Common Trust Fund shall be the same as those outlined in Section 3 with respect to trust and special funds.

Sec. 5. Staff Investment Committee.

5.1 Membership. --The Staff Investment Committee shall consist of the Chancellor, the Vice Chancellor for Business Affairs, the Executive Director for Investments and Trusts, the investment officer, and such other members as may be designated from time to time by the Chancellor or the Vice Chancellor for Business Affairs.

5.2 Duties. --The Staff Investment Committee shall cooperate and advise with the Chancellor, the Vice Chancellor for Business

FEB 9 1979

2751

Affairs or the Executive Director for Investments and Trusts on matters relating to the management of investments for which he is responsible.

Sec. 6. Investment Advisory Committee.--The Investment Advisory Committee is and has been established in order to assist and advise the Chancellor, the Vice Chancellor for Business Affairs, and the Executive Director for Investments and Trusts with respect to matters relating to the management of investments for which said Executive Director is responsible. The following rules shall apply to such Committee:

- 6.1 Membership.--Five members of the Committee shall be selected because of their particular qualifications and experience in the field of investments, including experience in bond and corporate stock investments.
- 6.2 Selection Procedure.--Appointments to such Committee shall be made by the Board after recommendation by the Chancellor.
- 6.3 Term of Office.--Each member shall serve a five year term on a rotating basis, with the term of one member expiring each August 31.
- 6.4 Meetings.--Meetings shall be held quarterly and at such other dates as may be considered advisable by the Chancellor.

Sec. 7. Investment Transactions.--Sales, purchases and exchanges shall be effected through investment dealers or brokers in accordance with normal investment practices, if, in the judgment of the Chancellor, the Vice Chancellor for Business Affairs or the Executive Director for Investments and Trusts, these services will produce the maximum benefit to the System.

CHAPTER X

AUXILIARY ENTERPRISES

- Sec. 1. Auxiliary Enterprises are those operated primarily for service to students and staff. Such enterprises are expected to be self-supporting. Examples of such enterprises are residence halls, dining halls, student hospitals, student unions, bookstores, and any activities supported from fees collected as Student Activities Fees, whether such fees are optional or mandatory.
- Sec. 2. Annual budgets for these activities shall be prepared and submitted through regular administrative channels, and expenditures shall be within budgets approved by administrative officials and the Board. Income of Auxiliary Enterprises is not deposited with the State Treasury, however, and any balances or deficits at the end of a fiscal year may be reappropriated for the succeeding year.
- Sec. 3. With the exception of intercollegiate athletic departments, to which the general and special provisions of the Appropriation Bill do not apply, the same regulations and applicable laws shall govern as apply to the budgeting and expenditure of general funds unless otherwise specifically authorized. The Board, upon recommendation of appropriate administrative officials, approves the regulations for the management and operation of athletic departments.
- Sec. 4. Rentals and related policies and rates for dormitories and housing facilities shall be approved in advance by the chief administrative officer, the Chancellor, and the Board.
- Sec. 5. Rules and regulations for the administration of dormitories, other housing facilities, dining halls, and other eating facilities, shall be promulgated by administrative officials and the chief administrative officer at the institution concerned.
- Sec. 6. The money values of meals, lodging, and other services the employees are authorized to receive in lieu of additional wages or salary, are recommended to the chief administrative officer by the chief business officer and approved by the Chancellor and the Board.
- Sec. 7. Statutory Provisions Currently in Effect. --Auxiliary Budgets shall comply with statutory provisions and rider provisions of current Appropriation Bill.

Sec. 8. Student Publications (The University of Texas at Austin).

- 8.1 All assets of the former Texas Student Publications, Inc., now vested in the Board shall be delivered to, and recorded in the accounting records of, The University of Texas at Austin, to be used for the maintenance and support of student publications as an auxiliary enterprise of The University of Texas at Austin. The recording, budgeting and expenditure of these assets will be in accordance with the Rules and Regulations for the management of this type of funds and account.
- 8.2 The day-to-day operations of student publications on the campus of The University of Texas at Austin are under the control and jurisdiction of a Publishing Board, constituted as hereinafter set out. The Publishing Board shall transact all business connected with student publications on the campus of The University of Texas at Austin, pursuant to these Rules and Regulations.
- 8.3 The Publishing Board is responsible for the issuance, publication, and distribution of the student publications on the campus of The University of Texas at Austin. Such publications presently consist of The Daily Texan, The Summer Texan, The Texas Ranger Magazine, Cactus, Peregrinus, Texas Engineering and Science Magazine, and Riata. The Publishing Board may authorize other publications.
- 8.4 The Publishing Board shall consist of eleven voting members, composed as follows:
- (1) Four undergraduate students out of the Journalism Department of The University of Texas at Austin elected (two to be elected in even-numbered years and two to be elected in odd-numbered years after the initial election; at the initial election under these rules all four shall be elected with provision for staggered terms as hereinafter set out) by those students certified by the chairman of such department as being journalism majors. Said election is to be held at least three weeks before the spring government election each year pursuant to the rules established by the Publishing Board. No student shall be eligible to be a candidate for a position on the Publishing Board unless he has completed or will have completed by the end of the spring semester in which the election is held twelve hours of journalism courses; is in good standing (not on scholastic probation); and

has completed at least one semester in residence in the long term at The University of Texas at Austin. The eligibility of a candidate must be certified to by the Chairman of the Department of Journalism prior to the time of said election.

- (2) Two undergraduate students elected at large from the student body of The University of Texas at Austin (one to be elected in even-numbered years and one to be elected in odd-numbered years after the initial election; at the first election under these rules both shall be elected with provision for staggered terms as hereinafter set out) at the same time as the editor of The Daily Texan pursuant to Subsection 8.(10) of this section. If the President of the Students' Association is not one of the students elected at the election, then the President of the Students' Association shall serve as an ex officio member of the Publishing Board without vote.
- (3) Two members of the faculty out of the voting faculty of the Department of Journalism and one member of the faculty out of the voting faculty of the College of Business Administration, all three to be appointed directly by the chief administrative officer of The University of Texas at Austin.
- (4) Two professional newspapermen appointed by the chief administrative officer of The University of Texas at Austin.

8.5 Voting members of the Publishing Board shall serve a term of two years beginning June 1 of each calendar year. However, in order to provide staggered terms, the following procedure shall be used concerning the first Publishing Board selected under this section, to take office June 1, 1972.

- (1) The four journalism students elected from the Department of Journalism shall draw lots in the presence of a quorum of the Publishing Board to determine which two shall serve initial terms of one year and which two shall serve initial terms of two years.
- (2) The two undergraduate students elected at large from the student body of The University of Texas at Austin shall draw lots in the presence of a quorum of the Publishing Board to determine which one shall serve an initial term of one year and which one shall serve an initial term of two years.
- (3) The chief administrative officer of The University of Texas at Austin shall appoint one of the faculty out of the Department of Journalism for an initial term of one year, and he shall appoint the other journalism faculty member for an initial term of two years. The

chief administrative officer of The University of Texas at Austin shall appoint the remaining faculty member for an initial term of two years.

- (4) The chief administrative officer of The University of Texas at Austin shall appoint one of the professional newspapermen for an initial term of one year, and shall appoint the other professional newspaperman for an initial term of two years.
- 8.6 Should any voting member or members of the Publishing Board resign, become ineligible, or for any other reason fail to serve, the chief administrative officer of The University of Texas at Austin shall, after consultation with the Publishing Board, select a successor or successors to fill the unexpired term.
- 8.7 In addition to the aforementioned voting members of the Publishing Board, the following persons shall serve as ex officio, nonvoting members: the Dean of Students or his representative; the Editorial Manager of The Daily Texan; the General Manager of the publications; the Editor and Managing Editor of The Daily Texan; and the student editors of all other publications published by the Publishing Board.
- 8.8 The number and method of selection of the Publishing Board may be changed only by amendment to these rules.
- 8.9 The officers of the Publishing Board shall be a President, a Vice President, and a Secretary and such other officers as the Publishing Board may from time to time find necessary to carry on the business of the publications. Officers shall be elected from among the voting members of the Publishing Board at the first meeting after June 1 of each year. Officers' terms shall be for one year, but a person is eligible to serve one additional one-year term.
8. (10) At least three weeks prior to the spring student government elections there shall be a student publications election on the campus of The University of Texas at Austin. At such election there shall be elected the Editor of The Daily Texan by the students of The University of Texas at Austin, but voting members of the Board shall appoint the Editor of The Daily Texan in the case of a vacancy. The eligibility of a candidate for Editor of The Daily Texan must be certified to by the Publishing Board on standards set out in their Handbook prior to the time of said election. The

Publishing Board shall set out in its Handbook the conditions under which said elections may be held, including length of the campaign. The Editor of The Daily Texan shall serve for a term of one year beginning June 1. There shall also be elected at this election the two student members of the Publishing Board (one student to be elected each year after the first spring election) as provided in Subsection 8.4(2).

- 8.(11) In the performance of all of its duties and in the exercise of all of its powers the Publishing Board shall be subject to the direction of the Regents' Rules and Regulations. The Publishing Board shall conduct its meetings in strict adherence to Roberts' Rules of Order.
- 8.(12) There shall be an Executive Committee of the Publishing Board to be composed of three faculty members and two journalism students to be elected by the Publishing Board from its membership.
- 8.(13) The Executive Committee shall appoint a General Manager who shall be selected annually during the month of May for the fiscal year beginning September 1. The Executive Committee shall determine the compensation of the General Manager. The duties of the General Manager shall be prescribed by the Executive Committee, subject to basic policies set forth by the Publishing Board. The Editorial Manager(s) will be appointed by the Executive Committee, subject to basic policies set forth by the Publishing Board. The Executive Committee shall determine compensation of the Editorial Manager(s). The Editorial Manager of The Daily Texan shall be authorized to coordinate the activities between The Daily Texan and the Department of Journalism so as to secure the most effective use of the journalism laboratories and classes in the preparation of material for The Daily Texan. The Executive Committee shall fix the compensation of all editorial workers on student publications, subject to the final approval of the Publishing Board. The Executive Committee shall appoint and fill all vacancies for Editor and Managing Editor of every publication, except The Daily Texan, and shall fix their compensation subject to final approval of the Publishing Board at its next regular meeting.
- 8.(14) The Executive Committee is authorized to implement, and is responsible for implementation of, the policies of the Publishing Board between meetings of the Publishing Board.

FEB 9 1979

2757

8. (15) A definitive relationship between the Department of Journalism of The University of Texas at Austin and The Daily Texan published by the Publishing Board must exist. Accordingly, the chief administrative officer of The University of Texas at Austin shall promulgate an operating procedure to establish this relationship. The operating procedure may be amended from time to time by mutual agreement between the Department of Journalism, through its chairman, and the Publishing Board, with the concurrence of the chief administrative officer of The University of Texas at Austin. In the event the Chairman of the Department and the Board of Directors are unable to agree on amendments, the chief administrative officer of The University of Texas at Austin shall make the final decision.
8. (16) There shall be established within the Publishing Board a Review Committee which shall be composed of one member of the journalism faculty, one journalism student, and one professional newspaperman. Such members are to be elected by the Publishing Board out of its membership. All appeals on material withheld from publication by the Editorial Manager, or respective publications supervisors, shall be considered by the Review Committee within 24 hours of the action. A decision of the Review Committee may be appealed to the Publishing Board, but seven affirmative votes of the Publishing Board are required to overrule said decision of the Review Committee. In all such matters, the actions of the Publishing Board shall be final and complete without review outside the Publishing Board.
8. (17) It shall be the duty of the Publishing Board to furnish on request to the chief administrative officer of The University of Texas at Austin, the Chancellor, and the Board of Regents, within two weeks of such request, any special reports requested by such officials.
8. (18) At least eighteen copies of the minutes of all meetings of the Publishing Board shall be delivered promptly to the chief administrative officer of The University of Texas at Austin for distribution to the Chancellor, the Vice Chancellor for Academic Affairs, the members of the Board, the Secretary to the Board, and such members of The University of Texas at Austin administration as the chief administrative officer of The University of Texas at Austin may direct. No action of the Publishing Board shall have any force or effect unless included in the minutes and until it has been approved by the chief administrative officer of The University of Texas at Austin, except actions of the Publishing Board pertaining to

decisions of the Review Committee, and except as to actions of the Publishing Board with respect to the appointment, discipline, or removal of editors, which actions need only be reported in the minutes for information, but are not reviewable outside the Publishing Board.

8. (19) No budget or budget amendment adopted by the Publishing Board shall have any force or effect until such budget or budget amendment has been approved by the Board.
8. (20) No expenditure shall be made by the Publishing Board unless it is made in accordance with and pursuant to a budget item that has been previously adopted by the Publishing Board and approved by the Board.
8. (21) Within 90 days following the close of each fiscal year, the chief administrative officer of The University of Texas at Austin shall be furnished for distribution to the Chancellor and to the members of the Board, the Secretary to the Board, and to such members of The University of Texas at Austin administration as the chief administrative officer of The University of Texas at Austin may direct, at least fifteen copies of a complete audit of the fiscal year.
8. (22) All employees, editors, editorial workers, and staff members employed to work on student publications under the control and jurisdiction of the Publishing Board, including all employees of the former corporation known as Texas Student Publications, Inc., holding office or employed as of the effective date of this section of these rules and regulations shall continue in office or employment (unless disciplined or removed from office in accordance with this section) at the same wage rates and under the same terms of their current office or employment (unless changed by the Publishing Board in accordance with this section).
8. (23) Subject to Subsection 8.22 of this section, the Publishing Board shall have the authority: (1) to appoint the Managing Editor of The Daily Texan, from among qualified students; (2) to take disciplinary action against the employees, editors, editorial workers, and staff members of student publications, including the removal from office after due notice, for a violation of the policies of the Publishing Board or for nonperformance of duties; such removal shall require a majority vote (action of the Publishing Board in the matter of the appointment discipline, and removal of editors shall be final and complete); provided, however, that no action taken by the Publishing Board with respect to the employment, dismissal, salary, or duties and responsibilities of either the General Manager or the Editorial

Manager(s) shall have any force or effect until it has been approved by the Board; and (3) to determine the character and policies of all student publications.

8. (24) Since all funds utilized in the operations of student publications are under the direct control of an agency of the university, the Publishing Board, the Vice President for Business Affairs of The University of Texas at Austin, and the director of The University of Texas at Austin Personnel Office shall immediately make arrangements for assuring that all appropriate personnel are placed under the budgetary and personnel regulations applicable to other University of Texas at Austin employees.
8. (25) The Publishing Board shall promulgate and implement a handbook which shall contain the operating policies of the Publishing Board.
8. (26) As an interim measure, to assure the uninterrupted operation of student publications on the campus of The University of Texas at Austin, the chief administrative officer of The University of Texas at Austin shall appoint two journalism faculty members, one college of business administration faculty member, two professional newspapermen, and six students, who shall serve only until June 1, 1972, when a Publishing Board selected under procedures set out in this section will take office. This interim board will arrange for the election of the Editor of The Daily Texan and Publishing Board members as required under Subsections 8.4 and 8. (10) for the new year of offices beginning June 1, 1972.

Sec. 9. The Texas Union (The University of Texas at Austin).

- 9.1 Subject to all relevant provisions of the Rules and Regulations of the Board of Regents and the rules and regulations of The University of Texas at Austin, the Board of Directors of the Texas Union shall recommend to the chief administrative officer of The University of Texas at Austin rules, regulations, and procedures regarding the operation and use of the Texas Union, shall review the Texas Union Budget, shall advise the chief administrative officer in the appointment of the Union Director and shall be involved in the future development of the Texas Union. The Texas Union is designed to provide facilities, services and programs for the students, faculty and staff of The University of Texas at Austin, including the coordination of beneficial co-curricular activities of students and faculty members,

programs for intellectual, social, cultural and recreational development, for the promotion of genuine democracy, for the cultivation of a more intelligent interest in and deeper affection for The University of Texas at Austin.

9.2 The Board of Directors of the Texas Union shall consist of nine voting members: Six students and three faculty members. The Dean of Students, or his/her delegate, the Secretary of the Board of Directors, and the Union Director shall be ex officio members without vote.

9.21 The faculty members shall be appointed by the chief administrative officer for three-year overlapping terms, one to be appointed each year. New faculty member appointments shall become effective on May first of each year.

9.22 The six student members of the Board shall be as follows: the President of the Students' Association, the Coordinator of the Texas Union Program Council, and four other students to be appointed for two-year overlapping terms. The four non-ex officio student members shall be registered for at least six semester hours during each long session semester of service and shall be selected as follows: A public announcement of Union Board vacancies shall be published in The Daily Texan and an interview process shall be conducted by the Executive Officers of the Students' Association, or by the appropriate committee of the Students' Association. Appointments shall be ratified by a 2/3 vote of the Student Senate. New student appointments shall become effective on May first of each year.

9.3 The officers of the Board of Directors of the Texas Union shall be as follows: Chairman; Vice-Chairman; Secretary; and Union Director. The Chairman shall be elected each year from the student membership of the Board of Directors by the voting members of the Board. In order to qualify for election as Chairman, a student shall have at least one year's experience on either the Texas Union Program Council or the Board of Directors. The Vice-Chairman shall be the President of the Students' Association, and the Secretary and the Union Director shall be elected by the voting members of the Board of Directors. The officers of the Board of Directors shall perform the usual duties of their respective offices.

9.31 The Chairman shall be elected each year to serve a term to extend from the first official Board meeting of the Fall Semester until May 15th.

- 9.32 An Interim Chairman shall be elected each year to serve a term from May 15th until the first official Board meeting of the following Fall Semester. The Interim Chairman shall have the same qualifications as the Chairman.
- 9.4 The Board of Directors may, at its discretion, authorize any three voting members of the Board to serve as an executive committee acting for the Board of Directors between meetings, but only during the period from May 15th until the first day of registration for the fall semester, or during official UT semester break or holiday periods. All actions taken by the Executive Committee are subject to later ratification by the Board of Directors.
- 9.5 At least two copies of the minutes of all meetings of the Board of Directors and the Executive Committee shall be delivered promptly to the chief administrative officer of The University of Texas at Austin. No budget or budget amendment adopted by the Board of Directors of the Texas Union, or of any committee or subcommittee of such Board, shall have any force or effect until such budget or budget amendment has been approved by the Board of Regents.
- 9.6 No expenditure shall be made by the Board of Directors of the Texas Union, unless it is made in accordance with and pursuant to a budget item which has previously been adopted by the Board of Directors of the Texas Union and approved by the Board of Regents.
- 9.7 Within ninety days following the close of each fiscal year of the Texas Union, there shall be furnished to the chief administrative officer of The University of Texas at Austin for distribution to the Chancellor, to the members of the Board of Regents, to the Secretary to the Board of Regents, and to such other members of the administration as the chief administrative officer of The University of Texas at Austin may direct, at least 15 copies of a complete audit of the fiscal affairs of the Texas Union during the preceding fiscal year.
- 9.8 The Board of Directors of the Texas Union shall meet at least once a month during each Long Session, setting its own date for meetings, formulating its own rules of procedure, setting up and appointing such committees as it may deem necessary and desirable for the proper use

of the facilities of the Union Building, and exercising all powers not specifically assigned herein.

9.9 The Union Director shall serve as chief executive official in the Union Building. The Board of Directors of the Texas Union shall recommend annually on June 1 through the chief administrative officer of The University of Texas at Austin to the Chancellor and the Board of Regents the appointment of the Union Director. His term of service shall extend from September 1 through the following August 31. The Union Director shall have the responsibility for the day-to-day operation of the Union Building and its programs or activities. He shall be charged with coordinating the various functions of the Building and the interests of the various groups served by the Building. The Union Director shall consult with the Texas Union Board of Directors regarding the appointment of appropriate staff members. He shall employ, supervise, and direct the work of all subordinate employees. The Union Director shall be a member of all committees without vote. On May 1 annually he shall make a complete report to the Board of Directors of the Texas Union covering the activities in the Union Building. The report shall be transmitted through the chief administrative officer of The University of Texas at Austin to the Chancellor, to the Board of Regents, to the Secretary to the Board of Regents, and to such other members of the administration as the chief administrative officer of The University of Texas at Austin may direct. The Union Director shall perform such additional services as may be required by the Board of Directors and approved by the Board of Regents.

9.(10) While various parts and facilities of the Union Building are reserved primarily for the general use of students and faculty, provision is made by extending the use of portions of the Building to special groups for their exclusive use when this can be done in such manner as not to interfere with the regular program of the Union, and in such cases a rental price may be charged. However, when persons, groups, or organizations officially designated by the chief administrative officer of The University of Texas at Austin, by the Chancellor, or by the Board of Regents as guests of the University desire to use the facilities of the Union, such privilege shall be granted and shall be granted without cost to the guest group. It is understood, of course, that all requests for the use of the facilities of the Union shall be subject to the principle that prior reservations will be respected, and for that reason requests for the use of the Building or any part of it should be made as early as possible.

9. (11) Notwithstanding any other provision of this section, every action of the Board of Directors of the Texas Union, and every action of any committee or subcommittee of such board, shall be reviewed by the chief administrative officer of The University of Texas at Austin and the chief administrative officer of The University of Texas at Austin may approve, reverse, or modify each such action. After reviewing the minutes of the Board of Directors, the chief administrative officer of The University of Texas at Austin shall deliver to the Chancellor two copies of such minutes and a copy of the action, if any, taken by the chief administrative officer with regard to the approval, modification, or reversal of any action of the Board of Directors. Nothing in this section shall be deemed to limit or restrict the authority of the Board of Regents.

Sec. 10. Intercollegiate Athletics Council for Men (The University of Texas at Austin).

- 10.1 The Intercollegiate Athletics Council for Men at The University of Texas at Austin shall be composed of nine voting members as follows: a student of the University, an ex-student of the University, two regental appointees, and five members of the General Faculty of the University.
- 10.11 The student member of the Council shall be appointed by the chief administrative officer of the University to a one-year term which shall begin at the start of the Fall Term.
- 10.12 The ex-student member of the Council shall be appointed by the Ex-Students' Association of the University to a one-year term which shall begin at the start of the Fall Term.
- 10.13 The two regental appointees shall be appointed by the Board of Regents to four-year staggered terms which shall begin at the start of the appropriate Fall Terms. One such appointment shall be made in each even-numbered year.
- 10.14 The chief administrative officer of the University shall appoint a member of the General Faculty as a member and chairman of the Council for an indefinite term with the appointee to serve both as a member and as the chairman of the Council at the pleasure of the chief administrative officer. The chairman of the Council shall also serve as the University's representative in the Southwest Athletic Conference.
- 10.15 The chief administrative officer of the University shall appoint four members of the General Faculty

to four-year staggered terms on the Council, with one such faculty member appointed each year. Each four-year term shall begin at the start of the appropriate Fall Term.

10.16 Each member of the Council shall continue to serve until his or her successor has been appointed, and each member may be reappointed to one or more additional terms.

10.2 At least two copies of the minutes of all meetings of the Council shall be delivered promptly to the chief administrative officer of the University. No budget or budget amendment adopted by the Council, or of any committee or subcommittee of such Council, shall have any force or effect until such budget or budget amendment has been approved by the Board of Regents.

10.3 The chief administrative officer of the University shall review the minutes of all meetings of the Council and may subsequently approve, reverse, or modify any action therein. After reviewing the minutes of a meeting of the Council, the chief administrative officer of the University shall deliver to the Chancellor of the System two copies of such minutes and a copy of the action, if any, taken by the chief administrative officer with regard to the approval, modification, or reversal of any action of the Council. Nothing in this section shall be deemed to limit or restrict the authority of the Board of Regents.

Sec. 11. Employment of a Students' Attorney.

11.1 If an attorney is retained in any manner by a component institution or by a Students' Association or other agency of student government at any component institution of the System to serve as a students' attorney, said attorney shall not act as counsel of record nor represent any student, faculty member, or staff member, or any group or combination of students, faculty members, or staff members, or System Administration or any component institution of the System:

11.11 In any matter that requires an administrative decision to be made by any officer, committee, board, or agency of a component institution of the System, the System, or the Board.

11.12 At any stage of any criminal proceeding in any federal, state, county, or local court.

11.13 At any stage of any civil proceeding in any federal, state, county, or local court where such proceeding is directly or indirectly against or antagonistic to the interest of the System or any component institution thereof, or against or antagonistic to the interests

FEB 9 1979

2765

of any person who is sued in his official capacity as an officer of the System or any component institution thereof.

- 11.2 Any contract or agreement for legal services entered into by a Students' Association or other agency of student government or other agency of a component institution with an attorney whose remuneration will be paid from funds under the control and management of the Board, including funds from student fees whether mandatory or optional, is expressly subject to the applicable provisions of the Regents' Rules and Regulations, including, but not limited to, the foregoing provisions of this Section 11 and the following:

Section 8.7 of Chapter I of Part One;
Section 1.1 of Chapter III of Part One;
Section 1.3 of Chapter III of Part One;
Section 11 of Chapter III of Part One;
Section 5.15 of Chapter VI of Part One; and
Section 5.21 of Chapter VI of Part One.

CHAPTER XI

CONTRACTS AND GRANTS FOR RESEARCH, TRAINING, AND
EDUCATIONAL SERVICES, INCLUDING
INSTITUTIONAL SUPPORT GRANTS

- Sec. 1. Contracts, grants, and agreements from or with outside agencies for research, training, and educational services, including institutional support grants (except as provided in Subsection 1.1 below) shall be approved by the chief administrative officer and ratified by the Board via the institutional dockets.
- 1.1 Contracts or agreements with foreign governments, agencies thereof, and with institutions, enterprises or individuals subject to the jurisdiction of foreign governments, shall be submitted to System Administration for prior review sufficiently in advance of effective date for prior approval of the Board, if such prior approval is deemed appropriate by the General Counsel and the Chancellor.
 - 1.2 The Office of the Chancellor will issue special instructions for those contracts and grants requiring special approvals other than as provided in this section.
 - 1.3 Funds shall not be encumbered or expended under any contract or grant prior to the approval of the contract or grant as indicated above.
 - 1.4 Institutional support grants include NSF Institutional Grants for Science, NIH General Research Support Grants, Health Professions Education Improvement and/or Capitation Grant Programs, and other such grants awarded on a formula basis rather than a budgeted project basis.
- Sec. 2. Proposals for such contracts, grants and agreements, whether with government agencies, industry, foundations, or other private granting agencies, shall be initiated by the faculty member (or other appropriate official who will direct the work) and shall be approved by designated administrative officials, including the chief administrative officer. These proposals will receive such System Administration review and approval as directed by the Chancellor. The chief business officer at each component institution is responsible for the business aspects of the proposals.

- Sec. 3. Copies of contracts, grants, and agreements specified in Section 1 of this chapter shall be filed with the Secretary to the Board, together with a copy of the proposal or application, if any, that resulted in the contract, grant, or agreement.
- Sec. 4. Detailed budgets are generally included in the proposals that result in a contract or grant for a specific research, training, or educational project, and expenditures should conform to such budgets, unless amended by authorized procedures. For those institutional or "formula" type grants identified in Subsection 1.3 of Section 1 of this chapter, a proposed budget must be submitted to the Office of the Chancellor for review, approval, and submission to the Board.
- Sec. 5. Proposals as to overhead rates and specialized rates for fringe benefits, computers, and other facilities chargeable to cost-reimbursement contracts and other government contracts and grants shall be worked out in preliminary form by the chief business officer concerned and shall be reviewed and approved by the System Comptroller before being submitted. Subject to approval of the Vice Chancellor for Business Affairs, the System Comptroller shall negotiate all such rates for the component institutions of the System.
- Sec. 6. Information as to overhead and specialized rates applicable to the type of contract, grant or agreement to be entered into shall be secured from the System Comptroller via the business officers and/or the appropriate research administration officer.
- Sec. 7. To the extent that indirect cost recoveries from the application of overhead rates are derived from use charges for buildings, other improvements, or equipment, the funds so derived shall be designated for renewals and replacements of plant fund assets or for other purposes specified and approved in the budgetary processes as related to the indirect cost recoveries.